

RESULTS-BASED STATUS REPORT

**Implementation of Section 41 of the
Official Languages Act
2004-2005**

Status of Women Canada

Table of Content

General Information	3
Action Plan Highlights	4
Summary of main results achieved in 2004-2005.....	7
Awareness.....	7
Consultations	7
Communications.....	8
Coordination and liaison.....	8
Funding and Program Delivery	9
Accountability	10
Communication Plan	10
Signatures	11
Annexes	12
1.- Acronyms and Abbreviations	
2.- Detailed Status Report	
3.- Initiatives undertaken by Official Language Minority Women's Organizations	
4.- Initiatives involving significant participation of Official Language Minority Women	

General Information

Status of Women Canada	MacDonald Building 123 Slater Street, 10 th Floor Ottawa , Ontario K1P 1H9 http://www.swc-cfc.gc.ca
Minister responsible :	The Honourable Liza Frulla, P.C., M.P.
Senior official(s) responsible for implementation of Part VII of the <i>OLA</i> :	Florence Ievers Co-ordinator Status of Women Canada
Mandate :	Status of Women Canada (SWC) is the federal government agency which promotes gender equality, and the full participation of women in the economic, social, cultural and political life of the country. SWC focuses its work in three areas: improving women's economic autonomy and well-being, eliminating systemic violence against women and children, and advancing women's human rights.
National coordinator responsible for implementation of section 41 of the <i>OLA</i> :	Jeannine Chauvette A/Policy and Planning Officer Program Analysis and Development Women's Program and Regional Operations E-mail : jeannine.chauvette@swc-cfc.gc.ca

Action Plan Highlights

As part as its multi-year plan (2003-06) (http://www.swc-cfc.gc.ca/pubs/ola/index_e.html), Status of Women Canada (SWC) is committed to enhancing the vitality of official language minority communities, to assisting in their development, and fostering the full recognition and use of both English and French in Canadian society. SWC has an important role in assisting women from official language minority communities to contribute fully to the development of their communities and to participate equally in the processes and events that shape their lives as well as Canadian society at large. SWC supports the efforts of official language minority women's organizations by providing technical and financial assistance, policy research tools, and promotional materials to facilitate their participation in gender equality efforts at local, regional and national levels.

Status of Women Canada (SWC) is pleased to present its 2004-05 report on achievements regarding Section 41 of the *Official Languages Act*.

The key elements of the Action Plan are identified below:

Community Needs:

SWC continues to monitor and identify the needs of official language minority women and organizations through a variety of consultation mechanisms.

The key identified community needs are:

- **Access to government programs, services and information:** access to health and social programs and services, information on relevant federal, provincial/territorial programs, resources for ongoing operations and special initiatives and information materials (e.g. reports, tools, research publications).
- **Financial, material, technical and social development assistance:** social development assistance, including funding and technical support in their efforts to address their issues.
- **Greater participation in official language minority communities and the movement for women's equality:** to become full and active participants in their own communities and in the women's equality movement at local, regional and national levels.
- **Opportunities to contribute to the public policy process:** greater recognition, by departments and agencies, of the presence, realities and issues of official language minority women, as well as mechanisms to facilitate their participation in the public policy process.

Principal Measures

The SWC Action Plan identified four principal measures, which serve as strategies to respond to the identified common needs of official language minority women:

- To provide social development assistance to official language minority women's organizations and funding for initiatives consistent with the Women's Program funding requirements.
- To promote greater collaboration between decision-makers and official language minority women's organizations so as to facilitate the involvement of these organizations in the public policy process at local, regional, national and international levels.
- To encourage official language minority women and organizations to participate in SWC activities related to policy research.
- To promote and facilitate the commemoration of key women's equality dates (Women's History Month, International Women's Day, National Day of Remembrance and Action on Violence Against Women, Persons Day, etc.) by official language minority women and organizations, as well as to encourage their greater involvement.

Expected Results

The Action Plan identifies three planned results:

1. Enhanced organizational capacity among official language minority women groups
2. More inclusive public policy process
3. Active role and full participation by official language minority women and organizations in their community and in the women's equality movement

In its efforts to implement the *Official Languages Act*, SWC took steps to introduce a new focus to its Action Plan 2003-06 in order to reflect the principles of *Results for Canadians* (http://publiservice.tbs-sct.gc.ca/res_can/rc_e.asp).

This new focus will facilitate a more coordinated approach to the efforts by different directorates in implementing SWC's commitment to the *Official Languages Act* and will assist SWC in focusing its efforts beyond activities by aiming for concrete and relevant results.

To help facilitate the transition towards a results-based focus, SWC undertook various activities during the year covered by this report. Canadian Heritage has developed a new performance measurement tool for identifying achieved key results. This tool, used by the different directorates to collect information, facilitated the preparation of our Result-based Status Report 2004-05. The four principal measures of SWC Action Plan 2003-06 are reflected in the six categories suggested by Canadian Heritage.

The following pages provide an overview of key results in categories as suggested in the new format: awareness, consultation, communications, coordination and liaison, funding and program delivery, and accountability.

Summary of main results achieved in 2004-2005

Awareness

Consistent with the 2003-2006 Action Plan, SWC's senior management was made aware of the importance of aiming for concrete results and assuming leadership for implementing the plan. Individuals responsible for the official language file in each directorate attended in a variety of activities, which were organized by SWC and Canadian Heritage. As well, they received resources to assist them in their work, including a performance-measurement tool. SWC noted an increase in staff interest and involvement in official language events, which may be due in part to increased awareness among SWC personnel of the official languages minority communities (OLMCs) and of the *Official Languages Act*, in particular the impact of section 41.

Consultations

Status of Women Canada developed its three-year action plan (2003-06) by considering its mandate and priorities following consultations with women in OLMCs. In implementing Section 41, *Official Languages Act*, SWC is guided by the principles of inclusion and the respect for diversity. This integrated focus assists us to apply a systematic approach in examining proposals in light of prospects for participation by, and impact on, official language minority women. Moreover, SWC attempts to ensure that discussions with stakeholders are reflective of the issues and needs of official language minority women.

Sustained efforts were made at every level to foster collaboration among decision-makers and women's organizations in the official language minority communities. SWC included women's organizations in official language minority communities in its consultations and encouraged its partners to do the same. Informal consultations in regions helped SWC staff expand their understanding of the concerns and diversity of women in official language minority communities. SWC developed ongoing communication mechanisms with organizations representing women in official language minority communities in the regions.

For example, during the regional strategic planning process, the realities and priorities of Francophone minority women living in BC and in Yukon were openly discussed and highlighted. In the Atlantic region, SWC continued to monitor the level of Francophone women's representation within women's groups to ensure their inclusion in areas of common concern as well as their participation in the strategic policy development. In the Quebec/Nunavut region, SWC made specific efforts to bring together Anglophone and Francophone groups to work in partnership.

Communications

SWC encouraged greater involvement by official language minority women and their organizations in activities to commemorate key dates for women's equality. A variety of bilingual communications products for special events, such as International Women's Day, Women's History Month, the National Day of Remembrance and Action on Violence Against Women, and the Governor General's Awards in Commemoration of the Persons Case, were sent to individuals and organizations on SWC's mailing lists.

SWC continued to ensure that all stakeholders have access to all policy research funded by the Policy Research Fund (PRF). These reports were distributed to federal and provincial ministers and governmental officials, SWC regional offices, other targeted individuals, research bodies and women's groups including official language minority organizations.

SWC staff participated regularly in official language minority communities' events where they had the opportunity to distribute bilingual material.

SWC also encouraged women from official language minority communities to attend its conferences on gender-based analysis. This experience provided them with better tools to analyze policies that affect them directly.

Coordination and liaison

SWC officials continue to sit on various inter-departmental committees that provide support to official language communities, in particular the Federal Councils and the Canadian Heritage interdepartmental committee, Section 41, *Official Languages Act* to ensure that discussions and policy considerations address the issues and priorities of women, including official language minority women.

SWC noted increased collaboration with multiple partners in an effort to meet the priorities of the official language minority communities in the regions. A special effort was made to foster networking among women in official language minority communities in the Prairies. In Atlantic Canada, the work performed last year with Francophone and Acadian women certainly contributed to the success of *Sommet des femmes 2004* held in August 2004 as part of the 3rd Congrès mondial acadien.

In addition, SWC's Co-ordinator acted as Official Languages Champion and participated in the annual meeting of the Departmental Official Languages Champions. SWC was also represented at the Joint Conference, 2005 edition, Official Languages Champions and the Project Review Committee for the Official Languages Innovation Program. The Coordinator continues to ensure that SWC's decision-making process takes official languages commitments into consideration.

Funding and Program Delivery

In 2004-05, SWC funded a number of initiatives for a total of \$731,063. Thirteen official language minority community organizations benefited from these grants, including five new client groups. Nine more organizations also received funding under initiatives that address the needs and issues faced by women in official language minority communities. The list of grants is attached to this document.

SWC's aim is to enhance organizational capacity, facilitate institutional change and promote inclusive public policy processes for official language minority women so they have greater access to and become active participants in the economic, political, social and cultural aspects of Canadian society.

As well, SWC provided technical support (e.g. creating linkages among groups, helping groups gain access to various parts of government, providing access to resource materials and tools, etc.) to official language minority women's organizations.

The following examples illustrate the types of financial and technical assistance provided. For additional information see the attached list of grants.

- Setting up an ongoing working relationship with Canadian Heritage to coordinate efforts aimed at supporting Francophone women's organizations in their preparations contributed to the success of the Sommet des Femmes 2004 in the Atlantic region. Following this major event summit participants having been made aware of the socio-economic profile of Acadian and Francophone women in the Atlantic region attended a working session that led to a decision to demand that an anti-poverty legislation be enacted.
- In Ontario, Les femmes immigrantes francophones d'Orléans received a grant to improve their ability to lobby for access to the different services they require.
- In the Prairies, the focus was on inter-regional networks and information sharing between provincial organizations representing Francophone women in Manitoba, Pluri-elles, and the Coalition des femmes de l'Alberta.
- Financial support was provided for the Réseau-Femmes Colombie-Britannique to develop a strategic plan for their organization.

