

# Status of Women

**Annual Report**  
2017-18



**Note to Readers:**

Copies of the annual report are available on the Status of Women website

<https://open.alberta.ca/publications/2371-2902>

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Communications**

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## **Annual Report 2017-18**

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## PREFACE

The Public Accounts of Alberta are prepared in accordance with the *Financial Administration Act* and the *Fiscal Planning and Transparency Act*. The Public Accounts consist of the annual report of the Government of Alberta and the annual reports of each of the 21 ministries.

The annual report of the Government of Alberta contains ministers' accountability statements, the consolidated financial statements of the province and *Measuring Up* report, which compares actual performance results to desired results set out in the government's strategic plan.

**This annual report of the Ministry of Status of Women contains the minister's accountability statement, the audited financial statements of the ministry and a comparison of actual performance results to desired results set out in the ministry business plan. This ministry annual report also includes:**

- **other financial information as required by the *Financial Administration Act* and *Fiscal Planning and Transparency Act*, either as separate reports or as a part of the financial statements, to the extent that the ministry has anything to report.**

## Minister's Accountability Statement

The ministry's annual report for the year ended March 31, 2018, was prepared under my direction in accordance with the *Fiscal Planning and Transparency Act* and the government's accounting policies. All of the government's policy decisions as at June 4, 2018 with material economic or fiscal implications of which I am aware have been considered in the preparation of this report.

[Original Signed by]

*Honourable Danielle Larivee*  
*Minister of Status of Women*

## Message from the Minister



Advancing women's equality makes life better for all Albertans, and as Minister of Status of Women, I am proud of the progress we continue to make towards achieving gender equality through our three mandate areas: women's economic security, women's leadership and democratic participation and ending violence against women and girls.

### **Advancing Gender Equality**

Status of Women is leading change on gender equality across government. Gender Based Analysis Plus (GBA plus) is applied in the development of all new government policies, programs and legislation. This analysis helps determine how people might be affected by certain decisions – depending on their gender, sexual orientation, ethnicity, geography, faith, income and gender identity.

In the past year alone, more than 70 new policies, programs and legislation received a GBA plus analysis review. Some examples of this work include:

- the Alberta Human Rights Amendment Act, which protects ameliorative programs such as employment or internship programs for Indigenous youth;
- *An Act to Protect the Health and Well-being of Working Albertans*, which improves protections for workers by introducing legislative definitions and outlining the responsibility of employers and supervisors to prevent workplace violence and harassment;
- Labour's Worker's Compensation Board Review, which led to a number of legislative and policy changes designed to make WCB processes more accessible and fair and to provide better benefits to workers.

Government made a further commitment to advancing equality by introducing gender budgeting in Budget 2018 - a first in Alberta budget history. Gender budgeting allocates resources based on the needs of Alberta's diverse population and includes applying gender analysis in business planning and annual reporting processes, as well as in policies and programs funded by government.

In the first two years of my ministry's successful Community Grants Program, more than 380 organizations applied for the program. This funding supported projects operated by non-profit and charitable organizations to help women get good jobs and training, increase the number of women in leadership roles and work to end violence against women and girls.

The grants provided many benefits, including new resources for landlords to recognize family violence, improved leadership skills for teen girls, business management support for women farmers and training for women's shelter staff in trauma-informed practice.

### **Taking Action on Gender-Based Violence**

Through Status of Women working with nine partnering ministries, government provided a historic investment of \$8.1 million in funding this year (with \$675,000 coming directly from Status of Women) for sexual violence programs, improving supports for survivors, so help is available when and where it is needed most.

Status of Women continues to partner with the City of Edmonton and the United Nations Women on the Safe Cities and Safe Public Spaces Global Initiative to address sexual violence against women and girls in public spaces.

### **Increasing Women's Economic Security**

Access to affordable, quality child care is the single most effective way to close the gender wage gap. Status of Women partnered with Children's Services to design a pilot of Early Learning and Child Care Centres to demonstrate the viability of \$25-a-day child care in Alberta.

Status of Women also worked with Labour on changes to labour legislation, including the Fair and *Family-Friendly Workplaces Act* and the Employment Standards Code, to enhance parental and compassionate care leave and outline new job-protected leave options such as critical illness leave and domestic violence leave.

### **Advancing Women in Leadership and Democratic Participation**

Increasing leadership opportunities for women in the private and public sectors was another important focus for Status of Women. The government's new board appointment process has improved gender balance on Alberta's agencies, boards and commissions. As of March 2018, the percentage of women on public boards increased to more than 50 per cent from 32 per cent in March 2015.

The Ready for Her initiative encouraged more women to run for municipal office, school board trusteeship or band councils. In 2017, 100 more women ran in municipal elections and represented almost 30 per cent of municipally elected officials in Alberta compared to 2013 when women represented 26 per cent of municipally elected officials.

Status of Women initiated a mentorship pilot that matched seven outstanding women leaders in their fields with women who had experienced barriers to career success. The program, which is now being evaluated, provided participants with training opportunities and a valuable experience that mentorship relationships can offer.

### **Making progress**

Since it was created in 2015 as a stand-alone ministry, Status of Women has worked across government and with organizations in all areas of the province to make life better for women and girls. I look forward to continuing this important work towards our goal of gender equality in our province and for all Albertans.

[Original Signed by]

*Honourable Danielle Larivee*  
*Minister of Status of Women*

## Management's Responsibility for Reporting

The executives within the ministry have the primary responsibility and accountability for the ministry. Collectively, the executives ensure the ministry complies with all relevant legislation, regulations and policies.

Ministry business plans, annual reports, performance results and the supporting management information are integral to the government's fiscal and strategic plan, annual report, quarterly reports and other financial and performance reporting.

Responsibility for the integrity and objectivity of the financial statements and performance results for the ministry rests with the Minister of Status of Women. Under the direction of the minister, I oversee the preparation of the ministry's annual report, including financial statements and performance results. The consolidated financial statements and the performance results, of necessity, include amounts that are based on estimates and judgments. The consolidated financial statements are prepared in accordance with Canadian public sector accounting standards. The performance measures are prepared in accordance with the following criteria:

- Reliability – information used in applying performance measure methodologies agrees with the underlying source data for the current and prior years' results.
- Understandability – the performance measure methodologies and results are presented clearly.
- Comparability – the methodologies for performance measure preparation are applied consistently for the current and prior years' results.
- Completeness – outcomes, performance measures and related targets match those included in the ministry's Budget 2017.

As deputy minister, in addition to program responsibilities, I am responsible for the ministry's financial administration and reporting functions. The ministry maintains systems of financial management and internal control, which give consideration to costs, benefits and risks that are designed to:

- provide reasonable assurance that transactions are properly authorized, executed in accordance with prescribed legislation and regulations, and properly recorded so as to maintain accountability of public money;
- provide information to manage and report on performance;
- safeguard the assets and properties of the province under ministry administration;
- provide Executive Council, the President of Treasury Board and Minister of Finance, and the Minister of Status of Women the information needed to fulfill their responsibilities; and
- facilitate preparation of ministry business plans and annual reports required under the *Fiscal Planning and Transparency Act*.

In fulfilling my responsibilities for the ministry, I have relied, as necessary, on the executives within the ministry.

[Original Signed by]

*Susan Taylor*  
*Deputy Minister of Status of Women*  
*June 4, 2018*



## Ministry Overview

The Ministry of Status of Women (“the ministry”) leads the government’s strategy to advance gender equality in Alberta for all women and girls. Women and girls in Alberta are strong, talented and make significant contributions to the province. Advancing gender equality is a critical priority for the Government of Alberta (GoA) as it is intrinsically linked to social outcomes and economic growth and is vital to the realization of human rights for all. Addressing and preventing gender-based violence means we are closer to the goal of safe and inclusive communities that embrace fairness and equality of opportunity. Advancing women’s equality is also good for the economy. Women in the workforce have been a powerful source of economic growth in recent decades. Raising gender equality at work will help women reach their professional development goals and advance in the labour force, remove barriers and expand their leadership opportunities. Gender balance in decision making bodies brings different perspectives, skills and experience to improve overall decision making and financial performance. Increasing women’s representation in leadership roles in the private sector means strengthening Alberta companies’ performance in a global market.

INTERSECTIONALITY CONSIDERS HOW GOVERNMENT POLICIES, PROGRAMS, LEGISLATION AND DECISIONS MAY IMPACT WOMEN OF DIFFERENT EDUCATION, INCOME, ABILITY, AGE, GENDER IDENTITY, SEXUAL ORIENTATION, GEOGRAPHIC LOCATION, CULTURE, FAITH, LANGUAGE AND NATIONAL ORIGIN, DIFFERENTLY.

The Ministry of Status of Women builds a coordinated effort in government to make life better for all women and girls in the province which in turn, makes life better for all Albertans. The ministry works to address the higher gender wage gap, higher rates of gender-based violence and lower levels of representation in positions of leadership in public and private sectors experienced by women in Alberta. These policy issues are further complicated when diversity and intersectionality is considered. Lack of gender-disaggregated data about the lived experience of women in Alberta makes it challenging to develop evidence-based policy to advance gender equality. As the lead Centre of Excellence for advancing gender equality within the Alberta Public Service, the ministry uses strong evidence and analytics, engagement and the application of a gender and intersectional lens to support government to meet the needs of all women and

girls. The ministry also collaborates with community organizations, agencies, other ministries and other levels of government toward greater gender equality.

In 2017-18, the ministry made significant strides to advance gender equality in Alberta by building relationships and systems within government and with external organizations. This report demonstrates developments in the ministry’s work to bring gender equality to the fore in policy and program development. It demonstrates work with community organizations and the research and data community to integrate the lived experiences of women in Alberta into an evidence-based approach to advance gender equality. Finally, it demonstrates broader, long-term systems change by including measurable results against the ministry’s 2017-20 Business Plan.

Please see 2017-20 Business Plan Outcomes on page 7.

## 2017-20 BUSINESS PLAN OUTCOMES

**Outcome One:** Strengthened capacity of the GoA to advance legislation, policies and programs that promote gender equality

**Outcome Two:** Improved position and conditions for women in Alberta in relation to economic security, gender-based violence, leadership and democratic participation

### KEY POLICY AREAS

Improving women's economic security, including child care

Increasing women's leadership and democratic participation

Preventing and addressing gender-based violence

As of March 31, 2018, the ministry's budget for 2017-18 was \$7.4 million, with actual spending of \$7.4 million. The ministry's 2017-18 budget, which includes 33 Full-time Equivalents (FTEs), comprises only 0.01 per cent of the entire GoA budget. The majority of the ministry's budget (71 per cent) were salaries, allowances and benefits to support staff to promote policy analysis and training. The ministry does not directly deliver programs and services to Albertans. The ministry's strongest asset is its people and the impact they make in the lives of women and girls in the province. Other expenditures included community grants and supplies and services. Please see Financial Statements for more detail.

### Organizational Structure

The ministry's structure was formalized in 2016-17 to better position the ministry to support government-wide advancement of gender equality in all policy areas and to engage with community partners with respect to this mandate. The ministry is primarily a policy-focused ministry providing policy advice and support to other ministries and collaborating on shared initiatives with other orders of government and non-governmental and community organizations. The ministry includes two operational divisions that are supported by Corporate Services:

#### *Gender Equality and Advancement*

Engaging with government partners to expand capacity in the GoA to use Gender-Based Analysis Plus (GBA+) as well as monitor and evaluate its use, this division also works with community partners on issues related to the mandate, aligning primarily with *Outcome One* of the 2017-20 Business Plan. The division also includes research and analytics to provide evidence for policy development based on the lived experience of women in Alberta. It enhances community capacity to advance gender equality and helps government better understand and respond to gendered issues by administering the ministry's Community Grant Program.

#### *Gender Policy, Strategy, and Innovation*

This division provides policy support to other ministries, collaborating on shared initiatives with other orders of government as well as nongovernmental and community organizations. This division primarily works toward *Outcome Two* of the 2017-20 Business Plan of improved position and conditions for women in Alberta in relation to economic security, violence against women and girls, and women's leadership and democratic participation.

## Ministry of Status of Women 2017-18 Key Risk Updates

**Risk:** Although knowledge and capacity for application of gender and intersectional analysis in government policies, programs and legislation is increasing, continued momentum relies on the actions of internal and external stakeholders.

**Update:** *The ministry works with internal and external stakeholders to apply a gender and intersectional analysis in all stages of the policy cycle. The application of the GBA+ tool is an important step toward ensuring outcomes for Albertans reflect their diverse needs. The ministry builds capacity among stakeholders so that the implications of gender and intersectional analysis becomes a natural step in the development of policies, programs and legislation. The provision of Unconscious Bias and Conscious Talent Management training are examples. The ministry's own Community Grant Program now requires applicants to apply a gender and intersectional lens in their application form. Every department has a GBA+ Centre of Responsibility and those employees are part of a Cross-Ministry Committee on Gender Equality, resulting in increased capacity and shared accountability. All ministries formally committed to working toward gender equality in their 2018-21 Business Plans and a gender budgeting statement was incorporated in the 2018 Fiscal Plan.*

**Risk:** It will be difficult to assess whether the Government of Alberta (GoA) is making progress in fulfilling its mandate with respect to gender equality and advancement without building evaluation capacity.

**Update:** *Federal, provincial and territorial (FPT) Ministers Responsible for the Status of Women agreed to establish a set of gender equality indicators in order to better understand gender equality in Canada. The ministry leads the Cross Ministry Committee on Gender Equality which includes an evaluation task team. The evaluation task team is working to develop tools to assess the impact of GBA+ in the GoA. The ministry also supports evaluation processes undertaken by cross-ministry partners, such as the development of an evaluation framework for Children's Services' Early Learning and Child Care Pilot Program. Finally, the ministry is evaluating its own pilot initiatives like the Administrative Mobility Program, for administrative employees in the GoA to ensure the program is effective in advancing gender equality.*

**Risk:** The ministry's work is highly interdependent on the work of other stakeholders; much of the work is possible or significantly enhanced through collaboration. Maintaining and establishing relationships with key ministries and external stakeholders is critical to ensure that gender equality becomes an integral part of policy development in the GoA.

