



Toolkit for Equitable
Emergency Management

Appendix W

Toolkit Development
Contributors

2025

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Project Sponsor

The Canadian Women’s Foundation is Canada’s public foundation for gender equality. As the national leader in the movement for gender equality in Canada, the Foundation works to achieve systemic change through funding, research, advocacy, and knowledge sharing. Through its engagement, research, and advocacy work, the Foundation recognized a need to support local authorities in incorporating intersectional gender analysis into emergency management practices.

The Canadian Centre for Safer Communities (CCFSC) is a community of practice created to inspire local action and foster community safety and well-being through national leadership, collaboration, capacity building, and knowledge exchange. CCFSC is guided by a broad concept of community safety and well-being that includes thorough local assessments and planning processes, a variety of preventative measures, multi-sectoral dialogues, and public engagement.

Project Team

The Toolkit project team was selected and assigned by the Foundation and CCSC to produce the Toolkit. The team members equally contributed and managed the project, including research, development, sector engagement, and communication to produce a relevant Toolkit for local authorities. The team was composed of disaster, emergency, and intersectional gender analysis experts who collaborated with the Foundation, CCSC, the Sector Advisory Committee, and sector survey participants to produce the Toolkit. The project team includes:

- Alex Valoroso
 - Senior Specialist in Gender and Social Inclusion for Disaster and Climate Resilience (GenderPro; Rapid Gender Analysis)
 - Master of Arts in Disaster & Emergency Management (Royal Roads University)
- Carmin O’Neal
 - Inclusive Disaster Management, Climate Justice, and Gender Specialist (GenderPro)
 - Master of Arts in Disaster & Emergency Management (Royal Roads University)

Sector Advisory Committee

The project team relied heavily upon its Sector Advisory Committee throughout the Toolkit development process. This team of experts brought diverse perspectives, critical advice, and recommendations on issues specific to emergency management and community vulnerability. This helped the team develop an applicable and relevant Toolkit for use across local authorities. SAC members supported the inclusion and consideration of broader perspectives and experiences that were crucial throughout the project. We want to thank the following individuals/organizations for their participation in the SAC:

- Adam Lachacz, Hazard Identification and Risk Assessment Analyst, Alberta Emergency Management Agency
- Alishia Ivany, Manager of Health, Safety, and Emergency Planning, Nova Scotia Provincial Housing Agency
- Benjamin Hendriksen, City Councillor, City of Yellowknife
- Cheryl Grove, Community Engagement Coordinator, Office of Reconciliation, Equity, Diversity and Inclusion, Region of Waterloo
- Elisabeth Miller, Saskatoon
- Erin Williams, New Westminster
- Heather Smith, Saskatoon
- Jacob Porter, Climate Adaptation Coordinator, City of Thunder Bay
- John Coyne, Whitehorse
- Katia Tynan, Vancouver
- Katie McPherson, Resilience and Foresight Services, Whitehorse
- Krystle Hamilton, Emergency Management and Business Continuity Officer, City of Winnipeg
- Leah David, Emergency Social Services Officer, Alberta Emergency Management Agency, Government of Alberta, Ministry of Public Safety and Emergency Services
- Lindsay Mullin, Program Coordinator, Safe City & Safe Public Spaces Program, Community Safety Business Unit with Halifax Regional Municipality
- Lorri Laface, Deputy Director of Emergency Management, City of Airdrie
- Louise Godard, Independent Contractor, BC Society of Transition Houses
- Miguel Allain, Kent

- Parminder Kaur Bharta, Master of Social Work Practicum Student, Office of Reconciliation, Equity, Diversity and Inclusion, Region of Waterloo
- Rameesha Qazi, Ottawa
- Sarah Peto, Brandon
- Sasha Atamanenko-Rolston, Saskatoon
- Tiffany Mochinski, Acting Manager Disaster Risk Reduction, Alberta Emergency Management Agency
- Trisha Maciejko, Emergency Preparedness Manager, City of Port Coquitlam
- Zoe Share, Deputy Director, Yellowknife Women's Society

Subject Matter Experts

The project team would also like to extend our sincere appreciation to the subject matter experts who contributed to the testing of the survey and provided additional review for the Toolkit. Their expertise and feedback were essential in refining and enhancing the final product. We are grateful for their valuable input and dedication to ensuring the Toolkit's effectiveness and applicability.

- Bettina Williams - Justice Institute of British Columbia
- Kulpreet Munde, BA (ADES) - Emergency Management Specialist
- Stefanie Di Domenico - Disaster Risk Management Specialist

Sector Survey Respondents

Supported by the Foundation and CCSC, the project team conducted a national survey to gather information about the knowledge, capacity, processes, and use of HRVAs and intersectional gender analysis across municipalities in Canada. The intent of the survey was to:

- Obtain feedback on how to address risks, gaps, opportunities, and challenges in conducting an HRVA.
- Identify opportunities that may be leveraged to address community vulnerability through an HRVA.
- Understand how intersectional gender analysis is being integrated into HRVA processes and identify areas for improvement.

- Obtain insight into how a Toolkit will be most beneficial within the sector.
- Identify ways by which the Toolkit will have a great chance of being implemented by the sector.

Figure 4: Survey participants per location

