

MEMBER'S RESOLUTION

Meeting/Date	COMMITTEE OF THE WHOLE - MARCH 5, 2019
Title:	Electricity Human Resources Canada (EHRC) Leadership Accord on Gender Diversity
Submitted by:	Mayor Maurizio Bevilacqua
<p>Whereas, the City of Vaughan is committed to promoting the values of diversity, equality and inclusion in a work environment that is free of all forms of harassment and discrimination, in accordance with the City of Vaughan Respectful Workplace Policy;</p> <p>Whereas, in many occupations, women represent a smaller component of the workforce than they should – and in many circumstances continue to face barriers that limit their advancement, or their desire to pursue or remain in the occupation of their choice;</p> <p>Whereas, the City of Vaughan International Women's Day event is taking place on Friday, March 8 to celebrate the achievements and meaningful contribution that women have made throughout Vaughan, Canada and the world;</p> <p>Whereas, Electricity Human Resources Canada has created a Leadership Accord on Gender Diversity (the Accord) that is a public commitment by employers, educators, unions and governments to promote the values of diversity and inclusion in the workplace through the recruitment, retention, career progression, training and development of women;</p> <p>Whereas, signatories of the above noted Accord recognize and confirm united action to expand the breadth and depth of their skilled workforce; ensure that women are informed of the opportunities available to them in the occupation of their choice, and, once employed, they are fully supported and provided with equal opportunities to grow and develop their full potential;</p> <p>Whereas, Vaughan would be the first municipality to be a signatory of the Accord;</p> <p>Whereas, Alectra Utilities is the largest municipally-owned electricity utility in Canada, of which the City of Vaughan is a shareholder, and is a signatory of the Accord;</p> <p>It is therefore recommended that:</p> <ol style="list-style-type: none"> 1. The Mayor, as Head of Council, sign the EHRC Leadership Accord on Gender Diversity on behalf of the City of Vaughan, thereby establishing it as the first municipality to sign the Accord; 2. A signing ceremony take place at the City of Vaughan International Women's Day (IWD) event on March 8, 2019; 3. A copy of the signed Accord be forwarded to Electricity Human Resources Canada, Alectra Utilities, Members of York Region Council as well as Vaughan's federal and provincial elected representatives. 4. That Council ratify the action taken. 	

Respectfully submitted,

Mayor Maurizio Bevilacqua

Attachments

Electricity Human Resources Canada Leadership Accord for Gender Diversity: Background and Commitment Framework