Furthermore, SWC aims to build the organizational capacity of official language minority women so they could have the knowledge, skills and tools necessary to advance their issues and become full and active participants in the efforts to advance women's equality. To that effect, SWC entered into an Interdepartmental Partnership with the Official-Languages Communities (IPOLC) agreement. The following three initiatives aimed at increasing groups' organizational capacity were funded in 2004-05 under this agreement:

- Coalition des Femmes de l'Alberta for *Dialogue Femmes Francophones de l'Alberta*;
- Coalition nationale des organismes de femmes de minorité raciales et ethnoculturelles francophones for *Développement économique : Alternative d'intégration pour les femmes des minorités raciales et ethnoculturelles francophones*; and
- Femmes Équité Atlantique for *L'équité économique et les femmes francophones évoluant en situation minoritaire dans les provinces atlantiques - Volet II*.

Descriptions of these initiatives are attached.

SWC also noted that the financial and technical assistance provided to women in official language minority communities helps improve the organizational ability of women's organizations in official language minority communities, a more active role and fuller participation by women and women's organizations from official language minority communities in their community and in the movement for women's equality, which in the longer term contributes to more inclusive government policy development in relation to women in official language minority communities.

Accountability

A summative evaluation of the effectiveness and appropriateness of the Women's Program is currently being undertaken. This evaluation, which involves consultations with communities, including the official language minority communities, official language minority communities will provide an opportunity for women from official language minority communities to share their concerns as they are part of the sample of consulted groups.

The evaluation results will be made available in August 2005. They will also enable SWC to measure the progress made in the area of women's equality and to identify the weaknesses in our work so we can make the necessary adjustments towards achieving our goals.

Communication Plan

Distribution list

- All SWC staff
- Members of the Committee of Deputy Ministers on Official Languages
- Members of the House of Commons Standing Committee on Official Languages
- Members of the Senate Standing Committee on Official Languages
- Commissioner of Official Languages
- Key Official Language Minority Communities Organizations at national , regional and local levels

This report will also be available for consultation, in downloadable format, on the SWC Web site (http://www.cfc-swc.gc.ca/pubs/ola/index_e.html)

Annexes

1.- Acronyms and Abbreviations

2.- Detailed Status Report

3.- Initiatives undertaken by Official Language Minority Women's Organizations

4.- Initiatives involving significant participation of Official Language Minority Women

Acronyms and Abbreviations

GBA	Gender-based analysis
DIAND	Department of Indian and Northern Affairs Canada
IPOLC	Interdepartmental Partnership with the Official-Language Communities
NGO	Non-governmental organization
<i>OLA</i>	<i>Official Languages Act</i>
OLMC	Official Language Minority Communities
PCH	Canadian Heritage
PRF	Policy Research Fund
SWC	Status of Women Canada
WP	Women's Program

Detailed Status Report

A. AWARENESS (In-house activities)

[Training, information, orientation, awareness, communication and other activities carried out **in-house** in order to educate employees and/or senior managers of the agency about linguistic duality and the priorities of **Official Language Minority Communities (OLMCs)**; senior manager performance contracts and recognition programs; taking the viewpoint of OLMCs into account during research, studies and investigations.]

Main expected results for the period covered by the action plan	Main activities carried out for the year covered by the status report	Progress (results) achieved for the year covered by the status report
<p>The directorates are informed about linguistic duality and understand their responsibility with regard to OLMCs.</p> <p>Ongoing implementation of the Multi-Year Action Plan 2003-06 for section 41 of the <i>Official Languages Act</i>.</p>	<p>Information sessions organized for SWC staff responsible for official language issues, regions and different SWC directorates. Responsible officials then shared the information with employees in their respective sections.</p> <p>For example:</p> <ul style="list-style-type: none"> • A session at which Heritage provided an overview of IPOLC, • Information on the implementation of section 41 was part of the orientation session for a new employee. <p>Participation in meetings and workshops for national coordinators of key federal departments and agencies targeted by the implementation of section 41 of the <i>Official Languages Act</i>.</p> <p>For example:</p> <ul style="list-style-type: none"> • The National Coordinator and an official from the Research Directorate participated in a meeting on research as a development program and action tool for official language minority communities. <p>Information circulates regularly and through bulletin 41-42 and other relevant documents to senior management and to the different directorates.</p> <p>Participation by officers in different forums and workshops on linguistic duality.</p> <p>Participation by regions and headquarters staff in activities organized for the <i>Rendez-vous de la francophonie</i>.</p>	<p>SWC employees are more aware of OLMCs and of the <i>Official Languages Act</i>, in particular the impact of section 41.</p> <p>Increased interest and participation by staff in training activities.</p>

B. CONSULTATION (Sharing of ideas and information with OLMCs)

[Activities (e.g. committees, discussions, meetings) through which the agency consults the OLMCs and dialogues with them to identify their needs and priorities or to understand potential impacts on their development; activities (e.g. round tables, working groups) to explore possibilities for cooperation within the existing mandate of the agency or as part of developing a new program or new policy; participation in consultations with OLMCs coordinated by other government bodies; consultation of OLMCs by regional offices to determine their concerns and needs.]

Main expected results for the period covered by the action plan	Main activities carried out for the year covered by the status report	Progress (results) achieved for the year covered by the status report
<p>Foster more collaboration between decision-makers and women's organizations in OLMCs to facilitate their involvement in the policy development process.</p> <p>OLMCs have an opportunity to address their needs, participate in SWC activities and explain the obstacles they face in terms of access to SWC's programs.</p> <p>Regional and national delivery of the Women's Program and representation of the SWC mandate in the regions takes into consideration the priorities of women in OLMCs.</p> <p>OLMCs are part of the regular clientele of the regional and national offices.</p>	<p>Consultation with women in OLMCs on different items of interest to their communities. For example:</p> <ul style="list-style-type: none"> Non-governmental organizations that include women's organizations in OLMCs were invited to nominate candidates to participate in meetings of the UN Economic Commission for Europe and Beijing +10. <p>Inclusion of OLMCs in different events organized by SWC. For example:</p> <ul style="list-style-type: none"> On January 27, 2005, SWC hosted a conference entitled: Looking Ahead: Sustaining Gender-Based Analysis (GBA) in the 21st Century. <p>Inclusion of OLMCs as key sources of information in the evaluation of the Women's Program.</p> <p>Participation in interdepartmental meetings at which OLMCs had an opportunity to discuss the implementation of section 41 of the <i>Official Languages Act</i> with representatives of different federal departments.</p> <p>Participation in informal discussions with OLMC organizations in the regions. For example:</p> <ul style="list-style-type: none"> In Alberta and Manitoba, several events were organized by Francophone women's organizations, including a full day of presentations on provincial consultations by <i>Plurie-elles</i> and consultations with Francophone immigrant women's organizations on the barriers they face in the Prairies. 	<p>Women in OLMCs were represented at different consultations and meetings.</p> <p>OLMC women's organizations participated in a conference on GBA and will be in a position to apply the knowledge acquired.</p> <p>SWC has established ongoing communications with organizations that represent women in OLMCs in the regions.</p> <p>Priorities of women in OLMCs were taken into consideration and there has been an increase in the number of references to the issue of women in OLMCs during regional planning sessions and interdepartmental/ intergovernmental work.</p> <p>In some regions, SWC is seen as an organization that helps OLMCs integrate into their immediate surroundings.</p>

C. COMMUNICATIONS (Transmission of information to OLMCs)

[External communications activities to inform OLMCs about the activities, programs and policies of the agency and to promote the bilingual character of Canada; inclusion of OLMCs in all information and distribution lists; use of the agency's Web site to communicate with OLMCs.]

Main expected results for the period covered by the action plan	Main activities carried out for the year covered by the status report	Progress (results) achieved for the year covered by the status report
<p>OLMCs can get information about activities and services available through the SWC Web site.</p> <p>OLMCs receive up to date information on SWC programs and services, including GBA, WP and the PRF.</p> <p>Women and organizations in OLMCs are encouraged to participate in SWC policy research activities.</p> <p>More involvement by women and organizations in OLMCs in commemorating key dates for women's equality.</p>	<p>Inclusion of OLMCs and groups representing women in OLMCs on the mailing list for documents, information, invitations to tender, reports, notices of events and information on policy-related issues.</p> <p>For example:</p> <ul style="list-style-type: none"> • The Prairie Region distributed to all funded organizations, including many Francophone women's organizations, two compilations of current resources and events in electronic form in both French and English. • In the Prairie Region, staff took part in a number of events aimed at raising public awareness about violence against women and women's equality issues. Information was provided in French at these. • A national conference on child care was organized in both official languages, and subsidies were provided for participation to a number of organizations, including women in OLMCs events. • Atlantic region officials maintained frequent contact with 6 to 8 Francophone women's organizations as well as with the committee for the <i>Sommet des femmes 2004</i>, which runs in conjunction with the <i>Congrès mondial acadien 2004</i>. The <i>Sommet's</i> organizing committee consisted of representatives from the four Atlantic provinces, and addressed the priorities of Francophone and Acadian women. 	<p>Regular update of information on SWC activities and services on the Web site.</p> <p>Mailing lists are regularly updated.</p> <p>OLMCs have more access to SWC information documents and services.</p> <p>Increased representation by women in OLMCs in activities funded by mainstream women's organizations, particularly in the regions.</p>

D. COORDINATION AND LIAISON (Does not include funding - Internal coordination and liaison with other government institutions)

[Coordination activities (research, studies, meetings, etc) carried out by the agency itself along with other federal departments or other levels of government; participation in activities organized by other federal departments, other levels of government, etc.; participation of official languages champions, national and regional coordinators, etc., in various government fora.]

