

**RESULTS-BASED STATUS REPORT
2005-2006**

**IMPLEMENTATION OF SECTION 41
OF THE *OFFICIAL LANGUAGES ACT***

STATUS OF WOMEN CANADA

Table of Contents

General Information	3
Action Plan Highlights	5
Summary of Key Results – 2005-2006	7
Awareness	7
Consultations	7
Communications	8
Coordination and Liaison	8
Funding and Program Delivery	8
Accountability	10
Communication Plan	11
Signatures	12
Annexes	13
1. Acronyms and Abbreviations	14
2. Detailed Status Report	15
3. Initiatives Undertaken by Official Language Minority Women’s Organizations	29
4. Initiatives Targeting Official Language Minority Women	40

General Information

Status of Women Canada

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The Honourable Beverley Oda, P.C., M.P.

Senior official(s) responsible
for implementation of Part VII
of the OLA :

Florence Ievers
Co-ordinator
Status of Women Canada

Mandate :

The mandate of Status of Women Canada (SWC) is to “coordinate policy with respect to the status of women and administer related programs”. The mandate is further guided by the *Canadian Charter of Rights and Freedoms*, and by Canada’s adherence to the *Convention on the Elimination of all Forms of Discrimination against Women* and its renewed commitment to implement the United Nations’ *Beijing Platform for Action* (1995 and 2005).

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Status of Women Canada 2005-2006

Action Plan Highlights

The commitment of the Government of Canada to gender equality has been reaffirmed through domestic and international instruments such as the *Canadian Charter of Rights and Freedom*, the *Convention on the Elimination of All Forms of Discrimination against Women* as well as the *United Nations Beijing Platform for Action*.

Status of Women Canada (SWC) facilitates this commitment by playing three key roles as a knowledge broker on gender equality, a centre of expertise on gender equality issues and a catalyst for networking building, connecting people, and strengthening communities, among others. The mission of SWC is to promote gender equality and the full participation of all women in the economic, social, cultural and political life of Canada.

In fulfilling its mandate, SWC is committed to enhancing the vitality of official language minority communities, to assist in their development, and foster the full recognition and use of both English and French in Canadian society. The agency has an important role in assisting Official Language minority women (OLMW) to become active players in the development of their communities, to participate actively in processes that shape their lives and contribute to the development of Canadian society at large.

SWC uses different mechanisms such as: program delivery, capacity-building for gender-based analysis, communications and consultations, developing and disseminating policy research tools, facilitating engagement in public policy processes and others. SWC directorates continue to work with official language minority women's (OLMW's) organizations, collaborate with key stakeholders within the federal Public Service, other levels of governments and communities.

The implementation of Section 41 of the OLA is carried out in the context of SWC's broad mandate of promoting gender equality and within a framework that identifies community needs, principal measures and expected results. SWC continues to monitor the needs of OLMW and their organizations through a variety of consultation mechanisms.

The key elements of the SWC Multi-Year Action Plan 2003-2006 are identified below:

Community Needs

SWC continues to monitor and identify the needs of OLMW through various consultation mechanisms. The key community needs fall under four areas:

- **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 and technical assistance:*** funding and technical assistance for initiatives designed to address issues pertaining to OLMW.
- ***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 to advance women's equality 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 OLMW, 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 OLMW:

- To provide funding and technical assistance to OLMW's organizations and funding for initiatives consistent with the Women's Program funding requirements.
- To promote greater collaboration between decision-makers and OLMW's organizations to facilitate the involvement of these organizations in the public policy process at local, regional, national and international levels.
- To encourage OLMW 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 OLMW and organizations, as well as to encourage their greater involvement.

Expected Results

The Action Plan identifies three planned results:

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

The four principal measures of SWC's Action Plan 2003-2006 are reflected in the six categories suggested by Canadian Heritage.

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

Summary of Key Results – 2005-2006

The results identified under the Multi-Year Action Plan for Section 41 (2003-2006) are linked to the strategic outcomes of SWC. As such, OLA results and SWC strategic outcomes are consistent and complementary. In implementing Section 41 of the OLA, SWC uses its different roles and activities, including program delivery, communications and consultations, policy work, policy research and gender-based analysis. SWC continues to make steady progress in implementing Section 41 of the OLA. The annual results achieved in different areas contribute to the corporate outcomes as well as to the horizontal results of the Government of Canada, under the legislation. The following section highlights the key results achieved in relation to the various initiatives carried out in the reporting year.

Awareness

In-house activities related to the implementation of Section 41 included efforts to increase staff knowledge of the OLA, enhance SWC capacity to implement the Multi-Year Action Plan (2003-2006) and build SWC capacity in the use of official languages. Official language obligations are part of senior management performance commitments and tools are regularly made available to assist managers in promoting official languages within SWC. There is evidence of increased awareness of the legislative obligations of SWC under the OLA and the need to implement Section 41 in a coherent manner, with a greater focus on achieving results.

- *All in-house activities promote the bilingual character of Canada, SWC events are in keeping with the requirements of the Act, messages from the Co-ordinator and/or Minister to staff are relayed in both official languages.*

Consultations

One of the expected results in implementing Section 41 is to increase the role and broaden the participation of OLMW in community, institutional and government activities and to facilitate their engagement in public policy processes. As such, SWC was proactive in its consultations with OLMW so as to ensure adequate Official Language (OL) representation, including their participation in domestic and international activities, consultations and public policy processes. There is evidence of OL representation in SWC activities such as consultations, meetings, commemoration of key women's equality dates such as Women's History Month, International Women's Day, National Day of Remembrance and Action on Violence Against Women, and the Persons Case.

- *In 2005-2006, SWC carried out cross-country consultations on a gender equality strategy, ensuring that OLMW were engaged in the dialogue on the equality for women in six regional consultations as well as the national consultation in Ottawa.*
- *In Prairies/NWT Region, SWC facilitated a meeting between Pluri-Elles and Minister of Canadian Heritage and Minister responsible for the Status of Women in 2005 to discuss issues and concerns of the target group and to increase awareness of their priorities.*
- *SWC ensured that OLMW's organizations were included in the invitations to non-governmental organizations to participate in meetings of the U.N. Committee on Status of Women and the SWC/P/T Policy Forum on Aboriginal Women and Violence.*

Communications

One of the primary needs identified by OLMW is greater access to information about programs, services and activities of different levels of government. In an effort to respond to this need, SWC carried out various communication activities using different methods (e.g. website, publications, meetings) to keep OLMW informed about its programs, services and activities. As a result, OLMW not only received timely information about SWC activities but were also able to take part in relevant initiatives.

- *SWC continuously updates its website to ensure that capacity-building materials, such as information on gender-based analysis, are both available to and accessible by OLMW.*
- *In B.C./Yukon region, regional descriptive lists of all grants for 2005-06 have been translated into French and distributed to Francophone women's groups in the region.*
- *OLMW and their organizations were included on SWC's mailing lists to ensure that information documents and requests for proposals and others are regularly available to the groups.*

Coordination and Liaison

SWC continued working with different partners such as Canadian Heritage, provincial and territorial governments and other partners on issues pertaining to OLMW. This ongoing communication and information exchange was valuable in facilitating effective intelligence gathering to identify new and emerging needs and facilitated the flow of information between SWC and its partners. While the immediate outcome of this activity was evident in the availability of, and access to, relevant information by pertinent government officials, in the long run, this will contribute to policy processes that integrate OLMW issues.

