



# WOMEN'S ADVOCACY VOICE OF EDMONTON

## Strategic Plan 2022-2024

January 2022 version (to be updated in 2023)

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## Background

### Overview of WAVE

**Women's Advocacy Voice of Edmonton (WAVE)** is comprised of 15 community volunteers from diverse backgrounds and experiences who provide Edmonton City Council with advice on affairs relevant to municipal jurisdiction. In February 2014, the Women's Advocacy Voice of Edmonton Committee Bylaw was approved by the City Council and the WAVE Committee was formally established in spring 2014.

### WAVE Vision Statement

WAVE is committed to make Edmonton an inclusive and equitable community powered by bravery and diverse perspectives that creates a platform for all women and gender diverse persons to feel included and respected, and to be able to fully participate.

### WAVE Mission Statement

Through advocacy, engagement, and community building, we strive to create an inclusive and gender equitable city by recognizing and removing barriers, promoting opportunity for contribution, and respect for all.

### Land Acknowledgement

WAVE acknowledges the traditional land on which we reside on Amiskwaciwâskahikan located on the Traditional Treaty 6 territory. We would like to thank the diverse Indigenous Peoples whose ancestors' footsteps have marked this territory for centuries, such as s nêhiyaw (Cree), Dené, Anishinaabe (Saulteaux), Nakota Isga (Nakota Sioux), and Niitsitapi (Blackfoot) peoples. We also acknowledge this as the Métis' homeland and the home of one of the largest communities of Inuit south of the 60th parallel. It is a welcoming place for all peoples who come from around the world to share Edmonton as a home. Together we call upon all of our collective, honoured traditions and spirits to work in building a great city for today and future generations (from the Indigenous Framework at the City of Edmonton).

### WAVE Positionality

To foster an inclusive and equitable community in Edmonton, WAVE members agree to serve women and gender diverse persons through an intersectional feminist lens:

- Understanding the intersecting identities and oppressions of the lived experience of marginalized women and gender diverse persons in Edmonton.

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- Actively learning about and supporting Indigenous women, Two-Spirit, and gender diverse persons through policy review and activities that promote reconciliation and decolonization
  - Actively learning about and supporting accessibility efforts through policy review and activities that promote their full participation
  - Actively recognizing and fighting racism and supporting Black, Indigenous and women and gender diverse folks of colour through policy review and activities that promote equity

The above list is not exhaustive of WAVE's positionality, and will continue to grow through each new iteration of our membership.

## **WAVE Mandate**

The mandate of the Committee is to make recommendations to City Council about women's gender-based issues and opportunities in relation to Council policies, priorities and decisions; promote leadership development to empower Edmonton women to fully participate in civic life, and provide research, information and resources about women's gender based issues to Edmontonians.

In February 2014, the Women's Advocacy Voice of Edmonton Committee Bylaw 16658 was approved by Edmonton City Council. WAVE was established under the Council's Women's initiative, with Councillor Bev Esslinger and Mayor Don Iveson as City Council's champions for the Women's initiative.

WAVE's mandate remains the same, however, the WAVE mandate has expanded to be more inclusive to include women and gender diverse folks, centering lived experience through an intersectional lens:

1. make recommendations to Council about women's and gender diverse persons' gender-based issues and opportunities in relation to Council policies, priorities, and decisions;
2. promote leadership development to empower Edmonton women and gender diverse persons to fully participate in civic life; and
3. research and provide information on resources about women's and gender diverse persons' gender-based issues and opportunities in Edmonton.

## **WAVE Terms of Reference Focus:**

The Committee will fulfil its mandate by honouring the principles of diversity and inclusion while performing functions in two key areas listed below.

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A- Advocating and providing advice and leadership on women's perspectives through activities such as:

- i- identifying and integrating women's gender perspective opportunities in urban development, services, programs and policies from inception to evaluation;
- ii- advocating to Council and residents of Edmonton for recognition of the needs and interests of women in relation to programs, services, and urban development;
- iii- making recommendations to eliminate barriers to women's participation in civic life;
- iv- engaging with entities with mandates similar to the Committee;

B- Acting as a resource, liaison and centralized voice for Bylaw 16658 Page 4 of 8 Edmonton women through activities such as:

- i- promoting and facilitating training opportunities through mentorship and networking;
- ii- exploring evidence based research and wise practices to improve civic engagement of diverse Edmonton women;
- iii- identifying and reporting on emerging issues and projects of interest to Edmonton women.

## Previous Strategic Plan

The strategic planning sessions took place on November 16 and 17 virtually to discuss the vision, mission, values, strategic priorities, and the working group structure of setting and accomplishing the set goals of WAVE. Based on the [previous strategic planning](#), there are 6 goals that WAVE had set for 2019-2021. These goals were determined based on the 5 focus areas: policy, research & leadership, engagement & communication, best practices (executives), reconciliation.

- Goal 1: We will apply an intersectional gender lens to policy, plans, and projects and provide recommendations to City Council and City Departments.
- Goal 2: We will promote leadership opportunities for women
- Goal 3: We will see an increase in the number of Edmonton women running for public office
- Goal 4: We will communicate to and engage with Edmontonians on topics related to women's issues
- Goal 5: We will gather and analyse research to ensure decisions are evidence based
- Goal 6: We will employ best governance and organizational practises in our work

## Strategic Plan 2022-2024

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## Overarching Values

Values are the committee's agreed upon principles that guide the work, planning, mandate, and future aspirations. They are meant to provide direction when thinking of any actions and when thinking of relationships within the committee and with the community.

