

Women's Policy Office

BUSINESS PLAN

2017-20





MESSAGE FROM THE MINISTER

Advancing the status of women in Newfoundland and Labrador is a top priority of the Provincial Government. The Women's Policy Office (WPO) 2017-20 Business Plan indicates how we will continue to work diligently with both internal and external stakeholders to achieve this goal. This comprehensive plan of action will outline how WPO will assist Provincial Government entities in the inclusion of gender based considerations throughout the program and policy development process. This plan also identifies ways in which WPO will work with and support partners and stakeholders to achieve their own goals in advancing the economic and social status of women, as well as addressing violence prevention in this province.

This plan has been prepared in accordance with the Provincial Government's Transparency and Accountability Act provisions for a Category Two entity. This plan focuses on the processes necessary to meet The Provincial Government's commitments to women and girls. As Minister Responsible for the Status of Women, I am accountable for the preparation of this plan and for achieving the specific goals and objectives.

A handwritten signature in black ink that reads "Cathy Bennett". The signature is written in a cursive, flowing style.

Honourable Cathy Bennett
Minister Responsible for the Status of Women

Departmental Overview

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

Staff and Budget

The Office has a core complement of an all-female staff comprising of nine temporary and permanent positions, including:

<ul style="list-style-type: none">• Deputy Minister• Secretary to the Deputy Minister• Manager of Economic Policy• Manager of Social Policy• Manager of Violence Prevention	<ul style="list-style-type: none">• Two (2) Senior Policy, Planning and Research Analysts• Information Management Technician II• Administrative Officer
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For 2017-18, the Women's Policy Office has a budget of \$4.597 million.

For more information on WPO's mandate and lines of business please visit:

<http://www.exec.gov.nl.ca/exec/wpo/office/index.html>

Issue One – Economic and Social Security

Women's well-being is a function of many variables including health, housing, safety, cultural and political participation, justice, education, employment, income, leisure, social relationships, consumption and sustainability. The WPO works collaboratively with provincial government departments, partners and stakeholders to advance women's economic and social well-being. This also includes working at the national level with Federal, Provincial and Territorial governments through various task teams/working groups to advance the social and economic security of all women and girls.

There are many important reasons to focus on policies and programs that affect women's social and economic security. One key area of focus is the division of labour within paid work which has resulted in a persistent wage gap and undermined women's contributions to leadership. In 2015, women in Newfoundland and Labrador made up 49.5 percent of the total workforce and had an average annual income of \$39,510. This amounts to 66 per cent of men's average income of \$59,953. This wage gap between women and men has been difficult to close as the province's economy is dominated by resource developments where high-paying male-dominated jobs prevail. This is one example of a key systemic barrier that women face in achieving equality.

Women continue to face systemic barriers in access to key resources and opportunities which perpetuate inequalities and exacerbate women's vulnerability in society. Eighty one per cent of lone parent families are headed by women. Women continue to make up 75 percent of part-time workers and women make up 66 percent of minimum wage workers in the province. Women continue to have primary responsibility for caregiving as unpaid care workers within the home, especially for children and the elderly. Inequalities in the distribution of assets and opportunities affecting women shape the distribution of growth outcomes for society as a whole. In short, the social and economic empowerment of women is a matter of human rights, social justice, and a key aspect of overall prosperity.

The Women's Policy Office supports women's well-being in many ways, including supporting the development of gender based analysis and Gender Equity and Diversity Plans, Women in Leadership activities, and the support of Women's Centres and other organizations throughout the province.

Gender-based analysis examines the differences in the lives of women and men, particularly those conditions that lead to social and economic inequality for women. Through the use of gender based analysis WPO is able to identify systemic barriers and impacts that policy might have on women in this province and makes recommendations to mediate those impacts.

The Provincial Government recognizes the inequities that women continue to face and has put some measures in place to improve women's social and economic security. For example, in large resource developments, government requires that project operators develop and implement Gender Equity and Diversity Plans (GEDPs). These plans (along with business access strategies) are required as a condition of release from the regulatory process and/or environmental assessments. The WPO, along with other departments works with operators to develop these plans. Outside large resource development projects, the Women's Policy Office requires that medium-size commercial developments implement Women's Employment Plans (WEPs) prior to their release from Environmental Assessment processes.

The WPO continues its work on 'Women in Leadership' activities that aim to remove barriers to the advancement of women in leadership roles of all types. WPO also monitors statistics related to women in decision-making roles, participates in various types of 'Women in Leadership' workshops and assists with outreach to support women in elected office.

