

# ANNUAL REPORT 2018-19

Office for the  
Status of Women





## MESSAGE FROM THE MINISTER

As Minister Responsible for the Status of Women, and in accordance with the Government of Newfoundland and Labrador's **Transparency and Accountability Act** provisions, I am pleased to present the 2018-19 Annual Report for the Office for the Status of Women. I am accountable for the results reported in this document.

On November 8, 2018, Premier Ball announced Newfoundland and Labrador's first stand-alone Minister Responsible for the Status of Women, to which I have been appointed. Formerly the Women's Policy Office, the Office for the Status of Women has had an exciting year with many accomplishments in the areas of economic and social policy, as well as violence prevention.

Consistent and deliberate implementation of an 'all-of-government' approach to Gender-based Analysis Plus is essential to ensuring government policies, services, programs, legislation and budgets are responsive to the needs of women and girls in our province. The Office for the Status of Women works collaboratively with government departments and agencies to achieve this goal.

Advancing the social, economic, cultural, and legal status of women and girls in Newfoundland and Labrador remains a top priority for our government. However, it is a goal we cannot achieve alone. I want to acknowledge the hard work and dedication of all our valuable partners who work tirelessly to advance the status of women in our province. Without your commitment and collaboration, true progress would not be possible.

A handwritten signature in black ink that reads "Carol Anne Haley". The signature is fluid and cursive.

Hon. Carol Anne Haley  
Minister Responsible for the Status of Women

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## Departmental Overview

The Office for the Status of Women (OSW), formerly the Women’s Policy Office, was established in 1985 to provide specific resources within the Government of Newfoundland and Labrador structure to pursue equality for women. The OSW is the central agency that supports the development of programs and policies to advance the status of women in the province. The OSW is housed within Executive Council, and the staff report to the Minister Responsible for the Status of Women.

The OSW is located in St. John’s on the fourth floor of the Confederation Building, West Block. In 2018-19, the OSW had a core complement of an all-women staff comprised of eight permanent and two temporary positions. For 2019-20, the OSW has a budget of \$4.76 million.

Further information about the OSW can be found at: [www.gov.nl.ca/exec/wpo/](http://www.gov.nl.ca/exec/wpo/)

## Staff and Budget

Division	# of Employees	Budget
OSW	10	\$4,756,400

## Highlights and Partnerships

### Highlights

On November 8, 2018, Premier Ball created Newfoundland and Labrador's first stand-alone Minister Responsible for the Status of Women and on February 27, 2019, a deepened mandate for the OSW was announced. Priorities include implementation of an 'all-of-government' commitment to Gender-based Analysis Plus (GBA+), a strengthened approach to the prevention of gender-based violence, and focused promotion of women in leadership roles.

### GBA+

Although government has been utilizing GBA+ for a number of years, implementation of an 'all-of-government' approach ensures policies, programs, services, legislation, and budgets will be consistently responsive to the needs of women in our province from the very beginning of the policy development process. The OSW is working diligently with Cabinet, executive members, directors, policy analysts, and communications to support the application of GBA+ throughout the government decision-making process.

The OSW commenced design of Newfoundland and Labrador specific GBA+ training tools to be used in concert with the Federal Government's GBA+ online training tool. In addition, targeted and customized GBA+ training with various departments across government was undertaken. The OSW will continue focused work in this area to ensure women's issues are valued and respected throughout the government decision-making process.

### Violence Prevention

Violence is a serious concern for our government and as such, government is responding with measures that target this issue from all fronts. The OSW provides support to community organizations and, at the same time, works with government departments and agencies to ensure policies and programs are responsive to the needs of residents of our province.

