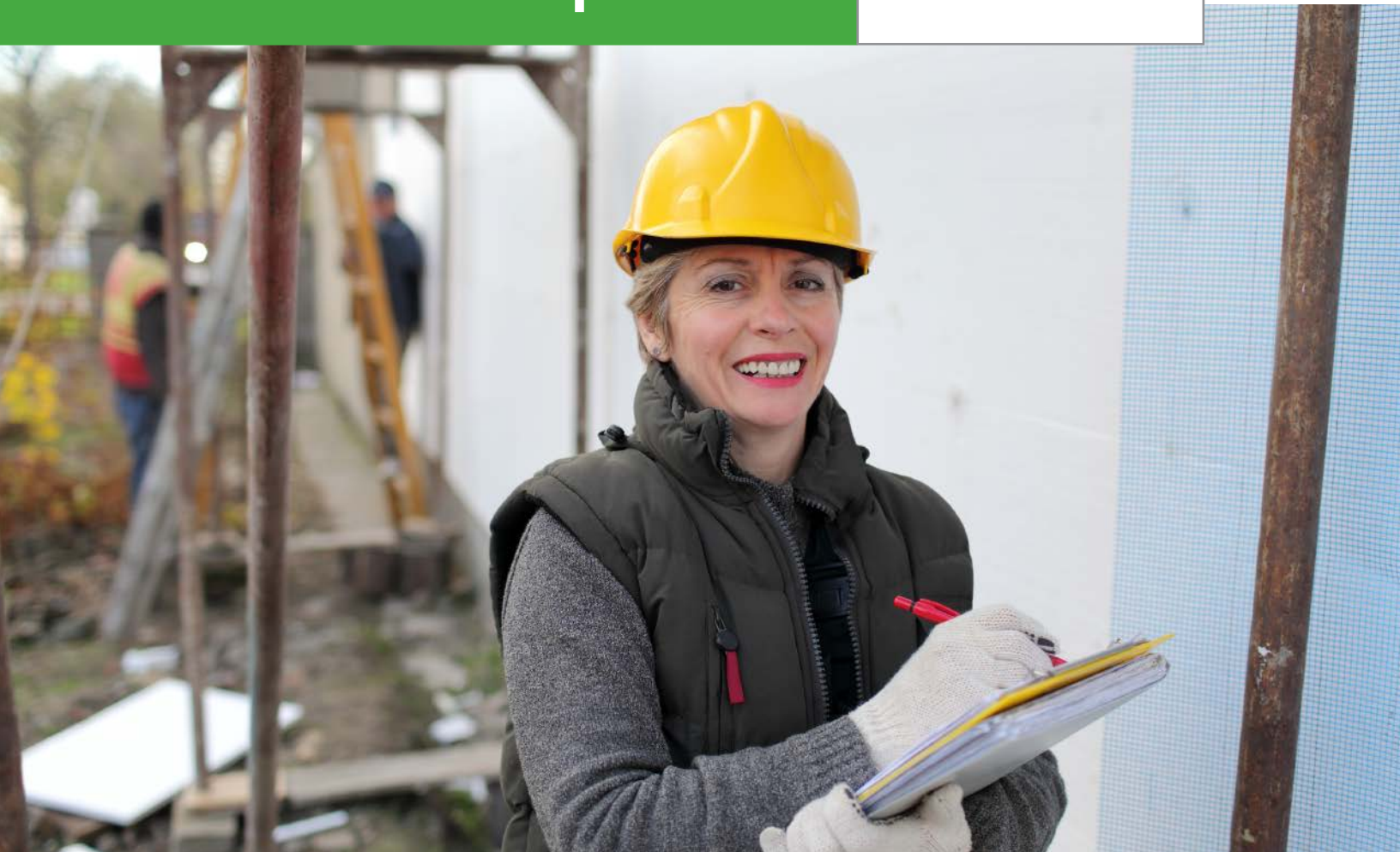


Women's Policy Office

Annual Report

2017-18





MESSAGE FROM THE MINISTER

As Minister Responsible for the Status of Women, and prepared in accordance with the Government of Newfoundland and Labrador's **Transparency and Accountability Act** provisions, I am pleased to present the 2017-2018 Annual Report for the Women's Policy Office. I am accountable for the results reported in this document.

