

Women's Advisory Committee 2021 Work Plan

The three Action Subcategories listed below were identified at the November 2020 meeting as the priorities for action for 2021. Because the Women's Advisory Committee is new, and Committee Members are new to their role as advisors to the HRM, it has been decided that 2021 will be devoted to becoming better informed about the priorities for action that have been identified. Doing so will equip Committee Members to more effectively perform their role as an Advisory Committee of the HRM.

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
Housing security for women (homelessness, shelters and affordability)	Sections 5 (a) & (c)	<i>All Committee Members</i>	<i>Expertise of staff members of HRM and Halifax Community organizations with knowledge about housing issues in the HRM</i>	2021	<i>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</i>	<i>Committee Members will receive presentations from at least 3 organizations concerned with housing issues (e.g., HRM Office of Public Safety re: UN Safe Cities program; HRM Regional Planning Office; Halifax YWCA, Alice House, The Marguerite Centre) during 2021.</i> <i>Identify actionable items for the Committee within 2 months of hearing presentations</i>
Engagement of women in municipal politics, and in	Sections 6(a) and (b)	<i>All Committee Members</i>	<i>Expertise of staff members of the HRM Office of Diversity and</i>	2021	<i>Committee members will become more</i>	<i>Committee members will hear presentations from at least 3</i>

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municipal governance and issues			<i>Inclusion and of HRM Councillors</i>		<i>knowledgeable about issues that impede women's involvement in municipal politics, governance and other issues in the HRM so that they may effectively perform their role as an Advisory Committee to the HRM</i>	<p><i>persons/organizations regarding this issue, during 2021</i></p> <p><i>Committee members will be involved in planning of HRM International Women's Day 2022 celebrations.</i></p> <p><i>Women History Month 2021 (October 1, 2021)</i></p> <p><i>Gender Equity Week (September 2021)</i></p> <p><i>Support Campaign School for women</i></p> <p><i>Identify actionable items for the Committee within 2 months of hearing presentations</i></p>
<p>Reviewing existing municipal policies using gender-based analysis:</p> <ul style="list-style-type: none"> ○ Introduction of intersectional lenses 	<p>Section 6(a)</p> <p>Section 6(d)</p>	<i>All Committee Members</i>	<i>Expertise of staff members of the HRM Office of Diversity and Inclusion and of Halifax Community Organizations with</i>	<i>2021</i>	<i>Committee members will become more knowledgeable about issues facing</i>	<i>All members of the Committee will receive a Certificate of Completion of the GBA+ course</i>

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
<ul style="list-style-type: none"> ▪ Opportunities of immigrant, racialized or marginalized women in Halifax Regional Municipality ▪ Diversity of Women's identities such as transgender and non-binary people ▪ Placemaking for women and LGBTQ+ members of the community ▪ Inclusion of newcomers/international students to community related to language barriers 	<p>Section 5(d)</p> <p>Section 6(c)</p> <p>Sections 5(a), (c) & 6(a)</p>		<p><i>specialized knowledge of these issues</i></p>		<p><i>immigrant, racialized, marginalized, transgendered people, non-binary people, LGBTQ+ people, Indigenous people and newcomers who face language barriers in the HRM so that they (the Committee members) may effectively perform their role as an Advisory Committee to the HRM</i></p>	<p><i>Recommend Regional Council members and HRM staff to take GBA+ course.</i></p> <p><i>Committee Members will receive presentations from at least 3 organizations concerned with addressing the needs of the groups identified here in the HRM (e.g., ISANS; Office of Diversity and Inclusion) during 2021.</i></p> <p><i>Identify actionable items for the Committee within 2 months of hearing presentations</i></p>

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

ⁱ Examples of indicators taken from the Federation of Canadian Municipalities': Diverse Voices: Tools and Practices to Support all Women Toolkit.

Available at: <https://fcm.ca/sites/default/files/documents/resources/tool/diverse-voices-tools-and-practices-wilg.pdf>