Main expected results for the period covered by the action plan	Main activities carried out for the year covered by the status report	Progress (results) achieved for the year covered by the status report
<p>SWC collaborates with many partners in order to meet OLMC priorities.</p> <p>Better knowledge of OLMC issues and needs.</p>	<p>SWC Champion attended numerous high level meetings, including: 8th Conference of Departmental Champions of Official Languages in St. John's, Newfoundland, May 18 to 19, 2004 and a meeting with Diana Monnet, Vice-President, Public Service Human Resources Management Agency of Canada, and Official Languages on August 23, 2004. SWC was also represented at the official languages innovation program review in February 2005.</p> <p>Participation in national coordinators' meetings and at special events.</p> <p>Participation in a number of interdepartmental committees, federal councils and their sub-committees on official languages.</p> <p>Implementation of working relations in the regions with provincial government offices dealing with OLMC issues.</p> <p>Participation in the regions in interdepartmental meetings that bring together representatives from different federal departments and community organizations to discuss the implementation of OLA section 41.</p> <p>Implementation of on-going working relations with Canadian Heritage to coordinate efforts aimed at supporting Francophone women's organizations in their preparations for the <i>Sommet des Femmes</i> 2004, as part of the <i>Congrès Mondial Acadien</i> 2004.</p> <p>Support for the inter-regional network and sharing of information among provincial Francophone women's organizations in Manitoba, <i>Pluri-elles</i>, and <i>Coalition des femmes de l'Alberta</i>.</p>	<p>The OL Champion continues to ensure that SWC's decision-making process takes official languages commitments into consideration.</p> <p>Increased collaboration with different partners in the interest of responding to OLMC priorities in the regions.</p> <p>Expanded network of SWC contacts on OLMC issues in the regions.</p>

E. FUNDING AND PROGRAM DELIVERY

[Implementation of the agency's programs and delivery of its services; funding, alone or in cooperation with other federal departments/agencies, of OLMC projects; inclusion of the needs of OLMCs in the delivery of the agency's programs and services.]

Main expected results for the period covered by the action plan	Main activities carried out for the year covered by the status report	Progress (results) achieved for the year covered by the status report
<p>OLMCs have access to SWC programs and services.</p> <p>SWC takes into consideration the geographic dispersal of OLMCs in its program delivery.</p>	<p>Funding: see appended list. The WP funded 13 OLMC organizations for a total of \$731,063. Five of these organizations were new WP clients. Nine other organizations also received funding for initiatives taking into consideration the needs and issues faced by women in OLMCs.</p> <p>Joint funding with other federal, provincial and municipal partners for initiatives proposed by women in OLMCs.</p> <p>Participation in the Interdepartmental Partnership with the Official-Language Communities (IPOLC), in 2004-05, three initiatives were funded under IPOLC:</p> <ul style="list-style-type: none"> • <i>Coalition des Femmes de l'Alberta for: Dialogue femmes francophones de l'Alberta;</i> • <i>Coalition nationale des organismes de femmes de minorité raciales et ethnoculturelles francophones for: Développement économique: Alternative d'intégration pour les femmes des minorités raciales et ethnoculturelles francophones;</i> and • <i>The Femmes Équité Atlantique working group for: L'équité économique et les femmes francophones évoluant en situation minoritaire dans les provinces atlantiques - Volet II.</i> <p>Regular delivery of professional services to women's organizations in OLMCs. For example: organizational development, development of proposals, search for funding, networking, partnership, facilitating access by organizations to different government sectors, access to resources and tools, etc.</p> <p>Secondment to provide help for OLMC activities.</p>	<p>SWC has helped increase the ability of OLMCs to get organized and come together to respond to women's issues.</p> <p>SWC negotiated an IPOLC protocol under which it funded Francophone minority women's organizations.</p> <p>SWC has promoted the mobilization of Francophone and Acadian women from Atlantic Canada in the development of action strategies on socio-economic policies and contacts with key partners</p> <p>SWC is more and more often asked by OLMC organizations to provide financial and professional assistance.</p> <p>Also, SWC has provided technical assistance (e.g.) to official language minority women's groups.</p>

F. ACCOUNTABILITY

[Activities through which the agency integrates its work on the implementation of section 41 of the *OLA* with the agency's planning and accountability mechanisms (e.g. report on plans and priorities, departmental performance report, departmental business plan, status report on implementation of section 41 of the *OLA*, etc); internal audits and evaluations of programs and services; regular review of programs and services as well as policies by senior managers of the agency to ensure implementation of section 41 of the *OLA*.]

Main expected results for the period covered by the action plan	Main activities carried out for the year covered by the status report	Progress (results) achieved for the year covered by the status report
<p>Systematic and regular evaluations and internal audits are conducted, and always contain elements and criteria that can help determine how programs and services affect OLMCs.</p> <p>SWC systematically takes into consideration how programs and services affect the OLMCs.</p>	<p>OLMC members were involved and interviewed in the evaluation of the Women's Program.</p> <p>Use of the performance measurement tool to prepare the 2004-05 Status Report.</p> <p>Inventory of initiatives related to OLMCs.</p> <p>Special attention paid to the implementation of <i>OLA</i> section 41 during regional planning.</p> <p>For example:</p> <ul style="list-style-type: none"> In BC/Yukon, OLMC concerns were explicitly and systematically integrated into the entire regional planning and programming process. 	<p>OLMCs get to share their concerns during the WP's evaluations.</p> <p>SWC reports more regularly on results achieved.</p>

Initiatives undertaken by Official Language Minority Women's Organizations

NATIONAL

COALITION NATIONALE DES ORGANISMES DE FEMMES DE MINORITÉS RACIALES ET ETHNOCULTURELLES FRANCOPHONES

400 – 251, rue Bank
Ottawa (Ontario)
H2P 1X3

Développement économique : Alternative d'intégration pour les femmes des minorités raciales et ethnoculturelles francophones

\$140,490

Par le biais de cette initiative, la Coalition nationale des organismes de femmes des minorités raciales et ethnoculturelles francophones travaillera principalement à l'avancement de la situation économique des femmes des minorités raciales et ethnoculturelles francophones à travers le Canada. Les femmes des minorités raciales et ethnoculturelles francophones développeront et produiront des outils de travail (5 plans stratégiques régionaux, 1 plan stratégique national) visant à avancer l'égalité économique des femmes des minorités raciales et ethnoculturelles francophones à l'échelle provinciale et nationale. Les femmes bénévoles seront formées sur les stratégies et les dossiers en cours dans le but d'assurer la mise en œuvre des plans stratégiques régionaux et ainsi accroître leurs capacités organisationnelles. En plus de documenter et distribuer le savoir-faire et les réalisations des modèles d'entreprises sociales et coopératives de travail des femmes, l'initiative permettra à la Coalition nationale de créer des partenariats efficaces, stratégiques et durables pour assurer l'accès des femmes des minorités raciales et ethnoculturelles francophones aux programmes d'Industrie Canada, Patrimoine canadien, à ceux d'autres ministères du gouvernement fédéral et d'identifier d'autres partenaires pouvant appuyer le démarrage des entreprises sociales ou des coopératives de travail à l'échelle provinciale ou communautaire. Un cadre d'évaluation sera élaboré avec l'aide d'une évaluatrice externe pour mesurer l'efficacité des approches, des stratégies, de l'engagement et du leadership, de même que des résultats (incluant l'impact de l'entreprise sociale sur l'autonomie financière des femmes des minorités raciales et ethnoculturelles francophones).

(Economic development: Integrating women from Francophone racial and ethnocultural minorities)

Coalition nationale des organismes de femmes des minorités raciales et ethnoculturelles francophones will use this initiative to improve the economic situation of women from Francophone racial and ethnocultural minorities throughout Canada. Women from Francophone racial and ethnocultural minorities will develop and prepare work tools (5 regional strategic plans, 1 national strategic plan) aimed at promoting the economic equality of women from Francophone racial and ethnocultural minorities at the provincial and national level. Female volunteers will receive training on the strategies and issues of the day in an effort to ensure the implementation of regional strategic plans and thereby enhance their organizational abilities. In addition to documenting and disseminating skills and achievements of women's partnership and cooperative business models, the initiative will enable the Coalition to create effective, strategic and sustainable partnerships that will ensure access by women from Francophone racial and ethnocultural minorities to programs run by Industry Canada, Heritage Canada and other federal departments, and will identify other partners who could support the launch of partnership or cooperative businesses at the provincial or community level. An evaluation framework will be developed with the help of an outside female evaluator to measure the effectiveness of each approach, strategy, commitment and leadership, as well as the results (including the impact of partnership businesses on the financial autonomy of women from Francophone racial and ethnocultural minorities).

LE GROUPE DE TRAVAIL FEMMES ÉQUITÉ ATLANTIQUE

a/s Muriel McQueen Fergusson Centre for Family Violence Research
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E3B 5A3

L'équité économique et les femmes francophones évoluant en situation minoritaire dans les provinces atlantiques - Volet II

\$62,044

Ceci est une initiative conjointe avec Patrimoine canadien sous l'Entente en partenariat interministérielle avec les communautés des langues officielles (PICLO) en situation minoritaire qui a pour objectif principal de bâtir la capacité des femmes porteuses des dossiers liés à la problématique de l'équité économique pour les femmes francophones des provinces de l'Atlantique. Le groupe représente les secteurs communautaire, recherche, gouvernement et académique et va entreprendre une démarche de mobilisation liée à l'égalité économique afin d'accroître l'efficacité des regroupements de femmes francophones évoluant en milieu minoritaire à travers les quatre provinces atlantiques. Diverses sessions de travail comprendront la familiarisation à l'analyse comparative entre les sexes (ACS) ainsi que l'introduction d'outils permettant d'influencer l'adoption de politiques publiques visant l'équité socio-économique. Cette initiative permettra à une quarantaine de femmes de transmettre de nouvelles connaissances et stratégies à leur organisme respectif, et si possible à d'autres femmes dans leur communauté. Elles utiliseront les expertises multiples des membres du Comité aviseur, des équipes de recherche du Centre Muriel McQueen Fergusson et des alliées de la communauté atlantique. Le plan d'évaluation du groupe inclut surtout des grilles d'évaluation qui seront distribuées aux participantes de la formation (grille d'auto-évaluation de la formation et grille d'évaluation des stratégies utilisées pour la diffusion de l'information).