- *SWC continues to work in collaboration with PCH, particularly the use of joint strategic funding under the Interdepartmental Partnership with the Official-Language Communities (IPOLC) in order to facilitate the implementation of Section 41.*
- *In B.C./Yukon region, the Regional Director and staff continued to champion the priority issues of Francophone women in the region at inter-departmental and inter-governmental meetings, including those in the B.C. Rural Team, the Pacific Council of Federal Officials, the Vancouver Agreement and Homelessness Research Committee.*
- *There was increased participation in the official languages committee of the various federal councils in the Atlantic region.*

Funding and Program Delivery

In 2005-2006, SWC provided funding in the amount of \$1,067,616 as well as technical assistance and strategic support for 16 initiatives carried out across Canada, specifically to respond to the needs, issues and priorities of OLMW. Of the 16 initiatives, 13 were carried out by OLMW's organizations for a total of \$931,906. The remaining three initiatives, which targeted OLMW, were implemented by other groups. OLMW also benefited from other SWC-supported initiatives designed to address women's equality issues. These initiatives produced outputs and outcomes that contributed to the SWC Action Plan and the results expected under the OLA.

- SWC continued to partner with PCH, through the Interdepartmental Partnership with the Official-Language Communities (IPOLC), to fund seven initiatives:
 - Table féministe francophone de concertation provinciale de l'Ontario – « *Pauvreté et francophonie ontarienne : vers une plate-forme revendicative* » [*Poverty and Francophones in Ontario : Towards a Platform for Demanding Change*];
 - Pluri-Elles Inc. - « *Stratégie de développement de la capacité des femmes francophones du Manitoba rural* » [*Capacity Development Strategy for Francophone Women in Rural Manitoba*];
 - Comité organisateur du 4^{ème} congrès international des recherches féministes dans la francophonie plurielle – « *4^e Congrès international des recherches féministes dans la francophonie plurielle* » [*4th International Congress of Feminist Research in the Plural Francophonie*];
 - Femmes équité atlantique - « *L'Équité économique et les femmes acadiennes et francophones évoluant en situation minoritaire dans les provinces atlantiques – Volet III – Mobilisation régionale* » [*Economic Equity for Acadian and Francophone Women in Minority-Language Communities in the Atlantic Provinces – Phase III – Regional Mobilization*];
 - Comité Femmes en affaires - « *Étude sur les femmes entrepreneures en Ontario* » [*Studies on Francophone Women Entrepreneurs in Ontario*];
 - Les EssentiElles – « *Les femmes et la garde d'enfants au Yukon* » [*Women and Childcare in the Yukon*];
 - Guava Collective – « *Pop and Politics : Evaluating the Needs and Situation of Women in the Independent Music Industry* ».

The following are other examples of initiatives supported and work carried out by SWC in compliance with Section 41 of the OLA:

- In the Atlantic region, SWC provided assistance to the Collectif des femmes du Nouveau-Brunswick for an initiative designed to promote the social and economic integration of francophone immigrant women. This initiative helped the group develop more appropriate communication tools as well as build strategic alliances that will enable them to have a strong and cohesive representative voice on the various socio-economic files of New Brunswick. Also, the initiative facilitated an exchange of experiences between Atlantic francophone women's organizations, thereby providing an opportunity to enhance their organizational capacity to address their issues.
- In B. C. /Yukon region, proposals were systematically reviewed in light of prospects for participation by Francophone women and impact on the Francophone minority community. Also, the region incorporated explicit attention to the realities and priorities of Francophone minority women in B.C. and Yukon into the regional strategic planning process.
- SWC supported an initiative of Pluri-Elles (Manitoba) to develop the capacity of Francophone women in rural communities to mobilize around common issues and solutions, and to develop their own action plans on key priority issues. Initiatives funded in the Prairies were designed to enhance the capacity of Francophone women's groups and to develop strategies concurrent with identified local priorities in each of the three provinces.

- In the Quebec/Nunavut region, SWC helped enhance collaboration between decision-makers and Anglophone women's organizations. The work done with these organizations and the information transmitted, among other things about potential partnerships and issues related to different policies, helped them design strategies to stimulate community mobilization by Anglophone women, particularly in regard to access to social services and health care in their language, thereby aiming at institutional change.
- Together with the Alliance des femmes de la francophonie canadienne, the national office of the Women's Program (WP) facilitated strategic planning linked to promoting equality for Francophone minority women in federal policies and programs. Strategies were also developed and proposed to the members to encourage them to take charge of implementing them in their respective communities and in the seven provincial and territorial governments. These strategies pertain to poverty and to improving the economic situation of minority women.
- In Ontario, SWC supported an initiative by the Mouvement ontarien des femmes immigrantes francophones to analyze the issues related to the separation of immigrant and refugee women from their children. The initiative enables and facilitates participation by immigrant and refugee women in the development of strategies aimed at changing family reunification policies. It also helps inform the Standing Committee on Citizenship and Immigration about the realities faced by women in connection with family reunification.

Accountability

In the fall of 2005, SWC held cross-country consultations on gender equality with key stakeholders, including OLMW's groups, to solicit views on strategies to advance women's equality. Over the past year and a half, SWC also carried out an external evaluation of the WP that provided important findings on the impact of its work. OLMCs had the opportunity to share their opinions and concerns regarding the funding and technical assistance from the WP.

In its April 2006 assessment of the Management Accountability Framework (MAF) for SWC, Treasury Board Secretariat (TBS) gave their highest rating, namely notable, on the two MAF indicators related to the implementation of Official Languages. Regarding the first indicator, language of work, TBS highlighted the commitment demonstrated by SWC; the levels of fluent incumbents in bilingual positions (92%) and in a supervisory status (89%), which are higher by 3% and 4% than the Public Service as a whole; the bilingual face of its communications and Web site; and the extended language training offered to its staff. For the second indicator, official languages for external service delivery, TBS underlined the following additional measures at SWC: the level of proficiency in positions providing services to the public; the internal monitoring mechanisms regarding translations; and the absence of complaints regarding language.

Communication Plan

Distribution List

- 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 Community Organizations at national, regional and local levels

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

Signatures

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Date

Annexes

- 1. Acronyms and Abbreviations**
- 2. Detailed Status Report**
- 3. Initiatives undertaken by Official Languages Minority Women's Organizations**
- 4. Initiatives involving significant participation by Official Languages Minority Women**

Acronyms and Abbreviations

GBA	Gender-based analysis
IPOLC	Interdepartmental Partnership with the Official-Language Communities
MAF	Management Accountability Framework
OL	Official Languages
OLA	<i>Official Languages Act</i>
OLMC	Official Language Minority Communities
OLMW	Official Language Minority Women
PCH	Canadian Heritage
PRF	Policy Research Fund
SWC	Status of Women Canada
TBS	Treasury Board Secretariat
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>Effective implementation of the Action Plan for Section 41, <i>Official Languages Act</i>.</p> <p>The integration of the OL Action Plan into SWC cyclical processes such as communications and consultations, strategic planning, reporting, evaluation and other activities.</p>	<ul style="list-style-type: none"> ○ SWC officers responsible for OLA files provided briefings and information about Section 41, changes to the legislation (e.g. Bill S-3), etc. ○ Under the Corporate Learning Plan, OL training was provided to staff, while managers were provided with tools to assist in the compliance of the OLA. ○ Senior management and staff received relevant and timely information on OLA through <i>Bulletin 41-42</i>, e-mails and other materials from Canadian Heritage (PCH), etc. ○ The National Coordinator responsible for implementing Section 41 provided current information regarding the OLA, PCH's performance measurement tools and guides to the preparation of status reports and action plans, etc. ○ To celebrate International Women's Day, a bilingual presentation was given by Professor Lise Boily of University of Ottawa, 	<p>In-house activities promote linguistic duality, are accessible to employees from OL groups and are in compliance with the provisions of the legislation.</p> <p>Greater awareness of the OLA, SWC commitment to Section 41 and recognition of the needs of OLMW.</p> <p>Increased number of SWC employees who meet OL levels.</p>

