November 20, 2018

Dear [Redacted]

Re: Your request for access to information under Part II of the Access to Information and Protection of Privacy Act [Our File #: WP/3/2018]

On October 22, 2018, the Women’s Policy Office received your request for access to the following records:

Any messaging prepared for the fall sitting of the house of assembly during the month of October 2018.

I am pleased to inform you that a decision has been made by the Deputy Minister for the Women’s Policy Office to provide access to the requested information.

In accordance with your request for a copy of the records, the appropriate copies have been enclosed.

Please be advised that you may ask the Information and Privacy Commissioner to review the processing of your access request, as set out in section 42 of the Access to Information and Protection of Privacy Act (the Act). A request to the Commissioner must be made in writing within 15 business days of the date of this letter or within a longer period that may be allowed by the Commissioner.

The address and contact information of the Information and Privacy Commissioner is as follows:

Office of the Information and Privacy Commissioner
2 Canada Drive
P. O. Box 13004, Stn. A
St. John’s, NL A1B 3V8

Telephone: (709) 729-6309
Toll-Free: 1-877-729-6309
Facsimile: (709) 729-6500

You may also appeal directly to the Supreme Court Trial Division within 15 business days after you receive the decision of the public body, pursuant to section 52 of the Act.
For Government Departments:
Please be advised that responsive records will be published following a 72 hour period after the response is sent electronically to you or five business days in the case where records are mailed to you. It is the goal to have the responsive records posted to the Completed Access to Information Requests website within one business day following the applicable period of time. Please note that requests for personal information will not be posted online.

If you have any further questions, please contact me by telephone at 709-729-2987 or by email at leannelane@gov.nl.ca.

Sincerely,

Leanne Lane
ATIPP Coordinator
KEY MESSAGES

Women's Policy Office
Gender Wage Gap and Economic Policy
October 18, 2018

Summary:
- Despite progress in education and in reducing the barriers to male-dominated occupations, in 2016, the gender wage gap in NL was 69% (for both full and part-time employment). For every dollar a man earns a woman earns 69 cents. NL has the largest gender wage gap in Canada.
- A number of factors influence the gender wage gap. The economy in NL is mainly resource-based and requires a large skilled workforce in occupations where women have been traditionally under-represented such as skilled trades and technologies. While some progress has been made to recruit and retain women in male-dominated occupations, there is much work still needed to reduce systemic barriers.

Anticipated Questions:
- Why does NL continue to lag behind other provinces in gender wage gap?
- What is Government doing to address the wage gap?

Key Messages:
- In order to address the wage gap, we must understand the complexity of reasons why women do not make as much money as men. In NL, the resource-based economy requires a large skilled workforce in occupations and women have been traditionally under-represented, particularly in skilled trades and technology occupations. With women over-represented in lower paying occupations, the wage gap continues to be large.
- Another concrete way Government increases the number of women in trades is through Women's Employment Plans and Gender Equity and Diversity Plans for large projects in the province.
- In The Way Forward: Realizing Our Potential, the Government committed to incorporating Women's Employment Plans into Government's Infrastructure Strategy. These Plans support our commitment to reduce the gender wage gap by increasing women's access to a wider range of employment, particularly in trades and technical occupations.

Secondary Messages:
- While some progress has been made to recruit and retain women in male-dominated occupations, there is much work still needed to reduce systemic barriers.
- Government is working towards improving the number of women in trades and technology by funding organizations that support women – such as the Office to Advance Women Apprentices and Women in Resource Development Corporation.
• The Government of NL also requires Gender Equity and Diversity Plans (GEDPs) for all large resource development projects. These aim to improve training and employment opportunities as well as business access for women across a wide range of occupations.

Prepared by: Maggie Peyton

Approved by: Donna Ballard
KEY MESSAGES

Women’s Policy Office
Domestic Violence Paid Leave
October 19, 2018

Summary:
The current Newfoundland and Labrador Labour Standards Act does not include leave policy for survivors of domestic violence. Multiple organizations, including the St. John’s Status of Women Council and the Federation of Labour, have called for the Government to implement paid leave for survivors of domestic violence.

Anticipated Questions:
• Will the Minister commit to support legislation that allows for paid domestic violence leave?

Key Messages:
• This Government takes all forms of violence seriously and as such, we are responding with measures that target this issue from all fronts. We work directly with survivors of domestic violence, we provide support to our community organizations and we work with our partners within Government to make progress on their policies and programs.

