



As the Co-Chairs of the Women's Advisory Voice of Edmonton committee representing women and gender diverse individuals in our community, we want to express our appreciation for the opportunity to advise City Council. We appreciate the ongoing collaboration and support we have received.

First and foremost, we want to thank City Council and Administration for continuing to recognize the importance of diverse voices within our community and providing us with the platform to advocate for the needs and concerns of women and gender diverse individuals. It is an honor to contribute to the dialogue surrounding key issues that impact our community, and we are committed to fostering positive change.

Our success is inextricably linked to the dedication and expertise of the amazing women and gender diverse individuals on our advisory committee. Their passion, insights, and commitment to the betterment of our community are invaluable. We acknowledge that our efforts would be incomplete without the collective wisdom and experiences they bring to the table. We deeply appreciate their contributions, and we are proud to work alongside such a talented and diverse group of individuals.

As we move forward into the coming year, we are eager to witness the growth and progress that will undoubtedly result from our collective efforts. The diversity of perspectives within our advisory committee reflects the richness of our community, and we are confident that our collaboration will contribute to a more inclusive and equitable city.

We would like to highlight the significance of amplifying women's voices, especially in the face of the substantial challenges our city is currently confronting. These challenges have unique implications for women, and it is crucial that their experiences and perspectives are taken into account when formulating policies and initiatives. By acknowledging and addressing these specific impacts, we can work towards solutions that better serve the entire community.

Looking ahead to 2024, we are excited about the possibilities that lie ahead and the potential for positive change. We value the collaboration with our fellow council advisors and cannot emphasize enough that our success depends on the amazing women and gender diverse individuals on our committee. Together, we can create a more inclusive, equitable, and thriving city for all.

- *Areezah Jiwa & Julianne Threlfall, Co-Chairs, Women's Advisory Voice of Edmonton*

Purpose of the Annual Report

This annual report has been developed to meet the requirements of Bylaw 18156 - Council Committees Bylaw, which sets out the annual reporting requirements for Council Committees. Under Bylaw 18156, all Council Committees will:

- Report to Council at least annually.
- Approve a work plan that aligns with Council's strategic objectives and the Council Committee's mandate, including a reporting of what resources were provided in the previous year and the anticipated resource requirements for the upcoming year.
- Report to Council and during its annual report to Council, a Council Committee must present the work plan as well as a summary of the status of the previous year's work plan.

Mandate of Women's Advisory Voice of Edmonton Committee (WAVE)

The mandate of WAVE will be to:

- (a) provide recommendations to Council about women's gender based issues and opportunities in relation to Council policies, priorities and decisions;
- (b) promote leadership development to empower Edmonton women to fully participate in civic life; and
- (c) research and provide information and resources about women's gender based issues and opportunities to Edmontonians.

Report on 2023 Work Plan Goals and Accomplishments

<p style="text-align: center;">WAVE’s Priorities:</p> <ol style="list-style-type: none"> 1. Advocacy 2. Intersectionality, Reconciliation, Anti-Racism, and Equity 3. Empowering women to get involved in different ways with municipal government 	
Goal 1	To empower, educate, and mobilize women and gender diverse folks in the Edmonton community through the execution of policy-based initiatives.
Key Results	<ul style="list-style-type: none"> • Devoted focus to understanding City of Edmonton initiatives and projects, such as affordable housing, homelessness/houselessness, Edmonton’s housing needs assessment with a demonstrated commitment to community safety and wellbeing. Received a presentation from Moms Stop the Harm, a non profit that advocates for evidence-based prevention, treatment and policy change. • Continuously engaging with the Vehicle for Hire (VFH) program to ensure ongoing contribution to ensuring the safety of women and gender diverse individuals on VFHs. • Actively sharing insights and viewpoints with Administration and City Council regarding topics like Vehicle for Hire training for drivers, affordable housing and houselessness, and the safety of women and gender diverse individuals in public spaces. • Engaging WAVE members to contribute their perspectives and provide recommendations based on lived experience. • Partnered with ParityYEG and collaborated on a Policy Competition funded by FCM which provided mentorship opportunities to the winners. This project provided women and gender diverse individuals with the opportunity to learn policy writing skills and engage with City Councillors to understand their roles in local governance.
Summary of Progress	<ul style="list-style-type: none"> • The Policy subcommittee met 11+ times learning about areas related to affordable housing and homelessness/houselessness, mental health, addiction and continuing to be engaged on the vehicle for hire program • The Committee members attended meetings with presentations on