The WPO provides annual operating grants to the eight Women's Centres, the Multicultural Women's Organization of Newfoundland and Labrador, and the Newfoundland Aboriginal Women's Network (Appendix B) to support their work in advancing the needs of women through the delivery of core services in information and referral, direct services, public education and outreach, and community leadership.

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.

Indicators:

- Provided feedback and recommendations to government regarding economic and social issues affecting women.
- Attended relevant interdepartmental committee meetings to ensure that potential impacts of policies and/or programs on women's social, health, employment, education/training and leadership potential are taken into consideration.
- Represented WPO on outside Committees to address issues such as women's socio- economic security and women in leadership.
- Monitored data pertaining to policies, programs and initiatives.

Objective 1:

By March 31, 2018, the WPO will have advanced GEDPs and WEPs (in consultation with other relevant departments) to increase opportunities and help improve environments for women working in industry.

Indicators:

- Worked collaboratively to negotiate new GEDPs and WEPs.
- Updated existing workforce data and developed other resources to address barriers and challenges with developing and implementing WEPs.

Objective 2:

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

Indicators:

- Initiated a process to enact pay equity legislation in the province.

Objective 3:

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

Issue Two – Violence Prevention

The Provincial Government is committed to preventing violence in Newfoundland and Labrador through the Violence Prevention Initiative (VPI), a Provincial Government-community collaborative partnership to find long-term solutions to violence and abuse in the province.

Among its many activities, the VPI:

- Administers operational funding for community anti-violence organizations including 10 regional Violence Prevention Newfoundland and Labrador organizations, the Newfoundland and Labrador Sexual Assault Crisis and Prevention Centre and the Transition House Association of Newfoundland and Labrador; (See Annex B)
- Works in collaboration with Provincial Governments and agencies to support initiatives for the prevention of violence;
- Administers an annual Aboriginal Violence Prevention Grants Program for Indigenous organizations and governments within the province;
- Undertakes primary and secondary research on violence in the Newfoundland and Labrador context;
- Facilitates meetings of VPI committees and stakeholders;
- Coordinates public awareness and education initiatives on violence prevention; and
- Provides clearinghouse services for information on violence and violence prevention.

June 2015 marked the 20th anniversary of the first Provincial Government strategy against violence in Newfoundland and Labrador. In October, 2015, the Provincial Government released a new four-year Violence Prevention Initiative action plan, *Working Together for Violence-Free Communities*. During the winter and spring of 2016, the Minister Responsible for the Status of Women, held roundtable meetings

with violence prevention partners throughout the province to seek input and feedback on the plan.

What was heard upon the conclusion of the roundtable meetings is the need for WPO to continue its work and focus in the areas of: (1) homelessness; (2) mental health and addictions; (3) education; (4) supports to Indigenous women; and (5) the justice system.

Goal:

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

Indicators:

- Developed collaborative initiatives with community and Indigenous partners and stakeholders to prevent violence against residents of the province, particularly populations most at risk.
- Developed collaborative initiatives with Provincial and Federal Government departments, agencies and working committees to prevent violence against residents of the province, particularly populations most at risk.

Objective 1:

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

Indicators:

- Administered the Aboriginal Violence Prevention Grants Program to support Indigenous governments and organizations in developing culturally appropriate approaches to the prevention of violence.

- Supported the Provincial Government's participation in the National Inquiry on Missing and Murdered Indigenous Women and Girls and the implementation of recommendations.

Objective 2:

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.

Objective 3:

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

Annex A: Strategic Directions

This plan was prepared in consideration of the strategic directions of the Provincial Government, including those commitments outlined in the Way Forward.

Strategic Direction 1:

Strengthen the capacity of Provincial Government departments and agencies to advance gender inclusive diversity through policies, programs, services, legislation and budgets.

Outcome:

Provincial Government departments and agencies are supported to strengthen gender inclusive diversity.

Focus Areas:

- Increased collaboration with Provincial Government departments and agencies to support gender-inclusive diversity analysis training to Provincial Government employees, and to support the development of sector work plans as part of the process related to the Cabinet Committee on Jobs;
- Incorporation of Women's Employment Plans in Government's Infrastructure Strategy; and,
- Improved support for Women in the Development of Knowledge-Based Firms in the Fields of Science, Technology and Engineering.

Strategic Direction 2: Lead the development of a women's leadership strategy and work with women's organizations to address barriers to gender diversity in leadership.

Outcome: Build capacity within the community, Indigenous government and organizations and the Provincial Government to encourage, support and promote women into leadership positions; encourage and support diverse groups of women in Newfoundland and Labrador to offer themselves in leadership roles.