• Unfortunately, domestic violence is an all too common occurrence in our province and the effects of that violence can be devastating for the survivors and their loved ones.

• While paid leave policies are not a direct responsibility of the Women’s Policy Office, the Office does support other Departments in their efforts to address violence. We do this by providing a Gender Based Analysis lens and ensuring that women’s experiences and perspectives are reflected in policy decisions.

• As Minister Responsible for the Status of Women, I commit to continuing our work to bring attention to the experiences of survivors of domestic violence and finding ways within Government to address their concerns.

Prepared by: Maggie Peyton
Approved by: Donna Ballard
KEY MESSAGES

Women’s Policy Office
Funding for Organizations
October 22, 2018

Summary:
WPO provides funding to organizations throughout the province.

Anticipated Questions:
- Will the Minister guarantee the women’s centres’ [or other organization’s] request for a funding increase so they can continue their work for the women of our province?
- Will the Minister guarantee the Premier’s commitment to multi-year funding for women’s serving groups?

Key Messages:
- The Women’s Policy Office provides annual funding to organizations throughout the province that provide valuable services to our communities. This includes eight women’s centres, ten regional Violence Prevention NL committees, the Transition House Association of NL (THANL), the Newfoundland and Labrador Sexual Assault Crisis and Prevention Centre, the Newfoundland Aboriginal Women’s Network (NAWN), the Multi-Cultural Women’s Organization of NL and Safe Harbour Outreach Project (SHOP).
- Through Budget 2018, we reinforced our commitment to our community partners by increasing the funding for the Newfoundland Aboriginal Women’s Network and the Newfoundland and Labrador Sexual Assault Crisis and Prevention Centre.
- This year, the Women’s Centres across the province and the Newfoundland Aboriginal Women’s Network were selected to participate in phase one of multi-year funding. These groups were found to have a proven client-service focus with a clear social mandate that benefits individuals in need; a strong and committed board of directors with proven fiscal responsibility and effective management; and a demonstrated record of financial and program delivery effectiveness.
- 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.

Prepared by: Susan Furlong

Approved by: Donna Ballard
KEY MESSAGES

Women’s Policy Office
Harassment in the HOA
October 19, 2018

Summary:

- In May 2018, a series of complaints were received under section 36.(1) of the House of Assembly, Accountability, Integrity and Administration Act.

Anticipated Questions:

- As Minister Responsible for the Status of Women, what do you think should be done to support women in politics?
- Do you think there should be more supports around harassment in the legislature?

Key Messages:

- The Commissioner for Legislative Standards for Newfoundland and Labrador, Bruce Chaulk, is responsible for undertaking the work required to fully investigate complaints received under section 36.(1) of the House of Assembly, Accountability, Integrity and Administration Act. I recognize the work that he and his office have completed in this area.
- I would also like to acknowledge the efforts of the Privileges and Elections Committee for their ongoing work toward the development of a legislature-specific harassment-free workplace policy. This is important work and will contribute positively to our province.
- Harassment is unacceptable. The Government of Newfoundland and Labrador has taken a strong stance against harassment including the work to establish a new Harassment Free Workplace Policy and the work undertaken by the Privileges and Elections Committee toward the development of a legislature-specific harassment-free workplace policy.

Secondary Messages:

- The Provincial Government strives to create a work environment for employees where they are safe and free from harassment. Harassment in the workplace cannot, and will not be tolerated.
- The new Harassment Free Workplace Policy brings greater awareness of workplace harassment; increases accountability for those in authority; establishes timelines for formal investigations; and includes a comprehensive complaint resolution process.
- HRS has a full-time Harassment-Free Workplace Manager, who is solely dedicated to the administration of the Harassment and Discrimination-Free Workplace Policy, including the coordination of harassment investigations.

Prepared by:  Susan Furlong
Approved by:  Donna Ballard
KEY MESSAGES

Women’s Policy Office
Independent Appointments Commission
October 19, 2018

Summary:

- The Independent Appointments Commission Act passed in May 2016. Individuals apply for the many opportunities to serve on Agencies, Boards, and Commissions (ABCs) through an online website portal. Women’s Policy Office provided feedback and consultations throughout the developmental stage of the portal.

- Women’s Policy Office met with the IAC chair and members in June 2016 to provide an information session on gender equity in relation to the ABC appointments and continues to provide GBA supports to the IAC appointments as needed.

Anticipated Questions:

- What are you doing to ensure there are women serving on these Boards?