**Update:** *The Ministry of Status of Women is recognized as the Centre of Excellence for GBA+ within the GoA. The ministry supported the establishment of GBA+ Centres of Responsibility in all 23 departments<sup>1</sup>. The Centres enhance, support and monitor the implementation of gender and intersectional analysis in their individual ministries. Ensuring government has the best possible evidence is another way the ministry ensures gender equality becomes an integral part of decision making at all stages of policy development in the GoA. As such, the ministry collaborates with educational institutions on research projects; the Office of Statistics and Information (Ministry of Treasury Board and Finance) to publish data profiles on women; and Service Alberta through the Open Government partnership to modernize data and analytics. The ministry also collaborated with the City of Edmonton for the United Nations Safe Cities Initiative; federal, provincial, territorial*

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<sup>1</sup> Although there are formally 21 ministries, there are 23 departments including Policy Coordination Office (PCO) and Communications and Public Engagement (CPE) which have their own Centres of Responsibility.

*governments; and the Ministries of Justice and Solicitor General and Indigenous Relations to advance gender equality for Indigenous women and girls.*

**Risk:** It can be difficult to make direct causal links between policy/long-run systems change and short-term outcomes.

**Update:** *The ministry's mandate toward advancing gender equality in Alberta is a long-term commitment. As such it can be difficult to quantitatively demonstrate short-term results for endeavors primarily reliant on the actions of internal and external stakeholders. That said, the ministry is working to make these causal links with all of its program evaluation and data and analytics efforts. The ministry's collaborations across all ministries to address systemic barriers present in attitudes, beliefs and institutional responses will go a long way in terms of creating and sustaining an organizational culture around the advancement of gender equality for Albertans.*

## Discussion and Analysis of Results

### Outcome One:

#### **Strengthened capacity of the GoA to advance legislation, policies and programs that promote gender equality**

Gender inequality is a complex issue and solutions require collaboration between orders of government, communities and the private sector in order to ensure that the lived experience of women and girls is considered in government decision-making. Advancing gender equality means addressing barriers to women's full participation in the economy, ensuring Alberta's communities are safe and inclusive, embracing fairness and equality of opportunity and outcomes for all Albertans, and maintaining sustainable and accessible social supports.

Having a distinct ministry allows the ministry to focus on increasing gender equality in Alberta, and supporting policies, legislation, and programs that are inclusive of Alberta's diverse population. The ministry leads the government's work to integrate a gendered lens into policies, programs and legislation and to develop increased knowledge, understanding and improved decision-making throughout government on issues affecting diverse women and girls. The ministry champions this work through systematic integration of gender equality and diversity, focusing on four pillars: gender and intersectional analysis, gender and diversity responsive data, community capacity building and gender budgeting.

GENDER EQUALITY IS INTRINSICALLY LINKED TO A PROSPEROUS FUTURE WITH FULL SOCIAL AND ECONOMIC PARTICIPATION BY ALL ALBERTANS. ADVANCING GENDER EQUALITY AT WORK COULD BOOST ALBERTA'S GDP BY 4-9 PER CENT BY 2026. THAT'S MORE THAN **\$21 BILLION.**

— MCKINSEY & COMPANY (2017) *THE POWER OF PARITY: ADVANCING WOMEN'S EQUALITY IN CANADA*

### Responsibilities

The Ministry of Status of Women is responsible for:

- Integrating a gender and diversity lens across government to ensure gender equality and diversity are central to the development, implementation and evaluation of policies, programs and legislation;
- Working to improve access and use of gender and diversity responsive data and creating partnerships with research and analytics to increase availability of research and data analysis that will enhance understanding of issues facing women and girls;
- Tying gender equality to fiscal policy, to better allocate resources where they are most needed and would have the greatest overall impact for Alberta's diverse population; and
- Improving community capacity to advance gender equality, by providing funds to non-profit and charitable organizations for projects and activities that improve the lives of women and girls.

**Key Strategy 1.1:** Expand GBA + knowledge and capacity so that it is integrated into the policy cycle across government, and establish GBA+ within other ministries to create accountable communities of practice.

## Status of Women as a Centre of Excellence for advancing gender equality

The Ministry of Status of Women helps make life better for Albertans through continued advancement of gender and intersectional analysis as a norm in the GoA. It works with every ministry in government to ensure that gender and diversity are central to the development, implementation and evaluation of policies, programs and legislation.

The GoA has adopted GBA+ as the analytical tool to be used to assess the gender and diversity implications of policies, programs or initiatives on diverse groups of women and men, girls and boys. GBA+ is an analysis that takes into account gender and other intersecting factors mentioned before. These intersectional factors are represented by the “+” symbol in GBA+, and the phrase “intersectional analysis” in this report refers to policy analysis based on these factors in addition to gender.

As the GBA+ Centre of Excellence for the government of Alberta, the ministry leads a Cross-Ministry Committee on Gender Equality (CMCGE). Based on a community of practice model, the Committee’s focus is on developing and increasing the capacity of the members of the CMCGE to deliver GBA+ training to their colleagues and stakeholders, and to provide robust GBA+ analytical support to their individual ministries’ decision-making processes as it relates to their priorities. Every GoA ministry has a GBA+ lead that forms that ministry’s GBA+ Centre of Responsibility. All the Centres of Responsibilities are coordinated by the Ministry of Status of Women through the CMCGE to lead, enhance, support and monitor the implementation of GBA+ in their department.

In 2017-18, the ministry continued to provide ongoing training, expertise and support to Centres of Responsibility. Performance measure (1.d) *number of Centres of Responsibility for GBA+ in Government of Alberta* tracks the progress of the GoA departments in establishing their Centres of Responsibility. In 2016-17, the ministry had just begun to influence the development of Centres of Responsibility amongst departments, with just four having a GBA+ framework<sup>2</sup>. By 2017-18, all 23 departments had one in place which means that within each ministry, employees are receiving GBA+ training, frameworks are being created to enhance gender and intersectional analysis, and each ministry has an internal representative from their ministry to support their employees’ GBA+ training needs. The variance between the 2017-18 target of 8 and result of 23 can be explained by the strong support for the mandatory inclusion of gender and intersectional analysis in Cabinet Reports and the proactive work of the CMCGE with representation from all departments. These factors led to ministries establishing GBA+ Centres of Responsibility faster than expected which will contribute to more consistent application and widespread adoption of GBA+ across government. Please see the Performance Measure Methodology for a detailed description of methodological changes for this measure.

<b>Performance Measure (1.d) Results</b>	<b>2016-17</b>	<b>2017-18</b>
Number of Centres of Responsibility for GBA+ in Government of Alberta	23	23
<b>Target</b>	NA	8

<sup>2</sup> Historical result has been restated. Please see Performance Measure methodology for more detail.

## GBA+ in policy and decision making

To promote and advance gender equality in 2017-18, the ministry collaborates with the Policy Coordination Office (PCO) focusing, among other things, on expanding GBA+ knowledge and capacity in policy and decision making.

ADVICE WAS PROVIDED ON MORE THAN 70 POLICIES, CABINET REPORTS, STAKEHOLDER ENGAGEMENT AND STRATEGIC DOCUMENTS SINCE 2016.

As of October 28, 2016, all decision documents coming to Cabinet require gender and intersectional analysis to identify how proposed policies, programs or legislation will affect diverse groups based on the intersecting factors mentioned before. While the ministry is not directly responsible for the content of submissions to Cabinet, it has an effect on the result by building capacity throughout the Alberta

Public Service to ensure that informed and relevant analysis is being provided alongside the development of options and recommendations to decision makers. In collaboration with partners, the ministry is exploring options to assess the quality of the gender and intersectional analysis in government decision-making documents to ensure consistent and relevant application of gender and intersectional analysis throughout government. Performance indicator (1.a) *percentage of publicly released Government of Alberta policy frameworks and strategies that include gender-based analysis* is a preliminary effort to obtain enhanced understanding for this goal. The most recently available data for this indicator is from 2016-17. The estimated result for this indicator in 2017-18 was 50 per cent, based on the possibility of obtaining data by March 31, 2018. The result for this measure is expected to increase in the future as capacity is enhanced across the GoA.

Performance Indicator (1.a) Results	2016-17	2017-18
Percentage of publicly released GoA policy frameworks and strategies that include gender-based analysis	25%	50% (Estimate)

## GBA+ training

The development of relevant resources, tools and training is a critical element in the implementation and sustainability of GBA+ as a competency in Alberta's Public Service. Training helps to transfer the practical knowledge required to implement GBA+ within an organization, and it prepares all employees (not only those within the centre of responsibility) to apply GBA+ to their own work.

In 2017-18, more than 1,500 members of the Alberta Public Service including executive teams in ministries and Cabinet had received at minimum, introductory training in the use of GBA+ in policy development. The GBA+ unit also provided training to Policy Coordination Office (PCO) employees to promote consistent and comprehensive analysis in decision documents. The GoA now has more than 3,900 employees trained in GBA+. All participants were asked to do the online GBA+ training provided by Status of Women Canada, so that the participants were familiar with the concepts and could apply them to current policy development. As a result, employees are better prepared to assess legislation, policies and programs and ensure consideration of differing gender identities, education, incomes, abilities, ages, sexual orientations, geographic locations, cultures, faiths, languages and national origins.

In 2017-18, Ministry of Status of Women employees delivered more than 70 training sessions to support the development of Alberta Public Service employees' gender and intersectional analytical skills. Performance measure (1.c) *number of Government of Alberta staff who attended GBA + training sessions*

indicates the level of employee engagement in increasing competency in applying gender-based analysis to policy and program development. In 2017-18, 1071 GoA employees attended GBA+ training sessions. A target of 2500 was set for 2017-18 based on the number of GoA staff who participated in training in 2016-17.

The target of 2500 was not met for the following reasons: This performance measure only captures the number of GoA employees who attended the full three-hour training sessions; it does not include condensed sessions developed and delivered (45 minutes to two-hour information sessions) to accommodate participants' varying needs and levels of GBA+ understanding. The condensed sessions may be included in future targets. To build capacity across the GoA for GBA+ training, the ministry re-directed staffing resources toward delivering two-day Train-the-Trainer sessions; 57 GoA employees were trained to deliver GBA+ sessions. This will enable ministries to combine efforts to increase GBA+ capacity and will assist with meeting the 2500 target in 2018-19.

<b>Performance Measure (1.c) Results</b>	<b>2014-15</b>	<b>2015-16</b>	<b>2016-17</b>	<b>2017-18</b>
Number of Government of Alberta staff who attended GBA+ training sessions	500	766	1604	1071
<b>Target</b>	-	-	-	2500

*Source: Status of Women tracking of training delivery.*

The ministry is committed to expanding GBA+ knowledge and capacity so that it is integrated in the policy cycle across government. Although the majority of learning events continue to be aimed at Alberta Public Service employees due to limited resources, the training was also provided to the following key community stakeholders (67 participants):

- City of Edmonton, City of Lethbridge, City of Calgary;
- United Way of the Alberta Capital Region;
- University of Alberta;
- Alberta Urban Municipalities Association (AUMA);
- Institute for the Advancement of Aboriginal Women;
- Culture and Tourism Funders Forum;
- Members of the Edmonton Police Service; and
- Members of the Edmonton Field Ambulance with the Canadian Armed Forces.

**Key Strategy 1.2:** Create partnerships with the research and analytics communities, internal and external to government, to increase availability of research and data analysis that will enhance understanding of issues facing women and girls in Alberta and create pathways with community organizations for exchanges of context, information, and data on issues affecting diverse groups of women and girls in Alberta.

The Ministry of Status of Women works with other stakeholders to enhance understanding of the conditions of all women and girls and support the development of initiatives to remove systemic and structural barriers to gender equality. The ministry is in a unique position to collect provincial research specific to women's experiences and conditions that others may not currently be collecting. Relevant, reliable and regular research and data, disaggregated by gender and other intersectional factors, speaks to women's social, political, economic and legal conditions. Focused research is a necessity for excellence in policy development to ensure equality of outcome for diverse women and girls.



The ministry works with 20 data and analytics units across government in collaboration with the Office of Statistics and Information (Treasury Board and Finance) by publishing data profiles on women for the topics of *Income and Paid work*, *Family Status*, *Education*, and *Population*. The ministry also collaborates with the Open Government initiative in Service Alberta to help modernize data and analytics sharing throughout government. Enterprise data solutions are in progress and are expected to be implemented in early 2019-20 to initiate data sharing across ministries. One such project in 2017-18 has been developing a data visualization platform with Service Alberta to examine municipal election data which will start to provide better information pertaining to women's democratic and leadership participation. It will do so by breaking out patterns, inequalities and differentials by gender and presenting them in a visual dashboard. The ministry works with government departments and community organizations to ensure that relevant research and disaggregated data is turned into information products that provide greater understanding of issues of inequality.

The ministry also works with external partners like universities and other educational institutions to obtain cutting-edge information about advancing gender equality. A study addressing Domestic Violence in Post-Migration Gender Relationships was funded by a Social Sciences and Humanities Research Council (SSHRC) Knowledge Synthesis Grant to the University of Alberta. This study examines the current state of knowledge about domestic violence in newcomer communities in Canada, with a specific focus on Alberta. Another SSHRC Partnership Development Grant is investigating why, in recent years, more women are achieving power at the sub-national level in Canada and Australia. Finally, SSHRC-funded eQuality Project with the University of Ottawa is examining how online and mobile information sharing, combined with social norms, exposes Canadian children and young adults to discrimination and online harassment. Partnerships that give the ministry access to up to date advanced knowledge and research for gender and diversity issues, enable the GoA to ensure programming, policy and legislative decisions are founded on the most recent, reliable evidence.

**Key Strategy 1.3:** Facilitate meaningful connections between government, community and community organizations to create partnerships and build capacity, promote knowledge sharing and mentorship among community organizations through a granting program.

## Community Grant Program

The Ministry of Status of Women announced its Community Grant Program in November 2016 to an overwhelming response. The grants are intended to build capacity in community organizations for advancing gender equality as a means of increasing women's safety, economic security, and leadership and democratic participation, with a focus on collaboration between stakeholders. Grants improve community capacity to advance gender equality by providing funds to non-profit and charitable organizations for projects and activities that improve the lives of women and girls.

The response from community stakeholders in the first two years of the Community Grant Program has been significant: in the first two years, the ministry received 386 applications from community organizations collectively requesting more than \$17.5 million and the ministry has awarded 67 grants totalling just over \$2.5 million.

The ministry's original budget for this grant program in 2016-17 and 2017-18 was \$500,000, respectively. The ministry was able to commit an additional \$1 million in 2016-17 and \$400,000 in 2017-18 from funds made available through operational savings.

