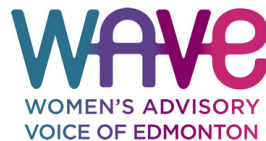


## Women's Advisory Voice of Edmonton Committee - 2024 Annual Report

### Message from the Co-Chairs



Aatittu/Tansi (Hello),

It is with great delight that we present all the fantastic work that WAVE has done over the course of 2024. There were many trials and tribulations, but with effective teamwork and communication we were able to create solutions and further our mission towards equity for women and gender-diverse people of all backgrounds. It has been an honour to continue to work with City Council over the past year, and we look forward to continuing to collaborate to further gender equity in Edmonton.

WAVE's mission continues to build on previous work to further gender equity in what is now known as Edmonton. At the core of our work, we focus on helping to create a city where all women and gender-diverse people are welcome and empowered to fully engage in civic life. We do this by uplifted the voices of marginalized communities to advocate for a fairer, more equitable city for all people regardless of background and life situation. Specifically, we focus on policies, projects, and bylaws presented by the City and apply a gender-equity lens to ensure no one is forgotten or left behind.

Over the past year, WAVE has taken on many community engagement projects, which has furthered our mission and enabled us to effectively advise City Council on a variety of policies, projects, and initiatives such as the Public Safety Bylaw and the development of the new LRT line. We have also had the privilege of working with local nonprofit organizations and supporting the development of new initiatives such as AskHer with their expansion from Calgary into Edmonton, and 4Her, a new rideshare service by and for women. This encapsulates only a few of the amazing organizations we had the pleasure of engaging with.

Though we have encountered challenges, we continue to persevere. Despite some difficulties with the administrative reorganization and the fall budget adjustment, we were able to pivot and remain flexible in the face of adversity. Though there have been

additional pressures placed on our volunteers, through teamwork we continue to get the work done.

As Co-chairs of WAVE, we are committed to ensuring our work continues to reflect ReconciliAction, leadership, and growth both in our work and personal lives. It is with humility and gratitude that we represent not only our communities but also the committee as a whole. We look forward to continuing the good work of WAVE, and further advising City Council.

Sincerely,

Echo (They/He) and Jaycee (She/They), Co-chairs of WAVE

**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.
- During its annual report to Council, 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 is 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 2024 Work Plan Goals and Accomplishments**

- Supported community initiatives such as Vehicle for Hire, 4Her engagement, AskHer, Girl Pantry in line with Goal 2 of our mandate
- Supported beginning work on the creation of a 2SLGBTQIA+ committee, thus furthering the empowerment of equity-seeking communities in Edmonton
- Completion of Equity in Motion speaker series, fulfilling Goal 3 of our mandate
- Involvement in Community Safety and Wellbeing Strategy, Edmonton’s rezoning initiative, Transit Safety Initiative, Public Spaces Bylaw
- Approved further community engagement projects including Equity in Motion: The Podcast, Financial Fridays, Indigenous Learning Series, and the Active Citizen Series to boost social media engagement in line with Goal 3 of our mandate
- Furthered our work on ReconciliAction by dedicating time to Indigenous learning moments every committee to augment our land acknowledgements; commitment to furthering the conversation on ReconciliAction and the Land Back movement through consistent collaboration with organizations such as Bent Arrow
- Actively engaged with other Edmonton advisory committees such as Edmonton Youth Council, Accessibility Advisory Committee, Edmonton Police Commission, and Energy Transition Climate Resilience Committee
- Worked with the Indigenous Relations Office, ensuring Indigenous peoples are provided opportunities to share their voice and apply to WAVE during our recruitment cycle
- Key topics include the ongoing discussion of including gender-diverse people formally in the WAVE mandate, the Strategic Plan and Workplan, continued engagement with the 2SLGBTQIA+ Action Plan, ratification of the Co-Chair model in the WAVE bylaw following a successful year-long pilot, continued conversations on the WAVE budget and social media support