Over the past year, the OSW has supported various government departments and agencies as they made significant changes to legislation, regulations and policies that will work toward ending violence against women and girls. Examples include:

- Amendments to the **Family Violence Protection Act** to expand the definition of violence to include psychological, emotional, and financial harm which now enables survivors of these types of violence to access programming they would not otherwise be able to access;
- Amendments to the **Residential Tenancies Act** to better serve victims of domestic violence by providing flexibility in lease termination to tenants experiencing family violence;
- Amendments to the **Schools Act** to address the provision of alternate instruction delivery when a student's presence is detrimental to the well-being of others;
- Amendments to the **Labour Standards Act** to provide up to three days of paid leave, and seven days of unpaid leave, for individuals experiencing family violence;
- Introduction of new legislation, **Protection of Intimate Images Act**, to provide civil remedies to victims and deter, prevent, and respond to the harms associated with revenge pornography and the non-consensual distribution of intimate images; and
- Introduction of a new **Harassment-free Workplace Policy** for public service employees to bring greater awareness of workplace harassment, increase accountability for those in authority, establish timelines for formal investigations, and inclusion of a comprehensive complaint resolution process.

This past year marked the final year of our violence prevention action plan, **Working Together for Violence Free Communities**. Collaboration between government, community, academia, business, unions, and persons with lived experience is essential to advance violence prevention work in our province. The OSW is currently exploring ways to enhance future provincial violence prevention efforts to ensure that diverse perspectives, needs, and concerns are heard and incorporated into initiatives moving forward.

## Women in Leadership Roles

Women deserve to live in a society where barriers to advancement are eliminated and women have equal opportunity to succeed. Encouraging and supporting women to pursue leadership opportunities in politics, business, community service, and any other field in which they are interested, is a high priority of government.

In February, government hosted a Women's Leadership Conference to facilitate knowledge sharing and mentorship opportunities with women leaders. The conference was attended by approximately 350 people and served as a springboard to launch future women's leadership initiatives across the province.

## Supporting Indigenous Women

The OSW continues to work collaboratively with Indigenous women, governments and organizations, as a means to improve the social and economic well-being of Indigenous women and girls. As committed in **The Way Forward**, working collaboratively with Indigenous communities throughout our province to ensure programs and services are culturally appropriate and responsive is a top priority for government.

In 2018-19, through the Indigenous Violence Prevention Grants Program, the OSW provided project-based funding in the total amount of \$230,000. This program supports Newfoundland and Labrador Indigenous governments and organizations in their efforts to prevent violence against Indigenous women and children and to engage Indigenous men and boys in the prevention of violence. In addition, the OSW provided a grant of \$25,000 to help support the annual Provincial Indigenous Women's Gathering. The Gathering provided an opportunity for Indigenous women from across the province to continue working collaboratively in the areas of violence against women and mental health.

## Partnerships

The OSW works collaboratively with many stakeholder organizations throughout the province to advance the status of women and girls. For 2018-19, the OSW provided core operational funding of approximately \$3.1 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, Transition House Association of Newfoundland and Labrador, and Safe Harbour Outreach Program.

The OSW works collaboratively with Status of Women offices, as well as other government departments, in Atlantic Canada. Atlantic Senior Officials were directed by the Atlantic Ministers Responsible for the Status of Women Forum and the Council of Atlantic Premiers to explore the feasibility of an Atlantic Domestic Homicide Review Network, a regional process to review deaths resulting from incidents of domestic violence. As each Atlantic province has its own unique system for how to respond, prevent and learn from deaths when they occur, Atlantic Senior Officials are exploring ways to collaborate in this area with a goal to further inform and improve regional system responses and increase the safety of all residents. The OSW, along with other provincial government departments, will continue to collaborate with Atlantic partners on this project.

The OSW partners with the Federal Government, as well as provincial and territorial governments throughout Canada, on projects to help advance the status of women in Newfoundland and Labrador and throughout the country. The 36<sup>th</sup> annual meeting of Federal/Provincial/Territorial Ministers Responsible for the Status of Women took place in October 2018 in Whitehorse, Yukon. Resulting from this meeting, the OSW currently sits on four Federal/Provincial/Territorial Task Teams: Women's Economic Empowerment and Security, and Leadership; Gender-based Analysis Plus; Support for Victims of Domestic Violence; and Gender-based Violence.



