Re: Your request for access to information under Part II of the Access to Information and Protection of Privacy Act [Our File #: WP/2/2019]

On February 13, 2019, the Office for the Status of Women (formerly the Women’s Policy Office) received your request for access to the following records:

"Any messaging or draft messaging prepared for the Department or Minister since January 1st, 2019. In addition, any benchmarks/status updates/lists outlining levels of completion of "The Way Forward" initiatives."

I am pleased to inform you that a decision has been made by the Deputy Minister for the Office for the Status of Women 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.
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 709-729-5730 or by email at MaggiePeyton@gov.nl.ca

Sincerely,

Maggie Peyton
ATIPP Coordinator
Thank you.
Donna, if you’re good with these changes, I’ll send it to the Minister for her approval.

Thanks.

Nancy

From: Lane, Leanne <LeanneLane@gov.nl.ca>
Sent: Monday, January 7, 2019 4:08 PM
To: Hollett, Nancy <NancyHollett@gov.nl.ca>; Ballard, Donna M <DBallard@gov.nl.ca>; Furlong, Susan <SusanFurlong@gov.nl.ca>
Subject: RE: For Review and Quote re YWCA NR

Our government is committed to advancing the status of women and girls in our province. Through this project, the YWCA will create opportunities for newcomer women and girls to develop leadership skills and create safe and empowering environments, which will benefit all residents of Newfoundland and Labrador.

From: Hollett, Nancy <NancyHollett@gov.nl.ca>
Sent: Monday, January 7, 2019 3:59 PM
To: Ballard, Donna M <DBallard@gov.nl.ca>; Furlong, Susan <SusanFurlong@gov.nl.ca>; Lane, Leanne <LeanneLane@gov.nl.ca>
Subject: FW: For Review and Quote re YWCA NR
Importance: High

Suggested quote for your review and edits.

From: Marnell, Debbie <DebbieMarnell@gov.nl.ca>
Sent: Monday, January 7, 2019 2:11 PM
To: Hollett, Nancy <NancyHollett@gov.nl.ca>
Cc: Crocker, Ryan <RyanCrocker@gov.nl.ca>
Subject: For Review and Quote re YWCA NR
Importance: High

Hi Nancy,
Please see NR attached for review by WPO Exec and for quote from Minister Haley.
Also, the ED with YWCA wanted us to ck with you re follow up with Leanne Lane, WPO official (she has been working with YWCA on this file), to ensure we are using the correct language re YWCA/WPO in collaboration/ in partnership (as we have it noted in the NR). Just want to make sure we are all on the same page as to what the relationship is. Can you please chat with your folks and confirm?
All good

Sent from my BlackBerry 10 smartphone on the Bell network.

Thank you.
Donna, if you’re good with these changes, I’ll send it to the Minister for her approval.

Thanks.

Nancy

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Thanks,
Debbie
New YWCA Mentorship Program to Help Newcomer Women Join the Workforce

The Honourable Bernard Davis, Minister of Advanced Education, Skills, and Labour, today announced $75,000 in funding for the YWCA to deliver a Newcomer Women’s Leadership and Employment Mentorship Project. The project will help participants improve their-confidence and leadership skills, ensuring newcomer women are better able to join the workforce.

The YWCA provides a community where all girls and women can feel safe, supported and empowered. The project was developed in consultation with the Women’s Policy Office and supports the YWCA’s ongoing efforts to create opportunities for girls and women to learn, achieve and participate.

Partnering with service providers to support employment mentorship and leadership opportunities for newcomer women is a key commitment in The Way Forward on Immigration in Newfoundland and Labrador, the province’s collaborative immigration action plan.

Since 2017, the number of individuals supported toward permanent residency by the Provincial Government has increased by over 25 per cent.

This initiative delivers on commitments in The Way Forward to strengthen the province’s economic foundation and deliver better services and better outcomes for residents. The Way Forward outlines all actions the Provincial Government is taking to achieve a strong, diversified province with a high standard of living, and can be viewed at thewayforward.gov.nl.ca.

Quotes

“Our government is proud to partner with YWCA St. John’s. This mentorship program will help newcomer women find good jobs or even start their own businesses, which supports newcomer retention.”
Honourable Bernard Davis
Minister of Advanced Education, Skills and Labour

“X.”
The Honourable Carol Ann Haley
Minister Responsible for the Status of Women

“X.”
Wendolyn Schlamp
Executive Director, YWCA St. John’s

Learn more
Immigration Action Plan Progress Report -

The Way Forward on Immigration in Newfoundland and Labrador –

Follow us on Twitter: @GovNL and @AESL_GovNL

Media contacts
Ryan Crocker
Advanced Education, Skills and Labour
709-729-1795, 725-9595
RyanCrocker@gov.nl.ca

Nancy Hollett
Women’s Policy Office
709-729-5777, 685-3372
nancyhollett@gov.nl.ca
Hi Minister

We’ve been asked to provide a quote for the news release regarding Wednesday’s announcement. The draft NR is attached.

We are suggesting the following for a quote if you’re good with it.

Our government is committed to advancing the status of women and girls in our province. Through this project, the YWCA will create opportunities for newcomer women and girls to develop leadership skills and create safe and empowering environments, which will benefit all residents of Newfoundland and Labrador.

Thanks.

Nancy

Nancy Hollett | Director of Communications
Women’s Policy Office
Government of Newfoundland and Labrador

Office: 709-729-4934
Mobile: 709-685-3372
E-Mail: NancyHollett@gov.nl.ca
Thanks. Good with me.
Thank you,
Carol Anne

Carol Anne Haley, MHA
Burin-Grand Bank
Minister Responsible for the Status of Women

On Jan 7, 2019, at 4:22 PM, Hollett, Nancy <NancyHollett@gov.nl.ca> wrote:

Hi Minister

We’ve been asked to provide a quote for the news release regarding Wednesday’s announcement. The draft NR is attached.

