

Item 9.1.1

Women and Gender Equity Advisory Committee – 2025 Work Plan

The duties of the Women and Gender Equity Advisory Committee 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.*

Priority: Housing and food security for women in HRM.

Subcategories/Action	Alignment with Terms of Reference	Person/Group Responsible	Resources required	Time Frame	Desired Outcome	Performance Indicators
<p>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.</p>	<p><i>Sections 5, 6, 7, 8</i></p>	<p>All Committee members (Chair lead)</p>	<p>Staff time</p>		<p>Identification of baseline rates of food and housing insecurity for women and gender diverse residents in HRM and identification of targets for improvement</p>	<ul style="list-style-type: none"> • Implementation of proposed actions on food and housing insecurity in HRM in 2025-26 fiscal year. • Increased food and housing security for women and gender diverse individuals in HRM at three- and five- year evaluations of actions taken.
<p>The Committee will identify existing initiatives aimed at addressing this issue, and assess these from a GBA+ lens.</p>	<p><i>Sections 5, 6, 7, 8</i></p>	<p>All Committee members</p>	<p>Staff time</p>		<p>Identification of any gaps in existing policy and programming impacting women</p>	

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.	<i>Sections 5, 6, 7, 8</i>	All Committee members	<ul style="list-style-type: none"> • Staff time • May include external expertise (e.g., presentations) as needed 		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.	<i>Sections 5, 6, 7, 8</i>	All Committee members and HRM staff as needed	Staff time		Motion forwarded to Executive Standing Committee	

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