

Status of Women

Annual Report **2018–2019**

Note to Readers:

Copies of the annual report are available on the Alberta Open Government Portal website www.alberta.ca

Status of Women**Communications**

5th Floor
9820-106 Street
Edmonton, AB T5K 2J6

Phone: 780-644-7559

ISBN: 978-1-4601-4361-2 (Print)
ISBN: 978-1-4601-4362-9 (PDF online)
ISSN: 2371-2899 (Print)
ISSN: 2371-2902 (PDF online)

Copyright © 2019 President of Treasury Board, Minister of Finance and its licensors. All rights reserved.

Table of Contents

Preface	2
Message from the Minister	3
Management's Responsibility for Reporting.....	4
Results Analysis	5
Ministry Overview	6
Discussion and Analysis of Results.....	8
Outcome One.....	8
Outcome Two.....	17
Performance Measure and Indicator Methodology.....	31
Financial Information.....	40
Ministry Financial Highlights.....	41
Statement of Revenues and Expenses (unaudited)	41
Expense Highlights	41
Expenses – Directly Incurred Detailed by Object (unaudited)	43
2019 Expense by Object (unaudited).....	44
Supplemental Financial Information.....	45
Community Grant Program	45
Community Grant Program Funding by Year	45
Lapse/Encumbrance	46

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 financial information 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*, as separate reports, to the extent that the ministry has anything to report.**

Message from the Minister

In 2018-19, the Ministry of Status of Women made significant progress towards achieving gender equality through its three mandate areas: preventing and ending violence against women and girls; improving women's economic security; and increasing women's leadership and democratic participation.

As the new Minister of Culture, Multiculturalism and Status of Women, I am proud of the meaningful work we are pursuing to ensure women and girls are not left behind. Women make significant contributions to Alberta's economy, and we will continue to work hard to build an Alberta that is strong and free for everyone. The coordinated efforts of the staff in the Status of Women department are critical to achieving systemic and lasting change.

Moving forward, we will continue to empower women and girls and give them hope for a great future – right here in Alberta.

[Original signed by]

Honourable Minister Leela Aheer

Minister of Culture, Multiculturalism and 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 accompanying ministry financial information 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 information and performance results. The financial information and the performance results, of necessity, include amounts that are based on estimates and judgments. The financial information is 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 2018.

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]

Lora Pillipow
Deputy Minister of Culture, Multiculturalism and Status of Women

June 4, 2019

Results Analysis

Table of Contents

Results Analysis	5
Ministry Overview	6
Discussion and Analysis of Results.....	8
Outcome One.....	8
Strengthened capacity of the GoA to advance legislation, policies and programs that promote gender equality	8
Key Strategies	10
Outcome Two.....	17
Improved position and conditions for women in Alberta in relation to economic security, gender-based violence, leadership and democratic participation.	17
Key Strategies	17
Performance Measure and Indicator Methodology.....	31

Ministry Overview

The Ministry of Status of Women (“the ministry”) leads the Government of Alberta’s (“the government”) strategy to advance gender equality in the province. Status of Women achieves positive outcomes for women and girls through strong partnerships with other ministries, orders of government and community stakeholders to fulfill its responsibilities.

Advancing gender equality is closely linked to achieving better social outcomes for Albertans and strengthening the province’s economy. Gender equality is vital to ensuring human rights for every Albertan. Women and girls in Alberta are diverse, strong and talented and make significant contributions to the province. However, despite significant investments in programs to address social issues, inequalities remain.

The ministry’s work to advance gender equality benefits women, girls and all Albertans. Gender balance strengthens decision-making bodies’ ability to integrate diverse experiences and viewpoints in all their processes. Improving gender equality in the workplace helps women advance in the workforce and reduces the barriers that hinder them from achieving leadership positions. Increasing women’s representation in leadership roles in Alberta’s private sector creates stronger performance in the global market. Addressing and preventing gender-based violence means Alberta is closer to creating safe and inclusive communities that embrace fairness and equality.

The ministry leads evidence-based policy and strategic initiatives to improve conditions for women and girls in Alberta by increasing its ability to address systemic, structural and often invisible barriers to gender equality. Policy issues are further complicated when diversity and other factors are considered. The government recognizes that identities are not uniform. Not all women experience inequality in the same way and the gender binary does not reflect the experience of all Albertans. Identity factors such as education, income, abilities, age, sexual orientation, geographic location, culture, faith, language and national origin all intersect with gender to affect an individual’s experience of government policies and programs. Status of Women analyzes data and information about how public policies may affect Albertans according to their diverse identities. As the Centre of Excellence for advancing gender equality within the Government of Alberta, the ministry uses evidence and analytics and engages the community to apply a gender and intersectional lens. This approach supports government’s ability to meet the needs of all women and girls.

In 2018-19, significant strides were made to advance gender equality in Alberta. This report highlights developments and key accomplishments in the past year to profile gender equality in policy and program development and increase awareness of the issues women and girls face (See 2018-21 Business Plan Outcomes on page 9). Long-term systemic change is difficult to measure within a short time period. However, in the past year the ministry achieved results signalling progress in gender equality and better conditions for women and girls in Alberta. These include:

- Updating workplace legislation to better support staff to be able to enter and stay in the workforce (e.g. extending the length of parental and compassionate care leave, providing job protection for domestic violence survivors and outlining workplace responsibilities to prevent violence and harassment);
- Improving access to affordable childcare;
- Establishing Gender-Based Analysis Plus (GBA+) Centres of Responsibilities in all 21 Government of Alberta ministries; and

- Distributing approximately \$4.5 million to support 117 projects supporting women and girls through the first three years of the Community Grant Program.

2018-21 BUSINESS PLAN OUTCOMES



The ministry worked towards these outcomes, expending \$6.9 million in 2018-19. \$2.6 million (36 per cent) was expensed to deliver grants aimed at advancing gender equality across Alberta. The ministry has 33 full-time staff who analyze and develop policies and deliver training across the government. The ministry's strongest asset is its people and their policy expertise, which impacts the lives of women and girls in the province. \$4.1 million (59 per cent) was spent on salaries, allowances and benefits. For further detail, see Financial Information on page 42.

Organizational Structure

The ministry's supports government-wide progress of gender equality in all policy areas and engages with community partners. The ministry is primarily policy-focused, providing advice and support to other ministries and collaborating on shared initiatives with other orders of government and civil society organizations. The ministry has two divisions, supported by Ministry Support Services (i.e. Minister's Office, Deputy Minister's Office and Corporate Services).

Gender Equality and Advancement

The Gender Equality and Advancement division engages with other ministries across government to expand capacity in the government to use Gender-Based Analysis Plus (GBA+). The division also tracks and evaluates the use of GBA+ in policy making. This division works with community partners on issues related to the ministry's areas of responsibilities. Research and analytics are used to provide information about the lived experiences of women in Alberta and inform evidence-based policy development. The ministry's Community Grant Program enhances community capacity to advance gender equality and respond to gender issues. The division's key activities align mainly with Outcome One of the 2018-21 Business Plan.

Gender Policy, Strategy and Innovation

The Gender Policy, Strategy and Innovation division provides policy support to other ministries and collaborates on shared initiatives with other orders of government, as well as civil society organizations. This division primarily works toward Outcome Two of the 2018-21 Business Plan of improving position and conditions for women in Alberta related to economic security, violence against women and girls, and women's leadership and democratic participation.

Discussion and Analysis of Results

Outcome One

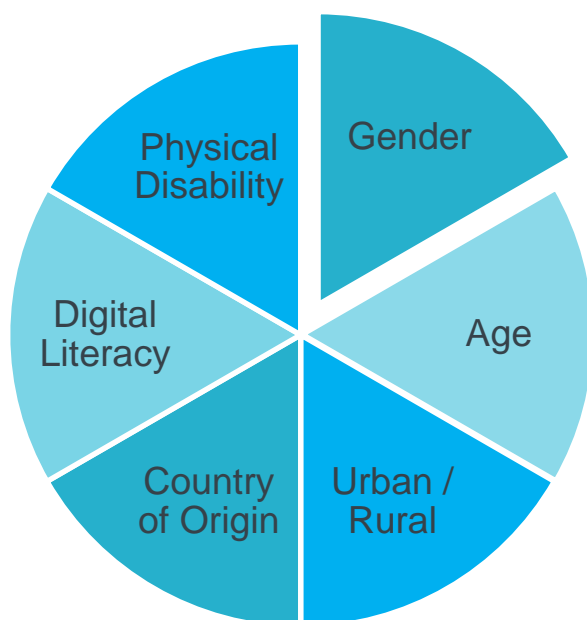
Strengthened capacity of the GoA to advance legislation, policies and programs that promote gender equality

Gender inequality is a complex issue. Solutions require collaboration between different groups, orders of government, communities and the private sector. Working together, we ensure government decisions include the lived experiences of women and girls. Advancing gender equality means:

- Addressing barriers to women's full participation in the economy;
- Ensuring communities in Alberta are safe and inclusive;
- Embracing fairness and equality for all Albertans; and
- Maintaining sustainable and accessible social supports.