In year one of the Community Grant Program, approximately 11 per cent of applications were successful. In year two, in order to target a broader group of successful grant recipients, the Grant Award Committee modified its assessment criteria. In 2017-18, the maximum amount of grant funding was revised in each category from \$100,000 to \$50,000. As such, 122 applications were received requesting \$3.5 million with 33 organizations selected, resulting in \$900,000 allocated toward recipients. Announcements identifying successful grant recipients have begun and will continue to be made in 2017-18.

Grant program projects funded in the last two years include:

- Sexual Assault Centre of Edmonton – delivered ‘5 Minute Friend, Consent and Bystander’ training for employees and management in the hospitality industry (\$50,000);
- Association of Early Childhood Educators of Alberta – professionalizing the Child Care Workforce program (\$50,000);
- Women’s Centre of Calgary – running the Women’s Leadership Program (\$29,835);
- Centre for Public Legal Education Alberta – created a resource guide for landlords and property owners to support them when potential family violence is identified (\$50,000);
- Edmonton Federation of Community Leagues – delivered a Leadership Empowerment Project (\$50,000);
- Pembina Crisis Connection Society – delivered programs to junior and senior high school programs to raise awareness on how to prevent sexual abuse, sexual exploitation and family violence;
- Chic Geek – held a conference in Calgary in November 2017 to celebrate women in technology and entrepreneurship in Alberta (\$47,000);
- Alberta Women Entrepreneurs – delivered the NextStep to Success program to help Indigenous women start their own businesses (\$100,000); and
- Elizabeth Fry Society – expanded their employment-readiness supports program to women in rural communities surrounding Edmonton (\$70,000).

*Persons Case Scholarship*

The ministry managed the 2017-18 Persons Case Scholarship application process (which has a budget of \$100,000 funded by the Alberta Heritage Scholarship Fund) and awarded grants to 27 recipients studying in non-traditional fields and/or working to advance gender equality. The Persons Case Scholarship was established in 2016-17 by the Ministry of Advanced Education and in 2017-18 the Ministry of Status of Women worked collaboratively with them to influence changes to eligibility guidelines to incorporate a gender and intersectional lens.

Performance measure (1.b) *percentage of grant recipients reporting positive outcomes for women and girls as a result of their project* tracks the positive outcomes resulting from the implementation of programs or projects funded by the ministry. Results for 2016-17 will be available once the review of all 2016-17 grant projects are conducted in fall 2018 with final results expected to be available in fall 2019.

<b>Performance Measure (1.b) Results</b>	<b>2016-17</b>	<b>2017-18</b>
Percentage of grant recipients reporting positive outcomes for women and girls as a result of their project	NA	NA
<b>Target</b>	90%	90%
<i>Source: interim reporting from grant recipients.</i>		

## Community collaboration

The ministry facilitated collaboration among community organizations through the Community Grant Program as well as through events, meetings and collaborative action planning sessions. The ministry is newer to the ecosystem of women-serving organizations in Alberta. To grow into its role as a champion for enhancing community capacity for action in advancing gender equality, it is important that the ministry continue to learn about the people and organizations that do this work in Alberta communities. The ministry engages with hundreds of community organizations connected to the mandate and has spent considerable time building relationships that will lead to future efficiencies and collaboration.

Performance measure (1.a) *percentage of Status of Women community interactions, in the role of enhancing community capacity for action, receiving a high satisfaction rating* used to measure the ministry's accountability in interactions with stakeholders by tracking their satisfaction with community work facilitated by the ministry on gender and equality issues.

This measure was first introduced in the 2016-19 Business Plan, although it has now been removed due to the evolving work in the community capacity and outreach area. The latest available result for this measure was in 2016-17. The sessions received high overall satisfaction scores from participants, and responses to open-ended questions provided guidance for the ministry. The ministry exceeded its 2016-17 per cent target of 80 per cent with an actual 90 per cent of community interactions in the role of enhancing community capacity for action receiving a high satisfaction rating. Results for this measure will not be available in 2017-18 as satisfaction surveys are no longer collected since collaborative action session work has finished, and the ministry works with community organizations through less formalized interactions. This measure will be replaced with a new measure in the 2018-21 Business Plan to better assess the ministry's performance.

### PARTICIPATION IN COMMUNITY OUTREACH IN 2017-18 INCLUDED COMMUNITY GROUPS LIKE:

- BUILDING RESEARCH AT THE INTERSECTIONS OF GENDER NETWORK (EDMONTON);
- CALGARY DIVERSITY AND INCLUSION NETWORK; AND
- CALGARY DOMESTIC VIOLENCE COLLECTIVE

Performance Measure (1.a) Results	2016-17	2017-18
Percentage of Status of Women community interactions, in the role of enhancing community capacity for action, receiving a high satisfaction rating	90% <sup>3</sup>	NA
<b>Target</b>	80%	90%

Please see the Performance Measure Methodology section on page 32 for more detail.

<sup>3</sup> Result as of February 2017. In 2016-17 there were four collaborative action sessions and data available for three.

**Key Strategy 1.4:** Explore the use of gender analysis in government budgeting, building capacity around gender-based assessment of budgets, and incorporating a gender perspective at all levels of the budgetary process to promote evidence-based decision-making.

Gender budgeting is a tool to incorporate gender and diversity perspectives in business planning, annual reporting and budget processes as well as in policies and programs funded by government. It examines the outcomes for women, gender minorities, visible minorities, different cultural and socio-economic groups, and Albertans in different geographic locations. Gender budgeting works to tie gender equality to fiscal policy in order to better allocate resources where they would have the greatest overall impact for Alberta's diverse population. It is important that everyone can benefit from the economic recovery.

In 2017-18, the Ministry of Status of Women further built relationships across the GoA, and particularly with Treasury Board and Finance, to identify and advance initiatives that contribute to gender equality in the province. As a consequence of these efforts, for the first time in Alberta budget history, the 2018 Fiscal Plan included a gender budgeting statement. Other accomplishments include:

IN 2018, FOR THE FIRST TIME IN ALBERTA BUDGET HISTORY, THE FISCAL PLAN INCLUDED A GENDER BUDGETING STATEMENT.

- As of March 31, 2018, all 23 departments have gender equality statements in their business plans and capital planning submissions now ask if a GBA+ analysis has been completed;
- Government Procurement Policy Review is undergoing changes to policy to address the under-representation of women and other groups within government supply;
- Ministries provided details of their funded activities and commitments that advance gender equality and address barriers marginalized groups face;
- Gender equality and diversity objectives are now incorporated into the budget process; and
- It is expected that this work will continue with Fiscal Plan 2019, *Measuring Up*, the 2017-18 Government of Alberta Annual Report and future ministry annual reports.

Applying a GBA+ analysis to fiscal policies contributes to the government's goal of advancing gender equality by allocating resources based on the needs of Alberta's diverse population. Some examples of the impacts gender-based budgeting on GoA decisions are:

- Approximately 60 per cent of minimum wage earners are women. Budget 2017 continued increased funding for minimum wage which is set to rise to \$15/hour in October 2018.
- \$20-million digital media tax credit to attract and retain more tech entrepreneurs, with incentives to hire those underrepresented in the sector including women. This gap is more noticeable among certain groups of women, such as visible minorities and/or immigrants.
- \$2-million to boost rural transportation from 2018 to 2020, which largely impacts women, particularly seniors and those with disabilities.

## Legislative impacts

The Ministry of Status of Women has supported key legislation which supports advancement of the position and condition of women in Alberta. Advice and expertise provided by the ministry included providing and building capacity for gendered and intersectional analysis of legislation introduced by the government in order to identify impacts to, and opportunities for, diverse women and girls.

The ministry's work with the Ministry of Health has supported the development of the *Protecting Choice for Women Accessing Health Care Act* with a GBA+ lens, thereby resulting in Albertans having access to abortion services without fear of interference, harassment, threats or intimidation as well as supporting the use of abortion medication (ie. Mifegymiso) that allows women to have personal autonomy regardless whether they have provincial health insurance or not.

The ministry also supported the amendments of the *Alberta Human Rights Act* to protect age and ameliorative programs such as employment or internship programs for Indigenous youth.

Finally, *An Act to Remove Barriers for Survivors of Sexual and Domestic Violence* eliminates limitation periods for launching a civil claim related to sexual or domestic violence. Being sensitive to the time survivors need is important to preventing and addressing gender-based violence in the province. These are just some of the examples where the ministry's gendered and intersectional lens is starting to initiate long-term systemic policy change.

For other examples read ahead to Key Strategy 2.1.

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## Outcome Two:

### **Improved position and conditions for women in Alberta in relation to economic security, gender-based violence, leadership and democratic participation.**

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The Ministry of Status of Women provides leadership within government and in partnership with key stakeholders to advance gender equality and create the conditions for women and girls to participate in all aspects of life in Alberta. Improving the status of women and girls means taking into account the social, cultural, political, economic and legal status of women and girls. As such, the ministry's efforts in this outcome are devoted to the areas of economic security, gender-based violence and leadership and democratic participation.

### **Responsibilities**

The Ministry of Status of Women is responsible for:

- Supporting initiatives that advance the economic security of women and girls and reduce their barriers to labour force participation. This includes initiatives that boost women's entrepreneurship with added benefits to Alberta's industries and economy;
- Providing programs and training that advance women's leadership potential and helps them advance in their careers;
- Helping to create a public service that reflects Alberta's diversity and strengths;
- Implementing, expanding and integrating initiatives that advance *Alberta's Commitment to End Sexual Violence* and increasing awareness of these issues. It also works to prevent and address other types of gender-based violence like family violence and violence against Indigenous women and girls;
- Collaborating with the City of Edmonton and United Nations Women to implement the *United Nations Safe Cities and Public Spaces Global Initiative*; and
- Advancing inter-governmental work dedicated to the promotion of gender equality and women's empowerment.

**Key Strategy 2.1:** Support and promote Government of Alberta policies and programs to increase women's access to labour force participation and women's economic security and prosperity.

When diverse women and girls are able to participate fully in, and benefit equally from, the province's economic prosperity, it benefits all Albertans. The Ministry of Status of Women provides strategic policy advice on issues related to Alberta women's economic security to inform government programs and policies that shape and impact women's asset building capacity and economic prosperity. The ministry works with cross-ministerial partners and external stakeholders to ensure the perspectives and experiences of women's economic security are raised and discussed. Through this work the ministry helps address barriers that make it harder for Alberta women to get fair pay for their work; participate in the labour market if they so choose; advance their careers; and create businesses that boost Alberta's economy.

### **Economic security**

Economic security includes having fair income to support a basic standard of living both today and tomorrow. Women in Alberta experience unequal pay as well as barriers to work different than men. Women in Alberta have lower overall labour force participation than men, and these rates are lower for Indigenous and immigrant women. Women's lower labour force participation is due in part to caring for

children and other family members. They are more likely to work part-time, and are overrepresented in lower paying careers. This happens even though Alberta women tend to be highly educated.

#### *Access to high quality, affordable child care*

The ministry worked with the Ministry of Children's Services to create new, high quality, affordable child care spaces because access to quality child care is the single most effective way to close the gender pay gap and promote women's full economic participation. This work has resulted in the development of the Early Learning and Child Care (ELCC) pilot program that provides affordable (no more than \$25/day), accessible, high quality child care to Albertan families. In December 2017, it was announced that the pilot which began in 2016-17, would be expanded. By April 2018, it was announced that an additional 100 non profit child care programs had been chosen to become ELCC Centres. These 100 ELCC Centres are expected to create an additional 6,000 affordable child care-spaces, resulting in the hiring of approximately 400 new child care staff and allowing approximately 1,400 more Albertans to re-enter the workforce. This is a significant increase over the original 1,300 child care spaces created in 2016-17. The ELCC program emphasizes culturally appropriate support to diverse and vulnerable populations within the community, including Indigenous peoples, immigrants, refugees, parenting teens, lone-parent families, and low-income families.

#### *Protected at work*


The ministry advised and supported the use of a gendered lens in the development of the new *Fair and Family-Friendly Workplaces Act* employment standards provisions led by the Ministry of Labour. It resulted in extended parental and compassionate care leave as well as job-protected leave to care for a child or family member and for situations where family violence is experienced. This helps to support women's economic security, prosperity and resilience. A gendered lens also made a difference with respect to the *Act to Protect the Health and Well-being of Working Albertans*. The ministry's expertise supported new provisions stipulating that employers have a duty to prevent workplace violence (including family violence) and harassment (including sexual harassment)<sup>4</sup>.

#### *Poverty reduction and access to a living wage*

The government has committed to increase the minimum wage to \$15 per hour by October 1, 2018, moving toward a living wage for every Albertan. Raising the minimum wage will help lead women out of lower-income situations and give them the chance for a better standard of living since approximately 60 per cent, or 62,900<sup>5</sup>, of minimum wage earners in Alberta are women. By moving closer to a living wage, Alberta is one step closer to giving all women and girls a chance to benefit from Alberta's prosperity.

#### *Mentorship opportunities for career advancement*

Women report they lack opportunities for networking and mentorship that can help them succeed in their professional lives. In September 2017, the ministry launched a six-month Pilot Mentorship Program which matched seven women who have experienced barriers in their careers with dynamic, high-profile mentors in areas historically underrepresented by women due to gender biases such as: engineering,



100 NEW ELCC CENTRES ARE EXPECTED TO CREATE AN ADDITIONAL 6,000 AFFORDABLE CHILD-CARE SPACES, RESULTING IN THE HIRING OF APPROXIMATELY 400 NEW CHILD CARE STAFF AND ALLOWING APPROXIMATELY 1,400 MORE ALBERTANS TO RE-ENTER THE WORKFORCE.

<sup>4</sup> <https://www.alberta.ca/workplace-legislation-changes.aspx>

<sup>5</sup> <https://work.alberta.ca/documents/alberta-minimum-wage-profile.pdf>

construction, finance, academics and business development. An evaluation of this program will occur next year.

### *Entrepreneurship*

Although women in Alberta are as likely as men to start a business, the businesses are often smaller and less likely to expand and grow. In 2017-18, the ministry established a cross-ministry working group that helps to identify and understand issues related to the barriers women entrepreneurs face, including a lack of access to information, capital and networking opportunities. As such, the ministry collaborated with the Ministry of Economic Development and Trade, Alberta Chambers of Commerce and Alberta Women Entrepreneurs on a series of workshops from June to October 2017 for women entrepreneurs who were starting or growing their businesses.

