

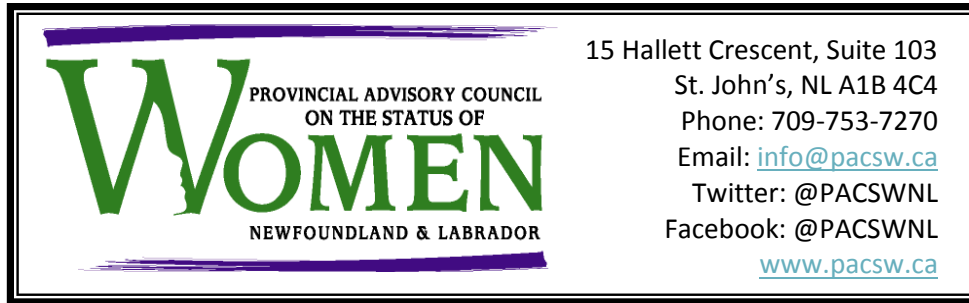
2016-17

Annual Report



Provincial Advisory Council
on the Status of Women

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September 18, 2017

Honourable Siobhan Coady
Minister Responsible for the Status of Women
Government of Newfoundland and Labrador
P.O. Box 8700
St. John's, NL A1B 4J6

Dear Minister Coady:

On behalf of the members of the Provincial Advisory Council on the Status of Women, it is my pleasure to submit our 2016-17 Annual Report in accordance with the guidelines for Annual Performance Reports for Category 2 Government Entities.

This report was prepared under my direction. My signature reflects Advisory Council members' accountability for the results contained in this report.

Sincerely,

Linda Ross
President/CEO

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1 Organizational Overview

The Provincial Advisory Council on the Status of Women (Advisory Council) was established in 1980 by the Provincial Government of the day and received legislative standing with the introduction of the *Status of Women Advisory Council Act*. It was created to advise the Government of Newfoundland and Labrador on issues affecting the status of women, as well as to raise awareness of women's issues within the general public.

The President/CEO position is salaried and filled through an open competition and subsequent appointment. The eleven-member Advisory Council (see Appendix A) is appointed for three-year terms by the Lieutenant-Governor in Council and are selected and appointed through an open nomination process. Selection criteria include representation from diverse women's populations and sectors, demonstrated leadership in working to advance the status of women and the ability to work on women's equality issues from a community, regional or provincial perspective. Appointments reflect the regional representation of women with diverse backgrounds and experience. The members are eligible for re-appointment. A new Council was appointed in August 2015 to serve until July 2018. The Advisory Council is an arms-length legislated body which reports to the Minister Responsible for the Status of Women.

The Advisory Council staff work closely with the Women's Policy Office, an office within Executive Council. The Advisory Council also works with women, women's groups, community and other equality-seeking organizations, which share an agenda to advance women's equality.

1.1 2016-17 Council Members

Position	Individual	Community Representation
President/CEO	Linda Ross	St. John's
Vice-President	Carolyn Lavers	Port au Choix
Member	Carmichael Polonio	St. John's
Member	Hilda Whelan	Whitbourne
Member	Kelly Power	Paradise
Member	Lorraine Hearn	Grand Falls–Windsor
Member	Marina Simon	Port au Port
Member	Melita Collier	St. Alban's
Member	Sandy Kershaw	Happy Valley-Goose Bay
Member	Vanessa McCarthy	Gander
Member	Yamuna Kutty	St. John's

1.2 Staff

The Advisory Council operates with a complement of four staff including:

- President/CEO
- Executive Administrator
- Policy and Research Analyst
- Director of Public Engagement

1.3 Mandate

The mandate of the Provincial Advisory Council on the Status of Women is derived from Section 3 of the *Status of Women Advisory Council Act*, which states that the Advisory Council shall:

- Advise the minister on those matters relating to the status of women that the minister refers to the advisory council for consideration;
- Advise the minister on those matters relating to the status of women that the advisory council feels appropriate;
- Bring before the government and the public matters of interest and concern to women; and,
- Establish the general policies that will govern the organization, administration and operation of the advisory council.

1.4 Vision

The vision of the Provincial Advisory Council on the Status of Women is equality, equity and inclusion for women in Newfoundland and Labrador.

1.5 Mission Statement

By March 31, 2017, the Provincial Advisory Council on the Status of Women will have enhanced its outreach and advisory services in priority areas related to advancing the status of women.

1.6 Physical Location

Our office is an accessible space located at 15 Hallett Crescent, Suite 103, St. John's, Newfoundland and Labrador.

1.7 Budget

In April 2016, the Advisory Council was allocated \$418,000.

2 Lines of Business

Lines of business are defined as those discrete and coherent sets of services that represent what the Advisory Council provides to its external clients.

In keeping with the Advisory Council's legislated mandate, the following lines of business have been identified:

- Advising the Provincial Government on issues affecting the status of women;
- Public awareness and engagement; and,
- Administration and operation of the Advisory Council.

In achieving its legislative mandate, the Advisory Council aims to consider and incorporate the perspectives of diverse populations of women, including but not limited to, Indigenous women, women with disabilities and visible minorities.

2.1 Advising Government on Issues Affecting the Status of Women

The Advisory Council provides advice as requested by the Minister and other government departments and agencies. On an ongoing basis, the Advisory Council is asked for recommendations on changes to, or the creation of, legislation, policies and practices affecting the status of women in Newfoundland and Labrador.

Through a gender lens and feminist-based analysis, the work of the Advisory Council is centered on improving the Provincial Government's policies, programs, practices, services, legislation and budget allocations as a means of advancing the equality of women in Newfoundland and Labrador. The Advisory Council also brings emerging issues and concerns to the Provincial Government. It works with individual women, women's groups, community organizations and the Women's Policy Office to identify the issues and develop an analysis of problems and solutions.

The Advisory Council provides advice to the Provincial Government and advocates for systemic changes. Advice is generally provided through position papers, briefs, written recommendations and meetings with Provincial Government officials and departmental representatives. The Advisory Council also engages in issue analysis, research and consultation. In addition, it participates in a variety of committees and working groups related to advancing the status of women.

2.2 Public Awareness and Engagement

Through a variety of mediums, the Advisory Council raises public awareness and engages with government and community at large (otherwise identified as 'outreach') on issues related to women's social, economic, cultural and legal equality and inclusion. These mediums include, but are not limited to, social media, participation at events, print and promotional material, public presentations, media interviews and face-to face discussions. When working on specific issues, the Advisory Council collaborates with, and seeks information from, stakeholders. It actively engages in networking and consultation with stakeholders throughout Newfoundland and Labrador, and it carries out research on specific issues.

2.3 Administration and Operation of the Advisory Council

The Advisory Council's third line of business is focused on the administration and operation of the Provincial Advisory Council on the Status of Women. This entails managing the day-to-day operations of the organization, including administration, finance and human resources. In addition, this line of business includes the provision of ongoing support to the Advisory Council and the quarterly meetings of Council members.

3 Shared Commitments

It is the mandate of the Advisory Council to “bring before the Provincial Government and the public, matters of interest and concern to women”. This work is achieved through partnerships and collaboration with various government departments and agencies. The staff at the Advisory Council works closely with community groups, participating in committees and on boards. Through this work, the Advisory Council achieves a broader understanding of issues related to the status of women, which is essential to the Advisory Council’s provision of advice and/or recommendations on policy development.

During the period covered by this report, 2016-17, the collaborative working relationship with the Women’s Policy Office was critical to the Advisory Council fulfilling its mandate and reaching its goals.

