

The word "HALIFAX" in a bold, white, sans-serif font, positioned in the upper right corner of the slide. The background features a dark blue geometric shape in the top right and a light blue geometric shape in the bottom right, meeting at a diagonal line.

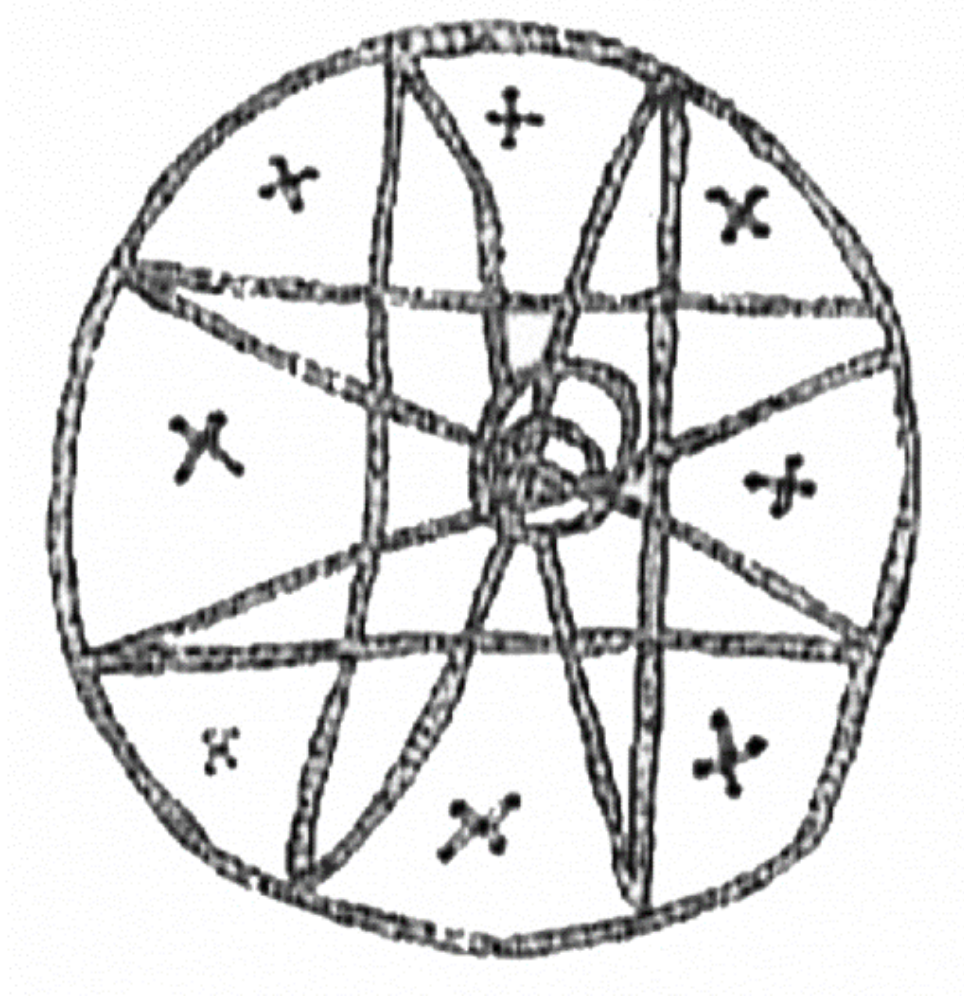
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Office of Diversity and Inclusion/ANSAIO

**Women and Gender Equity
Advisory Committee of Council
Orientation June 2025**

June 5, 2025

Acknowledging Mi'kma'ki Territory



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ANS Acknowledgement



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Getting on the Same Page

- **Diversity** is a combination of differences and similarities among people. It is more than race, ability, sexual orientation, language, gender or any other descriptive category. Diversity means understanding and utilizing different views, ideas, life experiences, skills and knowledge. (D&I Framework)



