



CANADIAN  
WOMEN'S  
FOUNDATION

FONDATION  
CANADIENNE  
DES FEMMES

## Written Submission for the Pre-Budget Consultations in Advance of the 2019 Budget

Canadian Women's Foundation

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**Recommendation 1:** Provide core funding to women's organizations providing essential services in communities.

**Recommendation 2:** Initiate a fund of \$20 million annually to support sexual assault centres, jointly administered by Status of Women Canada and Public Health Canada.

**Recommendation 3:** Invest an additional \$10 million annually in legal aid clinics for sexual assault services and \$5 million in training for federal workplaces on sexual harassment and assault.

**Recommendation 4:** Support federal pay equity legislation with \$80 million annually for a Pay Equity Commission and hire 50 dedicated pay equity enforcement officers.

**Recommendation 5:** Build toward universal access to affordable quality childcare by increasing investments to a minimum of \$2 billion annually.

**Recommendation 6:** Provide full funding for the Missing and Murdered Indigenous Women & Girls Inquiry and ongoing funding to meet needs highlighted in the Inquiry process.

**Recommendation 7:** Invest an additional \$4 million in healthy relationships and consent education for youth.

**Recommendation 8:** Include specific allocations for funding for gender-responsive inter-city transportation services in provincial and territorial transfers.

**Recommendation 9:** Fund civil society participation in developing and implementing a gender-responsive national strategy on the 2030 Sustainable Development Agenda.

**Recommendation 10:** Fully implement gender analysis across federal ministries and departments and report on the Gender Results Framework from the 2018 federal budget.



## Recommendations from Canadian Women's Foundation

The Canadian Women's Foundation is Canada's national public foundation dedicated to supporting women and girls. In addition to providing funds to women's organizations nationally, we invest in building the women's sector through knowledge mobilization, networking, collaboration, and advocacy.

Canada's competitiveness is significantly compromised if half of the population is left behind. Gender equity is fundamental to Canada's social, political, and economic progress and to our prosperity. Public policy requires a robust, intersectional, gender-based analysis that considers differential impacts across communities and ensures:

- correction of chronic underfunding of women's organizations through long-term core funding
- sustainable funding of services to support survivors of gender-based violence
- full participation of women in the workforce in workplaces free of sexual violence and harassment, with pay equity and full labour rights protections
- equal access for families to affordable, licensed childcare
- youth access to healthy relationship and consent education
- community access to gender-responsive public transportation and other essential services

To ensure that the government's approach to improving Canada's competitiveness is gender-responsive and inclusive, we recommend the following:

### **1. Provide core funding to women's organizations providing essential services in communities**

The Women's Program at Status of Women Canada which previously offered long-term funding to address gender inequality at a systemic level should be restarted. A well-funded women's sector has been shown to be most effective in ensuring that legacy gains in gender equity are maintained and strengthened.

Women's organizations need to be able to depend on funds that will build capacity and extend their reach so as to develop long-term solutions, including culture changes that promote public understanding of gender inequity with an intersectional lens.

The women's sector is encouraged by the federal government's international commitment to supporting women's organizations through the Feminist International Assistance Policy. We recommend a similar of commitment of funding to women's organizations in Canada and the creation of a matching fund for national feminist philanthropy with an appropriate annual maximum. **The Canadian Women's Foundation would be pleased to work with Status of**



**Women Canada on development of a matching fund and offers to act as a convener of national feminist organizations for the process.**

## **2. Establish stable funding for sexual assault centres**

Sexual assault is a public health issue. As awareness of what constitutes sexual violence increases, victim stigmatization decreases, and institutional barriers that typically silence survivors are reduced, higher demands are placed on sexual assault centres and counselling services. Funding must be put into place proactively to support the increased staffing needs of organizations dealing with more disclosures.

The Canadian Women's Foundation recommends initiating a dedicated fund of **\$20 million annually to be jointly administered by Status of Women Canada and Public Health Canada.**

## **3. Prioritize spending on legal aid and training to support the implementation of Bill C-65**

The 2018 federal budget promised additional legal support for legal aid clinics for sexual harassment and sexual assault services. The government should ensure this funding takes the form of dedicated legal aid funds for survivors, tagged as such in provincial and territorial transfers, and double the funding to **\$10 million annually.**

The 2018 budget promised a pan-Canadian outreach program to increase awareness of sexual harassment and assault in the workplace. Using an intersectional lens, the federal government should expand this program beyond raising awareness to include workplace training, in partnership with unions, national Indigenous organizations, LGBTQ2+ organizations, and other groups at risk of workplace sexual violence and harassment. Additional attention should be paid to workplaces in the STEM fields, in the trades, and in sectors dominated by precarious work, where retention of women employees is low. We recommend an additional **\$5 million annually for training.**

## **4. Allocate funds for the development and implementation of proactive federal pay equity and pay transparency legislation**

Closing the gender pay gap is a necessary step towards women's economic justice and is vital to ensuring Canada's economic competitiveness. We anticipate that the second 2018 budget implementation bill will set out proactive federal pay equity legislation and look forward to the details and to subsequent pay transparency legislation.

To ensure that the government's commitment to closing the gender pay gap is meaningful, women's organizations across the country **recommend an investment of \$80 million annually,**



allocated to a new Pay Equity Commission for enforcement, education, and research to close the gender pay gap. Additional financial resources should also be allocated to **hire 50 dedicated pay equity enforcement officers.**

## **5. Build and fund a universal childcare program in collaboration with the provinces and territories**

Access to affordable childcare is vital to Canada's competitiveness. Lack of affordable childcare restricts women's workforce participation, and women in Canada have surpassed men in education. Childcare is a gender equity and income security issue for families of all income levels.

