



**WOMEN'S ADVISORY COMMITTEE
MINUTES
December 2, 2021**

PRESENT: Jane McKay-Nesbitt, Chair
Christine Qin Yang, Vice Chair
Joanne Bealy
Lilian Barraclough
Haneen Al-Noman
Tanya Boudreau
Holly Gillis
Councillor Lisa Blackburn
Councillor Iona Stoddard

REGRETS: Charla Dorrington

STAFF: Tracey Jones-Grant, Managing Director of Diversity & Inclusion/ANSAIO
Caroline Hemstock, Diversity and Inclusion Advisor
Amy Brierley, HRM Safe Cities & Safe Public Spaces Program Coordinator
Haruka Aoyama, Legislative Assistant
Mica Daurie, Legislative Support

The following does not represent a verbatim record of the proceedings of this meeting.

The agenda, reports, supporting documents, and information items circulated are online at halifax.ca.

The meeting was called to order at 4:06 p.m. and the Committee adjourned at 5:55 p.m.

1. CALL TO ORDER

The Chair called the meeting to order at 4:06 p.m. and acknowledged that the meeting took place in the traditional and ancestral territory of the Mi'kmaq people.

2. APPROVAL OF MINUTES – November 4, 2021

MOVED by Joanne Bealy, seconded by Councillor Blackburn

THAT the minutes of November 4, 2021 be approved as circulated.

MOTION PUT AND PASSED.

3. APPROVAL OF THE ORDER OF BUSINESS

Additions: None

Deletions: None

MOVED by Councillor Blackburn, seconded by Lilian Barraclough

THAT the order of business be approved as presented.

MOTION PUT AND PASSED.

4. BUSINESS ARISING OUT OF THE MINUTES – NONE

5. CALL FOR DECLARATION OF CONFLICT OF INTERESTS – NONE

6. MOTIONS OF RESCISSION

6.1 Reviewing and Learning from the Steps Taken to Protect Muslim Canadians by Other Canadian Municipalities and Levels of Governments

The following was before the Committee:

- Extract from the November 4, 2021 Women's Advisory Committee Draft Minutes

MOVED by Councillor Blackburn, seconded by Haneen Al-Noman

THAT the Women's Advisory Committee rescind the motion of November 4, 2021 to recommend that the Executive Standing Committee request a staff report that investigates other municipalities' work around anti-Muslim hate and racism and makes recommendations on potential actions to combat anti-Muslim hate and racism in Halifax Regional Municipality.

MOTION PUT AND PASSED.

MOVED by Haneen Al-Noman, seconded by Joanne Bealy

THAT the Women's Advisory Committee recommend that the Executive Standing Committee direct the Chief Administrative Officer to prepare a staff report that investigates other municipalities' work around anti-Muslim hate and racism and makes recommendations on potential actions to combat anti-Muslim hate and racism, particularly with respect to women, in Halifax Regional Municipality.

MOTION PUT AND PASSED.

7. CONSIDERATION OF DEFERRED BUSINESS – NONE

8. CORRESPONDENCE, PETITIONS & DELEGATIONS – NONE

8.1 Correspondence – None

8.2 Petitions – None

8.3 Presentations – None

9. INFORMATION ITEMS BROUGHT FORWARD – NONE

10. REPORTS/DISCUSSION

10.1 STAFF

10.1.1 Update from the Office of Diversity and Inclusion and GBA+

Caroline Hemstock, Diversity and Inclusion Advisor gave an update on Gender Based Analysis Plus (GBA+).

10.1.2 Proposed 2022 Women's Advisory Committee Meeting Schedule

The following was before the Committee:

- Proposed 2022 Meeting Schedule – Women's Advisory Committee

MOVED by Tanya Boudreau, seconded by Haneen Al-Noman

THAT the Item 10.1.2 be deferred to a next meeting.

MOTION PUT AND PASSED.

10.2 COMMITTEE

10.2.1 Review of municipal services to address housing affordability, housing insecurity, and homelessness using an intersectional gender lens

The following was before the Committee:

- Request for Women's Advisory Committee Consideration Form dated December 2, 2021 from Haneen Al-Noman

MOVED by Haneen Al-Noman, seconded by Joanne Bealy

THAT the Women's Advisory Committee recommend that the Executive Standing Committee:

- 1. Direct the Chief Administrative Officer to prepare a staff report about the use of an intersectional gender lens on housing and homelessness initiatives within the mandate of the Halifax Regional Municipality; and**
- 2. Review the recommendations emerging from the Home for Good research project attached in the December 2, 2021 Request for Women's Advisory Committee Consideration form.**

MOTION PUT AND PASSED.

10.2.2 Work Plan Priorities 2022/2023

Committee members shared issues to be considered as priorities for the Committee's 2022/2023 Work Plan.

