

City's Mission and Strategic Plan

Mission:

At Your Service - a respected and inspired public service partner,
building **a better city for all**

Strategic Plan:

- Consider a gender lens during the development and execution of new policies
- Community Diversity and Inclusion Strategy

Presentation Objectives

1. Highlight the importance of committing to the original strategic priority: “to consider a gender lens in the development of all new policies” (including the multi-year budget).
2. Demonstrate the benefits of creating a *Community Diversity and Inclusivity Plan* and how funding should be allocated to the creation and implementation of the plan in the multi-year budget.

Gender Lens on the Budget

- Examines how people of all genders and gender expressions are affected by policy, programs or decisions, with goal of making “...a city for all”
- Able to target spending & programs in more efficient way with greater impact
- Not about 50% for women, 50% for men, as men and women have differing situations and it instead provides information on how budget allocations impact men and women differently. Acknowledges, socio-economic situation, race, abilities, age etc.
- Provides transparency for the public
- Improves accountability and targeting of services. Able to align strategic goals & services in more meaningful way.

Why is it Important?

- Vitality of our community depends on reducing inequities & ensuring everyone can participate fully
- To reduce inequity, need to know how programs, services & decisions of gov't impact women & diverse communities
- Budgets are not gender neutral
- Budget is the most important document the City produces
- Budget informs spending & services for next 4 years

Current Situation in London

- In London, female lone-parent families comprise 82% of all single-parent families (source: MLHU Community Health Status Resource).
- In London, female-lone parents only make 72% of what male-lone parents make (\$36,308 vs. \$50,690 source: *MLHU Community Health Status Resource*).
- 21.2% of Londoners are immigrants and 16% are visible minorities
 - Women who make up these populations are more likely to be impacted by issues of poverty, unemployment, and have barriers to accessing programs & services
- Women perform the majority of unpaid work (volunteering) and also carry load of domestic responsibilities

Analysing Budget Items with Gender & Diversity Lens

- City of London Internship Program
- Winter Maintenance Strategy - Snow removal

Diversity & Inclusion Plan

- Need comprehensive strategy to address diversity & inclusivity issues in our City. Aspect of this is a gender lens.
- Individual initiatives helpful, but still need overarching plan, strategy & resources to make it happen
- Need resources allocated in the budget to back up commitment

Risks of not proceeding

- Lack of trust between residents & the City
- Disparities in our community & neighbourhoods increase and potentially require greater investment in future
- City will not reach its full potential or prosper