- How many people do we have with physical disabilities managing any board or agency or commission?

Key Messages:

- While it is important to have the right skill sets around the table to have positive outcomes and robust discussion at the board table, it is also essential that women are represented at these tables.

- Women have the skills to be at the tables, women need to come forward and be included. Simply seating more women around the table isn’t enough. We need to include them, listen to them, and follow their lead.

- We are working with the Public Service Commission and other Government Departments to monitor and increase the number of women on boards. Currently:
  - Applicants recruited: 58% male, 42% female
  - 205 women have been appointed to various ABCs and executive opportunities
  - 44% of Tier 1 and 48% of Tier 2 appointments were women.

- We help to ensure that the description of the roles and the requirements of the positions are inclusive and do not discourage women from applying or remaining in these important positions.

Secondary Messages:

- Women’s experiences and perspectives are unique from those of men. Having women represented on boards allow these perspectives to be heard.

- Women represent 51% of the population. Including women in the development of policies and programs results in more inclusive decision-making that better reflects the population. Ultimately, this means that policies and programs are stronger, and more responsive to the people of this province.
• We want to ensure we are encouraging, not only women to be involved, but that the process is open to allow all people to bring their skill sets to the table. We want our Agencies, Boards and Commissions to be representative of the communities they serve.

Prepared by: Maggie Peyton
Approved by: Donna Ballard
KEY MESSAGES

Women’s Policy Office
Provincial Advisory Council on the Status of Women – Member Vacancies
October 19, 2018

Summary:

- The Provincial Advisory Council on the Status of Women was established in 1980 and provides advice to government on issues affecting women in the province.
- There are is currently one vacancy on the Provincial Advisory Council on the Status of Women. The President is set to retire in November 2018.
- The IAC is currently working to fill the council position and appoint a new president. The other council positions were appointed in September 2018.

Anticipated Questions:

- What was involved in the process for appointing the new council members? When will the final position be filled?
- What are you doing to ensure the President’s position is filled?

Key Messages:

- The Independent Appointments Commission is currently in the process of recruiting a new council member and appointing a new President. The Independent Appointments Commission continues to accept applications for these roles. You can apply through the website iacnl.ca.
- On September 13, 2018, the Provincial Government announced appointments to the Provincial Advisory Council on the Status of Women, based on a list of recommendations provided by the Independent Appointments Commission.
- New members include Barbara Agnes Barker, Arlene Blanchard-White, Elizabeth Evans-Mitchell, Erica Hurley, Kelly Hynes-Curties, Abigail Steel and Raelene Vickers. Vanessa Jo McCarthy and Carmichael Polonio have been reappointed for a second term. Vanessa Jo McCarthy will also serve as vice president of the council.

Secondary Messages:

- We want to ensure that the process is open to allow people to bring their skill sets to the table. We want our Agencies, Boards and Commissions to be representative of the communities they serve.
- We also help to ensure that the description of the roles and the requirements of the positions are inclusive and do not discourage women from applying or remaining in these important positions. Newfoundland and Labrador is the first Canadian province to establish a legislated merit-based appointment process. The Independent
Appointments Commission is actively recruiting for a number of positions with agencies, boards and commissions.

Prepared by: Maggie Peyton
Approved by: Donna Ballard
KEY MESSAGES

Women’s Policy Office
Pay Equity and Income Inequality
October 22, 2018

Summary:

- On International Women’s Day, March 8, 2017, the Government of Newfoundland and Labrador supported a Private Member’s Motion regarding pay equity, a compensation practice that is based primarily on the relative value of the work performed, irrespective of the gender of employees. The Government committed to start the process to explore potential ways to achieve pay equity in Newfoundland and Labrador.

- In 2018, the Government of NL responded to the Private Member’s Resolution by forming an Interdepartmental Committee consisting of representatives from Human Resource Secretariat, the Department of Advanced Education, Skills and Labour, the Department of Justice and Public Safety and the Women’s Policy Office. The Committee, coordinated by the Women’s Policy Office, is tasked with exploring the feasibility of pay equity in Newfoundland and Labrador.

Anticipated Questions:

- When will the Government introduce legislation on pay equity?
- 66 per cent of minimum wage workers in this province are women. What is the Minister Responsible for the Status of Women doing to do to address this issue?

