

## Strategic Goals

The Women's Advisory Voice of Edmonton (WAVE) was created by Edmonton City Council in 2014. WAVE fosters and promotes equity, opportunity, access to services, justice and inclusion for women and gender diverse people in our city. It is among the first of its kind in Canada, and WAVE is proud to be ensuring that the unique perspectives of women and gender diverse peoples are included in the conversations that shape our city.

WAVE actively advises on behalf of Edmonton women and gender diverse people in City decision-making and policy development, and is a central community hub for culture-changing conversations at the municipal level.

WAVE's purpose is to empower women and gender diverse folks, to work toward social, political and economic equity in our city, and to add a gender-based analysis plus (GBA+) lens to decision making (a lens that has been historically, and is currently, under-represented). WAVE's solution is additive and inclusive, not subtractive and exclusive.

Ultimately this equity makes our city stronger and improves the health and well-being of all Edmontonians.

## Organization and Vision:

**WAVE Mandate:** The mandate of the Committee is to make recommendations to City Council about women's gender-based issues and opportunities in relation to Council policies, priorities and decisions; promote leadership development to empower Edmonton women to fully participate in civic life, and provide research, information and resources about women's gender based issues to Edmontonians.

**WAVE Vision:** Our Edmonton is a city where all women and gender-diverse people are respected, included and empowered to be full participants in all aspects of city life.

**WAVE Mission** WAVE will draw on the power of women and gender-diverse people in our communities, and through their voices, we will bravely advocate to create the city we all deserve.

## Strategic Principles and Foundation for Decision Making

WAVE's strategic principles provide guidance to implementing the strategic goals and actions in an effective, meaningful way. They ensure the actions we pursue stay true to WAVE's mandate and values and give us a focused lens to look through as we move forward.

### Equity



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We believe in order for our society to progress, women and gender-diverse people deserve equity. In fact, we demand it.

### Reconciliation

We believe it is our responsibility, both as individuals and as a group, to address the legacy of wrongs that have been enacted against Indigenous Peoples, and to ensure our work is continually informed by the principles of Truth and Reconciliation.

### Self-Reflection and Learning

We can't take action if we don't understand the nuances of any given issue. Therefore, we believe in taking steps to reflect on our own privileges and power, to educate ourselves and each other, and to actively listen and learn from others, in order to effectively make positive change.

### Advocacy and Engagement

We believe that in order to advocate for women and gender diverse people, we need to engage deeply with a broad spectrum of communities to accurately reflect their perspectives and lived experiences to decision-makers.

### Interconnected Community and Inclusion

We believe in fostering connections between diverse communities, so that everyone can feel that they belong.

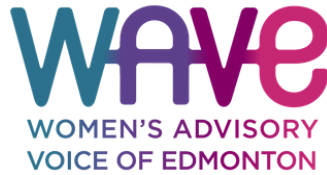
## Strategic Goals

WAVE's strategic goals will guide the Committee's work over the next two years starting in the spring of 2024 until the spring of 2026. WAVE will focus its efforts around Council's and Administration's current strategic priorities that align with WAVE's mandate. Currently, this includes Community Safety and Houselessness.

### Strategic Goal 1: Advocate to Edmonton City Council on critical issues affecting women and gender diverse people.

**Action item 1:** Develop a formal process and framework for WAVE committee members to effectively learn about, advise, and follow up on policy and bylaws relevant to WAVE's mandate.

**Action item 2:** Monitor and understand the issues and solutions for women and gender diverse people related to bylaw/policy announcements from Council, with a focus on Council's Strategic Priorities.



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**Action item 3:** Review and advise on bylaws and policies being contemplated by council that are relevant to the committee's mandate and Council's Strategic Priorities.

### **Strategic Goal 2: Improve quality of life for women and gender diverse people in Amiskwaciwâskahikan.**

**Action item 1:** Review and learn about the [Community Safety and Wellbeing Strategy](#) and identify areas for WAVE to be involved in.

**Action item 2:** Identify and distribute resources to empower and educate women and gender diverse people in areas such as financial literacy, wage gap, transit safety, housing, poverty.

**Action item 3:** Develop a feedback mechanism as a pilot to allow community members to identify and inform WAVE on critical issues.

### **Strategic Goal 3: Empower women and gender diverse people to get involved in different ways with Municipal government.**

**Action item 1:** Help women and gender diverse people learn about how to engage with council on critical issues.

**Action item 2:** Identify and support groups that help promote gender diversity on council / civic engagement.

**Action item 3:** Identify areas to reduce burnout with women and gender diverse people on WAVE, City Council and leadership positions.

**Action item 4:** Identify and advocate for the removal of barriers to civic engagement that could disproportionately affect women and gender diverse people.