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Item No. 12.2.1
Executive Standing Committee
March 22, 2021

TO: Mayor Savage Members of the Executive Standing Committee

SUBMITTED BY: (original signed)

Jane McKay-Nesbitt, Chair, Women's Advisory Committee

DATE: March 9, 2021

SUBJECT: Women's Advisory Committee 2021 Work Plan

ORIGIN

March 4, 2021 special meeting of Women's Advisory Committee, Item 9.2.1.1.

LEGISLATIVE AUTHORITY

Administrative Order Number 2019-004-GOV, respecting the Women's Advisory Committee in the Halifax Regional Municipality section 6 (b):

Duties of the Committee

9. The Committee may develop and annual work plan for approval by Executive Standing Committee.

RECOMMENDATION

It is recommended that the Executive Standing Committee review and approve the Women's Advisory Committee's 2021 Work Plan as set out in Attachment 1 of the report dated March 5, 2021.

BACKGROUND

On November 26, 2019, Regional Council approved Administrative Order 2019-004-GOV to establish the Women's Advisory Committee in order to support the creation of a gender inclusive municipality. The Committee reports to the Executive Standing Committee of Council. The purpose of the Women's Advisory Committee is to advise the Municipality on the impact of municipal policies, programs, and services on women.

DISCUSSION

The first meeting of the Women's Advisory Committee was held on September 25, 2020. At the November 5, 2020 meeting, the Committee began developing the 2021 Work Plan. The Committee determined that it was necessary to focus on learning about issues and programs affecting women in order to better perform their role as an Advisory Committee to the Halifax Regional Council.

Three priorities for learning and action in 2021 were identified:

- Housing security for women (homelessness and shelters, and affordability);
- Engagement of women in municipal politics, and in municipal governance and issues;
- Updating existing municipal policies using gender-based analysis.

In regard to items 6(d) and 8 of Administrative Order Number 2019-004-Gov the Committee has received staff presentations on the Gender Based Analysis Plus (GBA+) process, and the UN Safe Cities and Safe Places for Women and Girls Programme. Committee members also completed the GBA+ certification course offered by the Federal Government.

At the January 7, 2021 meeting, the Committee discussed and selected organizations or groups that the Committee would like to invite presentations from in order to become more informed on the priorities identified above. To date, the Committee has heard from YWCA Halifax, Alice House and The Marguerite Centre on a topic of the *Women's Housing in Halifax, a Community Perspective* as housing security for women is one of their three priorities for actions. The Committee has also heard a staff presentation on Affordable Housing Initiatives in Halifax.

At the March 4, 2021 meeting, the Committee reviewed and approved the draft 2021 Work Plan as amended.

FINANCIAL IMPLICATIONS

There are no financial implications associated with this report.

RISK CONSIDERATION

There are no significant risks associated with the recommendations in this Report.

COMMUNITY ENGAGEMENT

The agenda and reports of the Women's Advisory Committee are posted on Halifax.ca, and draft minutes of meetings are made available on Halifax.ca within three business days.

ENVIRONMENTAL IMPLICATIONS

There are no environmental implications associated with this report.

ALTERNATIVES

The Women's Advisory Committee did not provide alternatives.

The Executive Standing Committee could request amendments to the Women's Advisory Committee 2021 Work Plan to address specific issues.

ATTACHMENTS

Attachment 1 – Women's Advisory Committee 2021 Work Plan

A copy of this report can be obtained online at halifax.ca or by contacting the Office of the Municipal Clerk at 902.490.4210.

Report Prepared by: Haruka Aoyama, Legislative Assistant, Municipal Clerk's Office 902.490.6517

Attachment 1

Women's Advisory Committee 2021 Work Plan

The three Action Subcategories listed below were identified at the November 2020 meeting as the priorities for action for 2021. Because the Women's Advisory Committee is new, and Committee Members are new to their role as advisors to the HRM, it has been decided that 2021 will be devoted to becoming better informed about the priorities for action that have been identified. Doing so will equip Committee Members to more effectively perform their role as an Advisory Committee of the HRM.

