



THE REGIONAL MUNICIPALITY OF NIAGARA  
WOMEN'S ADVISORY COMMITTEE  
AGENDA

WAC 2-2021

Wednesday, March 31, 2021

4:00 p.m.

Meeting will be held by electronic participation only

Due to efforts to contain the spread of COVID-19 and to protect all individuals, there is no public access to Niagara Region Headquarters. If you are interested in viewing this meeting or would like to speak to an item listed on the agenda please contact the Office of the Regional Clerk at [clerk@niagararegion.ca](mailto:clerk@niagararegion.ca) at least 24 hours in advance of the meeting.

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	Pages
1. <u>CALL TO ORDER</u>	
2. <u>DISCLOSURES OF PECUNIARY INTEREST</u>	
3. <u>PRESENTATIONS</u>	
3.1. <u>Niagara Region's Children's Services - Providing Systems Planning and Management</u>	3 - 11
Darlene Edgar, Director, Children's Services	
4. <u>DELEGATIONS</u>	
5. <u>ITEMS FOR DISCUSSION</u>	
5.1. <u>Gender Based Analysis Plus (GBA+) Training</u>	
5.2. <u>Diversity, Equity and Inclusion Updates</u>	
6. <u>CONSENT ITEMS FOR INFORMATION</u>	
6.1. <u>WAC 1-2021</u>	12 - 23
Women's Advisory Committee Minutes - January 27, 2021	
7. <u>OTHER BUSINESS</u>	

8. **NEXT MEETING**

The next meeting will be held on Wednesday, May 26, 2021 at 4:00 p.m.

9. **ADJOURNMENT**

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# Niagara Region Children's Services

## Providing Systems Planning and Management



# Responsibilities

Child Care	Special Needs	EarlyOn
Directly operate	Directly Support	Purchase services on behalf of the province
Purchase services from 70+ service providers	Purchase of Services	N/A

How?

Fee subsidy	N/A	N/A
General operating grants which support access and affordability	Provide Resource Consultants to licensed child care services and EarlyOn centres	Ensure coordination of services across Niagara
Wage Enhancement Grant which support recruitment and retention	N/A	N/A

Provincial role through the Ministry of Education is to license, monitor, enforce and ensure compliance.

# System of Child Care

<b>Pre Pandemic – as at March 2020</b>	<b>Pandemic – as at December 2020</b>
# of licensed child care spaces: 11,595	# of licensed child care spaces: 11,787
# of operational spaces: 8,836	# of operational spaces: 4,910
Average Daily Fee for child care: \$45.06	To be determined in 2021
Number of children in receipt of fee subsidy in March 2020: 2,620	Number of children in receipt of fee subsidy in December 2020: 1,553

Operations are based on 4 tenets: Affordability, Accessibility, Quality and Responsiveness

# Affordability



The cost of child care is significant and the cap of annualized household income for fee subsidy is \$60,000, which has not been increased since 2005.

Reduction of provincial funding is anticipated for 2022 while the push to expand child care spaces will increase pressures for municipalities and will likely see an increase in parent fees.

# Accessibility

Pre-COVID, there were long waitlists for child care.

COVID - there are still waitlists, however, demand has gone down as families have been impacted in their own employment, as well as deciding not to place their children in a group environment.

Children's Services monitor growth areas in Niagara and the need for child care.

# Quality



Licensing of child care programs by the Ministry of Education is more focused on health and safety factors and not necessarily quality of services.

Niagara has a long standing quality initiative-Quality Child Care Niagara (QCCN).

No definition of quality has been developed by the Ministry of Education.



# Responsiveness

The broader sector is advocating for a provincial and/or federal child care plan to assist in shaping the future vision of services.

Advocates believe that child care should be universally accessible and affordable for all families, citing the benefits associated with early childhood development, school attendance, women's success and equitable access in the labour market.

[illegible]

Professional salaries and benefits for staff, recruitment and retention issues.

Disincentives to operate licensed system including administrative burdens of licensed system compared to unlicensed.

Expectations of provincial expansion of spaces with no increase in funding will result in additional funding and staffing pressures for providers, and increased parent fees.

# Considerations going forward

Recommended living wages for Registered ECEs.

Expansion of child care spaces will require additional funding for operating dollars.

