

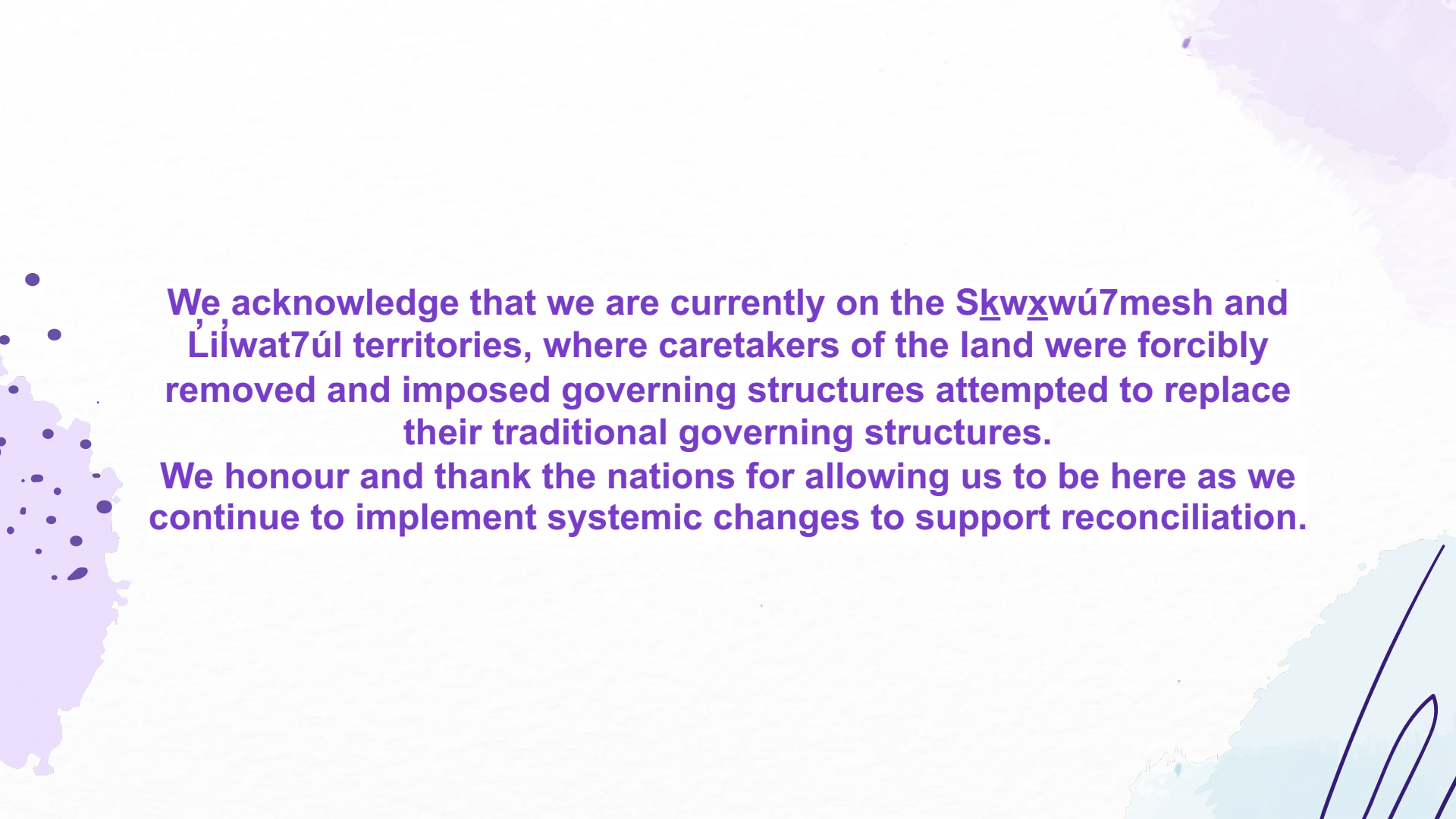
Elect Her!

