

CITIES AS EMPLOYERS: VANCOUVER AND SURREY

Supporting and Promoting Diverse Women

Civic governments are often one of the largest employers in a city. They can set an example by being gender and diversity inclusive in their hiring. But they need to have policies to make sure that diverse women workers are supported and promoted.

Women employees have insights and ideas that can help shape city policies. They know what it is like to work for a city and what helps them to better manage their jobs and home lives.

Here are some of the things women have said would help them:



- ✔ Flexible work options to make it easier to take parental leave or care for elders
- ✔ Support for working from home and working part-time or reduced hours
- ✔ A generous employee benefits package that includes coverage for birth control
- ✔ On-site or nearby child care for city staff with young children
- ✔ Training for all staff about gender and diversity issues to create a safe and respectful workplace
- ✔ A program for new women employees that matches them with a mentor who can help them adjust and be successful in their jobs



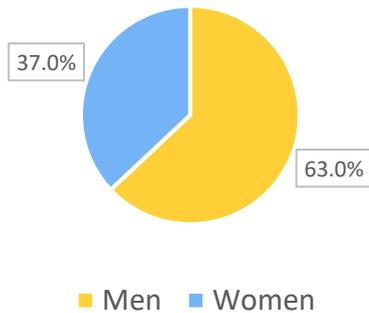
Women are also clear that they do not want to be seen as having their jobs just because they are women. They do not want to be tokens, and they do not want to be resented. What they do want is to be given an equal chance to be considered for hiring and promotion.

Senior Management Positions

In 2017, women made up 37% of senior management positions at the City of Vancouver.

In 2017-18, women made up 60% of the City of Surrey's workforce, but a much smaller percent of senior staff. Only 32% of senior managers were women (20 of the 61 senior staff positions).

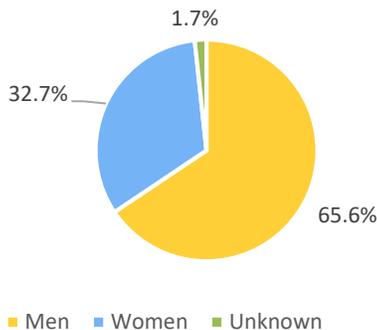
City of Vancouver Staff in Senior Management Positions, 2017



Moving Forward

These figures are a reminder that both cities have work to do to reach gender equity on their senior staff. All cities must ensure that women have an equal chance to work for the city. This includes women of colour, Indigenous women, women with disabilities, and LGBTQ women.

City of Surrey Staff in Senior Management Positions, 2018



Cities can put gender and diversity equity policies into place. But they also have to make sure that they are carried out. Senior managers must have the support and knowledge they need to do that. All employees must understand and support the importance of having a workforce that reflects the diversity of the city itself.



Women and Gender Equality Canada

Femmes et Égalité des genres Canada