	<p>addressing issues on women and the law.</p> <ul style="list-style-type: none"> ○ Staff distributed information and participated in activities organized for the <i>Rendez-vous de la francophonie</i>. ○ There was on-going encouragement to integrate SWC's Multi-Year Action Plan for Section 41 in strategic, operational and project planning. 	<p>Information about in-house events is communicated in both Official Languages.</p>
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B. CONSULTATIONS (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>Greater collaboration between decision-makers and OLMW organizations.</p> <p>Greater opportunity for OLMW to participate in SWC activities and seek strategies to address their issues.</p> <p>Priorities of OLMW are taken into consideration in program delivery at local, regional and national levels.</p>	<ul style="list-style-type: none"> ○ SWC consultation strategy on gender equality was developed, ensuring representation of OLMW in regional consultations held in Halifax, Regina, Vancouver, Yellowknife, Toronto and Montreal as well as the national consultation held in Ottawa in fall 2005. ○ SWC ensured that OLMW were included in the non-governmental organizations invited to participate in meetings of the U.N. Committee on Status of Women (UNCSW). ○ OLMW were among the participants at the joint SWC P/T Policy Forum on Aboriginal Women and Violence held in Ottawa on March 27-28, 2006. ○ Prairies/NWT regional staff facilitated a meeting in August 2005 between Pluri-Elles and the Minister for Status of Women to discuss priority issues. ○ SWC continued to participate in OL Community Forums sponsored by PCH and others (e.g. Halifax, May 12, 2005). 	<p>Continued representation of OLMW in SWC consultations on gender equality.</p> <p>Greater role and participation by OLMW in SWC domestic and international events.</p> <p>SWC established ongoing communications with organizations that represent OLMW in regions.</p> <p>Evidence of efforts to take OLMW priorities into consideration in planning sessions,</p>

<p>OLMW are part of the regular clientele of the regional and national offices.</p>	<ul style="list-style-type: none"> ○ In developing its strategic plan, Ontario regional staff ensured there was integration and participation of OLMW at its regional meeting to discuss concerns and issues of various constituencies of women. ○ Participation in informal consultations with OLMC organizations such as the following: <ul style="list-style-type: none"> ➤ Initsiak Women’s Centre in Nunavik, usually to respond to specific inquiries not necessarily related to their initiative. ➤ a number of new OLMCs in Quebec, such as the Neskapi Women’s Group, the Mistissini Native Women’s Association, Leave Out Violence (L.O.V.E.), the Guava Collective and Power Camp National. ○ In analyzing the changing situation of OLMCs in Ontario, groups such as la Table féministe francophone de concertation provinciale, Action ontarienne contre la violence faites aux femmes, and Mouvement ontarien des femmes immigrantes francophones (MOFIF) were consulted on some of the main issues regarding their respective constituencies. 	<p>interdepartmental/ intergovernmental work.</p>
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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>OLMW have access to timely information about programs, services and activities through the SWC Web site and other communication means.</p> <p>OLMW and organizations participate in SWC public policy process, policy research activities, and public consultations.</p> <p>OLMW and their organizations actively participate in commemorations of key women's equality dates: Women's History Month, International Women's Day/Week, National Day of</p>	<ul style="list-style-type: none"> ○ OLMW groups were represented on the mailing list for documents, information, calls for proposals, invitations to tender, reports, notices of events and information on policy-related issues. ○ Information on SWC's programs and services was provided to OLMW in a variety of ways. For example: <ul style="list-style-type: none"> ➤ In B.C./Yukon region, regional descriptive lists of all grants for 2005-06 were translated into French and distributed to francophone women's groups in the region. ➤ Quebec/Nunavut region and Headquarters staff made presentations and participated in the Nunavut Symposium <i>Inuuqatigiitsiarniq: Working Towards a Territorial Strategy to Stop Violence Against Women</i>, Jan. 17-20, 2006. (Although Francophone OLMCs have been identified in Nunavut, the first language of 85% of the population in the capital Iqaluit is Inuktitut. That is why both English and French are minority languages. 	<p>OLMW have access to information on SWC programs and services, including GBA, Women's Program (WP) and the Policy Research Fund (PRF).</p> <p>OLMW are informed about SWC programs, services and activities in both Official Languages.</p> <p>On-going representation of OLMW in SWC policy processes, including External Committee to the PRF.</p>

<p>Remembrance and Action on Violence Against Women, Persons Day, etc.</p>	<ul style="list-style-type: none"> ➤ Ontario regional staff participated in the launch of l'Assemblée des Franco-Ontariens. ➤ The Prairies/NWT region sent information and materials to PCH's NWT Community Forum in Yellowknife, Mar. 2006). <ul style="list-style-type: none"> ○ SWC continued to distribute documents and other information on an ongoing basis to OLMW groups. ○ Documents and tools, including materials on gender-based analysis, documents for the on-line and cross-country consultations on equality for women were developed in both official languages and made available through SWC's Web site. A bilingual information kit with background papers for the in-person consultations was also prepared. ○ The Policy Research database, which includes OLMW's organizations and individuals, was used for the dissemination of calls for proposals and calls for nominations to the External Committee to the Policy Research Fund (PRF). ○ Eight new policy research publications were released in both official languages and funding continues to new research projects that integrate policy concerns of OLMW. ○ In the Quebec/Nunavut region, ties have been created with researchers and research chairs affiliated with English-language universities. As well, partnerships have been identified between women's organizations 	
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	and university researchers, between women's organizations in Quebec and those in other provinces, and between Francophone and Anglophone organizations in order to move forward on certain issues.	
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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>Greater horizontal partnerships between SWC and key players around Section 41, <i>Official Languages Act</i>.</p> <p>Continued partnership with PCH for information exchange, sharing of best practices and strategic investments.</p> <p>Increased capacity to integrate OLMW issues and needs in policy formulation and program delivery.</p>	<ul style="list-style-type: none"> ○ There is on-going communication, consultation and partnership with PCH: <ul style="list-style-type: none"> ➤ The SWC Co-Champion attended the meetings of Co-Champions and also served as a member of the evaluation committee. ➤ The SWC National Coordinator, Section 41, attended the "<i>Good Practices Forum on Official Languages</i>", a joint meeting of champions, co-champions, persons responsible for official languages (Parts IV, V and VI) and national coordinators responsible for the implementation of section 41 of the <i>Official Languages Act</i>, November 28, 2005. ➤ PCH and SWC shared information regarding possible opportunities for joint funding of initiatives through IPOLC. ➤ with PCH regional staff who deliver OL programs, in order to coordinate efforts and exchange information. ○ In B.C./Yukon region, staff continue to champion the priority issues of francophone women at inter-departmental and 	<p>Through exchange of information and by learning from best practices, SWC continues to build organizational capacity for the implementation of its Action Plan.</p> <p>SWC decision-making processes take Official Language commitments into consideration.</p> <p>Through IPOLC, SWC has an increased capacity to support OLMW's initiatives.</p>