The Advisory Council also established and maintained positive working relationships with the following departments and agencies and their respective ministers and/or senior staff:

- Communications and Public Engagement Branch, Executive Council
- Department of Advanced Education, Skills and Labour
- Department of Children, Seniors and Social Development
- Department of Education and Early Childhood Development
- Department of Finance
- Department of Health and Community Services
- Department of Justice and Public Safety
- Department of Municipal Affairs and Environment
- Human Rights Commission
- Memorial University of Newfoundland and Labrador
- Newfoundland and Labrador English School District
- Newfoundland and Labrador Housing Corporation
- Royal Newfoundland Constabulary (RNC)
- Service NL

The Advisory Council worked and/or engaged with many feminist groups and other community organizations including:

Provincial

- Conception Bay South Soccer Association (CBS Soccer)
- Community Youth Networks, in particular THRIVE-Community Youth Network in St. John’s
- Equal Voice Newfoundland and Labrador Chapter
- Le Gaboteur
- John Howard Society of Newfoundland and Labrador (John Howard)
- Multicultural Women’s Organization Newfoundland and Labrador (MWONL)
- Municipalities Newfoundland and Labrador (MNL)

- Newfoundland and Labrador Organization of Women Entrepreneurs (NLOWE)
- Newfoundland and Labrador Sexual Assault Crisis and Prevention Centre (NLSACPC)
- Newfoundland and Labrador Coalition against Human Trafficking Inc.
- Newfoundland and Labrador Public Libraries
- Office to Advance Women Apprentices (OAWA)
- Public Legal Information Association Newfoundland and Labrador (PLIAN)
- Refugee & Immigrant Advisory Council (RIAC)
- Regional Coordinating Committees Against Violence (RCC)
- Status of Women Councils
- St. John's Rotary Club
- St. John's Native Friendship Centre (SJNFC)
- Stella's Circle
- The All-Party Committee on Mental Health and Addictions
- Transition House Association of Newfoundland and Labrador (THANL)
- Thrive-Community Youth Network (Thrive CYN)
- Violence Prevention Avalon East (VP Avalon East)
- YWCA St. John's

National

- Coalition of Provincial and Territorial Advisory Councils on the Status of Women (CPTACSW)
- Equal Voice National
- Expert Women
- Status of Women Canada
- Commonwealth Women Parliamentarians

Boards of Directors and External Committee Representation

- Access to Justice Committee for Newfoundland and Labrador
- Coalition against the Sexual Exploitation of Youth (CASEY)
- Harris Centre roundtable on Violence Reduction
- Law Society of Newfoundland and Labrador
- Newfoundland and Labrador Coalition Against Human Trafficking Inc.
- Public Legal Information Association of Newfoundland and Labrador (PLIAN)
- Relationships First – Restorative Justice in Education Consortium – Newfoundland and Labrador
- Women in Resource Development Corporation (WRDC)

Other Entities

- City of St. John's
- Office of the Child and Youth Advocate (OCYA)
- Royal Canadian Mounted Police (RCMP)

These groups and organizations were important partners in the Advisory Council's work to advance the status of women. The Advisory Council has excellent working

relationships with many partners and the past year we collaborated extensively with them on events and initiatives covering areas from advancing women in leadership to violence prevention through use of relational/restorative approaches. Through our relationships, the Advisory Council is able to get a deeper understanding of the issues other individuals and organizations are dealing with and work collaboratively on developing solutions.

The Advisory Council maintained relationships with both the Royal Newfoundland Constabulary and Royal Canadian Mounted Police during 2016-17. The Advisory Council offered advice and recommendations from a gender perspective on current issues pertaining to the judicial system. Through partnerships with Violence Prevention Avalon East, Newfoundland and Labrador Sexual Assault Crisis and Prevention Centre, YWCA St. John's, Public Legal Information Association Newfoundland and Labrador, Thrive-Community Youth Network and others, the Advisory Council has contributed to an increased awareness of violence in Newfoundland and Labrador. Through public and media presentations, events such as roundtables and guest lecturing at Memorial University, and other special events, the Advisory Council has increased awareness of issues such as women in leadership, gender and health, violence against women and girls, and advances in the status of women over the past number of years. Along with increasing awareness of issues, there has been a collaborative solution-focused approach to addressing them.

Over the past year, the Advisory Council increased its focus on education as it pertains to the status of women and has been working closely with the Relationships First - Restorative Justice in Education Consortium. In the work to end violence, the Advisory Council has given increased attention to the promotion of healthy relationships and the adoption of relational/restorative approaches in the school setting as a means to address issues such as bullying, harassment etc. Ongoing work with Women in Resource Development Corporation, Office to Advance Women Apprentices and Newfoundland and Labrador Organization of Women Entrepreneurs continued to center on women's economic advancement through supports for women to enter traditionally male dominated fields, enhancing career awareness of young women and girls regarding available career options and increasing support for women entrepreneurship. During the past year, the Advisory Council increased collaboration with Equal Voice Newfoundland and Labrador focusing on increasing awareness for more women in elected office and the challenges and opportunities associated with this career. Through this initiative many young women were exposed to political life during our provincial 'Daughters of the Vote Newfoundland and Labrador' day-long event and encouraged to think about this profession as a future leadership opportunity for them in our province.

4 Highlights and Accomplishments

During this fiscal year, the Advisory Council saw numerous highlights and accomplishments, in particular in the areas of violence prevention, women in leadership, public engagement and the growth of utilizing restorative approaches within our education and judicial systems.

4.1 Advising Provincial Government on Issues Affecting the Status of Women

Violence Prevention

During 2016-17, the Advisory Council continued to dedicate significant efforts to addressing issues of violence prevention. Increasing incidents of harassment and in schools, in workplaces and in municipalities lead to the deeper involvement by the Advisory Council. Recognizing that ending violence means educating people, particularly children and youth to have respect for themselves and each other in all our diversities, the Advisory Council has been highly involved in promoting a healthy relationship approach. Through our membership in the Relationships First Consortium we were involved in proposed alternative mechanisms of resolving particular situations of harassment in high schools. The Advisory Council introduced many other community partners to the work being done by the Consortium and best practices models using relational/restorative approaches. Community partners and the Advisory Council dedicated focused attention to applicability of this approach in schools in Newfoundland and Labrador and as a result prioritized it in submissions to the Premier's Task Force on Improving Educational Outcomes. Recognizing the value of using this approach within the justice system as well, the Advisory Council also provided extensive information on this subject to the Department of Justice and organized and facilitated both the Departments of Education and Early Childhood Development and Justice and Public Safety, jointly proclaiming Restorative Justice Week in the Province. A number of municipal councils in the Province report they are dealing with issues of harassment with little or no protocols with respect to resolving the problems. The Advisory Council participated in a panel on the need for respectful workplaces at the Municipalities Newfoundland and Labrador provincial conference. Council spoke out on the need for policies and mandatory training and is a member of a respectful workplace advisory team convened by Municipalities Newfoundland and Labrador. The Advisory Council is continuing to raise these issues with decision makers and propose mechanisms to ensure there are policies, training and accountabilities put in place.

Over the past year, there has been extensive media attention on sexual assault cases before the courts across the country. Provincial sexual cases before the courts generated significant questions and commentary. The Advisory Council, Public Legal Information Association Newfoundland and Labrador, Newfoundland and Labrador Sexual Assault Crisis and Prevention Centre and the YWCA collaborated on "Sexual Violence and the Justice System" for Sexual Violence Awareness Week. The panel consisting of a former director of Public Prosecutions, a criminal defense attorney, a civil defense attorney, an Royal Newfoundland Constabulary officer, an expert in trauma informed approaches and a front line sexual assault counsellor spoke to the particular

role each plays in cases of sexual violence. Along with questions from the audience, the evening presented an opportunity to get a better understanding of the judicial process and challenges faced by victims in the process. The event was recorded and posted online to reach a wider audience.

Given the cases across the country of sexual violence involving taxi drivers and the need for regulations, the Advisory Council has been working with the City of St. John's and other partners around making the industry safer. In this regard, the Advisory Council conducted a national jurisdictional scan of regulations and legislation and offered advice to Government to this effect and the need for development of province wide legislation.

Women in Leadership

The need for more women in leadership positions and elected office remained a priority for the Advisory Council. In 2016-17, the Advisory Council worked with Equal Voice on the development and promotion of campaign schools to commence at the outset of the 2017-18 fiscal year, leading up to the municipal elections. In recognition of the 100th anniversary of the first women in Canada gaining the right to vote and in recognition of the 150th anniversary, the Advisory Council collaborated with Equal Voice Newfoundland and Labrador, the Commonwealth Women Parliamentarians, and YWCA on the promotion of the national Daughters of the Vote event and the promotion and organization of the provincial Daughters of the Vote event. Our success for this event was determined by our hashtag #DOVNL trending nationally on Twitter, the only provincial Daughters of the Vote event to do so.

The Advisory Council partnered with Le Gaboteur, Newfoundland and Labrador's only French newspaper on a 16 page insert focused on women's suffrage. In collaboration with the Department of Education, we were able to get the newspaper to every French student in Junior High School and High School in the province.

The Advisory Council played an active role in the promotion of the Independent Appointments Commission and the need for women to put their names forward for consideration to the Boards of agencies, boards and commissions. Beyond extensive social media promotion, the Advisory Council also made personal contacts with qualified women encouraging them to submit their names for agencies, boards and commissions.

4.2 Public Awareness and Engagement

Public awareness and outreach remain key approaches and a core piece of the Advisory Council's mandate. We have worked at developing very strategic approaches to increasing awareness of issues that impact the status of women. For example, rather

than continuously being the voice on particular issues, we have tried to engage others and direct the media to other voices in order to broaden support.

Digital Presence

We continue to use our website as an online presence to engage and build relationships with the public by providing accessible information on current women's social and economic security issues. Average daily real time website traffic is 200 visitors. Google is our main referrer search engine (84 percent) as a result of optimized White Hat Search Engine Optimization practices (keywords and phrases) that allow our website to populate through organic searches.

