

## CITY OF VAUGHAN

### **EXTRACT FROM COUNCIL MEETING MINUTES OF SEPTEMBER 29, 2020**

Item 15, Report No. 40, of the Committee of the Whole, which was adopted without amendment by the Council of the City of Vaughan on September 29, 2020.

#### **15. GENDER EQUALITY WEEK IN THE CITY OF VAUGHAN**

**The Committee of the Whole recommends approval of the recommendation contained in the following resolution of Mayor Bevilacqua, dated September 22, 2020:**

##### **Member's Resolution**

Submitted by Mayor Bevilacqua

**Whereas** the City of Vaughan remains committed to increasing awareness of the significant and substantive contributions that women have made and continue to make to the growth, development, character and identity of Vaughan, York Region and all of Canada;

**Whereas** equality and compassion for all individuals continue to guide our city-building and service delivery efforts, and all Vaughan residents and employees share the responsibility of addressing the social and economic challenges faced by women, which are fundamentally human rights issues;

**Whereas** women account for approximately half of the country's population, yet a lower proportion of Canadian politicians are women;

**Whereas** Canadian women face challenges in being promoted to executive or board management positions, and those who do reach such positions are often paid less than men in similar positions;

**Whereas** the City of Vaughan recognizes the importance of celebrating and commemorating the notable achievements and advancements of Canadian women;

**Whereas** all Canadians, in particular men and individuals who do not identify as women, are encouraged to become and remain engaged during Gender Equality Week and throughout the year, in order to achieve greater inclusiveness and full gender equality in Vaughan and throughout Canada;

**Whereas**, in January 2020, the City adopted the Vaughan Inclusion Charter in support of the Inclusion Charter for York Region, a document that promotes and celebrates human rights, accessibility and a sense of belonging to promote equal access to opportunities for everyone;

**Whereas**, as part of ongoing efforts to advance an agenda of diversity, inclusion and accessibility, the City of Vaughan has established the new Diversity and Inclusion Officer role in the corporation, a senior-level

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### **EXTRACT FROM COUNCIL MEETING MINUTES OF SEPTEMBER 29, 2020**

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position supported by the City's existing Accessibility and Diversity Co-ordinator;

**Whereas**, Gender Equality Week is the result of Bill C-309, the Gender Equality Week Act, which received Royal Assent on June 21, 2018, and is recognized in the fourth week of September;

**Whereas** marking Gender Equality Week is yet another way the City of Vaughan can generate awareness and demonstrate our commitment to address the challenges Canadian women and individuals of minority gender identity and expression continue to face;

**Whereas**, this week is an opportunity for all Vaughan residents and employees to celebrate the progress we have made in advancing gender equality, while reflecting on the work that remains in our combined effort to ensure that everyone can reach their full potential, regardless of their gender identity;

**It is therefore recommended that:**

1. The Mayor proclaim the fourth week in September Gender Equality Week in Vaughan;
2. That the proclamation be posted on the City's website and the Corporate and Strategic Communications department be directed to promote the proclamation on corporate communications channels.

## MEMBER'S RESOLUTION

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| <b>Meeting/Date</b>  | <b>Tuesday, Sept. 22, 2020 – Committee of the Whole (2)</b> |
| <b>Title:</b>  | <b>Gender Equality Week in the City of Vaughan</b>          |
| <b>Submitted by:</b>   | <b>Mayor Maurizio Bevilacqua</b>                            |
| <p><b>Whereas</b> the City of Vaughan remains committed to increasing awareness of the significant and substantive contributions that women have made and continue to make to the growth, development, character and identity of Vaughan, York Region and all of Canada;</p> <p><b>Whereas</b> equality and compassion for all individuals continue to guide our city-building and service delivery efforts, and all Vaughan residents and employees share the responsibility of addressing the social and economic challenges faced by women, which are fundamentally human rights issues;</p> <p><b>Whereas</b> women account for approximately half of the country's population, yet a lower proportion of Canadian politicians are women;</p> <p><b>Whereas</b> Canadian women face challenges in being promoted to executive or board management positions, and those who do reach such positions are often paid less than men in similar positions;</p> <p><b>Whereas</b> the City of Vaughan recognizes the importance of celebrating and commemorating the notable achievements and advancements of Canadian women;</p> <p><b>Whereas</b> all Canadians, in particular men and individuals who do not identify as women, are encouraged to become and remain engaged during Gender Equality Week and throughout the year, in order to achieve greater inclusiveness and full gender equality in Vaughan and throughout Canada;</p> <p><b>Whereas</b>, in January 2020, the City adopted the Vaughan Inclusion Charter in support of the Inclusion Charter for York Region, a document that promotes and celebrates human rights, accessibility and a sense of belonging to promote equal access to opportunities for everyone;</p> <p><b>Whereas</b>, as part of ongoing efforts to advance an agenda of diversity, inclusion and accessibility, the City of Vaughan has established the new Diversity and Inclusion Officer role in the corporation, a senior-level position supported by the City's existing Accessibility and Diversity Co-ordinator;</p> <p><b>Whereas</b>, Gender Equality Week is the result of Bill C-309, the Gender Equality Week Act, which received Royal Assent on June 21, 2018, and is recognized in the fourth week of September;</p> <p><b>Whereas</b> marking Gender Equality Week is yet another way the City of Vaughan can generate awareness and demonstrate our commitment to address the challenges Canadian women and individuals of minority gender identity and expression continue to face;</p> <p><b>Whereas</b>, this week is an opportunity for all Vaughan residents and employees to celebrate the progress we have made in advancing gender equality, while reflecting on the work that remains in our combined effort to ensure that everyone can reach their full potential, regardless of their gender identity;</p> <p><i>It is therefore recommended that:</i></p> <ol style="list-style-type: none"> <li><i>1. The Mayor proclaim the fourth week in September Gender Equality Week in Vaughan;</i></li> <li><i>2. That the proclamation be posted on the City's website and the Corporate and Strategic Communications department be directed to promote the proclamation on corporate communications channels.</i></li> </ol> |   |

Respectfully submitted,

Mayor Maurizio Bevilacqua