Advancing the social, economic, cultural and legal status of women and girls in Newfoundland and Labrador is a top priority for our government. The Women's Policy Office works collaboratively with government departments and agencies, Indigenous organizations and governments, and community partners to achieve this goal and to ensure that diverse perspectives inform the development of government policies, programs, services, legislation and budgets.

Through the Violence Prevention Initiative, the Women's Policy Office works closely with other government departments and community partners to support safe and caring environments in our homes, schools, workplaces and communities across the province. Community partners such as status of women councils, Violence Prevention NL organizations, transition houses, Provincial Advisory Council on the Status of Women, and many others are integral to the success of Women's Policy Office violence prevention efforts and advancing the overall status of women in our province.

As a province, we gain valuable insight and expertise when women meaningfully participate in leadership roles, including managerial positions, in politics and on boards. In 2018-19, to address women in leadership opportunities, our government will implement a government-community leadership initiative that seeks to increase the number of women in leadership roles and host a conference on the status of women in Newfoundland and Labrador that facilitates knowledge sharing and mentorship. We look forward to leading this important initiative.

A handwritten signature in black ink, appearing to read 'Siobhan Coady'.

Hon. Siobhan Coady
Minister of Natural Resources
Minister Responsible for the Status of Women

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Departmental Overview

The Women's Policy Office was established in 1985 to provide specific resources within government to pursue equality for women. The Women's Policy Office is the central agency that supports the development of programs and policies to advance the status of women in the province. The office is located within Executive Council, and the staff report to the Minister Responsible for the Status of Women.

The Women's Policy Office is located in St. John's on the fourth floor of the Confederation Building, West Block. The office has a core complement of an all-female staff comprising of eight temporary and permanent positions. For 2018-19, the Women's Policy Office has a budget of \$4.44 million.

Further information about the Women's Policy Office can be found at:

www.exec.gov.nl.ca/exec/wpo/

Staff and Budget

Division	# of Employees	Budget
Women's Policy Office	8	\$ 4,443,700

Highlights and Partnerships

The Women's Policy Office works collaboratively with many stakeholder organizations throughout the province. Key partners who are vital to the work carried out by the office include eight women's centres, 10 regional Violence Prevention NL organizations, Transition House Association of Newfoundland and Labrador; Newfoundland and Labrador Sexual Assault Crisis and Prevention Centre; Newfoundland Aboriginal Women's Network, Multicultural Women's Organization of Newfoundland and Labrador; Safe Harbour Outreach Project; Provincial Advisory Council on the Status of Women, Newfoundland and Labrador Organization of Women Entrepreneurs, Women in Resource Development Corporation, and Office to Advance Women Apprentices.

Gender Equity and Diversity Plans and Women's Employment Plans

Throughout 2017-18, one of the ways that the Women's Policy Office helped to improve the economic status of women in the province was through the promotion of, and assistance with, the development of Gender Equity and Diversity Plans and Women's Employment Plans.

The Government of Newfoundland and Labrador requires proponents of large resource development projects to develop Gender Equity and Diversity Plans as part of environmental assessment processes and as part of negotiated Benefits Agreements. These Plans aim to improve training and employment opportunities as well as business access for women across a wide range of occupations. The Women's Policy Office, along with other provincial government departments, works with project proponents to develop these plans.

Outside large resource development projects, the Government of Newfoundland and Labrador requires that medium-size commercial developments develop Women's Employment Plans prior to their release from Environmental Assessment processes. In **The Way Forward: Realizing Our Potential**, government committed to incorporating Women's Employment Plans into its infrastructure strategy. These Plans:

- Outline proactive policies, practices, and lines of accountability with the aim to help create inclusive work environments free from harassment and discrimination; and
- Support the commitment to reduce the gender wage gap by increasing women's access to a wider range of employment, particularly in trades and technical occupations.

Prior to project start up, contractor/employers are required to develop and submit a Women's Employment Plan to the Women's Policy Office for approval by the Minister Responsible for the Status of Women.