**THE REGIONAL MUNICIPALITY OF NIAGARA  
WOMEN'S ADVISORY COMMITTEE  
MINUTES**

**WAC 1-2021  
Wednesday, January 27, 2021  
Meeting held by Video Conference**

Committee: Councillors Butters, Huson (Committee Chair); I. Camillo, R. Ivri, N. Kalb, E. Kovacs, C. McGrath, H. Shaikh, R. Unrau (Committee Vice Chair), E. Zimmermann

Absent/Regrets: Councillor Villella; S. Hill, L. Lane, N. Qureshi

Staff: L. Gigliotti, Associate Director, Employee Services, K. Lotimer, Legislative Coordinator, A.-M. Norio, Regional Clerk, C. Ogunniyi, Diversity, Equity & Inclusion Program Manager, J. Smith, Human Resources Consultant

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**1. CALL TO ORDER**

Committee Chair Huson called the meeting to order at 4:04 p.m.

**2. DISCLOSURES OF PECUNIARY INTEREST**

There were no disclosures of pecuniary interest.

**3. PRESENTATIONS**

There were no presentations.

**4. DELEGATIONS**

There were no delegations.

**5. ITEMS FOR CONSIDERATION**

There were no items for consideration.

**6. CONSENT ITEMS FOR INFORMATION**

**6.1 WAC 2-2020**

Women's Advisory Committee Minutes - November 25, 2020

Moved by R. Ivri

Seconded by E. Kovacs

That Minutes WAC 2-2020, being the minutes of the Women's Advisory Committee meeting held on November 25, 2020, **BE RECEIVED** for information.

**Carried**

**7. OTHER BUSINESS**

**7.1 Summary of Planning Sheets**

Ruth Unrau, Committee Vice-Chair, provided information respecting the Women's Advisory Committee Planning Sheet Summary including existing data, plans - other places, guides or toolkits, research documents, organizations, Women's Advisory Committees, missing data, and desired outcomes.

**7.2 Update on Diversity, Equity and Inclusion Work**

Cassie Oggunniyi, Diversity, Equity and Inclusion Program Manager, provided a Diversity, Equity and Inclusion (DEI) Update. Topics of the presentation included:

- Definitions of Diversity, Equity, and Inclusion
- Supporting Groups
- Driver's Model
- Coalition of Inclusive Municipalities DEI Action Plan Timeline 2021
- Women's Advisory Committee involvement in DEI Action Plan
- Diversity Questions - NR Pulse Survey
- Local Area Municipality Quick Start Projects
- Community List
- Niagara Region DEI Working Group activities
- Health Equity Informed Planning

7.3 Policy Review

The Committee discussed its role with respect to reviewing policies. Committee took part in a poll to determine a specific area for policy review. Upon conclusion of the poll, it was decided to look at Children's Services.

7.4 Gender Based Analysis Plus (GBA+) Training

Committee discussed the Gender Based Analysis Plus (GBA+) Training that is offered free by the Government of Canada and is an analytical process used to assess how diverse groups of women, men, and gender diverse people may experience policies, programs and initiatives. Committee members were encouraged to undertake the training in order to facilitate a discussion at the March 31, 2021 meeting.

7.5 Leadership Development

This item will be discussed at the next meeting.

7.6 Revisions to the Municipal Act, 2001, to Address Serious Misconduct by Municipal Councillors

Councillor Butters advised Committee members that she would be bringing forward a motion to Regional Council respecting asking the Province to consider creating a mechanism to remove municipal councillors from office when a serious breach of misconduct has occurred. She advised the request is as a result of recent code of conduct violations by a City of Ottawa Councillor.

Moved by Councillor Butters  
Seconded by E. Zimmermann

That the Women's Advisory Committee **SUPPORT** in principle that the Region of Niagara send a letter to the Province of Ontario requesting powers to remove councillors who have been found guilty of serious acts of misconduct, including sexual misconduct.

Committee discussed the proposed motion; however, in the interest of time, further discussion was deferred until the next meeting.

8. **NEXT MEETING**

The next meeting will be held on Wednesday, March 31, 2021 at 4:00 p.m.

9. **ADJOURNMENT**

There being no further business, the meeting adjourned at 6:04 p.m.