### *Labour force participation*

The ministry works collaboratively with other ministries, orders of government and communities to ensure that all women can contribute to, and benefit from, Alberta's economic recovery. Part of that economic recovery requires an active labour force. Performance indicator (2.a) *labour force participation rate in Alberta (all women; Aboriginal women)* provides an indication of the relative size of the supply of labour available for goods and services. The participation rate is the percentage of the working age population that is either employed or actively seeking employment. The ministry monitors and further disaggregates this data by women and Indigenous women for analysis to ensure policy decisions help these groups participate more fully in, and benefit from, Alberta's dynamic economy.

<b>Performance Indicator (2.a) Results</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>
Labour force participation rate in Alberta (ages 15-64):					
All women	67.0%	66.2%	66.6%	66.3%	66.2%
Aboriginal Women (off-reserve)	66.0%	66.7%	65.6%	63.4%	63.6%

*Source: Statistics Canada*

The labour force participation rate remained almost unchanged from 66.3 per cent to 66.2 per cent in 2017. While Alberta women had the highest participation rate among the provinces in 2017 and Alberta women's participation rate is significantly higher than the national average women's participation rate of 61.5 per cent, women continue to lag further behind men. Women with young children are less likely to be engaged in the labour force. Additionally, women are more likely to work part-time than men (women make up 69 per cent of part-time workers in Alberta). While women are also more likely to earn minimum wage than men, these numbers increase further when intersecting identities are taken into account, such as disability and Indigenous status.

The 2017 Indigenous women's participation rate was 2.6 percentage points lower than the participation rate for Albertan women, and 10.5 percentage points below Indigenous men's participation rate in Alberta. Among Indigenous women, First Nations women had a slightly higher participation rate (64.1 per cent) than Métis women (63.2 per cent).

The ministry supports government's work to help more women who choose to join and stay in the workforce through affordable child care, enhancing parental and domestic violence leave provisions and raising minimum wage.



**Key Strategy 2.2:** Collaborate with stakeholders across government to develop and implement a diversity and inclusion strategy for the public sector.

## Diversity and Inclusion

Fostering a public service that embraces and reflects the province's diversity and strengths is vital to meeting the needs of Albertans. This means creating an Alberta Public Service that reflects Alberta as it already is and recognizes that its greatest resource is its people. Diversity is the collective mixture of differences and similarities that include individual and organizational characteristics, values, beliefs, experiences, backgrounds, preferences and behaviours<sup>6</sup>. Inclusion is about recognizing the needs of these diverse individuals or groups, creating an environment to address these needs and thereby advancing everyone's opportunity to achieve their potential. Inclusive workplaces respect, value and promote diversity of thought and experience.

Embracing diversity provides many benefits to the GoA. It increases employee engagement, productivity and provides the Alberta Public Service with a competitive advantage in attracting and retaining skilled employees able to deliver on government's commitments to Albertans. In October 2017, the GoA launched its first Diversity and Inclusion Policy, joining the rest of Canada in having a documented commitment and coordinated support for diversity and inclusion across the Alberta Public Service. The Ministry of Status of Women was nominated for a Premier's Excellence Public Service Award for its work with the Public Service Commission (PSC) on this Diversity and Inclusion strategy.

## In practice

Continued discussions are a key success factor in building an inclusive and diverse culture in the Alberta Public Service. The following ongoing activities help to support this commitment:

OVER **1000** APS EMPLOYEES  
PARTICIPATED IN THE MARCH 2018  
WIL EVENT **AND** THE MINISTRY  
DELIVERED UNCONSCIOUS BIAS  
AND CONSCIOUS TALENT  
MANAGEMENT TRAINING TO **954**  
APS EMPLOYEES IN 2017-18.

- The employee-driven grassroots Women in Leadership (WiL) group hosted half-day learning and development opportunities in Edmonton for over 1,000 Alberta Public Service employees in March 2018 and organized future events across the province in April and May.
- The ministry delivered Unconscious Bias and Conscious Talent Management training to 954 Alberta Public Service employees in 2017-18, surpassing its target of 800 employees. This training is offered to government employees to help them understand how to recognize and eliminate biases and provide better services and programs for Albertans. The ministry will provide more of this training in 2018-19.
- The ministry launched the second year of the Administrative

Mobility Program (AMP) pilot in 2017-18 to improve the professional mobility of employees and increase employee engagement and retention. Please see Key Strategy 2.3 for more information.

<sup>6</sup> Talent Intelligence (2015).

**Key Strategy 2.3:** Develop and promote resources to support women's presence, participation, and decision-making in the leadership of private and public organizations.

## Women's democratic participation

Improving women's democratic participation is a fundamental step toward greater parity in decision making. Women's political inclusion is a step toward building social and cultural capital that contributes to long-term systemic change. By including the voices of women and girls in decision-making, society is one step closer to gender equality. The United Nations (UN) found that women should hold at least 30 per cent of elected seats for a government to reflect the concerns of women<sup>7</sup>. Women currently represent 16 per cent of Alberta's Members of Parliament, 31 per cent of Members of Alberta's Legislative Assembly and 12.5 per cent of First Nations Chiefs<sup>8</sup> for Treaties 6, 7 and 8. Improving women's democratic participation also works to eliminate deeply rooted gender biases and social norms preventing women's equal leadership and democratic participation. When women run for office, they model the way and show other women that political leadership can take many forms.

In October 2016, the ministry launched a program called *Ready for Her* to provide information, resources and supports for women who were interested in running for elected office (whether it be municipal, school board trusteeship or band councils). The ministry hosted panel sessions in Edmonton, Calgary, Lethbridge, and Medicine Hat as well as online. In each city, women who are former or current elected officials shared their experiences and gave advice to encourage others to run for local government. Approximately 200 women attended the panel sessions across the province and over 450 individuals viewed the online webinar since 2016. The *Ready for Her* webpage ([www.alberta.ca/ready-for-her.aspx](http://www.alberta.ca/ready-for-her.aspx)) guides women through the essential steps of a political campaign, explains the roles and responsibilities of elected officials and highlights the many tools and guides that are available. It is the first Alberta-specific resource of its kind, specifically written for women.

ONLY THREE YEARS AGO,  
PREMIER NOTLEY  
INTRODUCED ALBERTA'S  
FIRST GENDER-BALANCED  
CABINET, THE FIRST IN  
CANADA.

Rates of women running for elected office continue a steady increase due to a wider societal understanding of the importance of diversity on councils. In 2017-18, the Ministry of Status of Women provided \$10,000 to the Alberta Council of Women's Shelters in support of its *Lift Her Up* Campaign. This public awareness campaign expresses support and solidarity with women in politics and draws attention to how violent language in public discourse impacts women's interest in running for office. Awareness efforts, campaign schools, and resources like *Ready for Her* help make the process accessible and create in-roads for individuals who otherwise may not have perceived of themselves as "qualified" to serve in elected office.

### *Women running for office*

While there are many external factors that influence *Performance indicator (2.d) percentage of candidates running for elected office who are women*, the next table shows increases over the last five years, which the ministry monitors and reports on annually, as tied to political cycles. Notably, there has been an increase in the percentage of candidates running in Alberta municipal elections who are women from 26 per cent in 2013 to 29 per cent in 2017. Municipal election results showed that 100 more women ran for

<sup>7</sup> United Nations Equal Opportunities Commission (2003) *United Nations Targets for Proportion of Women in Leadership and Decision-Making Positions*. Information Paper.

<sup>8</sup> <http://indigenous.alberta.ca/documents/First-Nations-Contact-Listing.pdf?0.276972591644153>

office in 2017. Research shows that when women run for political office, they are just as likely to become elected as men. Although this is a 3 per cent increase, it is a gradual, incremental step toward long-term systemic change in the province. Notably, in Calgary and Edmonton in 2017, an increased number of women candidates ran in the municipal elections, resulting in an additional woman councillor in each city. In Calgary, the number of women candidates increased from 9 to 22 (a 122 per cent increase) and Edmonton witnessed a 41 per cent increase from 17 to 24.

<b>Performance Indicator (2.d) results:</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>
Percentage of candidates running for elected office in Alberta who are women:							
• in Alberta Municipal elections	NA	NA	27.3% <sup>9</sup>	NA	NA	NA	29%
• in Alberta Provincial elections	NA	25%	NA	NA	30%	NA	NA
• in Federal elections within Alberta	26%	NA	NA	NA	27%	NA	NA

*Source: Municipal Affairs, Elections Alberta, and Parliament of Canada. Blank cells indicate that data is not available for reference period.*

## Women’s leadership in private organizations

Depending on the type of board (e.g., civic, non-profit, corporate), women’s representation varies. For example, in comparison to corporate boards, community and non-profit boards often attain greater levels of gender parity because they are more accessible to local residents. Barriers that prevent women from attaining equal representation on boards include stereotypes around leadership roles, a lack of role models and mentors for women, decreased opportunities to build strong networks and smaller recruitment pools.

At the corporate level, the Alberta Securities Commission adopted a “comply or explain” requirement, which requires Alberta companies traded in the Toronto Stock Exchange (TSX) to disclose the number of women on their boards and have policies in place to increase diversity within their executive ranks. The ministry tracks Performance indicator (2.e) *percentage of board members for TSX traded companies who are women* to obtain greater understanding around women’s participation on private boards.

The number of women on Alberta-based TSX-listed company boards increased from 11 per cent in 2016 to 13 per cent in 2017. As of October 5, 2017, 24 per cent of board positions for Alberta *TSX 60 Index* companies are held by women, 100 per cent of boards have two or more women on the board and 93 per cent have at least one woman in their executive ranks.

<b>Performance Indicator (2.e) Results</b>	<b>(Actual) 2012</b>	<b>(Actual) 2013</b>	<b>(Actual) 2014</b>	<b>(Actual) 2015</b>	<b>(Actual) 2016</b>	<b>(Actual) 2017</b>
<b>2.e</b> Percentage of board members for Alberta TSX listed companies who are women	NA	NA	NA	9%	11%	13%

*Source: Alberta Securities Commission*

<sup>9</sup> Restated from 26 per cent which was reported when an interim data set was used.


## Women's leadership in public organizations

Women's leadership within the Alberta Public Service is also a focus for the ministry. Alberta's public service comprises more than 60 per cent women. Only three years ago, Premier Notley introduced Alberta's first gender balanced Cabinet, the first in Canada. Since then, efforts have been made to sustain this momentum in all aspects of government. There is still work to be done in terms of gender parity in executive positions in the Alberta Public Service. As of 2017-18, 46 per cent of senior executive leadership positions are held by women, which is the result of a sustained gradual increase since 2013-14.

The Ministry of Status of Women supports women in leadership through Women in Leadership, an employee-driven movement aimed at supporting, engaging and empowering women within the Alberta Public Service. This movement is aimed to open dialogue about women in leadership in order to strengthen and build leadership capacity in the Alberta Public Service.

The ministry continues to provide support to the Women in Leadership Secretariat, a voluntary employee resource group to support women's advancement in the GoA. The Secretariat collaborates to support, engage and empower women in the public service. Although it recognizes that women have unique perspectives and experience unique barriers in the workplace, it is an inclusive movement, welcoming Alberta Public Service employees of any gender and gender identity. In 2017-18 more than 1,000 Alberta Public Service employees attended the first of five regional-based learning and development opportunities.

The ministry also continues to deliver the Accelerating Women's Leadership (AWL) training program for women in the Alberta Public Service. In 2017-18, 166 employees received AWL training. The program provides women employees the chance to explore their talents and discover their leadership strengths.



IN 2017-18, **166**  
EMPLOYEES RECEIVED  
ACCELERATING  
WOMEN'S LEADERSHIP  
TRAINING

There are also gender imbalances when examining women's representation within different classifications of the public service. For example, as of 2017, 94 per cent of administrative positions in the public service are held by women. Research shows that women may face gendered barriers in their professional advancement. To reduce organizational role bias, the ministry launched the second year of the three year Administrative Mobility Program (AMP) pilot to increase women's ability to move from administrative roles to positions in policy or program services within the public service. Five of 16 (over 30 per cent) first-year participants received job offers in advanced positions by the end of their tenure in the program in 2017-18 and 19 participants are set to begin the second pilot year for 2018-19. The AMP selects high-potential administrative employees who have shown an interest in personal development to participate through a competitive process.

Performance measure (2.d) *number of staff in the Alberta Public Service who attended women in leadership training* tracks the women in leadership training delivered by the Ministry of Status of Women. This includes both a half-day course and a two-day intensive workshop. The most recent data for this measure is from 2016-17, when more than 720 women in the Alberta Public Service participated in Women in Leadership and AWL events. A standards-based training target of 750 participants was set to reflect the GoA's commitment to narrow the gap in leadership teams throughout government and encourage employee engagement. This measure was removed from the 2018-21 Business Plan to more accurately assess the ministry's progress. Please see Performance Measure Methodology for more detail.

<b>Performance Measure (2.d) Results</b>	<b>2015-16</b>	<b>2016-17</b>	<b>2017-18</b>
Number of staff in the Alberta Public Service who attended women in leadership training	-	720	NA
<b>Target</b>	-	750	750

Source: Internal WiL tracking

The ministry also monitors and reports annually on the rate of women's representation among senior executive management in the Alberta Public Service through performance indicator (2.f) *percentage of senior executive managers in the Government of Alberta Public Service who are women*. There has been a steady increase over the past five years in this indicator with a significant increase of six per cent occurring in 2017-18, bringing the rate to 46 per cent or just under half of all senior executive managers in the Alberta Public Service who are women. This is a significant accomplishment for the GoA and the ministry as it continues to support efforts to increase gender representation within the public service.

<b>Performance Indicator (2.f) Results</b>	<b>(Actual)</b>	<b>(Actual)</b>	<b>(Actual)</b>	<b>(Actual)</b>	<b>(Actual)</b>
Percentage of senior executive managers in the Government of Alberta Public Service who are women	36%	38%	39%	40%	46%
	<b>2013-14</b>	<b>2014-15</b>	<b>2015-16</b>	<b>2016-17</b>	<b>2017-18</b>

Source: Public Service Commission data via IMAGIS system.