To facilitate the creation and sharing of information and to amplify our digital engagement we have expanded our social media platforms this year to include: Facebook, Instagram, and YouTube. This strategic communications move was supported by our Twitter success (Twitter Handle @PACSWNL) which has sustained continual growth over the past three years with this year seeing a 33 percent increase in followers. Followers include local, provincial and national audiences. Additionally, the Advisory Council also manages the Coalition of Territorial and Provincial Advisory Councils (Twitter Handle @CPTACW) and Access to Justice Newfoundland and Labrador (Twitter Handle @A2J) Justice Twitter accounts as part of our partnership work with these organizations.

The Advisory Council Facebook Page (@PACSWNL) was officially launched in January 2017. Statistics show more impact in reach (defined as the number of people who were served any activity from a page including posts, posts to a page by other people, page likes etc) at 918 than with page views (80) and page likes (43). This is typical given the infancy of the account.

Materials

During 2016-17, the Advisory Council continued to receive requests for copies of our published educational resources on Healthy Relationships, Women's Suffrage, and Running a Political Campaign. Approximately 7,200 materials were disseminated to health, education, non-profit, and private sectors across the province for display in doctor's offices/clinics, high school and post-secondary student services offices, municipalities, and local events. Of specific importance this year was our newly established partnership with the Newfoundland and Labrador Public Libraries where 2,500 'Loves Me, Loves Me Not' Bookmarks were distributed to all 94 library locations province-wide. Publicly displaying the bookmarks to both urban and rural locations allowed the Advisory Council to reach a broader audience it may not have had the opportunity to engage with through traditional methods. The bookmarks also include the Newfoundland and Labrador Sexual Assault Crisis and Prevention Centre's hotline number. Such a wide distribution allows information sharing of this resource to those who may be in crisis.

Outreach

The Advisory Council engages in outreach and has done so in a number of ways including attending workshops/conferences; and disseminating information and materials.

A calendar of events is outlined below.

Date	Event
April 7, 2016	Easter Seals House Fundraiser
April 20, 2016	Nalcor Diversity Workshop
April 27, 2016	Harris Centre Workshop-Impact of Adverse Trauma on Children
May 2, 2016	CBC Live Audience attendee for Budget 2016
May 11, 2016	Hebron Diversity Update
May 25, 2016	Joint Funding Announcement with Federal Minister Judy Foote
May 27, 2016	Police Officer of the Year Awards
June 7, 2016	The Extraordinary Women Breakfast: Guest speaker Minister Cathy Bennett
June 14, 2016	Women in Resource Development Corporation Annual General Meeting
June 22, 2016	Newfoundland and Labrador Teaching Association "Better Together" Report Launch
June 27, 2016	Restorative Justice Conference-Halifax
June 30, 2016	Violence Prevention Initiative Consultation Roundtables
July 28, 2016	Roundtable on Gender Based Violence-Halifax, Federal Minister Hajdu
September 8, 2016	Public Legal Information Association of Newfoundland and Labrador Annual General Meeting
September 9, 2016	Sexual Violence Awareness Week 2016 Proclamation with Minister Cathy Bennett
September 12, 2016	Sexual Violence and the Justice System Panel session
September 12, 2016	Institute Corporate Directors Breakfast on Leadership
September 29, 2016	Stella's Circle Annual General Meeting
October 4, 2016	Harris Centre's Vital Signs Launch
October 7, 2016	Municipalities Newfoundland and Labrador Convention Panel Session: Workplace Harassment Policies
October 12, 2016	Institute Corporate Directors: Breakfast on the Independent Appointments Commission
October 19, 2016	Health Services Review Forum by the Newfoundland and Labrador Medical Association
October 21, 2016	Equal Voice Reception Event for Pat Carney
November 1, 2016	YWCA St. John's Annual General Meeting
February 13, 2017	Violence Prevention Month Roundtable at the Hungry Heart Cafe
February 23, 2017	Daughters of the Vote Provincial Event at House of Assembly

	Newfoundland and Labrador
February 27, 2017	Violence Prevention Compassion Fatigue Workshop
March 1, 2017	Memorial University of Newfoundland Guest lecturer Master Public Health Gender, Health & Human Rights
March 8, 2017	International Women's Day Office to Advance Women Apprentices Luncheon
March 8, 2017	YWCA Women of Distinction Awards
March 6, 2017	Video Greetings to Milltown International Women's Day Event
March 10, 2017	International Women's Day Rotary Club Breakfast Speaker
March 11, 2017	International Women's Day Conception Bay South Soccer Association Speaker
March 28, 2017	Justice and Public Safety Justice Summit at Royal Canadian Mounted Police Headquarters

In addition to various Advisory Council media releases, the President/CEO role also involves speaking on current issues that concern women in Newfoundland and Labrador. In May, The Telegram and Western Star ran an op-ed piece from the Advisory Council President entitled "We Need More Women in Politics But...". In September, the President participated in an interview with NTV News regarding Joel North, former Coast 101.1 employee. Later that same month, we were interviewed on CBC Cross-Talk in a segment entitled "When Doctors Cross the Line". In November, the Advisory Council contributed to the first ever all-female edition of the Atlantic Business Magazine by way of a print interview discussing moving more women into leadership positions. In March, as part of their coverage of the Conception Bay South Soccer Association's International Women's Day celebration, the Shoreline newspaper highlighted our partnership in the event.

National Engagement

As Chair of the Coalition of Provincial and Territorial Advisory Councils on the Status of Women, the Advisory Council continued to monitor and celebrate steps being taken by the Federal Government that advance women's equality and provide input to consultations on issues the Government is seeking to address.

The Advisory Council meets regularly with Status of Women Canada officials to discuss our shared agenda of advancing the status of women.

4.3 Administration and Operation of the Advisory Council

The Advisory Council held three, two-day meetings in St. John's and one half-day conference call meeting during the 2016-17 fiscal year.

4.4 Strategic Issues – Report on Performance

The Advisory Council advanced strategic issues in the following area for the period April 1, 2016 to March 31, 2017:

- Improved opportunities for women through the removal of systemic barriers.

The following report provides details of the Advisory Council’s success in achieving its planned goals and objectives. Although the Advisory Council is equally dedicated to working on advancing economic and social security, the past year has seen significantly more work focused on social security.

Issue 1: Economic Security

Economic security is fundamental to advancing women’s equality. Being able to meet one’s basic needs through well-paid employment is essential, whether it be in skilled trades, business management, a leadership position or otherwise. For many women, this remains elusive. In its 2014-17 Business Plan, the Advisory Council identified economic security for women as a strategic issue. Economic instability is a systemic barrier for many women throughout Newfoundland and Labrador, and addressing it is essential to advance the status of women.

Women gaining and retaining well-paid employment is key to their economic security. Over the past year, the Advisory Council continued engagement on these issues, notwithstanding the economic downturn which has meant more challenges for encouraging and supporting women to enter a variety of fields.

Objective 3:	By March 31, 2017, the Advisory Council will have undertaken initiatives to advance the economic security of women.
Measure:	Undertaken initiatives to advance the economic security of women
Indicator:	Progress and accomplishments
<ul style="list-style-type: none"> • Shared information and research with respect to economic security through social media, website and media. 	<p>In this reporting period, the Advisory Council sent out 200 tweets (generating a reach of over 329,800) covering a vast array and economic security topics. These topics included youth leadership and development, women in skilled trades, identifying women’s under-representation in leadership positions such as agency, boards, and commissions as well as running for political office.</p> <p>In addition to social media, public awareness initiatives were undertaken and elaborated in the ‘Highlights’ portion of this report.</p>
<ul style="list-style-type: none"> • Based on discussions with stakeholders and partners, 	<p>The Advisory Council is represented on the executive Women in Resource Development Corporation and has been working with them around opportunities to meet the changing demands. Recognizing that a fundamental element of advancing women’s</p>