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Councillor Huson  
Committee Chair

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Ann-Marie Norio  
Regional Clerk

## Women's Advisory Committee Planning Sheet Summary

Existing Data			
Source	Document Title	Type of Data	Link
Niagara Community Observatory	Gender Representation & Governance in Niagara	Elected official and advisory committee gender breakdowns	
Regional Police Services Data		Gender Based Violence	
Stats Canada	2016 Census		
Ontario Health Data Sources			
National Occupational Leadership Codes		Occupation specific Gender division	
Canadian Centre for Policy Alternatives			
YWCA	YWCA Call to Action Document		
Niagara Region Health Stats			<a href="https://www.niagararegion.ca/health/statistics/default.aspx">https://www.niagararegion.ca/health/statistics/default.aspx</a>
Project for an Ontario Women's Health Evidence-Based Report			powerstudy.ca
National Inquiry into Missing and Murdered Indigenous Women and Girls			<a href="https://www.mmiwg-ffada.ca/final-report/">https://www.mmiwg-ffada.ca/final-report/</a>
Black Women in Canada			<a href="https://behindthenumbers.ca/shorthand/black-women-in-canada/">https://behindthenumbers.ca/shorthand/black-women-in-canada/</a>



Niagara Connects	Living in Niagara Report (2020)		<a href="https://www.livinginniagarareport.com/">https://www.livinginniagarareport.com/</a>
Catalyst	Women in the Workforce - Canada: Quick Take, August 19, 2020		<a href="https://www.catalyst.org/research/women-in-the-workforce-canada/">https://www.catalyst.org/research/women-in-the-workforce-canada/</a>

### Plans - Other Places

Source	Document Title	Link
YWCA Canada	A Feminist Economic Recovery Plan for Canada	
City of Vancouver	A City for all Women, Women's Equity Strategy 2018-2028	<a href="https://vancouver.ca/docs/council/Women%27sEquityStrategy.pdf">https://vancouver.ca/docs/council/Women%27sEquityStrategy.pdf</a>
CISSA, YMCA, Ending Violence Association, Ontario Council of Agencies Services Immigrants	Gender-Based Violence Settlement Sector Strategy	<a href="https://www.ngbv.ca/">https://www.ngbv.ca/</a>

### Guides or Toolkits

Document Title	Link
Advancing Equity and Inclusion - A Guide for Municipalities	
Elect Her - A Roadmap for Improving the Representation of Women in Canadian Politics (April 2019)	
Toward Parity in Municipal Government	<a href="https://data.fcm.ca/documents/tools/wilg/run-win-and-lead-toward-parity-in-municipal-politics-wilg.pdf">https://data.fcm.ca/documents/tools/wilg/run-win-and-lead-toward-parity-in-municipal-politics-wilg.pdf</a>

## Research Documents

Source	Document Title	Link	Key points/findings
Toronto Star	How well are women represented on your local city council? Search hundreds of cities in our exclusive database to find out	<a href="https://www.thestar.com/news/canada/2020/03/08/how-well-are-women-represented-on-your-local-city-council-search-our-database-to-find-out.html?rf">https://www.thestar.com/news/canada/2020/03/08/how-well-are-women-represented-on-your-local-city-council-search-our-database-to-find-out.html?rf</a>	Women are still very under-represented in City Councils - can search stats for specific cities
Women Transforming Cities, Status of Women Canada	(Taking) Action on Systemic Barriers to Participation in Local Government	<a href="https://www.womentransformingcities.org/systemic-barriers">https://www.womentransformingcities.org/systemic-barriers</a>	Lists barriers and supports, and a few initial actions
Jay Pitter, Masters in Environmental Studies; Co-Editor	Sub-Divided, City Building in an Age of Hyper-Diversity		
United Nations	Women Friendly Cities Joint Program	<a href="http://www.womenfriendlycities.com/news.php?single=24">http://www.womenfriendlycities.com/news.php?single=24</a>	
City of Vancouver	Hot Pink Paper 2018	<a href="https://www.womentransformingcities.org/hot-pink-paper-challenge">https://www.womentransformingcities.org/hot-pink-paper-challenge</a>	

## Organizations

Name	Sub Group	Type	Location	Contact Name	Link
Niagara Community Observatory		Research	Niagara Region		
Brock University	Centre for Women's and Gender Studies	Education	St. Catharines		
Niagara College		Education	Niagara Region		
Niagara Connects		Not-for-profit	Niagara Region	Mary Wiley	
Ontario Health Team - Niagara		Healthcare	Niagara Region		
Regional Advisory Committees (see other list)		Governmental	Niagara Region		
YWCA Niagara Region		Not-for-profit	Niagara Region		<a href="http://www.ywcaniagararegion.ca/">http://www.ywcaniagararegion.ca/</a>
Bethlehem Place		Not-for-profit	St. Catharines		
Greater Niagara Chamber of Commerce	Women in Niagara	Business	Niagara Region		
Women's Advisory Committees		Governmental	Canada		
University of Toronto, Rotman School of Management	Institute for Gender and the Economy (GATE)	Education	Toronto		

