

Hamilton Women and Gender Equity Committee Annual Report 2022



Committee Mandate

The Women and Gender Equity Committee (previously named Hamilton Status of Women 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.

Terms of Reference

The Women and Gender Equity Committee is sending a request to update the Terms of Reference to include the following as part of its strategic objectives:

“That the committee identify the needs of women, trans and nonbinary individuals in the community and evaluate requests for support in collaboration with stakeholders working with equity seeking groups within the City of Hamilton.”



Stakeholder Engagement

The Women and Gender Equity Committee received presentations from stakeholders including HSR respecting equity in hiring and recruitment, and Hamilton Health Sciences.

The committee has expressed interest in having staff presentations to support its understanding of the budget process, so that they can provide advisement and support to Council.



Stakeholder Engagement

The committee engaged with YWCA Hamilton to support and promote the Women of Distinction Awards and Elect More Women events.

The committee continues to support the work of Sisters in Spirit Hamilton Organization, and recently contributed funds toward a ribbon skirt to honour a community member.



Committee Activity

Over the course of this past year, the Women and Gender Equity Advisory Committee has engaged with Council through committee reports applying a gender equity lens on recommendations to Council, and updating its terms of reference and committee name.

The committee's membership had significantly reduced over the course of the term, and staff supported the committee in welcoming 8 new members in April, 2022.



Committee Activity

The committee provided a Citizen Committee Report respecting recommendations to re-implement the encampment protocol, and provided a delegation at the request of Council on the subject as well.

The committee recently developed Citizen Committee Reports on inclusionary zoning and developing a winter housing strategy, and is considering future reports that align with the committee mandate.



Future Plans for the Committee



The committee has indicated interest in receiving a status update on the menstrual products pilot, and recommending the continuation and expansion of the pilot.

Additionally, the committee plans to develop Citizen Committee Reports respecting the impact of COVID-19 on women, trans, and non-binary people, and exploring ways in which the committee and the City of Hamilton could better support survivors of domestic violence.

The committee had not been consulted or advised of any changes to the code of conduct, and has requested staff support in receiving additional information to provide feedback. Council voted to make changes in January, 2022, did not reach out to Citizen Advisory Committees for feedback, and did not send the code of conduct to the Hamilton Women and Gender Equity Committee.

