

## Revised Women's Advisory Committee 2024 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.*

Subcategories/Action	Alignment with Terms of Reference	Person/Group Responsible	Resources required	Time Frame	Desired Outcome	Performance Indicators
<b>Priority 1: Health, safety, wellness and quality of life facing women, with particular emphasis on marginalized women</b>						
<b>Sub-priority 1(a): Addressing gender-based violence</b>	<i>Sections 5(c), 6, 7, 8</i>	All Committee members	<ul style="list-style-type: none"> <li>• Staff time</li> <li>• May include external expertise (e.g., presentations) as needed</li> </ul>	2024	<b>Reduction in the rate of gender-based violence in HRM</b>	<ul style="list-style-type: none"> <li>• Implementation of proposed actions on gender-based violence in HRM in 2024-25 fiscal year.</li> <li>• Reduction in rates of gender-based violence in HRM at three- and five-year evaluation of actions taken.</li> </ul>
The Committee will assess the current status of gender-based violence in HRM, including identification of (sub-)populations at particular risk	<i>Sections 5(c), 6, 7, 8</i>	All Committee members (Chair lead)	Staff time	Q1 2024	Identification of baseline and target indicators for rates of gender-based violence in HRM	
The Committee will explore options for addressing gender-based violence in HRM.	<i>Sections 5(c), 6, 7, 8</i>	All Committee members	<ul style="list-style-type: none"> <li>• Staff time</li> <li>• May include external expertise (e.g., presentations) as needed</li> </ul>	Q2 2024	Identification of potential actions to be recommended	

Subcategories/Action	Alignment with Terms of Reference	Person/Group Responsible	Resources required	Time Frame	Desired Outcome	Performance Indicators
The Committee will forward a motion to the Executive Standing with a recommendation for action on gender-based violence in HRM.	Sections 5(c), 6, 7, 8	Chair	Staff time	Q3 2024	Motion forwarded to Executive Standing Committee	
<b>Sub-priority 1(b): Addressing mental health for women in HRM</b>	Sections 5(c), 6, 7, 8	All Committee members	<ul style="list-style-type: none"> <li>• Staff time</li> <li>• May include external expertise (e.g., presentations) as needed</li> </ul>	2024	<b>Reduced barriers to good mental health for women in HRM</b>	<ul style="list-style-type: none"> <li>• Implementation of proposed actions on women's mental health in HRM in 2024-25 fiscal year.</li> </ul>
The Committee will assess the current status of mental health for women in HRM, including barriers to good health and/or accessing mental health supports	Sections 5(c), 6, 7, 8	All Committee members (Chair lead)	Staff time	Q2 2024	Identification of baseline rates of mental illness, impacts of mental health concerns, and barriers to good health, and identification of targets for improvement	<ul style="list-style-type: none"> <li>• Reduced rates of unmet mental health need in HRM at three- and five-year evaluation of actions taken.</li> </ul>

Subcategories/Action	Alignment with Terms of Reference	Person/Group Responsible	Resources required	Time Frame	Desired Outcome	Performance Indicators
The Committee will explore options for improving women's mental health in HRM, for example by addressing barriers or providing additional supports.	Sections 5(c), 6, 7, 8	All Committee members	<ul style="list-style-type: none"> <li>• Staff time</li> <li>• May include external expertise (e.g., presentations) as needed</li> </ul>	Q3 2024	Identification of potential actions to be recommended	
The Committee will forward a motion to the Executive Standing with a recommendation for action on women's mental health in HRM.	Sections 5(c), 6, 7, 8	Chair	Staff time	Q3 2024	Motion forwarded to Executive Standing Committee	
<b>Sub-priority 1(c): Addressing public safety risks for women in HRM, including road safety</b>	Sections 5(c), 6, 7, 8	All Committee members	<ul style="list-style-type: none"> <li>• Staff time</li> <li>• May include external expertise (e.g., presentations) as needed</li> </ul>	2024	<b>Fewer injuries and increased ability to access public spaces for women in HRM</b>	