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Getting on the Same Page

- **Inclusion** is about community actions, meant to eliminate barriers, so all of members can fully participate and contribute. It means being supported and valued within the community and organization. (D&I Framework)



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Getting on the Same Page

- **Equity** is the fair and respectful treatment of all people and involves the creation of opportunities and the reduction of disparities in opportunities - giving everyone what they need to succeed.
- **Belonging(ness)** the human emotional need to be an accepted member of a group (Wikipedia)



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Definitions in action

- **DIVERSITY** is being asked to the dance/ **being invited to the committee.**
- **INCLUSION** is being asked to dance/ **is taking the appointment.**
- **EQUITY** is how much space on the floor you get/ **where you sit on the committee and for how long you sit there.**
- **BELONGING** is who gets to choose the music/ **being part of the decision-making process.**



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Office of Diversity and Inclusion/African Nova Scotian Affairs



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ODI/ANSAIO Staffing

Managing Director	
Advisor, Immigrant Services	Advisor, French Services
Advisor, Indigenous Community Engagement Indigenous Services Community Engagement and Research Coordinator	Senior Advisor African Nova Scotian Affairs Anti-Black Racism Advisor ANSAIO – Community Engagement and Research Coordinator ANS Community Action Planning Lead
Advisor, Accessibility Services Accessibility – Community Engagement and Research Coordinator	Advisor, Community Engagement – Planning & Development
Advisor, Gender Equity – Fire services 2SLGBTQ+ – Community Engagement and Research Coordinator	Halifax Immigration Partnership - Manager



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Our Internal/External Role

- Provide support and advise to Business Units and stakeholders
- Support Business Units and others on their specific diversity initiatives
- Promote diversity and inclusion internally and externally
- Provide diversity and inclusion training to municipal staff
- Advise on corporate policy through a diversity and inclusion lens
- Engage community on diversity and inclusion initiatives of the municipality including partnering on the implementation of community based events and initiatives



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Our role with WAGEAC

- To provide expert advice to the committee in relation to women, gender equity and organizational plans/policies
- Bring forward to the committee major municipal initiatives that could benefit from a gendered lens
- Provide support to the committee (e.g. agenda setting, advise on motions, write council reports)
- Provide internal leadership to the committee on the development of the annual work plan



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Guiding Document for All D&I/ANSAIO Work

Diversity & Inclusion Framework

Recognizing diversity and inclusion in our organization and our communities



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Framework in Action

1

Inclusive public service

To ensure inclusive and equitable access to and benefit of, municipal services, programs and facilities.

2

Safe, respectful and inclusive work environment

To have a diverse and inclusive workplace free of harassment, discrimination and systemic barriers.

3

Equitable employment

To attract and retain a skilled workforce that reflects the diverse residents of the municipality.

4

Meaningful partnerships

To develop positive and respectful internal and external partnerships that contribute to inclusive decision making.

5

Accessible information and communication

To communicate both internally and externally, in a way that demonstrates, exemplifies and embodies our municipal diversity and inclusion values.

D&I Key Events

Events may be hosted in partnership with community organizations and are in alignment with the CAO's approved significant dates calendar:

- International Women's Day (March 8)
- Sexual Assault Awareness Month (April)
- Gender Equity Week (September)
- Women's History Month (October)
- Person's Day (October 18)



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Gender Equity Strategy (Part of the Dismantling Hate and Racism Strategy)

- The Women and Gender Equity Strategy (WGES) is a guiding document in alignment with the Diversity & Inclusion Framework that will help the municipality to advance gender equality in the region.
- It will provide guidance on reducing barriers to inclusive municipal services that may be created due to a person's gender identity and expression and other parts of who they are, such as ability, race, age, immigration status, language, income, and much more.



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Training

- Internal: Gender Based Analysis + Toolkit Training for Municipal Employees
- Available to WAGEAC: Federal Government Gender Based Analysis + <https://women-gender-equality.canada.ca/en/gender-based-analysis-plus/take-course.html>



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As Committee members...