Status of Women focuses on increasing gender equality in Alberta, and ensuring policies, legislation, and programs are inclusive of the diverse population. The ministry partners across government to increase understanding and improve decision-making throughout government on issues affecting diverse women and girls. Status of Women champions this work through the integration of gender and diversity considerations. It focuses on four pillars of the Gender Equality Framework:

- Gender Based Analysis Plus (GBA+) and Centre of Excellence Model:
GBA+ is an analytical process used to help assess how gender and diversity factors affect policies, programs or initiatives for diverse groups of Albertans.



- Gender budgeting:
Gender-responsive budgeting is a globally recognized strategy for achieving gender equality.
- Data and analytics:
Status of Women leads evidence-based decision making by improving collection, analysis and sharing of information about diverse Albertans' needs, experiences, and conditions.



- Engagement and community capacity building: Civil society organizations (not-for-profit and charitable) are funded to provide programs that improve the lives of women, girls and vulnerable Albertans.

Responsibilities

The Ministry of Status of Women is responsible for:

- Integrating gender and intersectional analysis across government to ensure gender equality and diversity considerations are central to the development, implementation and evaluation of policies, programs and legislation including business planning and budget processes;
- Improving access and use of gender-and diversity-responsive data through partnerships with research and policy teams to increase access to research and data analysis that enhances the understanding of issues facing women and girls;
- Improving community capacity to advance gender equality by strengthening relationships and networks, creating awareness, and providing funds to non-profit and charitable organizations for projects and activities that improve the lives of women and girls; and
- 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.

Key Strategies

1.1 Lead the community of practice that strengthens GBA+ accountability, knowledge and capacity in each Ministry's Centre of Responsibility to support policy and program development.

Status of Women works with other ministries and community organizations to advance gender equality across Alberta. The ministry continues to use Gender-Based Analysis Plus (GBA+) as a method of analysis to assess how gender and diversity factors affect policies, programs or initiatives for diverse groups of Albertans. GBA+ is a globally used method of policy analysis that recognizes how systems of power, privilege and oppression affect people based on their overlapping identity factors (education, gender, age, abilities, income, sexual orientation, digital literacy, national origin, geographic location, culture, faith and language). 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. Integrating GBA+ into policy and program decisions enhances decision making by considering who may be left behind and identifying ways to reduce and prevent those barriers.

GBA+ Training and Awareness

The design, development and delivery of GBA+ training programs and products is a key aspect in implementing gender equality initiatives in Alberta. Training provides spaces for knowledge transfer and the opportunity for staff to apply GBA+ by considering gender and diversity identity factors in their work.

In 2018-19, Status of Women staff updated GBA+ training, enabling the ministry to deliver training to various audiences and ensuring staff have access to the most accurate information. GBA+ training materials were also developed for use in other related training sessions, increasing the number of staff who receive key GBA+ information. Finally, a new, advanced training session was developed to help staff better understand how to apply GBA+ in their work. This work supports staff at all levels and in all areas to use GBA+ and to continuously upgrade their skills.

GBA+ Training

- In 2018-19, more than 900 Government of Alberta staff attended GBA+ training
- Since 2014, more than 4,800 staff across the Government of Alberta have been trained in GBA+

Status of Women delivered more than 50 GBA+ training sessions to over 900 staff across the Government of Alberta in 2018-19. Since 2014, over 4,800 staff across the government have been trained in GBA+. This includes 86 staff who participated in train-the-trainer sessions since 2017. These trainers are delivering GBA+ training to their ministry colleagues and key stakeholders, increasing government's capacity to integrate GBA+ as a preferred method of analysis.

Performance Measure (1.b) *number of Government of Alberta staff who attended GBA+ training session* indicates the level of engagement and employee development throughout government to increase competency in applying GBA+ in policy and program development. In 2018-19, more than 900 government staff attended GBA+ training sessions.

Performance Measure (1.b) Results	2014-15	2015-16	2016-17	2017-18	2018-19
Number of Government of Alberta staff who attended GBA+ training sessions	500	766	1,604	1,071	902
Target					2,500
Source: Status of Women tracking of training delivery.					

A target of 2,500 was set for 2018-19 based on projections from the first years of GBA+ training and estimated increases to training resources. The target of 2,500 was not met for two primary reasons: the manner the data is reported and other areas of focus for the unit.

The 902 reported captures the number of government staff who attended the full three-hour training sessions; it does not include the delivery condensed training sessions (45 minutes to two-hour sessions) or high level presentations to accommodate participants' varying needs and levels of GBA+ understanding. More than 200 staff participated in nine condensed sessions held in 2018-19. The condensed sessions may be included in future targets.

To build capacity across the government for GBA+ training, the ministry re-directed staffing resources toward delivering two-day train-the-trainer sessions. This will enable ministries to combine efforts to increase GBA+ capacity and will assist with meeting the 2,500 target in the future. Staffing resources

were also utilized to develop an advanced GBA+ training (GBA+ in Policy Development) to meet the needs of GBA+ practitioners.

In 2018-19, the ministry led GBA+ Awareness Week and Gender Equality Week activities across the government. GBA+ Awareness Week was celebrated in May 2018 and activities included webinars on incorporating GBA+ in policy development and gender budgeting, hosting the GBA+ is Us panel discussing GBA+ initiatives occurring across the government, hosting a GBA+ open house, and distributing two awards. One award was given to the ministry with the highest percentage of online GBA+ training completions and the other was given to the ministry with the most activities and highest employee participation in GBA+ Awareness Week. Fifteen ministries held ministry-specific activities during GBA+ Awareness Week, including open houses, video vignettes and daily newsletter updates. More than 4,000 government staff attended an activity in person or online during GBA+ Awareness Week.

Status of Women as a Centre of Excellence

Status of Women is the government's Centre of Excellence for GBA+. As a Centre of Excellence, Status of Women supports other ministries to establish and operate their own Centres of Responsibility. The Centres of Responsibility ensure that gender and diversity are central to the development, implementation and evaluation of policies, programs and legislation. Each ministry's GBA+ Centre of Responsibility enhances supports and monitors the implementation of GBA+ in their ministry. Centres of Responsibility are also creating their own initiatives to improve gender equality, including ministry-specific policy training and resources. The Centre of Responsibility ensures government programs, policies and services incorporate intersectional analysis and are responsive to the diverse needs and experience of Albertans.

Performance measure (1.c) *Percentage of ministries with Centres of Responsibility for GBA+ operating in Government of Alberta* tracks the use of GBA+ in ministries. Status of Women supports Centres of Responsibility by providing ongoing training, expertise and evaluation. The past year was significant for the Government because 100 per cent of all ministries had an operational Centre of Responsibility for GBA+. The existence of Centres of Responsibility throughout the government demonstrates the influence and strong working relationships Status of Women staff have with their colleagues. Sharing the responsibility ensures knowledge translates into more system wide action.

Performance Measure (1.c) Results	2017-18	2018-19
Percentage of ministries with Centres of Responsibility for GBA+ operating in the Government of Alberta	45%	100%
Target		80%
Source: Status of Women tracking of Centres of Responsibility.		

The ministry exceeded its target, as all ministries established a Centre of Responsibility. In addition, each ministry included a gender equality commitment statement in their respective business plans.

Status of Women led the Cross-Ministry Committee on Gender Equality (CMCGE), which strengthens knowledge and capacity in each ministry's Centre of Responsibility. Based on a community of practice

model, the CMCGE focuses on enhancing the capacity of cross-ministry partners to deliver GBA+ training to their colleagues and stakeholders and providing GBA+ analytical support in their ministries.

GBA+ Effectiveness

Evaluating the effectiveness of GBA+ in government ministries is necessary to determine whether government is making progress in fulfilling its responsibility with respect to gender equality and advancement. Status of Women launched a task team of 11 ministries to evaluate the effectiveness of GBA+ initiatives and internal training programs. In December 2018, the Evaluation Task Team completed a report that identified preliminary GBA+ outcomes and recommended a strategy to measure GBA+ performance including intended outcomes, metrics, and evaluation tools.

1.2 Work with partners in government to use gender and intersectional analysis and perspective in government budgeting, and use a phased approach to incorporate a gender and intersectional perspective at all levels of the budgetary process to promote evidence-based decision making.

Status of Women partnered with Treasury Board and Finance (TBF) and the Policy Coordination Office to apply gender and intersectional analysis to government's budget and business planning processes. In 2018, the ministry and TBF co-chaired a gender-budgeting working group consisting of 17 ministries to build capacity in the government. In 2018-19, TBF required ministries to detail how their funded activities and commitments advanced gender equality. Budget 2018 was the first budget in Alberta's history to include an intersectional gender lens in its development.

Performance indicator *(1.a) Percentage of publicly released Government of Alberta policy frameworks and strategies that include gender-based analysis* was identified in the 2018-21 Status of Women Business Plan. The indicator was a preliminary effort to understand how effective gender and intersectional analysis is incorporated into decision making documents. Since the inception of this indicator, ministries were required to complete a GBA+ analysis within their policy frameworks. A Centre of Responsibility has been established within each of the ministries to provide the support and guidance in applying gender and intersectional analysis in policy and strategy development. As a result, the data was no longer collected for this indicator.