<p>developed and implemented projects to bring attention to advancing the economic security of women</p>	<p>economic security lays in the need to work in a harassment-free environment, the Advisory Council has been promoting the respectful workplace training sessions offered by Women in Resource Development Corporation.</p> <p>The Advisory Council is a member of a working group convened by Municipalities Newfoundland and Labrador which is providing respectful workplace training to municipalities and developing plans to support them in the development of policies and protocols regarding respectful workplace.</p> <p>The Advisory Council continued to participate in diversity roundtables, including two events convened by Husky Energy and the Hebron project respectively as well as provided input to Nalcor Energy on diversity targets.</p> <p>Recognizing that with leadership positions there is often economic advancement and further recognizing that women are under-represented in leadership and elected positions, the Advisory Council dedicated significant effort to initiatives to increase women’s participation in both.</p> <p>In collaboration with Equal Voice Newfoundland and Labrador, the Advisory Council assisted in the development and promotion of campaign schools aimed at encouraging women to let their names stand for municipal election in 2017.</p> <p>In recognition of the 100th anniversary of the first women in Canada gaining the right to vote and in recognition of the 150th anniversary of Confederation, the Advisory Council collaborated with Equal Voice Newfoundland and Labrador, the Commonwealth Women Parliamentarians, YWCA St. John’s and the Government of Newfoundland and Labrador, on the promotion of the national Daughters of the Vote event and the promotion and organization of the provincial Daughters of the Vote event held on February 23, 2017. Daughters of the Vote afforded young women, from federal and provincial electoral districts, the opportunity of spending the day in the House of Commons and the House of Assembly respectively to learn more about the political process and the need for more women in politics.</p> <p>The Advisory Council was actively engaged in the promotion of the newly established Independent Appointments Commission and the need for women to put their names forward for consideration of the Boards of Directors for provincial agencies,</p>
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	boards and commissions.
<ul style="list-style-type: none"> • Provided briefings to various government departments on a variety of aspects of economic security for women of the province. 	<p>In addition to holding meetings with representatives of several departments, including ministers and government committees, the Advisory Council provided input and submitted written briefs to the Office of the Premier, the Department of Advanced Education, Skills and Labour, Department of Transportation and Works, Department of Municipal Affairs and Environment and Women’s Policy Office on:</p> <ul style="list-style-type: none"> - <i>Independent Appointments Commission</i> - <i>Provincial Immigration Strategy</i> - <i>Minimum Wage Increase</i>

Goal 1: By March 31, 2017, the Advisory Council will have publicly highlighted issues related to the economic security of women and provided to the Government of Newfoundland and Labrador advice on advancing the economic security of women.

Measure: provided public awareness and advice to the Provincial Government on issues impacting the economic security of women	
Indicator: 2014 – 17 Progress and Accomplishments	
<ul style="list-style-type: none"> • Provided advice to the Provincial Government regarding impacts on women 	<p>During 2014-17, the Advisory Council held meetings with Ministers and senior officials, prepared and submitted briefs, position papers and other correspondence as well as shared information on issues impacting the economic security of women. Specific issues addressed in briefs and/or other written submissions included:</p> <ul style="list-style-type: none"> • Advancing women in business • Independent Appointment Commission • Minimum wage increase • Workforce Development Strategy • Education and the status of women • Advancing women in leadership in Newfoundland and Labrador • Advancing women’s economic security • Advancing women in traditionally male dominated employment • Women on Agency, Boards and Commissions • Gendered poverty reduction
<ul style="list-style-type: none"> • Based on discussions with 	<p>During 2014-17, the Advisory Council engaged with community organizations, business and industry to</p>

<p>stakeholders and partners, developed and implemented projects to bring attention to advancing the social security of women</p>	<p>discuss policies, programs and initiatives impacting the economic security of women.</p> <p>The Advisory Council collaborated with Women in Resource Development Corporation, Office to Advance Women Apprentices, Newfoundland and Labrador Organization of Women Entrepreneurs, Carpenter’s Millwrights College and the Council of Marine Professional Associates on increasing supports and opportunities for women to gain training and employment as well as develop and expand their businesses in the natural resource and marine transportation sectors.</p> <p>The Advisory Council engaged with Vale, Husky Energy, Nalcor providing input and feedback on their initiatives to advance diversity as well as provided input on overcoming barriers and increasing supports for women.</p> <p>In the work to increase the number of women in leadership roles and elected office, the Advisory Council engaged with Equal Voice Newfoundland and Labrador, the YWCA, the Commonwealth Women Parliamentarians, Women’s Policy Office, Le Gaboteur, Municipalities Newfoundland and Labrador and the Faculty of Gender Studies at Memorial University of Newfoundland. During the past three years, the Advisory Council, together with various organizations, has undertaken the following:</p> <ul style="list-style-type: none"> • Leadership training through a series of four regional lunch and learns. • Developed and launched “Organize to Win: A Political Guidebook for Women in Newfoundland and Labrador”. • Along with author Trudy-Morgan Cole, Government House and His Honour Lieutenant Governor Frank Fagan and Her Honour Patricia Fagan, hosted a reception to commemorate the 90th Anniversary of women gaining the right to vote and run for public office, honouring the history of women’s suffrage and the importance of getting more women to run for elected office. • Educational initiatives involving collaboration with the Department of Education and Early Childhood Development on the development of a bookmark with information regarding the history of women in
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	<p>elected office.</p> <ul style="list-style-type: none"> • In collaboration with Le Gaboteur, the Advisory Council developed a 16 page insert on women’s suffrage for all French junior and high school students in the Province. • Collaborated on a full day training event, “Daughters of the Vote Newfoundland and Labrador” for 32 young women interested in political office. • Collaborated with other stakeholders on the development and delivery of respectful workplace training modules for municipalities across the Province. • Initiated discussions with other stakeholders on the need for a code of conduct for municipal councilors.
<ul style="list-style-type: none"> • Developed and delivered public awareness initiatives on issues impacting the economic security of women 	<p>During 2014-17, the Advisory Council sent out 592 tweets (generating a reach of over 329,800) covering a vast array and economic security topics. These topics included poverty and economic instability, women in business, childcare, youth leadership and development, women in skilled trades, as well as identifying women’s under-representation in leadership positions such as agency, boards, and commissions and those running for political office.</p> <p>Further to this, the Advisory council gave nine media interviews related to harassment of women in traditionally male dominated workplaces, women running for elected office, childcare issues and women in sport.</p> <p>Public awareness initiatives included:</p> <ul style="list-style-type: none"> • As a member of the Ovations committee, sponsored and assisted with four Lunch & Learns featuring female community and business leaders as keynote speakers. Ovations also sponsored the YWCA Women of Distinction Awards, Super Women event at Memorial University and offered a bursary for The Extraordinary Women’s Leadership program. • The development, public launch and dissemination of “Organize to Win! A Political Guidebook for Women” as a vehicle for increasing awareness of the need for more women in elected office and critical information on how to do so. • In partnership with the Department of Education and Early Childhood Development, the development and

	<p>dissemination of the bookmark on the history of women in elected office in Newfoundland and Labrador to mark the 90th anniversary of women’s suffrage.</p> <ul style="list-style-type: none"> • As chair of the Canadian Provincial/Territorial Coalition of Advisory Councils for the Status of Women, and in collaboration with other members, designed, produced and promoted a national campaign “Kick Start the Conversation”. Voter cards promoting gender equality related issues for use in discussing issues with candidates running for elected office. • Co-sponsored a public panel “Politics, No Place for Women” focusing on the need for and strategies to increase number of women in politics.
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Issue 2: Social Security

Social security is the cornerstone to living in positive and safe communities. The Advisory Council works with a host of community organizations and government departments to bring forward social issues that affect women and girls in the province. The key social security elements that the Advisory Council focused on were: justice services; violence prevention; healthy relationships, youth development; social media and healthcare.

Objective 3:	By March 31, 2017, the Advisory Council will have undertaken initiatives to advance the social well-being of women and girls.
Measure:	Undertaken initiatives to advance the social well-being of women and girls.
Indicator:	Progress and Accomplishments
<ul style="list-style-type: none"> • Shared information and research with respect to social security of women through social media, website and media. 	<p>In this reporting period, the Advisory Council sent out 215 tweets (generating a reach of over 329,800) covering a vast array of social security topics. These topics included: domestic violence, justice services, housing, healthy relationships, healthcare, transportation and safety issues.</p> <p>In addition to sharing information through social media, the Advisory Council engaged in public awareness activities related to the social well-being of women and girls. These are outlined in the ‘Highlights’ portion of this report.</p>
<ul style="list-style-type: none"> • Discussed with 	As co-chair, the Advisory Council continued to be actively

