



September 17th, 2019

Dear Toronto City Council Executive Committee,

[Millennial Womxn in Policy](#) is a grassroots community organization focused on advancing the perspectives of self-identified womxn and non-binary people in policy making processes at all orders of government. As an organization that is committed to fostering community, exchanging insights and building the skills of the next generation of policy leaders, we see the importance of embedding a gender lens in the way we make decisions and allocate resources in society.

That's why we are so pleased to see that on September 18th, the City of Toronto has the opportunity to continue its strong tradition of being a leading city in Canada and around the world. By passing [EX8.7](#) and recommending to council the creation of a Gender Equity Strategy and Gender Equality Office, the City of Toronto will be able to join other cities like Vienna, Boston, Los Angeles, New York, Vancouver, Edmonton, Calgary, Ottawa and London.

The research is quite clear: women, girls, trans, non-binary and two-spirit people face significant disparities in many domains of life. As noted in the Toronto's Chief People Officer's [report](#) on September 4th, gender inequities manifest in the form of 'disproportionately higher rates of violence, greater poverty including more precarious employment, lower wages, religious discrimination based on attire, and are underrepresented in political and professional leadership positions'.

The creation of a Gender Equity Strategy and Gender Equality Office will provide us the roadmap we need to affect change, the resources necessary to implement our collective vision and the metrics to know if we are moving the dial forward on gender equality.

Thank you for your continued leadership in advancing a fairer city that works for everyone. We look forward to the successful passage of this motion and the good work ahead in establishing a Gender Equality Office and developing a Gender Equity Strategy. A city that works for women, girls trans, non-binary and two-spirit people is one that will truly fulfill its mandate and motto, *Diversity, Our Strength*. By putting words into action and making a commitment to addressing gender disparities a reality, Toronto can fully realize its potential of being a world class city.

Sincerely,

Anjum Sultana, Founder of Millennial Womxn in Policy

1. Aiman Khan
2. Alexandra Piatkowski
3. Alexandra Tamiko Da Dalt
4. Alia Januwalla
5. Alison Elizabeth Read
6. Allison O'Neil
7. Anjana Aery



8. Anne Rucchetto
9. Anum Rafiq
10. Carolyn Abel
11. Charesma Biaspal Jaidev Biaspal
12. Christina Arayata
13. Daniela Spagnuolo
14. Dara Gordon
15. Fateha Hossain
16. Fatema Jaffer
17. Grace Ki
18. Hanan Jibril
19. Harpreet Sahota
20. Hayley Pelletier
21. Herleen Arora
22. Iana Lanceta
23. Isabel Perez-Doherty
24. Jacqueline Hamilton
25. Jathusha Mahenthirarajan
26. Julia Martini
27. Karen Gomez
28. Katarina Young
29. Kate Schneider
30. Katie McLaren
31. Krystal Kavita Jagoo
32. Lexi Salt
33. Lieran Docherty
34. Lucinda Jiang Qu
35. Maggie Zhang
36. Marianne Roaldi
37. Maureen Brown
38. Michelle Smith
39. Miranda Hassell
40. Muzna Dureid
41. Myra Khan
42. Nahomi Amberber
43. Nicole Anglin
44. Nicole Beier
45. Nour Alideeb
46. Olivia Nicole Karp
47. Rachel Lissner
48. Sahar Hussain
49. Samiha Sharif
50. Shelagh Pizey-Allen



51. Sher Rodrigo
52. Shireen Salti
53. Skylar Maharaj
54. Tulshi Chowdhury
55. Visha Vijayanand
56. Zemina Meghji