



Hamilton

Amended MINUTES:

**Status of Women Committee
Thursday, March 28, 2013 – 5:30 p.m.
Room 193, Hamilton City Hall**

- PRESENT:** Denise Doyle, Linda Gill, Amirah Hassan, Jeannie Howe, Katherine Kalinowski, Nashwa Khan, Patti McNaney, Michelle Poirier, Denise Spoelstra
- REGRETS:** Adele Alfano, Catherine Hughes, Myra James, Heather Judson, Uzma Qureshi, Baldeep Virk
Basharat Tayyab – Leave of Absence
- ALSO PRESENT:** Maxine Carter, City of Hamilton
Mary Agro, Anna Filice, Ja'afar Momodu – City of Hamilton
Human Resources Division
Zachary Nichol – City of Hamilton Information Services
Division

1. WELCOME & INTRODUCTIONS

All were welcomed.

2. DECLARATIONS OF INTEREST

None declared.

3. APPROVAL OF AGENDA

The following additions were made to the agenda under Item 7 –
Business:

7.3 Committee Report for Obtaining Funds from Reserve

(L. Gill/K. Kalinowski)

That the agenda for the March 28, 2013 Status of Women Committee be
approved, as amended. **CARRIED**

4. DELEGATION – City of Hamilton Workforce Census (gender breakdown)

The Committee welcomed Mary Agro, Mary Agro, Anna Filice and Ja'afar Momodu from the City's Human Resources Division and Zachary Nichol from the Information Services Division. Mary Agro provided an overview of how the Status of Women Committee was involved in providing

feedback that was used in the development of the Workforce Census. Anna Filice walked the committee members through the document "Gender and Pay Scale" to clarify and explain the breakdown of data.

A question was raised on how the City will diversify the workforce in light of so many employees retiring in the near future.

The following are points made during discussion / comments:

- Committee members are asked to take the two documents away to review and bring questions and comments/suggestions back to the next meeting. These will be shared with Human Resources.
- Members would also like to have the list of job titles within salary grades.
- What proactive plan is being made regarding equity to balance pay grades and job classifications? Who needs to address this?
- Need average salary for males and females in each position.
- Why are a large amount of women in low paying jobs and men in higher paying jobs?
- Need to see pay grades for males vs. females in each job classification.

(A. Hassan/L. Gill)

That the Status of Women Committee receive the City of Hamilton's Human Resources' reports – Gender and Employment Demographic Profile – 2012 and Pay Scale Breakdown by Gender – 2012.

CARRIED

5. APPROVAL OF MINUTES

(D. Spoelstra/J. Howe)

That the minutes of February 28, 2013 meeting of the Hamilton Status of Women Committee be approved, as circulated.

CARRIED

6. BUSINESS ARISING FROM MINUTES

No discussion.

7. BUSINESS / DISCUSSION

7.1 Committee Co-Chair

Patti McNaney volunteered to be co-Chair for the remainder of this term.

(A. Hassan/D. Spoelstra)

That Patti McNaney be named as Co-Chair of the Status of Women Committee for the remainder of the term of Council ending 2014.

CARRIED

7.2 WHY Gender Conference?

Katherine Kalinowski provided an update on the WHY Gender Conference. The event was sold out and media coverage was excellent. Status of Women Committee presenters were Linda Gill, Michelle Poirier and Denise Doyle. The evaluations received were overwhelmingly positive. Next steps include viewing and validating the videos of women who shared their stories. Cable 14 will work on making series of the stories.

Denise Doyle extended thanks to everyone for their contribution. Also thanks to Felicia (McMaster Student) and Michelle Poirier for the preparation of the document "Why Gender Matters" and to Maxine Carter's team for preparation of the Status of Women presentation folders.

The Status of Women Committee also set up a booth at the International Women's Day event at SACHA.

An event was hosted by the Centre for Media Arts who showed the film "Status Quo". The theme of the event was "She and All Her Guises". The Status of Women Committee was one of the groups profiled.

7.3 Discussion took place regarding ideas for **projects**. This item will be placed on the April 2013 agenda. Maxine Carter will assist with finding some historical information from the Status of Women Committee.

7.4 A letter was received from the **YWCA Hamilton's Women of Distinction Event** Coordinator requesting that the Status of Women Committee partner in the event to take place on Thursday May 9, 2013.

(D. Spolestra/L. Gill)

That the Status of Women Committee partner with the YWCA Hamilton for the 2013 Women of Distinction Awards celebration by purchasing a ½ page ad in the event program at a cost of \$500.00. **CARRIED**

(D. Spolestra/K. Kalinowski)

That the Status of Women Committee purchase tickets for up to 10 members to attend the 2013 Women of Distinction Awards celebration.

CARRIED

8. NEW BUSINESS

9. ANNOUNCEMENTS and INFORMATION SHARING

10. ADJOURNMENT

On motion, the meeting adjourned at 7:15 pm.

NEXT MEETING

Thursday, April 25, 2013
5:30 p.m. – Room 193, City Hall