(Economic equity and Francophone women living in minority situations in the Atlantic provinces - Phase II)

This is a joint initiative with Heritage Canada under the Interdepartmental Partnership with the Official Language Communities (IPOLC) in minority situations, whose main objective is to build up the skills of women handling issues related to economic equality for Francophone women living in the Atlantic provinces. The group represents the community, research, government and academic sectors, and will undertake an economic equity mobilization exercise in order to enhance the effectiveness of groups representing Francophone women living in minority communities throughout the four Atlantic provinces. There will be a number of working sessions aimed at familiarizing participants with gender-based analysis (GBA) and introducing tools that will help influence the adoption of public policies aimed at achieving socio-economic equality. This initiative will enable some forty women to transmit new knowledge and strategies to their respective organizations and, if possible, to other women in their community. They will use the multifaceted expertise of members of the Comité aviseur, the Muriel McQueen Fergusson Centre's research teams and allies in the Atlantic community. The group's evaluation plan includes evaluation grids, which will be distributed to participants at the training sessions (self-evaluation grid for the training and evaluation grid for the strategies used to disseminate the information).

NEW BRUNSWICK / NOUVEAU-BRUNSWICK

COLLECTIF DES FEMMES DU NOUVEAU-BRUNSWICK (C.F.N.B.)

813, rue Bernard
Dieppe (Nouveau-Brunswick)
E1A 5Y2

Intégrons la diversité - Phase II

\$25,000

Suite à la Phase I de ce projet qui voulait tenter d'amorcer une réflexion sur les besoins particuliers et spécifiques des femmes issues des communautés ethnoculturelles francophones vivant en milieu minoritaire. Le groupe a procédé à une analyse socio-économique de la situation auprès d'une soixantaine de femmes immigrantes ainsi que des partenaires ciblés du secteur du travail afin d'aider à trouver des solutions liées à l'équité économique. La Phase II du projet, qui retiendra encore une fois le modèle des groupes témoins, servira à divulguer les résultats obtenus lors de la première phase du projet et permettra aux femmes ainsi qu'aux intervenantes et aux intervenants du milieu de l'emploi de développer des solutions réalistes et applicables. Un plan d'évaluation compréhensif fut soumis avec des indicateurs de succès.

(Integrating diversity - Phase II)

A follow-up to Phase I of this initiative, which examined the special and specific needs of women in Francophone ethnocultural communities living in a minority situation. The group conducted a socio-economic analysis of the situations of some 60 immigrant women, as well as targeted labour sector partners, to help find solutions for economic equity. Phase II of the project, which will once again use focus groups, will help disclose the findings from Phase I and enable women and labour sector stakeholders to develop realistic and appropriate solutions. A comprehensive evaluation plan was submitted along with the performance indicators.

**BRITISH COLUMBIA AND YUKON REGION / RÉGION DE LA COLOMBIE-BRITANNIQUE ET
DU YUKON**

RÉSEAU-FEMMES COLOMBIE-BRITANNIQUE

302 - 1037 Broadway Ouest

Vancouver (Colombie-Britannique)

V3L 2A5

Initiative de développement organisationnel stratégique

\$65,000

Par cette initiative, Réseau-femmes Colombie-Britannique vise à élaborer un plan de développement organisationnel stratégique, dans le but d'obtenir la reconnaissance et l'appui du milieu externe ainsi que l'efficacité interne, le tout visant à assurer la pérennité et l'expansion de ce réseau provincial des femmes francophones d'un milieu minoritaire. L'organisme oeuvrera à sensibiliser plus largement la communauté, et à mobiliser plus de ressources et de partenaires afin de s'adapter et de se repositionner plus stratégiquement pour le futur. Cette initiative va permettre au groupe de le faire par une approche systémique, participative et consultative. Un cadre d'évaluation a été bien élaboré pour assurer l'amélioration du fonctionnement dynamique entre l'organisme, ses membres et avec l'ensemble de ses partenaires.

(Strategic organizational development initiative)

Réseau-femmes Colombie-Britannique aims to use this initiative to develop a strategic organizational development plan in order to secure the acknowledgement and support of the outside world, as well as internal effectiveness, all with the purpose of ensuring the continuity and expansion of this provincial network for Francophone women in a minority situation. The organization will work to enhance community awareness and get more resources and partners committed so it can adapt and reposition itself more strategically in the future. This initiative will give the group an opportunity to use a more systemic, participatory and consultative approach. An evaluation framework was developed to improve the dynamic interactions among the organization, its members and its partners.

ONTARIO REGION / RÉGION DE L'ONTARIO

LE COMITÉ DES FEMMES FRANCOPHONES DE L'ACFO DE LONDON

920, rue Huron
London (Ontario)
N5Y 4K4

Accroître l'accessibilité aux services en matière de violence contre les femmes pour les femmes francophones de la région de London **\$48,259**

Le but principal de cette initiative est de travailler à l'élimination de la violence faite aux femmes par l'amélioration de l'accessibilité aux services en matière de violence contre les femmes pour les femmes d'expression française de la région de London. Dans cette première initiative, le comité des femmes francophones de l'ACFO London-Sarnia réussira à mobiliser les femmes francophones, à accroître leurs propres connaissances par rapport à la violence faite aux femmes, et à les outiller pour qu'elles prennent en charge ce dossier et pour qu'elles s'impliquent davantage au processus décisionnel des institutions clés dans la région. Une recherche documentaire, des entrevues et des groupes de discussion avec les femmes francophones, les intervenantes et les directions des organismes et agences oeuvrant auprès des femmes victimes de violence permettront de dresser un portrait de la situation des services offerts et des besoins spécifiques des femmes francophones. Un rapport sera rédigé et partagé lors d'un forum qui rassemblera tous les partenaires et permettra de les engager dans l'élaboration d'un plan d'action concret. Le comité encadreur représente la diversité des femmes francophones de la région : femmes canadiennes-françaises, femmes immigrantes et réfugiées, jeunes et aînées. Les femmes participeront à toutes les étapes et tous les volets de l'initiative. Le groupe a développé un plan d'évaluation détaillé pour mesurer le progrès et le succès de l'initiative.

(Improve access to services connected to violence against Francophone women in the London area)

The main goal of this initiative is to work towards eliminating violence against women through improved access to services connected to violence against Francophone women in the London area. For this first initiative, the Francophone women's committee of the London-Sarnia ACFO will mobilize Francophone women, increase their knowledge about violence against women and equip them to take charge of this issue so they can become more involved in the decision-making process in key local institutions. Documentary research, interviews and focus groups with Francophone women, stakeholders and managers of organizations and agencies working with women who are victims of violence will be used to draw a picture of the status of services provided and the specific needs of Francophone women. A report will be prepared and disseminated at a forum that will bring together all the partners and help them become more involved in the development of a concrete action plan. The steering committee reflects the diversity of Francophone women in the region: French-Canadian women, immigrant and refugee women, and young and elderly women. Women will be involved in every step and stage of the initiative. The group has developed a detailed evaluation plan to measure the initiative's progress and success.

OPALE – REGROUPEMENT DE FEMMES HANDICAPÉES FRANCOPHONES

330, rue St-Philippe
Alfred (Ontario)
K0B 1A0

Profil socio-économique de la personne handicapée **\$40,000**

L'initiative proposée par OPALE vise à améliorer la condition socio-économique des femmes handicapées de Prescott-Russell et à favoriser leur pleine participation dans la communauté. OPALE identifiera les besoins, priorités et les forces des femmes handicapées sur le territoire des comtés-unis de Prescott et Russell; documentera les problématiques et obstacles que rencontrent les différents secteurs socio-économiques dans leur livraison de services auprès des femmes handicapées. Par le biais de forum, entrevues et rencontres de validation le groupe mettra en place un plan stratégique menant à des mesures concrètes qui favoriseront l'égalité pour les femmes handicapées et obtiendra l'engagement des femmes et du secteur socio-économique à participer à la mise en œuvre de ce plan. Opale aura de ce fait une meilleure

connaissance des répercussions de ces différences par rapport aux hommes vivant avec une déficience. OPALE a élaboré une grille d'évaluation afin d'assurer l'atteinte des objectifs.

(Socio-economic profile of people with disabilities)

The initiative proposed by OPALE aims to improve the socio-economic conditions of women with disabilities in Prescott-Russell and promote their full participation in the community. OPALE will identify the needs, priorities and strengths of women with disabilities throughout the United Counties of Prescott and Russell; document the issues and obstacles faced by the different socio-economic sectors in their delivery of services to women with disabilities. Through a forum, interviews and validation meetings, the group will draw up a strategic plan that will produce concrete results in terms of promoting equality for women with disabilities and getting women and the socio-economic sector to commit to more involvement in the plan's implementation. This will enable OPALE to get a better understanding of the impact of any differences in comparison to men with disabilities. OPALE has developed an evaluation grid to ensure that the objectives are achieved.

CENTRE ESPOIR SOPHIE CENTRE

298, rue Dalhousie
C.P. 52102
Ottawa (Ontario)
K1N 7E2

[Connaître les besoins des travailleuses du sexe francophones et anglophones oeuvrant dans la rue à Ottawa et leur faciliter l'accès aux services]

Cette recherche-action découle du fait que la collectivité est préoccupée par le manque de services et de la nécessité de répondre aux besoins des femmes marginalisées francophones et anglophones qui sont des travailleuses du sexe oeuvrant dans la rue dans la région d'Ottawa. Cette initiative bilingue multimodale permettra de : cerner les besoins des travailleuses du sexe oeuvrant dans la rue; déterminer les services existants; élaborer des stratégies pour remédier au manque d'accès aux services, de communication entre les organismes et de ressources; élaborer des mécanismes pour permettre aux travailleuses du sexe de s'exprimer davantage et pour assurer leur sécurité. Le centre utilisera des groupes de réflexion, des entrevues individuelles et des réunions avec des prestataires de services et des femmes pour accroître la sensibilisation aux besoins des travailleuses du sexe oeuvrant dans la rue et la connaissance de ceux-ci, et pour donner à ces femmes un meilleur accès à des ressources adéquates dans la région d'Ottawa. L'initiative comprendra un forum avec des prestataires de services, au cours duquel le Centre Espoir Sophie Centre présentera des recommandations visant à rendre les services et les ressources plus accessibles. Un plan d'évaluation exhaustif permettra au Centre Espoir Sophie Centre de faire rapport des résultats au fur et à mesure du déroulement de l'initiative.

