



WAVE Committee Meeting Minutes
Tuesday, May 18, 2021 · 5:30pm – 7:50pm

Attendance: Amy Yu, Abby Adetoun, Angelika Matson (Co-chair), Cllr. Bev Esslinger, Charlotte Wray, Funmi Omole, Hersharon Sandhu (Chair), Joan Welch, Michele Jackson, Muno Osman, Nadia Bousalma, Kristina Midbo

Administration: Kaylin Betteridge, Christine Causing

Guests: Daisy VanRavenswaay from Edmonton Fire Rescue Services (EFRS), Cllr Knack

Regrets: Dawn Coty, Julianne Threlfall, Elyssa Teslyk, Kourtney Boucher

1. Welcome Hesharon
 - a. Land Acknowledgement Funmi
 - i. Funmi provided a land acknowledgement and committed to acknowledge racism and continue to listen, learn, and work for change.
 - b. Committee check-in Hersharon
2. Approve Minutes and Agenda Review
3. Update from City Council Councillor Esslinger
 - a. Spoke to FCM on gender and gender based violence in politics. Heard from women across Canada about their experiences. Everyone had faced something. FCM is looking at developing strategies to address this issue and to find ways to support women to get into politics, but also to keep them in politics
 - b. Tunisian and Canadian delegations- Exchange of ideas. Edmonton Economic Action Plan is thinking of women for the first time and applying a GBA+ lens. They're looking at the number of women. Working, childcare, and cost.
 - c. SafeCity's YEG- Looking at public spaces and determining what those areas need to be safer for women.
 - d. Urban planning committee- Transit security report went through. Cllr Esslinger is hearing from women who have negative experiences on transit, especially the LRT.
 - i. Community connections- A social worker and a police officer working together on transit to provide assistance to people who are accessing



transit if they don't have anywhere else to go. Calgary has been doing this for a while.

- ii. Transit security guards are managed by the commissionaires and trained in GBA+.

4. Presentation [Camp Inspire](#)

Daisy VanRavenswaay

- a. Daisy shared her background and how she got involved in firefighting. She didn't know it was a career option until she met a woman firefighter in San Francisco. People didn't support her and doubted her physical capabilities. Only 8 women are firefighters from the 1200 fire fighters that work at EFRS. Financial security, education, and a supportive community helped her be successful. She wants to help others to have this opportunity.
- b. Philosophical foundation of the camp- New chiefs vision is to enhance equity and inclusion and to modernize firefighters and fire fighting. Modern firefighters are civil servants, people from all walks of life. Not only with skills of fitness, but also emotional intelligence. Some groups haven't applied because of a variety of barriers. They don't see people who look like them, they are afraid of being harassed, etc.
- c. Camp Inspire works from an equity lens. Aims to learn about each participant and their needs. If a Muslim woman participates it could allow them to understand how to accomodate a hijab in the uniform and helmet. Some will be touched on in session and the rest in anonymous surveys.
- d. 2 goals: recruitment and learning about wants and needs of various community groups. Camp Inspire aims to give all women opportunity, reducing barriers in recruitment process
- e. Currently working on tracking all of EFRS outreach. Developing a database with information learned from community members. Will develop follow up protocols
- f. The camps (pilot projects) June 10-12 and Sept 10-12 and 17-19. Covid dependant.
 - i. Application is competitive. Only have space for 16 people per session.
 - ii. If this pilot for Camp Inspire is successful they may be able to run more camps or larger camps



- g. Promoting and marketing the camp: Reaching out to WAVE, IAAW, Africa Centre, Pride Centre. Making connections in the community and introducing them to Camp Inspire.
- h. Identified barriers e.g. transportation, athletic clothing, overall intimidation. Worked with groups to address these. Have transportation options available.
- i. Free camp, free meals, free workout clothing, free gear. All given to participants on Friday evening. 5 of 8 women in EFRS are camp leaders.
- j. Application process: Has been reviewed and the GBA centre of excellence has given input, a variety of other fire departments across north america,
- k. Camp schedule- Friday introductions and PPE fitting. Move around in bunker gear and harness. Saturday learn about what's on the trucks, confined space training, walk through search and rescue, fight a car fire. Sunday repel down a building, climb a ladder, put out a structure fire. Throughout the weekend there will be conversations and discussions.
- l. Benefits: Creating a network within Edmonton Fire. Daisy has met all the other EFRS women firefighters.
- m. Build an equity program. One small piece to add this experience for women and people in diverse communities to be involved in a safe space.