## Report on Performance

The OSW's 2017-20 Business Plan identifies economic and social security and violence prevention as core issues requiring focused attention in order to achieve provincial government strategic priorities. This year, the OSW is reporting on its success in achieving 2018-19 objectives.

### Issue #1 - Economic and Social Security

Women's economic and social well-being is a function of many variables including health, housing, safety, cultural and political participation, justice, education, employment, income, leisure, social relationships, consumption and sustainability. Addressing systemic barriers to women's economic and social security is essential to advancing the status of women.

The Provincial Government recognizes the inequities that women throughout Newfoundland and Labrador face and has taken concrete long-term measures to improve women's economic and social security. For example, measures to improve employment opportunities for women in the province's resource development sector have proven to be highly effective over the past number of years. Requiring resource development project proponents to develop and implement Gender Equity and Diversity Plans (GEDPs) has increased women's range of occupational choice and employment opportunities in traditionally under-represented areas. Outside large resource development projects, the OSW requires mid-size commercial developments to implement Women's Employment Plans (WEPs) prior to release from Environmental Assessment processes. WEPs ensure the implementation of proactive policies, practices, and lines of accountability aimed at creating inclusive workplaces free from harassment and discrimination for women.

To address the economic and social security of women in Newfoundland and Labrador, the OSW's 2017-20 Business Plan identified the following goal:

By March 31, 2020, the OSW will have strengthened the capacity of departments and agencies to understand and apply gender based analysis to policies, programs, services, legislation and budgets in order to ensure equitable outcomes for women and girls.

For the 2018-19 reporting cycle, the OSW identified the following objective and associated indicator as a means to moving closer in achieving economic and social security for women in the province:

**Objective:**

By March 31, 2019, the OSW will have undertaken work in the development of a women's leadership strategy and collaborated with women's organizations to overcome barriers to women's participation in leadership positions.

**Indicator:**

The OSW worked collaboratively with provincial government departments and agencies, as well as community partners and stakeholders, to develop a leadership strategy for women in Newfoundland and Labrador.

The OSW has successfully completed work to address the issue of economic and social security as outlined for the 2018-19 reporting cycle.<sup>1</sup> The following chart illustrates collaborative successes to promote and advance women in leadership roles in Newfoundland and Labrador.

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<sup>1</sup> The reporting indicator outlined in the 2017-20 OSW Business Plan was right-sized in the 2017-18 OSW Annual Report to appropriately address the associated objective.

<b>Issue #1: Economic and Social Security</b>	
<b>Planned</b>	<b>Actual (2018-19)</b>
<p>Worked collaboratively with provincial government departments and agencies, as well as community partners and stakeholders, to develop a leadership strategy for women in Newfoundland and Labrador.</p>	<p>Over a period of six months (April–September, 2018), in collaboration with the Communications and Public Engagement Branch, the OSW held focused engagement sessions with government and community partners to identify challenges, barriers, and solutions to the advancement of women in Newfoundland and Labrador in leadership roles. A total of nine engagement sessions were held with the following groups:</p> <ul style="list-style-type: none"> <li>• Women business leaders;</li> <li>• Women Public Service Executive;</li> <li>• Women Indigenous leaders;</li> <li>• Youth leaders (both women and men);</li> <li>• Leaders who are men; and</li> <li>• Public/community.</li> </ul> <p>Feedback obtained from all engagement sessions will be utilized to determine OSW’s leadership initiatives throughout the 2019-20 fiscal year.</p> <hr/> <p>On February 27, 2019, the OSW hosted a Women’s Leadership Conference with approximately 350 guests in attendance.</p> <p>Conference goals were twofold:</p> <ul style="list-style-type: none"> <li>• Facilitate knowledge sharing and mentorship opportunities with women leaders in community, academia, business, unions, trades and technology, and politics; and</li> <li>• Motivate companies/organizations to actively support the advancement of women in leadership roles.</li> </ul> <p>Conference included a moderated panel discussion with women leaders from various sectors, a skills transfer session, and a keynote speaker.</p>

For the 2019-20 reporting cycle, the OSW has identified the following objective and associated indicator:

**Objective:**

By March 31, 2020, the OSW will have supported Provincial Government departments and agencies in advancing the economic and social status of women.

