

# 2021-2022 **ANNUAL REPORT**



**Office of Women and Gender Equality**





## MESSAGE FROM THE MINISTER

As Minister Responsible for the Office of Women and Gender Equality, I am pleased to present the Annual Report for the period April 1, 2021 to March 31, 2022. This Report has been prepared in accordance with the Government of Newfoundland and Labrador's **Transparency and Accountability Act** provisions. The Office of Women and Gender Equality is a category two Provincial Government entity and I am accountable for the results reported in this document.

Advancing the social, economic, cultural, legal, and political status of women and gender-diverse individuals in Newfoundland and Labrador remains a top priority for our Provincial Government. Continued meaningful engagement and collaboration with key partners and stakeholders, including Provincial Government partner departments and agencies, community organizations, and Indigenous governments and organizations, are essential to achieving our collective goal – a society where the voices and contributions of women and gender-diverse individuals are respected and valued.

Through the consistent application of Gender-Based Analysis Plus (GBA+) to policies, programs, services, legislation and budgets, coupled with our dedicated efforts to identify and implement action-focused solutions to gender-based violence, I strongly believe we can, and will, make true progress towards advancing the status of women and gender-diverse individuals in our province.

Sincerely,

A handwritten signature in black ink that reads "Pam Parsons".

Hon. Pam Parsons

Minister Responsible for Women and Gender Equality



# Table of Contents

- Departmental Overview ..... 1**
  - Organizational Structure ..... 1
  - Staff and Budget ..... 1
  
- Highlights and Partnerships ..... 2**
  - Highlights ..... 2
    - Missing and Murdered Indigenous Women and Girls ..... 2
    - Gender-based Needs Working Group ..... 3
  - Partnerships ..... 3
  
- Report on Performance ..... 4**
  - Issue #1 – Economic and Social Security ..... 4
    - Goal ..... 5
    - 2021-22 Objective ..... 5
    - 2021-22 Work Accomplished ..... 5
    - 2022-23 Objective ..... 9
      - 2022-23 Indicators ..... 9
  
  - Issue #2 – Violence Prevention ..... 9
    - Goal ..... 10
    - 2021-22 Objective ..... 10
    - 2021-22 Work Accomplished ..... 10
    - 2022-23 Objective ..... 12
      - 2022-23 Indicators ..... 13
  
  - Issue #3 – Gender-Based Analysis Plus (GBA+) ..... 13
    - Goal ..... 14
    - 2021-22 Objective ..... 14

2021-22 Work Accomplished.....	14
2022-23 Objective .....	15
2022-23 Indicators.....	15
<b>Opportunities and Challenges .....</b>	<b>16</b>
<b>Financial Information.....</b>	<b>17</b>

## Departmental Overview

### Organizational Structure

The Office of Women and Gender Equality (WGE), formerly known as the Office for the Status of Women, provides specific resources within the Government of Newfoundland and Labrador structure to advance equity for women and gender-diverse individuals. WGE is a central agency that supports the development of programs, policies, services, legislation, and budgets to advance the social, economic, cultural, legal, and political status of women and gender-diverse individuals in the province. WGE is housed within Executive Council and staff report to the Minister Responsible for Women and Gender Equality.

WGE is located in St. John's, Newfoundland and Labrador on the fourth floor of the Confederation Building, West Block.

Further information about WGE can be found at: <https://www.gov.nl.ca/exec/wge/office/>.

### Staff and Budget

In 2021-22, WGE had a core staff compliment of seven permanent and two temporary positions. For 2021-22, WGE had a total budget of \$5.18 million, inclusive of the Minister's Office and the Provincial Advisory Council on the Status of Women.

Division	# of Employees	Budget
Minister's Office	3	246,100
Office of Women and Gender Equality	9	4,519,100
Provincial Advisory Council on the Status of Women	4	418,000



## Highlights and Partnerships

### Highlights

#### **Missing and Murdered Indigenous Women and Girls**

The final report of the Federal Government's National Inquiry into Missing and Murdered Indigenous Women and Girls was released on June 3, 2019, and set out 231 Calls for Justice. This report recognizes and addresses the disproportionately high levels of violence faced by Indigenous women, girls, and 2SLGBTQQIA+ individuals in Canada. While the National Inquiry's Calls for Justice provided recommendations for all levels of government in the areas of culture, health and wellness, justice, and human security on how to prevent systemic violence against Indigenous women, girls, and 2SLGBTQQIA+ individuals in Canada, not all recommendations are relevant to Indigenous peoples of Newfoundland and Labrador.