We are suggesting the following for a quote if you’re good with it.

Our government is committed to advancing the status of women and girls in our province. Through this project, the YWCA will create opportunities for newcomer women and girls to develop leadership skills and create safe and empowering environments, which will benefit all residents of Newfoundland and Labrador.

Thanks.

Nancy

Nancy Hollett  |  Director of Communications
Women’s Policy Office
Government of Newfoundland and Labrador

Office: 709-729-4934
Mobile: 709-685-3372
E-Mail: NancyHollett@gov.nl.ca

<News Release.docx>
Hi Debbie

There’s one slight change recommended in the first paragraph. They thought it made it a little clearer on who the program was for.

Also, the Minister’s approved quote is as follows:

Our government is committed to advancing the status of women and girls in our province. Through this project, the YWCA will create opportunities for newcomer women and girls to develop leadership skills and create safe and empowering environments, which will benefit all residents of Newfoundland and Labrador.

Nancy Hollett | Director of Communications  
Women’s Policy Office  
Government of Newfoundland and Labrador

Office: 709-729-4934  
Mobile: 709-685-3372  
E-Mail: NancyHollett@gov.nl.ca
Yes, they were good with that one.

Nancy Hollett  |  Director of Communications
Women’s Policy Office  
Government of Newfoundland and Labrador
Office: 709-729-4834  
Mobile: 709-665-3372  
E-Mail: NancyHollett@gov.nl.ca

Ok thanks Nancy.
And just to confirm your folks were ok with the following line (see below)? This is the one the YWCA was asking about, wanting to make sure the language was accurate.
D

The project was developed in consultation with the Women’s Policy Office and supports the YWCA’s ongoing efforts to create opportunities for girls and women to learn, achieve and participate.

Hi Debbie

There’s one slight change recommended in the first paragraph. They thought it made it a little clearer on who the program was for.

Also, the Minister’s approved quote is as follows:

Our government is committed to advancing the status of women and girls in our province. Through this project, the YWCA will create opportunities for newcomer women and girls to develop leadership skills and create safe and empowering environments, which will benefit all residents of Newfoundland and Labrador.
Good morning,

Attached and below for your review is the news release for tomorrow's announcement at the YWCA. My first item of 2019 with the correct year!

Thank you,

- Ryan

Advanced Education, Skills and Labour
Women's Policy Office
January 9, 2019

New YWCA Mentorship Program to Help Newcomer Women Join the Workforce

The Honourable Bernard Davis, Minister of Advanced Education, Skills, and Labour, today announced $75,000 in funding for the YWCA to deliver a Newcomer Women's Leadership and Employment Mentorship Project. The project will help improve confidence and leadership skills, ensuring newcomer women are better able to join the workforce.

The YWCA provides a community where all girls and women can feel safe, supported and empowered. The project was developed in consultation with the Women's Policy Office and supports the YWCA's ongoing efforts to create opportunities for girls and women to learn, achieve and participate.

Partnering with service providers to support employment mentorship and leadership opportunities for newcomer women is a key commitment in The Way Forward on Immigration in Newfoundland and Labrador, the province's collaborative immigration action plan.

Since 2017, the number of individuals supported toward permanent residency by the Provincial Government has increased by over 25 per cent.

This initiative delivers on commitments in The Way Forward to strengthen the province's economic foundation and deliver better services and better outcomes for residents. The Way Forward outlines all actions the Provincial Government is taking to achieve a strong, diversified province with a high standard of living, and can be viewed at thewayforward.gov.nl.ca.
Quotes

“Our government is proud to partner with YWCA St. John’s. This mentorship program will help newcomer women find good jobs or even start their own businesses, which supports newcomer retention.”
Honourable Bernard Davis
Minister of Advanced Education, Skills and Labour

“Our government is committed to advancing the status of women and girls in our province. Through this project, the YWCA will create opportunities for newcomer women and girls to develop leadership skills and create safe and empowering environments, which will benefit all residents of Newfoundland and Labrador.”

The Honourable Carol Ann Haley
Minister Responsible for the Status of Women

“We are thrilled to initiate this new project with the support of the Provincial Government. Through this project we will work with community partners to coordinate a Multicultural Women in Leadership Symposium, and facilitate research to identify the challenges and solutions to full participation in the labour market. Working collaboratively with women who have lived-experience as newcomers to our province, we will identify strategies which support immigrant women’s economic self-sufficiency and successful labour market participation.”

Wendolyn Schlamp
Executive Director, YWCA St. John’s

Learn more

Immigration Action Plan Progress Report -

The Way Forward on Immigration in Newfoundland and Labrador –

Follow us on Twitter: @GovNL and @AESL_GovNL

Media contacts

Ryan Crocker
Advanced Education, Skills and Labour
709-729-1795, 725-9595
RyanCrocker@gov.nl.ca

Nancy Hollett
Women’s Policy Office
709-729-5777, 685-3372
nancyhollett@gov.nl.ca

Wendolyn Schlamp
YWCA St. John’s
709-697-5244
wendolyn@ywcastjohns.ca

Ryan Crocker
Media Relations Manager
Advanced Education, Skills and Labour
Office: (709)-729-1795
Mobile: (709)-725-9595
RyanCrocker@gov.nl.ca
Looks good

Donna Ballard, Q.C.
Deputy Minister
Department of Children, Seniors and Social Development
Women’s Policy Office
Telephone: (709) 729-0583
Email: dballard@gov.nl.ca

Hi Nancy,

Here are a couple of points for your consideration:

- Our vision for Newfoundland and Labrador 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.

- Over the past eight months, in an effort to identify appropriate community, cultural, and organizational measures to promote and increase the number of women in leadership roles, the Women’s Policy Office has engaged with women leaders in various sectors throughout the province.

- The Women’s Policy Office continues to work to increase the number of women in leadership roles through several 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.

