

POLICY TITLE	Diversity on Advisory Bodies
CATEGORY	Council
POLICY NUMBER	COUN-004
POLICY OWNER	City Clerk's Office
ACCESS	Public

PURPOSE

The City is committed to a fair and equitable advisory body appointment process that achieves representation reflective of the diversity of the City of Vancouver. The purpose of this policy is to establish targets to achieve diverse demographic composition on advisory bodies.

SCOPE

This policy applies to appointments to advisory bodies established by Council.

DEFINITIONS

Equity-seeking groups means communities that face significant collective challenges in participating in society as a result of barriers to equal access, opportunities and resources due to disadvantage and discrimination, marginalization that could be created by attitudinal, historic, social and environmental barriers based on the intersections of age, ethnicity, disability, economic status, gender, nationality, race, sexual orientation and transgender status, etc.

Visible minorities means persons, other than Indigenous peoples, who are non-Caucasian in race or non-white in colour. The visible minority population includes but is not limited to: South Asian, Chinese, Black, Filipino, Latin American, Arab, Southeast Asian, West Asian, Korean and Japanese people.

POLICY STATEMENTS

1. Appointments to advisory bodies

- 1.1. Each advisory body shall be comprised of a membership of fifty percent (50%) or greater of people from equity-seeking groups.
- 1.2. Each advisory body shall be comprised of a membership of fifty percent (50%) or greater of people who self-identify as women.
- 1.3. Additional recruitment objectives specific to individual advisory bodies will be provided in the respective Terms of Reference.
- 1.4. Despite sections 1.1, 1.2 and 3.1, the City will aspire, but is not required, to achieve the established composition objectives in the appointment of members to advisory bodies which provide technical advice to staff.

2. Recruitment and Outreach

2.1. To assist efforts in achieving the objectives set out in this policy, applications will include optional self-identified information.

3. Vacancy

3.1. In the event where during the appointment process Council cannot meet the membership objectives set out in this policy, due to lack of sufficient applicants or for another reason, a temporary appointment of one year or less may be used to fill a vacancy.

APPROVAL HISTORY

Version 1 approved by:	City Clerk	3/6/2019
	City Council	3/6/2019

Next review date 12/31/2020