Interim Report, May 29, 2019

Women’s Equity and Trans, Gender Variant and Two-Spirit Inclusion

Interim Report, May 29, 2019
Today’s Presentation

• Context

• Highlighted Strategies:
  – Trans, Gender Variant and Two-Spirit Inclusion
  – Women’s Equity

• Next Steps

• Women Deliver Update
Section 1

Context
Section 2

Trans, Gender Variant and Two-Spirit Inclusion
Strategy Overview

- **5 Pillars**
- **16 Actions**
- **9 Departments, plus Board of Parks & Recreation**
Strategy Overview

- Public Spaces, Facilities + Signage
- Programs + Services
- Human Resources
- Communications + Data
- Community Consultation + Public Partnerships
Status 2018-2019

16 Actions

6 Completed

7 In progress/On target

3 Ongoing
Inclusive washroom signage installed in all City owned and leased buildings
Key Accomplishments

- TGV2S Inclusion Facilitator position approved – Board of Parks & Recreation

- Over 1,500 staff trained in TGV2S inclusion since 2018
Section 3

Women’s Equity Strategy
Strategy Overview

Five Priority Themes

Safety
Childcare
Leadership & Representation
Housing

Intersectional Lens
Strategy Overview

10 Year Strategy

18 Phase 1 Actions

7 Lead Departments
Status 2018-2019

18 Actions

7 Completed

9 In progress/On target

2 Ongoing
Key Accomplishments

✓ Joined UN Women’s Global Flagship Initiative “UN Safe Cities & Safe Public Spaces”

✓ Collaborated with community partners on campaign to raise awareness of gender-based violence
Key Accomplishments

- Consistently achieve goal of 50% women new hires in leadership roles
- Trained recruitment staff on unconscious bias
- Increased outreach & recruitment for women in under-represented roles
- ENG Diversity & Inclusion Action Plan
- VF&RS Assistant Chief Recruiting, Outreach, Diversity and Inclusion

EMPLOYMENT INFO SESSION
Women in operations and trades
Learn more about upcoming opportunities at the City of Vancouver

Wednesday, April 17, 2019
3:30 – 6:30 pm

Where:
511 West Broadway
Vancouver

Session includes:
Learn and chat with leaders from Engineering, Park Board, and Real Estate and Facilities Management.

RSVP:
covemploymentsession.eventbrite.com
Drop-ins also welcome

Children's activity corner available for parents

BUILDING A CITY WE LOVE
Key Accomplishments

✓ Exceeded target of 1,000 new childcare spaces by 2018
✓ Negotiations underway with Province on capital funding agreement for childcare
Related Initiatives

• Research:
  ✓ Women Transforming Cities research partnership
  ✓ UBC Project RISE research partnership
  ✓ McKinsey annual survey
Section 5

Next Steps
Next Steps

- Ongoing work related to actions in each strategy
- Meetings with Council Advisory Committees
  - Women, LGTQ2+ and others
- Regular updates to Council
  - Women’s Equity Strategy report early 2020
- Development of an Equity Framework, including Intersectional Lens
Section 4

Women Deliver
Women Deliver

- Legacy Housing Project
- Public Event – Culture Night
- City and Community Engagement
- Women’s Equity Programming

CELEBRATING
WOMEN DELIVER 2019 CONFERENCE
Women Deliver

Legacy Housing Project

• Women’s building for low-income, women-led households, including Indigenous women and children
• Housing and social services for the neighbourhood

Public Event – Culture Night

• June 5 at Jack Poole Plaza
• Partnership with Tourism Vancouver as Host Sponsor includes on-stage announcements and engagement recommendations
Women Deliver

City and Community Engagement

- Non-profit Conference Attendees
- Exploring the Gender Lens on City Work
- Women4Politics: A Mock Council Experience for Young Women
- Honouring Community Sport Champions
- Volunteer Opportunities
### Women’s Equity Programming

<table>
<thead>
<tr>
<th>Event Date</th>
<th>Event Title</th>
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</thead>
<tbody>
<tr>
<td>May 11</td>
<td>“Show and Shine” Family Day event</td>
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<tr>
<td>June 3</td>
<td>Julia Gillard Keynote</td>
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<td>June 4</td>
<td>Resilient Women</td>
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<tr>
<td>June 5</td>
<td>Diversity in Leadership</td>
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<tr>
<td>June 6</td>
<td>UN Safe Cities, Safe Public Spaces</td>
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#### Ongoing
- Women’s Equity Strategy Exhibit
- External Indigenous Advisory Circle
- Remarkable Women Series
- Leadership profile campaign
Thank you – Questions?

Women’s Equity and Trans, Gender Variant and Two-Spirit Inclusion

Thank you – Questions?