**Indicator:**

The OSW will have strengthened the capacity of all government departments and agencies to apply Gender-based Analysis Plus to all policies, programs, services, legislation and budgets in order to ensure equitable outcomes for women and girls.

## **Issue #2 - Violence Prevention**

Violence prevention remains a priority for the Government of Newfoundland and Labrador. Through the Violence Prevention Initiative, a multi-departmental government-community partnership aimed at identifying long-term systemic solutions to violence and abuse, the OSW works to prevent violence in Newfoundland and Labrador.

Government recognizes that violence is rooted in all forms of inequality that continue to exist and grow in our society. Working collaboratively with provincial government departments and community stakeholders to implement long-term solutions to address the many types of inequality – sexism, ageism, classism, ableism, heterosexism, and other biased attitudes – is essential to not only creating a safe environment for all residents, but also the growth and progress of our province.

To help facilitate violence prevention in Newfoundland and Labrador, the OSW’s 2017-20 Business Plan identified the following goal:

By March 31, 2020, the OSW will have undertaken initiatives to address violence against populations most at risk.

In order to effectively achieve this goal, the OSW identified the following objective and indicator for the 2018-19 reporting cycle:

**Objective:**

By March 31, 2019, the OSW will have collaborated with provincial government departments and agencies to address (1) violence - mental health and addictions; and (2) violence and the K-12 education system.

**Indicator:**

The OSW engaged with provincial government departments and agencies, as well as community partners and stakeholders, to identify appropriate strategies and initiatives necessary to prevent violence in Newfoundland and Labrador.

The OSW has successfully completed work to address the issue of violence prevention as outlined for the 2018-19 reporting cycle. The following chart illustrates these collaborative successes.

<b>Issue #2: Violence Prevention</b>	
<b>Planned</b>	<b>Actual (2018-19)</b>
Engaged with provincial government departments and agencies, as well as community partners and stakeholders, to identify appropriate	As 2018-19 marks the final year of the Violence Prevention Initiative action plan, <b>Working Together for Violence-Free Communities</b> , the OSW has commenced focused engagement sessions with community partners and stakeholders, and government departments and agencies to inform and enhance the next phase of government violence prevention efforts.

<p>strategies and initiatives necessary to prevent violence in Newfoundland and Labrador.</p>	<p>In January 2018, the Minister Responsible for the Status of Women formed a Ministerial Committee relating to violence prevention and the status of women in Newfoundland and Labrador. The Committee is comprised of Ministers from the Departments of Children, Seniors, and Social Development, Service NL, Health and Community Services, Advanced, Education, Skills and Labour, Justice and Public Safety, and Education and Early Childhood Development.</p> <p>The Ministerial Committee typically meets while the House of Assembly is open to discuss progress on related violence prevention initiatives within government.</p> <p>2018-19 meetings resulted in a number of legislative changes, including:</p> <ul style="list-style-type: none"> <li>• <b>Family Violence Prevention Act;</b></li> <li>• <b>Residential Tenancies Act;</b></li> <li>• <b>School’s Act; and</b></li> <li>• <b>Labour Standards Act.</b></li> </ul> <p>Administered the Indigenous Violence Prevention Grants Program to support Indigenous groups and organizations in developing culturally appropriate approaches to the prevention of violence. A total of \$230,000 was provided to support 15 projects.</p> <p>Worked with the Department of Justice and Public Safety and the Intergovernmental and Indigenous Affairs Secretariat to support government’s participation in the National Inquiry into Missing and Murdered Indigenous Women and Girls.</p> <p>The OSW will continue to collaborate with government departments and agencies as well as provincial Indigenous groups and organizations to determine how best to implement recommendations stemming from the National Inquiry.</p>
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For the 2019-20 reporting cycle, the OSW has identified the following objective and associated indicator:

**Objective:**

By March 31, 2020, the OSW will have collaborated with Provincial Government departments and agencies to address : (1) violence and justice responses to women experiencing violence; and (2) violence, housing and homelessness.