**High-level Overview:**

<b>Strategic Goals</b>	
<b>Goal 1</b>	Advocate to Edmonton City Council on critical issues affecting women and gender-diverse people.
<b>Key Results</b>	<ul style="list-style-type: none"> <li>• Developed a formal Policy Subcommittee dedicated to researching and providing feedback on relevant policies and city</li> </ul>

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	<p>council initiatives</p> <ul style="list-style-type: none"> <li>• Engaged regularly with WAVE council advisors on relevant bylaw and policy announcements, keeping up to date on all pertinent topics as they come up</li> <li>• Sent letters to city council to demonstrate our position on relevant issues in bylaw and policy announcements</li> <li>• Gathered community support to advocate for the creation of a 2SLGBTQIA+ Action Plan, sent a letter in addition to going out into community, spoke at the City Council meeting during their discussions of this topic</li> <li>• Created a briefing template to draft correspondences with greater efficiency</li> </ul>
<b>Summary of Progress</b>	<ul style="list-style-type: none"> <li>• Successfully rallied for the creation of a 2SLGBTQIA+ Action Plan, fulfilling Goal 1 of our mandate</li> <li>• Finished Equity in Motion strongly with excellent community turnout, fulfilling Goal 3 of our mandate</li> <li>• Completed engagement with the Vehicle for Hire team, enabling proper training to be mandated for drivers and fulfilling Goal 2 of our mandate</li> <li>• Increased overall community engagement through the expansion of our social media following across all platforms (Instagram, Facebook, Twitter, LinkedIn), allowing for more efficient methods of communication with Edmontonians</li> </ul>

<b>Goal 2</b>	Improve quality of life for women and gender-diverse people in Amiskwaciwâskahikan.
<b>Key Results</b>	<ul style="list-style-type: none"> <li>• Consistent engagement with the Community Safety and Wellbeing Strategy (CSWBS) team, ensuring gender inclusivity</li> <li>• Public Spaces Bylaw engagement, ensuring a GBA+ and gender-equitable approach is taken</li> <li>• Vehicle for Hire training put into effect</li> <li>• Transit Safety Initiative engagement, ensuring diverse voices are heard and considered</li> <li>• Increased social media following on Instagram, LinkedIn, Twitter,</li> </ul>

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	Facebook, allowing for wider community engagement streams, beginning the development of creating a Contact Us form on the WAVE website to encourage further community engagement
<b>Summary of Progress</b>	<ul style="list-style-type: none"> <li>• Diligent engagement with the CSWBS team ensured a GBA+ lens was taken in all aspects of the initiative; input resulted in missing aspects of the project being identified and adjusted accordingly</li> <li>• Required training enacted to decrease incidents of discrimination or negative rider experience based on gender, religion, ability, sexuality</li> <li>• Engagement with the Transit Safety Initiative resulted in perspective taken into account that were not previously considered</li> <li>• Increased social media following has allowed for greater community engagement, a key tenant of our work</li> </ul>

<b>Goal 3</b>	Empower women and gender diverse people to get involved in different ways with Municipal government.
<b>Key Results</b>	<ul style="list-style-type: none"> <li>• Completion of the Equity in Motion speaker series</li> <li>• Approval of several WAVE projects including Equity in Motion: The Podcast, Financial Fridays, Indigenous Learning Series, and the Active Citizen Series</li> <li>• Engaged with 4Her, AskHer, Girl Pantry, Accessibility Advisory Committee, Edmonton Youth Council, Energy Transition Climate Resilience Committee, YEG Built for Life, [OTHER ORGS]</li> <li>• Identified unequal division of labour between chairs/vice-chairs, completed the Co-Chair pilot and ratified in WAVE bylaw</li> <li>• Advocated for increased focus on reducing burnout among women volunteers and City Councillors, emphasizing additional pressures such as childcare often being placed on women</li> </ul>
<b>Summary of Progress</b>	<ul style="list-style-type: none"> <li>• Increased social media engagement following the Equity in Motion speaker series, furthering our community engagement and empowerment strategy</li> <li>• Work started on the creation of more online content to further empower women and gender-diverse people</li> <li>• Magnification of existing organizations resulted in excellent turnout and engagement with their programs, furthering their mission and</li> </ul>

