

ANNUAL REPORT 2019/20



Office for the Status of Women





MESSAGE FROM THE MINISTER

As the Minister Responsible for the Status of Women, I am pleased to present this Annual Report covering the fiscal year April 1, 2019 to March 31, 2020, which has been prepared in accordance with the Government of Newfoundland and Labrador's Transparency and Accountability Act provisions. I am accountable for the results reported in this document.

Advancing the social, economic, cultural, legal, and political status of women and girls in Newfoundland and Labrador remains a top priority for our provincial government. In collaboration with provincial government partner departments and agencies, community stakeholders, and Indigenous groups and organizations, the Office for the Status of Women's work is not only dedicated to preventing violence against at-risk populations, but also ensuring that diverse perspectives of women and girls help inform the development of government policies, programs, services, legislation, and budgets.

Through consistent government-wide application of Gender-based Analysis Plus and continued collaboration with our dedicated and invaluable partners, I strongly believe we can, and will, collectively make true progress towards advancing the status of women and girls in our province.

A handwritten signature in black ink that reads "Lisa Dempster". The signature is fluid and cursive.

Hon. Lisa Dempster
Minister Responsible for the Status of Women

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Departmental Overview

Organizational Structure

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, policies, services, legislation, and budgets to advance the social, economic, cultural, legal, and political status of women in the province. The OSW is housed within Executive Council, and 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 2019-20, the OSW had a core complement of all-women staff comprised of eight permanent and two temporary positions. For 2019-20, the OSW had a total budget of \$4.76 million, inclusive of the Minister’s Office and the Provincial Advisory Council on the Status of Women.

Further information about the OSW can be found at: <https://www.gov.nl.ca/exec/osw/>.

Staff and Budget

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

Highlights and Partnerships

Highlights

Women's Leadership Events

Research on leadership has confirmed that men greatly outnumber women in all types of leadership roles, including managerial positions in the labour force, in politics and on all types of boards. While women represent 49% of the labour force in Newfoundland and Labrador¹, they only hold 38% of management positions². This means that while women enter the workforce, there are many barriers that prevent them from entering leadership roles at the same rate as men.

To address this important issue, the Minister Responsible for the Status of Women was mandated to undertake initiatives to encourage, promote, support, and retain women in leadership roles. To help achieve this goal, the OSW held two Women's Leadership Events throughout the 2019-20 reporting period:

- November 22, 2019 – Event was held in Corner Brook with more than 150 individuals in attendance; and
- February 18, 2020 – Event was held in Marystown with more than 220 individuals in attendance.

The Women's Leadership Events brought focused discussions, skills acknowledgement, and empowerment sessions to women leaders, and aspiring leaders, throughout Newfoundland and Labrador.

¹ Statistics Canada, 2017 "Table 282-0142 1, 2, 12, Labour force survey estimates (LFS), by National Occupations Classification (NOC) and sex annual (persons x 1,000)"

<http://www5.statcan.gc.ca/cansim/a26?lang=eng&id=2820142>

² Ibid.

Supporting Indigenous Women

As outlined in **The Way Forward** and the Minister Responsible for the Status of Women's mandate letter, working collaboratively with Indigenous groups and organizations to improve the social and economic well-being of Indigenous women and girls is a top priority of the OSW. In 2019-20, through the Indigenous Violence Prevention Grants Program, the OSW provided project-based funding in the total amount of \$241,500. This program supports Newfoundland and Labrador Indigenous groups 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 an additional \$25,000 in one-time funding to the **Empowering Indigenous Women for Stronger Communities** project, which focusses on the prevention of violence against Indigenous women and mental health.

For the past 11 years, the OSW has provided funding for the Provincial Indigenous Women's Gathering. 2019-20 monies (\$25,000) were utilized to support a focused Gathering designed to advance collaborative and collective work in the areas of violence against Indigenous women and mental health. Approximately 50 Indigenous women and Elders from throughout Newfoundland and Labrador, along with representatives from the Federal Government's Department of Women and Gender Equality, attended the Gathering.

