

**West Kootenay Women's Association
Multi-year Initiative 1999-2001**

Expected Concrete Results

For year I :

- women's representation on the Community Impact Management Committee of the Columbia Basin Trust to influence the recruitment and training of employees in a major economic development project at the Keenleyside,
- the adoption of an employment equity policy by municipalities in the West Kootenay area, CBT/CPC,
- a promotional campaign and package on Employment Equity.

For year II:

- the development of a strategy for local trade unions to increase their female membership,
- the development of an effective recruitment strategy on employment equity by municipalities, CBT/CPC
- an evaluation tool to evaluate the progress of employment equity.

**SUMMARY OF APPROVED STRATEGIES 1999-2001
FOR WEST KOOTENAY WOMEN'S ASSOCIATION**

Year 1:

- establishing an employment equity advisory committee represented by all equity groups, Kootenay WITT, and other interested parties,
- collecting baseline data on the distribution of women in the trade and public sectors, numbers of qualified women and women interested in training,
- collaborating with other employment-equity focused groups and developing a co-ordinated strategy,
- requesting the Community Impact Management Committee to include an Employment Equity representative to their membership,
- presenting a brief to the City of Nelson and urging them to apply Employment Equity (EE) policy to the Civic Centre Rehabilitation project.
- developing a promotional package on Employment Equity
- marketing EE to municipalities within the West Kootenay region.
- advocating EE as a municipal election issue around October,
- seeking commitment from newly elected municipal officers and unions to take action on EE
- evaluation of progress and develop new strategy if necessary
- prepare interim report

Year 2:

- meeting with CBT/CPC to persuade them to set up a standing committee on EE.
- continue working towards the development or implantation of EE policy with municipalities
- continue promoting of EE package
- facilitate the development of effective recruitment strategies for CBT and municipalities
- evaluate outcomes and processes of the initiative
- prepare final report

<u>Item</u> <u>Élément</u>	<u>Cost</u> <u>Coût</u>	<u>Amount</u> <u>Requested</u> <u>Montant</u> <u>demandé</u>	<u>Amount</u> <u>Recommended</u> <u>Montant</u> <u>recommandé</u>	<u>Explanation</u> <u>Explication</u>
Travel	\$1,640	\$600	\$600	Mileage @32c/km
Publicity	3,000	2,000	2,000	Press releases, promotional packages
Salaries	24,960	20,000	20,000	Towards the coordinator's salary @\$16/hr x 30 x 52wk
Honoraria	1,000	0	0	
Facilities	3,600	1,800	1,800	Office space
Materials	1,800	1,200	1,200	Office supplies
Other	5,600	400	400	Accounting, fax, long distance calls, internet,
TOTAL	\$41,600	\$26,000	\$26,000	