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Item No. 12.2.1
Executive Standing Committee
January 24, 2022

TO: Mayor Savage and Members of the Executive Standing Committee

SUBMITTED BY: Original Signed

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

DATE: January 14, 2022

SUBJECT: **Women's Advisory Committee 2022 Work Plan**

ORIGIN

January 13, 2022 meeting of the Women's Advisory Committee, Item 10.2.1.

LEGISLATIVE AUTHORITY

Administrative Order Number 2019-004-GOV, *Respecting the Women's Advisory Committee in the Halifax Regional Municipality*, sections 6 (a) and 9 Duties of the Committee provide:

6. The Committee shall advise Council, through the Executive Standing Committee, on matters related to women as follows:
 - a) receive and review municipal policies, priorities and decisions using a gender lens, for items directed to the Committee by Council or a Standing Committee of Council, or on its own initiative with direction from the Executive Standing Committee, and to make recommendations;
 - ...
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 approved the Women's Advisory Committee's 2022 Work Plan as set out in Attachment 1 of this report.

BACKGROUND

On September 25, 2020 the Women's Advisory Committee held its first meeting and on November 5, 2020 began developing a Work Plan for 2021. The Committee determine 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.

On March 4, 2021 the Committee approved their 2021 Work Plan, which was subsequently reviewed and approved by Executive Standing Committee on March 22, 2021.

The Women's Advisory Committee's 2021 Work Plan identified three (3) priorities for learning and action:

- Housing security for women (homelessness and shelters, and affordability);
- Engagement of women in municipal politics, and in municipal governance and issues;
- Review existing municipal policies using gender-based analysis:
 - Introduction of intersectional lenses;
 - Opportunities of immigrant, racialize or marginalized women in Halifax Regional Municipal;
 - Diversity of Women's identifies such as transgender and non-binary people;
 - Placemaking for women and LGBTQ+ members of the community; and
 - Inclusion if newcomers/international students to community related to language barriers.

On December 2, 2021 the Women's Advisory Committee began discussing priorities for the Committee's 2022 Work Plan.

DISCUSSION

At the December 2, 2021 Women's Advisory Committee meeting, the Committee identified common themes:

- Climate Crisis;
- Housing – Queer women and gender diverse peoples, students;
- Health, safety, wellness & quality of life – with an emphasis on marginalized women and gender diverse peoples, policing in HRM, Self care and work-life balance, mental health issues facing women, breast cancer, free menstrual products, gender based violence prevention, online violence prevention, further info on public safety, sex trafficking in HRM, women's income;
- Reviewing existing Municipal policies – Parks & Rec, Halifax Public Libraries, Halifax Transit, further exploration into policies of HRM business units, Municipal voting rights for permanent residents including immigrant women, representation on Municipal boards/committees
- Engagement of women – emphasis on queer women and gender diverse peoples, Campaign School for Women, Leadership issues and connections to community stakeholders, encouragement to run in Municipal elections; and
- Data collection and aggregated data to gain more insight on marginalized women and peoples.

From the themes the Committee selected three (3) priority areas to focus on in their 2022 Work Plan:

Priority 1: Housing – with an emphasis on Queer women and gender diverse peoples, students.

Priority 2: Health, safety, wellness & quality of life – with an emphasis on marginalized women and gender diverse peoples; policing in HRM; Self care and work-life balance; mental health issues facing women; breast cancer; free menstrual products; gender-based violence prevention; online violence prevention; public safety; sex trafficking in HRM; and women's income.

Priority 3: Reviewing existing Municipal policies – receive presentations from HRM business units (e.g., Parks & Recreation, Halifax Public Libraries, Halifax Transit) to further explore policies and procedures for meeting the needs of women and gender diverse individuals; voting rights; representation on Municipal boards committees.

On January 13, 2022 the Women's Advisory Committee approved their 2022 Work Plan (Attachment 1) and recommended that the Executive Standing Committee review and approve the 2022 Work Plan.

FINANCIAL IMPLICATIONS

No financial implications at this time.

RISK CONSIDERATION

No risk considerations were identified.

COMMUNITY ENGAGEMENT

The Women's Advisory Committee is comprised of 11 members, 9 of which are citizens-at-large. Meetings are livestreamed, and video recordings, agendas and reports are available at Halifax.ca. Draft minutes of the meetings are made available on Halifax.ca within three business days of the meeting.

ENVIRONMENTAL IMPLICATIONS

No environmental implications were identified.

ALTERNATIVES

The Executive Standing Committee could choose to:

1. Amend the Women's Advisory Committee 2022 Work Plan;
2. Not approve the Women's Advisory Committee 2022 Work Plan.

ATTACHMENTS

Attachment 1 – Women's Advisory Committee 2022 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: Krista Vining, Legislative Assistant, Municipal Clerk's Office 902.223.1046

Women's Advisory Committee 2022 Work Plan

The duties of the Women's Advisory Committee of Halifax (WACH) are specified in sections 6-9 of Administrative Order-2019-004-GOV (AO 2019-004-GOV), as indicated below:

Duties of the Committee

- 6. The Committee shall advise Council, through the Executive Standing Committee, on matters related to women as follows:
 - (a) receive and review municipal policies, priorities and decisions using a gender lens, for items directed to the Committee by Council or a Standing Committee of Council, or on its own initiative with direction from the Executive Standing Committee, and to make recommendations;*
 - (b) advise on mechanisms to engage and empower women to fully participate in the political process at the municipal level;*
 - (c) advise on mechanisms to promote community leadership development for women in the municipality;*
 - (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.**
- 7. The Committee shall advise business units, through the Chief Administrative Officer, in responding to gender-based issues and concerns of women when requested to do so by the Chief Administrative Officer.*
- 8. The Committee may advise the municipality on matters relating to its participation in the UN Safe Cities and Safe Public Spaces Programme.*
- 9. The Committee may develop an annual work plan for approval by Executive Standing Committee.*

To effectively carry out the duties specified above, it is important for WACH members to be informed about issues facing women in the HRM. Thus in 2022, WACH will continue to devote time to becoming better informed about these issues.