Partnerships

The OSW works collaboratively with many stakeholder organizations throughout the province to advance the status of women and girls. In 2019-20, the OSW provided 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).

The OSW works collaboratively with federal, provincial, and territorial Ministers Responsible for the Status of Women on initiatives to advance the status of women and girls in Newfoundland and Labrador and throughout the country. The 37th annual meeting of Federal/Provincial/Territorial (FPT) Ministers took place in December 2019 in Victoria, British Columbia. Resulting from this meeting, the OSW currently sits on four FPT Task Teams: Economic Participation and Prosperity; Leadership and Democratic Participation; Gender-based Violence and Access to Justice; and Strategic Planning.

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 the objectives outlined for 2019-20.

Issue #1 - Economic and Social Security

The Government of Newfoundland and Labrador recognizes the economic and social inequities that women face within our province. Concrete long-term measures to improve employment opportunities for women in traditionally male-dominated sectors (i.e., resource development and commercial development sectors) have proven to be highly effective over the past number of years. For example, proponents of medium-large scale resource development projects are required to develop and implement a Gender Equity and Diversity Plan (GEDP), which is designed to increase employment opportunities for women and other under-represented groups within the province. GEDPs must be approved by the Minister Responsible for the Status of Women and the Minister of Natural Resources prior to project commencement.

Outside resource development projects, OSW intervenes in the Environmental Assessment process to require proponents of mid-size commercial projects with moderate employment and duration of work to develop a Women's Employment Plan (WEP). WEPs assist companies by helping to establish proactive policies, practices, and lines of accountability aimed at creating inclusive workplaces free from harassment and discrimination. The **Way Forward II** made a commitment to increase women's employment in male-dominated occupations by requiring qualified contractors for new infrastructure projects to develop WEPs in order to ensure that women benefit from all project employment opportunities.

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 2019-20 reporting cycle, the OSW identified the following objective as a means to moving closer in achieving economic and social security for women in the province:

Objective:

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

Indicators:

- 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.

The OSW has successfully completed work to address the issue of economic and social security as outlined for the 2019-20 reporting cycle. The following chart illustrates collaborative successes to promote and advance the economic and social status of women in Newfoundland and Labrador.

| Issue #1: Economic and Social Security | |
|--|---|
| Planned | Actual (2019-20) |
| Strengthened the capacity of all government departments and agencies to apply Gender-based Analysis Plus (GBA+) to all policies, programs, services, legislation and budgets in order to ensure equitable outcomes for women and girls | <p>At the Women’s Leadership Conference held in St. John’s on February 27, 2019, Premier Dwight Ball committed the Government of Newfoundland and Labrador to employing an “all-of-government-approach” to the application of GBA+. Doing so ensures that all diverse intersecting identity factors are considered throughout the development of provincial government policies, programs, services, legislation, and budgets.</p> <p>To support Premier Ball’s commitment, the OSW created and delivered focused training sessions tailored to the mandates of individual provincial government departments and agencies.</p> <p>Training sessions served as an introduction for public service employees to the importance, process, and application of GBA+.</p> |

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| | <p>Between April 2019 and January 2020, OSW held 35 GBA+ training sessions individually tailored to the needs and mandates of specific departments, with 513 participants in total varying from Deputy Ministers and executive level staff, to communications professionals, divisional directors, managers, and policy analysts.</p> <p>In order to evaluate the impacts of the GBA+ training, OSW implemented a pre and post training questionnaire to participants.</p> <p>Post training questionnaire results revealed the following:</p> <ul style="list-style-type: none">• 95% of participants found the training session very helpful in learning how to utilize GBA+;• The majority of participants felt more confident in applying GBA+ to their work; and• Participants had a clearer understanding of gendered impacts within their respective mandates and across government as a whole. <p>Going forward, with the use of applied policy examples and an expanded focus on intersectionality and historical inequalities, OSW will be developing and delivering more in-depth GBA+ training sessions to government departments and agencies.</p> |
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Objective

By March 31, 2021, OSW will have advanced gender equity through continuous meaningful engagement with community stakeholders, organizations and government partners.