Key Messages:

- In 2018, the Government of NL responded to the Private Member’s Resolution by forming an Interdepartmental Committee consisting of representatives from Human Resource Secretariat, the Department of Advanced Education, Skills and Labour, the Department of Justice and Public Safety and the Women’s Policy Office. The Committee, coordinated by the Women’s Policy Office, is tasked with exploring the feasibility of pay equity in Newfoundland and Labrador.

- Since its formation, The Pay Equity Interdepartmental Committee has undertaken significant research as a means to explore the current status of pay equity-related initiatives both in the province, and across Canada. The committee has found that provinces and territories differ on their approaches to pay equity.

- The Committee is currently further assessing the history of pay equity in Newfoundland and Labrador and working to determine the best way to move forward in this area.

- At the same time, the Committee is monitoring recent related initiatives announced by the Government of New Brunswick and Canada. JPS is engaged in the committee to evaluate how pay equity has, and continues to be, interpreted by the courts.
Secondary Messages:

- Women's work, traditionally, has been unpaid, undervalued – for example, caring for families and their homes. Female-dominated professions have traditionally been undervalued. A significant number of women in NL hold minimum wage positions.

- Any new policy or legislation is a significant undertaking with complex processes and factors that need to be considered. A significant amount of research, analysis, consultations is required in order to provide options for a proposal based on sufficient relevant evidence.

- Pay equity involves measuring or quantifying a job's components so that it can be compared with another. Looking at factors like skill, effort, responsibility and working conditions helps us understand and compare male and female-dominated professions.

Prepared by: Maggie Peyton/Susan Furlong

Approved by: Donna Ballard
KEY MESSAGES

Women’s Policy Office
Procurement Act and Regulations
October 18, 2018

Summary:
- The new Public Procurement Act includes two measures to support diversity:
  - The Act allows the application of “the social, economic and environmental priorities that the Lieutenant-Governor in Council may direct” (section 16(2)).
  - The Act requires public bodies to uphold and value “diversity in procurement” (section 3).
- Combined, these two sections support local development of small and medium size entrepreneurs. If this is implemented with proper supports in policies and regulations, it can provide substantial support for female entrepreneurs in NL.

Potential Questions:
- How do we support women in business in NL through procurement?
- How are we ensuring that we value diversity in procurement?

Key Messages:
- As the Minister Responsible for the Status of Women, I am working with my Cabinet colleagues and the staff of WPO is working with their departmental colleagues to ensure that it is inclusive to women and women-owned businesses.
- WPO works with colleagues in SNL on the importance of addressing inequality through diversity in procurement. The WPO also reviews relevant documents and provides support to staff as a means to ensure that the legislation and policies are as inclusive as possible.
- An Interdepartmental Working Group has recently been formed to develop options to inform the social, economic and environmental priorities for the use of procurement as a policy tool to advance diversity.

Prepared by: Susan Furlong
Approved by: Donna Ballard
KEY MESSAGES

Women's Policy Office
School’s Act and Safe and Caring School’s Policy
October 22, 2018

Summary:

• In February of this year, concerns were raised by members of the public on how the English School District was applying the Safe and Caring Schools Policy and the School’s Act after allegations of sexual violence between students at a school in Stephenville. In the spring sitting of the House, the School’s Act was amended in response to the community’s concerns.

• The amendment addresses the provision of alternate delivery of instruction where a student’s presence would be detrimental to the well-being of others. The Act also provides the Directors of Education /CEO of the Newfoundland and Labrador English School District and the Conseil scolaire francophone provincial de Terre-Neuve-et-Labrador with the legal authority to refuse school admission of a student where the district is of the opinion that the presence of the student in the school is detrimental to the physical or mental well-being of students or staff.

• In September, Women’s Centres raised concerns about the required subsequent changes to the policy. The English School District informed WPO that these changes were in process and would be complete by the end of calendar year.

Anticipated Questions:

• As Minister Responsible for the Status of Women and Minister Responsible for the Violence Prevention Initiative, what are you doing to protect our students from experiencing revictimization after incidents of sexual violence?

Key Messages:

• I was pleased to see the changes to the School’s Act which were passed in the House in the spring sitting to ensure that it meets the needs of victims of violence throughout the province, including victims of sexual violence.

• Likewise, I will be glad to see the necessary alterations made to the Safe and Caring School’s policy to reflect the changes made to the School’s Act.

• While the School’s Act is not a direct responsibility of the Women’s Policy Office, the Office does support other Departments in their efforts to address harassment and sexual violence. We do this by providing a Gender Based Analysis lens and ensuring that women’s experiences and perspectives are reflected in policy decisions.