	<p>inter-governmental meetings, including those of the BC Rural Team, Pacific Council of Federal Officials, Vancouver Agreement, Homelessness Research Committee and other partners.</p> <ul style="list-style-type: none"> ○ On September 17, 2005, the Quebec/Nunavut region participated in the Townshippers event in the Eastern Townships by distributing various information documents on SWC and the Women's Program. This information fair, in which a number of federal departments participated, is a family day and celebration that brings together the English-speaking community in the Eastern Townships. ○ In Quebec, three discussion meetings were held with PCH representatives with regard to SWC's programs. ○ In Alberta, consultation and communication is maintained with relevant provincial authorities, e.g. Alberta Francophone Secretariat. ○ There is increased participation in the official languages committee of the various federal councils in the Atlantic region. ○ In Ontario, activities included participation in the Ontario Federal Council subcommittee on Official Languages, the Official Languages Symposium in Niagara Falls, federal provincial francophone funders network, as well as coordination of ongoing consultations related to OLMCs between varying levels of government and funding bodies. 	<p>Increased collaboration with different partners in the interest of responding to priorities of OLMW in regions.</p> <p>Expanded network of SWC contacts on Official Language issues at regional levels.</p>
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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>Enhanced organizational capacity among OLMW's organizations.</p> <p>More active role and greater participation by OLMW and their organizations in policy processes, public consultations, community activities, gender equality initiatives and others.</p> <p>SWC takes into consideration the geographic dispersal of OLMW in its program delivery.</p>	<ul style="list-style-type: none"> ○ SWC provided a total of \$1,067,616 in grants to 16 initiatives through the Women's Program. Thirteen of the initiatives (\$931,906) were carried out by OLMW's organizations (five of which were new WP clients) while the remaining targeted OLMW, as well as others. Technical assistance and strategic support (e.g. development of strategies, resolving operational issues, referral to funding sources, information sharing, and networking) were also provided. Efforts were consistently made to encourage contact, communication and collaboration between Anglophone and Francophone groups. The initiatives addressed such issues as: poverty, violence, income security, child care, immigration, integration and social inclusion, capacity-building and strategic partnership. ○ SWC had 11 Anglophone trainers and nine Francophone trainers on gender-based analysis who were available on a regional basis to train OLMCs. ○ SWC continued to examine each proposal received under the Women's Program in light of prospects for participation by OLMW and the impact on OLMCs. ○ Under IPOLC, SWC and PCH jointly invested in the following seven initiatives, 	<p>SWC helped increase the capacity of OLMW's organizations to engage in gender equality initiatives and to respond to their issues.</p> <p>SWC negotiated an IPOLC protocol under which it funded OLMW's organizations.</p> <p>With IPOLC, OLMW's organizations have increased capacity and funding to carry out their initiatives more extensively.</p> <p>SWC is increasingly requested by OLMW's organizations to provide</p>

<p>OLMW's organizations have the expertise and tools necessary for carrying out their initiatives with a focus on results.</p>	<p>with \$244,865 from SWC and \$227,184 from PCH, for a total of \$472,049 approved in funding in 2005-2006.</p> <p><i>Pauvreté et francophonie ontarienne : vers une plate-forme revendicative [Poverty and Francophones in Ontario : Towards a Platform for Demanding Change]</i></p> <ul style="list-style-type: none"> ○ The main issue in this initiative is that of gender equality. The initiative proposes a strategy and activities aimed at reducing socio-economic inequality between men and women. It aims to develop paths of action to attack the causes of the precarious situation and economic vulnerability of individuals. <p><i>Les femmes et la garde d'enfants au Yukon [Women and Childcare in the Yukon]</i></p> <ul style="list-style-type: none"> ○ Through this initiative, Les Essentielles is focussing on child care services considered essential to the vitality of a minority community. The organization will take an objective look at the compensation process in the area of early childhood in the Yukon. <p><i>4th Congrès international des recherches féministes dans la francophonie plurielle [4th International Congress of Feminist Research in the Plural Francophonie]</i></p> <ul style="list-style-type: none"> ○ The committee is proposing to create a strategy for communication among Francophone minority researchers in Canada. An electronic exchange network will lead to the development of strategies for supporting researchers in the development of Francophone minority communities in Canada. <p><i>Pop and Politics: Evaluating the Needs and Situation of Women in the Independent Music Industry</i></p> <ul style="list-style-type: none"> ○ The Guava collective is pursuing two objectives during this phase. The first is to support the use of art and music as a mobilization tool for promoting human rights and specifically issues related to gender equality in conjunction with a major event, the Pop Montreal music 	<p>financial and technical assistance.</p> <p>OLMW women enhance their knowledge and develop skills in gender-based analysis.</p>
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festival. The second is to compile data in order to clearly identify the economic and social situation of women in the independent music industry and to evaluate the public perception of these women.

Stratégie de développement de la capacité des femmes francophones du Manitoba rural [Capacity Development Strategy for Francophone Women in Rural Manitoba]

- This proposal builds on a previous initiative in which Pluri-elles conducted a provincial consultation in 33 urban and rural Francophone communities in Manitoba. Through the consultation, Pluri-elles identified a number of specific barriers preventing Francophone women in rural areas from participating, even at a basic level, in the life of their communities. This initiative proposes to support the development of capacity by francophone women in these communities through the establishment of a women's committee in two rural communities.

L'Équité économique et les femmes acadiennes et francophones évoluant en situation minoritaire dans les provinces atlantiques – Volet III – Mobilisation régionale [Economic equity and Acadian and Francophone women in minority situations in the Atlantic provinces – Part III – Regional mobilization]

- This major initiative of Femmes Équité Atlantique will entail bringing together Francophone minority women experiencing socio-economic inequality. The initiative will serve as a springboard for concerted communication and will culminate in seven regional meetings and approximately 10 working sessions in targeted communities of Francophone women in the four Atlantic provinces.

Étude sur les femmes entrepreneures en Ontario [Studies on French-speaking female entrepreneurs in Ontario]

- The fundamental aim of this initiative is to conduct a needs analysis with French-speaking female entrepreneurs, including immigrant women, in order to gain a better understanding of their concerns and needs and the systemic obstacles they face. On the basis of this overview of the

	<p>situation, and in the context of ongoing consultations, the committee and the women concerned will develop a series of recommendations that will be an integral part of the plan and that will then be presented to key individuals from specific departments.</p>	
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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>Evaluations and internal audits contain elements that help determine how programs and services affect OLMW.</p> <p>SWC systematically takes into consideration the effectiveness of programs in addressing OLMW's issues.</p>	<ul style="list-style-type: none"> ○ Use of the performance measurement tool to prepare the 2005-2006 Status Report. ○ Special attention paid to the implementation of <i>OLA</i> section 41 during regional and national planning. For example: <ul style="list-style-type: none"> ➤ In B.C./Yukon region, OLMW's concerns were explicitly and systematically integrated into the entire regional planning and programming process. 	<p>Evaluation of the WP in 2005-2006 provides opportunities to address gaps within the WP.</p> <p>SWC reports more regularly on results achieved.</p> <p>Evidence of efforts to integrate the OL Action Plan to planning and reporting cycles at regional, directorate and corporate levels.</p>

Initiatives Undertaken by Official Language Minority Women's Organizations

ALLIANCE DES FEMMES DE LA FRANCOPHONIE CANADIENNE (AFFC)

S'unifier pour évoluer

\$211,495

Ce projet de 18 mois permettra à l'Alliance des femmes de la Francophonie canadienne de définir et de communiquer sa position sur les enjeux d'égalité prioritaires suivants : l'assurance-emploi, le Régime de pensions du Canada et le Supplément de revenu garanti. Pour ce faire, l'Alliance établira des partenariats avec divers organismes clés travaillant sur chaque enjeu prioritaire dans le but de faire valoir la position des femmes francophones vivant en situation minoritaire et de mobiliser celles-ci pour qu'elles participent aux démarches officielles et collectives entreprises auprès des décideurs politiques. L'organisme encouragera ses membres dans les régions à rencontrer leurs homologues régionaux afin de faire partie des démarches de revendication provinciales ou territoriales sur les questions touchant les femmes francophones dont : le logement social et sécuritaire, l'accessibilité aux services de garde réglementés et publics de qualité, le minimum d'assistance sociale et l'accessibilité aux services de transports publics. De plus, les jeunes filles francophones vivant en situation minoritaire et membres de l'Alliance seront initiées aux enjeux d'égalité prioritaires afin qu'elles puissent remettre en question les stratégies et les moyens de mobiliser et d'engager d'autres jeunes filles à travers le Canada et débattre de ces stratégies et de ces moyens. Le cadre d'évaluation de l'Alliance mesurera l'efficacité des approches, des stratégies, de l'engagement et de la direction dans la mise en œuvre du projet.

Unite to grow

This 18-month project will enable the Alliance of Women of the Canadian Francophonie to define and communicate its position on the following priority equity issues: employment insurance, the Canada Pension Plan and the Guaranteed Income Supplement. To do this, the Alliance will establish partnerships with a number of key organizations working on each priority issue in order to put forward the position of Francophone women living in minority communities and to assist those women in taking part in formal and collective approaches to political decision-makers. The organization will encourage its members in the regions to meet with their regional counterparts to join in provincial or territorial initiatives to put forward demands on issues affecting Francophone women, including: safe social housing, access to quality, publicly regulated day care services, minimum welfare payments and accessible public transit services. In addition, young Francophone women living in minority communities, who are Alliance members, will be asked for their views on priority equality issues in order to determine strategies and approaches for mobilizing young women across Canada in debating those strategies and approaches. The evaluation framework proposed by the Alliance will measure effectiveness of the approaches and strategies, and the commitment and direction of the project implementation.