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Collectively we all have a responsibility to...

- Acknowledge diversity as a strategic priority of HRM, council and committees.
- Support the delivery of services that exemplify HRM's commitment to diversity and inclusion.
- Promote diversity and inclusion.
- Champion diversity efforts in the work that you do with the committee.
- Lead by example.
- Create and maintain an inclusive environment that supports everyone.
- Ensure committee meetings, public spaces and facilities are free from discrimination and harassment.
- Speak up and speak out against discrimination and harassment.
- Be respectful of each other.



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Thank You

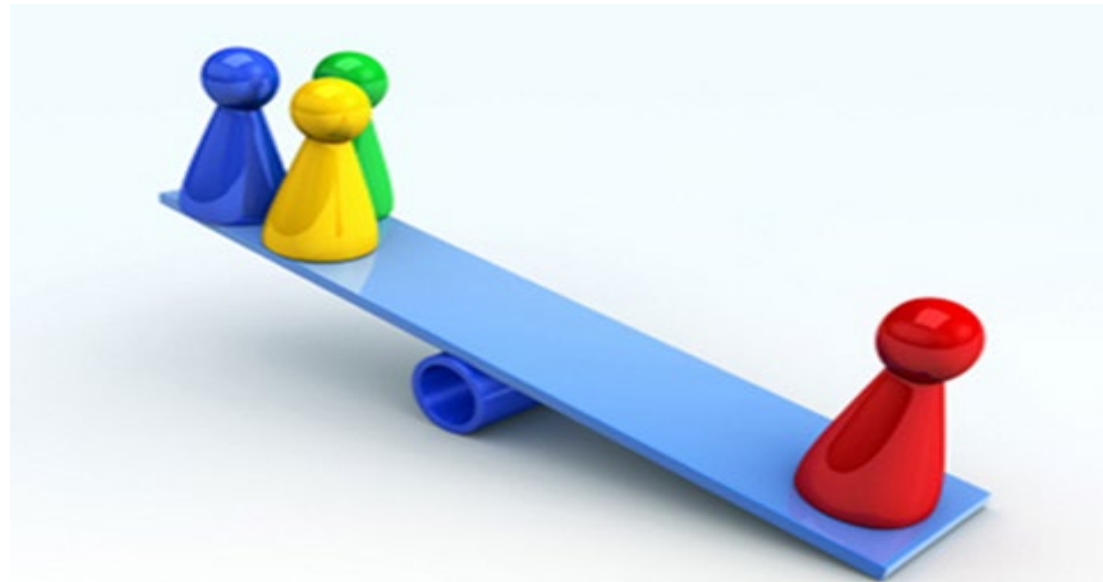


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Bias

Prejudice in favor or against a person or a group compared with another that usually could be considered unfair. It is characterized by being free of critical thinking.



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Systemic Barriers

- Systemic barriers are defined as systems, policies or practices that result in some individuals from underrepresented groups receiving unequal access to or being excluded from participation within employment, services or programs.
- These barriers are systemic in nature, meaning that they result from institutional level practices, policies, traditions and/or values that may be “unintended” or “unseen” but that have serious and long-lasting impacts on the lives of those affected.



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Get Uncomfortable to get Comfortable

- Seek to broaden your understanding of cultural concepts and issues.
- Be sensitive to issues of power, trust, respect and intimacy in the relationship.
- Become aware of cultural differences in clients' responses to services and needs.
- Be nonjudgmental.
- Make efforts to accommodate cultural preferences in whatever way possible without compromising your own rules and regulations, but you can positively affect policies when possible.



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Get Uncomfortable to get Comfortable

- Recognize the occasional need to involve community members, such as interpreters (linguistic and cultural), spiritual leaders/counsellors and other individuals identified by patrons.
- Engage in ongoing reflection regarding cultural sensitivity and learning about different cultures.



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Recognize what you bring to the table...those things that we don't often think about.



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