



P.O. Box 1749
Halifax, Nova Scotia
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Item No. 15.2.2
Halifax Regional Council
September 10, 2024

TO: Mayor Savage Members of Halifax Regional Council

FROM: Mayor Savage, Chair, Executive Standing Committee

DATE: August 26, 2024

SUBJECT: Women's Advisory Committee - Change to TOR

ORIGIN

[Date of SC meeting] meeting of Executive Standing Committee, Item 13.1.1.

RECOMMENDATION

The Executive Standing Committee recommends that Halifax Regional Council:

1. Change the name of the Women's Advisory Committee to The Women and Gender Equity Advisory Committee
2. Amend the Terms of Reference of the Women's Advisory Committee to replace the word women with the term women and gender diverse individuals or women/gender diverse individuals where appropriate. Where the word woman is used, replace it with woman/gender diverse individual

BACKGROUND

Executive Standing Committee received a staff recommendation report dated July 24, 2024 to consider changing the name the Women's Advisory Committee to "The Women and Gender Equity Advisory Committee" as well as amendments to the Terms of Reference for the Women's Advisory Committee.

For further information refer to the attached staff report dated July 24, 2024.

DISCUSSION

Executive Standing Committee considered the staff report dated July 24, 2024 and approved the recommendation to Halifax Regional Council as outlined in this report.

FINANCIAL IMPLICATIONS

Financial implications are outlined in the attached staff report dated July 24, 2024.

RISK CONSIDERATION

Risk consideration is outlined in the attached staff report dated July 24, 2024.

COMMUNITY ENGAGEMENT

Meetings of the Executive Standing Committee are open to public attendance and members of the public are invited to address the Standing Committee for up to five (5) minutes during the Public Participation portion of the meeting. Meetings are live webcast on Halifax.ca. The agenda, reports, video, and minutes of the Standing Committee are posted on Halifax.ca.

For further information on Community Engagement refer to the attached staff report dated July 24, 2024.

ENVIRONMENTAL IMPLICATIONS

Environmental implications are outlined in the staff report dated July 24, 2024.

ALTERNATIVES

Alternatives are outlined in the attached staff report dated July 24, 2024.

LEGISLATIVE AUTHORITY

Legislative Authority is outlined in the attached staff report dated July 24, 2024.

ATTACHMENTS

Attachment 1 – Staff recommendation report dated July 24, 2024.

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Item No. 13.1.1
Executive Standing Committee
August 26, 2024

TO: Chair and Members of Executive Standing Committee

FROM: Brad Anguish, Commissioner of Operations

DATE: July 24, 2024

SUBJECT: Women's Advisory Committee - Change to TOR

ORIGIN

THAT Executive Standing Committee request the Chief Administrative Officer prepare a staff report outlining amendments to Administrative Order 2019-004-GOV, Respecting the Women's Advisory Committee in the Halifax Regional Municipality to include gender equity considerations and the Committee name be changed to "Women and Gender Equity Advisory Committee".

EXECUTIVE SUMMARY

- This report outlines the recommendation to change the name the Women's Advisory Committee to "The Women and Gender Equity Advisory Committee" as well as amendments to the Terms of Reference for the Women's Advisory Committee
- There are no financial implications

RECOMMENDATION

It is recommended that the Executive Standing Committee:

1. Change the name of the Women's Advisory Committee to The Women and Gender Equity Advisory Committee
2. Amend the Terms of Reference of the Women's Advisory Committee to replace the word women with the term women and gender diverse individuals or women/gender diverse individuals where appropriate. Where the word woman is used, replace it with woman/gender diverse individual.

The report is not intended to return to the meeting body

BACKGROUND

This motion originated from the motion passed at the May 27, 2024 Women's Advisory Committee meeting regarding Item 9.2.1 Administrative Order 2019-004-GOV, *Respecting the Women's Advisory Committee in the Halifax Regional Municipality*.

The following motion was passed by the Executive Standing Committee at the June 17, 2024 meeting regarding Item 13.2.1 Administrative Order 2019-004-GOV, Respecting the Women's Advisory Committee in the Halifax Regional Municipality:

THAT Executive Standing Committee request the Chief Administrative Officer prepare a staff report outlining amendments to Administrative Order 2019-004-GOV, Respecting the Women's Advisory Committee in the Halifax Regional Municipality to include gender equity considerations and the Committee name be changed to "Women and Gender Equity Advisory Committee".

