

APPENDIX A: JURISDICTIONAL SCAN

Several cities around the world have initiatives and/or strategies to embed a gender-based analysis into local municipal service planning and programs.

European cities such as Vienna have longstanding and comprehensive gender mainstreaming initiatives embedded throughout municipal services. “Gender mainstreaming” is the practice of ensuring women and men are accounted for equally in policy, legislation and resource allocation. Vienna has a 37-member female staff team in the Vienna Women's Affairs Department that includes legal experts, political scientists, social scientists, social workers, clinical psychologists and health psychologists, office administrators, economists, and a public-relations expert. Gender mainstreaming principles are enshrined in policy, with sanctions for those who do not comply. They have completed 60 pilot projects and assessed another 1,000 projects.

In the US, Los Angeles, New York City and Boston each have mayoral directed gender equity initiatives that embed an action plan within various municipal departments with accountability measures, partnerships with academic and private institutions, advisory bodies of female leaders and community organizers, and dedicated staff resources. Key areas addressed through these gender equity initiatives are: leadership representation, economic mobility, health, gender-based violence, childcare and housing.

The Los Angeles' model includes appointing Gender Equity Liaisons within each department and agency who meet regularly as a Gender Equity Coalition of up to 75 staff, and has mandated Gender Equity Action Plans for each department and agency. To ensure accountability, departments are responsible for establishing goals every other year, and leaders are held accountable for reporting gender equity metrics.

New York City is unique in that their gender equity efforts specifically includes trans and non-binary individuals with an overall goal of ending gender discrimination.

Closer to home, Canadian cities have initiatives underway to incorporate an intersectional gender lens into local government policies and practices including Vancouver, Edmonton, Calgary, Ottawa, and London.

Based on a review conducted by the City of Ottawa in 2018, they found that there was no single, effective model undertaken by other municipalities to advance gender equity. Each municipality has developed a structure and methodology that responds to local needs and priority areas, including: housing, childcare, safety, leadership and representation, and civic engagement. Further, they found that each of these municipalities are at different stages of their gender equity strategy.

Three best practices have been recognized to identify and remove systemic barriers experienced by women, namely:

- Incorporating a consultation process for setting priorities

- Developing an outcome-based framework which takes an intersectional approach to policies, programs and practices, coupled with robust data collection and reporting
- Dedicated staff resources

Municipal governments are best able to integrate a gender-based analysis as the closest level of government in the delivery of services to residents through the following areas: transit and transportation, housing, leadership and representation, safety, child care, access to services including recreation, city planning and urban design, and civic engagement.

See the below table for a summary of the jurisdictional scan:

City	Office	Scope	Staff Complement	Public Engagement	Accountability Mechanism
Vienna	Vienna Women's Affairs Department	<p>Gender mainstreaming initiatives¹ including: urban planning, gender budgeting, public spaces, work and education, culture and leisure time.</p> <p>Runs a 24-Hour Women's Emergency Helpline and finances the Association of Vienna Women's Shelters.</p>	37 member female staff team of legal experts, political scientists, social scientists, social workers, clinical psychologists, health psychologists, office administrators, economists, public-relations expert.	Participates in working groups and networks at municipal, national and international level.	<p>Accountabilities embedded within policies, programs and practices across departments including gender budgeting.</p> <p>Cooperates with Vienna's City Councillor for Women's Issues to present concerns, contents and achievements of Vienna's women's policy to the public and the media.</p>
Los Angeles	Mayor's Office of Budget and Innovation, Innovation Team	<p>Gender equity initiatives²: women's leadership, education/youth, public safety, economic development</p>	<p>1 full-time employee with support from Director</p> <p>Gender Equity Liaisons for each department (36 total)</p> <p>Gender Equity Coalition (up to 75 staff)</p>	<p>Advisory body of female leaders and community organizers</p> <p>Commission on the Status of Women sits within the Housing and Community Investment Department</p>	Mandated gender equity action plans within each department and annual reporting on gender equity metrics