## Participation with government's Agencies, Boards and Commissions

To advance women's participation in career and leadership, the ministry works with the province's Public Agency Secretariat to ensure opportunities to serve on agencies, boards and commissions (ABCs) are presented in ways that account for women's experiences, not just technical or prior board experience. Over time, the GoA has increased the number of women appointed to ABCs through voluntary approaches by encouraging applications from a wider range of applicants. The Public Agency Secretariat streamlined the selection process for ABCs through the online application portal, making it more accessible. In order to collect data on the number of women appointed to ABCs the ministry supported the launch of the Public Agency Secretariat's voluntary diversity and inclusion survey.

Performance indicator (2.g) *percentage of those serving on Government of Alberta Agencies, Boards and Commissions who are women* monitors the rate of representation of women on public agencies, boards and commissions as a source of information to indicate the GoA's progress toward creating conditions that encourage women to participate and advance equal gender representation. In 2017-18, women held 53 per cent of board positions on GoA agencies, boards and commissions. Since the Public Agency Secretariat launched the Electronic Public Agency Appointment System in September 2016, women's applications to board opportunities have increased. Women went from holding one-third of the positions on GoA agencies, boards and commissions to becoming more than half of those served.

<b>Performance Indicator (2.g) Results</b>	<b>(Actual)</b>	<b>(Actual)</b>	<b>(Actual)</b>	<b>(Actual)</b>
Percentage of those serving on Government of Alberta Agencies, Boards and Commissions who are women	32%	37%	41%	53%
	<b>2014-15</b>	<b>2015-16</b>	<b>2016-17</b>	<b>2017-18</b>

Source: Public Agency Secretariat

A number of factors influence the result for this indicator. The result was primarily affected by efforts of the Public Agency Secretariat through the online appointment system and public messaging around

diverse representation as a public good and an opportunity for any Albertan with the skills and experience to do the job. The ministry's work to support the Secretariat is validated by the increased representation of women on boards and results for this indicator suggest the province is one step closer to gendered representation that allows the GoA and its agencies, boards and commissions to reflect Alberta's population and provide the best service to Albertans.

**Key Strategy 2.4:** Prevent and address gender-based violence through innovative leadership in response to persistent and emerging issues, collaboration with stakeholders and governments at all levels, and influencing decisions and actions of key partners

Gender-based violence refers to violence that occurs as a result of the normative role expectations associated with genders, along with unequal power relationships between genders. Most frequently this violence is inflicted on women and girls by men, although men can be survivors of gender-based violence as well. Gender-based violence includes acts that result in physical, psychological, sexual or economic harm such as acts, coercion or arbitrary deprivation of liberty, whether in public or in private life. The Ministry of Status of Women works to prevent and address gender-based violence in collaboration with stakeholders and governments at all levels, and works collaboratively to influence decisions and actions of key stakeholders. The ministry works to address gender-based violence across the spectrum, with focus on: sexual violence, intimate partner violence, family violence and violence against Indigenous women and girls.

#### *Increasing awareness of gender-based violence*

The ministry has also been working to declare May as *Sexual Violence Awareness Month* in Alberta and participates on committees within the governance structure for the *Family Violence Hurts Everyone Framework*. In alignment with this framework, from November to December 2017, the ministry led the *Annual 16 Days of Activism Against Gender-Based Violence Campaign* in Alberta. A memorial vigil was hosted on December 6, 2017 in partnership with MacEwan University.

#### *Addressing rising demand for sexual assault services*

The ministry works closely with the Association of Alberta Sexual Assault Services (AASAS) in understanding and addressing sexual violence across Alberta. Alberta's sexual assault centres have seen a 53 per cent increase in new counselling clients since 2016<sup>10</sup>. In 2017-2018, the GoA provided almost \$4.2 million in funding for crisis services, counselling, service coordination, outreach & education to Alberta Association of Sexual Assault Services (AASAS). In March 2018, government provided \$8.1 million in additional funding to respond to an increased demand for counselling and other support services to sexual violence survivors. Funding allowed for increased and expanded counselling, outreach and education services, the development of a Collaborative Community Response Model and enhanced police and court support services.

#### *Supporting survivors of sexual violence*

The ministry is providing a \$700,000 grant to the Elizabeth Fry Society of Edmonton to design, deliver and evaluate a three-year pilot program that will give sexual violence survivors free, confidential legal advice. The program will give survivors a better understanding of their legal options, such as accessing the criminal justice system, submitting a human rights complaint or pursuing a civil claim. The pilot is anticipated to be in the delivery phase in November 2018 and will be open to adult survivors of all

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<sup>10</sup> AASAS (2017) Business Case - Enhancement of Sexual Assault Services Across the Province of Alberta. Government of Alberta, CSS.

genders who have experienced sexual violence in Alberta, regardless of how much time has passed since the incident.

## Sexual violence

While there is a significant lack of data about sexual violence in Alberta, according to Statistics Canada, more than 635,000 incidents of sexual assault were reported by Canadians in 2014. In the vast majority of incidents (87 per cent), victims were women and offenders in these incidents most identified as men (94 per cent).

The ministry monitors performance indicator (2.b) *rate of sexual violence<sup>11</sup> for Albertans 15 years and older*. This self-reported survey (data collected by Statistics Canada) asked respondents whether they had experienced being touched in an unwanted sexual manner or being forced to have unwanted sexual activity in the past 12 months. In 2014, Alberta and Ontario had some of the highest rates of self-reported sexual assault amongst six provinces with available data. Furthermore, many survivors of sexual assault do not report it<sup>12</sup>. Statistics Canada collects this data every five years, and the next available rate will be in 2019. The data is not disaggregated by gender, but reported rates of sexual violence are significantly higher for women than for men, the highest rates being among 15-24 year old women<sup>13</sup>. This indicator is used as a proxy while an Alberta-specific annual indicator is developed. A new survey, “Safety in public and private spaces”, being conducted by Statistics Canada and Status of Women Canada will provide much needed data on gender-based violence at a provincial level. Data collection began in April 2018 with data release targeted for July/August 2019.

Performance Indicator (2.b) Results	(Actual)	(Actual)	(Actual)	(Actual)
Rate of sexual violence for Albertans 15 years and older ( <i>self-report quinquennial survey; occurs every five years</i> )	NA (2005)	33 per 1,000 population (2009)	25 per 1,000 population (2014)	NA (2019)

*Source: Statistics Canada (2015) General Social Survey*

## Intimate-partner violence

The ministry also monitors performance indicator (2.c) *rate of police-reported intimate partner violence for Alberta women* through data that is available from Statistics Canada annually. Intimate partner violence refers to violence committed by legally married, separated or divorced spouses, common-law partners (current and former), dating partners (current and former) and other intimate partners. Victims refer to those aged 15-to-89. Intimate partner violence excludes victims where the sex or the age was unknown or where the accused-victim relationship was unknown.

While the rate of sexual violence for Albertans 15 years is trending slightly lower, the rate of police-reported intimate partner violence for Alberta women is trending slightly higher than in previous years.

<sup>11</sup> There is no current measure for sexual violence in Alberta or Canada. In the future this wording will be changed to ‘sexual assault’ in alignment with Statistics Canada classification. In the meantime violence is a proxy for assault for the purposes of this report.

<sup>12</sup> Statistics Canada. (2015). Criminal victimization in Canada, 2014

<sup>13</sup> In self-reported data, Statistics Canada found that women reported being sexually assaulted approximately seven times more than men and, and Aboriginal (Indigenous) women reported being victims of violent incidents approximately 2.7 times more than non-Aboriginal Women (GSS, 2014).

This does not, however, necessarily mean the occurrence of intimate partner violence has increased. More data is required to confirm any trends for both of these indicators and more research is needed to attribute a reason for changes in these rates, as these are indicators with multiple influencing factors including the economy.

<b>Performance Indicator (2.c) results:</b>	<b>(Actual)</b>	<b>(Actual)</b>	<b>(Actual)</b>	<b>(Actual)</b>
Rate of police-reported intimate partner violence for Alberta women ( <i>annual survey</i> )	631.2 per 100,000 population	627.9 per 100,000 population	623 per 100,000 population	638 per 100,000 population
	<b>(2013)</b>	<b>(2014)</b>	<b>(2015)</b>	<b>(2016)</b>

*Source: Statistics Canada, Victimization incidents reported by Canadians, by type of offence and province, 2014 and Victims of police-reported intimate partner violence, by sex of victim, province and territory, 2013.*

## Violence against Indigenous women and girls

As mentioned, a disproportionate number of survivors of gender-based violence are Indigenous women and girls. The Ministry of Status of Women is working with Indigenous relations, cross-ministry and community agencies and partners to increase the safety of Indigenous women and girls.

The ministry has developed and maintained strong relationships with Indigenous stakeholder organizations, such as the Institute for the Advancement of Aboriginal Women to ensure that programs and initiatives consider the needs and perspectives of Indigenous women and girls. The ministry also provides support to the Ministries of Indigenous Relations and Justice and Solicitor General in the implementation of Alberta's role in the National Inquiry into Missing and Murdered Indigenous Women and Girls (MMIWG) which will examine the underlying historical, social, economic, institutional, and cultural factors that contribute to violence against Indigenous women and girls. As part of collaborative efforts across government, the ministry is actively contributing to events, community visits and family hearings that address violence against Indigenous women and girls. This also includes preparing for institutional hearings, as well as reviewing and responding to the National Inquiry's recommendations.

## United Nations Safe Cities Initiative with the City of Edmonton

The ministry continued its collaboration with the City of Edmonton and United Nations (UN) Women to lead the planning, development and implementation of the *UN Safe Cities and Public Spaces Global Initiative* in Edmonton. This is the first global initiative that supports cities in developing approaches for the prevention of, and response to, sexual violence against women and girls in public spaces. The initiative helps to build safe and inclusive public spaces where women and girls are free from sexual harassment and other forms of violence as well as fear of violence. Edmonton was the second Canadian city (after Winnipeg in partnership with the Government of Manitoba) to have joined this global initiative since it began in late 2010. Since then, the City of London, Ontario became the third Canadian member city of the UN Women Safe Cities Initiative. To further support safe cities, the ministry provided \$25,000 to support development of a scoping study which was undertaken in 2016-17 to gather more information about sexual harassment and other forms of sexual violence against women and girls in Edmonton. In fall 2017, a full report was submitted, which is anticipated for public release in 2018. The ministry has committed a 0.5 full-time equivalent employee to this initiative.



**Key Strategy 2.5:** Establish an advisory council to ensure that perspectives from Alberta women and girls are reflected in government policies, programs and services

In 2017-18, the ministry continued to explore establishing an advisory council that could further inform the development of government policies, programs and services with the perspectives and experiences of Alberta women and girls. The ministry has continued to engage with approximately 800 stakeholders from whom it sought input and advice on a variety of issues. Stakeholders added value to the work of the ministry by sharing expertise about the lived-experience of women and girls which contributed to the development of intersectional policy and program responses. Public awareness and advocacy efforts also influenced cultural shifts regarding perceptions on equality issues. These contributions would become more formalized through an advisory council whose members would be ambassadors for Alberta women and girls and conduits to community networks that are engaged and knowledgeable about issues facing women and girls.

**Key Strategy 2.6:** Work with federal, provincial, and territorial orders of government and UN entities to advance joint work that improves the status of women and girls and report on progress toward women's human rights as stipulated in international conventions

## Global, national, provincial and territorial connections

The Minister of Status of Women attended the 62<sup>nd</sup> conference of the United Nations Commission on the Status of Women (UNCSW) in March 2018. The UNCSW is the main global intergovernmental or international body exclusively dedicated to the promotion of gender equality and the empowerment of women. The conference provided the opportunity to hear about new and innovative practices from across the globe that can be applied to advancing gender equality in Alberta. In this forum, the minister was able to meet with high level representatives of the UN Permanent Canadian Mission in New York as well as officials from other country delegations and the UN System, and strengthen alliances with other federal, provincial and territorial ministers. The Ministry of Status of Women contributes regularly to the GoA's response to various international human rights reports, including the *Convention on the Elimination of All Forms of Discrimination against Women*, an international legal instrument that requires countries to eliminate discrimination against women in all areas and that promotes women's equal rights.

The minister also attended the Federal/Provincial/Territorial (FPT) forum of Ministers Responsible for the Status of Women in November 2017. Ministers addressed the priority issues of ending violence against women and girls, women's economic empowerment, exploring the gender-wage gap and engaging with Indigenous leaders and representatives. This forum is an asset to policy development in Alberta. Ideas, approaches and lessons learned from other Canadian jurisdictions can contribute to policies that work in Alberta and across other provinces. Task teams from this forum meet quarterly by teleconference to advance the direction provided by FPT ministers. For example, one of the task teams is working to develop an evaluation process for GBA+ that can be applied to the GoA. The ministry is involved in the following task teams:

- Gender Wage Gap and Women's Economic Empowerment (co-chair);
- Gender Based Violence Data Collection and Monitoring (co-chair);
- Gender Based Violence (co-chair);
- Common Gender Equality Indicators Framework (co-chair);
- Complementarity of FPT Strategies to prevent and address gender based violence (co-chair);
- and
- Emerging Issues (member).

## Providing excellence in advancing gender equality

The province for which the Ministry of Status of Women advocates, is one where all women and girls are able to benefit equally from, and contribute to, Alberta's success. It is a province free from all forms of gender-based violence. It is also a province where women and girls grow up to see and realize their leadership potential and be themselves; where they can experience meaningful career growth opportunities, if they so choose. This is because when women and girls, in all their diversity are included fully in Alberta's cultural, social, political and economic fabric, the province as a whole, thrives.

Since its inception in 2015, the Ministry of Status of Women has been working to address barriers to gender equality and make life better for women and girls in Alberta. As a Centre of Excellence, the ministry is in the ideal position to coordinate initiatives with community organizations, agencies, other ministries and other levels of government that advance greater gender equality.

Performance measures (2.a), (2.b) and (2.c) all strive to measure the ministry's excellence in the provision of advisory and policy services to the rest of the GoA and external stakeholders, as reported from collaborating partners. The results of an exploratory survey influenced the development of these standards-based targets even though the measures were only introduced in the 2017-20 Business Plan. The most recent results for these measures were from the 2016-17 exploratory survey. While the limitations of these measures have been noted in the Performance Measure Methodology section of this report, the ministry attempts to set a service standard for the excellence in policy advice it provides. A new survey is being explored which will enhance assessment toward this outcome as the ministry continues to influence the integration of a gender and intersectional lens in all parts of the policy cycle.