	<p>the Affordable Housing Strategy, Vehicle For Hire program, Homeward Trust, mental health and addiction.</p> <ul style="list-style-type: none"> • The outcomes of these meetings and deliberations served as crucial inputs for the Committee's collaborative efforts in drafting a letter to articulate their viewpoints on both the Vehicle for Hire (VFH) program and the Affordable Housing Strategy.
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<p>Goal 2</p>	<p>To empower, educate, and mobilize women and gender diverse folks in the Edmonton community through the execution of initiatives that align with WAVE priorities.</p>
<p>Key Results</p>	<ul style="list-style-type: none"> • Equity in Motion Episode 1 focused on women and gender diverse individuals in governance. This event empowered women and gender diverse individuals to get involved within different governing structures, including government and volunteer organizations. • Equity in Motion Episode 2 focused on women and gender diverse individuals in STEM and academia. This event empowered women and gender diverse individuals to visualize a strong career in STEM and academia, careers that are known to have limited representation of women and gender diverse individuals.
<p>Summary of Progress</p>	<ul style="list-style-type: none"> • Equity in Motion panel series has reached hundreds of audience members either in-person, through the live stream, or later via recording. The next two episodes of Equity in Motion will be on January 31 and March 27, 2024 focussing on equity in the nonprofit and local business community and equity in culture within Edmonton. • Equity in Motion is an educational and empowering panel series to learn from women and gender diverse community leaders. Through the past two episodes, it has become clear that there is a desire for education in a panel format. We heard from audience members that they felt empowered and encouraged to take leadership roles in their individual lives. The speakers expressed gratitude for the chance to delve into their experiences navigating the challenges and opportunities within their respective fields.

<p>Goal 3</p>	<p>Reconciliation is the responsibility of the entire committee. WAVE will plan, direct, and create curriculum content for the whole committee's reconciliation moment in general meetings.</p>
<p>Key Results</p>	<ul style="list-style-type: none"> • The WAVE Committee has shown a deeper awareness, dedication and commitment to fostering reconciliation and practicing allyship. • During the past year, each monthly meeting included a personalized Land Acknowledgement from different committee members. • The Equity in Motion panel series has highlighted Indigenous artists, creators and leaders at each panel event through the panelists chosen, the venues chosen, and gifts provided to panelists. • WAVE members have participated in indigenous learning moments including a Blanket Exercise with Bent Arrow. • At WAVE Committee meetings, there is a dedicated monthly reflection moment. At the September 2022 WAVE meeting the Committee had the opportunity to learn from Sissy Thiessen Kootenayoo from Wase Saba Experiences who taught WAVE about Indigenous protocol, allyship and Truth and Reconciliation which helped laid the groundwork the Committee undertook in 2023. • The WAVE Committee has reviewed UNDRIP together as a group and discussed ways the WAVE committee can implement the Articles • The WAVE Committee has reviewed Truth and Reconciliation Commission's 94 Calls to Action and discussed ways the WAVE committee can implement the calls to action in WAVE's decision making.
<p>Summary of Progress</p>	<ul style="list-style-type: none"> • The WAVE Committee has developed a continued rotation of Land Acknowledgements wherein members are able to volunteer and share their Land Acknowledgement. • The WAVE Committee has an Indigenous Learning moment dedicated at each Committee meeting. • The WAVE Committee held multiple subcommittee meetings within the Reconciliation and Allyship subcommittee to discuss systemic challenges faced by the Indigenous population. The results of these meetings and discussions informed the development of the Committee's letters to City Council.

In addition, the following was also completed by WAVE:

- GBA+ training session on January 26, 2023
- Blanket Exercise with Bent Arrow on February 8, 2023
- Luncheon with members of Edmonton City Council, WAVE, ParityYEG and Policy Competition winners, March 14, 2023
- Recruitment of two Indigenous WAVE members on the Committee, April 2023
- 10 City Hall School presentations in 2023
- Creation of a WAVE website and update to the WAVE logo
- WAVE social media: Instagram, 1205 followers, engagement rate on this platform is also around 10%, Facebook, 12,400 followers, Twitter, 4750 followers
- WAVE is piloting a Co-Chair model for its leadership organizational structure. This was voted on by WAVE members in October 2023 as a means of creating equity in the positions, sharing leadership responsibilities, and balancing workload to prevent burnout. Almost six months into this pilot model, WAVE is feeling the benefits with equal distribution of work and confidence in the leadership structure.