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	<p>the mandate of WAVE</p> <ul style="list-style-type: none"> <li>• Vast reduction in chair burnout following the implementation of the Co-Chair model, demonstrating the success of this leadership model; no Co-Chair needed to take a leave of absence contrary to the prior trend of Chairs/Vice-Chairs taking a leave</li> <li>• Continued advocacy to reduce burnout among women volunteers and councillors</li> </ul>
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**In addition, the following was also completed by WAVE:**

- Took on website management
- Took on social media management in a reduced capacity after the loss of the Parados contract
- Met with Edmonton Youth Council, Accessibility Advisory Committee, and Energy Transition Climate Resilience Committee to speak with the mayor about the fall budget adjustment
- Attended City Hall School events on multiple occasions
- Attended J.Percy Page High School to teach the leadership class about WAVE

**2024 Meeting Summary – Key Topics and Motions Meeting Summary**

Meeting	Summary - Key Topics and Motions
<b>February</b>	No key motions held, Strategic Plan Framework and Work Plan discussion (Shereen Zink, CoE), ongoing WAVE mandate discussion to include gender-diverse people, call to action and reconciliation weaved into WAVE’s work
<b>March</b>	Approved Strategic Plan 2024-2026 and Work Plan 2024-2026, 2023 Annual Report presented to Council, ongoing social media content list created, subcommittee discussion and shift in how the work is done, WAVE members spoke at the Safe and Inclusive Public Spaces Council meeting, ongoing WAVE mandate discussion to include gender-diverse people
<b>April</b>	No key motions held, 2SLGBTQIA+ work funded by Council contingency fund, presentation from Nada Djokic (Vehicle for Hire program lead) and commitment to quarterly updates, approval of new WAVE recruits by Council,

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	City Hall School presentation (Holyrood School), Capital Projects Planning LRT infrastructure discussion, Mass Transit discussion, ongoing WAVE mandate discussion to include gender-diverse people
<b>May</b>	No key motions held, presentation at J.Percy Page High School, Ripple Effect Mentorship for new recruits, governance review of WAVE bylaw by OCC, reviewed strategic plan and workplan, Priority Growth Area Rezoning Project
<b>June</b>	No key motions held, LRT Station Gates presentation (ETS), mandate and permanency review survey (internal), Social Development Reorganization discussion, social media monthly themes
<b>September</b>	Approved Active Citizen Series Project with adjustments to timelines and changes to accommodate capacity, approved Equity in Motion: The Podcast project, CSWB discussion, discussion on co-chair model pilot, Violence Prevention Action Plan discussion, project presentations
<b>October</b>	Co-chair model approved to amend into bylaw, Financial Literacy Project Approved (Goal 2), concerns regarding the Fall Budget Adjustment, Girl Pantry presentation, preparation for co-chair elections in November, Financial Literacy project proposal approved (Goal 2)
<b>November</b>	Creation of ad hoc working group for knowledge transfer between WAVE and Parados, nomination and voting in new co-chairs, Edmonton Police Commission presentation (Shazia Amiri), meeting with the mayor regarding the Fall Budget Adjustment, C.Wright stepping down as WAVE council advisor, Violence Prevention Action Plan Open House at MacEwan, Parados contract not being renewed, active projects deferred following social media uncertainty, new Policy Subcommittee co-chairs elected
<b>December</b>	No key motions held, WAVE social media discussion in private pursuant to Section 16 of FOIP, update on meeting with mayor regarding budget adjustment, Public Spaces bylaw request to connect, Community Safety and Wellbeing Strategy request to connect, new admin support beginning, Affordable Housing Investment Policy, active projects continuing work

