

MEDIA RELEASE



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For Immediate Release

New Initiative to Support and Empower Women at the City of Brampton

BRAMPTON, ON (December 16, 2022) – Brampton City Council unanimously passed a motion moved by Councillor Santos and Councillor Brar to support and empower women who work for the City of Brampton. Women represent over 50% of the population yet are significantly underrepresented at leadership tables. On City Council for example, only 2 of the 11 members are women.

The motion prompts action to support, empower, develop and fill the pipeline in the City of Brampton with women leaders to improve representation of women's voices, experiences and leadership opportunities. Research is clear that when you have more women in leadership roles, policies are more effective and corporations simply run better.

The motion includes the following:

- Establishment of an employee resource group for empowering women in leadership, identify career developmental and mentorship opportunities available to all individuals who identify as women in the City and provide a safe space for authentic conversations.

- Instructs city staff to investigate potential funding and grant opportunities to enhance strategies for gender equity within the corporation.
- Instructs staff to report back on tools and strategies including research on cross-sectoral best practices in developing employee resource groups that foster gender equality as an outcome, and include learning opportunities for people leaders who identify themselves as allies.
- Instructs staff to work with Councillor Santos and Councillor Brar to develop and deliver programming for International Women’s Day throughout the month of March, 2023, to include but not limited to guest speakers, workshops for women staff and allies, and fireside chats.

Quotes:

"We are challenging the status quo and stereotypes that hold us back from our potential. Women belong at leadership tables, and our City will be better for it. That is what the research shows, and it’s time we intentionally strive to create opportunities that enable gender equity. I look forward to being an active part of this process and the programs that are going to make sure that we have that pipeline, mentorship, and support for women in the City of Brampton."

- Rowena Santos, Regional Councillor, Wards 1 and 5, City of Brampton

"It is very important to overcome barriers and obstacles that are not voiced and to make sure women have a space and mentorship programs to empower one another. Thank you to our council members for always giving us a space to speak and supporting us in talking about these issues openly."

- Navjit Kaur Brar, Regional Councillor, Wards 2 and 6, City of Brampton

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VIDEOS SPEAKING TO THIS MOTION:

[Councillor Rowena Santos](#) / [Councillor Navjit Brar](#)
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