### Advocacy and Engagement

Meaningfully and collaboratively engaging with community and various stakeholders doing work to advance issues that are central for women and gender diverse peoples in the city and advocate for them.

### Interconnected Community and Inclusion

WAVE is committed to building and maintaining an interconnected and inclusive community in Edmonton by working with community leaders, advocates, and allies. We prioritise intersectionality and decolonial perspectives when planning, advising, community relationship building with and for women and gender diverse folks. We commit to intentional learning by taking ownership of our own learning, individually and collectively to better represent and amplify the voices of community.

### Self-reflection and Learning

WAVE members recognize the importance of self-reflection on their positionality as a collective and as individual members by acknowledging the privilege, bias, limits and the intersectional power structures that shape lived experiences.

### Equity

WAVE recognizes that institutions, systems, and practices have historically disproportionately impacted equity seeking communities in the city. An anti-oppressive approach supports equity and inclusive work within the committee and its engagement with community.

### Reconciliation

WAVE recognizes the settler colonial system that has shaped and continues to shape institutions and systems in Canada, and continues to impact the lives of First Nations, Métis, and Inuit peoples. Reconciliation work starts with each member as a self-reflection and commitment to the Truth and Reconciliation Commission's 94 Calls to Actions and Missing and Murdered Indigenous Women and Girls Calls to Justice, and WAVE as a collective to create transformative change.

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## Priorities

Priorities are the main areas of work that WAVE will be committed to in the next two years. The priorities provide some direction for focus and orientation of the work, actions, and initiatives for the committee. The priority areas will be discussed in each subcommittee and in the general committee over the next months to determine what actions can be taken that fall within the priorities commitment.

1. **Advocacy**
2. **Intersectionality, Reconciliation, Anti-Racism, and Equity**
3. **Empowering women to get involved in different ways with municipal government**

## Subcommittees & Action Plans

### Current format:

<b>Policy</b>	<b>Leadership &amp; Engagement</b>	<b>Reconciliation &amp; Allyship</b>
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### Format Alternative #1

The strategic planning sessions and the follow up working group meetings have revealed some challenges in the way that the working groups are currently structured. As such, the proposed new format is as follows:

→ Leadership would move to the whole committee's work

<b>Policy</b>	<b>Engagement</b>	<b>Reconciliation &amp; Allyship</b>
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### Format Alternative #2

The strategic planning session comments in addition to several conversations with members of WAVE, and given that there will be some members whose term is ending in April, this proposed format might help to alleviate challenges. This will have a strong impact on the Reconciliation and Allyship subcommittee because all committee members terms are over.

The proposed format works well because it moves the work of engagement and reconciliation to all aspects of WAVE work in all areas. This model is adopted by ARAC and CEYC.

→ Reconciliation AD-HOC group: reconciliation would be part of the whole committee and part of the 3 working groups. To plan, direct, and create curriculum content for the whole committee's reconciliation moment in general meetings.

<b>Subcommittee 1: Policy</b>	<b>Subcommittee 2: Projects</b>	<b>Subcommittee 3: Internal</b>	<b>Subcommittee 4: Reconciliation</b>	<b>Social Media Admin</b>
To empower, educate, and mobilize women and gender diverse folks in the Edmonton community through the execution of policy-based initiatives	To empower, educate, and mobilize women and gender diverse folks in the Edmonton community through the execution of initiatives that align with WAVE strategic priorities	To foster a spirit of community, maximize operational efficiency, advocate for internal change and leverage internal synergy in order to empower and support our members. internal support of membership, book clubs, educational component, supporting folks internally, leadership, networking, mentorship, reconciliation, or all weaved in	<p>1- Reconciliation would be part of the whole committee and part of the 3 working groups.</p> <p>2- To direct, plan and create curriculum content for the whole committee's reconciliation moment in general meetings.</p>	Ad hoc volunteers who are interested in the work of Social media posts, messages, WAVE activities would work with the social media admin.

**Hiring SOCIAL MEDIA ADMIN** - ad hoc volunteers who are interested in the work of Social media posts, messages, WAVE activities would work with the social media admin.

**Notes from the planning session:**

1. Reconciliation : self-reflection and their own engagement and thought - activity
2. Reconciliation work should be the work of all the committee
3. Policy group challenge: no continuity, new ground to navigate in, how to determine what falls in chair or committee work or chairs of WAVE.
4. Separate leadership and engagement subcommittee?
5. Leadership should be part of the whole agenda
6. Being mindful of when agendas, and other documentations are organized - google documents can be challenges

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# STRATEGIC PLAN 2022-2024

<b>VISION</b> WAVE is committed to working to make Edmonton an inclusive and equitable community powered by bravery and diverse perspectives that creates a platform for all women and gender diverse persons to feel respected.	<b>MISSION</b> Through advocacy, research and community building, we strive to create an inclusive and gender equitable city that promotes values of love, care and dignity, respects diversity and uniqueness, and removes barriers.	<b>VALUES</b> Advocacy & Engagement - Interconnected Community & Inclusion - Self-Reflection & Learning - Equity - Reconciliation
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PRIORITY AREAS		



SUBCOMMITTEES & ACTION PLAN		