

**STATUS REPORT
2003-04**

on the

**Implementation
of Section 41 of the
*Official Languages Act***

Status of Women Canada

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Introduction

Status of Women Canada (SWC) is the department responsible for the coordination of federal efforts to promote gender equality. It works in partnership with federal departments, other levels of government, institutions, women's groups and other equality-seeking organizations to identify and remove barriers that impede full access to and participation by all Canadian women in the economic, social, cultural and political life of the country. (<http://www.swc-cfc.gc.ca>)

SWC Raison d'être

Mandate: To coordinate policy with respect to the status of women and administer related programs.

Vision: To play a key role in fulfilling the Government of Canada's commitment to building a society that is inclusive and respectful of all Canadians, by promoting gender equality, and the inclusion and participation of the full diversity of women and girls in Canada

Mission: To promote gender equality and the full participation of all women in the economic, social, cultural and political life of the country.

Roles:

- *Knowledge Broker on Gender Equality* – The department facilitates interaction and information sharing among stakeholders. It also plays a key role in making its clients aware of opportunities to make timely and effective input to the federal policy development process. SWC connects the people with knowledge to the people with influence and/or decision-making responsibilities.
- *Portal for Information* – SWC serves as a gateway for information on gender equality within the federal government and for communities across the country. SWC connects the people with needs to those who have solutions.
- *Centre of Expertise* – SWC proactively gathers leading-edge knowledge on specific issues, particularly emerging issues, as well as key contacts in the field. The goal is to share knowledge, frameworks and contacts with stakeholders and partners to assist them in their own efforts to advance gender equality in their programs and policies.

Outcomes:

1. strengthened and more equitable public policy;
2. a broader range of informed and effective stakeholders; and
3. departmental effectiveness.

Strategy: The Agenda for Gender Equality (AGE) is the main strategy for advancing the work of SWC. AGE is a government framework to ensure that gender considerations are taken into account in current and new policy and program initiatives to strengthen public policy. The overarching goal of AGE is to factor in the diverse realities of both women and men through the use of gender-based analysis (GBA) and gender mainstreaming.

The Official Languages Act

The *Official Languages Act, Section 41*, affirms the responsibility of federal departments, agencies and Crown corporations to give effect to the Government of Canada's statutory commitment to:

- a. enhancing the vitality of the French and English linguistic minority communities and supporting and assisting in their development; and
- b. fostering the full recognition and use of both English and French in Canadian society.

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. The department 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.

Part I. Status Report for 2003-04

Section I. Action Plan Highlights

In 2000, SWC developed the *Multi-Year Action Plan 2000-03* to help fulfil its legislative obligations under Section 41, *Official Languages Act*. The Action Plan was developed in the context of the SWC raison d'être, including the principles of inclusion and equity. Moreover, efforts were made to ensure that the Action Plan was relevant and responsive to the needs of official language minority women. SWC hopes that the Action Plan will also enable the department to contribute to the objectives of the year of *La Francophonie* in Canada¹.

The plan engages SWC and its 15 points of service across Canada in the recognition and promotion of Canada's linguistic duality. 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, national and international levels. 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 by using different consultation mechanisms. The key 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 the movement for women's equality:** to become full and active participants in the movement for women's equality at local, regional and national levels, including participation in domestic and international initiatives.
- **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.

¹ Objectives of *La Francophonie* are: to strengthen the bonds between Francophones in all provinces and territories, to strengthen the bonds between Francophones and Anglophones, and to promote the advantages of *La Francophonie* in Canada nationally and internationally.

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:
(http://www.swc-cfc.gc.ca/pubs/ola/index_e.html)

1. *Enhanced organizational capacity* among official language minority women groups
2. *More inclusive Public Policy Process*
3. *Active role and full participation in the women's equality movement* by official language minority women and organizations

Section II. Shift in Focus

In 2003-04, 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) in its efforts to implement the *Official Languages Act*. The new focus:

- will facilitate a more coordinated approach to the efforts by different directorates in implementing the SWC commitment to the Official Languages Act
- assist SWC in focusing its efforts beyond activities and aim for concrete and relevant results.

To help facilitate the transition to a results-based focus, the following activities were undertaken during the reporting year:

- Senior management was briefed about the focus on results, the new reporting requirements and the leadership roles expected in implementing the Action Plan.
- For the first time, Directorates were asked to designate officers for *Official Languages Act* files. The officers were later provided briefings about the changes to the Action Plan and the new implementation and reporting expectations.
- Regional Directors were given briefings about the new approach
- Some basic tools were developed to assist in carrying out various tasks (e.g. performance measurement table, reporting guidelines tool, etc.)

Section III. Summary of Key Achievements for 2003-04

Minister Responsible: The Honourable H el ene Chalifour Scherrer, P.C., M.P.

Minister of State Responsible: The Honourable Jean Augustine, P.C., M.P.

Status of Women Canada (SWC) is pleased to present its 2003-04 report on achievements regarding Section 41 of the *Official Languages Act*.