1.3 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

The ministry is responsible for improving the access and use of gender and diversity responsive data, creating partnerships with research and analytics communities to better understand issues facing diverse groups of women and girls in Alberta. Much of this work has focused on identifying the availability, accessibility, gaps, and emergent needs for data and information, focusing on the ministry's key priority areas of gender-based violence, women's economic security and women in democratic leadership and participation. It has also focused on educating internal and external stakeholders about the value and process of collecting and analyzing disaggregated data from a gender equality perspective.

Status of Women offered leadership on internal and external partnerships for Community Data Mobilization that aimed to enhance the accessibility of municipal elections data and data from

Alberta's Sexual Assault Centres. Status of Women staff also led a cross-ministry subcommittee on the third gender marker. This subcommittee successfully facilitated the development of common definitions for sex and gender, which will be applied across the government to improve consistency in data collection and reporting on issues experienced by diverse groups of women and girls.

A gender and diversity responsive data and information (GDRDI) presentation was developed to inform government initiatives on using and obtaining intersectional data and information. The presentation focuses on:

- Recognizing assumptions and potential biases in all stages of producing information;
- Visualizing inequalities or differentials;
- Addressing bias and stereotypical beliefs; and
- Developing measures/options that address identified inequalities.

Ministry staff delivered presentations on GDRDI to eight groups across the Government and Alberta Health Services. Recognizing the importance of GDRDI in advancing GBA+, ministry staff also tailored GDRDI to inform the work of policy professionals, integrating it into the new GBA+ in Policy Development training presentation.

The ministry also works in partnership with the external research and analytics community to identify issues facing women and girls. Partnerships allow the ministry access to relevant and current research that can influence policy development. Status of Women is a partner for the Social Sciences and Humanities Research Council (SSHRC) funded eQuality Project at the University of Ottawa. This project examines how online and mobile information sharing, combined with social norms, exposes Canadian children and young adults to discrimination and online harassment. Status of Women also partners on a multi-national women in democratic leadership project housed at the University of Alberta. Status of Women benefits from knowledge sharing and provides advice to the project team.

In addition to evaluation activities within the government, Status of Women co-chaired two Federal-Provincial-Territorial (FPT) task teams: the GBA+ Task Team and the Gender Equality Indicator Task Team. In October 2018, the FPT Ministers responsible for gender equality adopted a common gender equality indicator framework to ensure consistent measurement and monitoring across all jurisdictions. Moving forward, these indicators will also enhance the ability of Status of Women to more meaningfully report on and contextualize its progress in advancing gender equality.

1.4 Facilitate connections between government and community organizations to create partnerships, build capacity, and promote knowledge sharing in the community through the Status of Women Community Grant Program and other strategic initiatives

The Status of Women Community Grant Program provides one-time funding to not-for-profit and charitable organizations to deliver projects that:

- address and prevent gender-based violence;
- help women get training and better paying jobs; and
- increase the number of women in leadership roles.

Grants support diverse projects across the province, for example:

- training for Indigenous and immigrant women to enter the tech sector;
- programming focused on youth empowerment; and
- enhancing access to family violence supports in rural communities.

Community organizations' response to the grant program since its launch has been strong. Since 2016, Status of Women received 590 qualified applications for a total request of more than \$26 million. In the first three years of the Community Grant Program, the ministry distributed approximately \$4.5 million to fund 117 projects that advance gender equality in communities across Alberta. Grant program projects funded in the last three years include:

- The Calgary Immigrant Women's Association received a grant to improve the economic security of lower literacy immigrant women by connecting them to employment opportunities and job coaching to ensure employment retention.
- Organic Alberta helped women become farmers by building their skills as primary farm operators and in financial planning and business management. Learning options included workshops, a mentorship guidebook, business coaching and one-year on-farm apprenticeships.
- The Calgary Society of Independent Film Makers developed and delivered sessions for women in non-traditional roles in the film industry. Women at the top of the field in television and film presented information to help participants make connections with mentors and take the next step in their career.
- The Grande Prairie Friendship Centre developed a training program that helps Indigenous women achieve leadership positions in their community.
- The Edmonton Federation of Community Leagues provided civic leadership training to women to encourage civic engagement and more women in elected office.
- The Multicultural Family Resource Society provided leadership development opportunities for racialized, refugee and immigrant girls from 14-18 years old.
- The Healthy Families Healthy Futures Society organized presentations to students in Barrhead and Westlock about healthy relationships, preventing gender-based violence, creating boundaries and consent.
- Family Violence Action Society of Camrose developed expressive arts therapy programming for women who have experienced family violence to help them heal and halt the violence cycle.

Community Grant Program

- 97 per cent of program recipients reported positive impacts for women and girls as a result of their project.
- In the first three years of the program, Status of Women distributed over \$4.5 million to fund 117 projects that advance gender equality in communities across Alberta.

In addition to the existing Project and Events stream, two new grant streams were added in 2018-19 to support a wider range of organizations and activities that improve the lives of women and girls. The Seed stream helps new and emerging organizations build capacity as they pilot new and innovative initiatives in their communities. The Systemic stream focuses on the creation of tools and resources

for the public based on successful practices. In 2018-19, 50 projects were funded for a total of \$2.5 million across all three streams in the program.

Performance measure (1.a) *Percentage of grant recipients reporting positive outcomes for women and girls, as a result of their project* tracks the positive outcomes towards advancing gender equality resulting from the implementation of programs or projects funded in part or in whole by Status of Women. Based on Year 1 (2016-17) of the Community Grant Program, 97 per cent of grant recipients reported positive impacts for women and girls, as a result of their project. This is the first year results are available because there is a natural lag time from which funds are dispersed and when data on results is collected through final reports.

Performance Measure (1.a) Results	2016-17
Percentage of grant recipients reporting positive outcomes for women and girls, as a result of their project	97%
Target	90

Persons Case Scholarship

The Alberta Heritage Scholarship Fund funds the Persons Case Scholarship's budget of \$100,000. The Ministry of Advanced Education established the scholarship in 1979 to commemorate the 50th anniversary of the 'Persons Case'. The scholarship honours the efforts of Alberta's Famous Five: Emily Murphy, Louise McKinney, Nellie McClung, Irene Parlby and Henrietta Muir Edwards - who fought and won the right for some women in Canada to be considered "Persons" under the law and could be elected officials, obtain the right to vote and own property. In 2017-18, Status of Women worked collaboratively with Advanced Education to influence changes to eligibility guidelines to incorporate a gender and intersectional lens. Status of Women managed the 2018-19 Persons Case Scholarship application process and awarded 39 recipients studying in non-traditional fields and/or working to advance gender equality.

Community Outreach

Status of Women staff dedicated time in the past year to lead initiatives and roundtables that promote inclusive and diverse outreach with community networks, stakeholders, and other ministries. Staff delivered five grant program information and outreach sessions in Edmonton, Calgary, Red Deer, Cold Lake and Lethbridge prior to the grant program launch. Community organizations attending these sessions learned about the requirements of the grant program and GBA+ concepts. Staff also hosted four teleconference town halls (two per intake) to answer questions and provide guidance to potential grant applicants about the program requirements and application of GBA+ concepts. The teleconference sessions were particularly helpful in sharing information with rural organizations and organizations new to the Status of Women Community Grant Program.

Status of Women conducted four stakeholder conversations in Calgary with the following groups: women in the energy sector; LGBTQ2S+ women; women experiencing poverty; and women participating on boards, particularly provincial agencies, boards and commissions. The information shared will be used to inform future work.

At an additional stakeholder conversation in Slave Lake, Status of Women met with Indigenous women leaders to share their lived experiences and discuss their concerns. Participants were invited to identify barriers Indigenous women experience in accessing and occupying leadership roles; ways to encourage more Indigenous women to participate on boards, in elections and as leaders in the community; and potential areas of support to increase leadership opportunities for Indigenous women.

Outcome Two

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

Improving the status of women and girls requires consideration of their social, cultural, political, economic and legal status. Activities and accomplishments in Outcome 2 focus on the areas of gender-based violence, economic security, 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 participate in the labour market. This includes initiatives that increase women's entrepreneurship and benefits Alberta's industries and economy;
- Providing programs and training that advance women's leadership potential and helps their career mobility;
- Helping to foster a public service that reflects Alberta's diversity and strengths;
- Leading and coordinating initiatives that support survivors of sexual violence;
- Preventing and addressing gender-based violence, in collaboration with community agencies and orders of government; and
- Advancing cross-governmental work dedicated to the promotion of gender equality and women's empowerment.

Key Strategies

2.1 Support and promote Government of Alberta strategies, policies and programs that increase women's access to labour force participation and women's economic security and prosperity.

When women and girls can participate fully in, and benefit equally from the province's economic prosperity, all Albertans benefit. Status of Women provides strategic policy advice on issues related to Alberta women's economic security. Status of Women collaborates with other ministries and external stakeholders to ensure women's viewpoints and experiences are included in policy decisions. This work addresses barriers that prevent women in Alberta from receiving fair and equal pay, participating in the labour force, advancing their careers, and establishing businesses that contribute to Alberta's economic growth.

Minimum Wage

- Alberta's minimum wage increased to \$15 per hour.
- 63 per cent of minimum wage earners are women.

