



Women's Advocacy  
Voice of Edmonton

## WAVE'S WORK PLAN 2023



### **WAVE'S Work Plan 2023**

WAVE's work is guided by its 2022-2024 Strategic Plan and is structured in 4 subcommittees and an ad hoc social media subcommittee. The subcommittees implement WAVE's work plan and strategic priorities.

Just recently the WAVE Committee reviewed its strategic plan to ensure the work of WAVE is in alignment with its values and priorities.

The WAVE Committee is looking to focus on policy based advocacy, genuine reconciliation and allyship, and the intersectionalities of the challenges that face women and gender diverse folks. WAVE is working to provide evidence based recommendations. Our approach to achieving this will ensure WAVE is aligning with the Council's priorities and establishing closer working relationships for effective and meaningful advocacy.

### **Policy Subcommittee's Work Plan**

- Learning more about Edmonton's housing crisis and providing WAVE's perspective on City of Edmonton policies related to this issue.
- Learning more about the Anti-Racism efforts that are being done in the community and by the City of Edmonton and advocating for communities and people who face racism

- Networking with groups, committees and advisory boards who are doing similar work, such as the Canadian Women's Foundation, the Accessibility Advisory Committee and the Edmonton Youth Council.
- Continuing to provide input and recommendations to the Vehicle for Hire bylaw and program.
- Continuing to provide an intersectional perspective into City of Edmonton programs, policies, projects and initiatives when requested by City of Edmonton Administration.

### **Projects Subcommittee's Work Plan**

- Hosting a women and gender diverse leadership speakers panel.
- Increasing WAVE's community engagement by attending and hosting gatherings and events.
- Establishing WAVE's community presence and advocacy through social media engagement.
- Showcasing WAVE's ongoing project initiatives within the community through social media and presentations to organizations and City Hall School.
- Creating and participating in social advocacy events and uplifting social advocacy groups
- Organizing and partaking in events that educate, empower, and mobilize women and gender diverse folks in Edmonton.
- Learning and understanding the needs of community members in Edmonton to guide the execution of initiatives that align with WAVE strategic priorities.
- Supporting existing groups in Edmonton that share WAVE's priorities.
- Connecting Intersections of gender to the municipal government, collaborating with women who are in leadership positions and providing volunteer support through WAVE's network.

### **Reconciliation and Allyship Subcommittee's Work Plan**

- Ensuring reconciliation and allyship is weaved in all of WAVE's Committee's discussions.
- To direct, plan and create curriculum content for the whole committee's reconciliation moment in general meetings.
- Maintaining a resource of learning opportunities for members.
- Provide opportunities to read MMIWG report, TRC Calls to Action, UNDRIP.
- Recommend indigenous learning opportunities and partnerships.



In April 2022, WAVE created its 2022-2024 strategic plan.

### **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.
- 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's 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 prioritize 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 the 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 the 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.

## **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**