<b>Performance Measures results:</b>	<b>2016-17</b>	<b>2017-18</b>
<b>(2.a)</b> Percentage of ministries working with the Status of Women reporting the Status of Women's policy advice met or exceeded requirements	74%	NA
<b>Target</b>	NA	90%
<b>(2.b)</b> Percentage of ministries working with the Status of Women reporting that Status of Women's evidence, analysis and advice was incorporated into policy development	84%	NA
<b>Target</b>	NA	90%
<b>(2.c)</b> Percentage of ministries working with Status of Women reporting that Status of Women's policy advice contributed potential solutions and positively influenced policy outcomes	63%	NA
<b>Target</b>	NA	90%

The accomplishments of Alberta's first stand-alone ministry, focused on advancing gender equality has contributed to a cultural shift across the GoA, leading to a better understanding of and response to gendered issues across policy areas, programs and legislation. The ministry, in collaboration with the rest of government, works to change outcomes for women and girls in the province, ensuring no one is left behind. Through its leadership and collaborative work across government and with communities, the ministry has initiated innovative approaches that are changing conversations and leading government to create policies that are more inclusive of Alberta's diverse population. Having a stand-alone ministry focused on a specific and systematic mandate to advance gender equality will have lasting impacts for future generations and improve lives for all Albertans.

## Performance Measure Methodology

These notes are intended to provide supplemental information regarding performance measure and indicator methodology to what is presented in the Results Analysis section. For some measures, a year-to-year comparison of results is not possible or methodology for measures changed as a consequence of changing initiatives. In these cases, the last actual was used.

### Performance Measure Methodology

#### Measure (1.a) Percentage of Status of Women community interactions, in the role of enhancing community capacity for action, receiving a high satisfaction rating

**Description:** This measure tracks the satisfaction of stakeholders and community with collaborative engagement facilitated by the ministry on gender equality issues. It reports this as the percentage of the total number of sessions receiving a high satisfaction rating. The measure refers only to sessions hosted by the ministry, where both ministry employees and the stakeholder(s) are meeting to explore or advance a particular issue related to gender equality.

**Method:** The measure is calculated by aggregating the data on evaluation forms submitted by participants. Responses to the statement “Overall I was satisfied with the session” scoring “Strongly Agree” or “Agree” were tabulated for each session. A session is considered to receive a “high satisfaction rating” when 80 per cent or more of the respondents indicated “Strongly Agree” or “Agree” to the statement on overall satisfaction.

#### Analysis of Results:

2016-17 was the first year for this measure. The ministry exceeded its 2016-17 per cent target of 80 per cent with an actual 90 per cent of community interactions in the role of enhancing community capacity for action receiving a high satisfaction rating. Four collaborative action sessions were hosted by the ministry, and they fit the criteria for the measure. Data was used from three of the four sessions to calculate the result. Data was inadequate to calculate this measure for one of the sessions; only three evaluations were received from a session with 15 participants. This was a learning opportunity for employees, who then asked participants to complete evaluations before leaving the session. Of the remaining three sessions, the percentage of respondents indicating overall satisfaction were 100 per cent (n=18), 92 per cent (n=26), and 83 per cent (n=12).

There was no available data for this measure in 2017-18 since the nature of the work of the Community Capacity and Outreach unit changed after the 2017-20 Business Plan was written. To better align the ministry’s suite of measures to outcomes, this measure was removed from the 2018-21 Business Plan.

#### Measure (1.b) Percentage of Status of Women grant recipients reporting positive outcomes for women and girls as a result of their project

**Description:** This measure tracks short-term positive outcomes relating to the advancement of gender equality resulting from the implementation of programs or projects funded by the ministry. This measure monitors the interim overall effects of the Community Grant Program from the perspective of community stakeholders.

**Method:** The data source is interim grant reports, which the ministry's grant recipients are required to submit within six months of receipt of the grant. Analysis of aggregated data indicates the percentage of grant recipients reporting positive outcomes. This is done by calculating the number of grant recipients reporting positive outcomes divided by the total number of grant recipients and multiplying by 100.

Please note only the wording for this measure changed in 2017-18; the methodology remains the same.

**Analysis of Results:** In 2016-17, there was no data to report for this measure. This is because there is a natural data lag between the time funds are dispersed at the end of the fiscal year and when data is collected. Reporting on outcomes of the grant-funded activities for 2016-17 will be available after July 31, 2018, once all 2016-17 recipients have submitted their final reports. The reporting on the 2017-18 grant recipients will likewise be available after July 31, 2019.

### **Measure (1.c) Number of Government of Alberta staff who attended GBA+ training sessions**

**Description:** GBA+ training is a priority for the ministry to develop baseline GBA+ capacity in strategic areas of government and maximize Alberta Public Service employee capacity for training. This measure indicates the level of engagement throughout government to increase competency in applying gender-based analysis in policy and program development.

**Method:** This measure is calculated by a simple count of attendees to the 3-hour Primer Training, documented by ministry staff in SharePoint and tracked and stored on a spreadsheet by the ministry.

**Analysis of Results:** A target of 2500 was set for 2017-18 based on the number of GoA employees who participated in the training in 2016-17.

The target of 2500 was not met for the following reasons: This performance measure only captures the number of GoA employees who attended the full three-hour training sessions; it does not include condensed sessions developed and delivered (45 minutes to two-hour information sessions) to accommodate participants' varying needs and levels of GBA+ understanding. The condensed sessions may be included in future targets. To build capacity across the GoA for GBA+ training, the ministry re-directed staffing resources toward delivering two-day Train-the-Trainer sessions; 57 GoA employees were trained to deliver GBA+ sessions. This will enable ministries to combine efforts to increase GBA+ capacity and will assist with meeting the 2500 target in 2018-19.

### **Measure (1.d) Number of Centres of Responsibility for GBA+ in Government of Alberta**

**Description:** This measure tracks the use of GBA+ in GoA ministries through Centres of Responsibility established with the support of the Ministry of Status of Women. The ministry provides ongoing training, expertise and evaluation to Centres of Responsibility.

**Method:** In 2016-17 the ministry used the presence of a GBA+ framework as a proxy for the Centre of Responsibility being present (ministries would send their frameworks to the Ministry of Status of Women). In 2017-18, the methodology for this measure changed. This measure was calculated by a simple count of the ministries who have identified a GBA+ Centre of Responsibility lead through email (Outlook) verification. Historical results have been retroactively updated since the presence of a Centre of Responsibility is not necessarily synonymous with the presence of a GBA+ framework. In 2016-17, the number of GoA frameworks that had GBA+ was four and in 2017-18 it was seven.

In the 2018-19 the methodology for this measure will change again to reflect the change in the 2018-21 Business Plan. It will change to “percentage of ministries with Centres of Responsibility for GBA+ operating in Government of Alberta”. Presence of GBA+ frameworks will be assessed and taken as a proxy for assessing this measure.

**Analysis of Results:** The variance between the target of 8 and result of 23 for 2017-18 can be explained by the mandatory inclusion of gender and intersectional analysis in Cabinet Reports and the establishment of the Cross-Ministry Committee on Gender Equality with representation of all ministries. This led to a more consistent application and widespread adoption of GBA+ across government.

### Measures 2.a, 2.b and 2.c

**2.a** Percentage of ministries working with Status of Women reporting that Status of Women’s policy advice met or exceeded requirements.

**2.b** Percentage of ministries working with Status of Women reporting that Status of Women’s evidence, analysis and advice was incorporated into policy development.

**2.c** Percentage of ministries working with Status of Women reporting that Status of Women’s policy advice contributed potential solutions and positively influenced policy outcomes.

**Description:** These measures all measure the ministry’s effectiveness in the provision of advisory and policy services to the rest of the GoA and external partners as reported from collaborating partners. Performance measures (2.a), (2.b) and (2.c) all track the quality of the policy advice provided to government ministries by the Ministry of Status of Women when the Ministry of Status of Women is leading a policy initiative within government, partnering with another ministry, or participating and advising on a policy initiative.

**Method:** The ministry completed an exploratory survey to build out the measures, which was provided to government ministries. Survey methodology is improving and a final survey is being developed.

**Analysis:** The results of the exploratory survey and the continually increased knowledge and capacity across government to make gender equality an integral part of policy, has informed the standards based target of 90 per cent. Since these measures all relied on the exploratory stakeholder-led survey that was not conducted in 2017-18, instead of investing data on this survey this fiscal year, the ministry is exploring an optimal suite of measures and survey methodology to measure its outcomes. Performance measure (2.c) has now been removed from the 2018-21 Business Plan in order to focus on measures that better evaluate the ministry’s outcomes.

### Measure (2.d) Number of staff in the Alberta Public Service who attended women in leadership training

**Description:** This measure tracks the women in leadership training delivered by the Ministry of Status of Women for employees in the Alberta Public Service. This includes both a half-day course and a two-day intensive workshop.

**Method:** A portion of this training (e.g. Selected Learnings from the Judy Project) is no longer delivered by the ministry and consequently it would be inappropriate to use it in the formal performance measure since year-over-year comparison is not possible. The ministry continues to deliver a range of women in leadership training, including Women in Leadership Learning and Development Opportunities and the two-day Accelerating Women’s Leadership workshop.

**Analysis:** The latest available results for this measure are from 2016-17 when more than 720 Alberta Public Service employees participated in Women in Leadership and Accelerating Women's Leadership events. A standards-based training target of 750 participants was set to reflect the GoA's commitment to narrow the gap in leadership teams throughout government and encourage employee engagement. In 2017-18 formal results are not available because data is not comparable year-over-year due to the change in inclusion of types of training in the measure. Nonetheless, a figure has been provided for ministry-led training that is included in the narrative of this report.

## Performance Indicator Methodology

### Indicator (1.a) Percentage of publicly released Government of Alberta policy frameworks and strategies that include gender-based analysis

**Description:** This indicator reports the percentage of decision-making documents submitted to Cabinet to assess GoA support and adoption of policy frameworks or strategies that contain gender and intersectional analysis.

**Method:** An inventory of policy frameworks and strategies under development is created through referencing the GoA archive of public announcements. This sample list is reviewed by the Ministry of Executive Council for a determination of whether or not gender and intersectional analysis was incorporated into final decision documents. The percentage of publically announced policy frameworks and strategies that include gender and intersectional analysis is determined by dividing the total number of submissions that included this type of analysis by the total number of items in the sample list.

**Analysis:** The indicator was formerly a performance measure first seen in the 2016-19 ministry Business Plan. It became an indicator because measures are to be reserved for things that are within the direct control of the ministry, whereas indicators measure progress on outcomes determined by a variety of external factors.

The most recent available result for this measure was in 2016-17 (25 per cent). The estimated result for this indicator in 2017-18 was 50 per cent, however this was estimated based on the assumption it would be possible to get data from other stakeholders by March 31, 2018. The result for this measure is expected to increase in the future as capacity is enhanced across the GoA. The ministry is exploring options to obtain data for this measure.

### Indicator (2.a) Labour force participation rate in Alberta (15-64)

- All Women
- Aboriginal Women in Alberta (off-reserve)

**Description:** The ministry works collaboratively with other ministries, orders of government and communities to ensure that all women can contribute to, and benefit from, Alberta's economic recovery. Part of that economic recovery requires an active labour force.

This indicator provides an indication of the relative size of labour supply available for goods and services. In relation to the mandate of the Ministry of Status of Women, this data is examined for women and Indigenous women for further analysis to help these groups become better included in our prosperity. The participation rate is the percentage of the working age population that is either employed or actively seeking employment (unemployed).

**Method:** The ministry obtains this data through Statistics Canada. For “all women”, CANSIM table 282-0002 was used. For “Aboriginal women in Alberta (off-reserve)”, CANSIM table 282-0226 was used.

Historical results have been restated to reflect updated census data information provided by Statistics Canada.

**Analysis:** The ministry works collaboratively with other ministries, orders of government and communities to ensure that all women can contribute to, and benefit from, Alberta’s economic recovery. Part of that economic recovery requires an active labour force.

The labour force participation rate remained almost unchanged in 2017 from 66.3 per cent to 66.2 per cent. While Alberta women had the highest participation rate among the provinces in 2017 and Alberta women’s participation rate is significantly higher than the national participation rate of 61.5 per cent, women continue to lag farther behind men. Women with young children are less likely to be engaged in the labour force. Additionally, women are more likely to work part time than men (women make up 69.0 per cent of part-time workers in Alberta). Women are also more likely to earn minimum wage than men, as approximately 60 per cent of minimum wage earners are women. These numbers skew even more when intersecting identities are taken into account, such as disability and Indigenous status.

The 2017 Indigenous women’s participation rate was 2.6 percentage points lower than the participation rate for Albertan women, and 10.5 percentage points below Indigenous men’s participation rate in Alberta. Among Indigenous women, First Nations women had a slightly higher participation rate (64.1 per cent) than Métis women (63.2 per cent).

The ministry supports government’s work to help more women join the workforce if they so choose, by providing affordable child care, enhancing parental and domestic leaves and raising minimum wage. The ministry also works with other ministries to improve outcomes for Indigenous women in areas related to economic security, gender-based violence, and leadership and democratic participation.

### **Indicator (2.b) Rate of self-reported sexual assault for Albertans 15 years and older (Quinquennial survey)**

**Description:** This measure is based on self-reported data about sexual violence collected every five years by Statistics Canada for Albertans aged 15 years and older. Sexual violence is defined as being touched in an unwanted sexual manner or forced to have unwanted sexual activity in the past 12 months.

**Method:** In 2014, Statistics Canada conducted the victimization cycle of the General Social Survey (GSS) for the sixth time (2014). Previous cycles were conducted in 1988, 1993, 1999, 2004 and 2009. The purpose of the survey is to provide data on Canadians’ personal experiences with eight offences, examine the risk factors associated with victimization as well as rates of reporting to the police, assess the nature and extent of spousal violence, measure fear of crime, and examine public perceptions of crime and the criminal justice system.

**Analysis:** Statistics Canada collects this data every five years, and the next available rate will be in 2019. The data is not disaggregated by gender, but reported rates of sexual violence are significantly higher for women than for men, the highest rates being among 15 – 24 year old women (Statistics Canada *General Social Survey, 2015: Criminal victimization in Canada, 2014*). In 2015 police-reported data, women reported being victims of violent crime almost four times more than men (Statistics Canada & Canadian Centre for Justice Statistics, 2015).