<p>stakeholders and partners issues impacting women's social security and possible solutions.</p>	<p>engaged with the Newfoundland and Labrador Coalition Against Human Trafficking Inc., which provides education and training on the trafficking of persons. The Advisory Council assisted the Coalition in preparing written submissions to the Provincial Government on the need for Sexual Assault Nurse Examiners and another on education to the Premier's Taskforce on Improving Educational Outcomes.</p> <p>The Advisory Council continues to be represented in the Newfoundland and Labrador Access to Justice Steering Committee, providing input on the status of women perspective and collaborating on how best to make family and civil law resources and information more accessible to the public. As outlined in the Highlights section of the report, the Advisory Council collaborated with community partners on a public panel presentation on "Sexual Violence and the Justice System".</p> <p>During the past fiscal year, the Advisory Council continued involvement with the Relationships First—Restorative Justice in Education Consortium Newfoundland and Labrador, supporting the securing of funding for the establishment of two pilot schools in St. John's. Further to this, the Advisory Council brokered introduction of the Consortium to the Minister of Justice and Public Safety, the Minister of Education and Early Childhood Development and other stakeholders interested in restorative justice and who recognize the value of this approach in creating healthy relationships and addressing a variety of issues.</p> <p>Given the cases across the country of sexual violence involving taxi drivers and the need for regulations regarding drivers and the industry, the Advisory Council has been working with Councillors from the City of St. John's and other partners around making the industry safer. In this regard the Advisory Council undertook and compiled a national jurisdictional scan of regulations and legislation.</p> <p>The Advisory Council participated in the "The Health Facilities and Services Review" forum convened by the Newfoundland and Labrador Medical Association, to discuss meeting the health needs of the population.</p> <p>The Advisory Council participated in a consultation</p>
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	<p>convened by the Newfoundland and Labrador Housing Corporation on priorities for the future. Council members welcomed the organization’s Executive Director at its quarterly meeting for an opportunity to discuss issues and solutions regarding housing.</p> <p>The Advisory Council collaborated with other stakeholders on the development and delivery of training modules on respectful workplaces for municipalities across the Province.</p> <p>At the request of Memorial University Faculty of Medicine, the President of the Advisory Council lectured a class of Master of Public Health students on health and human rights, a pertinent issue with women’s social security. This increased the profile of Advisory Council’s work with a broader diverse constituency.</p>
<ul style="list-style-type: none"> • Provided briefings to various government departments on a variety of aspects of social security of women of the province. 	<p>The Advisory Council held meetings with Ministers and/or senior officials from the Department of Justice and Public Safety, Women’s Policy Office, Executive Council, and the Department of Transportation and Works.</p> <p>The Advisory Council shared information and met with Department of Justice and Public Safety officials to discuss the use of alternative justice measures such as restorative justice. Further to this, the Advisory Council President participated in the day-long Justice Summit, “Out of the Silos: Implementing Solutions Together” convened by the Department of Justice and Public Safety for a dialogue on how the criminal justice system is currently operating. The Advisory Council provided input to the Department of Justice and Public Safety on considerations for drug treatment court.</p> <p>Recognizing that the need for cultural change is critical to ending violence, the Advisory Council provided a submission to the Premier’s Taskforce on Improving Educational Outcomes which prioritized the need for implementing relational and restorative approaches in the province’s schools. Having children grow up respecting themselves and each other while embracing diversities provides a strong foundational basis for change.</p> <p>The Advisory Council participated in the federal Minister</p>

	<p>Responsible for the Status of Women roundtable on gender based violence.</p> <p>As outlined above, the Advisory Council has been examining taxi regulations across the country with a view to determining what is most appropriate in our province. Having undertaken a comprehensive national jurisdictional scan, the Advisory Council provided both the Women's Policy Office and the Department of Transportation and Works, its findings and recommendations.</p>
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Goal 2: By March 31, 2017, the Advisory Council will have publicly highlighted issues related to the social security of women and provided advice to the Government of Newfoundland and Labrador on advancing the social security of women.

Measure: Publicly highlighted issues related to the economic security of women and provided advice to the Provincial Government on issues impacting the social security of women.	
Indicator: 2014 – 17 Progress and Accomplishments	
<ul style="list-style-type: none"> • Provided advice to the Provincial Government regarding impacts on women 	<p>During 2014-17, the Advisory Council held meetings with Ministers and senior officials, prepared and submitted briefs, position papers and other correspondence as well as shared information on issues impacting the social security of women. Specific issues addressed in briefs and/or other written submissions included:</p> <ul style="list-style-type: none"> • Violence prevention initiatives • Educational outcomes • Mental health and addictions • Alternative justice measures • Specialized courts • Restorative Justice • Taxi regulations • Supports for sexual assault survivors • Primary Health Care • Women in the sex trade • Domestic violence and judicial sentencing • Legislation related to accessing information in missing persons cases • Codes of conduct for elected officials
<ul style="list-style-type: none"> • Participated in and engaged with organizations 	<p>During 2014-17, the Advisory Council engaged with community organizations and other stakeholders to discuss policies, programs and initiatives impacting the social security of women. During this period the Advisory</p>

<p>regarding policies, programs and initiatives on issues impacting the social security of women</p>	<p>Council in collaboration with others has undertaken the following:</p> <ul style="list-style-type: none"> • As a member of the Relationships First-Restorative Justice in Education Consortium, the Advisory Council has engaged multiple community organizations and Government officials as a means to advance restorative approaches in our province, particularly in education and justice. • The Advisory Council collaborated on the development and submission of funding applications to support the delivery of workshops as well as the establishment of two pilot Relationships First schools. • The Advisory Council as a member of the Provincial Access to Justice Committee engaged in discussions regarding educational resources for people using the justice system and provided input on videos developed by the Supreme Court. • The Advisory Council made a presentation to judges and Supreme Court justices from across Canada, on gender and the court system, at the invitation of the National Judicial Institute. • Organized panels and workshops on issues such as “Sexual Violence and the Justice System” and Human Trafficking. These events brought together stakeholders and members of the public to examine the issue and propose policies and programs to address them. • Collaborated with other stakeholders on the development and delivery of respectful workplace training modules for municipalities across the Province. • Initiated discussions with other stakeholders on the need for a code of conduct for municipal councilors.
<ul style="list-style-type: none"> • Developed and delivered public awareness initiatives on issues impacting the social security of women 	<p>During 2014-17 the Advisory Council sent out 1,011 tweets (generating a reach of over 329,800) covering a vast array of social security topics. These topics included: domestic violence, justice services, housing, healthy relationships, healthcare, transportation and safety issues.</p> <p>Further to this, the Advisory Council gave 20 media interviews on social security issues that included: sexual misconduct and sexual assault cases, dress codes for</p>

	<p>students, women and the criminal justice system, feminism and women’s equality.</p> <p>In collaboration with other stakeholders, the Advisory Council:</p> <ul style="list-style-type: none"> • Developed a half day workshop on digital citizenship for junior high school students, to examine the impact of technology and social media on healthy relationships. • Collaborated on planning of Sexual Violence Awareness week activities for each year of this report, including proclamation signing, discussion groups, and information dissemination. • Engaged partners across the province in a project to conduct interviews on violence in our communities for Violence Prevention Month. • As co-chair of the Coalition against Human Trafficking, the Advisory Council co-hosted the Northern Irish Theatre Company, Spanner in the Works, performances and discussion of Diablo, a play on human trafficking. • Each year, the Advisory Council President addressed Master of Public Health students on gender, health and human rights highlighting the relationship between social and economic security. • Development and dissemination of “A Guide for Youth about Healthy Relationships”, aimed at helping young adults establish positive relationships.
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5 Opportunities and Challenges

An ongoing challenge for the Advisory Council, and one which will continue in the next fiscal year, is the limitation in conducting outreach with women in the Province. This is particularly true in terms of the Council’s ability to hear concerns from women in rural areas of the province.

In the 2017-18 fiscal year, the Advisory Council will continue to conduct select Council meetings via teleconference instead of face-to-face. While this does present limitations in that engagement of members is more limited due to time constraints, it is a low-cost option. In practice, the face-to-face meetings afford the Council members opportunity to meet with Ministers, senior government officials and community partners to discuss issues and take part in working sessions, where ideas for further Advisory Council

initiatives can be developed. The Advisory Council will explore the option of collaborating with other organizations on outreach, sharing travel costs and undertaking initiatives that meet multiple goals when doing outreach.

The Advisory Council remains committed to reaching its objectives for the 2017-18 fiscal year and to undertaking initiatives to advance the economic security and the social well-being of women and girls in Newfoundland and Labrador. The Advisory Council will continue to partner with community organizations and/or other government entities to develop initiatives to advance the social and economic status of women. The focus will continue to be on system change that can lead to real difference, be it education, justice, immigration or any of the myriad of issues that impact the status of women. The 2017-18 focus will be on collaboration, recognizing that it is an excellent way to ensure all relevant points of view are included in the planning and implementation of initiatives. Collaboration also ensures that rather than duplication of efforts, there is building on each other's strengths.

**PROVINCIAL ADVISORY COUNCIL
ON THE STATUS OF WOMEN -
NEWFOUNDLAND AND LABRADOR**

FINANCIAL STATEMENTS

MARCH 31, 2017

6 Audited Financial Statements

MANAGEMENT'S REPORT

Management's Responsibility for the Provincial Advisory Council on the Status of Women - Newfoundland and Labrador Financial Statements

The financial statements have been prepared by management in accordance with Canadian public sector accounting standards and the integrity and objectivity of these statements are management's responsibility. Management is also responsible for all of the notes to the financial statements, and for ensuring that this information is consistent, where appropriate, with the information contained in the financial statements.