Focus Areas:

- Increased collaboration and coordination with Provincial Government departments and agencies to promote gender diversity in the labour force; and,
- Increased collaboration and coordination with community partners and Indigenous governments and organizations to support formal and informal educational opportunities to advance women into leadership positions.

Strategic Direction 3:

Lead the Provincial Government's efforts to prevent violence against women and other at-risk populations.

Outcome:

Increased collaboration and coordination with departments and agencies, community stakeholders and Indigenous governments and organizations to address and prevent violence and abuse.

Focus Areas:

- Increased collaboration and coordination with community-based partners and stakeholders to maximize the impacts of shared initiatives; and,
- Increased collaboration and coordination with Violence Prevention Initiative partner departments and agencies to find long-term solutions to the problem of violence in Newfoundland and Labrador.

Annex B: Community Partners and Stakeholders

Carbonear

Communities Against Violence
Tel: (709) 596-0726
Cell: (709) 597-3161
30 A Cathedral Street, Hr. Grace
P.O. Box 130
Carbonear, NL A1Y 1B6
Email: info@communitiesagainstviolence.org

O'Shaughnessy House
P.O. Box 497
Carbonear, NL A1Y 1B9
Tel: (709) 596-8709
Toll Free: 1-888-596-8709
Administration: (709) 596-8709
Fax: (709) 596-8138

Clareville

Eastern Region Committee Against Violence
105 Manitoba Dr., Suite 304
Clareville, NL A5A 1K2
Tel: (709) 466-4676
Fax: (709) 466-4670
E-mail: ercav@gov.nl.ca

Corner Brook

Violence Prevention West
98 Broadway
Corner Brook, NL A2H 4C8
Tel: (709) 634-6606
Fax: (709) 639-1093
E-mail: violencepreventionwest@gmail.com>

Corner Brook Women's Centre
P.O. Box 373
2 Carmen Avenue
Corner Brook, NL A2H 6E3
Tel: (709) 639-8522
Fax: (709) 639-1093
Email: cbwomenscentre@gmail.com

Willow Transition House
P.O. Box 152
Corner Brook, NL A2H 6C9
Local Crisis Line: 634-4198
Toll Free Crisis Line: 1-866-634-4198
Business Line: 709-634-4199
Fax: (709) 634-4197
Email: info@transitionhouse.ca

Forteau

Violence Prevention Labrador
P.O. Box 23, Forteau, NL A0K 2P0
Tel: (709) 931-2600
Toll Free: 1-866-446-8080
Fax: (709) 931-2601
Email: coordinator@vplabrador.ca

Gander

Roads to End Violence
157 Airport Blvd.
Gander, NL A1V 1K6
Tel: (709) 651-2250
Fax: (709) 651-2295
Email: theroadstoendviolence@nf.aibn.com

Gander Women's Centre
1st floor, Polaris Building
61 Elizabeth Drive
Gander, NL A1V 1G4
Tel: (709) 256-4395
Fax: (709) 256-7767
Email: women.gander@nf.aibn.com

Cara Transition House
P.O. Box 305
Gander, NL A1V 1W7
Crisis Line: (709) 256-7707
Toll-Free Crisis Line: 1-877-800-2272
Administration office: (709) 256-9306
Fax: (709) 256-6130
Email: help@carahouse.com

Grand Falls-Windsor

Violence Prevention South and Central
5 Hardy Avenue
Grand Falls-Windsor, NL A2A 2P8
Tel: (709) 489-8828
Fax: (709) 489-8620
Email: ed@vpssc.ca

Central Status of Women
5B Bayley Street
Grand Falls-Windsor, NL A2A 2T5
Tel: (709) 489-8919 / 1-888-235-4242
Fax: (709) 789-8981
Email: coordinator.sowc@bellaliant.com

Happy Valley – Goose Bay

Mokami Women's Centre
P.O. Box 329, Station B
Happy Valley – Goose Bay, NL A0P 1E0
Tel: (709) 896-3484
Fax: (709) 896-3472
Email: programs@mokamiwomen.ca

Libra House
P.O. Box 449, Station B
Happy Valley-Goose Bay, NL A0P 1E0
Local Crisis Line: (709) 896-3014 (voice/TDD)
Toll Free Crisis Line: 1-877-896-3014
Business Line: (709) 896-8251
Fax: (709) 896-8223
Email: librahouse@nf.aibn.com

Hopedale

Selma Onalik Safe House
(Due to re-open in 2017)
P.O. Box 70
Hopedale, NL A0P 1G0
Tel: (709) 933-3420