Since 2006, in collaboration with the Provincial Indigenous Women's Steering Committee, WGE has co-hosted the annual Provincial Indigenous Women's Gathering. The 16<sup>th</sup> annual event was held in December 2022. Unique in Canada, the Gathering provides an opportunity for Indigenous women from across the province to connect, share experiences and plan steps necessary to aid in the improvement of the quality of life of Indigenous women in their communities.

The Steering Committee, consisting of a balanced representation of the province's Indigenous governments and organizations, determines the Gathering's theme, agenda, speakers, and cultural activities. To supplement the Calls for Justice outlined in the National Inquiry's final report with provincial and culturally relevant recommendations for systemic change, the 2021-22 Gathering focused on identifying how to best address and prevent systemic violence against Indigenous women, girls, and 2SLGBTQQIA+ individuals in Newfoundland and Labrador. The Steering Committee will be providing the Provincial Government with a comprehensive list of policy, program, and service



change recommendations identified at the Gathering prior to the end of the 2022-23 reporting cycle.

### **Gender-based Needs Working Group**

In 2020, at the onset of the COVID-19 pandemic, the Department of Health and Community Services established the Vulnerable Populations Task Group to identify issues, mitigate risks, and communicate key messaging to vulnerable populations in Newfoundland and Labrador and the people and agencies who service them. Over time, thirteen specialized Working Groups have been established under the umbrella of the Vulnerable Populations Task Group in order to effectively identify and address the issues and needs of specific vulnerable populations disproportionately affected by the COVID-19 pandemic.

Since its commencement, WGE has been an active member of both the broader Vulnerable Populations Task Group and the specialized Rural and Remote Indigenous Health Working Group. In 2021, a Gender-based Needs Working Group was established under the Vulnerable Population Task Group and is co-led by WGE and Quadrangle NL.

### **Partnerships**

WGE works collaboratively with many stakeholder organizations in the province to advance the status of women and gender-diverse individuals. In 2021-22, WGE provided grants and core operational funding of approximately \$3.2 million to key partners including: the Provincial Advisory Council on the Status of Women; Status of Women Councils; Violence Prevention NL organizations; Multicultural Women's Organization of Newfoundland and Labrador; Newfoundland Aboriginal Women's Network; Newfoundland and Labrador Sexual Assault Crisis and Prevention Centre; Safe Harbour Outreach Project (a project of the St. John's Status of Women Council); and Coalition Against the Sexual Exploitation of Youth (a project of Thrive).

WGE maintains a close working relationship with federal, provincial and territorial counterparts and acts as a federal-provincial liaison. This includes ongoing participation in intergovernmental working groups that address such issues as Women’s Economic Participation and Prosperity, Leadership and Democratic Participation, Gender-Based Violence and Access to Justice, Gender-Based Analysis Plus, Intergovernmental Strategic Planning, and Missing and Murdered Indigenous Women and Girls.

## **Report on Performance**

WGE’s 2021-23 Business Plan identified economic and social security, violence prevention, and Gender-Based Analysis Plus (GBA+) as strategic priorities. This year WGE is reporting on its success in achieving the objectives outlined for 2021-22.

### **Issue #1 – Economic and Social Security**

The economic and social well-being of women and gender-diverse individuals remains a top priority for the Government of Newfoundland and Labrador. Various external and intersectional factors such as health, housing, food security, safety, cultural and political participation, race, ability, education, employment, income, social relationships, and supports directly and indirectly impact gender equity in our province, our country and worldwide. The Provincial Government recognizes the inequities that women and gender-diverse individuals throughout Newfoundland and Labrador face on a daily basis and has taken concrete long-term measures to help alleviate such inequities.

Identifying, addressing, and actively working to reduce systemic economic and social barriers that hinder women and gender-diverse individuals’ equitable participation in our economy is an essential first step in increasing their labour market participation and social engagement. Designing and implementing policies, programs, and initiatives that improve economic and social security, such as mandating an “all-of-government” approach to the application of GBA+ on all policies, programs, services, legislation, and budgets, and the implementation of Women’s Employment Plans as well as Gender,

Equity and Diversity Plans, are but two steps being taken by the Provincial Government to create a more equitable province for all.

**Goal**

By March 31, 2023, WGE will have continued to strengthen an “all of government” approach to address systemic barriers faced by women and gender-diverse individuals that impact economic and social security.

**2021-22 Objective**

By March 31, 2022, WGE will have worked closely with government departments and agencies to support women, girls, and gender diverse individuals achieve their goals, leverage their collective voices, and reach their full potential.