Over the past year, the Women's Policy Office required the development of, or assisted with, a number of Gender Equity and Diversity Plans and Women's Employment Plans:

- Corner Brook Long Term Care Facility;
- Crémaillère Harbour Marine Port Development;
- Ming's Bight (Argyle) Gold Mine;
- Wabush Scully Mine Reactivation;
- Foxtrot Rare Earth Element Mine; and
- St. Lawrence AGS Vein Fluorspar Mine.

Engaging Indigenous Women and Girls

The Women's Policy Office continues to work collaboratively with Indigenous women, governments and organizations, as a means to improve the social and economic well-being of Indigenous women and girls. As **The Way Forward** states, "Our Government is committed to working collaboratively with Indigenous communities in Newfoundland and Labrador to ensure programs and services reflect their needs". Throughout 2017-18, this was accomplished in a number of ways.

In 2017-18, through the Indigenous Violence Prevention Grants Program, the Women's Policy Office provided funding to 14 projects totaling \$205,000. This Program supports Newfoundland and Labrador Indigenous governments and organizations in their efforts to prevent violence against Indigenous women and children and to engage Indigenous men and boys in the prevention of violence. Government recognizes that there is no prescribed manner in which to prevent violence in our province. To this end, a variety of culturally-appropriate projects are eligible for funding through the Grants Program including development of violence prevention action plans, public awareness and education materials or activities; healing programs for individuals impacted by violence; improvement of programs and services at shelters for Indigenous women; and improvement of capacity and leadership within Indigenous communities.

In November 2017, in collaboration with the Provincial Indigenous Women's Steering Committee, the Women's Policy Office hosted the 10th Provincial Indigenous Women's Conference in St. John's, NL. The Conference provides an opportunity for Indigenous women from across the province to connect, share experiences and plan steps necessary to aid in the improvement of the quality of life of Indigenous women in their communities. The Provincial Indigenous Women's Steering Committee, consisting of representatives from Indigenous groups and organizations from across the province, determines the conference theme, agenda, speakers, and cultural activities. The Women's Policy Office will continue to facilitate and provide support to the Steering Committee throughout the planning, design, and implementation process.

Ministerial Committee

In early 2018, the Minister Responsible for the Status of Women established a Ministerial Committee comprised of ministers from the departments of Justice and Public Safety, Education and Early Childhood Development, Health and Community Services, Children, Seniors and Social Development, Service NL, and Advanced Education, Skills and Labour to address issues of violence in our province and advance women's overall equality.

This great work complements the work of the Committee to End Violence Against Women and Girls, spearheaded by the Minister of Justice and Public Safety and co/chaired by the President/CEO of the Provincial Advisory Council on the Status of Women, which aims to share information, exchange ideas, and develop action plans to end gender-based violence in Newfoundland and Labrador. The Women's Policy Office is an active member of this committee.

Funding for Community Organizations

The Women's Policy Office provides core operational funding to organizations throughout the province that deliver valuable services to our communities. This includes eight women's centres, ten regional Violence Prevention NL organizations, the Transition House Association of Newfoundland and Labrador, the Newfoundland and Labrador Sexual Assault Crisis and Prevention Centre, the Newfoundland Aboriginal Women's Network, the Multicultural Women's Organization of Newfoundland and Labrador, and Safe Harbour Outreach Project.

Through Budget 2017, we reinforced our commitment to our community partners by increasing the funding for the eight women's centres, the Multicultural Women's Organization of Newfoundland and Labrador and by providing core operational funding to the Safe Harbour Outreach Project. These organizations undertake great work in our communities and we are proud to partner with them to improve the economic and social status of women in our province and to continue to work to prevent violence.

Report on Performance

The Women's Policy Office's 2017-20 Business Plan identifies economic and social security and violence prevention as core issues to be addressed in order to achieve strategic priorities of government. To address these issues, three-year goals corresponding with annual objectives were developed. This year, the office is reporting on its success in achieving annual objectives for 2017-18.