Name	Sub Group	Type	Location	Contact Name	Link
City for All Women Initiative (CAWI)			Canada		<a href="http://www.equityandinclusion.ca">www.equityandinclusion.ca</a>
Federation of Canadian Municipalities		Governmental	Canada		<a href="https://fcm.ca/en/funding">https://fcm.ca/en/funding</a>
Niagara Workforce Planning Board			Niagara Region		
Niagara Women in Politics			Niagara Region		
Gender Equity Task Force			Niagara Region		
Niagara Region Police Equity Committee			Niagara Region		
Indigenous and Women of Colour Groups					
Women in Politics		Governmental	Canada		<a href="http://womeninpolitics.ca/">http://womeninpolitics.ca/</a>
Government of Canada	Status of Women	Governmental	Canada		<a href="https://cfc-swc.gc.ca/contact/index-en.html#offices">https://cfc-swc.gc.ca/contact/index-en.html#offices</a>
Canadian Council of Muslim Women					<a href="https://www.ccmw.com/niagara-halton">https://www.ccmw.com/niagara-halton</a>
TOES Niagara					<a href="http://toesniagara.ca/">http://toesniagara.ca/</a>
Niagara Chapter Native Women					<a href="http://ncnw.net/">http://ncnw.net/</a>
Niagara Women's Enterprise Centre					<a href="https://www.nwec.ca/">https://www.nwec.ca/</a>
Niagara Region Sexual Assault Centre					<a href="http://niagarasexualassaultcentre.com/">http://niagarasexualassaultcentre.com/</a>
Women's Place - South Niagara					<a href="http://www.womensplacesn.org/">http://www.womensplacesn.org/</a>

Name	Sub Group	Type	Location	Contact Name	Link
Gillian's Place					<a href="http://www.gilliansplace.ca/">http://www.gilliansplace.ca/</a>
OUTNiagara					<a href="https://www.outniagara.org/our-community/community-groups-and-organizations/">https://www.outniagara.org/our-community/community-groups-and-organizations/</a>
Quest Community Health Center - Support of the Transgendered Community					
Council of Women Niagara Chapter					
<b>Women's Advisory Committees</b>					
<b>Municipality</b>	<b>Link</b>				
City of Vancouver	<a href="https://vancouver.ca/your-government/womens-advisory-committee.aspx">https://vancouver.ca/your-government/womens-advisory-committee.aspx</a>				
Edmonton	<a href="https://www.edmonton.ca/city_government/initiatives_innovation/womens-initiatives.aspx">https://www.edmonton.ca/city_government/initiatives_innovation/womens-initiatives.aspx</a>				
Hamilton					
Toronto					
Halifax					

### Missing Data

Region wide data set re women's gender based information/issues and resources
Public platform to collect and share this information
Descriptive statistics, including the volunteer reporting of gender identity, diversity, and intersectional representation amongst election candidates, elected members of council, non-elected support staff, and advisory bodies (see Niagara Community Observatory document);
Infrastructure currently in place to support council members and staff with their work including building layouts and furnishings, access to childcare, safe spaces, inclusive artwork, chamber floor permissions, night sittings, parental leave, proxy voting, video conferencing, electronic voting, and washroom inclusivity and accessibility
Policies and legislation in place to change the workplace culture including those pertaining to codes of conduct, harassment, sexual harassment, heckling, gender-based analysis plus (GBA+) and equity
Information that is Niagara specific to senior women
Coordinated data Niagara specific to transgender and queer women
Local research that includes gender however the outcomes are not gendered or intersectional (???)
Lack of information on how the Region incorporates an intersectional gendered lens in policy, planning or systems development
Lack of data in many areas - senior women, Indigenous women, trans and queer women, racialized women, newcomers and immigrant women, mental health, physical health
Lack of specific data with intersectional gendered lens
Lack of opportunities for intersectional research through a gendered lens
Across the Region there is a lack of work and focus on an intersectional gender lens being applied to policy, planning and systems development
Private sector has overall for embraced the concepts of inclusivity and understanding the importance of incorporating an intersectional gendered lens

**Desired Outcomes**

1	A better understanding of the impacts of gender on policy and planning
2	More comprehensive intersectional gender based data that reflects all of Niagara
3	Incorporation of an intersectional gender lens to the development and review of all planning and policy and systems
4	A comprehensive training for all staff on gender equity through an intersectional lens
5	The Region is a repository of fulsome data and information with an intersectional gender lens
6	The Region has adopted and publically speaks to the issues surrounding gender, inclusivity and intersectionality and transparently shows how they are addressing it
7	There would be public statements on what they are doing on the website - showing this work as a priority
8	Increase diversity in staffing and council - better reflecting the community it serves