Secondary Messages:

• This Government takes all forms of violence seriously and as such, we are responding with measures that target this issue from all fronts. We work directly with victims of harassment and sexual violence, we provide support to our community organizations
and we work with our partners within Government to make progress on their policies and programs.

- As Minister Responsible for the Status of Women, I commit to continuing our work to bring attention to the issue of harassment and sexual violence in public areas, including schools, and finding ways within Government to address it.

Prepared by: Susan Furlong

Approved by: Donna Ballard
KEY MESSAGES

Women’s Policy Office
Sexual Exploitation
October 22, 2018

Summary:

- THRIVE CYN (Community Youth Network) and Coalition Against the Sexual Exploitation of Youth (CASEY) have planned significant media engagement next week on the topic of sexual exploitation.

Anticipated Questions:

- What is the Government of NL doing to prevent and eliminate sexual exploitation?

Key Messages:

- Sexual exploitation and violence are unacceptable. The Government of Newfoundland and Labrador is working to prevent and eliminate violence through a number of measures including a Ministerial Committee on Violence Against Women and Girls, complemented by a committee consisting of Ministers of a variety of relevant departments who are tasked with exploring ways to eliminate and prevent violence in NL.

- As part of Budget 2017, the Government of Newfoundland and Labrador provided $141,702.73 to the St. John’s Status of Women Council to allow continued programming under the Safe Harbour Outreach Project (S.H.O.P.). Through S.H.O.P., the St. John’s Status of Women Council provides frontline services for women involved in sex trade activities, including:
  - Safety planning and crisis support;
  - Counselling and life skills development;
  - Referrals to education and employment programs; and
  - Assistance with navigating the health care, legal, income support and housing systems.

- The Government of Newfoundland and Labrador also provided $299,644.00 to the Thrive Community Youth Network St. John’s, an umbrella organization that works with the community to address gaps in services; build community partnerships; increase awareness of existing programs and services; and conduct outreach to marginalized youth.

Secondary Messages:

- Thrive operates the federally funded Blue Door program in St. John’s, which is designed to support individuals, primarily between the ages of 14-29, to exit sex trade activities, and/or sexually exploitive situations including sex trafficking. The program is inclusive of gender and sexual orientation.

- Many of the recommendations of the sex trade report have since been addressed through the Violence Prevention Initiative Action Plan and other ongoing initiatives,
including funding organizations and promoting violence prevention within Government.

Prepared by: Susan Furlong
Approved by: Donna Ballard
KEY MESSAGES

Women’s Policy Office
Supporting Women in Trades and Technical Occupations
October 22, 2018

Summary:

- Despite GNL’s funding efforts, changing demographics and higher levels of employment opportunities with resource development projects, women continue to be grossly under-represented in trades and technology occupations. Newfoundland and Labrador’s resource-based economy requires a large skilled workforce in occupations where women have been traditionally under-represented. While progress has been made in the recruitment and retention of women in male-dominated occupations, there is much work still needed to reduce systemic barriers.

- In NL, women make up about 6% of skilled trades workers. As of July 2017, the Office to Advance Women Apprentices had registered 1665 women in total:
  - 1540 were at the apprentice and pre-apprentices level;
  - 244 (16%) of the 1665 apprentices had reached level 3; and
  - 123 (8%) of the 1665 reached journey level status.

- Research also shows that less than 1% of contracts in the supply chain for resource development projects have been awarded to women-owned businesses in NL.

Anticipated Question:

- What is the Provincial Government doing to support women in the trades and technical occupations?

Key Messages:

- The Provincial Government is committed to advancing the economic status of women. One concrete manner in which Government increases the number of women in trades is through employment plans, such as Women’s Employment Plans and Gender Equity and Diversity Plans.

- In The Way Forward: Realizing Our Potential, the Government committed to incorporating Women’s Employment Plans (WEP) into Government’s Infrastructure Strategy. Proponents of mid-size commercial projects with moderate employment and duration of work are required to develop WEPs. These Plans are required to address barriers in a number of key areas including the recruitment and retention of women as well as the participation of women-owned businesses in the supply chain. Requiring project proponents to outline proactive policies, practices, and lines of accountability aimed at creating inclusive work environments free from harassment and discrimination helps remove employment barriers women routinely face. The following are some projects which currently have WEPs in place, or in development:
  - Canopy Growth;
  - Clarenville Cannabis Production Facility
  - Corner Brook Long-term Care Facility;
- Corner Brook Pulp and Paper Mill;
- Eastern Composite Services;
- Gander Waste Water Treatment Facility;
- Grieg NL; and
- Nalcor.

