

Request for Women's Advisory Committee Consideration

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| <input checked="" type="checkbox"/> Agenda Item
(Submitted to Municipal Clerk's Office by Noon at least 5 working days prior to the meeting) | <input type="checkbox"/> Added Item
(Submitted to Municipal Clerk's Office by Noon at least one day prior to meeting) | <input type="checkbox"/> Request from the Floor |
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Date of Meeting: April 1, 2021

Subject: GBA+ training for all staff members of the Halifax Regional Municipality, both current and future.

Motion for Women's Advisory Committee to Consider:

That the Women's Advisory Committee recommend that the Executive Standing Committee request a staff report regarding the implementation of the Federal Government's Gender-Based Analysis Plus (GBA+) free, self-paced training for all current and future staff members of the Halifax Regional Municipality as part of the employee training.

Reason: The Women's Advisory Committee has identified that as the definition of gender rightfully broadens, it is important to ensure those who are making decisions and creating/giving feedback on policies are educated on these changes. This way they can provide an educated insight into the decisions and policies they make so they are equitable for all people.
The GBA+ program provides an introductory level of information and serves to increase the effectiveness of policies and initiatives within an organization. It helps to develop a person's views so they recognize issues that may not pertain to them directly. This addition of a "gendered lens" will allow for a more thorough and effective decision-making process. We, as a committee, have identified key areas where a gendered lens was not used, such as affordable housing initiatives, and we look forward to changes that will prevent this in the future.

Outcome Sought: Achieve 100% GBA+ certified staff in the Halifax Regional Municipality to ensure all policies, directives, and engagements between public and staff are diverse, understanding, equitable, and effective.

Tanya Boudreau, Member of Women's Advisory Committee