The background features a stylized city skyline at the bottom with various building shapes in shades of blue and white. The sky is a gradient of blue, with several light blue, rounded cloud shapes scattered across it. The text is centered in the upper half of the image.

# Gender Equity Strategy

## City of Toronto

# Today's Objectives

## Council Directive EX 8.7 (Sept 2019)

The City will create a Gender Equity Strategy to address intersectional gender inequities in municipal programs, services, and policies.

## This presentation will cover:

1. The corporate goals of the Gender Equity Strategy
2. Progress to Date
3. Timelines and Delivery

# Meet the Team!



**Kara Santokie**

Manager  
Gender Equity Unit



**Farzana Khan**

Gender Equity  
Consultant

# Gender

**“The socially constructed norms, behaviours , roles, expressions and identities of girls, women, boys, men and gender diverse people. ”**

Gender also influences our relationships with each other, and the distribution of power and resources in society.

## What is the aim of the Gender Equity Strategy?

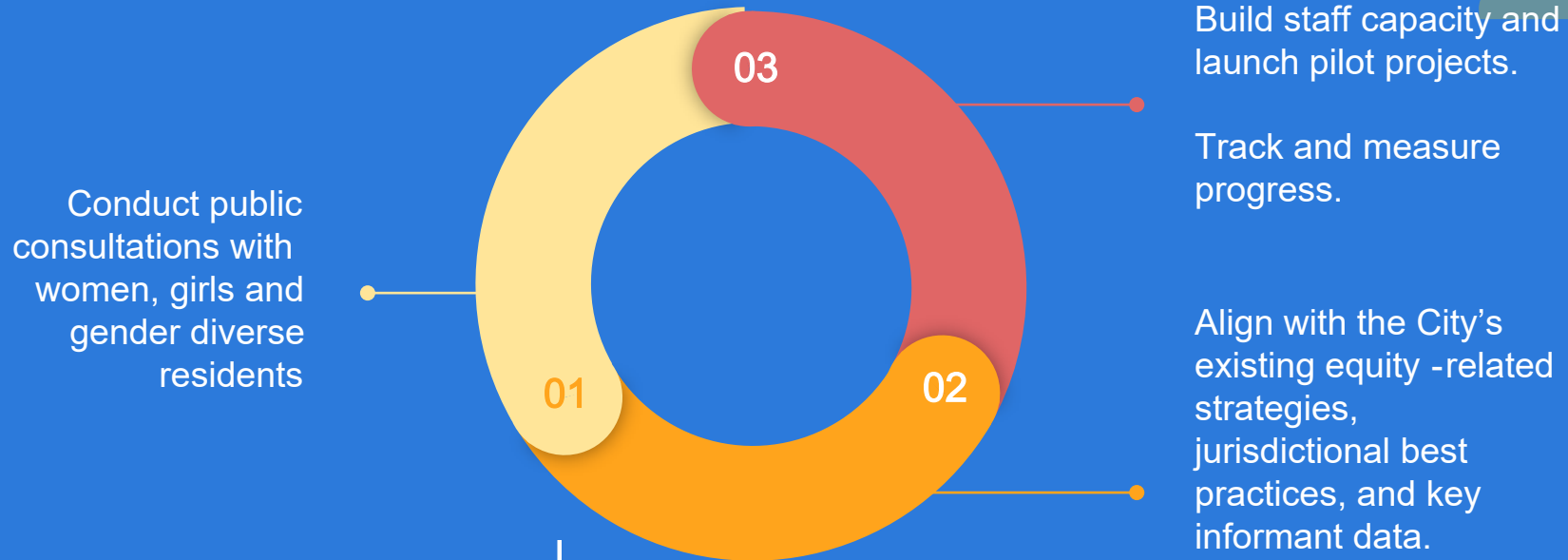
1. Sex and gender norms (intersecting with other aspects of identity) influence residents' access to Toronto's economic, social and cultural benefits.
2. The Strategy will address the compound barriers faced by women, girls and gender diverse residents...
3. ...and help City divisions develop equitable programs and policies, in order to remove these barriers.

# Gender Equity Strategy Key Goals



- Build staff capacity to apply an intersectional gender lens to municipal programs, services, and policies.
- Eliminate systemic inequities in key areas such as housing, transit, city planning and gender responsive budgeting .
- Align the Disaggregated Data Strategy with an intersectional gender equity lens.