NORTHWEST BC

THIS IS WHAT
LEADERSHIP
LOOKS LIKE



Lani Gibson, Kayla Mitchell, Casda Thomas



**We acknowledge that we are currently on the Skwxwú7mesh and
Łilwat7úl territories, where caretakers of the land were forcibly
removed and imposed governing structures attempted to replace
their traditional governing structures.**

**We honour and thank the nations for allowing us to be here as we
continue to implement systemic changes to support reconciliation.**



Introductions

Steering Committee:

Kristy Bjarnason, Elected Council Member for Burns Lake, BC

Lani Gibson, Elected Council Member for Kitimat, BC

Joscelin Lewis, Elected First Nations Council Member for Gitxaala First Nation

Kayla Mitchell, Elected First Nations Council Member for Witset First Nation

Crystal Smith, Elected First Nations Chief Councillor for Haisla Nation

Casda Thomas, Elected Council Member for Smithers, BC

Why We Are Here

Despite making up over 50 percent of the population, less than 20 percent of Chief Councillors and Mayors are women, and less than 30 percent are Councillors.

We are a movement of community members and elected officials who share the vision that, one day soon, it will be commonplace for women to hold an equal share of elected positions in indigenous and local governments in our region. We want to normalize the role of women and nonbinary people of all ages, ethnicities, sexual orientation and lived experiences as elected community leaders.



Vision:

Gender parity on all First Nation and Municipal Councils in Northwest British Columbia, and a safe, respectful, and inclusive working environment at those tables.

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Mission

Normalize

the role of women of all ages, ethnicities, sexual orientation and lived experiences as elected community leaders;

Inspire

more women of all ages, ethnicities, sexual orientation and lived experiences to run for elected office;

Remove

structural barriers impeding the meaningful participation of women in government, using an intersectional lens to identify the barriers and solutions;

Broaden

the definition of what effective community leadership looks like;

Foster

cultural and procedural change at our council tables;

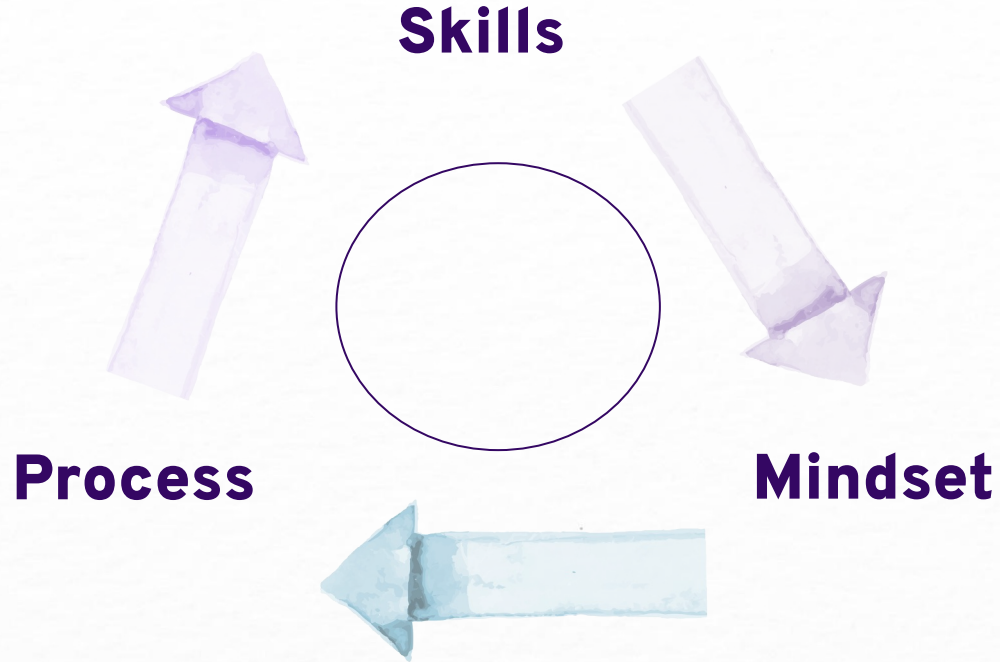
Support

female leaders after they are elected to reduce attrition.