- The Government of NL requires proponents of all medium-large scale resource development projects with Benefits Agreements in mining, energy, and oil and gas industries and the construction phases for these projects to develop Gender Equity and Diversity Plans (GEDPs). GEDPs aim to improve training and employment opportunities as well as business access strategies for women across a wide range of occupations. The following projects have GEDPs in place:
  - Alderon;
  - Elross Lake Iron Ore Mine (Labrador West);
  - Emera Maritime Transmission Link;
  - Hebron/Hibernia South;
  - Husky White Rose;
  - Labrador Iron Mines: Schefferville Iron Ore Mine/ LIM Benefication Plant – adjustment to existing plan – Schefferville;
  - LCP: Muskrat Falls;
  - LIM Houston Phase I & II;
  - Vale Hydromet, Long Harbour;
  - Vale Inco Labrador (Voisey’s Bay and Vale Underground);
  - Wabush 3 (IOC); and
  - White Rose Expansion.

**Secondary Messages:**

- Infrastructure investments bring the people of this province together, support economic development and grow communities and businesses.

- The Government of Newfoundland and Labrador has put measures in place to advance women’s economic security by increasing both women’s range of occupational choice and improving employment opportunities.

- Government is working towards improving the number of women in trades and technology by funding organizations that support women, such as the Office to Advance Women Apprentices and Women in Resource Development Corporation.

**Prepared by:** Leanne Lane

**Approved by:** Donna Ballard
KEY MESSAGES

Women's Policy Office
Task Force on Gender Based Violence
October 17, 2018

Summary:

- Violence prevention is particularly salient in 2018, locally, federally, and internationally. Movements such as the #MeToo initiative have increased the public's awareness and interest in issues related to violence, including harassment and sexual assault.

- Consequently, there has also been a substantial increase in interest in Government's response to violence and measures to prevent violence.

- The St. John's Status of Women Centre, along with PANSOW (Provincial Action Network on the Status of Women), have been calling for a Task Force on Gender Based Violence to oversee the implementation of a comprehensive, provincial plan to end domestic violence, and all violence, against women and girls.

Anticipated Question(s):

- As the Violence Prevention Initiative Action Plan is coming to an end, what are the Provincial Government's plans for violence prevention going forward?

- Will the Provincial Government be implementing a Task Team on Gender Based Violence?

Key Messages:

- Over the coming months, Women's Policy Office staff will engage with Violence Prevention Initiative community stakeholders, Indigenous groups and organizations, and partner departments and agencies.

- Through this work, the Women's Policy Office aims to begin to identify and define the next phase of violence prevention in Newfoundland and Labrador. The future approach can only be determined with assistance from both community and governmental partners.

Secondary Messages:

- Two committees relating to violence prevention have been convened over the past year including: a committee of cabinet ministers which oversees government’s collective response to violence prevention; and The Department of Justice and Public Safety’s Minister’s Committee on Violence Against Women and Girls. Input from both committees will be sought.

- As many programs, policies and legislation related to violence prevention are the responsibility of other departments, strong collaboration with those partner departments is essential in determining our collective path forward in violence prevention.

Prepared by: Susan Furlong/Leanne Lane

Approved by: Donna Ballard
KEY MESSAGES

Women’s Policy Office
Violence Prevention
October 22, 2018

Summary:

- Violence Prevention is a pillar of the WPO and is included in the Ministerial Mandate Letter.
- The Working Together for Violence-Free Communities action plan is almost complete and the WPO is in the process of determining how to proceed.

Anticipated Questions:

- What is the Government doing to prevent violence against women and girls?
- What is the status of the Violence Prevention Initiative?

Key Messages:

- The Violence Prevention Initiative Action Plan, Working Together for Violence Free Communities, is now 96% implemented. Over the past three years, the Government of NL has undertaken a number of initiatives through that plan including support for culturally responsive approaches violence prevention in Indigenous communities, such as those funded through the Indigenous Violence Prevention Grants Program.
- Working Together for Violence Free Communities is a multi-departmental, community-government partnership. In order to implement the shared actions outlined in the plan, the Women’s Policy Office works with its partners including other departments, agencies and community organizations.
- Many of the actions outlined in the plan have no end-date. They are ongoing programs and initiatives that will continue to exist as a means to reduce, eliminate and prevent violence in NL. The WPO continues to work with its partners to implement ongoing and remaining action items.
- The WPO is also currently exploring how to best proceed with violence prevention in Newfoundland and Labrador. In the coming months, WPO will be working with stakeholders and partners to hear their perspectives on violence prevention and the needs of the community.