Leanne
Hi

Are you able to have a look below to see if there’s anything we’d like to add?

Thanks,

Nancy

Nancy Hollett | Director of Communications
Women’s Policy Office
Government of Newfoundland and Labrador

Office: 709-729-4934
Mobile: 709-685-3372
E-Mail: NancyHollett@gov.nl.ca

From: Marnell, Debbie <DebbieMarnell@gov.nl.ca>
Sent: Tuesday, January 8, 2019 2:12 PM
To: Hollett, Nancy <NancyHollett@gov.nl.ca>
Cc: Crocker, Ryan <RyanCrocker@gov.nl.ca>
Subject: Seeking Info re KMs - YWCA Event
Importance: High

Hi Nancy,

We have pulled together some KMs for the Minister re YWCA event tomorrow...are you able to take a look at the comments below from our Director of Immigration and Multiculturalism...wondering what info/KMs WPO may want to include as well?

"I’d highly recommend running this by WPO to solicit information on existing initiatives and programs to support women in the province. They are in the process of planning a series of symposia in the province that are similar to this initiative, and it would be good to have that information reflected in the KMs, as otherwise, there is a risk of people assuming such initiatives don’t exist for longtime residents."

Advanced Education, Skills and Labour
YWCA Funding
January 8, 2019

Summary:

On January 9, 2019, the Provincial Government will announce $75,000 in funding for the YWCA to deliver a Newcomer Women’s Leadership and Employment Mentorship Project.

Partnering with service providers to support employment mentorship and leadership opportunities for newcomer women is a key commitment in The Way Forward on Immigration in Newfoundland and Labrador, the province’s collaborative immigration action plan.
Anticipated questions:

- Why is this project being run through the YWCA?
- Why aren’t you offering this program for women born and raised in Newfoundland and Labrador?

Key Messages:

- Our government is proud to partner with and provide support to YWCA St. John’s. This leadership and mentorship program will help newcomer women find good jobs, thrive to leadership positions, or even start their own businesses.

- Newcomer women experience different barriers in accessing local employment, starting a business, and reaching leadership positions in the workplace. This project will help address that and it complements all of the work our government and partners such as the YWCA are doing through The Way Forward to help all Newfoundlanders and Labradorians build a brighter future.

- We hope the project will result in greater partnerships with employers and communities in supporting newcomer women’s transitions to the workforce, or in assisting newcomer women in advancing to leadership positions in the workforce.
Hollett, Nancy

From: Hollett, Nancy
Sent: Tuesday, January 8, 2019 3:38 PM
To: Marnell, Debbie; Crocker, Ryan
Subject: FW: Seeking Info re KMs - YWCA Event

Hi

This was information that our official sent back, but I don’t think this is necessary for the KMs. It’s really just some background information.

N

Nancy Hollett | Director of Communications
Government of Newfoundland and Labrador

Office: 709-729-4934
Mobile: 709-685-3372
E-Mail: NancyHollett@gov.nl.ca

From: Lane, Leanne <LeanneLane@gov.nl.ca>
Sent: Tuesday, January 8, 2019 3:20 PM
To: Hollett, Nancy <NancyHollett@gov.nl.ca>; Ballard, Donna M <DBallard@gov.nl.ca>
Subject: RE: Seeking Info re KMs - YWCA Event

Hi Nancy,

Here are a couple of points for your consideration:

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- Over the past eight months, in an effort to identify appropriate community, cultural, and organizational measures to promote and increase the number of women in leadership roles, the Women’s Policy Office has engaged with women leaders in various sectors throughout the province.
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Leanne

From: Hollett, Nancy <NancyHollett@gov.nl.ca>
Sent: Tuesday, January 8, 2019 3:02 PM
To: Lane, Leanne <LeanneLane@gov.nl.ca>; Ballard, Donna M <DBallard@gov.nl.ca>
Subject: FW: Seeking Info re KMs - YWCA Event
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Thanks.

Nancy

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Office: 709-729-4934
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• Why is this project being run through the YWCA?
• Why aren’t you offering this program for women born and raised in Newfoundland and Labrador?

Key Messages:

• Our government is proud to partner with and provide support to YWCA St. John’s. This leadership and mentorship program will help newcomer women find good jobs, thrive to leadership positions, or even start their own businesses.

• Newcomer women experience different barriers in accessing local employment, starting a business, and reaching leadership positions in the workplace. This project will help address that and it complements all of the work our government and partners such as the YWCA are doing through The Way Forward to help all Newfoundlanders and Labradorians build a brighter future.

• We hope the project will result in greater partnerships with employers and communities in supporting newcomer women’s transitions to the workforce, or in assisting newcomer women in advancing to leadership positions in the workforce.
Thanks Nancy,
I will include this as background info for the Minister’s purposes.
Debbie

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Nancy

Nancy Hollett | Director of Communications
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E-Mail: NancyHollett@gov.nl.ca

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YWCA Funding
January 8, 2019

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Anticipated questions:
- Why is this project being run through the YWCA?
- Why aren’t you offering this program for women born and raised in Newfoundland and Labrador?

Key Messages:
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- Newcomer women experience different barriers in accessing local employment, starting a business, and reaching leadership positions in the workplace. This project will help address that and it complements all of the work our government and partners such as the YWCA are doing through The Way Forward to help all Newfoundlanders and Labradorians build a brighter future.

- We hope the project will result in greater partnerships with employers and communities in supporting newcomer women’s transitions to the workforce, or in assisting newcomer women in advancing to leadership positions in the workforce.
Hey Jason:

Just realized that we're still waiting on approval for this one. The event is at 1:30.