Issue #1 – Economic and Social Security

Women's economic and social well-being relies on a number of variables including health, housing, safety, cultural and political participation, justice, education, employment, income, leisure, social relationships, consumption and sustainability. The Women's Policy Office works with a range of departments and agencies, as well as many community partners and stakeholders, to promote women's economic and social well-being. In addition, the Women's Policy Office works diligently on the national level with federal, provincial and territorial governments through task teams/working groups to advance the status of all women, not only in our province but throughout the country.

Through the use of gender-based analysis, the Women's Policy Office examines the differential impacts policies, programs, services, legislations and budgets have on the lives of women and men. The identification and analysis of systemic barriers that detrimentally impact the well-being of women, is essential to advancing the social, economic, cultural and legal status of women in our province.

To address the economic and social security of women in Newfoundland and Labrador, the Women's Policy Office's 2017 – 2020 Business Plan identified the following goal:

By March 31, 2020, the WPO 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.

In order to effectively achieve this goal, the Women's Policy Office identified the following objective and indicators for the 2017 – 2018 reporting cycle:

Objective:

By March 31, 2018, the WPO will have advanced Gender Equity and Diversity Plans and Women's Employment Plans (in consultation with other relevant departments) to increase opportunities and help improve environments for women working in industry.

Indicators:

- Worked collaboratively to negotiate new Gender Equity and Diversity Plans and Women’s Employment Plans.
- Updated existing workforce data and developed other resources to address barriers and challenges with developing and implementing Women’s Employment Plans.

To accomplish this objective in 2017-18, the Women’s Policy Office worked collaboratively with partner departments and agencies, as well as community stakeholders, to support the development of Gender Equity and Diversity Plans and Women’s Employment Plans. The Women’s Policy Office has successfully completed work to address the issue of economic and social security as outlined for the 2017-2018 reporting cycle. The following chart illustrates these collaborative successes.

Issue #1: Economic and Social Security	
Planned	Actual (2017 – 18)
Worked collaboratively to negotiate new Gender Equity and Diversity Plans and Women’s Employment Plans.	<ul style="list-style-type: none"> • In The Way Forward: Realizing Our Potential, the Government of Newfoundland and Labrador committed to incorporating Women’s Employment Plans into its infrastructure strategy. These Plans support increasing women’s access to a wider range of employment, including trades and technical occupations. • The Women’s Policy Office, along with other departments, works with project proponents to develop these plans. • Outside resource development projects, the Women’s Policy Office also intervenes in the environmental assessment process to require proponents of mid-size projects with moderate employment and duration of work to develop women’s employment plans. • Over 2017-18, the Women’s Policy Office required the development of, or assisted with, a number of Gender Equity and Diversity Plans and Women’s Employment Plans. Some examples include:

	<ul style="list-style-type: none"> ○ Corner Brook Long Term Care Facility; ○ Crémaillère Harbour Marine Port Development; ○ Ming’s Bight (Argyle) Gold Mine; ○ Wabush Scully Mine Reactivation; ○ Foxtrot Rare Earth Element Mine; and ○ St. Lawrence AGS Vein Fluorspar Mine
<p>Updated existing workforce data and developed other resources to address barriers and challenges with developing and implementing Women’s Employment Plans.</p>	<ul style="list-style-type: none"> ● Throughout 2017-18, the Women’s Policy Office developed a template to assist proponents required to develop Women’s Employment Plans. This template supports proponents in their work to increase the number of women working on projects in Newfoundland and Labrador. ● The Women’s Policy also works with the Office to Advance Women Apprentices to provide proponents and government departments with up-to-date and regionally-specific statistics on women in skilled trades. Among many other uses, these statistics are used to develop targets for women’s employment included in Women’s Employment Plans. ● The Women’s Policy Office hosts roundtables on the economic status of women as a means to better understand the systemic barriers women experience and develop solutions to those barriers. This information informs the development of Women’s Employment Plans, Gender Equity and Diversity Plans and other work to advance the economic security of women. In 2017, two such roundtables were held in partnership with the Office to