**2021-22 Work Accomplished**

The following chart highlights the successful work accomplished by WGE in the area of economic and social security for the 2021-22 reporting cycle.

Indicators	Results (2021-22)
Supported an "all of government" approach to the application GBA+ to policies, programs, services, legislation, and budgets	<p>GBA+ is an analytical process that guides the systematic consideration of sex, gender, and other intersecting identity factors to ensure the development of effective, equitable, and inclusive policies, programs, services, legislation, and budgets.</p> <p>GBA+ must be applied consistently at every step of the policy, program, service, legislation, and budget development cycle</p>

ANNUAL REPORT 2021-2022

	<p>to ensure gender issues are addressed and that differing population needs are taken into consideration.</p> <p>WGE provided support to Provincial Government departments and agencies on an ongoing basis primarily through the provision of feedback on the development of new and existing Provincial Government policies, programs, services, legislation, and budgets.</p>
<p>Co-chaired the Premier’s Roundtable on Gender Equity</p>	<p>The Premier's Roundtable on Gender Equity is a multi-departmental, outcome-focused Provincial Government collaborative initiative with key Indigenous leaders, opposition parties, community stakeholders, advocates, and those with lived experiences, to address barriers to gender equity and identify priorities.</p> <p>Based on feedback from the inaugural meeting, the September 29, 2021 in-person meeting addressed topics such as the importance of GBA+, Safe and Caring Schools Policy, and gender-responsive standards of practice in reference to mental health and addictions.</p>
<p>Undertook initiatives to encourage, promote, support, and retain women and gender-diverse individuals in leadership roles including running for elected office</p>	<p>The encouragement, promotion, support, and retention of women and gender-diverse individuals remains an ongoing priority for WGE. The under-</p>

	<p>representation of women in leadership roles, including all levels of political office, is a direct result of systemic, attitudinal, and situational barriers that women and gender-diverse individuals face in our society today.</p> <p>In spring 2021, WGE partnered with Equal Voice NL to offer a campaign college for prospective candidates that brought together people of different backgrounds and ethnicities. The goal of the campaign college was to provide a safe space to network, build relationships, foster mentorship roles, and encourage women and gender-diverse individuals to run for elected office.</p>
<p>Worked closely with the Department of Health and Community Services and stakeholders to begin to equitably increase access to fertility treatments in the province</p>	<p>WGE continues to work closely with the Department of Health and Community Services to enhance equitable access to fertility treatments in the province.</p> <p>WGE provided significant feedback and input into the development of the Department of Health and Community Services' In Vitro Fertilization (IVF) Subsidy Program, aimed at providing assistance to those who need to travel out of province for IVF treatments. For eligible individuals, a subsidy of \$5,000 per IVF cycle is available to all applicants</p>

	<p>that meet clinical eligibility, up to a maximum of three IVF cycles throughout their lifetime.</p>
<p>Worked collaboratively with partner departments and proponents to negotiate new Women's Employment Plans and Gender Equity and Diversity Plans</p>	<p>Newfoundland and Labrador's economy is primarily resource-based and requires a skilled workforce in occupations where women and gender-diverse individuals have been traditionally under-represented. Women's Employment Plans and Gender Equity and Diversity Plans for medium- and large-scale projects in the province are concrete ways in which the Provincial Government is working to increase the number of women in traditionally male-dominated occupations such as in the skilled trades.</p> <p>WGE continues to collaborate with relevant departments such as Industry, Energy, and Technology in identifying the need for, and the development and negotiation of, Gender Equity and Diversity Plans. As a result, three Gender Equity and Diversity Plans were put in place during the 2021-22 reporting period.</p> <p>In addition, WGE continues to evaluate all projects that come through the environmental assessment process to require proponents of mid-size projects</p>

	with moderate employment and duration of work to develop Women's Employment Plans. As a result, seven Women's Employment Plans were put in place during the 2021-22 reporting period.
--	---

**2022-23 Objective**

By March 31, 2023, through various initiatives, WGE will have further strengthened our community collaborations in advancing Provincial Government commitments to supporting women, girls, and gender-diverse individuals achieve their full potential.

2022-23 Indicators

- Continued engagement with community stakeholders to address issues such as socio-economic security and the advancement of women and gender-diverse individuals in leadership roles.

