Status of Women Committee
Summary of Presentation to Hamilton City Council – February 25, 2014
Submitted by Denise Doyle, Co-chair Hamilton Status of Women Committee

ACKNOWLEDGEMENTS

The Status of Women Committee (SWC) defines and studies issues that affect women in Hamilton. The committee makes recommendations to City Council concerning:

- Political, economic and social issues;
- Provincial and federal legislation;
- Public policies that affect the lives of women.

SWC would like to acknowledge all members of Hamilton City Council and the Senior Management Team for the implementation and completion of the 2011-2012 Workforce Survey. SWC participated in the focus group and later reviewed the final report.

SWC requested further information on the status of women within the city of Hamilton and received a report and presentation from the City’s Human Resources Department.

Upon review of the material, it was noted that, although the Corporation of the City of Hamilton has made strides in hiring women in senior positions, there is still much ground to make up to increase the number of women in senior roles with the City.

SWC would like to encourage members of Council and senior staff to continue tracking and setting benchmarks for increasing the number of women in senior roles and in non-traditional occupations within the Corporation of the City of Hamilton.

EQUITY & INCLUSION LENS

The Status of Women Committee has sent correspondence to Council during the current mandate (2010-2014), advising that SWC is now focused on using a gender lens – specifically, an equity and inclusion lens – when reviewing the Municipal Budget.

In many jurisdictions, a woman’s well-being is considered to be a significant indicator of a community’s prosperity and well-being. We have spent many hours reviewing research and possible equity and inclusion models for Council’s consideration.

In particular, the City of Ottawa has been using its Equity and Inclusion Lens developed in 2008-2009 in partnership with the City for all Women Initiative and the generous contributions of the Ottawa community. Funding for the initiative came through a partnership grant between the City of Ottawa and Status of Women Canada (total of $100K). (*See attached PowerPoint Presentation)
Ottawa City Council and senior management came to the realization that incorporating diversity, equity and inclusion in the municipality’s day-to-day work was no longer an option, but essential to Ottawa’s success as a service organization.

COST IMPLICATIONS

The City of Ottawa and Status of Women Canada each committed $50,000 to the initial phase of the project. During the first several weeks, staff from the City’s Diversity and Inclusion division undertook the necessary preliminary work which included assembling a steering committee comprised of more than a dozen community leaders from all sectors. From this group, smaller sub committees were formed to research and develop diversity snapshots to be included as the basis for the Equity and Inclusion Lens guidebook.

The steering committee held monthly meetings, scheduling extra meetings when necessary. In addition, this group provided regular updates and briefings to an internal staff advisory committee, which provided input and direction on an ongoing basis. The Diversity and Inclusion division hired a temporary FTE (salary $65K to $85K per annum) to assist with the coordination of the steering committee, advisory committee and sub committees. This position has since become a permanent full-time position within the Diversity and Inclusion office.

Since the completion of the Equity and Inclusion Lens guidebook, the City of Ottawa’s Diversity and Inclusion division has dedicated ongoing resources of $100,000. The Strategic Community Initiatives branch of Community and Social Services Division has dedicated $150,000 annually for the ongoing implementation and mandatory staff training program, plus additional in-kind resources for sundry items such as meeting room rentals and clerical/support staff. Total annual costs for the Equity and Inclusion Lens initiative amount to approximately $300,000 in embedded municipal departmental budgets.

IMPLEMENTING THE EQUITY AND INCLUSION LENS

The Equity and Inclusion lens supports the work of Ottawa City council, management and staff and its business and community partners. It is central to supporting the City’s Service Excellence commitments and initiatives. Municipal staff are required to incorporate the lens into their daily work, strategies and frameworks and ensure it is reflected in goals and outcomes.

The Lens enables Ottawa council, senior managers and staff to be systematic, consistent and coherent in their efforts to promote equity and inclusion in the day-to-day operations of the City of Ottawa. In addition, the lens helps them to understand and respond to the needs of the city’s diverse population; recognize and engage the skills, experience and knowledge of all residents; create policies, programs and services that address systemic barriers; and attract, promote and retain a talented, qualified workforce.
Recommendations from the Hamilton Status of Women Committee

- That Council, the CAO, senior managers and staff to continue tracking and setting benchmarks for increasing the number of women in senior municipal roles and in non-traditional occupations.

- That Council and appropriate City staff work together with the Hamilton Status of Women Committee, other women serving organizations and the Hamilton Centre for Civic Inclusion on the development of a framework for a made-in-Hamilton Equity and Inclusion Lens policy.

- That Council give serious consideration to partnering with the aforementioned organizations and to allocate appropriate municipal funding for the development of an Equity and Inclusion Lens policy.

