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**Towards Parity in Municipal Politics (TPMP)  
Vers la parité en politique municipale (VPPM)**

# BC Members Consultation for FCMs Toward Parity Project

By: Stephanie Hoey-

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# Toward Parity Consultation

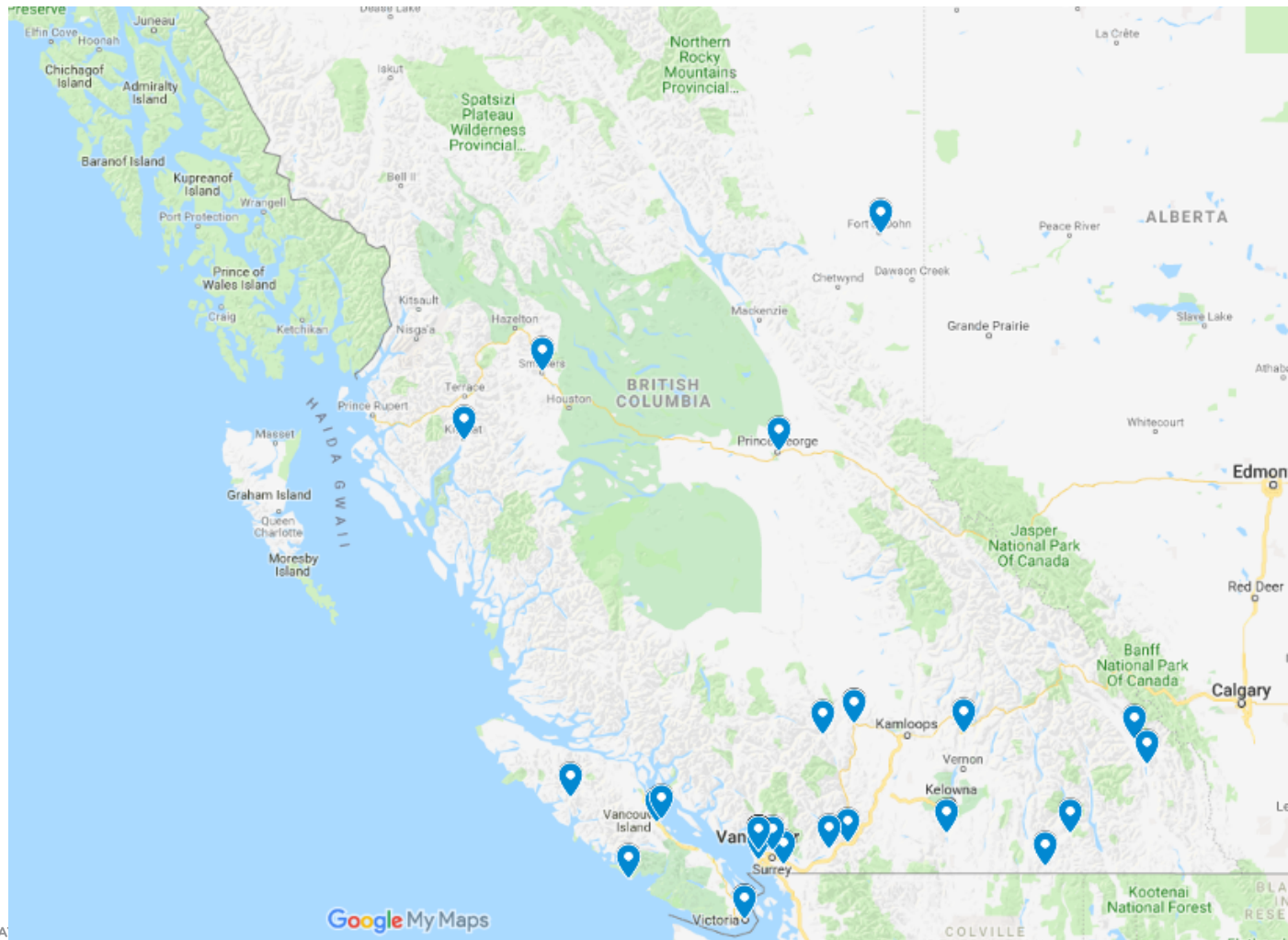


Stephanie Hoey  
Toward Parity  
Project  
Manager

- Who am I?
  - 15 years of work in Women's empowerment –
  - Areas of employability, leadership, education, access to services, Unions, local governance and training
  - Proud mom of 2



# Who is participating



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# Overview of Toward Parity Project

- Funded by Department of Women and Gender Equality (formerly SWC) over 30 months
- Implemented by FCM - In partnership with the PTAs, Equal Voice, Canadian Women Foundation
- Builds on past projects and current momentum
- Aims to develop an action plan to address systemic barriers to women's participation in municipal politics



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# Deliverables

- Broad consultation
- Development of an Action Plan/ Strategy
- Implement demonstration projects
- Collect and share tools, strategies, best practices and case studies



# 5 W's of the Consultation

- Who – Elected Officials, Staff, Women's groups
- What - To capture insight, validate and better understand the obstacles women face in Municipal Politics
- When - January – April 2019
- Where - Across Canada
- Why – To populate the action plan which will be brought to the FCM membership in June.



# 13 Key Barriers identified in “Diverse Voices”

1. Lack of information, leadership training, resources and tools;
2. Lack of knowledge sharing (Best practices / Strategies);
3. Lack data;
4. Lack of relationships between municipalities and women’s organizations;
5. Lack of women’s involvement in municipal consultation processes;
6. Lack of practical support for women



# 13 Key Barriers identified in “Diverse Voices”

7. Lack of encouragement by leaders
8. Lack of inclusive policies and practices;
9. The burden of family responsibilities
10. Marginalization and systematic  
barriers (racism, sexism, ageism, homophobia)
11. Economic discrimination/disadvantage
12. Perception of “old boys’ club”;
13. Intimidation/Harassment
14. (Perception that there are “no barriers”)





# Barriers/obstacles to be explored

- 1) Practical support and inclusive practices (i.e. timing of meetings, child care etc.)
- 2) Lack of inclusive policies (parental leave, telecommuting policy)
- 3) Lack of Information
- 4) “Old boys network” / Informal networks and exclusionary decision making
- 5) Lack of support and mentorship
- 6) Intimidation/ harassment



# Spheres of Influence

Idea / Solution to the barrier	Individual level	Municipal or council level	Provincial or regional level	National Level



# Tools and Solutions Grid

Resources or tool required  Potential Solution	Policies	Information & Training	Administrative or practical support	Community involvement or mobilization	Funding or financial resources	Technology



# Next Steps

- Public and follow up survey to be published on March 15<sup>th</sup> (Please share widely)
- Compiling all the responses to draft action plan that will be presented at the FCM AGM May 30th
- Action plan to be implemented from Aug 2019 onward
- Demonstration projects Sept 2019 – June 2020



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# Additional resources

- Women in Local government website  
<https://FCMs Women in local government webpage>
- Facebook [Women in Local Government Facebook](#)
- [Diverse Voices Tool Kit](#)
- More information :
  - Stephanie Hoey – Program Manager – [Shoey@fcm.ca](mailto:Shoey@fcm.ca)