The following issues/topics were brought forward by Committee members:

- Leadership Opportunities for Women - Possible integration with International Women's Day
- Women's Income
 - Gender Wage Gap Issues – Ensure pay equity practices within Halifax Regional Municipality (HRM), while valuing, training & promoting women across all levels of the HRM Administration
 - Poverty Issues – resulting from the wage gap, inequitable employment opportunities & additional unpaid labour demands in their respective households
 - Universal Basic Income implications for women
- The impacts of the climate crisis - supporting adaptation and mitigation in a way that uplifts everyone
- Supporting queer women and gender diverse people in Halifax Regional Municipality
- Housing Security - queer women and gender diverse people, students
- Health & Wellbeing
- Support Council in making sure Halifax Regional Police (HRP) policies are created with a gendered lens, making sure HRP understands the negative impact on women of policy not created with that lens.
- Gaining a more complete understanding of the quality of life in Halifax Regional Municipality for more marginalized communities
- Presentation from Halifax Regional Municipality business units (e.g., Parks and Recreation, Halifax Public Libraries, Transit) to receive an overview of services offered to women, especially to newcomers and gender diverse people to identify how better the city can provide services.
- Presentation from Status of Women regarding campaign school for women
- Sex trafficking in the Halifax Regional Municipality
- Reviewing Existing Municipal Policies using gender-based analysis
- Self care and work-life balance, women and persons living with depression and anxiety in Halifax Regional Municipality, breast cancer
- Grassroots engagement of women in Halifax Regional Municipality
- Increasing Women's Participation in Municipal Government
 - Support and encourage women and racialized women to run in municipal elections.
 - Women and racialized women's representation in the Halifax Regional Municipality Advisory Boards and Committees
 - Voting rights for permanent residents
- Safety and wellness
 - Online and public safety for women in Halifax
 - Prevent Gender-Based Violence
 - Free menstrual products now available in municipal facilities – Review the current situation.

The Committee identified following common themes that came out from members' priorities:

- Climate Crisis
- Housing – Queer women and gender diverse peoples, students
- Health, safety, wellness & quality of life – with an emphasis on marginalized women and gender diverse peoples, policing in HRM, Self care and work-life balance, mental health issues facing women, breast cancer, free menstrual products, gender based violence prevention, online violence prevention, further info on public safety, sex trafficking in HRM, women's income.
- Reviewing existing Municipal policies – Parks & Rec, Halifax Public Libraries, Halifax Transit, further exploration into policies of HRM business units, Municipal voting rights for permanent residents including immigrant women, representation on Municipal boards/committees

- Engagement of women – emphasis on queer women and gender diverse peoples, Campaign School for Women, Leadership issues and connections to community stakeholders, encouragement to run in Municipal elections.
- Data collection and aggregated data to gain more insight on marginalized women and peoples

It was noted that data collection is very important. For each issue identified, the Committee needs to understand what data is currently being collected and consider what data could be collected so that the needs of women could be better addressed.

The Chair announced that the Committee will continue working on climate crisis in early 2022.

Committee members were asked to select top 3 interests among the identified common themes. The following three themes were selected as priorities for the Work Plan Priorities 2022/2023.

Priority 1: Housing

with an emphasis on Queer women and gender diverse peoples, students

Priority 2: Health, safety, wellness & quality of life

with an emphasis on marginalized women and gender diverse peoples; policing in HRM; Self care and work-life balance; mental health issues facing women; breast cancer; free menstrual products; gender-based violence prevention; online violence prevention; public safety; sex trafficking in HRM; and women's income.

Priority 3: Reviewing existing Municipal policies

receive presentations from HRM business units (e.g., Parks & Recreation, Halifax Public Libraries, Halifax Transit) to further explore policies and procedures for meeting the needs of women and gender diverse individuals; voting rights; representation on Municipal boards committees.

It was suggested that as we work on the above priorities, whenever an issue is considered, the Committee should consider what data has/is being collected, what data is needed that is not being collected, and what actions the Committee can take as a result of considering an issue.

10.2.3 International Women's Day

Caroline Hemstock, Diversity and Inclusion Advisor gave an overview of plans regarding engagement of the Committee in planning the 2022 International Women's Day. A staff memorandum will be provided to the Committee.

The Chair noted that the Committee will devote time at the next meeting to discuss the 2022 International Women's Day.

10.2.4 Update on Halifax Regional Council activities

Councillor Blackburn provided a summary of actions and decisions made at the November 9 and November 23, 2021 meetings of the Regional Council.

MOVED by Haneen Al-Noman, seconded by Tanya Boudreau

THAT the Women's Advisory Committee send a congratulations message to a new Deputy Mayor, Councillor Lovelace.

MOTION PUT AND PASSED.

11. ADDED ITEMS

12. DATE OF NEXT MEETING – *January 13, 2022* proposed*

13. ADJOURNMENT

The meeting adjourned at 5:55 p.m.

Haruka Aoyama
Legislative Assistant