Secondary Messages:

- Violence is a serious concern for our Government and as such, we are responding with measures that target this issue from all fronts. We provide support to our community organizations and, at the same time, we work with our partners within Government to make progress on their policies and programs.
• We recognize that Indigenous women and girls are particularly susceptible to experiencing violence. We support our Indigenous organizations and work with them to find culturally appropriate approaches to violence.

• Over the past year, the Government of NL has illustrated their commitment to violence prevention through the significant work of the Minister’s Committee on Violence against Women and Girls (Co-chaired by the Minister of Justice and Public Safety and the President/CEO of PACSW) and the Committee of Ministers (Chaired by the Minister Responsible for the Status of Women).

Prepared by:   Susan Furlong

Approved by:   Donna Ballard
KEY MESSAGES

Women’s Policy Office
Women in Leadership
October 17, 2018

Summary:

- Women in leadership is a topic that has been raised in the House of Assembly quite frequently over the past two years.

- The November 2017 Mandate Letter for the Minister Responsible for the Status of Women committed to developing a women’s leadership strategy and working with women’s organizations to address barriers to gender diversity in leadership.

Anticipated Question(s):

- What is the status of the leadership strategy?
- What is Government doing to increase the number of women in leadership roles?

Key Messages:

- Over the past six months, the Women’s Policy Office has engaged with women leaders throughout Newfoundland and Labrador in the areas of business, academia, trades/technology, politics, unions, and the community sector to seek assistance in the development of a government-community women in leadership framework. Focused engagement sessions were also held with public service executive women leaders, Indigenous women leaders, female and male youth leaders, and male leaders.

- The government-community women in leadership framework, designed to empower women and girls to assume leadership roles, is in its final stages of development and is expected to be launched this fiscal year.

- In addition to the Women in Leadership Framework, the Women’s Policy Office is working to increase the number of women in leadership roles through several other initiatives:
  - In this fiscal year, the Women’s Policy Office will host a Women’s Conference on the status of women in Newfoundland and Labrador to facilitate knowledge sharing and mentorship opportunities with women leaders in community, academia, business, politics, unions, and trades/technology;
  - The Women’s Policy Office continues to work with the Public Service Commission and other Government departments to increase the number of women appointed to boards and agencies; and
  - The Women’s Policy Office continues to review policies and programs internal to government to ensure that they are inclusive to women and promote women in leadership roles.
Secondary Messages:

- Our vision for our province is one in which women and men equally occupy leadership roles. Unfortunately, barriers to women's equal participation in leadership roles mean the province is losing out on valuable insights and expertise.

- The proportion of women in senior management positions has virtually flat lined over the past two decades, even though there has been a steady increase in overall female labour force participation.

- Since 1987, men have been two-to-three times more likely than women to be senior managers, and one-and-a-half times more likely to be middle managers.

Prepared by: Leanne Lane

Approved by: Donna Ballard
KEY MESSAGES

Women’s Policy Office
WPO Initiatives to Prevent Violence against Indigenous Women
October 22, 2018

Summary:

- The Government of NL recognizes that given the intersectional nature of power and privilege, and acknowledging the intergenerational effects of colonialism, Indigenous women experience violence disproportionately.
- Research shows that Indigenous women are 3.5 times more likely to experience violence than non-Indigenous women. To this end, the Women’s Policy Office works with Indigenous groups and organizations to find culturally appropriate approaches to prevent violence against Indigenous women and girls.

Anticipated Question(s):

- What specific Women’s Policy Office initiatives are in place to help prevent violence against Indigenous women?

Key Messages:

- The Indigenous Violence Prevention Grants Program provides $230,000 annually in funding support for the development and implementation of culturally-appropriate projects to prevent violence against Indigenous women and girls in their communities, and to engage Indigenous men and boys in violence prevention. Since 2005, GNL has provided over $2M in project funding to Indigenous groups and organizations through the Grants Program.

- The Provincial Indigenous Women’s Gathering 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. This year’s Gathering, scheduled to take place November 7-8th, 2018, hosting approximately 35 Indigenous women and Elders from throughout Newfoundland and Labrador, is designed to advance collaborative and collective work in the areas of violence against Indigenous women and mental health.