Thanks

---

From: Releases, News <news@gov.nl.ca>
Sent: Tuesday, January 8, 2019 2:21 PM
To: Cannizzaro, Michelle <MichelleCannizzaro@gov.nl.ca>; Card, Jason <JasonCard@gov.nl.ca>
Cc: Bruce, Glenn <GlennBruce@gov.nl.ca>; Joyce, Luke <LukeJoyce@gov.nl.ca>; Barfoot, Scott <ScottBarfoot@gov.nl.ca>; White, Len <LenWhite@gov.nl.ca>; Crocker, Ryan <RyanCrocker@gov.nl.ca>; Marnell, Debbie <DebbieMarnell@gov.nl.ca>; Hollett, Nancy <NancyHollett@gov.nl.ca>
Subject: FOR APPROVAL - Minister Davis Announces Support for YWCA Mentorship Program that Helps Newcomer Women Join the Workforce

**Newly Added Section:**

**NLIS**

**Advanced Education, Skills and Labour**

**Executive Council**

January 9, 2019

**Minister Davis Announces Support for YWCA Mentorship Program that Helps Newcomer Women Join the Workforce**

The Honourable Bernard Davis, Minister of Advanced Education, Skills, and Labour, today announced $75,000 in funding for the YWCA to deliver a Newcomer Women’s Leadership and Employment Mentorship Project. The project will help improve confidence and leadership skills, ensuring newcomer women are better able to join the workforce.

The YWCA provides a community where all girls and women can feel safe, supported and empowered. The project was developed in consultation with the Women’s Policy Office and supports the YWCA’s ongoing efforts to create opportunities for girls and women to learn, achieve and participate.

Partnering with service providers to support employment mentorship and leadership opportunities for newcomer women is a key commitment in The Way Forward on Immigration in Newfoundland and Labrador, the province’s collaborative immigration action plan.

Since 2017, the number of individuals supported toward permanent residency by the Provincial Government has increased by over 25 per cent.
This initiative also delivers on commitments in The Way Forward to strengthen the province’s economic foundation and deliver better services and better outcomes for residents. The Way Forward outlines all actions the Provincial Government is taking to achieve a strong, diversified province with a high standard of living, and can be viewed at thewayforward.gov.nl.ca.

**Quotes**

“Our government is proud to partner with and provide support to YWCA St. John’s. This mentorship program will help newcomer women find good jobs or even start their own businesses, which supports newcomer retention and our commitments under The Way Forward on Immigration.”
Honourable Bernard Davis
Minister of Advanced Education, Skills and Labour

“Our government is committed to advancing the status of women and girls in our province. Through this project, the YWCA will create opportunities for newcomer women and girls to develop leadership skills and create safe and empowering environments, which will benefit all residents of Newfoundland and Labrador.”
Honourable Carol Ann Haley
Minister Responsible for the Status of Women

“We are thrilled to initiate this new project with the support of the Provincial Government. Through this project we will work with community partners to coordinate a Multicultural Women in Leadership Symposium, and facilitate research to identify the challenges and solutions to full participation in the labour market. Working collaboratively with women who have lived-experience as newcomers to our province, we will identify strategies which support immigrant women’s economic self-sufficiency and successful labour market participation.”
Wendolyn Schlamp
Executive Director, YWCA St. John’s

- 30 -

**Learn more**

*Immigration Action Plan Progress Report*

*The Way Forward on Immigration in Newfoundland and Labrador*

Follow us on Twitter: [@GovNL](https://twitter.com/GovNL) and [@AESL_GovNL](https://twitter.com/AESL_GovNL)

**Media contacts**

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Advanced Education, Skills and Labour
709-729-1795, 725-9595
RyanCrocker@gov.nl.ca

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Women’s Policy Office
709-729-5777, 685-3372
nancyhollett@gov.nl.ca

Wendolyn Schlamp
YWCA St. John’s
709-697-5244
Hollett, Nancy

From: Marnell, Debbie
Sent: Wednesday, January 9, 2019 10:45 AM
To: Card, Jason; Releases, News; Cannizzaro, Michelle
Cc: Bruce, Glenn; Joyce, Luke; Barfoot, Scott; White, Len; Crocker, Ryan; Hollett, Nancy
Subject: RE: FOR APPROVAL - Minister Davis Announces Support for YWCA Mentorship Program that Helps Newcomer Women Join the Workforce

Thanks!

From: Card, Jason
Sent: Wednesday, January 9, 2019 10:39 AM
To: Releases, News <news@gov.nl.ca>; Cannizzaro, Michelle <MichelleCannizzaro@gov.nl.ca>
Cc: Bruce, Glenn <GlennBruce@gov.nl.ca>; Joyce, Luke <LukeJoyce@gov.nl.ca>; Barfoot, Scott <ScottBarfoot@gov.nl.ca>; White, Len <LenWhite@gov.nl.ca>; Crocker, Ryan <RyanCrocker@gov.nl.ca>; Marnell, Debbie <DebbieMarnell@gov.nl.ca>; Hollett, Nancy <NancyHollett@gov.nl.ca>
Subject: RE: FOR APPROVAL - Minister Davis Announces Support for YWCA Mentorship Program that Helps Newcomer Women Join the Workforce

Approved with the highlighted edit below.

From: Releases, News
Sent: Tuesday, January 8, 2019 2:21 PM
To: Cannizzaro, Michelle <MichelleCannizzaro@gov.nl.ca>; Card, Jason <JasonCard@gov.nl.ca>
Cc: Bruce, Glenn <GlennBruce@gov.nl.ca>; Joyce, Luke <LukeJoyce@gov.nl.ca>; Barfoot, Scott <ScottBarfoot@gov.nl.ca>; White, Len <LenWhite@gov.nl.ca>; Crocker, Ryan <RyanCrocker@gov.nl.ca>; Marnell, Debbie <DebbieMarnell@gov.nl.ca>; Hollett, Nancy <NancyHollett@gov.nl.ca>
Subject: FOR APPROVAL - Minister Davis Announces Support for YWCA Mentorship Program that Helps Newcomer Women Join the Workforce

NLIS
Advanced Education, Skills and Labour
Executive Council
January 9, 2019

Minister Davis Announces Support for YWCA Mentorship Program that Helps Newcomer Women Join the Workforce

The Honourable Bernard Davis, Minister of Advanced Education, Skills, and Labour, today announced $75,000 in funding for the YWCA to deliver a Newcomer Women’s Leadership and Employment Mentorship Project. The project will help improve confidence and leadership skills, ensuring newcomer women are better able to join the workforce.

