



Hamilton

Status of Women
Thursday, November 23, 2017 5:30 p.m.
City Hall, 71 Main St. W., Room 193

Present: Denise Christopherson, Janice Lukas, Katie Hood, Laura Cattari, Miracle Chukwu, Yulena Wan, Councillor Donna Skelly

Regrets: Doreen Ssenabulya, Marie Robbins, Zenaida Roque Cruz

Absent: Matthew Green, Aidan Johnson, Katherine Kalinowski

Also Present: Nadia Olivieri (Staff Liaison)

Guests: Brianna Bharath, McMaster University Student (observer), Jennifer Willis and Mia Imelda (Sisters Circle Canada)

Chair: Laura Cattari

WELCOME AND INTRODUCTIONS

The Chair Laura Cattari welcomed everyone to the meeting.

1. CHANGES TO THE AGENDA

(Y. Wan/ K. Hood)

That the Status of Women Committee agenda of November 23, 2017 be accepted as presented (typos corrected). **CARRIED**

2. DECLARATION OF INTEREST

None Declared

3. APPROVAL OF MINUTES

(J. Lukas/ D. Christopherson)

That the Status of Women Committee approves the minutes October 26, 2017 as presented. **CARRIED**

4. PRESENTATIONS – None

5. DISCUSSION ITEMS

- 5.1.** Elect More Women 2017 Conference – final SWC contribution \$1,152.24. Evaluation forms from the Conference were reviewed by YWCA staff. Feedback suggests that women are interested in how to volunteer and support women candidates. Staff at the YWCA will collate feedback. Emerging themes and suggestions will be presented to the SWC by YWCA staff at a future SWC meeting.
Councillor Skelly offered that any young women interested in politics be referred to her to discuss opportunities to job shadow a few days in her office.

5.2. Member feedback on other relevant events/conferences –see 5.1

6. OTHER BUSINESS

6.1. 2017 Budget

6.1.1. Expenditures to date ~1,500.00

6.1.2. Outstanding expenditures –Purchase of 2018 Women of Distinction Award Dinner tickets which will go on sale next week– Next year will be significant as the Award Dinner will occur on International Women’s Day (March 8, 2017).

MOTION: 2018 Women of Distinct Award Dinner

(J. Lukas/ M. Chukwu)

That the SWC purchase 2 tables of 10 so that some SWC members can attend and tickets to the event can be provided to women of Hamilton who may not otherwise be able to attend. **CARRIED**

Staff Liaison will connect with Ashley from the YWCA to arrange for ticket purchase.

At January’s meeting the SWC members agreed to develop a strategy to appropriately identify the women who will be the recipient of the available tickets. Cllr. Skelly suggested that the Committee also consider other factors that may contribute to a positive experience for the ticket recipient.

6.2. Work Plan Discussion (copy of plan previously provided)

6.2.1. Child Care Policy

The SWC members have used the Child Care services presently funded by Cllr. Skelly’s office.

The YWCA can offer child care services at a cost of \$25.00 per hour, with appropriate notice, to any Volunteer Advisory Committee Member. SWC Members agreed that Child care should be available to all VOC members so that child care is not a barrier to meeting participation.

MOTION: VAC Child care support

(M. Chukwu/ J. Lukas)

That after agreeing that all VAC members have access to child care support on meeting nights, a SWC delegation be brought forward to support Cllr. Skelly at AF&A meeting, when she motions that any committee that is struck by Council, work with the YWCA, to insure its members have access to child minding services during the time of their committee meeting. **CARRIED**

Staff Liaise, N. Olivieri, is to provide information presently used for child care services to the YWCA staff so that formal child care request form can be developed.

Status of Women Committee

There was an additional request to have a SWC delegation present the work of the SWC to Council. The SWC Chair agreed to draft a presentation to Council. The Chair offered to review draft at the next SWC meeting.

6.2.1 Gender Equity Budget Conference

MOTION: Table Gender Equity Budget Conference

(D. Christopherson/ Y. Wan)

That SWC support for the Gender Equity Budget Conference be tabled in light of the Committee's ongoing commitment to support ideas emerging from the Elect More Conference. **CARRIED**

6.3. Work Plan Discussion (copy of updated work plan provided)

6.3.1. Feedback on Child Care request process- see 6.2.1

6.3.2. Feedback on accessible parking request process indicated that members had positive feedback \ accessible parking. SWC member suggested that the Staff Liaison use a 'goggle form" to simplify correspondence needed to set up parking and child care services. Member offered to collect information for Staff.

6.4. Information Sharing (relevant to SWC activities)

Cllr. Skelly asked SWC members to consider how the committee will position itself with respect to the ever increasing emerging stories of workplace sexual harassment/assault. Recent media stories suggest that there is a barrage of pending workplace sexual harassment/assault cases to be investigated in government workplaces. Statistics point to 1 in 3 women as having experienced sexual harassment. The SWC needs to be an appropriate spokesperson on this issue and serve as "a go to place and a soft place to land". The SWC needs to support women who don't have the access points or know where to look for resources – we need to insure that women who have been harassed and/or assaulted get the proper support. Don't know what is going to happen with this momentum that is developing but as a women's issues Committee, the Committee must try anticipate what the need will be and how to engage all genders towards the necessary change to eliminate sexual harassment and assaults.

The YWCA has been looking at this issue. Through member D. Christopherson, ideas will be shared with SWC. As Activist we need to come up with solutions. We need to ENCOURAGE women to take up SPACE. SWC members are encourage to review the EXCLerator report (Study initiated in 2014) which demonstrates that the Hamilton and Halton areas still have a ways to go when it comes to female representation in decision making roles. The 2017 report is the second installment of the Women & Diversity EXCLerator Project. This report analyzed findings against the initial 2014 benchmark data. There has

Status of Women Committee

not been significant amount of change in women's leadership trajectories across nine employment sectors. Nothing is going to change until women with all points of view are in decision making positions. Encouraging women into leadership roles also requires establishing inclusive and respectful working environments.

Sisters Circle Canada – Jennifer Willis and Mia Imelda provided some information regarding this organization:

- conversation circles continuing from this Summer's conference
- it is a grass root organization aimed at eliminating a women's anxiety when faced with barriers (legal, housing, health) and providing tailored support in order to identify appropriate solutions
- Serve women where gaps are identified with very simple everyday solutions
- They support reform and accountability
- They are looking to collaborate and connect with other women's committees and gear efforts towards individualized solutions

National Housing Advocacy announcement: -adequate housing has been approved as a Human Right

December 6, 2017 there are two events that may be of interest to the SWC:

1. Jan's event - information to be forwarded to Staff Liaison to disperse
2. The Honouring the Circle – Montreal Massacre vigil
Staff Liaison, N. Olivieri is to forward information to SWC members.

7. ADJOURNMENT

Time: 7:30pm

(D. Christopherson/ Y. Wan)

That the Status of Women Committee meeting be adjourned at 7:30pm. **CARRIED**

NEXT MEETING

Thursday, January 26th, 2017

5:30 p.m. – Room 193, City Hall