



Hamilton

MINUTES: **Status of Women Committee**
Thursday, August 23, 2012 – 5:30 p.m.
Room 193, Hamilton City Hall

PRESENT: Denise Doyle, Amirah Hassan, Catherine Hughes, Myra James,
Heather Judson, Uzma Qureshi, Denise Spoelstra, Basharat
Tayyab, Baldeep Virk

REGRETS: Adele Alfano, Patti McNaney, Catherine Pead

LEAVE OF ABSENCE: Michelle Poirier

ALSO PRESENT: Maxine Carter, City of Hamilton

1. WELCOME & INTRODUCTIONS

All were welcomed.

2. DECLARATIONS OF INTEREST

None declared.

3. APPROVAL OF AGENDA

(M. James/B. Tayyab)

That the Hamilton Status of Women agenda for August 23, 2012 be
approved, as circulated.

CARRIED

4. APPROVAL OF MINUTES

(A. Hassan/B. Tayyab)

That the minutes of June 28, 2012 meeting of the Hamilton Status of
Women Committee be approved, as presented.

CARRIED

5. BUSINESS ARISING FROM MINUTES

5.2 Workforce Census

Committee members expressed concern that they have not received the data requested from the Human Resources Department regarding the Workforce Census. Basically the committee is looking for the drill down statistics that would give them a greater understanding of the numbers of female employees, what positions they currently hold, what department and division they are working in and their rate of pay relative to what their male counter parts are making.

The Chair, Denise Doyle, requested that Amirah Hassan, vice-chair take over the meeting at this point.

6. BUSINESS / DISCUSSION

6.1 Preparation for the Gender Equity Lens Workshops

Denise Doyle noted that her sub-committee has not started working on the gender equity lens workshops nor have they started the development of the gender equity analysis for the budget.

It was suggested that perhaps in September the committee can review what other municipalities have done around these issues. For example, a case in point would be the City of Ottawa where they have developed a gender equity lens and accompanying process.

Denise Doyle will look at organizing a training session for committee members. McMaster students could assist with this. Denise Doyle will contact Michele Poirier to get an update regarding the placement students from McMaster University's Graduate Program in Gender Studies, who will help with the development of the gender equity lens for Hamilton.

Maxine Carter will provide an overview of the Equity & Inclusion Policy and the Gender Equity Commitment Statement for the September meeting. The Equity and Inclusion Policy will be emailed to members ahead of time for reading and preparation.

6.2 Marketing Material

Denise Doyle provided samples of postcards, business cards and bookmarks for comments. Discussion followed. Members asked that the Facebook and Twitter accounts be added to all material.

(M. James/B. Virk)

That the Hamilton Status of Women Committee approve the design of the postcard, business card and bookmark as revised. **CARRIED**

Discussion followed regarding a revised logo for the Hamilton Status of Women Committee where a new graphic has been added.

(D. Spoelstra/H. Judson)

That the Hamilton Status of Women Committee approve the design of the logo, as revised. **CARRIED**

6.3 Michelle Poirier

(H. Judson/A. Hassan)

That the Hamilton Status of Women Committee send flowers and a card to Michelle Poirier on the arrival of her new baby. **CARRIED**

7. NEW BUSINESS

7.1 Resignation

A letter dated August 22, 2012 has been received from Catherine Pead announcing her resignation from the Hamilton Status of Women Committee.

(M. James/B. Virk)

That the resignation of Catherine Pead from the Hamilton Status of Women Committee be accepted.

CARRIED

8. ANNOUNCEMENTS and INFORMATION SHARING

8.1 Denise Doyle advised that Charlotte Yates sent some students to her to discuss Women in Politics. These students were from the McMaster students Feminist Club and Women's' Club, the same group that plans the **Annual Women in Politics Summit**. The Summit will be held on October 20, 2012 at City Hall. It is hoped that committee members will participate.

(D. Doyle/D. Spoelstra)

That the Hamilton Status of Women Committee partner with the Women's Leadership Summit. The Hamilton Status of Women Committee logo will be placed on the event flyers.

CARRIED

8.2 Maxine Carter was requested to send to members, the balance of the **current budget**.

8.3 Elect More Women has held in the past, workshops to educate and support women interested in politics. Monique Taylor, MPP – Hamilton Mountain; Brenda Johnson, City of Hamilton Ward 11 Councillor; and Marianne Mead, City of Burlington Ward 2 Councillor have all participated in the workshops in the past.

8.4 Take Back the Night – September 20, 2012

The Committee discussed this event and the possibility of getting involved.

(A. Hassan/D. Doyle)

That the Hamilton Status of Women Committee partner with SACHA for the Take Back the Night event on Thursday, September 20, 2012 and purchase a table in the amount of \$50.00.

CARRIED

9. ADJOURNMENT

On motion, the meeting adjourned.

NEXT MEETING

Thursday, September 27, 2012
5:30 p.m. – Room 193, City Hall