DISCUSSION

Changing the name from the Women's Advisory Committee to the "Women and Gender Equity Advisory Committee would be beneficial for the following reasons:

1. Inclusivity: The new name acknowledges and includes gender-diverse individuals, promoting a more inclusive approach that recognizes the unique challenges faced by people of all gender identities, not just women.
2. Broader Scope: Renaming the committee expands its mandate to address a wider range of issues related to gender equity, allowing for a more comprehensive approach to tackling systemic inequalities and promoting fairness for all genders.
3. Reflecting Modern Understanding: The change aligns with contemporary understandings of gender and equity, demonstrating the committee's commitment to current social values and its responsiveness to evolving societal norms and expectations.

Please see attachment 1 for examples of similar groups where gender equity has been included in the title.

Proposed changes to Terms of Reference content:

| Original text | Changed to: |
|--------------------------------------|--|
| Women's Advisory Committee - Halifax | Women and Gender Equity Advisory Committee |
| women | Women and gender diverse individuals or women/gender diverse individuals |
| woman | Woman/gender diverse individual |

FINANCIAL IMPLICATIONS

No financial implications at this time.

RISK CONSIDERATION

No risk considerations were identified.

COMMUNITY ENGAGEMENT

Extensive discussions held in Women's Advisory Committee meetings; no further community engagement was required.

ENVIRONMENTAL IMPLICATIONS

No environmental implications were identified.

ALTERNATIVES

1. The Executive Standing Committee could refuse to approve the recommendation and leave the name Women's Advisory Committee unchanged

LEGISLATIVE AUTHORITY

Administrative Order Number 2019-004-GOV, the Women's Advisory Committee Administrative Order

Administrative Order Number 1, the Procedures of the Council Administrative Order, at Schedule 6, Executive Standing Committee Terms of Reference

Halifax Regional Municipality Charter, S.N.S. 2008, c. 39:

7A The purposes of the Municipality are to
(a) provide good government;

(b) provide services, facilities and other things that, in the opinion of the Council, are necessary or desirable for all or part of the Municipality; and

(c) develop and maintain safe and viable communities.

20 (1) The Council may make policies

[...]

(c) providing for committees and conferring powers and duties upon them, except the power to expend funds;

[...]

21 (1) The Council may establish standing, special and advisory committees.

(2) Each committee shall perform the duties conferred on it by this Act, any other Act of the legislature or the by-laws or policies of the Municipality.

23 The Council may establish, by policy, citizen advisory committees which shall advise the Council, as directed by the Council.

ATTACHMENTS

Attachment 1 – Document Showing Proposed Changes

Attachment 2 – Amending Administrative Order

ATTACHMENT 1

(Showing Proposed Changes to Administrative Order 2019-004-GOV)

ADMINISTRATIVE ORDER NUMBER 2019-004-GOV RESPECTING THE WOMEN'S AND GENDER EQUITY ADVISORY COMMITTEE IN THE HALIFAX REGIONAL MUNICIPALITY

BE IT RESOLVED AS AN ADMINISTRATIVE ORDER of the Council of the Halifax Regional Municipality under the authority of the *Halifax Regional Municipality Charter*, as follows:

Short Title

1. This Administrative Order may be known as the *Women's and Gender Equity Advisory Committee Administrative Order*.

Interpretation

2. In this Administrative Order,

(a) "business unit" means an administrative unit of the Municipality responsible for the delivery of those services assigned to the unit from time to time by the Chief Administrative Officer;

(b) "Committee" means the Women's and Gender Equity Advisory Committee;

(c) "Council" means the Council of the Halifax Regional Municipality;

(d) "Municipality" means the Halifax Regional Municipality;

Purpose

3. The purpose of this Administrative Order is to establish a Committee, to be called the Women's and Gender Equity Advisory Committee, which will advise the Municipality on the impact of municipal policies, programs and services on women and gender diverse individuals.

The Women's and Gender Equity Advisory Committee

4. There is hereby established a Women's and Gender Equity Advisory Committee.

Objectives

5. The advice provided by the Committee will be guided by the following objectives:

(a) the full participation of all women and gender diverse individuals in civic and community affairs by ensuring that policies, programs and services do not impose barriers to such participation;

(b) increased civic and community awareness regarding women and gender diverse individuals within the Municipality by promoting effective communication;

(c) the elimination of barriers facing women and gender diverse individuals; and

(d) the provision of an equitable opportunity for the Municipality's women and gender diverse individuals to voice their views by monitoring the effectiveness of the Municipality's policies, programs and services.

