



Hamilton

**Status of Women**  
**Thursday, January 24, 2019 5:30 p.m.**  
**City Hall, 71 Main St. W, Room 193**

**Present:** Denise Christopherson, Janice Lukas, Katie Hood, Marie Robbins, Yulena Wan, Doreen Ssenabulya, Katherine Kalinowski

**Regrets:** Zenaida Roque Cruz (LOA), Miracle Chukwu (LOA),

**Absent:** N/A

**Also Present:**

Nadia Olivieri (Staff Liaison); Daniela Giulietti (Executive assistance for C. Naan) Councillor Naan, Sarah Jama

**Guests:** Kristie the Dog Guide

**Chair:** Denise Christopherson (Chair)

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**WELCOME & INTRODUCTIONS (5:35 pm)**

**Members went around the table and introduced themselves**

**1. APPROVAL OF AGENDA**

**(J. Lukas/K. Kalinowski)**

That the Status of Women Committee agenda of January 24, 2019 be accepted as presented.

**CARRIED**

**2. DECLARATIONS OF INTEREST - None declared.**

**3. APPROVAL OF MINUTES**

**(Y. Wan/M. Robbins)**

That the Status of Women Committee minutes of November 22, 2018 be accepted as presented.

**CARRIED**

**4. PRESENTATIONS- Councillor Naan**

Cllr. Naan provided the committee with the following update:

- 7 female councillors elected to Council, the highest female demographic of any previous Council
- The new Council is interested in gender equity and diversity and inclusion at the City of Hamilton (Spectator Op Ed/ Raise the Hammer articles for an overview)
- February 6, 2019 Council meeting is an opportunity to be a delegate on the issue City Manager selection. A diversity of voices is important to the City Manager selection process.
- Council is engaged in budget review – tax rate, capital budget, city service update



The Chair responded with the following:

- the Committee had started the process of looking at gender equity for 4 consecutive terms through a gender inclusion lens
- The Committee didn't feel that the past Council valued this work
- It appears the new Council is behind the issues championed by this Committee during the past 4 terms.

Guest Sarah Jama voiced some concerns regarding the City's commitment to diversity and inclusion suggesting that the replacement of the Access and Equity section with the Human Rights Diversity and Inclusion section has impeded meeting the diversity needs at the City of Hamilton.

Staff Liaison provided some examples of hiring practices changes that promoted inclusion of student applicants from a more diverse demographic background.

## **5. DISCUSSION ITEMS**

### **5.1. 2018 Activity**

#### **5.1.1. Past committee accomplishment 2017 Work plan referenced**

The Committee Focused on:

- Education by inviting the City Manager and Manager of Finance to present to the Committee
- Confirming City Hall Demographics: info previously collected indicates that most of the women at City Hall are in lower paying jobs.
- Efforts to get women into Sr. Management positions engaging Chris Murray to discuss his what is being done in this regard.
- Acquiring information from the City of Hamilton organizational chart reflecting who is the incumbent in senior leadership position– still pending
- Understanding trending issues which resulted in focusing and investing on Elect More Women Conference and subsequent workshop as well as Femme the Vote education. Femme the Vote may have contributed to the present Council demographics.
- Supporting other community organizations such as SACHA
- Investing in events such as Women of Distinction Award
  - SWC originally gave rise to this event
  - Event established in 1975
  - In 2002 the YWCA took over the event
- Participating in other events that were held at the City
- Supplying child care attendance to ensure community engagement. This was supported by past SWC Councilor Advisor – would like to figure out a method to roll this child minding options to other Volunteer Advisory Committees so that all persons can attend meetings



At 6:15 pm the Chair and Member Y. Wan left the SWC meeting to attend another meeting.

**5.1.2.** Matters to pass along to the new SWC  
See above list. In particular the Committee would like to see the child minding options available for all Volunteer Advisory Committee members.

**5.1.3.** 2019 Winter/ Spring Events  
International Women's day –SWC typically supports this event and related activities

**Motion**

**(K. Kalinowski /D. Ssenabulya)**

That the SWC fund up to \$500.00 to International's Women day event with disbursement of those funds be based on the needs identified by event organizers.

**CARRIED**

The Committee has agreed to continue to meet until the new Committee is put in place.

**6. OTHER BUSINESS**

Women's March – Male allies were called in to support access to the event.

**Motion**

**(J. Lukas/D. Ssenabulya)**

That the SWC make available up to \$1000 to support the 2019 Women's March.

**CARRIED**

**Motion**

**(J. Lukas/M. Robbins)**

That the SWC logo is included in the Women's March promotional materials.

**CARRIED**

INFORMATION Sharing

Up In Smoke – you can find information at [tobacco@hamilton.ca](mailto:tobacco@hamilton.ca)

For further discussion:

- The value of retention as just important as good hiring practices.
- The tremendous occupancy (114%) in women shelters in December.
- City of Hamilton Housing and Homelessness Strategy
- Ottawa St. Housing project – there is a velocity happening and the Committee needs to keep it going



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**7. ADJOURNMENT 6:40 pm  
(K. Kalinowski / K. Hood)**

That the Status of Women Committee meeting be adjourned at 6:20pm.

**CARRIED**

**NEXT MEETING: February 28, 2019, 5:30 p.m.  
Hamilton City Hall, Room 193**