¹ <https://www.wien.gv.at/english/administration/gendermainstreaming/>

² <https://www.lamayor.org/GenderEquity>

City	Office	Scope	Staff Complement	Public Engagement	Accountability Mechanism
New York	NYC Commission on Gender Equity³	<p>Goal to end gender discrimination including trans and non-binary people.</p> <p>Strategic plan focuses on economic mobility and opportunity, health and reproductive justice, and safety</p>	<p>Executive Director, Senior Policy advisor, Urban Fellow</p> <p>5 full-time Gender Equity Liaisons in five departments: Education, Health and Mental Hygiene, Housing, Preservation, and Development, Social Services, Youth and Community Development</p>	<p>Commission consists of 26 members appointed by the mayor; 5 members appointed by the speaker of the council; and the chair of the commission on human rights. Meets three times a year with one meeting open to the public.</p> <p>Hosts and participates in panel discussions, information sessions, community forums, and developing and implementing key initiatives.</p>	Reports annually to mayor and city council

³ <https://www1.nyc.gov/site/genderequity/index.page>

City	Office	Scope	Staff Complement	Public Engagement	Accountability Mechanism
Boston	Mayor's Office of Women's Advancement ⁴	Promotes gender equity by empowering women and removing systemic barriers to their advancement. Policy priorities: economic equity – work to close gender pay gap, and childcare; safety issues; empowerment and representation issues.	Executive Director, Office Manager, Policy and Communications Manager, Policy and Research Manager	Boston Women's Commission advises the mayor on issues pertaining to women in Boston and works closely with the Office of Women's Advancement to fulfil its mission of attaining full equity for women in all areas of life	Publishes reports on website
Vancouver	n/a	Women's Equity Strategy 2018-2028 ⁵ with 5 priorities: applying an intersectional lens to City strategies and plans; addressing safety, including violence against women; accessible, quality childcare; safe and affordable housing; women's leadership and representation within the City's workforce	1 full-time staff with support from Director Interdepartmental team "Staff Action Team" meets quarterly and is responsible for respective action items	Women's Advisory Committee advises Council and staff on enhancing access and inclusion for women and girls to fully participate in City services and civic life	Regular reports to city council

⁴ <https://www.boston.gov/departments/womens-advancement>

⁵ <https://vancouver.ca/docs/council/Women%27sEquityStrategy.pdf>

City	Office	Scope	Staff Complement	Public Engagement	Accountability Mechanism
Edmonton	Women's Initiative Edmonton ⁶	The strategy fosters and promotes equality, opportunity, access to services, justice and inclusion for women, in three areas: leadership goals, engagement and best practices.	Women's Initiative project support team of 3 staff sits in the Citizen Services, Social Development department	Host annual Women's Symposium Women's Advocacy Voice of Edmonton (WAVE) Committee brings female community leaders together to help advance the work of the initiative	Three women-focused priority projects each year for the City. Accomplishments outlined in scorecards with benchmarks and annual reports
Ottawa	n/a	Currently developing a Women and Gender Equity Strategy ⁷ to be completed in 2020	1 full-time staff position with support of manager	Hosting community focus groups and public engagement forum to solicit feedback from community	Strategy will be announced in 2020

⁶ https://www.edmonton.ca/city_government/initiatives_innovation/womens-initiatives.aspx

⁷ <https://ottawa.ca/en/news/city-launches-development-its-women-and-gender-equity-strategy>

City	Office	Scope	Staff Complement	Public Engagement	Accountability Mechanism
Calgary	n/a	Council approved a Gender Equity, Diversity and Inclusion Strategy ⁸ in June 2019 with a focus on leadership accountability, data-informed decisions making, education and awareness, and addressing barriers to participation.	Within existing resources	n/a	Developing a performance measurement plan and reporting back to Council no later than Q4 2020

⁸ <https://pub-calgary.escribemeetings.com/filestream.ashx?DocumentId=95277>