Economic Security

Women in Alberta experience unequal pay and barriers to participating in the workforce. Despite having similar education and experience, women in Alberta earn less than men. In 2017, Alberta women's median income was \$32,300, while men's was \$50,700. This means women's income was 36 per cent less than men's in that year. Economic security includes receiving fair income to support a basic standard of living. Helping women get fair pay, advance their careers or start a business creates positive impacts for women and Alberta's economy. In June 2017, the McKinsey Global Institute reported that advancing gender equality in the workplace could boost Alberta's GDP by up to six per cent by 2026 – an increase of approximately \$21 billion. Addressing gender equality in the workplace could benefit Canada's economy by as much as \$150 billion by 2026. If the gender gap is eliminated entirely, that number could rise as high as \$420 billion. Companies with the highest levels of diversity (either gender, ethnic or racial) are 15 to 35 per cent more likely to have financial returns above their industry's national average.

The government recognizes that the gender pay gap is a complex issue that requires multiple policy interventions to correct. It also requires a shift in how women's paid and unpaid work is valued. In response, government improved access to affordable childcare, enhanced benefits for working families, ensured women have protection against harassment in the workplace, and raised the minimum wage. Status of Women participated in policy development for each of these initiatives.

Access to high quality, affordable child care

Providing affordable, accessible, high-quality child care supports women's participation in the labour force. In 2018, close to 40 per cent of women between the ages of 25 and 54 cited child care as the reason for working part-time rather than full-time. Status of Women worked with the Ministry of Children's Services to design a pilot to provide high-quality and affordable child care (\$25 a day) through Early Learning and Child Care (ELCC) Centres.

In 2018, the ELCCs were expanded through an agreement with the Government of Canada, who will invest \$136 million over three years. There are currently 122 centres, creating approximately 7,300 child care spaces in communities across the province, of which approximately 1,800 are new spaces.

ELCCs provide culturally appropriate support to diverse and vulnerable populations within their communities. Some examples include Military Family Resource Centres on two Canadian Forces bases located in Edmonton and Cold Lake and Indigenous-focused programming in select locations – Edmonton, Slave Lake, Valleyview, Wetaskiwin and Lethbridge.

Minimum Wage

On October 1, 2018, the government raised the minimum wage to \$15 per hour. Between April 2017 and March 2018, 63 per cent of Alberta minimum wage earners were female; 59 per cent of all minimum wage earners worked in either the retail, accommodation and food services industries. Raising the minimum wage will give women a chance for a better standard of living.

Career Growth

Status of Women continued to work with other ministries and external stakeholders to support women's training and education in non-traditional fields and the skilled trades. Alberta's *Growth and Diversification Act* leverages existing programs and introduces new programs to stimulate growth

across sectors enabling more job creation, more economic diversification and training for the high-tech sector.

The new *Interactive Digital Media Tax Credit* provides eligible digital media companies with an additional five per cent tax credit for hiring staff from under-represented groups, including women. In addition, more than 3,000 new tech spaces in post-secondary institutions will be created, with some spaces supporting skills development for under-represented groups, including women.

Encouraging women to explore manufacturing jobs that offer better pay and career advancement is positive for women and for Alberta's economy. Canadian Manufacturers and Exporters received grant funding from Status of Women and Economic Development and Trade to support an Alberta Women in Manufacturing Initiatives. The project will help increase women's representation in the manufacturing industry, address chronic labour shortages and support increased women's participation in trades and science, technology, engineering and mathematics (STEM) fields.

Entrepreneurship

In 2016, 16 per cent of Alberta women aged 18-64 were involved in starting a business, the highest rate of women's entrepreneurship in Canada. This rate is higher than all other innovation-driven economies, including the United States, Australia and the United Kingdom. In Alberta, there are 84 women entrepreneurs for every 100 men entrepreneurs. Alberta's women entrepreneur gender gap is lower than the national rate of 63 women for every 100 men. Status of Women supports women entrepreneurs to build and grow their businesses. The ministry is leading a cross-ministry working group to address the unique issues women in business encounter and ensure government programs and policies include their viewpoints and needs.

Recognizing the lack of data on women entrepreneurs in the province, Status of Women supported The Centre for Innovation Studies to complete a Global Entrepreneurship Monitor study on this topic in 2018. The independent research is the first detailed study of women entrepreneurs in the province. This high-quality data will inform work with stakeholders to enhance opportunities for women entrepreneurs in the province.

In 2017, immigrant women in Alberta reported lower rates of business activity relative to Canadian-born women in Alberta: 17 per cent compared to 23 per cent. These numbers include both early stage and established businesses.

Women Entrepreneurs

- In 2016, 16 per cent of Alberta women aged 18-64 were involved in starting a business, the highest rate of women's entrepreneurship in Canada.
- Immigrant women in Alberta reported lower rates of business activity relative to Canadian-born women in Alberta: 17 per cent compared to 23 per cent

Status of Women partnered with Economic Development and Trade to fund a program to support immigrant entrepreneurs. Introduced in August 2018, the Immigrant Entrepreneur Program, delivered by Business Link, includes training and resources that address the unique needs of immigrants who are starting a small business in Alberta.

While the program is designed to meet the needs of all immigrant entrepreneurs, it will have an enhanced focus on women and entrepreneurs in rural Alberta. Status of Women's contribution will provide targeted partnership activities and training specifically relevant to immigrant women.

Labour Force Participation

Status of Women works collaboratively with other ministries, other orders of government and community organizations to increase women's labour force participation. Increasing women's labour force participation will benefit Alberta's economic recovery. In 2017, the McKinsey Global Institute reported that advancing gender equality within the workplace could boost Alberta's Gross Domestic Product by up to six per cent by 2026, an increase of approximately \$21 billion.

Performance indicator 2.a *Labour force participation rate in Alberta (all women; Aboriginal women)* is the percentage of working age population that is either employed or actively seeking employment and provides an indication of the relative size of the supply of labour. While Alberta women had the highest participation rate among the provinces in 2018 (66.1 per cent), they continue to lag behind men's rate of 77.6 per cent. The 2018 Indigenous women's participation rate was 5.1 per cent lower than the non-Indigenous women rate, and 11.5 per cent below Indigenous men's participation rate in Alberta.

Performance Indicator (2.a) Results	2014	2015	2016	2017	2018
Labour force participation rate in Alberta (ages 15-64)					
All Women	66%	67%	66%	66%	66%
Aboriginal Women (off-reserve)	67%	66%	63%	64%	61%

2.2 Support implementation of the diversity and inclusion policy within the Alberta Public Service, including actions focused on training and advancing women's career and leadership opportunities

Diversity and Inclusion

The government recognizes its greatest asset is its people. Building a diverse and inclusive Alberta Public Service (APS) is crucial to meeting the needs of Albertans. Diverse and inclusive workplaces allow organizations to draw upon a broad range of perspectives to effectively serve a diverse population. Diversity and inclusion in the workplace helps organizations attract and retain their staff because it promotes employee engagement, productivity and innovation.

Status of Women and the Public Service Commission are co-leads for Diversity and Inclusion (D&I) in the Government. The D&I Policy was launched in October 2017 and is a commitment to welcome, respect and value diversity for government staff. It also commits to work towards a barrier-free workplace that supports and fosters diversity of perspectives with the goal of providing programs and services to meet the diverse needs of Albertans.

In the past year, Status of Women played a key role in creating barrier-free workplaces across the government and fostering environment of diversity and inclusion. The ministry partnered with the D&I Secretariat to launch a D&I survey. The project included a strategic response to the survey data, including the development of related strategic frameworks. The engagement sessions informed the development of the government D&I Action Plan 2019-22, released in January 2019. The Action Plan builds on the achievements of the D&I policy and identifies new areas of work.

Unconscious Bias Training

A growing body of research shows that unconscious bias training is an effective tool for addressing inequality. Unconscious biases can limit women's career growth in organizations. Being aware of biases help foster a culture of conscious inclusion, supporting the development and retention of a diverse workforce. Under the D&I policy, Status of Women developed and implemented Unconscious Bias training for government staff. Unconscious bias training is foundational to achieving greater diversity and inclusion in the government. This training also helps government staff recognize and interrupt biases that impact service delivery, policy and programs for Albertans.

Between October 2017 and March 2019, the ministry delivered Unconscious Bias training to more than 2,100 government staff in over 95 in-person, facilitated sessions.

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

Women in Alberta hold relatively few leadership positions in private corporations and public institutions, and are therefore not equally represented in key-decision making that impact Albertans.

Diversity and Inclusion

Diversity is the collective mixture of differences that include, for example, individual and organizational characteristics, values, beliefs, experiences, backgrounds, preferences and behaviours.

Inclusion is recognizing the needs of diverse individuals or groups, creating an environment to address these needs, and ensuring that everyone has an opportunity to achieve their full potential.

By hearing different voices and adopting different approaches, innovative decision can happen, which can increase profits and positively impact Albertans. Status of Women works with public and private organizations to reduce women's barriers to leadership roles.