# Overview



1. Completed jurisdictional scans and established international gender equity partnerships

2. Launched public consultations and key informant interviews

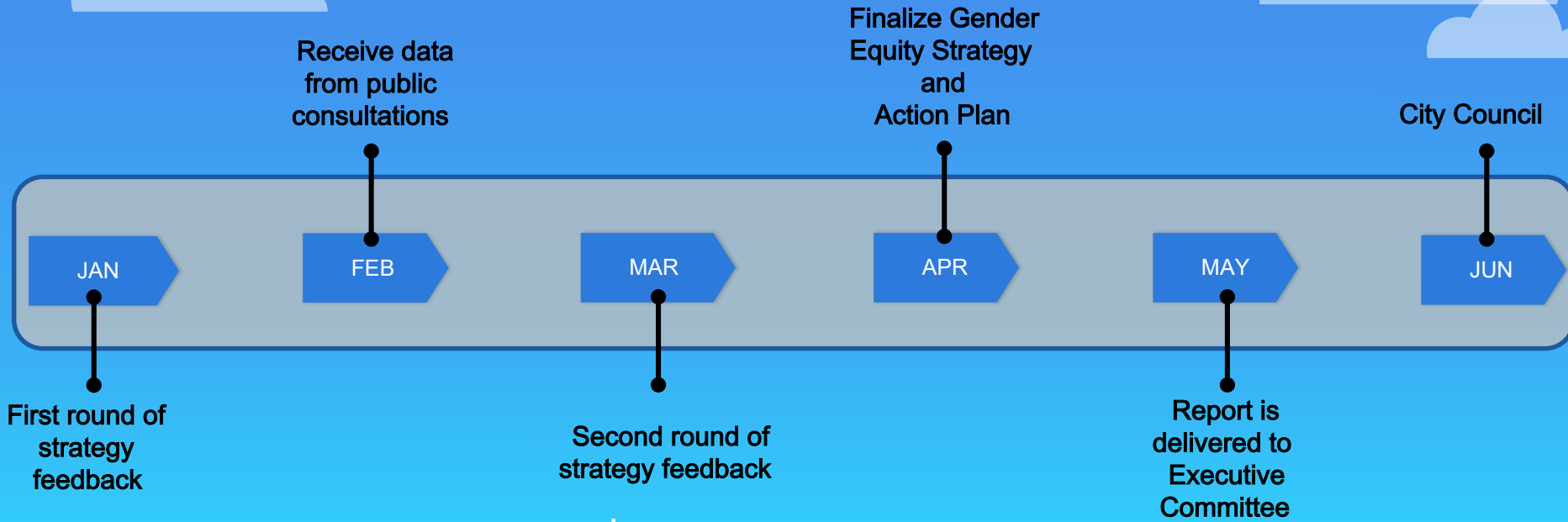
3. Developed partnerships with community organizations, women, girls, and gender diverse residents

4. Established an Inter-divisional Advisory Committee



# 2022 Roadmap

(currently under discussion)



First round of strategy feedback

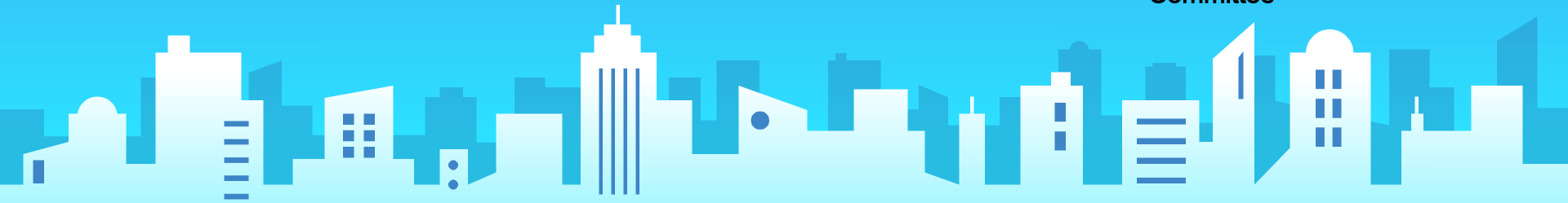
Receive data from public consultations

Second round of strategy feedback

Finalize Gender Equity Strategy and Action Plan

Report is delivered to Executive Committee

City Council





# Discussion Questions

- What priority areas do you think that we should consider?
- Are there any priority populations with intersecting identities that are often overlooked?
- Any other issues or gaps?