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Goals/Milestones



Media Campaign

**Mighty Networks/
Network Calls**



**Community Workshops/
Webinars**

Resources



Media Campaign



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Brenda Duncan would describe herself as genuine, consistent, and determined. With over a decade of experience on the Haisla Nation Council, the current councillor and former Deputy Chief has worked tirelessly over the years to help unite Haisla Nation and bring about change from politics to governance within the Haisla Nation.

**CELEBRATION OF WOMEN
IN LEADERSHIP**

Elect Her! Northwest BC - "This is what Leadership looks like" campaign in social media and traditional media featuring photos, short biographies, and videos of present female/non-binary elected leaders in our community

Community Workshops/Webinars

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NORTHWEST BC

OUR VISION:
Gender parity on all First Nation and Municipal Councils in Northwest British Columbia, and a safe, respectful and inclusive working environment at those tables.

Join us on April 28th, from 7:00-9:00pm for a virtual panel discussion and workshop on "Why Women's Voices Matter!"

This workshop includes a presentation from our guest speaker, a panel discussion, and Q & A with local elected leaders. We will invite community members to meet in small groups to explore why lived experiences and representation matters in indigenous and local governments.

Local elected women will be discussing "Why Women's Voices Matter!"

Casda Thomas
Kayla Mitchell
Lani Gibson

The workshop is for community members in Northwest BC who want to empower female leaders and other underrepresented voices in government!

Need childcare to attend?
Limited subsidies are available upon request at registration.

The deadline for registration is April 28th at 4pm. Please RSVP to thmanager@tamitik.ca

A recording will be available for registered participants.

THIS IS WHAT LEADERSHIP LOOKS LIKE

Our Guest Speaker
Trudi Goels



Trudi Goels (she/her) is the Co-Chair of Women Transforming Cities and co-founder of The Feminist Campaign School. A long time fan of municipal politics, Trudi has worked on campaigns, is an advocate, and loves to work with folks to get engaged. She is part of a coalition to bring in an ethics commissioner to create a path to safety for elected officials in BC.

Host online and in-person panel discussions, workshops and training sessions on various topics to inspire women in Northwest BC to run for office, provide them with the skills and support they need to run a successful campaign, and to thrive once elected.

Community Workshops/Webinars



Reimagining Leadership

With special guest **Andrea Reimer**

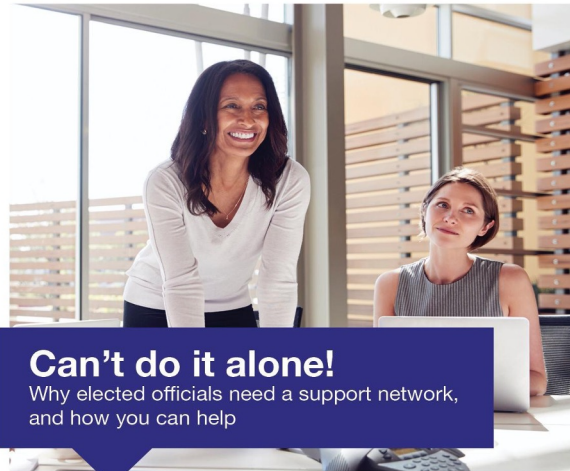
**Wednesday, May 25
7:00 pm**

Join us to talk about diversifying representation in local governments.

This is a free virtual event. To receive a Zoom link by email, please RSVP to mlarstone@gmail.com

Andrea Reimer is an adjunct professor at UBC and a long-time advocate for increasing women's voices in government. She has served three terms as a Vancouver city councillor.

Brought to you by:



Can't do it alone!

Why elected officials need a support network, and how you can help

**Wednesday, August 24
5pm - 7pm
Lion's Park
(picnic area behind Subway)**

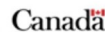
(or TSW Main Office at 350-370 City Centre if rainy)

**Childcare on-site and refreshments
3 x \$25 No Frills gift card door prizes**

Elect Her! Northwest BC is a project which envisions gender parity on all First Nation, Municipal, and Regional District Councils in Northwest BC, and a safe, respectful, and inclusive working environment at those tables.

More info: 250-632-8787

Brought to you by:



Resources

Provide resources to make it easier for small communities to adopt progressive policies that promote a more diverse, inclusive and equitable environment in municipal governance processes and the retention of diverse women in elected positions.