**Indicator:**

The OSW worked collaboratively with Federal-Provincial-Territorial partners, as well as provincial government departments and agencies, to explore best practices and identify potential provincial and national responses to women experiencing violence.

## Opportunities and Challenges

Advancing the economic and social security of women in Newfoundland and Labrador is wrought with systemic challenges that require long-term systemic solutions. However, from these challenges comes great opportunity.

The OSW's newly deepened mandate to train government employees on the appropriate use of GBA+ provides government departments and agencies with an opportunity and responsibility to ensure programs, policies, services, legislation, and budgets are responsive to the needs of women in our province. Requiring an 'all-of-government' utilization of GBA+ ensures government departments and agencies take meaningful first-steps in addressing women's economic and social inequality in our province.

As 2018-19 marked the final year for the violence prevention action plan, **Working Together for Violence-Free Communities**, the OSW is exploring ways to enhance government's future violence prevention efforts. The vast geography as well as regional and cultural difference within our province, present both a challenge and opportunity in regards to violence prevention programming. The OSW is utilizing a multi-faceted approach to ensure diverse perspectives, needs and concerns are heard and incorporated into violence prevention strategies moving forward. The OSW looks forward to working closely with an array of community partners, persons with lived experience, Indigenous groups and organizations, and government departments and agencies throughout this process.

Despite the many advances we have collectively made over the past year, many barriers still exist to women's equal participation in both private and public spheres. **The Way Forward** acknowledges that women remain underrepresented in leadership roles in Newfoundland and Labrador, which means that the province is losing out on valuable insights, talents, expertise, and experience. Empowering women to assume leadership roles as well as identifying and addressing economic, social, and cultural



barriers to gender diversity in leadership, is essential to increasing women's representation in leadership positions. Budget 2019 allows for the development and implementation of a number of women's leadership initiatives and activities across the province. The OSW will be working collaboratively with community partners, women's equality-seeking organizations, and Indigenous groups and organizations, to identify women's specific regional and cultural needs. Doing so will ensure women and girls have availability to appropriate tools and resources designed to help them effectively achieve their goals and reach their full potential.

In addition, government's commitment outlined in **The Way Forward** requiring project proponents of mid-size infrastructure projects to develop and implement Women's Employment Plans, has proven to be invaluable in assisting companies establish proactive policies, practices, and lines of accountability aimed at creating inclusive workplaces free from harassment and discrimination for women. Over the next fiscal year, the OSW looks forward to working with contractors and sub-contractors to increase women's employment in male-dominated occupations.

## Financial Information

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, 2019. Audited financial statements are a requirement at the Provincial Government level and are made public through the Public Accounts process. However, the OSW is not required to provide a separate audited financial statement.

<b>Office of the Executive Council</b>	<b>Original (\$)</b>	<b>Amended (\$)</b>	<b>Actual (\$)</b>
<b>OSW</b>			
Salaries	675,400	553,100	553,080
Employee Benefits	-	300	267
Transportation and Communications	74,700	58,600	53,851
Supplies	3,800	3,800	2,317
Professional Services	245,000	245,000	145,724
Purchased services	60,600	60,600	62,569
Property, Furnishings and Equipment	900	900	0
Grants and Subsidies	2,965,300	2,965,300	2,965,300
Revenue	-	(2,200)	(2,192)
<b>Provincial Advisory Council on the Status of Women</b>			
Grants and Subsidies	418,000	418,000	418,000
<b>TOTAL</b>	<b>4,443,700</b>	<b>4,303,400</b>	<b>4,198,916</b>