Women's Democratic Participation

Improving women's democratic participation is a fundamental step toward greater parity in decision-making. When women's concerns are included in politics, we build social and cultural capital to improve our society's systems for achieving gender equality. Research shows that when women run for political office, they are just as likely to be elected as men. 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.

While there are many external factors that influence *Performance indicator (2.d) percentage of candidates running for elected office who are women*, the results show increases over the last few years, which the ministry monitors and reports on annually, based on political cycles. Notably, there was an increase in the percentage of women running in Alberta municipal elections in 2017. Municipal election results show that 100 more women ran for office in 2017, compared to 2013. This figure shows a 2 per cent increase, and presents a gradual step toward long-term systemic change in the province. In the Calgary and Edmonton municipal races, the increased number of women candidates resulted in an additional woman councillor in each city. In Calgary, the number of women candidates increased by 122 per cent (from 9 to 20 women), and Edmonton saw a 41 per cent increase (from 17 to 24 women).

Performance Indicator (2.d) Results	2011	2012	2013	2014	2015	2016	2017
Percentage of candidates running for elected office in Alberta who are women:							
in Alberta Municipal elections	NA	NA	27%	NA	NA	NA	29%
in Alberta Provincial elections	NA	25%	NA	NA	30%	NA	NA
in Federal elections within Alberta	26%	NA	NA	NA	37%	NA	NA

Source: Municipal Affairs, Elections Alberta, and Parliament of Canada.

Women's Leadership in Private Organizations

Women's representation on boards varies depending on the type of board (e.g., civic, non-profit, corporate). For example, community and non-profit boards often have more gender balance while corporate boards tend to have less. Barriers preventing women from reaching equal representation on boards include stereotypes around leadership roles, fewer role models and mentors for women, fewer opportunities to build strong networks and smaller recruitment pools.

The Alberta Securities Commission updated rules (December 31, 2016) to require Alberta-based, non-venture issuers, including companies listed on the Toronto Stock Exchange, to report the number of women on their boards and in executive management. The rule requires companies to describe any related policies or targets to ensure more women on company boards.

The number of women on Alberta-based TSX-listed company boards increased from 11 per cent in 2017 to 12 per cent in 2018.

Performance Indicator (2.e) Results	2015	2016	2017	2018
Percentage of board members for Alberta TSX listed companies who are women	8%	11%	11%*	12%
Source: Alberta Securities Commission.				
* 2017 results have been restated from the 2018-21 Status of Women Business Plan to align with a new methodological approach. Results from 2016 and 2015 are not directly comparable.				

Women's Leadership in Public Organizations

Advancing gender equality in the government is another area of focus for the ministry. Women make up 64 per cent of government staff, but only 42 per cent of senior executive managers. Status of Women supports women in leadership through the Women in Leadership Secretariat, a staff-driven movement aimed at supporting, engaging and empowering women within the Alberta Public Service. The Secretariat recognizes that women have unique perspectives and experience unique barriers in the workplace. It is an inclusive group, welcoming staff of any gender and gender identity.

Administrative Mobility Program

On April 1, 2018, Status of Women launched the second year of the Administrative Mobility Program (AMP) pilot. AMP is a three-year pilot program aiming to support administrative professionals who want to advance in their careers. Successful applicants gain direct experience in program services roles in different ministries and access to training and mentorship. A rigorous selection process ensures administrative professionals are recruited based on competencies and career path objectives. Successful candidates are then matched with two six-month placements in program services roles. All 2018-19 AMP participants attended Accelerating Women's Leadership (AWL) workshops and Unconscious Bias training. The pilot is expected to end in March 2020. The ministry is working with the PSC to transition AMP to the PSC as a permanent program.

AMP Participation to Date

	2017-18	2018-19
Participants/Placements	16	19
*Career Mobility	7	11
*Career Mobility is defined as the number of AMP participants who have advanced to a Program Services role, (either on a permanent, temporary or acting basis) after participating in the AMP pilot.		

The ministry 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*. Senior executive managers include government staff classified at an Executive Manager and all departmental senior officials. There has been a slight increase over the past five years in this indicator bringing the rate to 42 per cent.

Performance Indicator (2.f) Results	2014-15	2015-16	2016-17	2017-18	2018-19
Percentage of senior executive managers in the Government of Alberta Public Service who are women	38%	39%	40%	41%*	42%
Source: Public Service Commission, Human Resources Data.					
* The result for 2017-18 has been revised based on updated data available in 2018-19.					

Participation on Government's Agencies Boards and Commissions

To advance women's career mobility and leadership, the ministry works with the province's Public Agency Secretariat (PAS), which supports public agency governance, recruitment and compensation. Status of Women works to ensure opportunities to serve on public agencies assess applicants lived experiences beyond technical or prior board experience. Over time, the government increased the number of women appointed to public agencies through voluntary approaches by encouraging applications from a wider range of applicants. The PAS streamlined the application process to serve on public agencies through the online application portal. This approach made it more transparent and accessible for potential applicants. To collect data on the number of women appointed to public agencies, the ministry supported the launch of the Public Agency Secretariat's voluntary diversity and inclusion survey.

Performance Indicator (2.g) Results	2014-15	2015-16	2016-17	2017-18	2018-19
Percentage of those serving on Government of Alberta Agencies, Boards and Commissions who are women	32%	37%	41%	56%	58%
Source: Public Agency Secretariat.					

The Public Agency Secretariat streamlined the selection process for our 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 58 per cent in 2018-19.

2.4 Prevent and address gender-based violence in response to persistent and emerging issues through collaboration with stakeholders and governments at all levels.

Every Albertan deserves to live free from fear, threat or experience of gender-based violence. Violence can affect all genders; however, women and girls are more often the target of gender-based violence. Violence against women and girls can take many forms including sexual violence such as sexual assault, sexual exploitation and family violence. Alberta continues to have some of the highest rates of violence against women and girls in Canada.

Commitment to End Sexual Violence

Status of Women leads the Commitment to End Sexual Violence (the Commitment). The Commitment was announced on May 1, 2018, and May was proclaimed as *Sexual Violence Awareness Month* in Alberta. Status of Women collaborated with nine other ministries to support, prioritize and coordinate government's actions under the Commitment's three pillars: shift the culture, improve the institutional response, and support survivors of sexual violence. Under each pillar, a number of actions by Status of Women and cross-ministry partners were achieved:

Shift the culture by championing a culture of consent and gender equality.

- Led the fourth annual 16 Days of Activism Against Gender-based Violence Campaign, which included hosting a vigil to mark December 6, the National Day of Remembrance and Action on Violence Against Women, in partnership with Norquest College.
- Supported community agencies with one-time funding to plan and deliver community-based public awareness and education activities to prevent and address sexual violence and gender-based violence.
- Piloted a provincial standard for bystander training for nightlife staff in Alberta. In March 2019, Phase 2 was implemented to address increased demand for training and additional funding was provided to extend the pilot until March 2020.

Improve the response by ensuring that the social, health, justice and education systems respond effectively to sexual violence and harassment.

- Provided input to Justice and Solicitor General for the development and implementation of a best practice guide for police officers investigating sexual violence cases so they can better support survivors.
- Protected patients from sexual abuse and sexual misconduct by regulated health professionals in Alberta by collaborating with Health to amend the *Health Professions Act*.
- Supported Labour to update occupational health and safety laws to include definitions of harassment and increase protections from violence and harassment in the workplace.

Support survivors by funding community agencies that help survivors and run education and prevention programs.

- Expanded front-line services (counselling, crisis services, service coordination, education and outreach) across the province with ongoing funding of \$14.3 million annually to support sexual assault centres across the province and their provincial organization, the Association of Alberta Sexual Assault Services (AASAS). Funding was provided by Community and Social Services, Health and Justice and Solicitor General.
- Funded and piloted the three-year Independent Legal Advice Project, which gives survivors of sexual violence in Alberta access to free, confidential legal advice. The program was launched in December 2018 and is currently accepting clients with over

30 lawyers trained and on the roster to provide legal advice to survivors of sexual violence.

- Co-funded the Institute for the Advancement of Aboriginal Women for their Indigenous Women's Violence Prevention Project in partnership with Indigenous Relations.

Sexual violence

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 most often identified as men (94 per cent).

The ministry monitors performance indicator (2.b) *Rate of sexual violence 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 among six provinces with available data. Furthermore, many survivors of sexual assault do not report it¹. Statistics Canada collects this data every five years, and the next available rate will be 2019. The data is not divided by gender, but reported rates of sexual violence are significantly higher for women than for men. The highest rates of sexual violence are among 15 to 24 year old women². A new survey, "Safety in public and private spaces", being conducted by Statistics Canada and Status of Women Canada will provide necessary data on gender-based violence at a provincial level. The survey was conducted from May to December 2018, and results are targeted for release in November 2019.

Performance Indicator (2.b) Results	2009	2014	2019
Rate of sexual violence for Albertans 15 years and older (Statistics Canada)	33 per 1,000 population	25 per 1,000 population	NA
Source: Statistics Canada (2015) General Social Survey on Victimization			

Intimate partner violence

The rate of police-reported intimate partner violence for Alberta women is trending slightly lower than in previous years. However, this trend does necessarily mean rates of intimate partner violence have decreased. 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.

