

Women's Advisory Voice of Edmonton Committee - 2025 Work Plan

The following work plan is based on the previous work done when developing the Strategic Plan, which is in place from 2024-2026. The goals and action items outlined in the 2024 Work Plan are ongoing and evolve with time as the priorities of City Council shift. The broad strokes of the plan remain unchanged as continued efforts go towards enacting the currently standing goals and action items.

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.

WAVE Goals for 2025

Goal 1: Advocate to Edmonton City Council on critical issues affecting women and gender diverse people.

1. Goal 2: Improve quality of life for women and gender-diverse people in Amiskwaciwâskahikan.
2. Goal 3: Empower women and gender diverse people to get involved in different ways with Municipal government.

Work Plan

Goals	Timeline	Action Items	Expected Outcomes	Partners/ Stakeholders
<p>Goal 1: Advocate to Edmonton City Council on critical issues affecting women and gender diverse people.</p>	<p>Start Date: February 2024</p> <p>Completion Date: Spring 2026</p>	<p>Action item 1: Develop a formal process and framework for WAVE committee members to effectively learn about, advise, and follow up on policy and bylaws relevant to WAVE's mandate.</p> <p>Action item 2: Monitor and understand the issues and solutions for women and gender diverse people related to bylaw/policy announcements from Council, with a focus on Council's Strategic Priorities.</p> <p>Action item 3: Review and advise on bylaws and policies being</p>	<p>Framework and Process developed to streamline process</p> <p>Subject Matter Expert network developed and consulted as needed</p> <p>Briefs submitted to Council on areas of concern</p> <p>Engage with Council on critical issues related to the WAVE mandate</p>	<p>Council Advisors and City of Edmonton Administration</p> <p>Community groups and subject matter experts will be consulted to understand the issues and solutions pertinent to women and gender diverse individuals to inform WAVE's advocacy to Council</p> <p>The Policy Subcommittee will connect with subject matter experts and community groups to gather research and input regarding issues related to WAVE's mandate, with a primary focus on</p>

		contemplated by council that are relevant to the committee’s mandate and Council’s Strategic Priorities.		bylaws/policies relevant to Council’s Strategic Priorities. The work of this subcommittee will fulfill sections A and C of the WAVE mandate
Goal 2: Improve quality of life for women and gender diverse people in Amiskwaciwâskahikan.	<p>Start Date: January 2024</p> <p>Completion Date: Spring 2026</p>	<p>Action item 1: Review and learn about the Community Safety and Wellbeing Strategy and identify areas for WAVE to be involved in.</p> <p>Action item 2: Identify and distribute resources to empower and educate women and gender diverse people in areas such as financial literacy, wage gap, transit safety, housing, poverty.</p> <p>Action item 3: Develop a feedback mechanism as a pilot</p>	<p>Relevant City of Edmonton branches are informed and engaged on WAVE’s areas of interest</p> <p>WAVE’s impact is measured through a tracking framework</p> <p>Resource sharing is implemented into the social media strategy, as well as encouraging feedback from community</p> <p>An input section will be added to the website to allow for direct communication from community on key</p>	<p>City Administration support will be required for website updates and resource access (admin liaisons)</p> <p>Community groups and subject matter experts will be consulted, along with collaboration with other advisory committees on shared concerns and goals</p> <p>City of Edmonton branches, City of Edmonton planning and City planners</p>

		to allow community members to identify and inform WAVE on critical issues.	issues Implementation of the Financial Fridays project and the Indigenous Learning Series on social media and the WAVE website	
Goal 3: Empower women and gender diverse people to get involved in different ways with Municipal government.	<p>Start Date: February 2024</p> <p>Completion Date: Spring 2026</p>	<p>Action item 1: Help women and gender diverse people learn about how to engage with council on critical issues.</p> <p>Action item 2: Identify and support groups that help promote gender diversity on council / civic engagement.</p> <p>Action item 3: Identify areas to reduce burnout with women and gender diverse people on WAVE, City Council and leadership positions.</p>	<p>Help women and gender-diverse people learn about how to engage with council on critical issues</p> <p>Identify and support groups that help promote gender diversity on council / civic engagement</p> <p>Identify areas to reduce burnout with women and gender-diverse people on Council and on WAVE</p> <p>Identify and advocate for the removal of</p>	<p>Access to Councillors (present and past) for anti-burnout framework</p> <p>Community groups and nonprofit organizations</p> <p>City Administration / Office of the City Clerk for accessibility audit and improvements</p> <p>City Administration for website support and project/series posting on social media channels</p> <p>City Hall</p>

		<p>Action item 4: Identify and advocate for the removal of barriers to civic engagement that could disproportionately affect women and gender diverse people.</p>	<p>barriers to civic engagement that could disproportionately affect women and gender-diverse people</p> <p>Equity in Motion: The Podcast will act as a continuation of the original Equity in Motion speaker series. The podcast format will make the project more accessible and allow for wider reach. This project continues the work of the original speaker series by educating and empowering women and gender-diverse people to get involved in municipal governance through various areas of impact.</p> <p>The Active Citizenship social media and</p>	<p>administration for continued involvement with City Hall School</p>
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Sub-Committees for Council's Consideration

Name of the Sub-Committee	<i>Rationale</i>	<i>Composition of the Sub-Committee</i>
<p>Policy Sub-committee</p>	<ul style="list-style-type: none"> • In line with Goal 1, this sub-committee will continue to be tasked with drafting briefing notes, letters, and conducting additional research, all to be deliberated during main committee meetings. While the committee-as-a-whole will contribute to thought leadership, the actual drafting, editing, and gathering of information will be undertaken within the sub-committee. • Motions pertinent to this endeavor will be proposed by the committee-as-a-whole during their regular meetings for the sub-committee to address. • Transferring this workload to the sub-committee will allow main monthly meetings to prioritize delegation, actions, and discussions. Given the time-intensive nature of drafting and compiling, involving the entire committee is unnecessary. 	<ul style="list-style-type: none"> • The subcommittee will include WAVE members • Guests, such as City of Edmonton staff, may attend by invitation if they are subject matter experts for information only

	<p>Moreover, swift action is often required in submitting letters to Edmonton City Council, and a dedicated sub-committee can ensure accountability and proactive engagement among its members, facilitating timely research and initial drafts.</p> <ul style="list-style-type: none">• Administrative support to run the sub-committee will be required with respect to attending the monthly meetings, live streaming, and sub-committee agendas and meeting minutes.• A Co-Chair model will be maintained for the sub-committee to ensure accountability in the work and reduce burnout.	
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