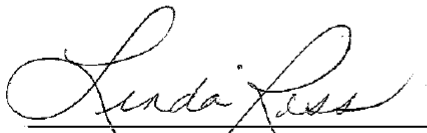
Management is also responsible for implementing and maintaining a system of internal controls to provide reasonable assurance that transactions are properly authorized, assets are safeguarded and liabilities are recognized.

Management is also responsible for ensuring that transactions comply with relevant policies and authorities and are properly recorded to produce timely and reliable financial information.

The Council members are responsible for ensuring that management fulfills its responsibilities for financial reporting and internal control and exercises these responsibilities through the Council. The Council reviews internal financial information on a quarterly basis and external audited financial statements yearly.

The Auditor General conducts an independent audit of the annual financial statements of the Provincial Advisory Council on the Status of Women – Newfoundland and Labrador, in accordance with Canadian generally accepted auditing standards, in order to express an opinion thereon. The Auditor General has full and free access to financial management of the Provincial Advisory Council on the Status of Women - Newfoundland and Labrador.

On behalf of the Provincial Advisory Council on the Status of Women - Newfoundland and Labrador.



Linda Ross
President/CEO



**AUDITOR
GENERAL**
of Newfoundland and Labrador

INDEPENDENT AUDITOR'S REPORT

To the Council members
Provincial Advisory Council on the Status
of Women - Newfoundland and Labrador
St. John's, Newfoundland and Labrador

Report on the Financial Statements

I have audited the accompanying financial statements of the Provincial Advisory Council on the Status of Women - Newfoundland and Labrador which comprise the statement of financial position as at March 31, 2017, the statements of operations, change in net financial assets, and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian public sector accounting standards, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

My responsibility is to express an opinion on these financial statements based on my audit. I conducted my audit in accordance with Canadian generally accepted auditing standards. Those standards require that I comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

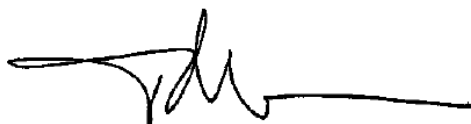
An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

Independent Auditor's Report (cont.)

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my audit opinion.

Opinion

In my opinion, the financial statements present fairly, in all material respects, the financial position of the Provincial Advisory Council on the Status of Women - Newfoundland and Labrador as at March 31, 2017, and its financial performance and its cash flows for the year then ended in accordance with Canadian public sector accounting standards.

A handwritten signature in black ink, appearing to read 'T. Paddon', with a long horizontal line extending to the right.

TERRY PADDON, CPA, CA
Auditor General

June 23, 2017
St. John's, Newfoundland and Labrador

**PROVINCIAL ADVISORY COUNCIL ON THE STATUS OF WOMEN
- NEWFOUNDLAND AND LABRADOR**

STATEMENT OF FINANCIAL POSITION

For the Year Ended March 31

2017

2016

FINANCIAL ASSETS

Cash	\$ 194,382	\$ 178,267
Accounts receivable (Note 4)	7,090	5,556
	<u>201,472</u>	<u>183,823</u>

LIABILITIES

Accounts payable and accrued liabilities (Note 5)	26,395	25,053
	<u>26,395</u>	<u>25,053</u>

Net financial assets	175,077	158,770
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NON-FINANCIAL ASSETS

Tangible capital assets (Note 6)	2,693	4,115
Prepaid expenses (Note 7)	7,557	6,898
	<u>10,250</u>	<u>11,013</u>

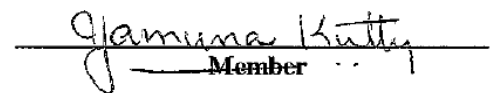
Accumulated surplus	\$ 185,327	\$ 169,783
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Contractual obligations (Note 8)

*The accompanying notes are an
integral part of these financial statements.*

Signed on behalf of the Council:


President/CEO


Member

**PROVINCIAL ADVISORY COUNCIL ON THE STATUS OF WOMEN
- NEWFOUNDLAND AND LABRADOR
STATEMENT OF OPERATIONS
For the Year Ended March 31**

	2017 Budget	2017 Actual	2016 Actual
(Note 11)			
REVENUES			
Province of Newfoundland and Labrador operating grant	\$ 418,000	\$ 418,000	\$ 446,300
Interest	-	3,309	3,010
	<u>418,000</u>	<u>421,309</u>	<u>449,310</u>
EXPENSES (Note 10)			
Administration	384,470	378,778	374,130
Advisement of Government	28,965	18,228	32,355
Ovations	-	195	25,121
Public Awareness and Engagement	4,565	8,564	6,464
	<u>418,000</u>	<u>405,765</u>	<u>438,070</u>
Annual surplus	-	15,544	11,240
Accumulated surplus, beginning of year	169,783	169,783	158,543
Accumulated surplus, end of year	\$ 169,783	\$ 185,327	\$ 169,783

*The accompanying notes are an
integral part of these financial statements.*

**PROVINCIAL ADVISORY COUNCIL ON THE STATUS OF WOMEN
- NEWFOUNDLAND AND LABRADOR
STATEMENT OF CHANGE IN NET FINANCIAL ASSETS
For the Year Ended March 31**

	2017 Budget	2017 Actual	2016 Actual
	(Note 11)		
Annual surplus	\$ -	\$ 15,544	\$ 11,240
Tangible capital assets			
Acquisition of tangible capital assets	-	(1,735)	(4,184)
Amortization of tangible capital assets	-	3,157	2,834
	-	1,422	(1,350)
Prepaid expenses			
Acquisition of prepaid expense	-	(7,557)	(6,898)
Use of prepaid expense	-	6,898	7,609
	-	(659)	711
Increase in net financial assets	-	16,307	10,601
Net financial assets, beginning of year	158,770	158,770	148,169
Net financial assets, end of year	\$ 158,770	\$ 175,077	\$ 158,770

*The accompanying notes are an
integral part of these financial statements.*

**PROVINCIAL ADVISORY COUNCIL ON THE STATUS OF WOMEN
- NEWFOUNDLAND AND LABRADOR**

STATEMENT OF CASH FLOWS

For the Year Ended March 31

2017

2016

Operating transactions

Annual surplus	\$ 15,544	\$ 11,240
Adjustment for non-cash items		
Amortization of tangible capital assets	3,157	2,834
	18,701	14,074
Change in non-cash working capital		
Accounts receivable	(1,534)	(79)
Accounts payable and accrued liabilities	1,342	(481)
Prepaid expenses	(659)	711
Cash provided from operating transactions	17,850	14,225
Capital transactions		
Cash used to acquire tangible capital assets	(1,735)	(4,184)
Cash applied to capital transactions	(1,735)	(4,184)
Increase in cash	16,115	10,041
Cash, beginning of year	178,267	168,226
Cash, end of year	\$ 194,382	\$ 178,267

*The accompanying notes are an
integral part of these financial statements.*

**PROVINCIAL ADVISORY COUNCIL ON THE STATUS OF WOMEN
- NEWFOUNDLAND AND LABRADOR
NOTES TO FINANCIAL STATEMENTS
March 31, 2017**

1. Nature of operations

The Provincial Advisory Council on the Status of Women - Newfoundland and Labrador (the Council) is a Crown corporation of the Province of Newfoundland and Labrador, established under the *Status of Women Advisory Council Act*. The purpose of the Council is to advise the Minister responsible for the Status of Women, the Government and the public on matters of interest and concern to women. Its affairs are managed by Council members appointed by the Lieutenant-Governor in Council.

The Council is a Crown entity of the Province of Newfoundland and Labrador and as such is not subject to Provincial or Federal income taxes.

2. Summary of significant accounting policies

(a) Basis of accounting

The Council is classified as an Other Government Organization as defined by Canadian Public Sector Accounting Standards (CPSAS). These financial statements are prepared by management in accordance with CPSAS for provincial reporting entities established by the Canadian Public Sector Accounting Board (PSAB). The Council does not prepare a statement of re-measurement gains and losses as the Council does not enter into relevant transactions or circumstances that are being addressed by the statement.

(b) Financial instruments

The Council's financial instruments recognized in the statement of financial position consist of cash, accounts receivable and accounts payable and accrued liabilities. The Council generally recognizes a financial instrument when it enters into a contract which creates a financial asset or financial liability. Financial assets and financial liabilities are initially measured at cost, which is the fair value at the time of acquisition.

The Council subsequently measures all of its financial assets and financial liabilities at cost. Financial assets measured at cost include cash and accounts receivable. Financial liabilities measured at cost include accounts payable and accrued liabilities.

(c) Cash

Cash includes cash in the bank.