Resources

Elect Her! NORTHWEST BC

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Join the Elect Her! Northwest BC movement:

- Sign up for online community in Mighty Networks to stay informed about our community workshops and events:

<https://elect-her-northwest-bc.mn.co>



- Send us an email at [insert email address]
- Look for Elect Her! Northwest BC posts in social media and share them
- Tell friends, family, neighbours and co-workers about the Elect Her! Northwest BC movement.

Let's make our vision a reality!

This initiative is funded by Women and Gender Equality Canada in partnership with the Federation of Canadian Municipalities

FCM
FEDERATION OF CANADIAN MUNICIPALITIES

Canada



"Leadership" by Alexander Sapi

You Can Help

- Vote for women and encourage others to vote for them. *Boost the power of your vote by choosing only your top few candidates and leaving the rest blank.* This prevents candidates who are popular but not leading change in your community from coming out ahead of new voices. The fewer you choose, the greater their chances of election.
- Support women in office. Call to ask how they're doing. Learn which issues need community support. Attend meetings or write to Council about those issues.
- Stand up for elected leaders when people make personal attacks and unfair comments about them, especially in social media.
- Ask your government to adopt policies to remove barriers for women and foster a positive environment on Council, such as Childcare Reimbursement and Parental Leave for elected officials, and mandatory leadership and conflict resolution training. Use our Elect Her! policy briefs on these topics in your presentation.
- Encourage women to participate in public engagement on government policy, to seek appointments on government advisory committees, and to run for elected office.
- Question assumptions about leadership - what backgrounds and personalities styles make good leaders, and who belongs, or doesn't belong at the Council table.
- Be trauma-informed. Create safe spaces for diverse people to discuss important issues in your community.

Elect Her!

Women are underrepresented at all levels of Canadian government, and especially at the Band Council and Municipal government levels.

Despite making up over 50 percent of the population, less than 20 percent of Chief Councillors and Mayors are women, and less than 30 percent are Councillors.

Elect Her! Northwest BC wants to change these statistics.

We are a movement of men and women - community members and elected officials - who share the Vision that, *one day soon, it will be commonplace for women to hold an equal share of elected positions in indigenous and local governments in our region.*

We want to normalize the role of women and nonbinary people of all ages, ethnicities, sexual orientation and lived experiences as elected community leaders.

Women's Voices Matter

Band Council and Local Government tables are powerful places. The community members elected to those tables make all policy and budget decisions for the community.

Elected officials must decide how to allocate limited resources. Competing priorities include asset management, economic development, environmental protection, recreation, arts, culture, mental health and social wellbeing.

Life experiences shape our perspectives and priorities. Working women in Canada are responsible for more childcare, eldercare and housework every day than working men. Canadian women are more likely to experience sexual violence and online harassment. Elected women are influenced by these and other unique aspects of their lived experiences.

Consider your elected leaders. Do their priorities reflect the diverse needs of your community?

How might your Council's policy and budget priorities, leadership style, and community engagement be different if there were more women at the table?

The System Needs Change

Increasing the percentage of women in elected leadership is likely to improve not only the lives of women, children and elders, but society as a whole.

In business management teams, research consistently shows that increasing the number of women can improve relationships, processes and profitability.

Why don't more women run for office?

Women are underrepresented in elected leadership because systemic barriers discourage them from running for office, and staying in office once elected.

Barriers for women in Band Council and Local governments include:

- lack of childcare
- timing of meetings
- perception of local politics as an "old boys club"
- lack of inclusive policies and practices
- intimidation against women in elected office
- personal attacks and unfair/irrelevant criticism
- (especially in social media)
- gender stereotypes
- burden of family responsibilities
- low pay and no benefits

Mighty Networks/ Network Calls

Support women once they are elected by offering connections to other women in the region, helping them to establish support networks in their own community, and continuing to offer workshops on relevant topics.

How to get involved

Join the *Elect Her! Northwest BC Movement*

Email: info@tsw.ca

Mighty Networks Online Community and Resources:
<https://elect-her-northwest-bc.mn.co>



Let's make our vision a reality!

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Thank you!

