I. CALL TO ORDER

1. Disclosures of Pecuniary Interest

That it BE NOTED that no pecuniary interests were disclosed.

II. ORGANIZATIONAL MATTERS

2. Election of Chair and Vice-Chair for the term ending November 30, 2016

That it BE NOTED that the London Diversity and Race Relations Advisory Committee elected S. Lewkowitz as its Chair and A. Sanchez as its Vice Chair for the term ending November 30, 2016.

III. SCHEDULED ITEMS

3. Gender Wage Gap

That it BE NOTED that the attached-presentation from L. Davis, Government of Ontario's Gender Wage Gap Steering Committee, with respect to the gender wage gap strategy development, was received.

4. Labour Relations

That it BE NOTED that the presentation from S. Crawford, Specialist I, Labour Relations and Intake Administration, Human Rights was deferred to a future meeting of the London Diversity and Race Relations Advisory Committee.
IV. SUB-COMMITTEES & WORKING GROUPS

5. Policy and Planning Sub-Committee

That it BE NOTED that the minutes of the Policy and Planning Sub-Committee from its meeting held on January 7, 2016, were received.

6. Awards and Recognition Sub-Committee

That it BE NOTED that the minutes of the Awards and Recognition Sub-Committee from its meeting held on November 30, 2015, were received.

7. Education Sub-Committee

That it BE NOTED that a verbal update from I. Silver, on behalf of the Education Sub-Committee, was received.

V. CONSENT ITEMS

8. 11th Report of the London Diversity and Race Relations Advisory Committee

That it BE NOTED that the 11th Report of the London Diversity and Race Relations Advisory Committee, from its meeting held on November 19th, 2015, was received.


That it BE NOTED that the Municipal Council resolution adopted at its meeting held on January 4, 2016, with respect to the 11th Report of the London Diversity and Race Relations Advisory Committee, was received.

10. Mayor's Advisory Panel on Poverty Working Group

That it BE NOTED that the communication from the Mayor's Advisory Panel on Poverty dated December 16, 2015, was received.

11. Letter of Resignation

That it BE NOTED that the communication from F. Bivens dated January 4, 2016, with respect to his resignation from the London Diversity and Race Relations Advisory Committee, was received.
VI. ITEMS FOR DISCUSSION

12. Strategic Plan: Diversity and Inclusion

That it BE NOTED that the London Diversity and Race Relations Advisory Committee held a general discussion with respect to the City of London Strategic Plan’s, “Diverse, Inclusive and Welcoming Community” Strategy.

13. Advisory Committee Work Plan

That it BE NOTED that the London Diversity and Race Relations Advisory Committee (LDRRAC) will update the LDRRAC 2016 Work Plan at their next meeting.


That it BE NOTED that the Municipal Council resolution from its meeting held on January 12, 2015 with respect to the Draft 2016-2019 Multi-Year Budget, was received; it being noted that the London Diversity and Race Relations Advisory Committee will prepare a submission with respect to this matter.

VII. DEFERRED MATTERS/ADDITIONAL BUSINESS

None.

VIII. ADJOURNMENT

The meeting adjourned at 2:05 PM.

NEXT MEETING DATE: February 18, 2016
Welcome and Introductions

1/21/2016

Ontario Gender Wage Gap Strategy: Consultations

Gender Wage Gap Strategy Steering Committee's Mandate

- Identify the factors that cause the gender wage gap
- Assess the impact of government actions, business practices, social norms, and other factors on the gap
- Assess initiatives in other jurisdictions that might be used in Ontario
- Create recommendations on a strategy to close the gender wage gap
- Identify actions that can be taken by government, business, labour, other organizations and individual leaders to close the gap

Ontario Snapshot of Ontario 2011 National Household Survey

- Males have a higher employment rate than females (64.2% to 55.3%)
- Males and females have the same unemployment rate (6.3%)

Economy: Men and women in the context of the 21st century

Women 499 Strategy that will close the gender wage gap

Women's issues and their voices are needed in Ontario. You will work with the Ministry of Education and Women, 696% female, to develop comprehensive education policies that will improve girls' and women's participation and achieve their right to economic and political development and control of our economy.

The Minister of Labour's mandate letter:

Leading the development of a wage gap strategy.
What is gender wage gap?

• The gender wage gap (GWG) represents the difference in average hourly earnings of men and women, where men are paid more than women.

• The gap is larger for women (and men) who are racialized, Aboriginal, newcomers, or living with disabilities.

Average hourly earnings

<table>
<thead>
<tr>
<th></th>
<th>All earners</th>
<th>Full time/full year earners</th>
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<tbody>
<tr>
<td></td>
<td>12%</td>
<td>26%</td>
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Ontario's gender wage gap trends

Changes to the gap when other forms of discrimination are added

12% 26% 31.5%
Commonly Identified Factors

Gender roles, traditions and stereotypes, bias and social norms are reflected through all these:

- Discrimination
- Occupational Segregation
- Caregiving Activities
- Workplace Culture and Practices
- Education
- Ontario Work-Life Cycle
- Re-entry into Mid-Career

Consultation Goals

- Encourage discussion of the gender wage gap by men and women
- To consider the many issues affecting women and men in the 21st century
- Learn the impact of the gender wage gap in communities across Ontario
- Share information on how the gap may affect local communities, labour markets and economic development, and how it can be closed
- Gather personal stories, community and regional best practices on creating equitable workplaces
- Learn from experts about related issues, research and analytic approaches

Ontario GWG Strategy Consultation Process

Consulation Papers

Public Townhalls (individual or for Ontario cities organizations) for written submissions

E-Mail: genderwagegap@ontario.ca

www.ontario.ca/equitesalariale

#wagegapON