Committee training

Hersharon

- n. June 2 from 6-7pm and aimed for new members but everyone is welcome to attend
 - i. Meeting will help you understand protocols for Civic boards and agencies
 - ii. Good opportunity to ask admin questions and see how WAVE fits in with the other Civic boards and agencies
 - iii. If you have questions, send them to Hersharon and she will connect you with Heather Morrison at the Office of the City Clerk

5. Summer WAVE activities

All

- a. Typically WAVE and the Working Groups break over the summer for July and August



- i. WAVE break from official meetings
 - ii. Have a fun meeting in July or August (optional)
- b. Working groups could continue to meet if they wish and could meet in person based on COVID restrictions
- c. Hersharon is working on planning some events. Normally WAVE would have a get together with current and past WAVE members.
- d. Hersh asked for discussion about what people would like to do over the summer?
 - i. Group wants to meet in person if possible.
 - ii. Would like a break from online meetings.

Next steps: By the next meeting Hersharon will have a plan. Email Hersh your idea for a fun meeting over the summer but hopefully can meet in person one day soon.

6. Edmonton: Safe City Community Collaboration committee Kristina/All

Next meeting May 31st 10:30am - noon

2016 CoE in partnership with culture, multiculturalism, and status of women, Alberta joined the UN safe cities initiative. Edmonton is the second city in the country to join. In 2017 a scoping study was developed that identified 3 priority areas 1) Responding to and reporting sexual violence 2) Transit as a place where sexual violence occurs and 3) Indigenous women and girls being more at risk.

Brought together the Edmonton Safe City Collaboration Committee- Sandra Woitas and Kristina Midbo were WAVE reps. There were reps from transit, Uber, IAAW, Sexual Assault Centre, EPS, etc. Had conversations and recommendations in those 3 priority areas. Those were presented in Edmonton to the Status of Women in 2020. Report was a summary of recommendations to make it safer for women and girls in Edmonton. In June 2020 the City released recommendations and are currently implementing the 21 recommendations. Over the next 3 years they want members of the committee informed of the progress. Sandra is no longer with WAVE. They were wondering if another WAVE member would like to join

Kristina can't attend since they're holding the meetings during the day now. If one



or two WAVE members would like to step up and join. Kristina can help share info and meet with you. If there's only one, Kristina will stay on, but might not be able to attend day time meetings.

Volunteers: Funmi, Nadia, Hersharon (will volunteer if needed)

Kristina's recommendation: Might want a presentation from CoE folks implementing the work. Uber was there, but the taxi commission didn't participate. Jenny Kain and Sheineen.

Thank you to Kristina for serving in this role for the past ~5 years

7. Working Group Updates

a. Engagement and Leadership

Charlotte

- i. Didn't meet this month
- ii. Working on profiling WAVE members who want to be profiled. If you didn't sign out google form, we will assume you do not wish to be profiled on Instagram.
- iii. [Please fill this form out](#) if would like to be featured on WAVE's instagram
- iv. Doing some posts on Camp Inspire.
- v. If any other working groups want something highlighted, please send it to Julianne and one of the working group members will post and share on Instagram

b. Policy

Muno

- i. Didn't meet. May 13th was Eid.
- ii. Meeting this week.
- iii. Still working on VFH
 1. Response isn't far enough
 2. Working on coming to consensus about next steps
 3. Looking for other policies to review
 - a. Will also connect with Cllr Esslinger to ask for her recommendations

c. Reconciliation and Allyship

Kristina/Funmi

- i. Met April 27th



- ii. One change to agenda- moved from icebreakers to opening and closing meetings with a round table check in. Everyone is free to share what they want to share, how we are arriving to meetings and leaving .
- iii. Working on a draft land acknowledgement guide and actions to take to get it finalized.
- iv. Talked about creating a book club. Working to get a plan in place.
- v. National Aboriginal month and indigenous peoples day (June 21). Haven't heard of any events yet, but will share.
- vi. June 2nd is anniversary of MMIWG report. WAVE might want to recognize that work on their social media platforms.

"Books and films that we'd like to experience together" - Funmi's great summary of the book club.

8. Upcoming Dates and Events

All

- i. Please add to WAVE's [Calendar of Events](#) if you have events that would be good to share on WAVE's social media
- ii. The Inclusive Pride flag has been painted for the first time in the Macewan crosswalk.
- iii. June is busy. Juneteenth, Pride, Indigenous Month.
- iv. If you have events or special dates coming up, send them to the Leadership and Engagement Working Group so they can plan in advance.

9. Wrap Up and Next Meeting

- a. Next Meeting: June 15