

<b>POLICY TITLE</b>	Diversity on Civic Agencies
<b>CATEGORY</b>	Council
<b>POLICY NUMBER</b>	COUN-004
<b>POLICY OWNER</b>	City Clerk's Office
<b>ACCESS</b>	Public

## PURPOSE

The City of Vancouver is committed to a fair and equitable Civic Agency appointment process that achieves representation reflective of Vancouver's diversity. The purpose of this policy is to establish targets to achieve diverse demographic composition on Civic Agencies.

## SCOPE

This policy applies to appointments to Civic Agencies established and appointed by Council.

## DEFINITIONS

"Civic Agencies"

means volunteer bodies established and appointed by Council to convey community concerns to Council and/or staff while advising on City priorities, projects, and initiatives, or to serve statutory functions as outlined in relevant by-laws or terms of reference.

"Equity-denied 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, discrimination, and marginalization created by attitudinal, historic, social, and environmental barriers based on the intersections of age, ethnicity, disability, class or economic status, gender, nationality, race, sexual orientation, and transgender status.

## POLICY STATEMENTS

### 1. Appointments to Civic Agencies

- 1.1. Each Civic Agency will be comprised of a membership of fifty percent (50%) or greater of people from equity-denied groups.
- 1.2. Each Civic Agency will be comprised of a membership of fifty percent (50%) or greater of people who identify as women.
- 1.3. Additional demographic composition objectives specific to individual Civic Agencies may be provided in applicable by-laws or 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, staff will ensure that applications for Civic Agency positions will include optional self-identified demographic information.
- 2.2. Staff will periodically assess applicants' demographic information to determine if equity-denied groups are underrepresented, and conduct targeted outreach activities in those communities identified.

## 3. Vacancy

- 3.1. In the event that Council cannot meet the membership objectives set out in this policy during the appointment process, 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 AND REVIEW HISTORY;

<b>Version 1 approved by:</b>	City Clerk	03/06/2019
	City Council	03/06/2019
<b>Version 2 approved by:</b>	City Clerk	10/16/2024
	City Manager	10/23/2024

**Next review date**                      **10/23/2028**