	<p>Advance Women Apprentices. The first was held in St. John's in April and explored issues facing women in skilled trades on large resource development projects. The second was held in Corner Brook in June and examined barriers and improved supports for women in trades on the west coast.</p> <ul style="list-style-type: none"> • The Women's Policy Office collaborates across departments and agencies, particularly with the Newfoundland and Labrador Statistics Agency, to collect disaggregated data (provincial and federal) in areas such as education, health, employment, income, housing, justice, and violence. The Women's Policy Office utilizes this information to help inform policies, programs, services, and legislation.
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For the 2018-2019 reporting cycle, the Women's Policy Office has identified the following objective and associated indicators as a means to moving closer in achieving economic and social security for women in the province:

Objective:

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

Indicators:

- The Women's Policy Office worked collaboratively with provincial government departments and agencies, as well as community partners and stakeholders, to develop a leadership strategy for women in Newfoundland and Labrador.

Issue #2 – Violence Prevention

Government is committed to preventing violence in Newfoundland and Labrador through the Violence Prevention Initiative, a government-community collaborative partnership to find long-term solutions to violence and abuse in the province. Violence is a social, economic, cultural and legal problem that destroys relationships

and has devastating long-term impacts on its victims. Government acknowledges that violence is rooted in all forms of inequality that continue to exist and grow in our society. The Women's Policy Office works collectively and collaboratively with partner departments and agencies as well as many community stakeholders to find solutions to the many types of inequality – sexism, ageism, classism, ableism, heterosexism, and other biased attitudes – that contribute to unsafe environments for the residents of our province. To address violence prevention in Newfoundland and Labrador, the Women's Policy Office's 2017 – 2020 Business Plan identified the following goal:

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

In order to effectively achieve this goal, the Women's Policy Office identified the following objective and indicators for the 2017 – 2018 reporting cycle:

Objective:

By March 31, 2018, the WPO will have collaborated with Indigenous governments and organizations and departments and agencies to prevent violence in Indigenous communities.

Indicators:

- Administered the Indigenous Violence Prevention Grants Program to support Indigenous governments and organizations in developing culturally appropriate approaches to the prevention of violence.
- Supported provincial government's participation in the National Inquiry on Missing and Murdered Indigenous Women and Girls and the implementation of recommendations.

The Women's Policy Office has successfully completed work to address the issue of violence prevention as outlined for the 2017-2018 reporting cycle. The following chart illustrates these collaborative successes.

Issue #2: Violence Prevention	
Planned	Actual (2017 – 18)
<p>Administered the Indigenous Violence Prevention Grants Program to support Indigenous governments and organizations in developing culturally appropriate approaches to the prevention of violence.</p>	<ul style="list-style-type: none"> • On February 9, 2018, government announced the recipients of the Indigenous Violence Prevention Grants Program. • A total of \$205,000 was provided in funding support to 14 projects throughout the province. Projects included: <ul style="list-style-type: none"> ○ Mushuau Innu - Natuashish Women’s Shelter Violence Enhancement Project ○ NunatuKavut Community Council Inc. - Southern Inuit Elders & Youth – Preventing Violence Together ○ Newfoundland Aboriginal Women’s Network - Lateral Violence and its Effects on Indigenous People ○ Sheshatshiu Innu First Nation - Innu Ishskuet Healing Journey ○ Sheshatshiu Innu First Nation - Innu Ishskuet Gathering ○ Flat Bay Band Inc. - No’kmaq Village Youth Justice Strategy & Mentorship Initiative (Phase 3 of Extra Judicial Measures Service) ○ Labrador Friendship Centre - Healthy Youth, Healthy Adults ○ Conne River Health and Social Services - Connecting Young Women: A Lunch and Learn Series ○ Qalipu First Nation - Dancers and Drummers of the Dawn: An Aboriginal Cultural Approach to Anti-violence and Bullying ○ People of the Dawn Indigenous Friendship Centre – Changing Seasons Project ○ AnânuKatiget Tumingit Regional Inuit Women’s Association - Breaking the Cycle ○ St. John’s Native Friendship Centre - Increasing Community Capacity: Taking a Community Approach to Address Violence Prevention ○ Nunatsiavut Government - Building Strength – Leadership Workshop ○ Nunatsiavut Government - Celebrating Women – International Women’s Day