Supplément : Compte tenu de ce que le groupe observe à partir des entrevues avec les femmes travailleuses du sexe, à savoir l'isolement des travailleuses du sexe francophones à Ottawa et l'absence de lien avec les ressources communautaires, il semble important d'avoir un groupe de travail pour se pencher sur un plan d'action qui aura comme objectif la mise en place des stratégies, afin de déterminer comment les organismes peuvent mieux rejoindre cette population et comment ils pourront à l'avenir mieux cerner les besoins de ces femmes. Comme organismes francophones à Ottawa, le Centre espoir Sophie et ses partenaires mettront sur pied un comité de travail qui pourra assurer l'élaboration de ce plan d'action. **\$ 15,000**

Accessing Needs and Facilitating Services for Francophone and Anglophone Street Sex Workers in Ottawa

This action research emerges from community concerns regarding the lack of services and the necessity of developing strategies to effectively meet the needs of marginalized Francophone and Anglophone women who are working as street sex trade workers in the Ottawa region. The proposed research is a bilingual multi-component initiative intended to discern the needs of female street sex trade workers; identify existing services; develop strategies to address the problems of access, inter-agency communication and lack of resources; and develop mechanisms the increase voice and the safety/security of sex trade workers. Through a variety of focus groups, individual interviews, meetings with service providers and women, the group aims to increase awareness of and knowledge about the needs of street level sex trade workers and increase access to appropriate resources for sex trade workers in the Ottawa region. An integral part of their

initiative is a forum that they will hold with services providers in order to present recommendations that will render their services/resources more accessible. They have developed a comprehensive evaluation plan that will enable them to report on their results as the initiative progresses.

Supplement: Based on the group's observations through interviews with women in the sex trade in terms of the isolation felt by female Francophone sex trade workers in Ottawa and the absence of links with community resources, it would be useful to have a working group look at developing an action plan whose objective would be to implement strategies in order to determine how organizations can better reach this population and how they will be able to better identify the needs of these women in the future. As Francophone organizations in Ottawa, Centre espoir Sophie with its partners, will set up a working committee to develop this action plan.

LE CENTRE DES RESSOURCES DES FEMMES IMMIGRANTES FRANCOPHONES D'ORLÉANS

2275, croissant Brockstone

Ottawav (Ontario)

K4A 4V3

Une place pour nous aussi

\$70,000

Cette initiative a pour but d'accroître les capacités des femmes immigrantes francophones, le groupe le plus démuné dans la région d'Orléans, à revendiquer l'accès aux services existants et à briser leur situation d'isolement et de pauvreté. Une étude va être menée sur les besoins de ces femmes en matière de services. Par la suite, des mini-forums permettront de mobiliser et d'outiller les femmes concernées par la situation. Une stratégie de démarchage politique auprès des pourvoyeurs des services et des décisionnaires sera élaborée et mise en oeuvre. Le centre a prévu une stratégie d'évaluation pour cette initiative.

(And a place for us)

The purpose of this initiative is to improve the abilities of Francophone immigrant women, the most disadvantaged group in the Orleans area, to demand access to existing services and break their isolation and poverty. A study will be done on these women's service needs, after which mini-forums will help mobilize and equip the women affected by this situation. A strategy will be developed and implemented to approach service providers and decision-makers. The centre has developed an evaluation strategy for this initiative.

PRAIRIE AND NORTHWEST TERRITORIES REGION / RÉGION DES PRAIRIES ET DES TERRITOIRES DU NORD-OUEST

ALBERTA

COALITION DES FEMMES DE L'ALBERTA

206-8627, rue Marie-Anne Gaboury

Edmonton (Alberta)

T6C 3N1

(Dialogue femmes francophones de l'Alberta)

\$107,570

La Coalition entreprendra des consultations à l'échelle de la province dans les centres urbains et dans les collectivités rurales afin d'avoir un aperçu de la situation socio-économique des femmes francophones de l'Alberta. Les résultats des consultations seront intégrés à un plan stratégique quinquennal afin d'aborder les enjeux systémiques auxquels sont confrontées les femmes francophones. La Coalition entreprendra également un exercice simultané visant à créer un réseau de partenariats clés et d'alliances stratégiques avec les intervenantes et intervenants des collectivités et du gouvernement, et ce, en vue de permettre à la Coalition de promouvoir certains enjeux prioritaires pour les femmes francophones qui découleront des consultations provinciales. Cette initiative fait partie du partenariat interministériel avec les communautés de langue officielle (PICLO). Un plan d'évaluation détaillé a été préparé pour mesurer les résultats par rapport aux objectifs énoncés à des intervalles réguliers durant l'initiative.

Dialogue femmes francophones de l'Alberta (Dialogue among Alberta's Francophone women)

The Coalition will undertake a province-wide consultation in urban centres and rural communities to gain insight into the socio-economic situation of Francophone women in Alberta. The results of the consultation will be incorporated into a five-year strategic plan to address systemic issues facing Francophone women. The Coalition will also undertake a concurrent exercise aimed at developing a network of key partnerships and strategic alliances with community and government stakeholders with a view to positioning the Coalition to advance some of the priority issues for Francophone women resulting from the provincial consultation. This initiative is part of the Interdepartmental Partnership with the Official Language Communities (IPOLC). A comprehensive evaluation plan has been prepared to measure outcomes against stated objectives at key intervals during the initiative.

NOUVEAU DÉPART – RÉGION OUEST

200-8925, 82 avenue

Edmonton (Alberta)

T6C 0Z2

L'accès équitable à l'emploi pour les femmes francophones des Prairies

\$63,200

Dans le cadre d'une recherche-action participative, Nouveau Départ - Région Ouest recueillera des renseignements sur la situation économique et professionnelle des femmes francophones dans les trois provinces des Prairies. Les données recueillies seront rassemblées dans plusieurs rapports et serviront de fondement à des discussions stratégiques initiales sur les moyens de surmonter les obstacles à l'emploi et de promouvoir la participation au marché du travail pour les femmes francophones habitant la région des Prairies. Ces rapports comprendront : un profil démographique, économique et du marché du travail; un répertoire descriptif des services disponibles; un profil des besoins des femmes francophones; et un résumé des constatations. Les rapports seront distribués à des gouvernements, des fournisseurs de services et des membres de la collectivité afin d'encourager le dialogue et d'aider ainsi à mieux comprendre la dynamique particulière du marché du travail pour les femmes francophones des Prairies. Le travail sera exécuté sous la supervision d'un comité consultatif composé de représentantes et de représentants communautaires de

chacune des trois provinces. Une évaluation systématique sera entreprise à des étapes clés de l'initiative, sous la direction de la coordonnatrice de recherche, et passée en revue par le comité consultatif.

L'accès équitable à l'emploi pour les femmes francophones des Prairies (Equitable access to jobs for Francophone women in the Prairie)

Through participatory action research, Nouveau Départ - Région Ouest will undertake to gather information across the three Prairie provinces on the economic and labour market situation of Francophone women. The data will be collated into several reports and will form the basis of initial policy discussions to begin to address barriers to entry and attachment to the labour market for Francophone women living in the Prairie region. These reports will cover: a demographic, economic, and labour market profile, an inventory and description of services available, a profile of the needs of Francophone women, and a summary of the findings. The reports will be distributed to governments, service providers, and community members to raise awareness and encourage dialogue to increase understanding of the unique labour market dynamics impacting Francophone women in the Prairies. The work will be carried out under the guidance of an Advisory Committee composed of community representatives from each of the three provinces. A systematic evaluation will be undertaken at key points during the initiative and will be carried out under the direction of the research coordinator and reviewed by the Advisory Committee.

MANITOBA

RAT RIVER HEALTH COUNCIL

Box 254
St. Pierre Joly, Manitoba R0A 2A0

\$22,000

Healthy Women/Healthy Communities: Toward Women's Autonomy

The Rat River Health Council will establish four English and one French Women's Councils in the South Eastman Health Region. This initiative will strengthen women's capacity to develop autonomous councils through which they can develop sustainable strategies, together with women in their communities, to address identified issues. The initiative builds on work done by a consortium of stakeholders from the health, education, recreation, and economic development sectors, which brought to light how women from the region are disproportionately affected by poverty, violence, and poor mental and physical health. A formal formative and summative evaluation of the initiative will be conducted.

Supplement - This initiative will allow for the essential support to facilitate the two newly formed councils' transition to full autonomy and ensure their sustainability. It will enable the women to develop and implement effective plans for engaging and mobilizing them around priority issues in their respective region.

[Femmes en santé / collectivités en santé : vers l'autonomie des femmes]

Le Rat River Health Council mettra sur pied quatre conseils de femmes anglophones et un de femmes francophones dans la région sanitaire de South Eastman. Cette initiative renforcera la capacité des femmes d'établir des conseils autonomes grâce auxquels elles pourront élaborer des stratégies durables, de concert avec d'autres femmes de leur collectivité, afin de régler des questions ciblées. L'initiative mise sur le travail effectué par un consortium d'intervenantes et d'intervenants des secteurs de la santé, de l'éducation, des loisirs et du développement économique, lequel a révélé la forte proportion des femmes de la région qui sont touchées par la pauvreté et la violence, et qui ont une mauvaise santé mentale et physique. On effectuera une évaluation formative et sommative formelle de l'initiative.

Supplément : Cette initiative contribuera à faciliter la transition des deux nouveaux conseils vers la pleine autonomie et à assurer leur viabilité. En outre, l'initiative aidera les femmes à élaborer et à mettre en oeuvre des plans efficaces en faveur de leur participation et mobilisation communautaire en faveur des enjeux prioritaires.

