



P.O. Box 1749  
Halifax, Nova Scotia  
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**Item No. 12.2.1**  
**Executive Standing Committee**  
**April 26, 2021**

**TO:** Mayor Savage Members of the Executive Standing Committee

**SUBMITTED BY:** (original signed)  
\_\_\_\_\_  
Jane McKay-Nesbitt, Chair, Women's Advisory Committee

**DATE:** April 7, 2021

**SUBJECT:** GBA+ training for all staff members of the Halifax Regional Municipality

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**ORIGIN**

April 1, 2021 special meeting of Women's Advisory Committee, Item 9.2.3.

**LEGISLATIVE AUTHORITY**

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

**Duties of the Committee**

*6. The Committee shall advise Council, through the Executive Standing Committee, on matters related to women as follows:*

*(d) provide information and resources about women's gender-based issues to Council, including the use of Gender-Based Analysis Plus; and*

*(e) advise and make recommendations about strategies designed to achieve the objectives of the Committee.*

**RECOMMENDATION**

It is recommended 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.

## **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**

At the April 1, 2021 meeting, the Women's Advisory Committee received a Committee Consideration Form from Tanya Boudreau, a member of the Women's Advisory Committee to consider 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 to 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.

For further information, refer to the Attachment 1 of this report.

## **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.

## **ATTACHMENTS**

Attachment 1 – A request for Women's Advisory Committee Consideration entitled *GBA+ training for all staff members of the Halifax Regional Municipality, both current and future* by Tanya Boudreau

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A copy of this report can be obtained online at [halifax.ca](http://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

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Request for Women's Advisory Committee Consideration		
<input checked="" type="checkbox"/> <b>Agenda Item</b> (Submitted to Municipal Clerk's Office by Noon at least 5 working days prior to the meeting)	<input type="checkbox"/> <b>Added Item</b> (Submitted to Municipal Clerk's Office by Noon at least one day prior to meeting)	<input type="checkbox"/> <b>Request from the Floor</b>
<b>Date of Meeting:</b> April 1, 2021		
<b>Subject:</b> GBA+ training for all staff members of the Halifax Regional Municipality, both current and future.		
<b>Motion for Women's Advisory Committee to Consider:</b>		
<p>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.</p>		
<p><b>Reason:</b> 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.</p>		
<p><b>Outcome Sought:</b> 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.</p>		
<p><i>Tanya Boudreau, Member of Women's Advisory Committee</i></p>		