This indicator is used as a proxy while an Alberta-specific annual indicator is developed. A new survey, “Safety in public and private spaces”, is being conducted by Statistics Canada and Status of Women Canada will provide much needed data on gender-based violence at a provincial level. Data collection will begin in April 2018 with data release targeted for July/August 2019. Once this data is released it will be a potential new source for enduring, Alberta-specific and disaggregated indicators for gender-based violence.

### **Indicator (2.c) Rate of police-reported intimate partner violence for Alberta women (annual survey)**

**Description:** This measure is based on self-reported incidents of intimate partner violence reported by Canadians by type of offence and by province through the victimization cycle of Statistics Canada’s General Social Survey (GSS).

**Method:** Intimate partner violence refers to violence committed by legally married, separated or divorced spouses, common-law partners (current and former), dating partners (current and former) and other intimate partners. Victims refer to those aged 15 to 89.

Due to limited available data, this was identified as an interim measure and was based on a Statistics Canada report for which CANSIM data tables are not available (Statistics Canada, *Victimization incidents reported by Canadians, by type of offence and province, 2014* and *Victims of police-reported intimate partner violence, by sex of victim, province and territory, 2013*). The Canadian Centre for Justice Statistics (CCJS), in co-operation with the policing community, collects police-reported crime statistics through the Uniform Crime Reporting Survey (UCR). The UCR Survey is designed to measure the incidence of crime in Canadian society and its characteristics. The information is used by federal and provincial policy makers as well as public and private researchers. The survey is currently administered as part of the National Justice Statistics Initiative (NJSI).

Once again, this indicator is used as a proxy while an Alberta-specific annual indicator is developed. A new survey (release targeted July/August 2019), “Safety in public and private spaces”, is being conducted by Statistics Canada and Status of Women Canada. This will provide much needed data on gender-based violence at a provincial level.

**Analysis:** While the rate of sexual violence for Albertans 15 years is trending slightly lower (25 per 1,000 population in 2014), the rate of police-reported intimate partner violence for Alberta women is trending slightly higher than in previous years (638 per 100,000 population in 2016). This does not, however, necessarily mean that the occurrence of intimate partner violence has increased. More data is required to confirm any trends for both of these indicators and more research is needed to attribute a reason for changes in these rates, as these are indicators with multiple influencing factors, including the economy.

Notably, Aboriginal women were about three times as likely to report being a victim of spousal violence as non-Aboriginal women (Victimization of Aboriginal People in Canada, 2014).

### **Indicator (2.d) Percentage of candidates running for office who are women**

- **in Alberta Municipal Elections**
- **in Alberta Provincial Elections**
- **in Federal elections within Alberta**

**Description:** This measure tracks women’s interest in running for elected office.



**Method:** For municipal elections, this indicator is based on the Alberta Municipal General Elections Database, managed by Alberta Municipal Affairs. The database is constructed based on information reported to Municipal Affairs by Alberta municipalities after each municipal general election cycle. It includes results from all municipality types within Alberta and is disaggregated by the female/male variable in the dataset. The figures used for this indicator do not include by-elections.

For provincial elections, this indicator is based on the Provincial General Election Candidate List, Elections Alberta 2015, and developed through a manual staff count. The list includes electoral division but does not disaggregate data by female/male. Department staff researched the bios of each of the candidates to fill this data gap. The figures used for this indicator do not include by-elections.

For federal elections, this indicator is based on the List of Candidates for the 42nd General Election (October 2015), Elections Canada, and developed through a manual staff count. The list includes electoral division but does not disaggregate data by female/male. Department staff researched the bios of each of the candidates to fill this data gap. The figures used for this indicator do not include by-elections.

**Analysis:** Rates of women running for elected office has increased over the last five years. Notably, there has been an increase in the percentage of women candidates running in Alberta municipal elections from 27.3 per cent in 2013 to 29 per cent in 2017 (note 2013 results have been restated since an interim data set was previously used). Municipal election results showed that 100 more women ran for office in 2017. In both Calgary and Edmonton, there was an increase in the number of women candidates running in the 2017 municipal elections, resulting in an additional woman councillor in each city. In Calgary, the number of women candidates increased from 9 to 22 (a 122 per cent increase) and in Edmonton from 17 to 24 (a 41 per cent increase).

### **Indicator (2.e) Percentage of board members for Alberta TSX traded companies who are women**

**Description:** This measure tracks women's leadership in private organizations.

**Method:** This indicator used to be reported by the Alberta Securities Commission (ASC) and the University of Calgary in the "Women on Boards Index" (2015-16). Since 2016, the ASC has participated in the publication of *CSA Multilateral Staff Notice 58-309 Staff Review of Women on Boards* and in *Executive Officer Positions – Compliance with NI 58-101 Disclosure of Corporate Governance Practices*. Although the Staff Notice only reports national level statistics, the ASC issued a news release on October 5, 2017 with Alberta-specific data.

**Analysis:** The proportion of women on Alberta-based TSX-listed company boards increased from 11 per cent in 2016 to 13 per cent in 2017. As of October 5, 2017, 24 per cent of board positions for Alberta TSX 60 Index companies were held by women, 100 per cent of boards had two or more women on their board, and 93 per cent had at least one woman in their executive ranks.

### **Indicator (2.f) Percentage of senior executive managers in the Government of Alberta Public Service who are women**

**Description:** This measure tracks women's leadership in public organizations.

**Method:** This indicator includes all APS staff classified at an Executive Manager 1 and Executive Manager 2 level and all departmental senior officials. The data source is the Public Service Commission data obtained via IMAGIS.

**Analysis:** There has been a steady increase in the representation of women in senior executive management within the APS over the past five years, with a significant increase of 6 per cent in 2017-18, bringing the proportion of women in senior executive management to 46 per cent or just under half.

### **Indicator (2.g) Percentage of those serving on Government of Alberta Agencies, Boards and Commissions who are women**

**Description:** This measure tracks women's leadership in public agencies, boards and commissions.

**Method:** The Public Agency Secretariat uses Google Analytics to produce a monthly report on website traffic and diversity analytics that is shared with Status of Women. The ministry reports on the percentage of total active members that are female, which does not account for members who serve on more than one board. This means the ministry reports on the female proportion of total membership but not the female proportion of all appointments, which may be different if members serve on more than one board.

**Analysis:** The Public Agency Secretariat streamlined the selection process for Alberta's public agencies, boards and commissions by switching to an online appointment system in September 2016. This was followed by public messaging around diverse representation as a public good and an opportunity for any Albertan with the skills and experience needed to do the job. The proportion of women serving on public agencies, boards and commissions increased from 32 per cent in 2014-15 women to 53 per cent in 2017-18 (as of January 2018).

# Ministry of Status of Women

## Financial Statements

### Year Ended March 31, 2018

Independent Auditor's Report

Statement of Operations

Statement of Financial Position

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## Independent Auditor's Report

To the Members of the Legislative Assembly

### **Report on the Financial Statements**

I have audited the accompanying financial statements of the Ministry of Status of Women, which comprise the statement of financial position as at March 31, 2018, and the statements of operations, change in net debt and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

### **Management's Responsibility for the Financial Statements**

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

### **Auditor's Responsibility**

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

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

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

### **Opinion**

In my opinion, the financial statements present fairly, in all material respects, the financial position of the Ministry of Status of Women as at March 31, 2018, and the results of its operations, its changes in net debt and its cash flows for the year then ended in accordance with Canadian public sector accounting standards.

[Original signed by W. Doug Wylie FCPA, FCMA, ICD.D]  
Auditor General  
June 4, 2018  
Edmonton, Alberta

# Ministry of Status of Women

## Statement of Operations

**Year ended March 31, 2018**

(in thousands)

	2018		2017
	Budget	Actual	Actual
			(Restated - Note 3)
<b>Revenues (Note 2(a))</b>			
Government transfers			
Federal and other government grants	\$ -	\$ -	\$ 7
Other revenue	-	29	-
	-	29	7
<b>Expenses - directly incurred</b>			
(Notes 2(a), Schedules 1, 2, 4 and 5)			
<b>Program</b>			
Ministry Support Services	2,890	1,827	2,004
Gender Equality and Advancement	2,180	2,387	2,830
Gender Policy, Strategy and Innovation	2,289	3,242	1,793
	7,359	7,456	6,627
<b>Annual deficit</b>	\$ (7,359)	\$ (7,427)	\$ (6,620)

The accompanying notes and schedules are part of these financial statements.

# Ministry of Status of Women

## Statement of Financial Position

**As at March 31, 2018**

*(in thousands)*

	2018	2017
		(Restated - Note 3)
<b>Financial assets</b>		
Accounts receivable	\$ 4	\$ -
<b>Liabilities</b>		
Accounts payable and accrued liabilities (Note 4)	2,422	1,995
<b>Net debt</b>	(2,418)	(1,995)
<b>Non-financial assets</b>		
Tangible capital assets (Note 5)	8	11
<b>Net liabilities</b>	\$ (2,410)	\$ (1,984)
<b>Net liabilities at beginning of year</b>	\$ (1,984)	\$ (187)
Annual deficit	(7,427)	(6,620)
Net financing provided from general revenues	7,001	4,823
<b>Net liabilities at end of year</b>	\$ (2,410)	\$ (1,984)

Contractual obligations (Note 6)

The accompanying notes and schedules are part of these financial statements.

# Ministry of Status of Women

## Statement of Change in Net Debt

**Year ended March 31, 2018**

*(in thousands)*

	2018		2017
	Budget	Actual	Actual
			(Restated - Note 3)
<b>Annual deficit</b>	\$ (7,359)	\$ (7,427)	\$ (6,620)
Acquisition of tangible capital assets (Note 5)	(50)	-	(13)
Amortization of tangible capital assets (Note 5)	20	3	2
Net financing provided from general revenues		7,001	4,823
<b>Increase in net debt</b>		(423)	(1,808)
<b>Net debt at beginning of year</b>		(1,995)	(187)
<b>Net debt at end of year</b>		<u>\$ (2,418)</u>	<u>\$ (1,995)</u>

The accompanying notes and schedules are part of these financial statements.

# Ministry of Status of Women

## Statement of Cash Flows

**Year ended March 31, 2018**

*(in thousands)*

	2018	2017
		(Restated - Note 3)
<b>Operating transactions</b>		
Annual deficit	\$ (7,427)	\$ (6,620)
Non-cash items included in annual deficit		
Amortization of tangible capital assets (Note 5)	3	2
	(7,424)	(6,618)
(Increase) in accounts receivable	(4)	-
Increase in accounts payable and accrued liabilities	427	1,808
Cash applied to operating transactions	(7,001)	(4,810)
<b>Capital transactions</b>		
Acquisition of tangible capital assets (Note 5)	-	(13)
Cash applied to capital transactions	-	(13)
<b>Financing transactions</b>		
Net financing provided from general revenues	7,001	4,823
Cash provided by financing transactions	7,001	4,823
<b>Increase (decrease) in cash</b>	-	-
<b>Cash at beginning of year</b>	-	-
<b>Cash at end of year</b>	\$ -	\$ -

The accompanying notes and schedules are part of these financial statements.



## Ministry of Status of Women

# Notes to the Financial Statements

Year ended March 31, 2018

### Note 1

#### **Authority and Purpose**

---

The Ministry of Status of Women (the Ministry) operates under the authority of the *Government Organization Act*, Chapter G-10, Revised Statutes of Alberta 2000.

The Ministry works collaboratively with government and community partners to advance gender equality in Alberta, leading the Government of Alberta's work to integrate a gendered lens into policies and programs to improve the lives of women and girls, and thereby strengthen the province as a whole. The Ministry works to advance gender equality in Alberta in the following policy areas:

- women's economic security, including child care;
- preventing and addressing gender-based violence; and
- increasing women's leadership and democratic participation.

The Ministry will work with other departments to ensure Alberta leads the way in advancing gender equality as an integral part of a prosperous future with full social and economic participation by all Albertans.

### Note 2

#### **Summary of Significant Accounting Policies and Reporting Practices**

---

These financial statements are prepared in accordance with Canadian public sector accounting standards.

##### **(a) Basis of Financial Reporting**

###### **Revenues**

All revenues are reported on the accrual basis of accounting. Cash received for which goods or services have not been provided by year end is recognized as unearned revenue.

###### Government Transfers

Transfers from all levels of governments are referred to as government transfers.

Government transfers are recognized as deferred capital contributions and deferred revenue if the eligibility criteria of the transfer, or the stipulations together with the Ministry's actions and communications as to the use of transfer, create a liability. These transfers are recognized as revenue, as the stipulations are met and, when applicable, the Ministry complies with its communicated uses of these transfers.

## Note 2

# Summary of Significant Accounting Policies and Reporting Practices

(continued)

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All other government transfers, without stipulations for the use of the transfer, are recognized as revenue when the transfer is authorized and the Ministry meets the eligibility criteria (if any).

## Expenses

### Directly Incurred

Directly incurred expenses are those costs the Ministry has primary responsibility and accountability for, as reflected in the Government's budget documents.

### Grant Expense

Grants are recognized as expenses when authorized, eligibility criteria, if any, are met by the recipients and a reasonable estimate of the amount can be made.

In addition to program operating expenses such as salaries, supplies, etc., directly incurred expenses also include:

- amortization of tangible capital assets;
- pension costs which comprise the cost of the employer contributions for current service of employees during the year; and
- valuation adjustments which include changes in the valuation allowances used to reflect financial assets at their net recoverable or other appropriate value. Valuation adjustments also represent the change in management's estimate of future payments arising from obligations relating to vacation pay.

### Incurred by Others

Services contributed by other related entities in support of the Ministry's operations are not recognized but disclosed in Schedule 5.

## Valuation of Financial Assets and Liabilities

Fair value is the amount of consideration agreed upon in an arm's length transaction between knowledgeable and willing parties who are under no compulsion to act.

The fair values of accounts payable and accrued liabilities are estimated to approximate their carrying values because of the short-term nature of these instruments.

## Ministry of Status of Women

# Notes to the Financial Statements

Year ended March 31, 2018

### Note 2

## Summary of Significant Accounting Policies and Reporting Practices

*(continued)*

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### Liabilities

Liabilities are present obligations of the Ministry to external organizations and individuals arising from past transactions or events, the settlement of which is expected to result in the future sacrifice of economic benefits. They are recognized when there is an appropriate basis of measurement and management can reasonably estimate the amounts.

### Non-Financial Assets

Non-financial assets are acquired, constructed or developed assets that do not normally provide resources to discharge existing liabilities, but instead:

- a) are normally employed to deliver government services;
- b) may be consumed in the normal course of operations; and
- c) are not for sale in the normal course of operations.