SASKATCHEWAN

FÉDÉRATION PROVINCIALE DES FRANSASKOISES

220 - 3850, rue Hillsdale
Regina (Saskatchewan)
S4S 7J5

(Consultation provinciale des femmes francophones de la Saskatchewan)

La Fédération provinciale des Fransaskoises entamera de vastes consultations provinciales afin de connaître la situation des femmes francophones en Saskatchewan, et en particulier leurs besoins et les obstacles les empêchant de trouver une solution à ces besoins. Un processus semblable de consultations se fera auprès des services offerts dans les collectivités, dans le but de trouver des façons de mieux répondre aux besoins de ce groupe de la population. À la lumière des résultats des consultations, la Fédération élaborera un plan stratégique global pour régler les problèmes soulevés par les Fransaskoises et s'efforcera de créer des partenariats avec les intervenantes et intervenants afin de répondre le mieux possible aux besoins et aux priorités mentionnés par ces femmes. En plus de fournir des réponses aux enjeux sociaux actuels, l'initiative de la Fédération jettera les bases pour de futurs efforts de défense des intérêts des Fransaskoises et permettra à l'organisme de participer à d'autres initiatives de promotion des principes d'égalité pour les femmes de collectivités de langue minoritaire. La Fédération a conçu un outil d'évaluation axée sur les résultats qui servira à mesurer la réussite de la réalisation de l'initiative.

\$ 57,500

Provincial Consultation for Francophone Women of Saskatchewan

The Fédération Provinciale Des Fransaskoises (the Federation) will undertake a province wide consultation process to determine the present situation of Francophone women in Saskatchewan with respect to their needs and the barriers they encounter in trying to meet those needs. A parallel process will take place with existing services in the communities to identify how to better serve the needs of this population. Following the consultation, the Fédération will develop a comprehensive strategic plan to address the issues identified by the Francophone women and will focus on developing partnerships with stakeholders in order to best meet the identified needs and priorities of these women. In addition to providing remedy to current social issues, this exercise will also lay the groundwork for further advocacy work on behalf of Francophone women living in Saskatchewan and will position the organization to partake in other initiatives aimed at promoting equity principles for language minority women. The Fédération has developed an outcome based evaluation tool, which will form the basis for assessing the successful completion of the initiative.

QUEBEC AND NUNAVUT REGION / RÉGION DU QUÉBEC ET DU NUNAVUT

Y DES FEMMES DE MONTRÉAL – WOMEN'S Y OF MONTREAL

1355 René-Lévesque Boulevard West
Montréal, Québec
H3G 1T3

\$15,000

Making Our Communities Safer for Girls and Young Women (Rendre nos communautés plus sécuritaires pour les filles et les jeunes femmes)

Cette initiative est la deuxième phase d'un projet qui veut tenir compte des besoins des filles et des jeunes femmes dans les programmes qui abordent la violence chez les jeunes. La première phase ayant démontré que les programmes existants ne comportent pas d'analyse différenciée entre les sexes, le groupe propose de développer et de diffuser le contenu d'un programme bilingue s'adressant spécifiquement aux filles et aux jeunes femmes. Avec le support d'un comité consultatif, qui sera composé de jeunes filles, de représentantes et de représentants communautaires et institutionnels, le Y des femmes de Montréal s'assurera d'évaluer les résultats de sa démarche, et par la suite en faire la promotion auprès de tous les organismes qui travaillent avec les jeunes. Le Y espère ainsi que le programme soit intégré dans le corpus respectif de ces organismes. Un plan d'évaluation, développé par le Y, sera utilisé tout au long de l'initiative. De plus, une évaluation externe sera réalisée et diffusée dans le rapport final.

(Making Our Communities Safer for Girls and Young Women)

This initiative is the second phase of a project looking into the needs of girls and young women in programs related to violence among young people. The first phase showed that existing programs do not contain any gender-based analysis so the group is proposing to develop and disseminate the contents of a bilingual program aimed specifically at girls and young women. With the help of a consultative committee comprised of young women, community and institutional representatives, the Montreal YWCA will evaluate the results of its initiative and then promote it among all organizations working with young people. In so doing, the Y hopes that the program will be integrated into each organization's corpus. An evaluation plan, developed by the Y, will be used throughout the initiative. Moreover, an external evaluation will be conducted and disseminated in the final report.

**Initiatives involving significant participation of Official Language Minority
Women**

NATIONAL

FEMMES ET VILLES INTERNATIONAL / WOMEN AND CITIES INTERNATIONAL

803 – 465 St-Jean Street
Montréal (Québec)
H2Y 2R6

Building Community-Based Partnerships for Local Action on Women's Safety

\$163,043

Women and Cities International will work with community women's organizations to support their involvement in municipal decision-making processes and the development of partnerships with other organizations to address violence against women. To do so, Women and Cities International will review and assess building partnerships for community safety experiences and crime prevention. It will also document successful partnerships between women's organizations and municipalities and develop outlines for new models and options for partnership. Results will be presented, tested and evaluated by women organizations, municipalities and stakeholders in five pilot communities. To monitor and assist with the implementation of the partnership model and options and obtain the input of women's organizations, two consultations in each of the five selected communities will be held throughout the initiative. Women participants will gather at the third World Urban Forum to be held in Vancouver to exchange their experiences, build their recommendations and present these in workshops to be held at the Forum. Women concerned about the issue of violence against women will lead the initiative. With this initiative Women in Cities International will produce a tool for creating sustainable partnerships within communities for advancing the issue of violence against women and promote community safety. With the assistance of an evaluation consultant, the steering committee will develop an evaluation framework and start data collection at the outset of the initiative.

(Créer des partenariats communautaires d'action locale d'appui à la sécurité des femmes)

L'organisme Femmes et villes international collaborera avec des groupes communautaires de femmes afin de soutenir leur participation au processus décisionnel des municipalités et à la création de partenariats avec d'autres groupes cherchant à mettre fin à la violence faite aux femmes. Dans cette optique, l'organisme Femmes et villes internationales évaluera le potentiel de création de partenariats entre les groupes de femmes et les municipalités et préparera des lignes directrices sur les nouveaux modèles et les options de partenariat. Les groupes de femmes, les municipalités et les intervenantes et intervenants de cinq collectivités pilotes seront chargés de la présentation, de la mise à l'essai et de l'évaluation des résultats. Dans le but d'assurer le suivi et d'aider à la mise en oeuvre du modèle et des options de partenariat, ainsi que de recueillir les commentaires des groupes de femmes, deux consultations seront menées au cours de l'initiative dans chacune des cinq collectivités choisies. Lors du troisième Forum urbain mondial d'ONU-HABITAT qui aura lieu à Vancouver, les participantes à l'initiative seront invitées à partager leur expérience, formuler des recommandations et soumettre celles-ci aux ateliers prévus au Forum. L'initiative sera dirigée par des femmes que le problème de la violence faite aux femmes préoccupe. Grâce à cette initiative, Femmes et villes international créera un outil qui permettra de mettre sur pied des partenariats communautaires viables axés sur l'élimination de la violence faite aux femmes et la promotion de la sécurité dans les collectivités. Avec l'aide d'un expert-conseil en évaluation, le comité directeur de l'initiative élaborera un cadre d'évaluation et entreprendra la collecte de données dès le lancement du projet.

CHILD CARE ADVOCACY ASSOCIATION OF CANADA

323 Chapel Street
Ottawa, Ontario
K1N 7Z2

"Making the Links: Child Care and Social Justice for Women" and "SOS Child Care: Seeing and Solving Care Crisis"

The Child Care Advocacy Association of Canada will employ two main strategies: Strategy #1. - Making the Links: Child Care & Social Justice for Women will use a community development approach to build and strengthen alliances with provincial advocates and social justice organizations committed to advancing the issue of appropriate and affordable childcare. The organization will actively seek to form partnerships with under-represented groups such as aboriginal women, francophone women, and marginalized women. Outreach work will be undertaken to develop partnerships, with an emphasis for areas where there are no links such as in Prince Edward Island and Alberta. Strategy #2 - SOS Child Care: Seeing & Solving Care Crisis will begin to build a national consensus on the childcare situation and bring current research on options for a National Childcare Program to the community in order to build momentum. The organization will disseminate a discussion paper that will explore a series of policy and strategy options for provincial and federal governments. The organization will solicit cross-Canada feedback and input to the discussion paper by organizing a series of regional consultations as well as using the internet. The partnerships that were formed in "Making the Links" will ensure community participation at the consultations. Strategies accounting for the announcement of a Sector Council for childcare workers and the federal government's recent discussions regarding a National Childcare Program will be integrated. The end result of this initiative will be mobilization of the community that will work towards the National Childcare Program. This initiative has an evaluation plan.

Supplement: It will support 15 representatives from women's organizations across Canada to be involved in discussions regarding the policy paper produced by the organization entitled *"From Patchwork to Framework: A Child Care Strategy for Canada"* at a critical meeting on the issue of child care in Canada, to be held in Winnipeg, November 12-14 2004. In addition, it will help the Association to strengthen its network of women and equality seeking organizations engaged in the childcare advocacy movement in Canada. It will provide an opportunity for women activists to learn about the current developments in child care and share lessons learned with their respective networks in an effort to secure childcare as a tool for gender equality.

\$29,513

(Établir les liens : services de garde à l'enfance et justice sociale pour les femmes et S.O.S. garderie : comprendre et résoudre la crise des services de garde)

L'Association canadienne pour la promotion des services de garde à l'enfance soutiendra par deux stratégies la création de places en garderie. La première : « Établir les liens : services de garde à l'enfance et justice sociale pour les femmes » vise l'établissement d'alliances, ou le renforcement des alliances existantes, avec les organismes provinciaux de défense des droits et de promotion de la justice sociale qui oeuvrent pour la création de places en garderie à la fois abordables et de qualité. L'association entend nouer des partenariats avec les groupes sous-représentés, comme les femmes autochtones, francophones ou marginalisées. Elle travaillera également à établir des liens là où il n'en existe pas encore, notamment à l'Île-du-Prince-Édouard et en Alberta.

La seconde stratégie : « S.O.S. garderie : comprendre et résoudre la crise des services de garde » amorcera l'élaboration d'un consensus national en matière de services de garde à l'enfance., encouragera la mobilisation au niveau communautaire en présentant les résultats des recherches récentes qui abordent les options avancées pour le futur programme national de services de garde. L'organisation diffusera un document d'orientation sur les options du gouvernement fédéral et des provinces en matière de politiques et de stratégies. L'organisation recueillera, au moyen de consultations régionales et d'Internet, les commentaires et les suggestions de Canadiennes et de Canadiens d'un océan à l'autre, puis les incorporera au document d'orientation. Les partenariats établis grâce à la première stratégie garantiront une bonne participation aux consultations communautaires. Le document d'orientation mentionnera l'annonce de la création d'un conseil sectoriel des travailleuses et travailleurs en garderie ainsi que les récentes discussions du gouvernement en vue de la mise en place d'un programme national de services de garde.

