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

Today’s Objectives

This presentation will cover:

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

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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.

“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.
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

01 Conduct public consultations with women, girls and gender diverse residents

02 Build staff capacity and launch pilot projects.

03 Track and measure progress.

Align with the City’s existing equity-related strategies, jurisdictional best practices, and key informant data.
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)

- **JAN**: First round of strategy feedback
- **FEB**: Second round of strategy feedback
- **MAR**: Report is delivered to Executive Committee
- **APR**: Finalize Gender Equity Strategy and Action Plan
- **MAY**: City Council
- **JUN**: Receive data from public consultations
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?