Labrador City

Labrador West Women's Centre
P.O. Box 171
Labrador City, NL A2V 2K5
Tel: (709) 944-6562
Fax: (709) 944-4078
Email: lsw@crrstv.net

Hope Haven Transition House
350 Booth Avenue
Labrador City, NL A2V 2K1
Local Crisis Line: 709) 944-6900
Toll Free Crisis Line: 1-888-332-0000
Business Line: (709) 944-7124
Fax: (709) 944-7747
Email: hopehaven@crrstv.net

Marystown

Burin Peninsula Voice Against Violence
60 Atlantic Crescent
P.O. Box 87
Marystown, NL A0E 2M0
Tel: (709) 279-4030
Fax: (709) 279-5387
Email: bpvav@nf.aibn.com

Grace Sparkes House
P.O. Box 327
133 Marine Drive
Marystown, NL A0E 2M0
Crisis Line: 279-3562 (Toll Free: 1-877-774-4957)
Business Line: (709) 279-3560
Fax: (709) 279-3780
Email: help@gracesparkeshouse.com

Nain

Nain Transition House
P.O. Box 447
Nain, NL A0P 1L0
Local Crisis Line: (709) 922-1229
Toll Free Crisis Line: 1-866-922-1230
Business Line: (709) 922-1230
Fax: (709) 922-1424
Email: nainsafehouse@nf.aibn.com

Port aux Basques

Gateway Women's Centre
P.O. Box 1359, 4 Anderson's Lane
Port aux Basques, NL A0M 1C0
Tel: (709) 695-7505
Fax: (709) 695-9756
Email: gswc@nf.aibn.com

Rigolet

Kirkina House
P.O. Box 59
Rigolet, Nunatsiavut, NL A0P 1P0
Crisis line: (709) 947-3333
Business line: (709) 947-3334
Fax: (709) 947-3583

St. Anthony

Northern Committee Against Violence
279 West Street
P.O. Box 847
St. Anthony, NL AOK 4S0
Tel: (709) 454-3351
Fax: (709) 454-2334
E-mail: darlenerice@gov.nl.ca

St. John's

Coalition Against Violence Avalon East
31 Peet Street, #215
St. John's, NL A1B 3W8
Phone: (709) 757-0137
Fax: (709) 754-4949
Email: cavae.save.now@gmail.com

St. John's Women's Centre
170 Cashin Avenue Extension
St. John's, NL A1E 3B6
Tel: (709) 753-0220
Fax: (709) 753-3817
Email: natasha@sjwomenscentre.ca

Multicultural Women's Organization of Newfoundland and Labrador
44 Torbay Road, Nuport Building Box #9
St. John's, NL A1A2G4
Tel: (709) 726-0321
Fax: (709) 726-0322
Email: kaberi.debnath@gmail.com

Newfoundland and Labrador Sexual Assault Crisis and Prevention Centre
31 Peet Street, Suite 223
St. John's, NL A1B 3W8
Tel: (709) 747-7757
Fax: (709) 747-7758
Email: executivedirector@endsexualviolence.com

Transition House Association of Newfoundland and Labrador
510 Topsail Road, Suite 113
St. John's, NL A1E 2C2
Tel: (709) 739-6759 (709) 330 6810
Fax: (709) 739-6951
Email: danmeades@thanl.org

Iris Kirby House
196 Waterford Bridge Rd.
St. John's, NL A1E 1E2
Local Crisis Line: 753-1492
Toll Free Crisis Line: 1-877-753-1492
Business Line: (709) 722-8272
Fax: (709) 722-0164

Provincial Advisory Council on the Status of Women
15 Hallett Crescent, Suite 103
St. John's, NL A1B 4C4
Tel: (709) 753 6124
Email: lindaross@pacsw.ca

Stephenville

Southwestern Coalition to End Violence
31 – 37 Gallant Street
P.O. Box 621
Stephenville, NL A2N 3B5
Tel: (709) 643-1022 / 643-5399
Fax: (709) 643-2293
E-mail: swceviolence@gmail.com

Bay St. George Women's Centre
P.O. Box 501
Stephenville, NL A2N 3B4
Tel: (709) 643-4444
Fax: (709) 643-4707
Email: executivedirector.bsgwc@gmail.com

Newfoundland Aboriginal Women's Network
35 Carolina Avenue, Suite 131
Stephenville, NL A2N 3P8
Tel: (709) 643-1290
Fax: (709) 643-1290
Email: nawn@nf.aibn.com