PROVINCIAL ADVISORY COUNCIL ON THE STATUS OF WOMEN
- NEWFOUNDLAND AND LABRADOR
NOTES TO FINANCIAL STATEMENTS
March 31, 2017

2. Summary of significant accounting policies (cont.)

(d) Tangible capital assets

Tangible capital assets are recorded at cost, including amounts that are directly related to the acquisition of the assets.

The cost, less residual value, of the tangible capital assets is amortized on a straight-line basis over their estimated useful lives as follows:

Furniture and equipment	5 years
Computer hardware and software	3 years
Leaschold improvements	5 years

Tangible capital assets are written down when conditions indicate that they no longer contribute to the Council's ability to provide services, or when the value of future economic benefits associated with the tangible capital assets are less than their net book value. The net write-downs are accounted for as expenses in the statement of operations.

(e) Prepaid expenses

Prepaid expenses are charged to the expense over the periods expected to benefit from it.

(f) Employee future benefits

The employees of the Council are subject to the *Public Service Pensions Act, 1991*. Employee contributions are matched by the Council and remitted to Provident¹⁰ from which pensions will be paid to employees when they retire. This plan is a multi-employer, defined benefit plan, providing a pension on retirement based on the member's age at retirement, length of service and the average of their best 6 years of earnings for service on or after January 1, 2015, and, for service before January 1, 2015, the higher of the average of the frozen best 5 years of earnings up to January 1, 2015, or the average of the best 6 years of earnings for all service.

The contribution of the Council to the plan is recorded as an expense for the year.

(g) Revenues

Revenues are recognized in the period in which the transactions or events occurred that gave rise to the revenues. All revenues are recorded on an accrual basis, except when the accruals cannot be determined with a reasonable degree of certainty or when their estimation is impracticable.

The Council recognizes the receipt of government transfers as revenue in the period the transfer is authorized and all eligibility criteria have been met, except when and to the extent that the transfer gives rise to an obligation that meets the definition of a liability for the Council. Government transfers consist of funding from the Province of Newfoundland and Labrador. Income attributable to financial instruments is reported in the statement of operations.

PROVINCIAL ADVISORY COUNCIL ON THE STATUS OF WOMEN
- NEWFOUNDLAND AND LABRADOR
NOTES TO FINANCIAL STATEMENTS
March 31, 2017

2. Summary of significant accounting policies (cont.)

(h) Expenses

Expenses are reported on an accrual basis. The cost of all goods consumed and services received during the year is expensed.

Transfers, which include grants and subsidies, are recorded as expenses when the grant is authorized, eligibility criteria have been met by the recipient and a reasonable estimate of the amount can be made.

(i) Measurement uncertainty

The preparation of financial statements, in conformity with CPSAS, requires management to make estimates and assumptions that affect the reporting amounts of assets and liabilities, and disclosure of contingent assets and liabilities, at the date of the financial statements and the reported amounts of the revenues and expenses during the period. Items requiring the use of significant estimates include the useful life of capital assets.

Estimates are based on the best information available at the time of preparation of the financial statements and are reviewed annually to reflect new information as it becomes available. Measurement uncertainty exists in these financial statements. Actual results could differ from these estimates.

3. Accounting pronouncements

There are several new standards issued by the PSAB that are not yet effective and have not been applied in these financial statements. These standards and corresponding effective dates are as follows:

Effective April 1, 2017:

PS 2200 Related Party Disclosures – a new standard defining related parties and establishing disclosure requirements for related party transactions.

PS 3210 Assets – a new standard providing guidance for applying the definition of assets and establishing general disclosure requirements for assets but does not provide guidance for the recognition and disclosure of specific types of assets.

PS 3320 Contingent Assets – a new standard defining and establishing disclosure requirements for contingent assets but does not include disclosure standards for specific types of contingent assets.

**PROVINCIAL ADVISORY COUNCIL ON THE STATUS OF WOMEN
- NEWFOUNDLAND AND LABRADOR
NOTES TO FINANCIAL STATEMENTS
March 31, 2017**

3. Accounting pronouncements (cont.)

PS 3380 Contractual Rights – a new standard defining and establishing disclosure requirements for contractual rights but does not include disclosure standards for specific types of contractual rights.

PS 3420 Inter-entity Transactions – a new standard on how to account for and report transactions between public sector entities that comprise a government's reporting entity from both a provider and recipient perspective.

Effective April 1, 2018:

PS 3430 Restructuring Transactions – a new standard on how to account for and report restructuring transactions by both transferors and recipients of assets and/or liabilities.

The Council plans to adopt these standards by the effective dates and is currently analyzing the impact these standards will have on the financial statements.

4. Accounts receivable

	<u>2017</u>	<u>2016</u>
Harmonized sales tax receivable	\$ 7,090	\$ 5,556
	<u>\$ 7,090</u>	<u>\$ 5,556</u>

There is no allowance for doubtful accounts since all amounts are considered collectible.

5. Accounts payable and accrued liabilities

	<u>2017</u>	<u>2016</u>
Trade accounts payables and accruals	\$ 13,210	\$ 12,965
Accrued leave	<u>13,185</u>	<u>12,088</u>
	<u>\$ 26,395</u>	<u>\$ 25,053</u>

PROVINCIAL ADVISORY COUNCIL ON THE STATUS OF WOMEN
- NEWFOUNDLAND AND LABRADOR
NOTES TO FINANCIAL STATEMENTS
March 31, 2017

6. Tangible capital assets

	Furniture and equipment	Computer equipment and software	Leasehold improvements	Total
Cost				
Balance, March 31, 2016	\$ 35,262	\$ 38,941	\$ 3,272	\$ 77,475
Additions	-	1,735	-	1,735
Disposals	-	-	-	-
Balance, March 31, 2017	35,262	40,676	3,272	79,210
Accumulated amortization				
Balance, March 31, 2016	35,262	35,106	2,992	73,360
Amortization expense	-	3,017	140	3,157
Disposals	-	-	-	-
Balance, March 31, 2017	35,262	38,123	3,132	76,517
Net book value, March 31, 2017	\$ -	\$ 2,553	\$ 140	\$ 2,693
Net book value, March 31, 2016	\$ -	\$ 3,835	\$ 280	\$ 4,115

7. Prepaid expenses

	<u>2017</u>	<u>2016</u>
Rent	\$ 3,846	\$ 3,807
Workplace, Health, Safety and Compensation Commission	1,200	1,200
Professional fees	101	187
Insurance	1,017	909
Other	1,393	795
	\$ 7,557	\$ 6,898

8. Contractual obligations

In January 2013, the Council entered into a five year agreement for the lease of office space. Annual lease payments over the next year are as follows:

2018 \$ 16,460

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9. Financial risk management

The Council recognizes the importance of managing significant risks and this includes policies, procedures and oversight designed to reduce the risks identified to an appropriate threshold. The risks that the Council are exposed to through its financial instruments are credit risk, liquidity risk and market risk. There was no significant change in the Council's exposure to these risks or its processes for managing these risks from the prior year.

Credit risk

Credit risk is the risk that one party to a financial instrument will cause a financial loss for the other party by failing to discharge an obligation. The Council's main credit risk relates to cash and accounts receivable. The Council's maximum exposure to credit risk is the carrying amounts of these financial instruments. The Council is not exposed to significant credit risk with its cash because this financial instrument is held with a Chartered Bank. The Council is not exposed to significant credit risk related to its accounts receivable. In addition, the Council has policies and procedures for the monitoring and collection of its accounts receivable so as to mitigate potential credit losses. There is no allowance for doubtful accounts since all amounts are considered collectible.

Liquidity risk

Liquidity risk is the risk that the Council will be unable to meet its contractual obligations and financial liabilities. The Council manages liquidity risk by monitoring its cash flows and ensuring that it has sufficient resources available to meet its obligations and liabilities. The Council's exposure to liquidity risk relates mainly to its accounts payable and accrued liabilities and contractual obligations. The future minimum payments required from the Council in relation to its contractual obligations are outlined in Note 8.

Market risk

Market risk is the risk that the fair value of future cash flows of a financial instrument will fluctuate because of changes in market prices. Market risk comprises three types of risk: currency (foreign exchange) risk, interest rate risk and other price risk. The Council is not exposed to significant foreign exchange, interest rate or other price risk.

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10. Expenses by object

The following is a summary of expenses by object:

	<u>2017</u> <u>Budget</u>	<u>2017</u> <u>Actual</u>	<u>2016</u> <u>Actual</u>
	(Note 11)		
Amortization of tangible capital assets	\$ 1,540	\$ 3,157	\$ 2,834
Donation	-	-	19,690
Grants and subsidies	100	250	55
Other	350	501	2,566
Professional fees	11,425	6,893	9,320
Rent	45,720	45,979	45,690
Salaries and benefits	321,310	311,176	306,600
Supplies and services	18,700	21,897	29,969
Travel related expenses	18,855	15,912	21,346
	<u>\$ 418,000</u>	<u>\$ 405,765</u>	<u>\$ 438,070</u>

11. Budgeted figures

Budgeted figures, which have been prepared on a cash basis, are provided for comparison purposes and have been derived from the estimates approved by the House of Assembly of the Province of Newfoundland and Labrador.