The YWCA provides a community where all girls and women can feel safe, supported and empowered. The project was developed in consultation with the Women’s Policy Office and supports the YWCA’s ongoing efforts to create opportunities for girls and women to learn, achieve and participate.
Partnering with service providers to support employment mentorship and leadership opportunities for newcomer women is a key commitment in The Way Forward on Immigration in Newfoundland and Labrador, the province’s collaborative immigration action plan.

Since 2017, the number of individuals supported toward permanent residency by the Provincial Government has increased by over 25 per cent.

This initiative also delivers on commitments in The Way Forward to strengthen the province’s economic foundation and deliver better services and better outcomes for residents. The Way Forward outlines all actions the Provincial Government is taking to achieve a strong, diversified province with a high standard of living, and can be viewed at thewayforward.gov.nl.ca.

Quotes
“Our government is proud to partner with and provide support to YWCA St. John’s. This mentorship program will help newcomer women find good jobs or even start their own businesses, which supports newcomer retention and our commitments under The Way Forward on Immigration.”
Honourable Bernard Davis
Minister of Advanced Education, Skills and Labour

“Our government is committed to advancing the status of women and girls in our province. Through this project, the YWCA will create opportunities for newcomer women and girls to develop leadership skills and create safe and empowering environments, which will benefit all residents of Newfoundland and Labrador.”
Honourable Carol Ann Haley
Minister Responsible for the Status of Women

“We are thrilled to initiate this new project with the support of the Provincial Government. Through this project we will work with community partners to coordinate a Multicultural Women in Leadership Symposium, and facilitate research to identify the challenges and solutions to full participation in the labour market. Working collaboratively with women who have lived-experience as newcomers to our province, we will identify strategies which support immigrant women’s economic self-sufficiency and successful labour market participation.”
Wendolyn Schlamp
Executive Director, YWCA St. John’s

Learn more
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The Way Forward on Immigration in Newfoundland and Labrador

Follow us on Twitter: @GovNL and @AESL_GovNL

Media contacts
Ryan Crocker
Advanced Education, Skills and Labour
709-729-1795, 725-9595
RyanCrocker@gov.nl.ca

Nancy Hollett
Hollett, Nancy

From: Dalton, Krista
Sent: Monday, January 14, 2019 3:45 PM
To: Hollett, Nancy
Cc: O’Neill, Melony
Subject: RE: Service NL Event - New OHS Regulations
Attachments: NR - OHS Regs January 2019.doc

Hi Nancy,

Can you please provide a quote from Minister Haley for the news release? Draft is attached.

Thanks
Krista

From: Hollett, Nancy
Sent: Monday, January 14, 2019 3:36 PM
To: Card, Jason; Dalton, Krista
Cc: O’Neill, Melony; Marnell, Debbie; Bruce, Glenn; Joyce, Luke; Barfoot, Scott
Subject: RE: Service NL Event - New OHS Regulations

Hi

It appears that the pre-budget session is getting moved due to weather, so Minister Haley is free for the event. She would be happy to MC the event, if that’s possible.

Nancy
Nancy Hollett | Director of Communications
Women’s Policy Office
Government of Newfoundland and Labrador

Office: 709-729-4934
Mobile: 709-685-3372
E-Mail: Nancy.Hollett@gov.nl.ca

From: Card, Jason <jasoncard@gov.nl.ca>
Sent: Monday, January 14, 2019 2:03 PM
To: Dalton, Krista <KristaDalton@gov.nl.ca>
Cc: O’Neill, Melony <melonyoneill@gov.nl.ca>; Hollett, Nancy <nancyhollett@gov.nl.ca>; Marnell, Debbie <debbie.marnell@gov.nl.ca>; Bruce, Glenn <glennbruce@gov.nl.ca>; Joyce, Luke <lukejoyce@gov.nl.ca>; Barfoot, Scott <ScottBarfoot@gov.nl.ca>
Subject: RE: Service NL Event - New OHS Regulations

Hi Krista,

Premier will not be able to participate in the event on Wednesday, but this event would be a great opportunity for both Minister Haley and Minister Davis to participate in when it happens.
Debbie and Nancy, can you please advise of your Minister’s respective availabilities for this event? Minister Davis could speak to this from a Human Resource perspective (i.e. having mandatory harassment prevention plans in place) and Minister Haeley can speak to this from a Status of Women perspective and violence prevention perspective. Perhaps one would MC and one could speak briefly, and both Ministers could participate in the Q and A or scrum with Minister Gambin-Walsh afterwards.

Best Regards,

Jason Card  
Senior Communications Advisor  
Premier’s Office  
Executive Council  
Government of Newfoundland and Labrador  
Phone: (709) 729 3558  
Fax: (709) 729 5875  
E-mail: jasoncard@gov.nl.ca

From: Dalton, Krista  
Sent: Monday, January 14, 2019 9:42 AM  
To: Card, Jason <JasonCard@gov.nl.ca>  
Cc: O’Neill, Melony <MelonyOnell@gov.nl.ca>  
Subject: Service NL Event - New OHS Regulations

Hi Jason,

As discussed with Melony on Friday, I’ve attached some information about our event on Wednesday (January 16). The event scenario and draft news release are included.

Please let me know if you need anything further.

Thanks  
Krista

Krista Dalton  
Media Relations Manager  
Service NL  
709-729-4748  
Follow us on Twitter @ServiceNL
Hi

We've been asked for a quote for the attached news release. Thoughts on the following?