Non-financial assets of the Ministry are limited to tangible capital assets.

### Tangible Capital Assets

Tangible capital assets of the Ministry are recognized at historical cost and amortized on a straight-line basis over the estimated useful lives of the assets. The threshold for capitalizing new systems development is \$250,000 and the threshold for major systems enhancement is \$100,000. The threshold for all other tangible capital assets is \$5,000.

Contributed tangible capital assets from non-related entities are recognized at their fair value at the time of contribution.

Amortization is only charged if the tangible capital asset is put into service.

When physical assets (tangible capital assets) are gifted or sold for a nominal sum, the net book value of these physical assets, less any nominal proceeds, are recognized as grants in-kind.

## Note 2

# Summary of Significant Accounting Policies and Reporting Practices *(continued)*

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## Measurement Uncertainty

*(in thousands)*

Measurement uncertainty exists when there is a variance between the recognized or disclosed amount and another reasonably possible amount. Accounts payable and accrued liabilities, recognized as \$2,422 (2017: \$1,995) in these financial statements, is subject to measurement uncertainty.

## (b) Change in Accounting Policy

The Ministry has prospectively adopted the following standards from April 1, 2017: PS 2200 Related Party Disclosures, PS 3420 Inter-Entity Transactions, PS 3210 Assets, PS 3320 Contingent Assets and PS 3380 Contractual Rights which are reflected in Note 2, Schedule 1, Schedule 4 and Schedule 5.

## (c) Future Accounting Changes

The Public Sector Accounting Board has issued the following accounting standards:

- PS 3430 – Restructuring Transactions (effective April 1, 2018)

This standard provides guidance on how to account for and report restructuring transactions by both transferors and recipients of assets and/or liabilities, together with related program or operating responsibilities.

- PS 3450 – Financial Instruments (effective April 1, 2019)

Adoption of this standard requires corresponding adoption of PS 2601 Foreign Currency Translation, PS 1201 Financial Statement Presentation, and PS 3401 Portfolio Investments in the same fiscal period. These standards provide guidance on: recognition, measurement and disclosure of financial instruments; standards on how to account for and report transactions that are denominated in a foreign currency; general reporting principles and standards for the disclosure of information in financial statements; and how to account for and report portfolio investments.

Management is currently assessing the impact of these standards on the financial statements.

## Ministry of Status of Women

# Notes to the Financial Statements

Year ended March 31, 2018

### Note 3

### **Program Transfer / Government Reorganizations**

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Based on the 2017 Designation and Transfer of Responsibility Amendment Regulation (Order in Council 275/2017), effective September 1, 2017, Communications and Public Engagement branches were transferred from each department to the Department of Treasury Board and Finance.

Comparatives for 2017 have been restated as if the Ministry had always been assigned with its current responsibilities.

Net liabilities on April 1, 2017 are made up as follows:

Net liabilities as previously reported	\$	2,024
Transfer to the Ministry of Treasury Board and Finance		(40)
Net liabilities at April 1, 2017	\$	<u>1,984</u>

Net debt on April 1, 2017 is made up as follows:

Net debt as previously reported	\$	2,035
Transfer to the Ministry of Treasury Board and Finance		(40)
Net debt at April 1, 2017	\$	<u>1,995</u>

**Note 4**  
**Accounts Payable and Accrued Liabilities**

(in thousands)

	2018	2017 (Restated – Note 3)
Accounts payable	\$ 18	\$ 9
Accrued liabilities	1,714	1,559
Employee benefits	690	427
	<u>\$ 2,422</u>	<u>\$ 1,995</u>

**Note 5**  
**Tangible Capital Assets**

(in thousands)

	2018		2017
	Computer Hardware and Software	Total	Total
<b>Estimated Useful Life</b>	3 - 10 years		
<b>Historical Cost</b>			
Beginning of year	\$ 13	\$ 13	\$ -
Additions	-	-	13
Disposals, including write-downs	-	-	-
	<u>13</u>	<u>13</u>	<u>13</u>
<b>Accumulated Amortization</b>			
Beginning of year	2	2	-
Amortization expense	3	3	2
Effect of disposals, including write-downs	-	-	-
	<u>5</u>	<u>5</u>	<u>2</u>
<b>Net Book Value at March 31, 2018</b>	<u>\$ 8</u>	<u>\$ 8</u>	
<b>Net Book Value at March 31, 2017</b>	<u>\$ 11</u>		<u>\$ 11</u>

## Ministry of Status of Women

# Notes to the Financial Statements

Year ended March 31, 2018

### Note 6

#### Contractual Obligations

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(in thousands)

Contractual obligations are obligations of the Ministry to others that will become liabilities in the future when the terms of those contracts or agreements are met.

	2018	2017
Obligations under contracts and programs	\$ 270	\$ 43

Estimated payment requirements for the future year is as follows:

Year	Total
2018-19	\$ 270
	\$ 270

### Note 7

#### Benefit Plans

---

(in thousands)

The Ministry participates in the multi-employer pension plans: Management Employees Pension Plan (MEPP), Public Service Pension Plan (PSPP) and Supplementary Retirement Plan for Public Service Managers (SRP). The expense for these pension plans is equivalent to the annual contributions of \$514 for the year ended March 31, 2018 (2017 restated: \$550).

At December 31, 2017, the MEPP reported a surplus of \$866,006 (2016: surplus \$402,033), the PSPP reported a surplus of \$1,275,843 (2016: surplus \$302,975) and the SRP reported a deficiency of \$54,984 (2016: deficiency \$50,020).

The Ministry also participates in two multi-employer Long Term Disability Income Continuance Plans. At March 31, 2018, the Bargaining Unit Plan reported a surplus of \$111,983 (2017: surplus \$101,515) and the Management, Opted Out and Excluded Plan reported a surplus of \$29,805 (2017: surplus \$31,439). The expense for these two plans is limited to the employer's annual contributions for the year.

**Note 8**  
**Subsequent Events**

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Effective April 1, 2018, the government consolidated:

- the human resource functions under the Public Service Commission within the Ministry of Treasury Board and Finance,
- the *Freedom of Information and Protection of Privacy* (FOIP) delivery services under the Ministry of Service Alberta, and
- the information management and technology services under the Ministry of Service Alberta.

The financial impact on the Ministry may be significant but cannot be determined at this stage.

**Note 9**  
**Approval of Financial Statements**

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The deputy minister and senior financial officer approved these financial statements.



# Ministry of Status of Women

## Schedule to the Financial Statements

### Expenses - Directly Incurred Detailed by Object

#### Schedule 1

Year ended March 31, 2018

(in thousands)

	2018		2017
	Budget	Actual	Actual
			(Restated - Note 3)
Salaries, wages and employee benefits	\$ 5,209	\$ 4,537	\$ 4,383
Supplies and services	1,390	369	434
Supplies and service from support service arrangements with related parties <sup>(1)</sup>	240	240	240
Grants	500	2,307	1,568
Amortization of tangible capital assets	20	3	2
	<u>\$ 7,359</u>	<u>\$ 7,456</u>	<u>\$ 6,627</u>

<sup>(1)</sup> Status of Women received financial and administrative services from the Department of Service Alberta and the Department of Environment and Parks. It also received the delivery of Freedom of Information and Protection of Privacy services from the Department of Community and Social Services.

**Ministry of Status of Women**  
**Schedule to the Financial Statements**  
**Lapse/Encumbrance**  
**Schedule 2**

**Year ended March 31, 2018**

(in thousands)

	Voted Estimate <sup>(1)</sup>	Supplementary Estimate <sup>(2)</sup>	Adjustments <sup>(3)</sup>	Adjusted Voted Estimate	Voted Actuals <sup>(4)</sup>	Unexpended (Over Expended)
<b>Program - Operating Expense</b>						
Program 1 Ministry Support Services						
Minister's Office	\$ 140	\$ -	\$ -	\$ 140	\$ 140	\$ -
Deputy Minister's Office	778	-	-	778	645	133
Communications	694	-	(694)	-	-	-
Corporate Services	1,248	-	-	1,248	775	473
	<u>2,860</u>	<u>-</u>	<u>(694)</u>	<u>2,166</u>	<u>1,560</u>	<u>606</u>
Program 2 Gender Equality and Advancement	2,180	-	-	2,180	2,387	(207)
Program 3 Gender Policy, Strategy and Innovation	2,289	626	-	2,915	3,242	(327)
Total	<u>\$ 7,329</u>	<u>\$ 626</u>	<u>\$ (694)</u>	<u>\$ 7,261</u>	<u>\$ 7,189</u>	<u>\$ 72</u>
<b>Lapse</b>						<u>\$ 72</u>
<b>Program - Capital Investment</b>						
Program 1 Ministry Support Services						
Corporate Services	\$ 50	\$ -	\$ -	\$ 50	\$ -	\$ 50
Total	<u>\$ 50</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 50</u>	<u>\$ -</u>	<u>\$ 50</u>
<b>Lapse</b>						<u>\$ 50</u>

(1) As per "Expense Vote by Program" and "Capital Investment Vote by Program page 250 of 2017-18 Government Estimates.

(2) Per the *Supplementary Supply Estimates* approved on March 28, 2018.

(3) Adjustment pursuant to a Designation and Transfer of Responsibility Amendment Regulation under the *Government Organization Act* (passed by Order in Council 276/2017, effective September 1, 2017).

(4) Actuals exclude non-voted amounts such as amortization and valuation adjustments.

**Ministry of Status of Women**  
**Schedule to the Financial Statements**  
**Salary and Benefits Disclosure**  
**Schedule 3**  
**Year ended March 31, 2018**

	2018			Total	2017
	Base Salary <sup>(1)</sup>	Other Cash Benefits <sup>(2)</sup>	Other Non-cash Benefits <sup>(3)</sup>		Total
Deputy Minister <sup>(4)</sup>	\$ 285,877	\$ 4,904	\$ 83,556	\$ 374,337	\$ 383,882
<b>Executives</b>					
Assistant Deputy Minister					
Gender Policy, Strategy and Innovation <sup>(5)</sup>	191,391	-	54,227	245,618	258,875
Executive Director					
Gender Equality and Advancement	146,296	-	41,640	187,936	192,661
Director, Corporate Services	126,075	-	31,805	157,880	162,296

(1) Base salary includes regular salary and earnings such as acting pay.

(2) Other cash benefits include vacation payouts, lump sum payments and automobile allowance. There were no bonuses paid in 2018.

(3) Other non-cash benefits include government's share of all employee benefits and contributions or payments made on behalf of employees including pension, supplementary retirement plans, health care, dental coverage, group life insurance, short and long term disability plans, professional memberships, conferences and tuition fees.

(4) The position was occupied by three individuals at different times during the year. The previous incumbent was Deputy Minister until May 8, 2017. The current incumbent became Deputy Minister effective July 12, 2017. In the interim, one person was acting.

(5) The position was occupied by three individuals at different times during the year. The Assistant Deputy Minister fulfilled the role between April 1, 2017 and May 8, 2017, and between July 12, 2017 and March 31, 2018. In the interim two other people were acting.

# Ministry of Status of Women

## Schedule to the Financial Statements

### Related Party Transactions

#### Schedule 4

Year ended March 31, 2018

(in thousands)

Related parties are those entities consolidated or accounted for on a modified equity basis in the Government of Alberta's consolidated financial statements. Related parties also include key management personnel and close family members of those individuals in the Ministry.

The Ministry and its employees paid or collected certain taxes and fees set by regulation for premiums, licences and other charges. These amounts were incurred in the normal course of business, reflect charges applicable to all users, and have been excluded from this schedule.

The Ministry had the following transactions with related parties reported on the Statement of Operations and the Statement of Financial Position at the amount of consideration agreed upon between the related parties:

	Other Entities	
	2018	2017 (Restated - Note 3)
<b>Expenses - directly incurred</b>		
Other services <sup>(1)</sup>	\$ 373	\$ 361
<b>Receivables from Government Entities</b>	\$ 4	\$ -
<b>Payable to Government Entities</b>	\$ 2	\$ 1

The Ministry also had transactions with related parties for which no consideration was exchanged. The amounts for these related party transactions are estimated based on the costs incurred by the service provider to provide the service. These amounts are not reported in the financial statements. Expenses are disclosed in Schedule 5.

<sup>(1)</sup> The costs incurred include charges for corporate services and training for staff.

# Ministry of Status of Women

## Schedule to the Financial Statements

### Allocated Costs

#### Schedule 5

Year ended March 31, 2018

(in thousands)

Program	2018					2017	
	Expenses <sup>(1)</sup>	Expenses - Incurred by Others			Total Expenses	Total Expenses (Restated - Note 3)	
		Accommodation Costs <sup>(2)</sup>	Legal Services <sup>(3)</sup>	Business Services <sup>(4)</sup>			
Ministry Support Services	\$ 1,827	\$ 267	\$ 11	\$ 38	\$ 2,143	\$ 2,367	
Gender Equality and Advancement	2,387	-	-	-	2,387	2,830	
Gender Policy, Strategy and Innovation	3,242	-	-	-	3,242	1,793	
	<u>\$ 7,456</u>	<u>\$ 267</u>	<u>\$ 11</u>	<u>\$ 38</u>	<u>\$ 7,772</u>	<u>\$ 6,990</u>	

(1) Expenses - directly incurred as per Statement of Operations.

(2) Costs shown for accommodation, provided by the Department of Infrastructure, are allocated to Ministry Support Services.

(3) Costs shown for legal services, provided by the Department of Justice and Solicitor General, are allocated to Ministry Support Services.

(4) Costs shown for business services, provided by the Department of Service Alberta \$36 (2017 - \$36) and the Department of Treasury Board and Finance for the Government of Alberta learning center \$2 (2017- \$3), are allocated to Ministry Support Services.



## Other Statutory Reports

### **Statutes of Alberta Chapter P-39.5 – *Public Interest Disclosure (Whistleblower Protection) Act***

Section 32 of the *Public Interest Disclosure (Whistleblower Protection) Act* requires the chief officer of a department to report annually on all disclosures made to the designated officer of the department, public entity or office of the Legislature for which the chief officer is responsible.

This constitutes the annual report of the chief officer of the department covering the period of April 1, 2017 to March 31, 2018.

There have been no disclosures received by, acted on or not acted on by the designated officer; therefore there have been no investigations commenced by the designated officer as the result of disclosures, and there are no data to report in relation to the reporting.