Les deux stratégies permettront de mobiliser la collectivité en vue de la création d'un programme national. On évaluera cette initiative conformément à la procédure exposée dans son plan d'action.

Supplément : L'initiative appuiera la participation de 15 représentantes de groupes de femmes du Canada

à des discussions sur le document de travail préparé par l'Association canadienne pour la promotion des services de garde à l'enfance, intitulé *Stratégie canadienne en matière de services de garde à l'enfance – Cadre d'action proposé* qui se dérouleront dans le cadre d'une réunion cruciale sur les services de garde des enfants au Canada, prévue du 12 au 14 novembre 2004 à Winnipeg. En outre, l'initiative aidera l'Association à consolider son réseau de groupes de femmes et d'organismes oeuvrant pour l'égalité qui font partie du mouvement canadien en faveur des services de garde au pays. Les activistes pourront ainsi parfaire leurs connaissances sur les nouveautés en matière de garde des enfants et échanger sur les leçons tirées par leurs réseaux respectifs, de façon à faire du droit à des services de garderie un outil pour l'égalité entre les sexes.

FEDERATION OF CANADIAN MUNICIPALITIES

1815 Altona Road
Pickering, Ontario
L1V 1M6

\$68,666

Getting to the Gate

Through this initiative Equal Voice/À voix égales will have increased the number of women participating actively and running for office in the political process by designing and producing an online program to provide both basic knowledge and skills required to succeed in politics at the local, provincial or federal level and lessons learned by women who have participated at every level and in major parties. This virtual training tool will (a) provide background information on municipal, provincial and federal election processes and Canadian political parties and (b) address six key skill areas: leadership, team building, critical thinking, financing, communications, and timing. The course will be designed to provide easily accessible and sustainable training for women from all regions and walks of life. It will be useful for individuals doing independent study or facilitators working with groups. A communications strategy will ensure that the course is publicized through local, provincial/territorial, and national networks of women's, human rights, and other equality-seeking organizations. An evaluation of the initiative, to be built into the online design of the program, will assist immediate and longer-term assessment of its effectiveness.

(Mettre le pied dans la porte)

Par le biais de cette initiative, l'organisme À voix égales/Equal Voice accroîtra le nombre de femmes qui participent activement à la vie politique et qui se présentent comme candidates à des élections. Un programme, accessible en ligne, sera conçu et mis sur pied pour donner aux candidates les connaissances et les techniques nécessaires pour réussir en politique municipale, provinciale ou fédérale et pour tirer des leçons de l'expérience acquise par des femmes actives à tous les niveaux de la vie politique, tous partis politiques confondus. Cette formation virtuelle fournira des renseignements de base sur les processus électoraux municipaux, provinciaux et fédéraux et sur les partis politiques canadiens. Il sera axé sur six secteurs clés : leadership, travail d'équipe, pensée critique, finances, communications et choix du moment. Par sa conception, le cours visera à donner une formation facilement accessible et pertinente en tout temps pour les femmes de toutes les régions du pays et de styles de vie divers. En outre, le programme sera un outil utile pour les chercheuses et chercheurs ou les animatrices et les animateurs de groupe. Une stratégie de communication sera élaborée afin de faire connaître le programme auprès des réseaux locaux, provinciaux, territoriaux et nationaux de groupes de femmes, de droits de la personne et de promotion de l'égalité. Un mécanisme d'évaluation sera intégré au programme pour assurer la mesure, à court et long terme, de l'efficacité du programme.

ATLANTIC REGION / RÉGION DE L'ATLANTIQUE

NEW BRUNSWICK / NOUVEAU-BRUNSWICK

THE MURIEL MCQUEEN FERGUSSON CENTRE FOR FAMILY VIOLENCE RESEARCH

c/o University of New Brunswick
678 Windsor Street
Fredericton, New Brunswick
E3B 5A3

PRISM Initiative Phase 3 - Probing Rural Issues Selecting Methods to Address Abuse of Women and Girls

"Probing Rural Issues Selecting Methods to address Abuse of Women and Girls" means identifying and enhancing conditions and resources that will help rural women and girls live in relationships free from violence. Previous phases of the initiative have identified and researched better practices across Atlantic by using consultative approaches. Now, the goal of this 12-month, Phase III initiative is to promote policy formulation and action that is sensitive to the findings of analyses. Phase III is vital to harmonizing theory, research, practice, approaches and social change. The group will use strategic activities to promote action through public engagement, direct information with potential users, and involvement of sector specific champions and mentors in the knowledge transfer process. Their evaluation plan will spring the work plan. They will report on outcomes and strategic processes with set out of indicators of success for their communication/work plan by including evaluative tools based on analytical lenses.

Supplement: The organization will expand their activities to include a Communication Plan entitled "Building Reflective Processes". The group will develop a generic PowerPoint presentation to facilitate a one-day workshop on the Building Reflective processes into Programs and Policy Development and Evaluation resource. They will then, in collaboration with local champions, identify an appropriate target audience in strategic locations across the Atlantic region and organize regional workshops with local audiences to ensure a greater usage of the resource. They plan to deliver 10 workshops (2 in Newfoundland, 1 in Labrador, 3 in Nova Scotia (two Anglophone, one Francophone), 2 in PEI, 2 in New Brunswick (one Anglophone, one Francophone)). The expected outcome is to enable the group to successfully implement dissemination of knowledge components of Phase III and ensure the progressive uptake of the findings. This will increase the ability of the users to understand and implement the tool according to their own circumstances.

\$15,000

[Méthodes de sélection pour un examen minutieux des problèmes ruraux afin de contrer la violence faite aux femmes et aux filles, phase III]

Cette initiative consistera à cerner et à améliorer les conditions et les ressources qui aideront les femmes et les filles des régions rurales à vivre des relations libres de violence. Au cours des phases de consultation antérieures de cette initiative, le Centre a cerné et exploré des pratiques exemplaires utilisées au Canada Atlantique. Cette phase III, échelonnée sur 12 mois, visera à promouvoir l'élaboration et la mise en oeuvre de politiques tenant compte des conclusions des analyses. Cette phase est essentielle à l'harmonisation de la théorie, de la recherche, des pratiques, des approches et des changements sociaux. Le Centre aura recours à des activités stratégiques pour promouvoir la prise de mesures grâce à l'engagement public, à la diffusion de renseignements à l'intention des utilisatrices éventuelles et à la participation de championnes et de conseillères au processus de transfert des connaissances. Les rapports relatifs aux résultats et aux processus stratégiques seront fondés sur des indicateurs de succès de la communication et du plan de travail, lesquels comprendront des outils d'évaluation fondés sur des points de vue analytiques.

Supplément : L'organisme ajoutera à ses activités la rédaction d'un plan de communication, intitulé « Création de processus de réflexion ». De plus, il préparera une présentation PowerPoint générique qui servira lors d'ateliers d'une journée sur l'instauration de processus de réflexion dans les secteurs d'élaboration de programmes et de politiques ainsi que d'évaluation. Ensuite, avec l'aide des championnes et champions locaux, l'organisme définira le public cible visé à des endroits stratégiques de la région de l'Atlantique, et organisera des ateliers régionaux avec ces publics afin de favoriser l'utilisation générale des ressources. L'organisme prévoit tenir dix ateliers : deux à Terre-Neuve, un au Labrador, trois en Nouvelle-Écosse (deux en anglais et un en français), deux à l'Île-du-Prince-Édouard et deux au Nouveau-Brunswick (un en anglais et un en français). L'organisme vise à faire connaître les éléments d'information présentés dans la phase III de l'initiative et à favoriser l'utilisation graduelle des

constatations, ce qui aidera les utilisatrices à mieux comprendre l'outil et à l'exploiter en fonction de leurs besoins particuliers.

COALITION POUR L'ÉQUITÉ SALARIALE / COALITION FOR PAY EQUITY

154 Queen Street
Moncton (Nouveau-Brunswick)
E1C 1K8

Education and Mobilisation Around Our Proposed Pay Equity Bill and for the Adoption of Pay Equity Legislation in NB

\$120,000

The Coalition for Pay Equity has reviewed its last strategic plan, evaluated the progress made and established objectives, activities and priorities to push the issue of pay equity forward. The issue of pay equity has been progressing at a steady and rapid pace since the foundation of the Coalition in 1998. A momentum has been built and must be continued in order to obtain legislation covering both the public and private sectors. This initiative will focus on a Communication Strategy to increase support across the province. Activities planned include continued mobilization efforts of legislative members, youth and other stakeholders. The Coalition's evaluation plan includes mostly written reports from members as well as media reviews.

(Sensibilisation et mobilisation : proposition de projet de loi sur l'égalité et adoption de la loi sur l'équité salariale au Nouveau-Brunswick)

La Coalition pour l'équité salariale a passé en revue son plus récent plan stratégique, évalué les progrès accomplis et énoncé des objectifs, des activités et des priorités visant à faire progresser le dossier de l'équité salariale. Depuis la formation de la Coalition en 1998, les progrès en faveur de l'équité salariale sont nombreux et probants. Une dynamique favorable a été créée et il faut la maintenir afin de faire adopter le projet de loi qui réglementerait les secteurs privé et public. Au coeur de l'initiative, un plan de communication vise à élargir la base d'appui dans toutes les régions de la province. La Coalition prévoit aussi des activités pour poursuivre les efforts de mobilisation des députées et députés, des jeunes et des autres intervenantes et intervenants. Le plan d'évaluation de la Coalition comprend essentiellement des rapports rédigés par des membres et des articles des médias.