**LE CENTRE D'ENTREPRENARIAT ET D'INSERTION PROFESSIONNELLE
FÉMININ DE PEEL (CENIP)**

Recherche action participative pour l'amélioration de la situation socioéconomique des femmes francophones immigrantes de Brampton

\$46,178

Le but global de ce projet est d'améliorer la situation économique des immigrantes francophones de Brampton en apportant des changements aux programmes d'employabilité par des organisations-clés dans la région. Le Centre d'entrepreneuriat et d'insertion professionnelle féminin de Peel réalisera une recherche-action qui permettra de mobiliser les immigrantes francophones, d'accroître leurs propres connaissances au sujet de la problématique d'insertion professionnelle et d'améliorer leurs capacités de répondre aux besoins prioritaires des femmes. Un comité de travail, représenté par la diversité des immigrantes francophones de Brampton, guidera toutes les étapes du projet. Une facilitatrice organisera des groupes de discussion où les femmes définiront leurs besoins prioritaires et formuleront des recommandations pour répondre à ces besoins. L'information sera compilée, analysée et rédigée dans un rapport final qui sera validé par les participantes du groupe de discussion. Un forum rassemblera les femmes ayant participé au projet ainsi que les organisations-clés de la région pour sensibiliser ces dernières aux besoins spécifiques des immigrantes francophones et pour établir des partenariats. Le groupe a mis en place un plan d'évaluation détaillé pour mesurer le progrès et le succès du projet.

Building participative action to improve the socio-economic status of Francophone immigrant women in Brampton

The overall goal of this project is to improve the economic situation of Francophone immigrant women in Brampton by bringing about changes in the employment programs of key organizations in the region. The Peel Women's centre for Entrepreneurship and Professional Integration (CENIP) will conduct a research-action program that will bring together Francophone immigrant women, to raise their knowledge of issues related to the problem of workplace integration and to improve their ability to respond to the priority needs of women. A working committee, made up of representatives of the diversity of Francophone immigrants in Brampton, will direct each stage of the project. A facilitator will organize discussion groups in which the women will define their priority needs and make recommendations to meet those needs. This information will be compiled, analyzed and printed in a report for final approval of discussion group participants. All women who participated in the project, along with representatives of key organizations in the region, will meet in a forum intended to raise awareness of the specific needs of Francophone immigrant women and to establish working partnerships. The organization has prepared a detailed evaluation plan to measure progress and final success of the project.

COLLECTIF DES FEMMES DU NOUVEAU-BRUNSWICK

Intégrons la diversité — Phase III

\$50,000

Le Collectif des femmes du Nouveau-Brunswick jouera un rôle de catalyseur pour les immigrantes francophones qui sont professionnellement ou personnellement concernées par la question de la diversité. À la suite des recommandations des deux premières phases, le Collectif préparera des outils de communication et établira des alliances stratégiques afin de mieux s'engager dans les dossiers socioéconomiques du Nouveau-Brunswick. Il s'attend à sensibiliser les membres de la société acadienne quant à la pertinence et à la nécessité de l'immigration francophone et de la rétention des nouveaux arrivants. Le but est de promouvoir la question de la gestion de la diversité ainsi que la nécessité de mettre en place des outils d'intégration et de sensibilisation favorisant l'intégration socioéconomique des femmes francophones issues des communautés ethnoculturelles. Le plan d'évaluation comprend des indicateurs qualitatifs et quantitatifs sur l'approche, le processus, les démarches, la participation, l'intérêt, les outils et la pertinence de l'information diffusée et reçue.

Integrating diversity — Phase III

The New Brunswick Women's Collective is working as an agent for change on behalf of Francophone immigrant women who are personally or occupationally affected by the issue of diversity. Building on recommendations from the first two phases of the project, the Collective will prepare communications tools and will build strategic alliances that will enable the organization to be better involved in socio-economic issues in the province. The organization plans to increase awareness among members of the Acadian society of the importance of Francophone immigration and the need to retain newcomers in the community. The goal is to promote the issue of managing diversity as well as the need to put in place integration and awareness tools that encourage the socio-economic integration of Francophone women from ethno-cultural communities. The evaluation plan includes qualitative and quantitative indicators on the approach, the process, the initiatives, participation, community interest, tools and the relevance of the information received and distributed.

COMITÉ FEMMES EN AFFAIRES

Études sur les femmes entrepreneures francophones de l'Ontario

\$50,000

Le but fondamental du projet est de mener une étude de besoins auprès des femmes entrepreneures francophones, y compris les femmes immigrantes, à l'aide de questionnaires, de groupes témoins et de rétroaction, afin de mieux connaître leurs préoccupations, leurs besoins ainsi que les barrières systémiques auxquelles elles sont confrontées. À partir de ce portrait de la situation et dans le cadre de consultations continues, le Comité et les femmes concernées formuleront une série de recommandations qui feront partie intégrante du plan et qui seront par la suite présentées à des personnes-clés de ministères ciblés. Le plan d'action sera la pierre angulaire d'une stratégie de sensibilisation des différents intervenants aux barrières systémiques des entrepreneures francophones et aux façons de les appuyer dans leur développement. Un plan d'évaluation visant à mesurer l'atteinte des résultats est inclus dans la proposition.

Studies on Francophone women entrepreneurs in Ontario

The basic goal of this project is to study the needs of Francophone women entrepreneurs, including immigrant women, with the help of questionnaires, focus groups and feedback, in order to better understand their concerns and needs, as well as the systemic barriers they face. Based on this description of the situation and as part of continuing consultations, the committee and the women involved will prepare a series of recommendations that will form the core of an action plan that will be presented to key people in selected departments. The action plan will be the cornerstone of a strategy to raise awareness among different stakeholders of the systemic barriers faced by Francophone women entrepreneurs and of ways of supporting these entrepreneurs in their development. An evaluation plan to measure achievement of these objectives is included in the proposal.

COMITÉ ORGANISATEUR DU 4IÈME CONGRÈS INTERNATIONAL DES RECHERCHES FÉMINISTES DANS LA FRANCOPHONIE PLURIELLE

304 - 550, rue Cumberland
Ottawa, Ontario
K1N 6N5

4ième Congrès international des recherches féministes dans la francophonie plurielle

\$25,000

Le Comité organisateur du 4 e Congrès international des recherches féministes dans la francophonie plurielle propose de créer une stratégie de communication entre les chercheuses francophones en situation minoritaire au Canada. Un réseau d'échange électronique permettra de développer des stratégies visant l'appui des chercheuses au développement des communautés francophones en situation minoritaires au Canada et à l'utilisation de leurs expertises comme contribution aux stratégies des organismes communautaires et à la mise en œuvre des plans de développement global de ces communautés. Le réseau cherchera aussi une reconnaissance des leurs travaux et expertises par le réseau des chercheuses francophones au Canada. En plus, elles développeront des mécanismes afin d'assurer les échanges et le partage des travaux de recherche liés aux enjeux d'égalité des femmes avec les chercheuses anglophones. Avec le réseau des chercheurs francophones des communautés en situation minoritaire, elles utiliseront leurs travaux pour alimenter le débat sur la place des enjeux d'égalité parmi les priorités des communautés francophones et la place des femmes dans les structures de gouvernance de ces communautés. Un cadre d'évaluation sera développé par les chercheuses elles-mêmes pour mesurer l'efficacité des approches, des stratégies, de l'engagement auprès du leadership communautaire, de même que des résultats de l'initiative.