Everyone has the right to a workplace free from violence and harassment. I am pleased to see our government take another step forward in its work on violence prevention, and encourage everyone to work together to help reduce and eliminate violence in our communities.

Nancy Hollett | Director of Communications
Women's Policy Office
Government of Newfoundland and Labrador

Office: 709-729-4934
Mobile: 709-686-3372
E-Mail: NancyHollett@gov.nl.ca
Service NL
January 16, 2019

New Occupational Health and Safety Regulations Further Strengthen Violence Prevention

Today, the Honourable Sherry Gambin-Walsh, Minister of Service NL, announced improvements to the Occupational Health and Safety (OHS) Regulations, including provisions to address workplace harassment and worker-on-worker violence. The minister was joined by Dennis Hogan, CEO of WorkplaceNL.

The changes to the regulations will now capture incidents regarding worker-on worker-violence, and will include provisions related to harassment in the workplace, which was not previously included.

Recognizing the current environment and the realities of workplace violence and harassment, the expanded regulations require employers to apply and comply with a harassment prevention plan that is accessible to all employees. The improvements provide employees with a secure and confidential means to file a complaint, a clear manner in which the complaint is investigated, as well as training for both the employer and employees on harassment prevention.

The new regulations, which can be found online, will come into force on January 1, 2020, to allow time for training, conduct of risk assessments and prevention plan development or updating.

Strengthening Occupational Health and Safety Regulations supports The Way Forward commitment to provide better outcomes to the people of Newfoundland and Labrador. The Way Forward outlines all actions the Provincial Government is taking to achieve a strong, diversified province with a high standard of living, and can be viewed at thewayforward.gov.nl.ca.

Quotes
“Today, I am pleased to announce the enforcement of regulations that support harassment and violence free workplaces. I am proud that our Government is taking another step in achieving this goal, and call on all Newfoundlanders and Labradorians to join me as we create a more respectful culture in the workplace.”
Honourable Sherry Gambin-Walsh
Minister of Service NL

“These new regulations will help workplaces strengthen their occupational health and safety (OHS) programs to better protect workers from violence and harassment. I encourage all workplaces to participate in our webinars or workshops, or contact our Health and Safety Advisors for help, as they conduct risk assessments and update their OHS programs before January 1, 2020. This is another important step forward in
building a strong safety culture in our province, so that we can prevent physical and
mental health work-related injuries.*
Dennis Hogan
CEO, WorkplaceNL

-30-

Learn more
WorkplaceNL - http://www.workplacenl.ca/
The Way Forward – thewayforward.gov.nl.ca

Follow us on Twitter: @GovNL and @ServiceNL_

Media contact
Krista Dalton
Service NL
729-4748, 685-6492
kristadalton@gov.nl.ca
Everyone has the right to a work in an environment free from violence and harassment. Supportive workplaces are essential in the creation of a province that is fully free of violence and harassment. I am pleased to see our government take another step forward in its work on violence prevention.

Hi

We’ve been asked for a quote for the attached news release. Thoughts on the following?

Nancy Hollett | Director of Communications
Women’s Policy Office
Government of Newfoundland and Labrador

Office: 709-729-4934
Mobile: 709-685-3372
E-Mail: NancyHollett@gov.nl.ca
Hollett, Nancy

From: Haley, Carol Anne  
Sent: Tuesday, January 15, 2019 11:44 AM  
To: Hollett, Nancy  
Cc: George, Eric  
Subject: Re: Service NL Event - New OHS Regulations

It's good with me

Carol Anne Haley, MHA  
Burin-Grand Bank  
Minister Responsible for the Status of Women

On Jan 15, 2019, at 11:34 AM, Hollett, Nancy <NancyHollett@gov.nl.ca> wrote:

Hi

We've been asked to provide a quote for the attached news release. Please see quote below for your approval.

Thanks.

Nancy

Everyone has the right to a work in an environment free from violence and harassment. Supportive workplaces are essential in the creation of a province that is fully free of violence and harassment. I am pleased to see our government take another step forward in its work on violence prevention.

Nancy Hollett | Director of Communications  
Women's Policy Office  
Government of Newfoundland and Labrador

Office: 709-729-4934  
Mobile: 709-685-3372  
E-Mail: NancyHollett@gov.nl.ca
Thanks Nancy!

From: Hollett, Nancy  
Sent: Tuesday, January 15, 2019 12:13 PM  
To: Dalton, Krista  
Cc: O'Neil, Melony  
Subject: RE: Service NL Event - New OHS Regulations

HI

Here is Minister Haley's quote.

Everyone has the right to a work in an environment free from violence and harassment. Supportive workplaces are essential in the creation of a province that is fully free of violence and harassment. I am pleased our government is taking another step forward in its work on violence prevention.

Nancy Hollett | Director of Communications  
Women's Policy Office  
Government of Newfoundland and Labrador  

Office: 709 729-4934  
Mobile: 709 689-3372  
E-Mail: Nancy-Hollett@gov.nl.ca
Good afternoon,

Here's our news release for tomorrow. We will include the link to the Gazette once the regulations have been published. The release can be issued once the event starts. I'll indicate via email.

Thanks
Krista

Service NL
January 16, 2019

New Occupational Health and Safety Regulations Further Strengthen Violence Prevention

Today, the Honourable Sherry Gamelin-Walsh, Minister of Service NL, announced improvements to the Occupational Health and Safety (OHS) Regulations, including provisions to address workplace harassment and worker-on-worker violence. The minister was joined by the Honourable Carol Anne Haley, Minister Responsible for the Status of Women, and Dennis Hogan, CEO of WorkplaceNL.

The changes to the regulations will now capture incidents regarding worker-on-worker-violence, and will include provisions related to harassment in the workplace, which was not previously included.