- That Council, upon the development and completion of a municipal Equity and Inclusion Lens policy, approve annual funding (to be determined) for the ongoing implementation and mandatory staff training programs to be administered on a corporation-wide basis.

On behalf of the Status of Women Committee, please accept our most sincere thanks for the efforts already achieved by Hamilton City Council and senior staff, and for your serious consideration of the aforementioned recommendations.

Hamilton Status of Women Committee
The Equity and Inclusion Lens Defined

The Equity and Inclusion Lens is a tool developed in 2009 by the Ottawa City for All Women Initiative and the Ottawa community. The lens acts as a guide, enabling consistent, systematic, and intelligible promotion of equity and inclusion within the greater community through four particular functions.
Functions of the Lens

- 1. It assists in an increased understanding and response to the needs and aspirations of increasingly diverse populations.

- 2. Through this increased understanding of diverse populations, greater recognition is given to the experiences, unique knowledge and skills of community residents.

- 3. The lens, and the specific information included within it, allows creation of policies, programs and services that address and attempt to eradicate the systematic barriers that vulnerable populations experience.

- 4. The use of the lens attracts, promotes and preserves the continuation of a talented community workforce.
Make the lens part of your daily work – Incorporate it in your strategies and frameworks, and reflect it in your goals and outcomes.

Mayor Kirkpatrick, Ottawa

Success of the Lens

Since its creation in 2009, Ottawa city staff continue to use the Equity and Inclusion (EI) lens in their everyday work.
Examples of the Lens' Success

- El lens training is currently taking place throughout a variety of different departments across the city of Ottawa, including city managers and staff.

- According to the Ottawa Local Immigration Partnership and the City of Ottawa, the El lens has acted as a significant informer to the development of important municipal plans, including the 2011-2014 Corporate Plan, the Social Recreation Strategy, the Cultural Renewal Plan, and the Older Adult Plan.

Examples of the Lens' Success

- In 2012, the City of Ottawa was recognize and awarded for being one of Canada's Best Diversity employers-- the El lens was credited as an important and key contribution to this achievement.

- Cities across the country have expressed interest in adapting the El lens for their own communities.
The Ottawa EI lens includes a user's guide and 10 Diversity Snapshots.

These Diversity Snapshots provide information about a particular vulnerable group. Information includes: who is in the group, how they contribute to the community and the barriers they experience, as well as relevant, successful inclusion practices from other cities.

### The 10 Diversity Snapshot Groups

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<tr>
<th>Rural Residents</th>
<th>Seniors</th>
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<tr>
<td>Youth</td>
<td>Aboriginal Groups</td>
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<tr>
<td>LGBTQ</td>
<td>People Living in Poverty</td>
</tr>
<tr>
<td>People with Disabilities</td>
<td>Immigrant Groups</td>
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<tr>
<td>Visible Minorities</td>
<td>Women</td>
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According to the World Bank, investing in women is not only the right thing to do, it's smart economics. Investing in women leads to job creation, improved social and economic conditions for both present and future generations through the "ripple effect", and increased overall productivity and economic growth.
Job Creation

- Information from the Clinton Global Initiative and an article by Valerie Jarrett of the Huffington Post both suggest, providing opportunities that allow women to reach their full potential leads to job creation. Communities that invest in women's inclusion will be in a position to lead the world economy. [Source: Huffington Post]

- In communities where women's inclusion and participation grew the fastest not only experienced the largest reduction in poverty rates, but also experienced a boom in job creation and their labour force [Source: International Centre for Research on Women]

The “Ripple Effect”

- The Canadian Women's Foundation defines the “ripple effect” as a phenomenon whereby an increase in women's equality results in improvements in external social and economic conditions.

- The Women Deliver Organization suggests this can be ascribed to women's tendency to invest in others — i.e. women tend to invest 90 percent of their income back into their families and their communities.

- In other words, women are not only feeding their families with their incomes — they are investing in their children's futures (e.g. education) and contributing to the greater economic stability of their community as a whole.
Productivity and Economic Growth

- Extensive research by the World Economic Forum confirms that reducing gender inequality has a direct correlation with enhanced productivity and economic growth — When a community achieves equality, they maximize their competitive status and economic potential.

- Data from the Social Planning and Research Council shows women's rising employment levels are crucial for the strength of the local economy; that the increase of women in the local labour force prevented the effects of the 2009 recession in Hamilton from being as severe as those resulting from the 1990 Recession.

Helping women reach their full potential is the best investment we can make as a nation.

-Valerie Jarrett, The Huffington Post
Inclusion is about a sense of belonging, about feeling respected, valued for who you are. It is an all-encompassing practice of ensuring that people of differing abilities related to, for example, sex, age, and race, feel a sense of belonging, are engaged, and are connected to the goals and objectives of the whole wider society.

Bvule Masuku