LES ESSENTIELLES

Les femmes et la garde d'enfants au Yukon

\$60,000

Ce projet de 18 mois de l'organisme Les EssentiElles s'intéresse aux services de garde, considérés comme primordiaux pour la vitalité d'une communauté en milieu minoritaire. Le groupe prendra le recul nécessaire pour remettre en question le processus de rétribution en vigueur dans le domaine de la petite enfance au Yukon. Le but visé à long terme est d'inciter le territoire du Yukon à se plier à des conditions et à des mesures de reddition de comptes pour accéder aux crédits fédéraux, ensuite, de faire pression en vue d'y faire introduire une loi sur les services de garde et d'obtenir un engagement de financement à long terme. La situation économique des éducatrices en petite enfance est l'une de nos priorités et celle de la communauté. La petite enfance est actuellement un élément important pour la vitalité de la francophonie canadienne et pour les membres de la communauté anglophone. Elle passe donc par la santé économique de celles qui assurent les services à la communauté en vue d'influencer concrètement les changements systémiques. C'est ainsi que les femmes réussiront à avoir une influence réelle sur les dossiers et les questions qui les concernent. Un plan d'évaluation détaillé est prévu pour mesurer les progrès réalisés selon les résultats escomptés.

Women and daycare in the Yukon

This 18-month project of the EssentiElles organization concerns daycare services, which are considered to be essential to the vitality of a minority community. The organization will make a much-needed assessment of the compensation/fee process in the early childhood field in the Yukon. The long-term objective is to persuade the territorial government to comply with the conditions and accounting measures required to gain access to federal funding, and to press the Yukon government to introduce daycare legislation with a commitment to long-term funding. The economic situation of early childhood educators is one of the priorities of the organization and of the community. Early childhood education is considered a key element in preserving a vibrant Canadian Francophone community, as it is for Anglophone communities. The economic health of the educators who provide these services to the community is an essential factor in bringing about systemic change. This project will enable women to have real influence on the issues and services that affect them most directly. A detailed evaluation plan has been prepared to measure progress against expected results.

LE GROUPE DE TRAVAIL DES FEMMES ÉQUITÉ ATLANTIQUE

L'Équité économique et les femmes acadiennes et francophones évoluant en situation minoritaire dans les provinces atlantiques — Volet III — Mobilisation régionale

\$75,476

Projet conjoint avec Patrimoine canadien en vertu de l'Entente en Partenariat Interministérielle avec les communautés des langues officielles en situation minoritaire (PICLO), ce volet important de Femmes Équité Atlantique, verra à rassembler les femmes qui vivent des iniquités socioéconomiques en milieu minoritaire francophone. Ce tremplin d'efforts de communication concentrés assurera la tenue de sept rencontres régionales et d'une dizaine de séances de travail dans des communautés féminines francophones ciblées à travers les quatre provinces de l'Atlantique. Les facilitatrices et les expertes auront à réconcilier les démarches actives de sensibilisation, de formation, de promotion et de mobilisation des femmes dans leur propre milieu conformément à la demande formulée lors de la dernière phase de travail. Le plan d'évaluation du groupe inclut des grilles d'évaluation avec indicateurs de performance hebdomadaires qui seront distribuées aux participantes des séances et qui serviront à mesurer les résultats.

Economic equity for Acadian and Francophone women in minority-language communities in the Atlantic provinces — Phase III — Regional mobilization

This is a joint project with the Department of Canadian Heritage under the Interdepartmental Partnership with the Official Language Communities (IPOLC). This major effort of the Women's Equity Task Force will bring together women experiencing socio-economic inequity in Francophone minority communities. Concentrated communications efforts will include seven regional meetings and 10 workshops in targeted Francophone women's communities in the four Atlantic Provinces. Facilitators and subject experts will lead programs to raise awareness, provide training, and stimulate promotion and mobilization of women in their own communities, as requested in the previous phase of this work. The organization's evaluation plan includes a grid of weekly performance indicators which will be distributed to meeting and workshop participants.

GUAVA COLLECTIVE

Pop et politics: Évaluer les besoins et la situation des femmes dans l'industrie musicale indépendante

\$29,902

Le *Guava collective* poursuit deux objectifs pendant cette phase. Le premier est de soutenir l'utilisation de l'art et de la musique comme outil de mobilisation pour la promotion des droits humains et spécialement des questions liées à l'égalité entre les sexes en s'associant à une importante manifestation : le Festival de musique POP Montréal. Le deuxième est de recueillir des données afin de bien cerner la situation économique et sociale des femmes dans le secteur de la musique indépendante ainsi que d'évaluer la perception du public par rapport à ces femmes. Pendant trois jours, le groupe planifie des rassemblements qui prendront différentes formes tels que des ateliers de travail pour les jeunes, des séances de discussion et de mobilisation surtout axées vers les besoins des artistes, des conférences d'échange avec des personnalités de l'industrie et des groupes de travail portant tous sur l'égalité entre les sexes. Ces rassemblements permettront aux artistes socialement engagés et au grand public de discuter de sujets tels que le rôle de la musique en politique. Les résultats obtenus permettront, entre autres, de dégager des recommandations, de créer des outils de mobilisation et de faire des présentations lors de conférences mondiales. Le groupe créera un comité de suivi des recommandations composé de jeunes femmes du milieu. Le *Guava collective* veut aussi mobiliser d'autres organismes d'artistes engagés, francophones et anglophones, afin d'élaborer un plan d'action ayant comme objectif de proposer, dans une autre phase, des solutions aux barrières que rencontrent les femmes dans l'industrie et de sensibiliser les personnes-clés de ce secteur. Une évaluation est prévue pour les différentes étapes.

Pop and Politics: Evaluating the Needs and Situation of Women in the Independent Music Industry

The *Guava collective* is pursuing two objectives during this phase. The first is to support the use of art and music as mobilization tools for promoting human rights and especially issues related to gender equality by taking part in a major public event, the Montreal POP music festival. The second goal is to collect data that reflects the social and economic status of women in the independent music sector and the public perception of these women. The collective is planning a three-day event to involve young people, using such different forms as workshops, discussion groups and organizing tools, including conferences with personalities in the music industry, and gender equality workshops. These gatherings will enable socially-committed artists and the public to discuss such subject as the role of music in public life. The expected results will include specific recommendations to improve the status of women in the music industry, to develop supporting tools and to represent the views of women in the music industry at conferences. A committee made up of young women in the music industry will monitor implementation of the recommendations. The *Guava collective* is also working to involve other organizations of committed Francophone and Anglophone artists in developing an action plan that, in another phase, will propose solutions to remove the barriers that women encounter in the music industry, and to raise awareness of this issue with key people in the industry. Evaluation of the project is planned at different stages.

**MOUVEMENT ONTARIEN DES FEMMES IMMIGRANTES FRANCOPHONES
(MOFIF)**

Analyse des enjeux de la séparation des femmes immigrantes et réfugiées de leurs enfants

\$73,215

Ce projet analysera les enjeux liés à la séparation des immigrantes ou des réfugiées de leurs enfants. Les femmes immigrantes et réfugiées participeront à l'élaboration des stratégies qui pourront influencer des changements au niveau des politiques de réunification. Des recommandations seront formulées et soumises au Comité permanent de Citoyenneté et Immigration Canada afin d'amorcer un travail de sensibilisation sur la nécessité de faciliter et d'accélérer la réunification des immigrantes et des réfugiées avec leurs enfants. La stratégie principale vise la mise en œuvre d'une recherche-action participative avec séances et groupes de discussion dans plusieurs villes de l'Ontario. Elle servira à définir, avec l'aide des acteurs principaux, les problèmes soulevés par cet enjeu. Un plan d'évaluation à la fois formatif et sommatif est inclus dans la proposition.