¹ Statistics Canada. (2015). Criminal victimization in Canada, 2014.

² In self-reported data, Statistics Canada found that women reported being sexually assaulted approximately seven times more than men and Aboriginal (Indigenous) women reported being victims of violent incidents approximately 2.7 times more than non-Aboriginal (non-Indigenous) Women (GSS, 2014).

Performance Indicator (2.c) Results	2013	2014	2015	2016	2017
Rate of police-reported intimate partner violence for Alberta women (annual data)	623 per 100,000 Population	628 per 100,000 Population	636 per 100,000 Population	638 per 100,000 Population	621 per 100,000 Population
Source: Statistics Canada. Uniform Crime Reporting Survey					

2.5 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

Status of Women continues to partner with the City of Edmonton and United Nations (UN) Women to co-lead and implement the *Edmonton: Safe City* initiative. This project is a best practice model developed by UN Women to counteract sexual violence and harassment. It builds safe and inclusive public spaces where women and girls are free from sexual violence.

In spring 2018, the *Edmonton: Safe City* scoping study was completed and an executive summary was publicly released. The study identified three priority areas of focus: reporting and responding to violence, transportation, and violence against Indigenous women and girls. The ministry also co-chairs the Edmonton: Safe City Community Collaboration Committee with the City of Edmonton. The committee was established in April 2018 and includes community stakeholders. The committee meets monthly to identify actions to address violence and improve safety for women and girls in Edmonton. The recommendations are anticipated to be completed in summer 2019.

Status of Women worked with the City of Edmonton and provided support to plan and host the UN Women Safe Cities Global Leader's Forum in October 2018. The ministry provided in-kind supports and \$50,000 in funding for the Global Forum. The forum welcomed approximately 300 delegates from member cities around the world. The event provided an opportunity for representatives of the global UN Women Safe Cities Initiative to learn from one another.

Status of Women works closely with Federal-Provincial-Territorial (FPT) orders of government through the Status of Women's FPT Forum Task Teams. The ministry is a member of the Gender-Based Violence Task Team and Public Safety Canada FPT Working Group on Human Trafficking. The ministry is also a member of the Status of Women FPT Forum Task Team on Human Trafficking. Status of Women also supports the government's participation in the National Inquiry into Missing and Murdered Indigenous Women (MMIWG). The ministry contributed to Alberta's closing submission and attended the oral closing submission hearings in Calgary, Alberta. MMIWG is expected to submit its report in June 2019 with recommendations to the federal and provincial governments.

In March 2019, Status of Women was part of the Canadian delegation at the United Nations Commission on the Status of Women (UNCSW). The UNCSW is the principal global intergovernmental/international body exclusively dedicated to the promotion of gender equality and the empowerment of women. The annual meetings shape the global standards on gender equality and commit nations, including Canada, to agreed-upon goals (the Agreed Conclusions) for the upcoming year and beyond.

The priority theme for UNCSW was social protection systems, access to public services and sustainable infrastructure for gender equality and the empowerment of women and girls. The Agreed Conclusions, adopted by Member States, put forth concrete measures to bolster the voice, agency and leadership of women and girls as beneficiaries and users of social protection systems, public services and sustainable infrastructure.

Many of the recommendations support the Status of Women policy areas and align with current government projects or initiatives such as addressing violence against women and girls and women's economic empowerment. The province is strategically positioned to engage in important future discussions with the federal government and other provincial and territorial governments.

Providing excellence in advancing gender equality

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 provides policy advice to other ministries to ensure gender and intersectional analysis is considered in policy development.

Performance measure (2.a) *Percentage of ministries working with Status of Women reporting the Status of Women's policy advice met or exceeded requirements* measures other ministries' satisfaction of advisory and policy services provided. The ministry designed a new survey for performance measure (2.a) and distributed it to Assistant Deputy Ministers for input. One hundred per cent of ministries working with Status of women stated the policy advice they received met or exceeded their requirements. Status of Women exceeded the target of 95 per cent set in 2017-18. The ministry decided that performance measure (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 or implementation* was too similar to performance measure (2.a) and removed it from its suite of measures.

Performance Measure (2.a) Results	2017-18	2018-19
Percentage of ministries working with Status of Women reporting that Status of Women's policy advice met or exceeded requirements	NA	100%
Target		95%
Status of Women Survey		

Status of Women's efforts on advancing gender equality has contributed to a cultural shift across the government, leading to a better understanding of and response to gendered issues across policy areas, programs and legislation. 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.

2.6: Explore the establishment of an advisory council to ensure that perspectives from Alberta women and girls are reflected in government policies, programs and services.

In 2018-19, the Minister's Office and the Policy Coordination Office provided direction not to proceed with the Women's Advisory Council at this time. In the absence of an advisory council, the ministry developed strong relationships with stakeholders across the province. They provided valuable advice and insight to the lived experience of women and girls. Since 2015, Status of Women has worked with over 800 stakeholders who have provided valuable feedback and advice on a variety of issues. Their feedback has informed the development of policy and program responses across government based on gender analysis

Performance Measure and Indicator Methodology

Performance Measure 1.a:

Percentage of Status of Women grant recipients reporting positive outcomes for women and girls as a result of their project

Methodology

The data source is final reports from grant recipients, which the ministry's grant recipients are required to submit within four months of the end of their project or by July 31st of the following year, whichever comes first.

The purpose of this reporting is to assess aggregate, quantitative, and qualitative short-term results of the funded projects, resources and events. These include outputs such as resources developed, knowledge gained, partnerships/networks formed, strategies/tools put into use, etc.

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.

Recipients are also asked to provide information on how the outputs of their initiatives contribute to the desired outcomes, to provide narratives/ feedback from participants, and to detail how the grants funds were spent. Analysis of aggregated data will indicate the percentage of grant recipients reporting positive outcomes for women and girls in Alberta as a result of their project, resource, event.

Initially, this measure was designed to use the data from interim reports however, once the interim reports were received from the first year of the grant program (September 30, 2017), it became clear that very few of the recipients had significant activities to report, much less impacts and outcomes. The six month point was too early for many of the recipients to share the type of data required for the performance measure, and what was available was inconsistent due to the variance in project types and timelines.

For that reason, the performance measure was revised to use the final reports data, which would allow for more consistency and be based on a complete understanding of the funded project, conference, event or training.

The data from the final reports will be collected, categorized into qualitative and quantitative measures, and analyzed for overall trends and patterns, which will be collected in a report, along with learnings for the ministry and grant program to inform future decisions.

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

Source

The data source is final grant reports, which the ministry's grant recipients are required to submit within four months of the end of the grant project. 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. The complete analysis of the 2017/18 grant program will be available once all final reports are received by July 2019.

A target of 90 per cent was set in the 2018-19 Status of Women Business Plan for 2016-17 results. This is the first year results for this measure are available.

Results for 2016-17 indicate that 97 per cent of grant recipients reported positive outcomes for women and girls because of their project. A detailed evaluation of the first year of the program is underway and will analyze and summarize the results of the 2016-17 Community Grant Program. There is a natural lag time from which funds are dispersed and when data on results is collected through final reports.

Performance Measure 1.b

Number of Government of Alberta staff who attended GBA+ training sessions

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

A target of 2,500 was set for 2018-19 based on the number of Government staff who participated in the training in 2017-18.

The target of 2,500 was not met for the following reasons: This performance measure only captures the number of Government staff 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 Government for GBA+ training, the ministry re-directed staffing resources toward other training priorities. Namely, continuing delivery of two-day train-the-trainer sessions; 86 Government staff have now been trained to deliver GBA+ sessions. Additionally, staff resources were required to develop and deliver a new, one-day advanced GBA+ training – GBA+ in Policy Development. This training was developed to respond to the needs of GBA+ practitioners for more advanced training focused on applying GBA+ to every stage of the policy cycle. Four GBA+ in Policy Development sessions were delivered in 2018-19. Finally, resources were also required to initiate two priority projects for advancing gender equality in Alberta – integrating Gender Budgeting into the government machinery and the evaluation of GBA+.

Performance Measure 1.c:**Percentage of ministries with Centres of Responsibility for GBA+ operating in the Government of Alberta.****Methodology**

This measure tracks the use of GBA+ in Government 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.

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 Government 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”.

Source

The calculation is based on ministries that identified a contact for their GBA+ Centre of Responsibility through email (Outlook). The contact list is maintained by GBA+ Senior Advisors and updated at least quarterly through invitations to the community of practice (Cross-Ministry Committee for Gender Equality) meetings.

Performance Indicator 1.a:**Percentage of publicly released Government of Alberta policy frameworks and strategies that include gender-based analysis****Methodology**

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

An inventory of policy frameworks and strategies under development is created through referencing the Government 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.

Source

Inventory of policy frameworks and strategies reviewed by Executive Council.

The ministry cannot report on this indicator because data is no longer available.

Performance Measures 2.a and 2.b:

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 policy advice contributed potential solutions and positively influenced policy outcomes.

Methodology

Status of Women staff developed a survey in November 2018 to collect information on performance measure (2.a). Performance measure (2.b) was removed from the ministry's suite of measures because it was too similar to performance measure (2.a).

