



# City for All Women Initiative (CAWI) Initiative : une ville pour toutes les femmes (IVTF)

[www.cawi-ivtf.org](http://www.cawi-ivtf.org)

## Steering Committee 2007

### Composition of Steering Committee

**Community members** are selected so as to be representative of diverse women and community-based organizations across the city. Particular care is taken to ensure a mix of expertise, ethno-racial-cultural diversity and francophone participation.



**City managers** are selected to liaise with the departments most engaged with the Initiative and facilitate effective collaboration between the Initiative and the city.

**Project staff** have the authority to manage day-to day decisions and expenditures regarding the programming of the initiative.

#### Sub-Committees include:

- Personnel Committee
- Fundraising and Finance Committee

### Decision making

#### • **Accountable and Transparent**

**Community Members:** Community members of the Steering Committee sit on the committee as individuals, not organizational representatives. However, the City for All Women Initiative seeks to be accountable to community partner organizations. This requires community members to consult with community partners to ensure that decisions reflect the interests of diverse women across the city. Likewise, major decisions made by the Steering Committee are shared with community partners.

This transparent flow of communication is key to effective decision making.

**City members:** City managers on the Steering Committee have the responsibility of representing their respective departments by facilitating a transparent flow of communication between the Initiative and the City of Ottawa. They are voting members.

**Academic members:** Members from University of Ottawa and Carleton University participate as voting members.

- **Mutual Respect and Consensus**

Decision-making follows a consensus model, which respects the unique experience, perspective; knowledge and expertise that diverse women, community based equity-seeking groups and the City of Ottawa bring to the table.

In the event that a consensus cannot be reached, a vote will be taken. In the event of a tie, the group will hold more discussion until a consensus or vote by majority can be achieved.

Generally, decisions are made by those members present at a meeting or who respond to polling between meetings; unless it is thought that a given decision warrants input from everyone.

- **Collaborative and Autonomous**

In the event the Steering Committee makes a decision that may be deemed as a conflict of interest for a city staff person or a community person, the conflict of interest is declared and then they will abstain from the decision making. An example of this would be the decision to produce a gender analysis of the city budget and recommendations to the city on items to be included in the budget. In such an event, documents presented by the Initiative are written on behalf of the community members of the Steering Committee.