NB COALITION OF TRANSITION HOUSES

P.O. Box 342
St. Stephen, New Brunswick
E3L 2X2

Reaching Out: Best Practices to Enhance N.B. Shelter Services for Abused Women and their Children

\$75,000

This initiative will assist the NB Coalition of Transition Houses to examine better ways to operate more efficiently within its diverse membership thus ensuring a stronger unified voice capable of meeting the needs of abused women and children in New Brunswick. This initiative will also help identify the specific needs of each linguistic community (rural, urban, Aboriginal, Francophone and Anglophone). The goal is to strengthen collaboration among its members, governments and various other partners. A needs assessment will be used to determine the future direction for "The New Brunswick Coalition of Transition Houses", and its long term commitment made in this province to be an effective lobbying group. Activities planned for this initiative include examining best practices, developing and implementing a new model, training and workshop for members as well as education and awareness across the province. The Coalition's evaluation plan includes mostly increased communication, participation and feedback from the membership as well as developing a framework for effective cooperative consultation.

(Offrir de l'aide : Pratiques exemplaires pour améliorer les maisons d'hébergement pour les femmes battues et leurs enfants au Nouveau-Brunswick)

Cette initiative permettra à la Coalition des maisons de transition du Nouveau-Brunswick de chercher de meilleures façons de travailler ensemble, afin d'offrir une gamme plus cohérente de services aux femmes et enfants victimes de violence du Nouveau-Brunswick. En outre, l'initiative aidera à cerner les besoins particuliers des diverses collectivités de la province (urbaines, rurales, autochtones, francophones et anglophones). La Coalition vise à améliorer la collaboration entre ses membres, les gouvernements et les

autres partenaires. Une évaluation des besoins servira de fondement pour définir l'orientation future de la Coalition et son engagement à long terme d'être un groupe d'intérêt puissant dans la province. Dans le cadre de l'initiative, on prévoit l'examen des pratiques exemplaires, l'élaboration d'un nouveau modèle, de cours et d'ateliers pour les membres ainsi que des activités de sensibilisation à l'échelle de la province. Le plan d'évaluation de la Coalition prévoit surtout l'accroissement de communications, de la participation et des commentaires des membres ainsi que l'élaboration d'un cadre pour faciliter la consultation par coopération.

NEWFOUNDLAND AND LABRADOR / TERRE-NEUVE ET LABRADOR

AD HOC FEMINIST COALITION OF NEWFOUNDLAND AND LABRADOR

427 - 354 Water Street
St. John's, Newfoundland
A1E 3Y5

\$70,000

Feminists Connecting and Strategizing

The Ad Hoc Coalition of Feminists has been established to lead a proactive exercise in strategic planning around Newfoundland and Labrador economic and social issues pertinent to women from the disabled, multicultural, aboriginal and francophone communities. Fifty women throughout the province will be invited to meet in late March 2005 to prioritize issues in the areas of violence, economic and social justice and develop a blueprint for future actions as well as map their involvement and commitments to advancing these. The Coalition will monitor the activities against the proposed timeline, the women's community will be consulted and their input will be considered in the development of the sessions and participating women will be asked to participate in de-briefing at the end of each of the three days. Reports of the deliberations and recommendations will be developed and widely distributed to the community, to federal and provincial governments as well as agencies and organizations that will be impacted by these. This initiative will be evaluated against identified success indicators.

(Liens et stratégies féministes)

La *Ad Hoc Coalition of Feminists* a été créée afin de permettre la tenue d'un exercice de planification stratégique visant des enjeux socio-économiques de Terre-Neuve-et-Labrador touchant les personnes handicapées et les collectivités autochtones, ethniques et francophones de la province. En mars 2005, cinquante femmes de la province seront invitées à l'une des trois réunions d'une journée pour définir les questions prioritaires en matière de violence, de justice économique et sociale, élaborer un plan d'action et préciser leur engagement et leur participation aux efforts pour régler ces questions. La Coalition assurera le suivi des activités par rapport aux échéances proposées; les femmes de la province seront consultées et leurs commentaires seront pris en considération pour la préparation des réunions. Les participantes seront invitées à prendre part à des séances de compte rendu à la conclusion de chaque journée de réunion. Des rapports des discussions seront rédigés et des recommandations seront formulées. Les documents seront distribués à l'ensemble de la province, aux gouvernements fédéral et provincial ainsi qu'aux organismes et groupes touchés par les discussions. L'initiative sera évaluée à l'aide d'indicateurs de réussite précis.

BRITISH COLUMBIA AND YUKON REGION / RÉGION DE LA COLOMBIE-BRITANNIQUE ET DU YUKON

IMMIGRANT AND MULTICULTURAL SERVICES SOCIETY OF PRINCE GEORGE

1633 Victoria Street
Prince George, British Columbia
V2L 2L4

Immigrant Women Achieving Social Justice

This initiative will raise awareness about the diverse realities of new immigrant women in a northern urban centre of British Columbia and about the social, economic and cultural impact on the community if public policies, programs and services fail to support their settlement. Participatory action research will document the experiences of and barriers faced by immigrant women from different cultures and geographic areas, such as Russia, French-speaking Africa and Asia. A broad range of women's equality and human rights issues, including spousal abuse, racial and gender stereotyping and globalization will be brought to the attention of the public, policy makers and local media. In consultation with community partners through meetings and a public forum, recommendations will be developed for city planners, programmers, service providers and government officials engaged in immigration, immigrant settlement and multiculturalism policy-making regarding the steps that need to be taken to address priority issues identified in the report. Focus groups will be used to gather information for research and evaluation of the initiative.

\$24,025

(Les immigrantes et la justice sociale)

Cette initiative de sensibilisation vise à faire connaître les diverses réalités des immigrantes d'un centre urbain du nord de la Colombie-Britannique ainsi que les répercussions socioéconomiques et culturelles sur la collectivité du manque d'intégration de ces femmes à la vie du pays, en raison de la faiblesse des politiques, programmes et services gouvernementaux. Une recherche-action participative permettra de documenter les expériences vécues et les obstacles rencontrés par les immigrantes de différentes cultures et origines géographiques, comme la Russie et l'Afrique et l'Asie francophone. Les travaux visent à sensibiliser le grand public, les décideurs et les médias locaux sur une foule de sujets concernant l'égalité et les droits des femmes, y compris la violence conjugale, les stéréotypes fondés sur la race et le sexe ainsi que la mondialisation. Par le biais de réunions et d'un forum public, des consultations seront menées avec les partenaires afin de formuler des recommandations à l'intention des responsables de la planification urbaine, de programmes et de services ainsi que des représentantes et représentants gouvernementaux qui s'occupent de l'élaboration de politiques en matière d'immigration, d'établissement des immigrantes et immigrants et de multiculturalisme. Les recommandations aideront ces personnes à définir les mesures à prendre pour régler les problèmes prioritaires mentionnés dans le rapport. En outre, des groupes de discussion seront créés pour recueillir de l'information aux fins de la recherche et de l'évaluation de l'initiative.

WORKING GROUP ON WOMEN'S ACCESS TO MUNICIPAL SERVICES

Department of Geography and Environmental Studies - Carleton University
1125 Colonel By Drive
Ottawa, Ontario
K1S 5B6

“Best Practices for Integrating Gender Equality Into Decision-Making in the City of Ottawa”

\$50,000

The Working Group on Women's Access to Municipal Services in Ottawa will develop strategies to increase gender sensitivity in City of Ottawa's decision-making processes. Through close collaboration between City of Ottawa staff, community women's organizations, and individuals, the Working Group will build on its previous initiative and extend the rationale for more thoroughly incorporating gender- (and diversity-) inclusive approaches throughout the municipality. The group will point out to City Council and staff specific measures and issues that indicate either a problem regarding gender equality or evidence of success. To accomplish, the group will: establish a partnership between the City and women's groups (this will constitute the Working Group's decision-making structure); collect a wide range of information about best practices; choose implementation strategies based on an understanding of the traditions and practices of the City of Ottawa. The Working Group has developed a thorough, comprehensive evaluation plan to assess the degree to which the initiative achieves its objectives. The group will then produce a report and distribute it widely.

Supplement: The Working group now called City for All Women Initiative (CAWI) has had a larger impact than originally planned. The City of Ottawa has recognized the significant contribution diverse women can bring to creating a better city. Therefore, the group is requesting supplemental funds in order for them to work with the Community and Protective Service Department of the City of Ottawa to incorporate an integrated and equity analysis into their departmental strategic plan, going one step further than originally planned for this initiative. The next 6 months will be key toward furthering results and consolidating their learning on how to create gender-inclusive practices at the municipal level.

[Meilleures pratiques d'intégration des considérations liées à l'égalité des sexes aux processus décisionnels de la Ville d'Ottawa]

Le groupe élaborera des stratégies afin d'améliorer la considération des particularités propres à chacun des sexes dans les décisions municipales. Fort d'une étroite collaboration entre le personnel de la Ville d'Ottawa, les groupes communautaires de femmes et diverses personnes, il poussera plus loin le travail amorcé lors de sa précédente initiative afin de mieux intégrer l'égalité entre les sexes (et la diversité) dans l'ensemble de l'administration municipale. Le groupe signalera au conseil et au personnel de la Ville les mesures et questions précises qui indiquent soit un problème soit des progrès en matière d'égalité. À cette fin, le groupe : établira un partenariat entre la municipalité et les groupes de femmes (qui lui tiendra lieu de structure décisionnelle); recueillera une vaste gamme d'informations sur les pratiques exemplaires; choisira des stratégies de mise en oeuvre fondées sur la compréhension des traditions et des pratiques de la Ville d'Ottawa. Le groupe de travail a élaboré un plan d'évaluation complet pour déterminer dans quelle mesure l'initiative atteint ses objectifs. Il produira ensuite un rapport qui sera largement diffusé.

Supplément : Le groupe de travail, rebaptisé «Une ville pour toutes les femmes» a eu une incidence plus forte que prévu. Ainsi, la ville d'Ottawa a officiellement reconnu l'apport majeur de la diversité de femmes à la création d'une ville meilleure. Le groupe demande donc des fonds additionnels pour lui permettre de travailler avec les Services communautaires et de protection de la ville d'Ottawa pour inclure une analyse intégrée en matière d'égalité dans le plan stratégique de ce service municipal. Il s'agit d'une étape additionnelle au plan initial dressé pour l'initiative. Les six prochains mois constitueront pour les responsables une phase charnière de leurs efforts pour atteindre des résultats et accroître leurs connaissances sur l'instauration de pratiques qui tiennent compte des femmes et des hommes dans les administrations municipales.