The survey was open from December 4, 2018 to January 9, 2019. The survey was sent via Opinio to 104 Assistant Deputy Ministers (ADMs).

The survey consisted of nine questions to determine the number of ministries who received policy advice from Status of Women; how often they interacted with the ministry; the value added to the work; and if the advice met or exceeded requirements. Three questions were open ended and allowed respondents to comment on future work where SW could be involved and ways to enhance the policy advice given.

Source

Status of Women Survey

The results indicate 100 per cent of the 16 ministries that worked with Status of Women in the past year reported the policy advice provided met or exceeded requirements. Status of Women exceeded the 95 per cent target set in the 2018-21 Status of Women Business Plan. This is the first year results are available for Performance Measure 2.a.

Performance Indicator 2.a:

Labour force participation rate in Alberta (15-64)

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

Methodology

Statistics Canada's Labour Force Survey (LFS) is the primary source of statistics on employment and unemployment in Canada and the provinces. The LFS is conducted by Statistics Canada across the country. The survey sample size for Canada at the end of 2015, was 55,989 (the sample for Alberta at the end of 2015 was 5,690). The coefficient of variation (the standard error as a percentage of the reported result) is approximately 1.0% for the 2,481,700 people in the Alberta labour force. The above sample size and estimate for the coefficient of variation is contained in the 2016 Guide to the Labour Force Survey and is the most current information available. There were minor changes in methodology and a rebase in 2015, which affects the results back to 2001.

The LFS provides information on the work activities of the respondents during the week containing the 15th day of the month known as the reference week. The target population covered by the survey corresponds to all persons aged 15 years and over residing in Canada, with the exception of the following: persons living on reserves and other Aboriginal settlements, full-time members of the Canadian Forces, and the institutionalized population. The labour force is the sum of the number of persons employed and the number of persons actively seeking employment (unemployed). This is calculated as a 12-month average for the calendar year.

The participation rate represents the percentage of the working age population that is either employed or actively seeking employment (unemployed).

For more information on the methodology of the Labour Force Survey, please see Guide to the Labour Force Survey (2018), Statistics Canada: https://www150.statcan.gc.ca/n1/en/pub/71-543-g/71-543-g2018001-eng.pdf?st=MbcT_uZt

The ministry obtains this data through Statistics Canada. For “all women”, Table 14-10-0017-01, formerly CANSIM table 282-0001 was used. For “Aboriginal women in Alberta (off-reserve), 14-10-0364-01, formerly CANSIM table 282-0226 was used.

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

Source

Statistics Canada's Labour Force Survey (LFS) is the primary source of statistics on employment and unemployment in Canada and the provinces.

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 2018 from 66.2 per cent to 66.1 per cent. While Alberta women had the highest participation rate among the provinces in 2018 and Alberta'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 per cent of part-time workers in Alberta). Women are also more likely to earn minimum wage than men (60 per cent of minimum wage earners are women). These numbers skew even more when intersecting identities such as disability and Indigenous status are taken into account.

The 2018 Indigenous women's participation rate was 5.1 percentage points lower than the participation rate for Albertan women, and 11.5 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 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.

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

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.

Source

Statistics Canada: General Social Survey on Victimization

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.

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).

A new survey was conducted from May to December 2018 and results are targeted for release in November 2019.

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

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 November 2019), “Survey of 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 the provincial level.

Source

Statistics Canada: Uniform Crime Reporting Survey

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

Performance 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

Methodology

This measure tracks women's interest in running for elected office.

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.

Source

Alberta Municipal Affairs

Rates of women running for elected office have 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 nine to 20 (122 per cent increase) and in Edmonton from 17 to 24 (41 per cent increase).

Performance Indicator 2.e:**Percentage of board members for Alberta TSX traded companies who are women****Methodology**

This measure tracks women's leadership in private organizations.

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 releases with Alberta-specific data two consecutive years. The 2017 news release occurred on October 5, 2017. The 2018 news release occurred on September 27, 2018.

Source

Alberta Securities Commission News Release

The proportion of women on Alberta-based TSX-listed company boards increased from 11 per cent in 2017 to 12 per cent in 2018. As of September 28, 2018, 63 per cent of companies have one or more women on their board, compared with 46 per cent in 2017. Of the companies that form part of the TSX 60 index, 24 per cent of board positions are held by women, which shows no change from 2017. In addition, 15 per cent of board vacancies were filled by women, and 100 per cent have two or more women on their board. There was a decline in number of Alberta TSX 60 companies that had two or more women on their board, falling from 93 per cent that had at least one woman in their executive ranks in 2017 and 77 per cent in 2018.

Performance Indicator 2.f:**Percentage of senior executive managers in the Government of Alberta Public Service who are women****Methodology**

This measure tracks women's leadership in the Government of Alberta Public Service. This indicator includes average proportions of all Government staff classified at an Executive Manager 1 and Executive Manager 2 level and all departmental senior officials.

Source

The data source is the Public Service Commission data obtained via IMAGIS.

There has been a steady increase in the representation of women in senior executive management within the Government over the past five years, with a significant increase of six per cent in 2017-18, bringing the proportion of women in senior executive management to 46 per cent or just under half. Prior to 2018-19, data for this indicator was collected as of February for each year's business plan. To meet the business plan publication deadline in 2019, data for 2018-19 was obtained as of January 2019.

Performance Indicator 2.g:

Percentage of those serving on Government of Alberta Agencies, Boards and Commissions who are women

Methodology

This measure tracks women's leadership in public agencies, boards and commissions. The Public Agency Secretariat uses Google Analytics and a diversity survey 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 and current active appointments that are female, accounting for members who serve on more than one board and the female proportion of all appointments.

Source

Public Agency Secretariat

The proportion of women serving on public agencies, boards and commissions increased from 32 per cent in 2014-15 women to 58 per cent in 2018-19.

Financial Information

Table of Contents

Ministry Financial Highlights.....	41
Statement of Revenues and Expenses (unaudited)	41
Expense Highlights	41
Expenses – Directly Incurred Detailed by Object (unaudited)	43
Supplemental Financial Information.....	45
Community Grant Program	45
.....	45
Lapse/Encumbrance	46

Ministry Financial Highlights

Statement of Revenues and Expenses (unaudited)

	2019		2018	Change from	
	Budget	Actual	Actual (restated)	Budget	2018 Actual
	<i>(in thousands)</i>				
Revenues					
Other revenue	\$ -	\$ 150	\$ 29	\$ 50	\$ 121
	-	150	29	150	121
Expenses - directly incurred					
Program					
Ministry Support Services	2,270	864	1,756	(1,407)	(893)
Gender Equality and Advancement	2,300	3,649	2,387	1,349	1,262
Gender Policy, Strategy and Innovation	2,300	2,453	3,242	152	(790)
	6,870	6,966	7,385	94	(421)
Annual deficit	<u>\$ (6,870)</u>	<u>\$ (6,816)</u>	<u>\$ (7,356)</u>	<u>\$ 56</u>	<u>\$ 542</u>

Expense Highlights

Status of Women provides leadership within the Government of Alberta and partners with key stakeholders in the community to advance gender equality. The ministry leads strategic initiatives to improve conditions for women and girls in Alberta and influences evidence based policy development by increasing understanding and addressing systemic, structural and often invisible barriers to gender equality.

Expenses

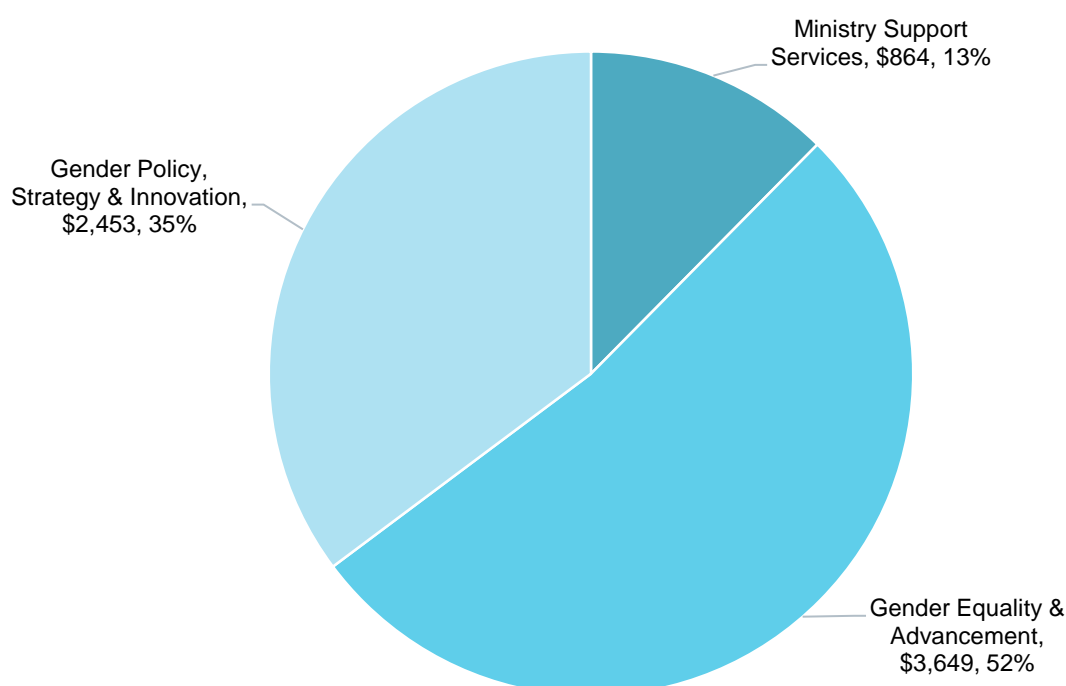
Compared to prior year actuals the ministry's spending decreased by \$0.4 million due to:

- \$1.3 million increase in Gender Equality and Advancement to address the demand for the Community Grant Program. Spending was offset by:
 - \$0.9 million surplus in Ministry Support Services primarily attributable to the reduction in the provision for employee vacation, and,
 - \$0.8 million surplus in Gender Policy, Strategy and Innovation to realign grant resources to the Community Grant Program.