## Membership and Appointment Information

Women's Advisory Voice of Edmonton Committee (WAVE) 2024-25 Current Membership List			
Name	Appointed	Term Ends	Max Term
Sara Awatta	May 1, 2024	Apr 30, 2026	2032
Alison Bailie	July 4, 2022	Apr 30, 2026	2030
Rhiannon Duval	July 4, 2022	Apr 30, 2026	2030
Erika Eamer	May 1, 2024	Apr 30, 2026	2032
Saniya Ghalehdar	May 1, 2024	Apr 30, 2026	2032
Tiwalade (Tiwa) Ighomuaye	July 4, 2022	Apr 30, 2026	2030
Stella Igweamaka	May 1, 2024	Apr 30, 2026	2032
Laurence Jayawardane	May 1, 2024	Apr 30, 2026	2032
Areezah Jiwa (Co-Chair) (Nov 2024)	May 1, 2024	Apr 30, 2026	2032
Echo Keizer (Co-Chair) (current)	May 1, 2022	Apr 30, 2026	2030
Cherie Klassen	May 1, 2024	Apr 30, 2026	2032
Trena MacGillivray	Jun 25, 2024	Apr 30, 2026	2032
Del Marlow	May 1, 2022	Apr 30, 2026	2030
Jaycee Meneen (Co-Chair) (current)	May 1, 2023	Apr 30, 2025	2031
Olubusola (Olu) Onasile	May 1, 2022	Apr 30, 2026	2030
Nicole Rodriguez	May 1, 2024	Apr 30, 2026	2032



Jess Smith	May 1, 2024	Apr 30, 2026	2032
Julianne Threlfall - Co-Chair (Nov 2024)	May 1, 2019	Apr 30, 2025	2027
Jasmine Virk	May 1, 2024	Apr 30, 2026	2032
Candace Yung	May 1, 2024	Apr 30, 2026	2032

**Reports and Communications**

Reports by WAVE to Council:

1. Membership Report 2024, March 5, 2024, agenda item 5.7, OCC02280
2. Annual Report 2023, March 5, 2024, agenda item 5.7, OC02280

Correspondence submitted to Council:

1. Public Spaces Bylaw briefing, February 2024
2. Letter on behalf of the Queer community, March 2024
3. Briefing on the Safe and Inclusive Public Spaces Report, March 2024
4. Letter to CPSC on the Corporate Homelessness Plan, June 2024
5. Letter to Council to amend WAVE’s bylaw to include co-chair leadership model, November 2024
6. Letter Concerning the Fall Budget Adjustment, November 2024

WAVE requests to a Standing Committee of Council:

1. Establishment of the Policy Subcommittee, March 5, 2024, agenda item 5.7

**Concluding Remarks**

We as the Co-Chairs of WAVE would like to thank City Council for your continued engagement and support of our work. It is because of continued collaboration, engagement, and commitment to equity and diversity that Edmonton can continue to grow and be representative of all those who live in this great city. We are honoured to continue this work and catalyze further steps towards gender-parity, rich diversity, and equity for all.

Strides have been made to further gender-equity in Edmonton. With the work being done with the Community Safety and Wellbeing Strategy, the 2SLGBTQIA+ Action Plan, and



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engagement on a variety of projects, there is continued hope that one day true equity for all will be reached.

There is still so much work that needs to be done. With the rise of hate towards marginalized groups seen nationally and locally in Edmonton, the importance of this continued effort and commitment to equity cannot be understated. WAVE is committed to continuing to represent and empower all women and gender-diverse people from all equity-seeking backgrounds. We reaffirm our commitment to ReconciliAction, and continue to call for the removal of systemic barriers so all Edmontonians can engage in civic life freely and fulfillingly.

Nakkumek/ Kinanâskomitin (Thank you).