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Minister of Service NL

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Honourable Carol Anne Haley
Minister Responsible for the Status of Women

“These new regulations will help workplaces strengthen their occupational health and safety (OHS) programs to better protect workers from violence and harassment. I encourage all workplaces to participate in our webinars or workshops, or contact one of our Health and Safety Advisors for help, as they conduct risk assessments and update their OHS programs before January 1, 2020. This is another important step forward in building a strong safety culture in our province, so that we can prevent physical and mental health work-related injuries.”
Dennis Hogan
CEO, WorkplaceNL

-30-

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Media contact
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729-4748, 685-6492
kristadalton@gov.nl.ca

Nancy Hollett
Women’s Policy Office
729-4934, 685-3372
nancyhollett@gov.nl.ca

Krista Dalton
Media Relations Manager
Service NL
709-729-4748
Follow us on Twitter @ServiceNL
This is good with me, thank you

Carol Anne Haley, MHA
Burin- Grand Bank
Minister Responsible for the Status of Women

On Feb 12, 2019, at 1:08 PM, Hollett, Nancy <NancyHollett@gov.nl.ca> wrote:

Hello

Please see the release below. This is our suggested quote for you.
Let me know if we’re good to go.

Notes coming shortly.

There is no simple solution to solving the issue of gender-based violence in our society. However, by working together, we know we will accomplish more than we ever could alone. I commend all those who are working to bring an end to violence and make our communities safer. I look forward to continuing our collective work toward this goal.

Nancy Hollett
Director of Communications
Women’s Policy Office

(709)729-4934 | 725- 6078

From: Barron, Danielle <DanielleBarron@gov.nl.ca>
Sent: Tuesday, February 12, 2019 12:49 PM
To: Hollett, Nancy <NancyHollett@gov.nl.ca>
Cc: Clarke, Lesley <LesleyClarke@gov.nl.ca>
Subject: NR - VAWG Meeting

Nancy,

Please send along your quote for the NR. Will need to get this upstairs to be issued tomorrow.

Thanks,
-Danielle
Executive Council  
Justice and Public Safety  
February 13, 2019

Justice Minister’s Committee Identifies Actions to Address Violence Against Women and Girls

The Justice Minister’s Committee on Violence Against Women and Girls held its second meeting today with nearly 70 participants joining the Honourable Andrew Parsons, Minister of Justice and Public Safety, and the Honourable Carol Anne Haley, the Minister Responsible for the Status of Women. The committee represents a diverse group of government and community representatives who have experience and knowledge of issues surrounding violence against women and girls.

The group discussion focused on education and awareness, culturally appropriate responses, integrated and holistic services and innovative approaches to ending violence against women and girls as the Government of Newfoundland and Labrador takes steps towards creating violence free communities.

The meeting was attended by representatives from women’s organizations, women with lived experience, Indigenous governments and organizations, RNC, RCMP, members of the legal community, community organizations and officials from relevant government departments.

Quotes

“Violence against women and girls is not solely a justice issue; we all have a role to play. While we have made great strides there is much work left to do and it will not come easy. Ending gender-based violence requires commitment and urgency but I feel quite confident that we have the right people engaged to enact real change.”

Honourable Andrew Parsons  
Minister of Justice and Public Safety and Attorney General

Honourable Carol Anne Haley  
Minister Responsible for the Status of Women

- 30 -

Learn more

Minister’s Committee on Violence Against Women and Girls in Newfoundland and Labrador (VAWG-NL)

Collaboration at Committee Meeting Identifies Next Steps in Addressing Violence Against Women and Girls

Progress Report on Justice Minister’s Committee on Violence Against Women and Girls
Progress Report - Minister’s Steering Committee on Violence Against Women and Girls

Minister’s Committee on Violence Against Women – Summary Report from Meeting
December 8, 2017

Follow us on Twitter: @GovNL, @JPS_GovNL and @WPO_GovNL

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709-729-6985, 699-2910
LesleyClarke@gov.nl.ca

Nancy Hollett
Women’s Policy Office
709-729-4934, 725-6078
NancyHollett@gov.nl.ca
Hollett, Nancy

From: Hollett, Nancy
Sent: Tuesday, February 12, 2019 5:18 PM
To: Releases, News; Card, Jason; Sulley, Erin
Cc: Bruce, Glenn; Joyce, Luke; Barfoot, Scott; White, Len; Clarke, Lesley; Barron, Danielle
Subject: RE: FOR APPROVAL - Justice Minister’s Committee Identifies Actions to Address Violence Against Women and Girls

The following is the quote for Minister Haley:

There is no simple solution to solving the issue of gender-based violence in our society. However, by working together, we know we will accomplish more than we ever could alone. I commend all those who are working to bring an end to violence and make our communities safer. I look forward to continuing our collective work toward this goal.

Nancy Hollett
Director of Communications
Women’s Policy Office

(709)729-4934 | 725-6078

Newfoundland Labrador

From: Releases, News <news@gov.nl.ca>
Sent: Tuesday, February 12, 2019 3:55 PM
To: Card, Jason <JasonCard@gov.nl.ca>; Sulley, Erin <ErinSulley@gov.nl.ca>
Cc: Bruce, Glenn <GlennBruce@gov.nl.ca>; Joyce, Luke <LukeJoyce@gov.nl.ca>; Barfoot, Scott <ScottBarfoot@gov.nl.ca>; White, Len <LenWhite@gov.nl.ca>; Clarke, Lesley <LesleyClarke@gov.nl.ca>; Barron, Danielle <DanielleBarron@gov.nl.ca>; Hollett, Nancy <NancyHollett@gov.nl.ca>
Subject: FOR APPROVAL - Justice Minister’s Committee Identifies Actions to Address Violence Against Women and Girls

NLIS
Justice and Public Safety
Executive Council
February 13, 2019

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The meeting was attended by representatives from women’s organizations, women with lived experience, Indigenous governments and organizations, RNC, RCMP, members of the legal community, community organizations and officials from relevant government departments.