Families in Canada face a dual problem of excessively high childcare fees and a significant shortage of licensed childcare spaces. Approximately 44% of non-school-aged children live in "childcare deserts" – communities with an inadequate supply of licensed childcare spaces.<sup>1</sup>

The Canadian Women's Foundation welcomes the federal government's Multilateral Early Learning and Child Care Framework and the signing of bilateral early learning and childcare agreements with all 13 provinces and territories. We remain concerned that this is insufficient to generate the childcare needed to meet the needs of families and of our economy. We recommend that the federal government continue building toward universal access to affordable quality childcare by **increasing investments to a minimum of \$2 billion annually.**

## **6. Fully fund the Missing and Murdered Indigenous Women & Girls Inquiry and provide ongoing funding to meet the needs highlighted in the Inquiry process**

Many services are desperately needed for women in Indigenous communities, from schools to housing to clean water to suicide prevention. The Inquiry shows the extent to which many services are not working for women, their families, or communities and reveals the systemic racism and sexism that they experience.

The 22 recommendations presented by NWAC, LEAF, & FAFIA<sup>2</sup> before the start of the Inquiry outlined what would make this inquiry successful. We would like to highlight recommendation 7: funding to support survivors, families, and communities by addressing harms and, most

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<sup>1</sup> Canadian Centre for Policy Alternatives (2018). Child Care Deserts in Canada. <https://www.policyalternatives.ca/sites/default/files/uploads/publications/National%20Office/2018/06/Child%20Care%20Deserts.pdf>

<sup>2</sup> Native Women's Association of Canada, Canadian Journal of Women and the Law and Feminist Alliance for International Action, Recommendations from the Symposium on Planning for Change - Towards a National Inquiry and an Effective National Action Plan, 2016. Available at: [https://www.nwac.ca/wp-content/uploads/2016/02/NWAC-FAFIAsymposium\\_22reccommendations\\_2016\\_EN.pdf](https://www.nwac.ca/wp-content/uploads/2016/02/NWAC-FAFIAsymposium_22reccommendations_2016_EN.pdf)



importantly, allowing the possibility to seek redress. Within this national work to redress harms, there must be an ongoing commitment to the Truth and Reconciliation Calls to Action, including addressing harms of colonization that have led the murders and disappearances of so many Indigenous women and girls.

## **7. Prioritize spending on programs on teen healthy relationships and consent**

A fund has been established at the Public Health Agency of Canada to ensure that programs addressing teen dating violence are based on the best research and promising practices. Consent and teen healthy relationships education is critical and should not be limited to funds allocated through this Public Health program. Funds should be allocated to support the continuation of existing work regionally, especially in light of recent movements (#MeToo, #TimesUp, etc.) and changes in school curricula in Quebec and Ontario.

Given that the Ontario government has questioned the place of consent education in schools, the federal government has the opportunity to signal its support for strong sexual education curricula that will make Canada safer. The federal government can show leadership in addressing sexual violence in schools at the same level that it is addressed in universities. The work of Maison d'Haiti, Y des femmes Montreal, and Girls Rising are excellent examples of young women's leadership to address the systemic sexual violence they experience in schools and communities.

**The Canadian Women's Foundation recommends investing an additional \$4 million to support the ongoing work of women's and youth-serving organizations providing healthy relationships and consent education programs for teens with an intersectional gender lens.**

## **8. Provide innovative funding to ensure equality of access to inter-city transportation services for all communities, including rural and remote**

Recent announcements of the closure of inter-city bus services highlight transportation as a shining example of a policy area desperately in need of an intersectional gender lens. This is a women's safety and violence prevention issue, in particular for Indigenous women, as noted by the Native Women's Association of Canada and the national inquiry into Missing and Murdered Indigenous Women and Girls. For women, access to public transportation can be a matter of life or death, as experienced on BC's Highway of Tears and other remote highways.

The federal government has an important role to play in ensuring that all communities in Canada—particularly rural and remote communities—have access to safe transportation. The recent closures present safety concerns for rural and remote populations, seniors, disabled people, and those living on low incomes, as well as women.



**We recommend that federal government's transfers to provinces and territories include specific allocations for innovative funding for gender-responsive inter-city transportation services, with a focus on restoring service access and dedicated funds for women entrepreneurs and women-run services.**

### **9. Fund broad civil society participation in developing and implementing a gender-responsive national strategy on the 2030 Sustainable Development Agenda**

We welcome the federal government's commitment in its first Voluntary National Review to a collaborative process for the development of a national strategy for the 2030 Agenda. Given the government's focus on ensuring that the strategy is gender responsive, we recommend allocating funds to support women's organizations in contributing to the strategy's development and to playing a central role in implementation and monitoring.

The vision of Agenda 2030 will only be realized with strong programming at the community level. We recommend increased funding to community organizations across the country that are contributing to the realization of the SDGs through programs and services that are gender-responsive and intersectional.

### **10. Implement robust intersectional gender-based Analysis and the Gender Results Framework**

The Canadian Women's Foundation looks forward to full implementation of intersectional gender analysis across the federal government. With women surpassing men in educational attainment, women's access to the workforce and the recognition of gender impacts of federal budgets are key to Canada's prosperity. FINA Committee and the Finance Department need to be engaging experts in GBA+. One policy example: if anti-radicalization funding in Public Safety included radicalization of violence against women, events such as the Toronto van attack (incel-identified perpetrator) might have been prevented. Gendered racism, such as attacks on Muslim women, would also be addressed.

The Canadian Women's Foundation also looks forward to the first reporting on the General Results Framework from the 2018 budget. The Gender Results Framework will be a critical tool to analyze the impact of gender-based analysis in the federal budget and ensure effective implementation. Transparent reporting will allow women's organizations to review the evidence and support the government on effective gender budgeting.