The ministry spent \$0.1 million over the original budget due to:

- Increased authorized spending of \$0.5 million provided through an in-year supplementary estimate and internal reprioritization for \$1.3 million for the Community Grant Program, offset by \$1.7 million surplus in salaries, wage and employee benefits and services.

2019 Expense by Program (unaudited) (in thousands)



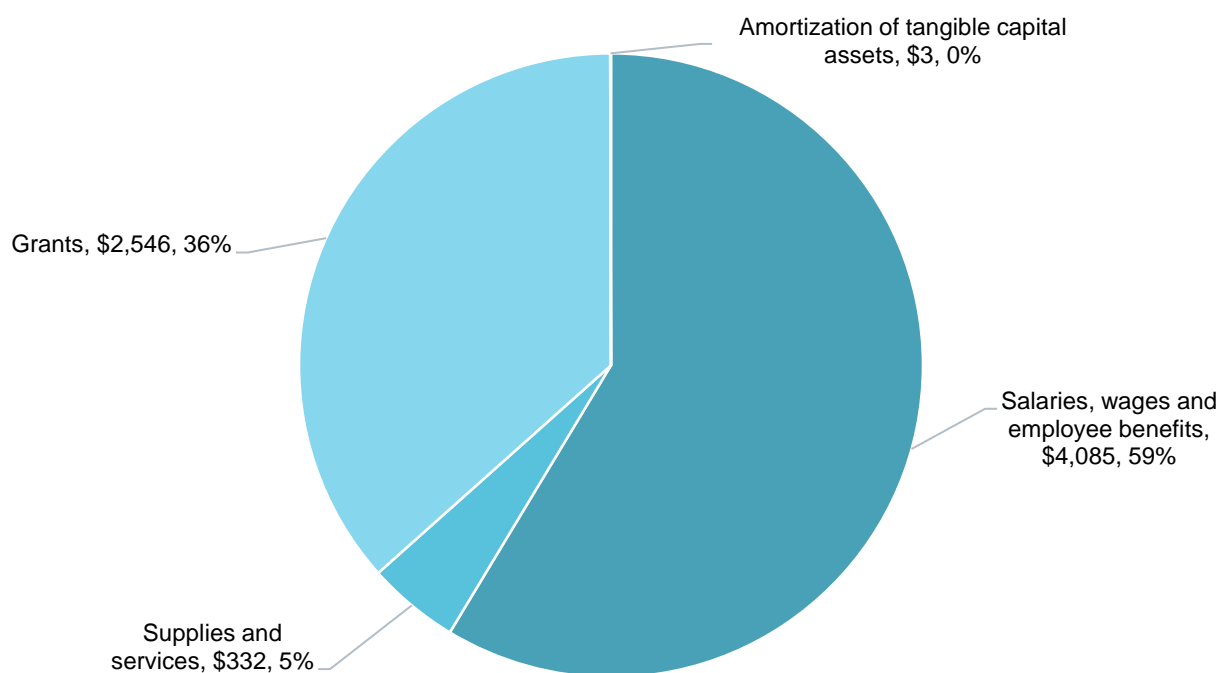
- Ministry expense was \$7.0 million, supporting three programs:
 - \$3.6 million (53%) was spent in Gender Equality and Advancement, a program that delivers GBA+ training across the GoA and connects with our federal, provincial and territorial counterparts' to provide the tools to ensure government policy, program development and legislation consider the unique needs of diverse Albertans. This program delivers a Community Grant Program focussed on advancing gender equality across Alberta.
 - \$2.5 million (35%) was spent in Gender Policy, Strategy and Innovation. This program provides policy advice across the GoA on the three priority areas: preventing and ending violence against women, enhancing women's economic security and reducing barriers that keep women from leadership positions.
 - \$0.9 million (12%) was spent on Ministry Support Services including the Minister's Office, Deputy Minister's Office and Corporate Services functions.

Expenses – Directly Incurred Detailed by Object (unaudited)

	2019		2018
	Budget	Actual	Actual (restated)
	<i>(in thousands)</i>		
Salaries, wages and employee benefits	\$ 4,834	\$ 4,085	\$ 4,537
Supplies and services	1,306	332	538
Grants	700	2,546	2,307
Amortization of tangible capital assets	30	3	3
	\$ 6,870	\$ 6,966	\$ 7,385

- The ministry spent \$0.7 million under the original budget in salaries, wages and employee benefits primarily due to the reduction in the provision for employee vacation as well as staffing vacancies experienced throughout the year. Increased staffing vacancies also led to the \$0.5 million decrease in actuals over prior year.
- The ministry spent \$1.0 million under the original budget in supplies and services as a result of reprioritizing funding to Community Grant Program to address the demand of the community.
- The ministry spent \$1.8 million over the original budget in grants. This spending was funded through an in-year increase of \$0.5 million provided through a supplementary estimate and the reprioritization of \$1.3 million funding from salaries, wages and employee benefits, and supplies and services to the Community Grant Program.

2019 Expense by Object (unaudited) (In thousands)



- \$4.1 million was spent on salaries, wages and employee benefits which made up 59 per cent of the total 2019 operating expense. Current negotiated salary structures and recruitment restraints are managing the growth of this cost. Staffing has been reallocated within the ministry to ensure appropriate and focused support for the Community Grant Program. Staffing levels have remained consistent for the past three years.
- \$2.5 million was spent on funding grants and represented 36 per cent of the 2019 operating expense. Grant funding of \$2.0 million was dispersed through the ministry's Community Grant Program, a program focused specifically on advancing gender equality. An additional \$0.5 million was provided to recipients to achieve specific initiatives that focussed on: preventing and ending violence against women and girls, increasing women's economic security and/or prosperity or reducing barriers that keep women from leadership positions.
- \$0.3 million of the ministry's expenses were spent on supplies and services, including travel costs to meet with stakeholders, printing training materials for in-house programs and office supplies.

Supplemental Financial Information

Community Grant Program

- Status of Women administers a Community Grant Program which is a grant program focussed specifically on advancing gender equality. The program distributed \$4.5 million in its first three years, supporting 117 projects aimed at improving the lives of women and girls.
- The Community Grant Program has three streams:
 - The Systemic stream focuses on the creation of tools, resources and products that will be publically available and shared with relevant community stakeholders to address systemic gender inequalities.
 - The Project and Events stream is aimed at improving the lives of women and girls. Examples of projects or events funded through this stream range from delivering self-defence training, to training Indigenous and immigrant women to enter the tech sector, to organizing leadership and entrepreneurship workshops.
 - The Seed stream helps emerging organizations build capacity by supporting them as they pilot a new and innovative initiative that improves the lives of women and girls within their community.

Community Grant Program Funding by Year (In thousands)



Lapse/Encumbrance

Year Ended March 31, 2019

(In thousands)

	Voted Estimate ⁽¹⁾	Supplement- ary Estimate ⁽²⁾	Adjusted Voted Estimate	Voted Actuals ⁽³⁾	Unexpended (Over Expended)
Program-Operating Expense					
Program 1 Ministry Support Services					
Minister's Office	\$ 140	\$ -	\$ 140	\$ 140	\$ -
Deputy Minister's Office	778	-	778	492	286
Corporate Services	1,312	-	1,312	524	788
Program 2 Gender Equality and Advancement	2,300	500	2,800	3,649	(849)
Program 3 Gender Policy, Strategy and Innovation	2,300	-	2,300	2,453	(153)
Total	\$ 6,830	\$ 500	\$ 7,330	\$ 7,258	\$ 72
Lapse					<u>\$ 72</u>
Program – Capital Investment					
Program 1 Ministry Support Services					
Corporate Services	\$ 50	\$ -	\$ 50	\$ -	\$ 50
Total	\$ 50	\$ -	\$ 50	\$ -	\$ 50
Lapse					<u>\$ 50</u>

⁽¹⁾ As per "Expense Vote by Program" and "Capital Investment Vote by Program" page 250 of 2018-19 Government Estimates.

⁽²⁾ Per the Special Warrant (No. 001/2019) for Supplementary Supply approved on March 29, 2019 (Order in Council No. 084/2019). This disclosure is made pursuant to section 30 of the *Financial Administration Act*.

⁽³⁾ Actuals exclude non-voted amounts such as amortization and valuation adjustments.