- In the spring of 2016, the Provincial Indigenous Women’s Steering Committee developed and submitted a three-year project proposal to Status of Women Canada to advance collaborative work in the areas of violence against women and mental health. In early 2017, Status of Women Canada approved the Empowering Indigenous Women for Stronger Communities project proposal - over $500,000 in funding has been awarded. The first of its kind in the province, the project involves
partnerships with all established Indigenous groups and organizations at the time of project development, as well as the Women’s Policy Office.

**Secondary Messages:**

- The Government of Newfoundland and Labrador is fully committed to working with all levels of government to strive for a society where Indigenous women live free from violence, and their voices are not only heard, but valued.

- The Government of Newfoundland and Labrador is committed to advancing the social, legal, cultural and economic status of Indigenous women and girls in our province.

**Prepared by:** Leanne Lane

**Approved by:** Donna Ballard
KEY MESSAGES

Women's Policy Office
WPO Role in Budget 2019/20
October 18, 2018

Summary:

- As part of the Budget process, WPO will provide a Gender Based Analysis to help inform cabinet decision making. WPO provides guidance to all departments and agencies to utilize GBS tools in the budget and policy making processed.

- GBA is incorporated throughout the budget process to ensure that gender issues are addressed and the different needs of our population are taken into consideration. The overall goal of GBA is to point the way to more equitable and inclusive options and outcomes in government policies, programs, and services.

Anticipated Questions:

- How will Budget 2019-20 be responsive to women?

Key Messages:

- WPO plays a central role in supporting the use of Gender Based Analysis (GBA) to inform Cabinet decision making. This includes providing departments and agencies with the tools, training, and guidance they need to effectively incorporate GBA in the development of policies, programs, legislation, and budget proposals to Cabinet.

- WPO assists in the development of the budget through a number of initiatives, including:
  - working with departments in the development of their cabinet proposals;
  - reviewing data sources such as research papers, quantitative data such as statistics, and other gender-related information relevant to the initiative;
  - considering the perspectives of stakeholders, including affected groups of women;
  - examining the gender considerations to determine whether the initiative could have different impacts on specific groups of women and men;
  - in cases where there were relevant gender considerations, proposing options or risk-mitigation measures to address inequalities in the outcomes of the initiative on those gender groups;
  - reviewing all proposals providing feedback to departments;
  - completing a GBA on proposals that will be advanced to Cabinet.

- A gender responsive budget acknowledges inequalities between women and men and seeks to reduce these inequalities by implementing measures that directly aim to improve the lives of women.
As the GBA recommendations or policy considerations submitted or prepared for cabinet fall within the definition of a "cabinet record" under 27(1) (a) of ATIPPA, the analysis cannot be released or tabled.

Prepared by: Maggie Peyton

Approved by: Donna Ballard
KEY MESSAGES

Women’s Policy Office
WPO Structure and Resources
October 19, 2018

Summary:
• Recently, the Deputy Minister of Women’s Policy Office was appointed as Deputy
Minister of Children, Seniors and Social Development. She now has responsibility for
both portfolios.
• Additionally, there have been some vacancies within the WPO due to staff retiring or
otherwise taking positions in other departments of Government. The WPO is actively
filling these positions.

Anticipated Questions:
• Have there been positions cut at the Women’s Policy Office?
• Will the Premier commit to creating a stand-alone ministry for the Women’s Policy
Office?

Key Messages:
• The decision to share the Deputy Minister responsibilities of Children, Seniors and
Social Development and Women’s Policy Office was the result of the departure of the
former deputy minister of Children, Seniors and Social Development who left to peruse
other professional opportunities.
• Sharing the deputy minister’s role has strengthened the connections between the two
departments on collective work in the areas of inclusion, disability policy, poverty
reduction, violence prevention, seniors, wellness and other key policy areas.
• Women’s Policy Office is staffed by a full time dedicated team. There have been no
position eliminations. The office also has recently hired a full time senior policy,
planning and research analyst. Competitions are ongoing for the other vacancies.

Secondary Messages:
• The sharing of the Deputy Minister’s position allows for guidance and support for
government on gender equity aligning strategic directions of both departments. The
deputy minister brings with her skill sets that will support mutual directions and focus
areas.
• No other Atlantic Province has a stand-alone Ministry for Women’s Policy.
• Government is highly committed to improving the status of all women across our
province.

Prepared by: Susan Furlong
Approved by: Donna Ballard