Duties of the Committee

6. The Committee shall advise Council, through the Executive Standing Committee, on matters related to women and gender diverse individuals 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 and gender diverse individuals to fully participate in the political process at the municipal level;

(c) advise on mechanisms to promote community leadership development for women and gender diverse individuals in the municipality;

(d) provide information and resources about gender-based issues affecting women's and gender diverse individuals 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 and gender diverse individuals 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 and annual work plan for approval by Executive Standing Committee.

Administrative Order One

10. Except as herein provided, the provisions of Administrative Order One, Respecting the Procedures of Council, shall apply to the Committee.

Public Appointment Policy

11. Except as herein provided, the provisions of the Public Appointment Policy shall apply to the Committee.

Membership

12. The nominating body for membership on the Committee shall be the Executive Standing Committee, which shall make recommendations to Regional Council.

13. The Committee shall be comprised of eleven (11) members:

(a) two (2) members of Council; and

(b) nine (9) women or gender diverse individuals, appointed in accordance with section 11, and with at least one woman or gender diverse individual from each of the rural, suburban, and urban areas of the municipality.

14. The Committee shall include women or gender diverse individuals from the following communities:

- (a) African Nova Scotian and Black communities;
- (b) Indigenous/aboriginal communities;
- (c) LGBTQ2S+ communities;
- (d) Immigrant communities;
- (e) Women and gender diverse individuals with disabilities;
- (f) Francophone/Acadian community; and
- (g) Racialized communities.

HALIFAX REGIONAL MUNICIPALITY
ADMINISTRATIVE ORDER 2019-004-GOV
RESPECTING THE WOMEN'S ADVISORY COMMITTEE IN THE HALIFAX
REGIONAL MUNICIPALITY

BE IT RESOLVED as an Administrative Order by the Council of the Halifax Regional Municipality that Administrative Order 2019-004-GOV, the *Women's Advisory Committee Administrative Order*, is amended, as follows:

1. The title heading is amended by striking out the apostrophe and letter "S" after the word "WOMEN" and before the word "ADVISORY", and adding the words "AND GENDER EQUITY" after the word "WOMEN" and before the word "ADVISORY".
2. Section 1 is amended by striking out the apostrophe and letter "s" after the word "*Women*" and before the word "*Advisory*", and adding the words "*and Gender Equity*" after the word "*Women*" and before the word "*Advisory*".
3. Clause 2(b) is amended by striking out the apostrophe and letter "s" after the word "Women" and before the word "Advisory", and adding the words "and Gender Equity" after the word "Women" and before the word "Advisory".
4. Section 3 is amended by:
 - a) striking out the apostrophe and letter "s" after the word "Women" and before the word "Advisory", and adding the words "and Gender Equity" after the word "Women" and before the word "Advisory"; and
 - b) adding the words "and gender diverse individuals" after the second instance of the word "women" and before the period.
5. The sub-title of section 4 is amended by striking out the apostrophe and letter "s" after the word "Women" and before the word "Advisory" and adding the words "and Gender Equity" after the word "Women" and before the word "Advisory".
6. Section 4 is amended by striking out the apostrophe and letter "s" after the word "Women" and before the word "Advisory", and adding the words "and Gender Equity" after the word "Women" and before the word "Advisory".
7. Section 5 is amended by adding the words "and gender diverse individuals" after each instance of the word "women" in the section.
8. Section 6 is amended by:
 - a) striking out the apostrophe and letter "s" in clause (d); and
 - b) adding the words "and gender diverse individuals" after ~~each~~ instance of the word "women" in the section.

9. Section 7 is amended by adding the words “and gender diverse individuals” after the word “women” and before the word “when”.
10. Clause 13(b) is amended by:
 - a) adding the words “or gender diverse individuals” after the word “women” and before the comma and word “, appointed”;
 - b) adding the words “or gender diverse individual” after the word “woman” and before the word “from”.
11. Section 14 is amended by:
 - a) adding the words “or gender diverse individuals” after the word “women” and before the word “from”; and
 - b) adding the words “and gender diverse individuals” after the word “Women” and before the word “with” in clause (e).

Done and passed in Council this ____ day of _____, 202__.

MAYOR

MUNICIPAL CLERK