2023 Meeting Summary - Key Topics and Motions Meeting Summary

Meeting	Summary - Key Topics and Motions
January	<ul style="list-style-type: none"> ● Presentation: Edmonton Transit Service (ETS), Bystander Awareness ● Standing Agenda Items that are key topics: <ul style="list-style-type: none"> ○ Councillor Advisor updates/Info Sharing ○ WAVE Chair updates ○ Admin updates ○ Indigenous Learning Moment ○ Updates from WAVE's subcommittees: Policy, Projects, Reconciliation and Allyship
February	<ul style="list-style-type: none"> ● WAVE's Communications and Social Media Strategy ● Updates on Recruitment of WAVE members ● Standing Agenda Items that are key topics: <ul style="list-style-type: none"> ○ Councillor Advisor updates/Info Sharing ○ WAVE Chair updates ○ Admin updates

	<ul style="list-style-type: none"> ○ Indigenous Learning Moment ○ Updates from WAVE's subcommittees: <ul style="list-style-type: none"> ■ Policy received a presentation from Vehicle for Hire ■ Projects, Reconciliation and Allyship
<p>March</p>	<ul style="list-style-type: none"> ● Chair and Vice Chair Appointments. Appointments by approved by acclamation ● Motion: To grant leave of absence as requested by Julianne Threlfall. ● Motion: To dissolve the Internal subcommittee. ● Motion: To create an Executive committee who would meet once a month to do a check in and consist of Chair/Vice Chair of WAVE and Chairs/Vice Chairs of subcommittees. ● Standing Agenda Items that are key topics: <ul style="list-style-type: none"> ○ Councillor Advisor updates/Info Sharing ○ WAVE Chair updates ○ Admin updates ○ Indigenous Learning Moment ○ Updates from WAVE's subcommittees: Policy, Projects, Reconciliation and Allyship
<p>April</p>	<ul style="list-style-type: none"> ● Membership and Annual Report update ● Strategic Plan Review ● Standing Agenda Items that are key topics: <ul style="list-style-type: none"> ○ Councillor Advisor updates/Info Sharing ○ WAVE Chair updates ○ Admin updates ○ Indigenous Learning Moment ○ Updates from WAVE's subcommittees: <ul style="list-style-type: none"> ■ Policy had a learning discussion with MLA Lori Sigurdson and MLA Janis Irwin on the housing crisis in Edmonton ■ Projects, Reconciliation and Allyship
<p>May</p>	<ul style="list-style-type: none"> ● Welcome to new Councillor Advisors, Councillor Erin Rutherford and Jo-Anne Wright ● Welcome to new WAVE members Anita Cardinal and Jaycee Meneen, two indigenous women WAVE recruited to be on the Committee ● Standing Agenda Items that are key topics: <ul style="list-style-type: none"> ○ Councillor Advisor updates/Info Sharing ○ WAVE Chair updates

	<ul style="list-style-type: none"> ○ Admin updates ○ Indigenous Learning Moment ○ Updates from WAVE's subcommittees ○ Updates from WAVE's subcommittees: <ul style="list-style-type: none"> ■ Policy, presentation received from organization Moms Stop The Harm on drug reform and harm reduction ■ Projects, learning discussion with Salima Ebrahim, Chief of Staff for the City Manager and Lisa Holmes, Chief of Staff for the Mayor ■ Reconciliation and Allyship ● WAVE's letter on Vehicle For Hire outlining safety concerns and feedback on driver training to City Council and Administration
June	<ul style="list-style-type: none"> ● District Planning Presentation, Information Session ● Motion: Julianne Threfall to be interim Vice Chair and will conclude in November 2023 ● Motion: To vote in October WAVE meeting for WAVE leadership roles. New model of leadership to begin in November ● Motion: WAVE to break over July/August and return in September ● Standing Agenda Items that are key topics: <ul style="list-style-type: none"> ○ Councillor Advisor updates/Info Sharing ○ WAVE Chair updates ○ Admin updates ○ Indigenous Learning Moment ○ Updates from WAVE's subcommittees: Policy, Projects, Reconciliation and Allyship
September	<ul style="list-style-type: none"> ● Overview of WAVE's Communications Strategy from Parodos ● Motion: To start a rebrand evaluation with Parodos ● Standing Agenda Items that are key topics: <ul style="list-style-type: none"> ○ Councillor Advisor updates/Info Sharing ○ WAVE Chair updates ○ Admin updates ○ Indigenous Learning Moment ○ Updates from WAVE's subcommittees: <ul style="list-style-type: none"> ■ Policy received a presentation from Homeward Trust on homelessness and how the problem in Edmonton has evolved, the principle of Housing First and how it relates to ending homelessness in Edmonton ■ Projects, Reconciliation and Allyship