Indicator

- Co-hosted Premier's Gender Equity Roundtable.
- Continued 'Women in Leadership' activities that aim to remove barriers to the advancement of women in leadership roles of all types.
- Worked collaboratively to negotiate new GEDPs and WEPs.
- Engaged with community and responsive to gendered impacts of emergencies measures from an economic and social security standpoint.

Issue #2 – Violence Prevention

Violence is a pervasive social, economic, cultural and legal problem in our society that destroys relationships and has devastating long-term impacts on survivors, families, and communities. As such, the provincial government continues to respond with measures that target violence from all fronts. The OSW works collaboratively with violence prevention organizations and Indigenous groups and organizations throughout the province, as well as government departments and agencies, to ensure grass-roots knowledge is utilized to inform policies, programs, legislation, and front-line services for survivors of violence. Implementing long-term systemic solutions to address the varying types of inequality that exist within our society is essential to creating an environment where women and girls live free from the threat of violence and have an opportunity to reach their full potential.

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 2019-20 reporting cycle:

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.

The OSW has successfully completed work in the area of violence prevention as outlined for the 2019-20 reporting cycle. The following chart illustrates collaborative successes to promote and advance violence prevention efforts in Newfoundland and Labrador.

| Issue #2: Violence Prevention | |
|---|---|
| Planned | Actual (2019-20) |
| Worked collaboratively with Federal-Provincial-Territorial (FPT) partners, as well as provincial government departments and agencies, to explore best practices and | Status of Women Ministers from all jurisdictions in Canada and the federal government meet annually to discuss issues of common concern including the identification of violence prevention best practices and potential collaborative work in this area. The OSW is a member of the Gender-based Violence and Access to Justice FPT Task Team, whose goal is to |

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|---|---|
| <p>identify potential provincial and national responses to women experiencing violence.</p> | <p>develop a National Action Plan to End Gender Based Violence.</p> |
| | <p>On September 1, 2016, the National Inquiry into Missing and Murdered Indigenous Women and Girls (MMIWG) was launched as a key federal government initiative to recognize and address the disproportionately high levels of violence faced by Indigenous women and girls.</p> <p>In collaboration with the Department of Justice and Public Safety, the OSW is co-leading the Government of Newfoundland and Labrador’s work to address the 231 Calls for Justice outlined in the National Inquiry’s final report.</p> <p>OSW staff currently, and will continue to, actively participate on the FPT MMIWG Senior Officials’ Working Group and the FPT MMIWG Deputy Ministers’ Committee with the goal of preventing violence against Indigenous women and girls in our province and country.</p> |
| | <p>Atlantic Ministers Responsible for the Status of Women Forum and the Council of Atlantic Premiers directed Atlantic Senior Officials 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 have explored ways to collaborate in this area with a goal to further inform and improve regional system responses and increase the safety</p> |
| | |

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| | <p>of women and girls. The OSW, along with other provincial government departments, will continue to collaborate with Atlantic partners on this initiative.</p> |
| | <p>As 2019 marked the final year of the provincial government’s violence prevention action plan, Working Together for Violence-Free Communities, the OSW commenced engagement sessions to inform and enhance the next phase of violence prevention efforts. From these engagement sessions, critical provincial violence prevention efforts will be identified and a government-community path forward developed.</p> <p>To ensure the Government of Newfoundland and Labrador’s new violence prevention approach is evidence-informed, OSW has recently completed the following:</p> <ul style="list-style-type: none"> ○ Jurisdictional scan of violence prevention strategies across the country; ○ Literature review of effective strategies and approaches; ○ Historical document review; ○ Identification, collection and review of statistical reports; and ○ Provincial quantitative statistical analysis. |

Objective

By March 31, 2021, OSW will have initiated a targeted solution-focused response that aims at having the greatest impact on addressing violence in the province.