**Issue #2 – Violence Prevention**

The Provincial Government is committed to working collaboratively with community stakeholders and Indigenous partners to implement long-term systemic solutions aimed at addressing the root causes of gender-based violence in our province. Violence is a pervasive social, economic, cultural, and legal problem that is rooted in varying types of inequality that continue to exist and flourish in our society – sexism, ageism, classism, heterosexism, and other biased attitudes. Violence destroys relationships and community supports, and has devastating long-term impacts on survivors, families, and communities. Ensuring grass-roots knowledge and expertise is utilized to inform policies, programs, legislation, and front-line services for survivors of violence is essential to creating a society where women and gender-diverse individuals have the opportunity to live free from the threat of violence and reach their full potential.



**Goal**

By March 31, 2023, WGE will have worked with community partners and government departments and agencies to develop an intersectional, research-based, and culturally-sensitive approach to violence prevention.

**2021-22 Objective**

By March 31, 2022, WGE will have supported Provincial Government departments and agencies identify and implement changes to policies, programs, services, and legislation with the goal of preventing gender-based violence in Newfoundland and Labrador.

**2021-22 Work Accomplished**

The following chart highlights the successful work accomplished by WGE in the area of violence prevention for the 2021-22 reporting cycle.

Indicators	Results (2021-22)
<p>Collaborated with community stakeholders and Indigenous groups and organizations in meaningful engagement activities aimed at helping prevent violence in Indigenous communities</p>	<p>WGE worked collaboratively with the Provincial Indigenous Women’s Steering Committee, comprised of membership from all Indigenous governments and organizations throughout the province, to identify and address systemic solutions to violence in Indigenous communities.</p> <p>Throughout the reporting period, WGE engaged in the following activities to help prevent violence in Indigenous communities:</p>

	<ul style="list-style-type: none"><li>• Through the Indigenous Violence Prevention Grants Program, WGE provided a total amount of \$241,500 in project funding to support 14 projects to help prevent violence against Indigenous women and girls in Indigenous communities;</li><li>• Provided a total of \$40,000 in funding to support the 16<sup>th</sup> annual Provincial Indigenous Women's Gathering. Held on December 6<sup>th</sup> and 7<sup>th</sup>, 2021 in Steady Brook, Newfoundland and Labrador, the Gathering brought together Indigenous women from around the province to share their past experiences, current realities, future aspirations, and to identify measures necessary to aid in the improvement of the quality of life of Indigenous women and gender-diverse individuals in their communities. The focus of the 2021-22 Gathering was to identify action-oriented priorities in relation to missing and murdered Indigenous women, girls and gender-diverse individuals in Newfoundland and Labrador; and</li></ul>
--	---

	<ul style="list-style-type: none"> <li>• Worked collaboratively with Federal-Provincial/Territorial colleagues to advance work in response to the Calls for Justice outlined in the National Inquiry’s final report on missing and murdered Indigenous women and girls.</li> </ul>
<p>Collaborated with Federal-Provincial/Territorial (FP/T) colleagues to identify evidence-based violence prevention best practices and effective strategies</p>	<p>Gender-based violence is one of the most pervasive, deadly and deeply-rooted human rights violations. It is a significant barrier to achieving gender equality, but it is preventable.</p> <p>Throughout the reporting period, WGE has continued to work closely with FP/T colleagues on the development of a National Action Plan to End Gender-Based Violence. The National Plan, which houses evidence-based violence prevention best practices and effective strategies, is expected to be launched during the next fiscal reporting cycle.</p>

**2022-23 Objective**

By March 31, 2023, WGE will have worked with community partners, Indigenous groups and organizations, and government department and agencies to develop an intersectional, research-based, and culturally-sensitive approach to violence prevention.

#### 2022-23 Indicators

- Collaborated with community organizations and Indigenous partners to address the varying inequalities that exist within our society that help maintain and allow violence to flourish.

### **Issue #3 – Gender-Based Analysis Plus (GBA+)**

In February 2019, the Provincial Government committed to an “all-of-government” approach to GBA+. This commitment was further strengthened in September 2020 - all departmental Ministers’ mandate letters noted a required GBA+ on all policies approach. GBA+ is an analytical process that guides the systematic consideration of sex, gender and other intersecting identity factors to ensure the development of effective, equitable, and inclusive policies, programs, services, legislation, and budgets. GBA+ aims to achieve equity, rather than equal treatment, through the examination of disaggregated data, as well as social, economic, and cultural conditions.

It is essential that GBA+ be applied consistently at every step of the policy, program, service, legislation, and budget development cycle to ensure gender issues are addressed and that differing population needs are taken into consideration. Essentially, GBA+ helps to mitigate potential negative impacts on diverse individuals with various backgrounds and abilities by considering the outcomes for all, at the very earliest stages of policy, program and service development.