The three items listed in the Subcategories/Action column listed below were identified at the December 2021 WACH meeting as priorities for learning. WACH believes that devoting time to learning about these issues will enable them to more effectively perform the duties specified in AO-2019-004-GOV. The actions listed in the Performance Outcomes column indicate WACH's desire to convert their learning to action.

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
<p>Priority 1: Housing security for women (homelessness, shelters and affordability), Particular emphasis will be given to queer and student women, and gender-diverse individuals.</p>	<p>Sections 5 (a) & (c)</p>	<p>All Committee Members</p>	<p>Expertise of Committee Members, staff members of HRM, and Halifax Community organizations with specialized knowledge about housing issues facing women in the HRM</p>	<p>2022</p>	<p>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.</p> <p>WACH will provide information and resources about housing issues facing women. issues to Council.</p> <p>Particular attention will be paid to data concerning these issues that has been collected or should be</p>	<p>Committee Members will receive presentations from at least 3 organizations concerned with housing issues affecting women (e.g., HRM Office of Public Safety re: UN Safe Cities program; HRM Regional Planning Office; Halifax YWCA, Affordable Housing Association of Halifax).</p> <p>Committee members will forward at least 3 motions for action to the Executive Standing Committee regarding the following presentations.</p> <p>Where data pertaining to these issues is lacking, WACH will forward motions to the Executive Standing Committee regarding collection of data for</p>

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
					<i>collected in the future.</i>	<i>evidence-based decision making.</i>
<p>Priority 2: Health, safety, wellness & quality of life facing women with an emphasis on women who are marginalized.</p> <p><i>The following topics have been identified as being especially important</i></p> <ul style="list-style-type: none"> • <i>Self-care and work-life balance</i> • <i>Mental health issues facing women</i> • <i>Breast cancer</i> • <i>Gender based violence prevention</i> • <i>Online violence prevention</i> • <i>Public safety</i> • <i>Sex trafficking in HRM</i> • <i>Women's income (i.e., poverty, basic income, pay equity)</i> 	<p><i>Sections 5(c), 6(b) and 6(c), 8</i></p>	<p><i>All Committee members</i></p>	<p><i>Expertise of Committee Members, staff members of HRM, and Halifax Community organizations with specialized knowledge about health, safety, wellness, and quality of life issues facing women in the HRM.</i></p>	<p><i>2022</i></p>	<p><i>Committee members will become more knowledgeable about health, safety, wellness and quality of life issues facing women in the HRM so that they may effectively perform their role as an Advisory Committee to the HRM.</i></p> <p><i>WACH will provide information and resources about health, safety, wellness and quality of life issues facing women.</i></p>	<p><i>Committee Members will receive presentations from at least 6 organizations concerned with health, safety, wellness and quality of life issues facing women.</i></p> <p><i>Committee members will forward at least 3 motions for action to the Executive Standing Committee that emerge from issues raised by the above presentations.</i></p>

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
					<p><i>issues to Council.</i></p> <p><i>Particular attention will be paid to data concerning these issues that has been collected or should be collected in the future.</i></p>	<p><i>Where data pertaining to these issues is lacking, WACH will forward motions to the Executive Standing Committee regarding collection of data for evidence-based decision making.</i></p>
<p>Priority 3: Reviewing existing Municipal policies using gender-based analysis with emphasis on the following:</p> <ul style="list-style-type: none"> • <i>Services provided by Parks & Recreation, Halifax Public Libraries, Halifax Transit</i> • <i>Voting rights for women resident in HRM without Canadian citizenship</i> • <i>Representation on Municipal boards committees</i> 	<p>Sections 6(a), 6(b), 6 (c), 8</p>	<p><i>All Committee members</i></p>	<p><i>Expertise of HRM staff members, members of the Halifax Community, or committee members with specialized knowledge about the impact of municipal policies on women in the HRM.</i></p>	<p>2022</p>	<p><i>Committee members will become more knowledgeable about HRM's municipal policies so that they may effectively perform their role as an Advisory Committee to the HRM.</i></p> <p><i>WACH will provide information and resources to Council regarding</i></p>	<p><i>Committee Members will receive presentations from at least 3 HRM staff members, organizations, or committee members concerned with the impact of municipal policies on women.</i></p> <p><i>Committee members will forward at least 3 motions for action to the Executive Standing Committee that emerge</i></p>

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
					<p><i>the impact of municipal policies on women.</i></p> <p><i>Particular attention will be paid to data concerning these issues that has been collected or should be collected in the future.</i></p>	<p><i>from issues raised by the above presentations.</i></p> <p><i>Where data pertaining to these issues is lacking, WACH will forward motions to the Executive Standing Committee regarding collection of data for evidence-based decision making.</i></p>

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