



CITY OF CALGARY  
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IN COUNCIL CHAMBER

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CITY CLERK'S DEPARTMENT

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### Previous Council Direction

- Direct administration through the Gender Equity and Diversity Notice of Motion to develop a scoping report.
- Direct Administration to develop a strategy, informed by a baseline assessment, to advance gender equity and diversity and report back to Council through the SPC on CPS no later than Q2 2019.
- Council approved the Council Innovation Fund application for the Gender Equity and Diversity Baseline Assessment in the amount of \$170 000.



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## Benefits

- Maximizing the potential of employees of all genders cultivates innovation.
- Creating diverse teams with multiple perspectives results in more effective decision making.
- Reflecting the diversity of the community in municipal governance results in more engaged citizens.
- Building on membership of Coalition of Inclusive Municipalities (CCMARD)



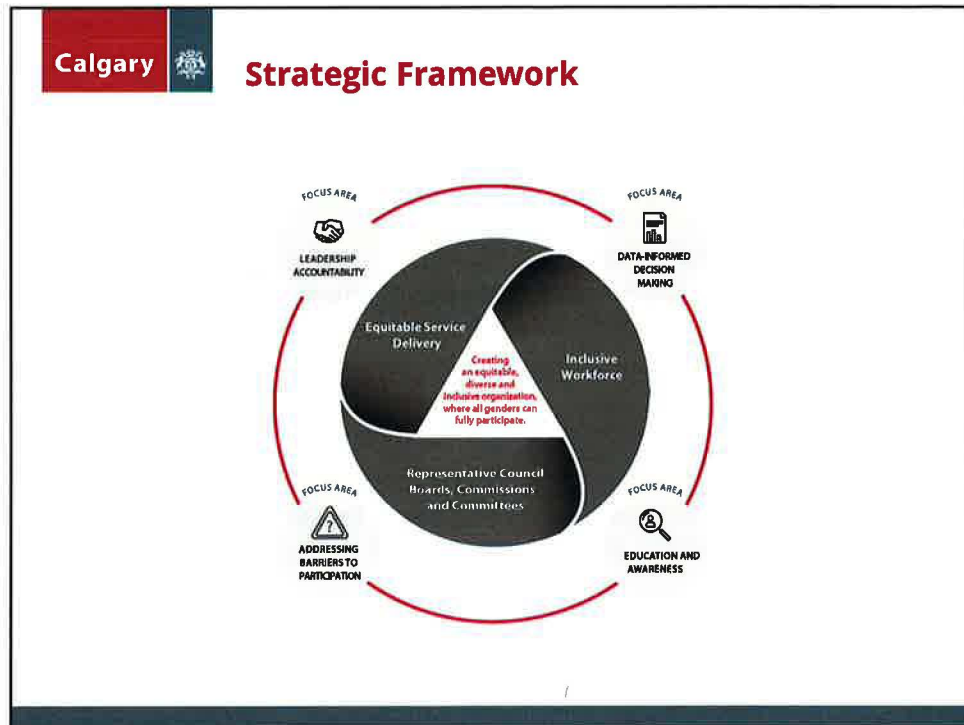
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## Baseline Assessment

- City Service Delivery
  - GBA+ Learning Initiative
- Council and its Committees
  - Demographic survey & policy review
- City Workforce
  - Data analysis & policy review







## Council Recommendations

That the Standing Policy Committee (SPC) on Community and Protective Services (CPS) recommend that Council:

- Approve the Gender Equity, Diversity, and Inclusion Strategy and direct Administration to implement the actions outlined (Attachment 1);
- Accept this report as the report back on the Gender Equity, Diversity Baseline Assessment Council Innovation Fund application (PFC2018-0910); and
- Direct Administration to develop a measurement plan and report back to Council on progress of implementation through the SPC on CPS no later than Q4 2020.