<p>October</p>	<ul style="list-style-type: none"> ● Standing Agenda Items that are key topics: <ul style="list-style-type: none"> ○ Councillor Advisor updates/Info Sharing ○ WAVE Chair updates ○ Admin updates ● Motion to vote for a Co-Chair leadership model pilot effective immediately ● Vote on appointment of Co-Chairs <ul style="list-style-type: none"> ○ Julianne and Areezah, WAVE’s new Co-Chairs by acclamation ● Review 5 Recommendations from the Strategic Plan Review Report ● Standing Agenda Items that are key topics: <ul style="list-style-type: none"> ○ Indigenous Learning Moment ○ Updates from WAVE’s subcommittees: <ul style="list-style-type: none"> ■ Policy received a presentation from Affordable Housing and Homelessness on The State of Housing and Homelessness in Edmonton ■ Projects, Reconciliation and Allyship
<p>November</p>	<ul style="list-style-type: none"> ● Presentation from the Office of the City Clerk on WAVE Bylaw and upcoming changes ● Communications update from Parodos ● Motion: To approve Tiwalade’s leave of absence between November 2023 and February 2024 ● Standing Agenda Items that are key topics: <ul style="list-style-type: none"> ○ Councillor Advisor updates/Info Sharing ○ WAVE Chair updates ○ Admin updates ○ Indigenous Learning Moment ○ Updates from WAVE’s subcommittees: Policy, Projects, Reconciliation and Allyship
<p>December</p>	<ul style="list-style-type: none"> ● Standing Agenda Items that are key topics: <ul style="list-style-type: none"> ○ Councillor Advisor updates/Info Sharing ○ WAVE Chair updates ○ Admin updates ○ Indigenous Learning Moment ○ Updates from WAVE’s subcommittees: Policy, Projects, Reconciliation and Allyship ● WAVE’s letter to City Council regarding concern for women and safety in public spaces ● Strategic Planning ● Social Media Statistics

	<ul style="list-style-type: none"> • Washrooms in public spaces
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Membership and Appointment Information

Women's Advisory Voice of Edmonton Committee (WAVE) 2023-24 Membership List			
Name of Appointee	1st Appointed	Term Ends	Max Term
Alison Bailie	Jul 4, 2022	Apr 30, 2024	2030
Nadia Bouslama	May 11, 2020	Apr 30, 2024	2028
Anita Cardinal	May 1, 2023	Apr 30, 2025	2031
Elli Dehnavi - Resigned May 2023	May 1, 2022		
Rhiannon Duval	Jul 4, 2022	Apr 30, 2024	2030
Santana Febrey	May 1, 2022	Apr 30, 2024	2030
Maria George	May 1, 2022	Apr 30, 2024	2030
Tiwalade (Tiwa) Ighomuaye	Jul 4, 2022	Apr 30, 2024	2030
Areezah Jiwa - Co-Chair	May 1, 2022	Apr 30, 2024	2030
Rachel (Echo) Keizer	May 1, 2022	Apr 30, 2024	2030
Jacqueline LeBlanc	Jul 4, 2022	Apr 30, 2024	2030
Del Marlow	May 1, 2022	Apr 30, 2024	2030
Jaycee Meneen	May 1, 2023	Apr 30, 2025	2031
Thy Nguyen	May 1, 2022	Apr 30, 2024	2030
Funmi Omole - Resigned Nov. 2023	May 11, 2020		
Olubusola (Olu) Onasile	May 1, 2022	Apr 30, 2024	2030

Muno Osman - Resigned Sep. 2023	May 11, 2020		
Kiratpreet (Kirat) Sraa	Jul 4, 2022	Apr 30, 2024	2030
Julianne Threlfall - Co-Chair	May 1, 2019	Apr 30, 2025	2027
Charlotte Wray - Resigned Jun. 2023	May 11, 2020		

Reports and Communications

Reports by WAVE to Council:

1. March 24, 2023, Membership Report, Community and Public Services Committee (CPSC)
2. April 12, 2023, Annual Report, City Council

Correspondence submitted to Council:

1. Vehicle for Hire (VFH) Annual Report, letter in response to the report presented to Edmonton City Council on May 1, 2023
2. Bi-monthly Update on the Transit Safety Plan and the Downtown Core, letter in concern of Women and Public Safety in Public Spaces on December 12, 2023
3. Affordable Housing Strategy Report, letter in response to Council Report Item 7.1 presented to the Community and Public Services Committee on January 15, 2024

WAVE requests to a Standing Committee of Council:

None

Concluding Remarks

As the newly appointed co-chairs for the WAVE Committee, we are not only piloting a new model for leadership within the Committee, we are also bringing a renewed direction and energy to the leadership and Committee as a whole. This report encapsulates the accomplishments of 2023 and will help set the bar. We are eager to exceed with a new strategic plan which will inform and guide our 2024 work plan, new goals, new membership

through the 2024 recruitment campaign and give WAVE renewed energy. It cannot be overstated:

Looking ahead to 2024, we are excited about the possibilities that lie ahead and the potential for positive change. We value the collaboration with our fellow City Council advisors and City of Edmonton Administration and cannot emphasize enough that our success depends on the amazing women and gender diverse individuals on our committee. Together, we can create a more inclusive, equitable, and thriving city for all.