While WGE has delivered substantive training to Provincial Government departments and agencies since 2019, the COVID-19 pandemic temporarily slowed GBA+ government-wide training, with WGE exploring innovative approaches that extend beyond in-person training sessions. For example, WGE is working with the Centre for Learning and Development to develop online training modules specific to Newfoundland and Labrador.

**Goal**

By March 31, 2023, WGE will have strengthened the capacity of departments and agencies to fully understand and apply GBA+ to policies, programs, services, legislation and budgets in order to ensure equitable outcomes for women, girls, and gender diverse populations.

**2021-22 Objective**

By March 31, 2022, WGE will have continued the development, enhancement and delivery of GBA+ training across government departments.

**2021-22 Work Accomplished**

The following chart highlights the successful work accomplished by WGE in the area of GBA+ for the 2021-22 reporting cycle.

Indicators	Results (2021-22)
Established baseline evaluation mechanisms for future evaluation of GBA+ training	<p>WGE has modified a baseline evaluation mechanism that was developed in the 2020-21 reporting cycle to monitor the effectiveness of GBA+ training.</p> <p>In order to evaluate the impacts of training, WGE has developed a pre and post-training questionnaire.</p>
Developed guidelines and feedback mechanisms for policy analysis	WGE developed a GBA+ checklist that can be used by departments and agencies as they complete GBA+ on any new or existing policies, programs, services, legislation, or budgets.

	WGE continues to provide support to Provincial Government departments and agencies as they undertake the GBA+ process.
--	--

**2022-23 Objective**

By March 31, 2023, WGE will have expanded GBA+ training to all government departments, as well as agencies, boards and commissions.

2022-23 Indicators

- Enhanced GBA+ training opportunities through in-person, virtual, and online training options.

## Opportunities and Challenges

Far too often, women and gender-diverse individuals experience systemic challenges that require long-term systemic solutions. This is especially true when coupled with intersecting identity factors such as socio-economic status, race, ethnicity, ability, sexual orientation, and gender identity. Barriers grounded in stereotypes, discrimination, organizational culture, and a lack of support at institutional and individual levels, can impact all facets of one's life.

In order to achieve true gender equity it is vital that the Provincial Government works collectively and collaboratively with community, Indigenous, and organizational partners to address societal, cultural, and institutional barriers with targeted solutions for inclusion. The advancement and inclusion of women and gender-diverse individuals is crucial to ensuring the future success of our province.

The COVID-19 pandemic has had, and continues to have, significant impacts on our individual and collective lives and economy; it has also provided opportunities for collaboration that have not existed before now. Unlikely partnerships have been forged throughout the pandemic and existing organizational relationships have been strengthened. It is these types of partnerships that provide the crucial foundation for effecting substantial societal change. As a result of the pandemic, we have essentially shown that theory and practice can indeed align – together we have the ability to design and implement the systemic interdisciplinary measures necessary to address the root causes of historical inequalities and improve the status and well-being of women and gender-diverse individuals in our province.



## Financial Information

<b>Office of the Executive Council - Women and Gender Equality</b>	<b>Original (\$)</b>	<b>Actual (\$)</b>
<b>Minister's Office</b>		
Salaries	199,400	183,806
Transportation and Communications	41,900	17,189
Supplies	2,500	1,303
Purchased Services	1,800	564
Property, Furnishings and Equipment	500	3,485
<b>Total: Minister's Office</b>	<b>246,100</b>	<b>206,347</b>
<b>WGE</b>		
Salaries	1,010,700	781,552
Transportation and Communications	60,800	10,690
Supplies	4,700	3,815
Professional Services	270,000	226,267
Purchased services	337,000	237,947
Property, Furnishings and Equipment	1,000	1,963
Grants and Subsidies	2,834,900	2,775,908
<b>Total: WGE</b>	<b>4,519,100</b>	<b>4,038,142</b>
<b>Provincial Advisory Council on the Status of Women (PACSW)</b>		
Grants and Subsidies	418,000	428,100
<b>Total: PACSW</b>	<b>418,000</b>	<b>428,100</b>
<b>TOTAL: WOMEN AND GENDER EQUALITY</b>	<b>5,183,200</b>	<b>4,672,589</b>

## ANNUAL REPORT 2021-2022

Expenditure and revenue figures included in this document are based on public information provided in the Report on the Program Expenditures and Revenues of the Consolidated Revenue Fund for Fiscal Year Ended March 31, 2022. Audited financial statements are a requirement at the Provincial Government level and are made public through the Public Accounts process. WGE is not required to provide a separate financial statement.