Indicator

- Developed and launched the next phase of Violence Prevention.
- Continued collaboration efforts with community and Indigenous partners and stakeholders to prevent violence through meaningful engagement activities, particularly populations most at risk.
- Developed and supported initiatives and working committees to prevent violence with Provincial and Federal Government departments and agencies.

Opportunities and Challenges

Women and girls in our province continue to face deeply rooted historical inequality such as sexism, ageism, classism, ableism, heterosexism, racism, and other biased attitudes. While changing attitudes, behaviours and social norms associated with inequality is challenging, OSW's collaborative partnerships with key community stakeholders provides the foundation and opportunity for substantial societal change to take place. Together, we have the ability to design and implement the systemic interdisciplinary measures necessary to address the root causes of such historical inequalities and improve the status and well-being of women and girls in our province.

Despite our collective efforts, many barriers that hinder women's equal participation in both private and public spheres still exist. **The Way Forward** acknowledges that women remain underrepresented in leadership roles in Newfoundland and Labrador, which means the province is losing out on valuable insights, talents, expertise, and experience. Identifying and addressing economic, social, and cultural barriers to women's advancement is an essential first step to increasing women's labour market participation. The need for action in Newfoundland and Labrador seems to have stimulated many organizations to support women's advancement. With corporate leaders now taking concrete actions to support women in executive positions, community organizations supporting women's leadership through skills training and motivational seminars, and women themselves seeking education and networking

opportunities to increase their readiness, the time to incite substantive change is now. Through various initiatives, the OSW remains committed to supporting women in our province achieve their goals, leverage their collective voices, and reach their full potential. Doing so not only benefits women, but our province as a whole.

Systemic issues of significant importance to women and girls in Newfoundland and Labrador, such as minimum wage, pay equity legislation, and accessible and affordable childcare, are often perceived by the public, community partners, and government colleagues to be the responsibility of the OSW. While these systemic issues are indeed of significant importance to women and require systemic solutions, the OSW has no decision-making or legislative authority to incite the necessary change required in these areas. However, through the use of GBA+ the OSW supports government departments in their decision making and legislative processes to develop programs, policies, services, legislation, and budgets that directly impact the well-being, quality of life, and safety of women and girls in our province.

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, 2020. Audited financial statements are a requirement at the Provincial Government level and are made public through the Public Accounts process. The OSW is not required to provide a separate audited financial statement.

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| Office of the Executive Council | Original (\$) | Amended (\$) | Actual (\$) |
|---|----------------------|---------------------|--------------------|
| - Office for the Status of Women | | | |
| Minister's Office | | | |
| Salaries | 194,400 | 181,100 | 164,138 |
| Employee Benefits | - | - | 58 |
| Transportation and Communications | 66,600 | 66,600 | 40,142 |
| Supplies | 1,500 | 1,500 | 1,148 |
| Purchased Services | 2,000 | 2,000 | 3,111 |
| Property, Furnishings and Equipment | 500 | 500 | 352 |
| Total: Minister's Office | 265,000 | 251,700 | 208,949 |
| OSW | | | |
| Salaries | 919,300 | 831,400 | 750,004 |
| Employee Benefits | - | - | 877 |
| Transportation and Communications | 61,800 | 61,800 | 34,736 |
| Supplies | 3,700 | 3,700 | 2,995 |
| Professional Services | 294,900 | 294,900 | 160,652 |
| Purchased services | 37,700 | 37,700 | 33,858 |
| Property, Furnishings and Equipment | 1,100 | 1,100 | 521 |
| Grants and Subsidies | 2,754,900 | 2,754,900 | 2,751,388 |
| Total: OSW | 4,073,400 | 3,985,500 | 3,735,031 |
| Provincial Advisory Council on the Status of Women (PACSW) | | | |
| Grants and Subsidies | 418,000 | 418,000 | 418,000 |
| Total: PACSW | 418,000 | 418,000 | 418,000 |
| TOTAL: OFFICE FOR THE STATUS OF WOMEN | | | |
| | 4,756,400 | 4,655,200 | 4,361,980 |