



CITIZEN COMMITTEE REPORT

To:	Chair and Members Audit, Finance & Administration Committee
From:	Stephanie Bertolo Status of Women Committee <div style="text-align: right;">_____ (to be signed by the Chair)</div>
Date:	October 14, 2021
Re:	Renaming the Status of Women Committee and Changes to the Terms of Reference and Mandate

Recommendation:

That the Terms of Reference and Mandate of the Status of Women Committee be amended as follows:

- That the Status of Women Committee be renamed the Women and Gender Equity Committee;
- That the Mandate include the following:
 - The Women and Gender Equity Committee for the City of Hamilton acts as an Advisory Committee on matters pertaining to gender inequities faced by women, trans, and non-binary individuals. It achieves this mandate by providing Council input on matters of municipal concern and evaluating the City on its related efforts
- That the strategic objectives of the Women and Gender Equity Committee include language around trans and non-binary individuals and gender equity, as follows:
 - Define, investigate, study and make recommendations on issues of gender equity of the City of Hamilton and other matters of social or municipal concern including matters referred to this Committee by City Council, staff and City of Hamilton Committees.
 - Inform citizens of the City of Hamilton on issues affecting women, trans, and non-binary individuals.

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- Actively supporting the public participation of women, trans, and non-binary individuals in all aspects of civil life
- Advise citizens of the City of Hamilton of decisions made by City Council which may impact on women, trans, and non-binary individuals including matters of social concern and those referred to City Council by this Committee.

Background:

Since the beginning of the Status of Women Committee's term in 2019, its members have discussed ways in which it could be more inclusive. One area of focus is gender inclusivity for all individuals who are women, trans, and non-binary. The current language describing the Committee only represents women. As such, the Committee recommends Council change its name and mandate to be more inclusive of trans and non-binary individuals. The Committee recommends the name the "Women and Gender Equity Committee." Additionally, the Committee recommends the mandate be modified from "To act as an Advisory Committee on matters pertaining to women and to provide input with respect to matters of municipal concern." to "The Women and Gender Equity Committee for the City of Hamilton acts as an Advisory Committee on matters pertaining to gender inequities faced by women, trans, and non-binary individuals. It achieves this mandate by providing Council input on matters of municipal concern and evaluating the City on its related efforts."

During the March 25, 2021 meeting the Committee passed a motion to recommend Council change the terms of reference to rename the committee. Following this, the Committee passed a motion on **June 24, 2021** to change the Committee's mandate.

Analysis/Rationale:

Renaming the Status of Women Committee and modifying its mandate will demonstrate the gender inclusivity the Committee works to embody and that it is a space welcoming of trans and non-binary voices. The Committee already works to use gender-inclusive language and approach in all meetings and committee activities. However, the name of the committee should best reflect its actions. Approving this name change will also demonstrate Council's commitment to being a more inclusive environment and encourage participation from citizens who are currently underrepresented in the municipal environment.

The name "Women and Gender Equity Committee" more explicitly highlights a commitment to gender equity. It also aligns with the name change of the Status of Women Canada in 2018, which is now known as Women and Gender Equality Canada.

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The modifications to the mandate are more in line with what the Committee aims to achieve, uses more inclusive language, and provides a more detailed explanation of its work.