

MEMBER'S RESOLUTION

Committee of the Whole Report

DATE: Tuesday, April 13, 2021

TITLE: PROCLAMATION REQUEST: GENDER EQUALITY WEEK IN VAUGHAN

FROM:

Mayor Maurizio Bevilacqua

Whereas, the City of Vaughan remains committed to increasing awareness of the significant contributions women have made and continue to make to the growth, character and identity of Vaughan, Canada and the world; and

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

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

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

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

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, to achieve greater inclusiveness and full gender equality in Vaughan and throughout Canada; and

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; and

Whereas, in March 2019, Vaughan became the first municipality in Canada to endorse the Leadership Accord on Gender Diversity. Developed by Electricity Human Resources Canada, the Accord is a public commitment by organizations to promote the values of diversity, equality and inclusion; and

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 during the fourth week of September; and

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

Whereas, Gender Equality Week is an opportunity to reflect upon our progress in advancing gender equality and focus on the work that remains ahead. With a collective effort and shared vision, together, we will continue working to ensure that gender identity is not an obstacle to reaching one's full potential.

It is therefore recommended:

1. **THAT** the City of Vaughan proclaim every fourth week in September as Gender Equality Week;
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.