Analysis of the causes that separate immigrant women and refugees from their children

This project will analyze issues related to the separation of immigrant and refugee women from their children. Immigrant women and refugees will participate in developing strategies that can lead to changes in policies for family re-unification. Recommendations will be prepared and submitted to the Standing Committee on Citizenship and Immigration to begin the work of raising awareness of the need to facilitate and accelerate the re-unification of immigrant and refugee women with their children. The main strategy will focus on participatory research-action through seminars and discussion groups in several Ontario cities. With the help of immigrant and refugee women, these meetings will identify the problems raised by this issue and seek solutions. A formative and summative evaluation plan is included in the proposal.

NASKAPI WOMEN'S GROUP

Women's Gathering 2005 and Strategy Implementation Project

\$20,140

Dans le cadre du grand rassemblement annuel des femmes autochtones de la Côte-Nord, des ateliers sur les sujets suivants seront inscrits à l'ordre du jour : la violence faite aux femmes, les agressions à caractère sexuel, les problèmes familiaux, le stress, le respect ainsi que la consommation de drogues et d'alcool. Ces ateliers visent à amener les participantes à énoncer des moyens et des stratégies qui permettront d'améliorer les services et de réduire la violence faite aux femmes. Le Naskapi Women's Group prévoit que 600 femmes autochtones participeront au rassemblement. Ces femmes proviendront des dix communautés innues (montagnaises) de la Côte-Nord et d'une communauté du Labrador. Le rassemblement comptera aussi des femmes crie et des Inuites. Dans un deuxième temps, le groupe élaborera un plan d'action à partir des documents des ateliers et réalisera des interventions auprès des instances et des intervenants de leur réserve en vue d'améliorer les services offerts aux femmes naskapi. Les résultats escomptés sont la reconnaissance par la communauté de ces problèmes et le développement de liens de travail avec le Naskapi Justice and Healing Committee (NJHC), le Naskapi centre local de services communautaires (NCLSC), le Naskapi Police et le Nation Council. À titre de résultats à plus long terme, le groupe vise la participation des responsables de la communauté aux actions visant à améliorer les conditions de vie de ces femmes. Par ailleurs, le groupe s'engage à transmettre les résultats de ce projet aux femmes qui participeront au rassemblement qui se tiendra l'année prochaine. Le groupe a soumis, avec la demande d'aide financière, un plan d'évaluation qui énumère les résultats concrets visés, les indicateurs ainsi que l'utilisation des indicateurs.

Women's Gathering 2005 and Strategy Implementation Project

As part of a major annual gathering of Aboriginal women on the North Shore, workshops will be conducted on the following subjects: violence against women, sexual abuse, family problems, stress, self-respect, and drug and alcohol use. The workshops will help participants to identify means and strategies for improving community services and reducing violence against women. The Naskapi Women's Group expects that 600 Aboriginal women will participate in the annual meeting. These women are mainly from 10 Montagnais Innu communities on Quebec's North Shore and one community in Labrador; but Cree and Inuit women will also participate. Following the meeting, workshop reports will be used to develop an action plan for specific approaches to leaders and stakeholders on their reserve to improve the services provided to Naskapi women. Expected results include community recognition of these problems and the development of working links with the Naskapi Justice and Healing Committee (NJHC), the Naskapi local centre for community services (NCLSC), Naskapi Police and the Nation Council. The long-term outcome of the project will be the active participation of community leaders in taking action to improve living conditions for Naskapi women. The organization has made a commitment to share the results of this project with women attending next year's annual meeting. In addition to the request for funding, the organization has submitted an evaluation plan that lists the concrete results expected and the indicators that will be used to measure success.

PLURI-ELLES INC.

Capacity Development Strategy for Francophone Women in Rural Manitoba

\$60,000

This proposal builds on a previous initiative in which Pluri-elles conducted a provincial consultation in 33 urban and rural Francophone communities in Manitoba. Through the consultation, Pluri-elles identified a number of specific barriers preventing Francophone women in rural areas from participating, even at a basic level, in the life of their communities. This initiative proposes to support the development of capacity by francophone women in these communities through the establishment of a women's committee in two rural communities. The committees will assist women to mobilize around common issues, and solutions. Rural francophone women will gain the skills and knowledge necessary to develop their own action plans on key priority issues. The initiative will be evaluated according to a comprehensive plan provided by Pluri-elles.

LE REGROUPEMENT DES FEMMES IMMIGRANTES FRANCOPHONES

Je prends ma place

70,500

Le projet proposé par le Regroupement des femmes immigrantes francophones (RFIF) vise à contrer la discrimination basée sur le sexe que subissent les jeunes femmes de minorités ethniques francophones dans leurs communautés. « Je prends ma place » propose une stratégie et des activités dont l'objectif ultime est de réduire, dans ces communautés, les inégalités sociales entre les jeunes hommes et les jeunes femmes pour accroître la participation de celles-ci dans les institutions publiques torontoises. Cette stratégie vise plus précisément le développement d'actions permettant d'éliminer les barrières systémiques auxquelles elles sont confrontées dans leurs communautés. Le Regroupement analysera l'effet d'une telle discrimination au moyen de groupes de discussion composés de jeunes femmes et d'entrevues menées auprès d'elles et documentera les conséquences de cette problématique pour la communauté entière afin de sensibiliser ces femmes aux retombées sociales négatives pour elles. Les résultats de cette analyse seront disséminés à travers les communautés ciblées durant une série de séances de discussions et stimuleront un débat public sur l'importance d'œuvrer pour l'élimination de la discrimination sexuelle. Un plan d'évaluation à la fois formative et sommative est inclus dans la proposition.

I'm taking my place

The project proposed by the *Regroupement des femmes immigrantes francophones* (RFIF) will help to overcome gender-based discrimination faced by young women of Francophone ethnic minorities in their communities. "I'm taking my place" [*Je prends ma place*] presents a strategy and activities whose ultimate goal is to reduce social inequality between young men and young women in these communities so as to increase the participation of young women in Toronto's public institutions. Specifically, the strategy will focus on developing activities that eliminate the systemic barriers faced by young women in their communities. RFIF will analyze the impact of that discrimination through discussion groups with these young women and by personal interviews to document the consequences of this problem in the whole community as a means of underlining the negative impact on young women. The results of this analysis will be distributed throughout targeted communities through a series of general meetings to stimulate a public debate on the importance of working to eliminate gender discrimination. An evaluation plan that is both formative and summative is included in the proposal.

TABLE FÉMINISTE FRANCOPHONE DE CONCERTATION PROVINCIALE DE L'ONTARIO

Pauvreté et francophonie ontarienne : vers une plate-forme revendicative

\$160,000

L'enjeu principal de ce projet intitulé « Pauvreté et francophonie ontarienne : vers une plate-forme revendicative » est celui de l'égalité entre les sexes. Ce projet propose une stratégie et des activités dont l'objectif ultime est l'élimination de la pauvreté dans la société francophone ontarienne et la réduction des inégalités socioéconomiques entre les hommes et les femmes. Elle vise le développement de pistes d'action permettant d'agir sur les causes de la précarité et de la vulnérabilité économiques des individus. Le groupe propose de réaliser un travail auprès des groupes de femmes francophones de l'Ontario, au cours duquel la TFFCPO s'assurera du développement d'une approche concertée et d'une réflexion permettant l'élaboration de revendications politiques plus efficaces et structurées au chapitre de l'élimination de la pauvreté. Les résultats auront un rayonnement qui bénéficiera à l'ensemble des membres de la communauté d'expression française de l'Ontario. Ils stimuleront un débat public sur l'importance d'œuvrer à l'élimination de la pauvreté, débat qui ne pourra faire l'économie de l'identification des conditions favorables à une plus grande équité entre les membres de la communauté francophone. Le projet suggéré vise à faire en sorte que la TFFCPO joue un rôle de chef de file provincial en matière de lutte pour l'élimination de la pauvreté des femmes et de leurs familles en Ontario français. Les activités entreprises par la TFFCPO en ce sens favoriseront le renforcement du mouvement solidaire antipauvreté en Ontario, tout en s'assurant que s'exerce l'influence nécessaire auprès de divers paliers de gouvernements pour la prise en considération des besoins et des préoccupations des femmes francophones.