Quotes
"Violence against women and girls is not solely a justice issue; we all have a role to play in addressing this matter. While we have made great strides there is much work left to do and it will not come easy. Ending gender-based violence requires commitment and urgency but I feel quite confident that we have the right people engaged to enact real change.”
Honourable Andrew Parsons
Minister of Justice and Public Safety and Attorney General

Quote
Honourable Carol Anne Haley
Minister Responsible for the Status of Women

Learn more
Minister’s Committee on Violence Against Women and Girls in Newfoundland and Labrador (VAWG-NL)

Collaboration at Committee Meeting Identifies Next Steps in Addressing Violence Against Women and Girls

Progress Report on Justice Minister’s Committee on Violence Against Women and Girls

Progress Report - Minister’s Steering Committee on Violence Against Women and Girls

Minister’s Committee on Violence Against Women – Summary Report from Meeting December 8, 2017

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Lesley Clarke
Justice and Public Safety
709-729-6985, 699-2910
LesleyClarke@gov.nl.ca

Nancy Hollett
Women’s Policy Office
709-729-4934, 725-6078
NancyHollett@gov.nl.ca

2019 02 13
Approved but would like to see Minister Haley’s quote before issue.

Justice Minister’s Committee Identifies Actions to Address Violence Against
Women and Girls

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709-729-6985, 699-2910
LesleyClarke@gov.nl.ca

Nancy Hollett
Women’s Policy Office
709-729-4934, 725-6078
NancyHollett@gov.nl.ca

2019 02 13
Resending. I don’t think Jason saw the email with the quote.

On Feb 12, 2019, at 5:18 PM, Hollett, Nancy <NancyHollett@gov.nl.ca> wrote:

The following is the quote for Minister Haley:

There is no simple solution to solving the issue of gender-based violence in our society. However, by working together, we know we will accomplish more than we ever could alone. I commend all those who are working to bring an end to violence and make our communities safer. I look forward to continuing our collective work toward this goal.

Nancy Hollett
Director of Communications
Women’s Policy Office

(709)729-4934 | 725-6078

<image001.jpg>

From: Releases, News <news@gov.nl.ca>
Sent: Tuesday, February 12, 2019 3:55 PM
To: Card, Jason <JasonCard@gov.nl.ca>; Sulley, Erin <ErinSulley@gov.nl.ca>
Cc: Bruce, Glenn <GlennBruce@gov.nl.ca>; Joyce, Luke <LukeJoyce@gov.nl.ca>; Barfoot, Scott <ScottBarfoot@gov.nl.ca>; White, Len <LenWhite@gov.nl.ca>; Clarke, Lesley <LesleyClarke@gov.nl.ca>; Barron, Danielle <DanielleBarron@gov.nl.ca>; Hollett, Nancy <NancyHollett@gov.nl.ca>
Subject: FOR APPROVAL - Justice Minister’s Committee Identifies Actions to Address Violence Against Women and Girls

NLIS
Justice and Public Safety
Executive Council
February 13, 2019

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Quote
Honourable Carol Anne Haley
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- 30 -

Learn more
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709-729-6985, 699-2910
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February 13, 2019

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The meeting was attended by representatives from women’s organizations, women with lived experience, Indigenous governments and organizations, RNC, RCMP, members of the legal community, community organizations and officials from relevant government departments.

Quotes
“Violence against women and girls is not solely a justice issue; we all have a role to play in addressing this matter. While we have made great strides there is much work left to do and it will not come easy. Ending gender-based violence requires commitment and urgency but I feel quite confident that we have the right people engaged to enact real change.”
Honourable Andrew Parsons
Minister of Justice and Public Safety and Attorney General

Quote
Honourable Carol Anne Haley
Minister Responsible for the Status of Women

Learn more
Minister’s Committee on Violence Against Women and Girls in Newfoundland and Labrador (VAWG-NL)
Collaboration at Committee Meeting Identifies Next Steps in Addressing Violence Against Women and Girls
Progress Report on Justice Minister’s Committee on Violence Against Women and Girls
Progress Report - Minister’s Steering Committee on Violence Against Women and Girls
Approved. Thanks Nancy

Sent from my iPhone

On Feb 12, 2019, at 10:12 PM, Hollett, Nancy <NancyHollett@gov.nl.ca> wrote:

    Resending. I don’t think Jason saw the email with the quote.

On Feb 12, 2019, at 5:18 PM, Hollett, Nancy <NancyHollett@gov.nl.ca> wrote:

    The following is the quote for Minister Haley

    There is no simple solution to solving the issue of gender-based violence in our society. However, by working together, we know we will accomplish more than we ever could alone. I commend all those who are working to bring an end to violence and make our communities safer. I look forward to continuing our collective work toward this goal.

Nancy Hollett
Director of Communications
Women’s Policy Office

(709)729-4934 | 725-6078

<image001.jpg>

From: Releases, News <news@gov.nl.ca>
Sent: Tuesday, February 12, 2019 3:55 PM
To: Card, Jason <JasonCard@gov.nl.ca>; Sulley, Erin <ErinSulley@gov.nl.ca>
Cc: Bruce, Glenn <GlennBruce@gov.nl.ca>; Joyce, Luke <LukeJoyce@gov.nl.ca>; Barfoot, Scott <ScottBarfoot@gov.nl.ca>; White, Len <LenWhite@gov.nl.ca>; Clarke, Lesley <LesleyClarke@gov.nl.ca>; Barron, Danielle <DanielleBarron@gov.nl.ca>; Hollett, Nancy <NancyHollett@gov.nl.ca>

Subject: FOR APPROVAL - Justice Minister’s Committee Identifies Actions to Address Violence Against Women and Girls

NLIS
Justice and Public Safety
Executive Council
Minister's Committee on Violence Against Women – Summary Report
from Meeting December 8, 2017

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