Subcategories/Action	Alignment with Terms of Reference	Person/Group Responsible	Resources required	Time Frame	Desired Outcome	Performance Indicators
The Committee will assess the current status of actual and perceived safety for women accessing public infrastructure in HRM	Sections 5(c), 6, 7, 8	All Committee members (Chair lead)	Staff time	Q3 2024	Identification of baseline rates of injury related to public infrastructure for women, self-reported comfort in accessing public infrastructure safely for women, and identification of targets for improvement	<ul style="list-style-type: none"> <li>using public infrastructure at three- and five-year evaluations of actions taken.</li> <li>Increased self-reported comfort in accessing public infrastructure for women at three- and five-year evaluations of actions taken.</li> </ul>
The Committee will explore options for improving perceived and actual safety for women accessing public infrastructure in HRM	Sections 5(c), 6, 7, 8	All Committee members	<ul style="list-style-type: none"> <li>Staff time</li> <li>May include external expertise (e.g., presentations) as needed</li> </ul>	Q4 2024	Identification of potential actions to be recommended	

Subcategories/Action	Alignment with Terms of Reference	Person/Group Responsible	Resources required	Time Frame	Desired Outcome	Performance Indicators
The Committee will forward a motion to the Executive Standing with a recommendation for action on improving public safety for women in HRM.	Sections 5(c), 6, 7, 8	Chair	Staff time	Q4 2024	Motion forwarded to Executive Standing Committee	
<b>Priority 2: Women’s involvement in HRM governance, particularly Indigenous and racialized women.</b>						
The Committee will assess actual participation rates for women in municipal boards, committees, employment, and political positions, with consideration to disaggregation by racial and ethnic background.	Sections 5, 6, 7, 8	All Committee members (Chair lead)	Staff time	Q1 2024	Identification of baseline rates of participation in political and civic life for women, particularly IBWOC and identification of targets for improvement	<ul style="list-style-type: none"> <li>• Implementation of proposed actions on women's civic and political participation in HRM in 2024-25 fiscal year.</li> <li>• Increased participation in citizen civic activities (e.g., boards, committees),</li> </ul>

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The Committee will identify barriers to participation and options for improving participation in civic and political life for women in HRM.	<i>Sections 5, 6, 7, 8</i>	All Committee members	<ul style="list-style-type: none"> <li>• Staff time</li> <li>• May include external expertise (e.g., presentations) as needed</li> </ul>	Q2 2024	Identification of potential actions to be recommended	municipal employment, and political representation by women, particularly IBWOC, at three- and five-year evaluations of actions taken.
The Committee will forward a motion to the Executive Standing with a recommendation for action on improving women's participation in civic and political life in HRM, particularly for IBWOC.	<i>Sections 5, 6, 7, 8</i>	Chair	Staff time	Q2 2024	Motion forwarded to Executive Standing Committee	
<b>Priority 3: Housing and food security for women in HRM.</b>						

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The Committee will assess the current status of housing and food (in)security for women in HRM, with careful attention paid to identification of (sub-)populations at particular risk.	Sections 5, 6, 7, 8	All Committee members (Chair lead)	Staff time	Q2 2024	Identification of baseline rates of food and housing insecurity for women in HRM and identification of targets for improvement	<ul style="list-style-type: none"> <li>• Implementation of proposed actions on food and housing insecurity in HRM in 2024-25 fiscal year.</li> <li>• Increased food and housing security for women in HRM at three- and five-year evaluations of actions taken.</li> </ul>
The Committee will identify existing initiatives aimed at addressing this issue, and assess these from a GBA+ lens.	Sections 5, 6, 7, 8	All Committee members	Staff time	Q2 2024	Identification of any gaps in existing policy and programming impacting women	



Subcategories/Action	Alignment with Terms of Reference	Person/Group Responsible	Resources required	Time Frame	Desired Outcome	Performance Indicators
The Committee will identify specific barriers to food and housing security for women in HRM, and explore options to address those barriers.	Sections 5, 6, 7, 8	All Committee members	<ul style="list-style-type: none"> <li>• Staff time</li> <li>• May include external expertise (e.g., presentations) as needed</li> </ul>	Q3-4 2024	Identification of potential actions to be recommended	
The Committee will forward a motion to the Executive Standing with a recommendation for action on improving food and housing security for women in HRM.	Sections 5, 6, 7, 8	Chair	Staff time	Q4 2024	Motion forwarded to Executive Standing Committee	

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