Poverty and Francophones in Ontario: Building a platform for demanding change

The main issue behind this project, *Poverty and Francophones in Ontario*, is the matter of gender equality. The ultimate aim of the strategy and activities behind this project is the elimination of poverty in the Ontario Francophone community and the reduction of socio-economic inequality between men and women. This project aims to develop paths of action to attack the causes of the insecurity of employment and economic vulnerability of specific groups of people. The project sponsors will work with Francophone women's organizations in Ontario, during which TFFCPO will be responsible for developing a concerted, thoughtful approach that will lead to more effective and better structured political demands for the elimination of poverty. The results will have a pervasive effect that will benefit the entire French-speaking community in Ontario, and will stimulate public debate on the importance of working to eliminate poverty. A benefit of that debate will be the identification of conditions to promote greater equality among members of the Francophone community. The proposed project will see the TFFCPO play the role of provincial leader in the fight to eliminate poverty among Francophone women and their families in Ontario. The activities carried out by TFFCPO will strengthen the solidarity of the anti-poverty movement in Ontario, while ensuring that different levels of government are compelled to take account of the needs and concerns of Francophone women in the province.

TOTAL :

\$931,906

Initiatives Targeting Official Language Minority Women

CROSS SECTORAL VIOLENCE AGAINST WOMEN STRATEGY GROUP/ GROUPE STRATÉGIQUE INTERSECTORIEL CONTRE LA VIOLENCE ENVERS LES FEMMES

Finding Common Ground: A Grassroots Forum

34 200 \$

This initiative is designed to provide an opportunity for front line workers and anti-violence advocates in Ontario to share their perspectives and analysis on the provincial Domestic Violence Action Plan. At a one day conference, the Cross Sectoral Violence Against Women Strategy Group (CSVAWSG) will facilitate the development of a coordinated strategy to ensure that the voices of a diverse group of women will help shape public policy on issues related to violence against women. In particular, women who work in the anti-violence sector and those affected by violence will be mobilized to engage in the public policy process by inserting their voices and giving their perspectives on how to respond to violence against women. CSVAWSG which represents a cross section of equality seeking groups wants to provide meaningful input at this significant social policy gathering which will focus on violence against women prevention, identification and intervention. Holding the proposed pre-conference will allow them to formulate a perspective that is consistent with perspectives of its broad constituents. The group will ensure the voices of abused immigrant women and Francophone women in Ontario are integrated into their strategy and approach. Encouraging analysis of the root cause of violence and making links across sectors and between issues are all key principles the group wants to bring to the discussion. An evaluation process will be included through-out the project phase and a final report will be shared with key stakeholders including the government and women's equality advocates and the media.

À la recherche de points communs : Un forum de la base

En Ontario, les travailleuses et travailleurs de première ligne et les porte-parole de ceux qui luttent contre la violence se rencontreront pour partager leur analyse et leurs points de vue sur le Plan d'action provincial contre la violence familiale. Durant cette conférence d'une journée, le Groupe stratégique intersectoriel contre la violence envers les femmes animera la conception d'une stratégie permettant la participation de différents groupes de femmes à l'élaboration des politiques gouvernementales concernant la violence envers les femmes. Les femmes qui s'occupent de ces questions de lutte contre la violence, de même que celles qui en sont victimes, feront part de leurs points de vue quant à ce qu'il convient de faire pour faire face à la violence envers les femmes. Le Groupe stratégique, qui représente un échantillon représentatif des groupes oeuvrant à la promotion de l'égalité, fournira sa contribution à cette rencontre sur les politiques sociales pour repérer et prévenir les cas de violence envers les femmes, et pour intervenir en cas de besoin. Lors de la réunion tenue avant la conférence, le Groupe stratégique présentera le point de vue de ses commettants (y compris celui des Ontariennes francophones ou immigrantes victimes de mauvais traitements). Le Groupe stratégique fera en particulier l'analyse des causes de la violence et montrera les liens qui existent entre les différents secteurs et enjeux. Le projet sera soumis à une évaluation tout au long de la durée de l'initiative. Le Groupe stratégique communiquera son rapport final aux intervenantes et aux intervenants, y compris au gouvernement, aux porte-parole de l'égalité pour les femmes et aux médias.

FEMMES ET VILLES INTERNATIONAL / WOMEN AND CITIES

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

8 410 \$

Women in Cities International will work with community women organization to support their involvement in municipal decision-making process and the development of partnerships with other organizations to address violence against women. To do so, Women in 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 developed outlines for a new model and options for partnership. Results will be presented, tested and evaluated by women organizations, municipalities and stakeholders in five pilots 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 experience, build their recommendations and present these in a 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 produced 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.

Supplement - It will allow the additional participation of women groups from Kuujjuaq in the development of proper tools to facilitate the elimination and prevention of violence against women and girls through enabling Inuit women's organizations to build effective partnerships with municipalities and to improve women safety and promote gender equality. It will ensure that the perspectives and priorities of Inuit women are included in the new model of partnerships between women's groups and municipalities.

Supplément – 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 envers les femmes. Dans cette optique, l'organisme Femmes et villes International examinera et évaluera le potentiel de création de partenariats ayant pour but la sécurité et la prévention du crime au sein des collectivités. L'organisme documentera également des partenariats réussis entre les groupes de femmes et les municipalités, et élaborera des lignes directrices pour la conception d'un nouveau modèle et de nouvelles options de partenariats. Les groupes de femmes, les municipalités et les intervenantes et les 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, à formuler des recommandations et à présenter celles-ci aux ateliers prévus au Forum. L'initiative sera dirigée par des femmes préoccupées par le problème de la violence envers les femmes. 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. Aidé 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.

Supplément – Les groupes de femmes de Kuujjuaq analyseront les moyens d'éliminer et de contrer la violence faite aux femmes et aux jeunes filles. Les organisations de femmes inuites se serviront de ces outils pour créer des partenariats avec les municipalités, améliorer la sécurité des femmes et faire la promotion de l'égalité entre les sexes. De cette façon, les points de vue et les priorités des femmes inuites seront incluses dans le nouveau modèle de partenariat entre les groupes de femmes et les municipalités.

VAGUE PAR VAGUE INC. /MAKING WAVES

Making Bigger Waves: Inside and Out.. An Action-Oriented Review Project

93 100 \$

This youth violence prevention initiative will engage in a process of critical analysis and community activism. Three regional community consultation forums, two in Anglophone communities and one in a Francophone community, will be organized. This will enable the organization to explore best practices, challenges, and opportunities that can be integrated into a more comprehensive strategic action plan. This initiative, Making Waves – Inside and Out, will enable the organization to better determine its direction and strategies for sustainability as well as engage the community in ensuring the viability of this valuable dating violence prevention resource. The initiative will be evaluated throughout its duration and a detailed evaluation plan including expected outcomes, indicators, collection methods and tools have been included.

Des vagues de plus en plus fortes : Partout... Un projet d'examen orienté vers l'action

Ce projet de prévention de la violence envers les jeunes amorcera une analyse importante et s'engagera dans l'action auprès de la collectivité. Par le biais de trois forums régionaux de consultation communautaire – deux en milieu anglophone, un en milieu francophone – l'organisation cherchera à cerner les pratiques exemplaires, les enjeux et les occasions qu'elle tentera ensuite d'intégrer à son plan d'action stratégique global. Le projet *Des vagues de plus en plus fortes : Partout* permettra à l'organisation de préciser ses orientations et ses stratégies en matière de durabilité; il permettra également à la collectivité d'assurer la viabilité de cette ressource que constitue ce projet dans la prévention contre la violence dans les fréquentations. Le projet fera l'objet d'une évaluation tout au long de son déroulement. Le plan d'évaluation portera sur les résultats attendus, les indicateurs et sur les méthodes et outils de collecte des données.

TOTAL :

135 710 \$