<p>Supported the provincial government's participation in the National Inquiry on Missing and Murdered Indigenous Women and Girls and the implementation of recommendations.</p>	<ul style="list-style-type: none"> • The Women's Policy Office continues to support the federal government's National Inquiry into Missing and Murdered Indigenous Women and Girls. • The Women's Policy Office works collaboratively with the Department of Justice and Public Safety, the Office of Labrador Affairs, and the Intergovernmental and Indigenous Affairs Secretariat to ensure the needs of Indigenous women and families in our province are being met throughout the National Inquiry. One such example includes working closely with the National Inquiry Provincial Coordinator (Family Information Liaison Unit, Victim Services). • The Women's Policy Office consults, supports, and collaborates with Indigenous women throughout Newfoundland and Labrador, including women who are directly and indirectly impacted by violence, to ensure Indigenous women's voices and concerns are heard and reflected in government policy development and programming. • In November 2017, the Women's Policy Office, in collaboration with the Provincial Indigenous Women's Steering Committee, hosted the 10th Provincial Indigenous Women's Conference. A core component of the work completed at this conference centred around the prevention of violence against women and girls in Indigenous communities across the province.
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For the 2018-2019 planning cycle, the Women's Policy Office has identified the following objective as a means to preventing violence in Newfoundland and Labrador:

Objective:

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

Indicator:

- The Women's Policy Office engaged with provincial government departments and agencies, as well as community partners and stakeholders, to identify appropriate strategies and initiatives necessary to prevent violence in Newfoundland and Labrador.

Opportunities and Challenges

The Women's Policy Office supports the development of programs, policies, services, legislation and budgets to advance the social, economic, cultural, and legal status of all women in the province. To this end, the Women's Policy Office works collaboratively with departments and agencies and community stakeholders. The nature of the work of the Women's Policy Office requires the representation and understanding of women's lives and varied experiences.

Bridging various perspectives and convening diverse individuals and organizations is both a challenge and an opportunity for the Women's Policy Office. Collaborating with a variety of organizations with differing mandates allows the Women's Policy Office to not only identify areas where gaps in programs, policies, services, and legislation may exist, but also provides the opportunity to work collectively with partners and stakeholders to achieve common goals. For example, the Women's Policy Office's ongoing work in the area of leadership is an opportunity to convene, and consequently leverage, diverse perspectives to promote women in leadership roles in Newfoundland and Labrador.

The current Violence Prevention Initiative Action Plan, **Working Together for Violence-Free Communities** (2015-19), will soon be completed. As the lead entity for the Violence Prevention Initiative, the Women's Policy Office will be exploring ways to enhance future violence prevention efforts. The vast geography as well as regional and cultural differences within our province, presents both a challenge and opportunity to the Women's Policy Office in regards to violence prevention programming. The Women's Policy Office will utilize a multi-faceted approach to ensure that diverse perspectives, needs and concerns are heard and incorporated into Violence Prevention Initiative activities moving forward. The Women's Policy Office looks forward to working with partners and stakeholders throughout this process.

Financial Statements (Unaudited)

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, 2018. Audited financial statements are a requirement at the provincial government level and are made public through the Public Accounts process. The Women's Policy Office is not required to provide a separate audited financial statement.

Office of the Executive Council	Actual (\$)	Amended (\$)	Original (\$)
Women's Policy			
Women's Policy Office			
01. Salaries	756,175	779,100	900,300
02. Employee Benefits	1,860	2,300	2,300
03. Transportation and Communications	38,568	67,800	97,800
04. Supplies	1,762	4,500	4,500
05. Professional Services	110,527	244,900	244,900
06. Purchased Services	11,866	38,300	38,300
07. Property, Furnishings and Equipment	789	1,000	1,000
10. Grants and Subsidies	2,817,019	2,920,300	2,890,300
TOTAL: WOMEN'S POLICY OFFICE	3,738,566	4,058,200	4,179,400
Provincial Advisory Council on the Status of Women (PACSW)			
10. Grants and Subsidies	418,000	418,000	418,000
TOTAL: PACSW	418,000	418,000	418,000
TOTAL: WOMEN'S POLICY	4,156,566	4,476,200	4,597,400