Subcategories/Action	Alignment with Terms of Reference	Person/ Group Responsible	Resources required other service providers, Government, Funds, etc.	Time Frame	Desired Outcome	Performance Indicators: How will you measure your accomplishments
Housing security for women (homelessness, shelters and affordability)	Sections 5 (a) & (c)	<i>All Committee Members</i>	<i>Expertise of staff members of HRM and Halifax Community organizations with knowledge about housing issues in the HRM</i>	2021	<i>Committee members will become more knowledgeable about housing issues in the HRM so that they may effectively perform their role as an Advisory Committee to the HRM</i>	<i>Committee Members will receive presentations from at least 3 organizations concerned with housing issues (e.g., HRM Office of Public Safety re: UN Safe Cities program; HRM Regional Planning Office; Halifax YWCA, Alice House, The Marguerite Centre) during 2021.</i> <i>Identify actionable items for the Committee within 2 months of hearing presentations</i>
Engagement of women in municipal politics, and in	Sections 6(a) and (b)	<i>All Committee Members</i>	<i>Expertise of staff members of the HRM Office of Diversity and</i>	2021	<i>Committee members will become more</i>	<i>Committee members will hear presentations from at least 3</i>

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Subcategories/Action	Alignment with Terms of Reference	Person/ Group Responsible	Resources required other service providers, Government, Funds, etc.	Time Frame	Desired Outcome	Performance Indicators: How will you measure your accomplishments
municipal governance and issues			<i>Inclusion and of HRM Councillors</i>		<i>knowledgeable about issues that impede women's involvement in municipal politics, governance and other issues in the HRM so that they may effectively perform their role as an Advisory Committee to the HRM</i>	<p><i>persons/organizations regarding this issue, during 2021</i></p> <p><i>Committee members will be involved in planning of HRM International Women's Day 2022 celebrations.</i></p> <p><i>Women History Month 2021 (October 1, 2021)</i></p> <p><i>Gender Equity Week (September 2021)</i></p> <p><i>Support Campaign School for women</i></p> <p><i>Identify actionable items for the Committee within 2 months of hearing presentations</i></p>
Reviewing existing municipal policies using gender-based analysis: <ul style="list-style-type: none"> ○ Introduction of intersectional lenses 	Section 6(a) Section 6(d)	<i>All Committee Members</i>	<i>Expertise of staff members of the HRM Office of Diversity and Inclusion and of Halifax Community Organizations with</i>	<i>2021</i>	<i>Committee members will become more knowledgeable about issues facing</i>	<i>All members of the Committee will receive a Certificate of Completion of the GBA+ course</i>

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Subcategories/Action	Alignment with Terms of Reference	Person/ Group Responsible	Resources required other service providers, Government, Funds, etc.	Time Frame	Desired Outcome	Performance Indicators: How will you measure your accomplishments
<ul style="list-style-type: none"> ▪ Opportunities of immigrant, racialized or marginalized women in Halifax Regional Municipality ▪ Diversity of Women's identities such as transgender and non-binary people ▪ Placemaking for women and LGBTQ+ members of the community ▪ Inclusion of newcomers/international students to community related to language barriers 	<p>Section 5(d)</p> <p>Section 6(c)</p> <p>Sections 5(a), (c) & 6(a)</p>		<p><i>specialized knowledge of these issues</i></p>		<p><i>immigrant, racialized, marginalized, transgendered people, non-binary people, LGBTQ+ people, Indigenous people and newcomers who face language barriers in the HRM so that they (the Committee members) may effectively perform their role as an Advisory Committee to the HRM</i></p>	<p><i>Recommend Regional Council members and HRM staff to take GBA+ course.</i></p> <p><i>Committee Members will receive presentations from at least 3 organizations concerned with addressing the needs of the groups identified here in the HRM (e.g., ISANS; Office of Diversity and Inclusion) during 2021.</i></p> <p><i>Identify actionable items for the Committee within 2 months of hearing presentations</i></p>

[Terms of Reference \(Administrative Order 2019-004-GOV Respecting the Women's Advisory Committee in the Halifax Regional Municipality\)](#)

ⁱ Examples of indicators taken from the Federation of Canadian Municipalities': Diverse Voices: Tools and Practices to Support all Women Toolkit.

Attachment 1

Available at: <https://fcm.ca/sites/default/files/documents/resources/tool/diverse-voices-tools-and-practices-wilg.pdf>