12. Employee future benefits

The Council and its employees contribute to the Public Service Pension Plan in accordance with the *Public Service Pensions Act, 1991* (the *Act*). The plan is administered by Provident¹⁰, including payment of pension benefits to employees to whom the *Act* applies.

The plan provides a pension to employees based on the member's age at retirement, their length of service and rates of pay. The maximum contribution rate for eligible employees was 11.85% (2016 - 11.85%). The Council contributes an amount equal the employee contributions to the plan. The pension expense for the Council for the year ended March 31, 2017 was \$26,020 (2016 - \$19,193).

13. Related party transactions

The Council receives operating grants from the Province of Newfoundland and Labrador. Operating grants received during the year totaled \$418,000 (2016 - \$446,300).

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14. Non-financial assets

The recognition and measurement of non-financial assets is based on their service potential. These assets will not provide resources to discharge liabilities of the Council. For non-financial assets, the future economic benefit consists of their capacity to render service to further the Council's objectives.

Appendix A: Advisory Council Biographies

Linda Ross has held the position of President/CEO of the Provincial Advisory Council on the Status of Women, Newfoundland and Labrador since May 2009. She has over 30 years' experience of policy and program development in community development and women's economic and social equality in Canada and internationally. Previously she spent 24 years working with Oxfam Canada. Linda serves on a number of boards and committees including the Women in Resource Development Corporation, the College of Family Physicians of Canada and the Newfoundland and Labrador Access to Justice Committee. She is presently the Chair of the Coalition of Provincial and Territorial Advisory Councils on the Status of Women. Linda holds a Bachelor of Science (B.Sc) from the University of Waterloo and certificates in Change Management and Performance Development from the Faculty of Management at McGill University.

Carolyn Lavers is Vice-President of the Advisory Council and recently retired Economic Development Officer with the provincial Department of Innovation, Business and Rural Development in Port au Choix where she resides. She is a small business entrepreneur and worked with the former Women's Enterprise Bureau. Carolyn has served on several local business development boards and other community agencies. She is currently the mayor of Port au Choix. She is also deeply concerned about issues related to violence, rural child care solutions, women's employment and women in leadership. She brings great dedication and insight.

Melita Collier is a Career Development Specialist with the Department of Advanced Education and Skills for the Coast of Bays region. She has been committed to women's issues and advancements for many years in numerous ways. Her involvement in the Coast of Bays International Women's Day Committee is one of the ways she expresses her passion for ensuring healthy, safe and supportive workplace practices for which diversity and inclusiveness is valued. Melita works with some marginalized and under-represented groups, and highly recommends non-traditional career options and the skilled trades as a viable career choice for females. She obtained a Bachelor of Administrative Studies in 1997 from York University in Toronto and returned to Newfoundland and Labrador in 2003.

Lorraine Hearn's professional background is in the fields of Nursing and Addiction Studies and Intervention. In 1998, she graduated from McMaster University in Ontario with two Diplomas; one in Addictions Studies and the other in Addictions Care Worker. In 1998-1999, she earned, Associate Counselor Status in Addictions through the Canadian Certification Board for Alcohol and Drug Counselors. She began volunteering with the Committee Against Violence in 1992 and over the years, held various executive positions. She has extensive background in delivering community presentations, workshops and training in all areas of violence as well as advocating for women and victims of violence. Lorraine is the former Executive Director with Violence Prevention South & Central Inc. (Violence Prevention Initiative) where she provided leadership in violence prevention initiatives as well as provided education, awareness and training on

violence issues. In retirement, she continues to volunteer with Status of Women in the central west region of the province.

Sandy Kershaw lives in Happy Valley-Goose Bay and is the former Executive Director of Mokami Status of Women Council. In her role she was responsible for overseeing the Women's Centre, Thrifty Fashions, and the Supportive Living project. Graduating from Memorial University with a Bachelor of Education degree, Sandy taught children of all ages before she transitioned her skills into the business world. Sandy worked on the military base for seven years before joining the Voisey's Bay Nickel Company as Aboriginal Affairs Coordinator. Most recently, Sandy worked with Nunatsiavut Government and MUN, overseeing a social work degree program that would eventually see eighteen Inuit women earn the professional designation of Social Worker. Currently the Business Transformation Partner/Aboriginal Liaison with Serco Canada Inc. in Goose Bay, Sandy's work focuses on change and business process management, and Aboriginal recruitment, retention, and skills development. Sandy is an Inuit woman who has continued her education through various management and university programs. Sandy is a voracious reader who is working toward attaining a Master's Degree in Post-Secondary Studies.

Yamuna Kutty is the Vice-President of the Multicultural Women's Organization of Newfoundland and Labrador. She has also served on the St. John's Status of Women Council, the National Action Committee on the Status of Women, and the National Organization of Immigrant and Visible Minority Women of Canada. Yamuna is involved with numerous projects and initiatives and is an advocate for violence awareness and prevention for women and girls. She brings critical perspectives about the lives of immigrant and refugee women, along with a warm and caring heart. She has an extremely busy volunteer schedule. Yamuna is originally from India, and has lived in St. John's for the past 50 years.

Vanessa McCarthy is a lawyer in private practice with Rebecca Redmond MacLean Law Office PLC Inc. in Gander. She completed both her Bachelor of Arts and LLB degrees with the University of New Brunswick in Fredericton, where she was involved in numerous organizations committed to equality and women's rights. For many years, Vanessa worked and volunteered with the Fredericton Sexual Assault Crisis Centre and later with the Newfoundland and Labrador Sexual Assault Crisis and Prevention Centre. She has extensive experience screening and training volunteers for sexual assault crisis line work, as well as in presenting to volunteer and community groups on sexual assault, empowerment and healthy relationships. Vanessa is originally from Grand Falls-Windsor.

Carmichael Polonio works as a civil engineer at NL Hydro in St. John's. She migrated from Belize to Newfoundland and Labrador to attend Memorial University in 2006. She was involved in numerous youth and advocacy groups as a teenager, with her areas of focus being youth rights, youth political participation, sexual and reproductive health, and indigenous cultural retention. She sat on the Board of the Directors for the Social Investment Fund for two years before moving to Canada as the youth representative. During her time at MUN, she volunteered with the International Student Centre. Currently in her spare time, she is part of the St. John's Local Immigration Partnership, Multicultural Women's Organization of Newfoundland and Labrador, and the Basilica church choir. Her areas of interest and advocacy are for increased participation of women in technical fields and seamless integration for the immigrants of Newfoundland and Labrador into local society.

Kelly Power is the former Director of the Carpenter Millwrights College in Paradise. She has actively promoted skilled trades to women and encouraged partnerships with organizations to attract women to the construction industry. Kelly is very passionate about ensuring the success of female apprentices and works closely with them to help mediate barriers in training and employment. Kelly also serves on various committees including the Advisory Panel for the Office to Advance Women Apprentices; Chair of the National Training and Advisory Committee for the Carpenters Union; and Staff Liaison for the Women's Committee of the UBC Local 579 & 1009. Kelly is originally from Hermitage and currently lives with her family in Conception Bay South.

Marina Simon is from Cape St. George and is a retired teacher, who received her Bachelor of Arts (BA) and Bachelor of Education (BED) degrees from Memorial University. Marina is bilingual in French and English. She was a Principal and teacher for 36 years, substituted for 10 years post-retirement, and taught Adult Education for six years. Actively involved in her community, Marina has served two terms as the Mayor of Cape St. George. She was a founding member of Les Terre-Neuviens Français (French Association), French Federation, and Cape St. George chapters of The Women's Institute and the Catholic Women's Church Group. She has been a member of many organizational committees including three years with the Provincial Association, four years as member of Sir Roddrick Hospital Board and two terms as member with the Provincial Committee for the Aging. Marina has also been a long-time volunteer with the Christmas Seals Campaign as well as volunteering her time with Seniors on the Go Water Aerobics Program, Income Tax Volunteer Program and other local fundraising projects.

Hilda Whelan is the mayor of Whitbourne. She was involved in fighting for women's rights in a case involving surviving spouses and the Workplace Health, Safety & Compensation Commission. Hilda solely represented and fought for all widows involved in the case for fifteen years, winning an important victory for women's equality. She is a strong advocate, concerned about a wide variety of issues affecting women including violence and access to child care. Hilda brings the realities of rural women to the work of the Advisory Council. She is determined to continue to make a difference. Hilda and her family live in Whitbourne.