SWC Approach: Inclusive and Representative

In implementing Section 41, *Official Languages Act*, SWC is guided by the principles of equity and inclusion. These principles ensure that addressing the needs and issues of official language minority women is not merely a legislative obligation but an integral part of SWC's decision-making processes. This integrated focus, for example, assists SWC 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. For example:

- o SWC incorporated explicit attention to the realities and priorities of francophone minority women living in BC and in Yukon into the regional strategic planning process. In the Atlantic region, SWC continued to monitor francophone women's representation within women's groups to ensure their inclusion in areas of shared concern as well as their participation in the development of strategic policy. In the Quebec/Nunavut region, SWC took every opportunity to bring together anglophone and francophone groups, whether for the purpose of promoting partnerships, program administration, etc.

Information Dissemination

- o 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.
- o SWC continued to ensure that all stakeholders have access to all policy research funded by the Policy Research Fund. 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 Investments in Implementing Section 41

In 2003-04, SWC made an investment of \$1,074,307 in 14 grants to enhance organizational capacity, facilitate institutional change and promote inclusive public policy processes so as official language minority women have full 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 support provided.

- Francophone women's issues were identified as a priority for the Prairies/NWT region. The region supported the establishment of a Francophone Women's Health Council (Conseil de santé pour les femmes francophones) in rural Manitoba to address broad health issues, including family violence, facing francophone women.
- The BC/Yukon region systematically examined each funding proposal in light of prospects for participation by francophone minority women and the impact on the francophone minority community.

Horizontal Initiatives

SWC officials continue to sit on various inter-departmental committees that provide support to official language communities, in particular the Federal Councils; the Canadian Heritage interdepartmental committee, Section 41, *Official Languages Act*; the Canadian Rural Partnership; the National Homelessness Initiative and others. These initiatives allow SWC to ensure that discussions and policy considerations are inclusive of the issues and priorities of women, including official language minority women. This intervention also supports community development by adopting new approaches and practices that meet the needs of the target client groups.

- SWC, in partnership with Communication Canada, brought together federal departments (Canadian Heritage, Human Resources Development Canada, Health Canada and Atlantic Canada Opportunities Agency) for an initiative, *Dialogue with a Twist/Dialogue au féminin*, designed to respond to some of the identified information needs of official language minority women in the Atlantic region.
- SWC championed the priority issues of francophone women in inter-departmental and inter-governmental meetings, including those of the BC Rural Team, the Pacific Council of Senior Federal Officials, the Vancouver Agreement and the National Homelessness Initiative.
- In addition, SWC's Co-ordinator acted as Official Languages Champion for the Department and participated in the annual meeting of the Departmental Official Languages Champions. SWC paid its share of the administrative costs associated with the work of the Network of Departmental Official Language Champions.
- In Nunavut, SWC established contacts for setting up a network of key stakeholders, including federal, territorial and non-governmental organizations.

Capacity Building

In implementing Section 41, *Official Languages Act*, SWC aims to build the organizational capacity of official language minority women so as they 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. Some of the capacity building initiatives supported in 2003-04 are highlighted below:

- SWC provided gender-based analysis (GBA) training for the Coalition nationale des femmes francophones/National Coalition of Francophone Women, and put the group in contact with SWC GBA trainers. A valuable skill, GBA is critical in the analysis of policies, programs and services to identify gender implications. By acquiring this skill, official language minority women organizations will be able to play a key role in public policy processes. Staff from the Women's Program National Office took part in a training session on GBA and results-based management. Furthermore the Women's Program initiated information sharing on the situation of minority francophone women in relation of Canada-Community Agreements. The training was part of an initiative by this Coalition nationale des femmes francophones/ National Coalition of Francophone Women.
- Conference calls were held with minority official language groups in New Carlisle in the Gaspé Peninsula, Kuujjuak in Nunavik (Northern Quebec) and Iqaluit in Nunavut, using a presentation from the Women's Program and the new results-based management, in order to promote knowledge sharing, the development of Women's Program funding applications, and social development (community sharing).
- Joint English-and French-language meetings, as well as bilingual meetings, were held with groups in the Montréal and Eastern Townships (Lennoxville) areas, using a presentation from the Women's Program and the new results-based management, in order to promote knowledge sharing and social development (community sharing). Approximately 30% of the meetings and sharing with these groups were held in English, an increase of 10% over last year. By far most of this increase can be attributed to sharing with Aboriginal (First Nations and Inuit) as well as cultural community or visible minority women's groups.

Section IV. Status Report for 2003-04

Principal Measure One

Provide social development assistance to official language minority women's organizations and funding for initiatives consistent with the Women's Program funding requirements.

To implement Principal Measure One, SWC has used three intervention strategies:

1. Awareness Raising/Knowledge Building;
2. Funding and Technical Support; and
3. Building/Broadening Partnerships.

The following are examples of the various activities carried out by SWC with respect to each of the three strategies.

1. Awareness Raising/Knowledge Building

SWC used different communication means to reach out to official language minority women to provide information about its programs, services and resources. These information mechanisms, on-line as well as published materials, served to make available research studies, policy analysis and other information in both official languages.

In implementing *Section 41, Official Languages Act*, the department availed itself of its offices across the country to inform official language minority women about its programs, services and resources in an effort to respond to the need for access to information about federal program and activities. These forums served not only as a means of making the SWC programs better known but also to keep the department informed of new and emerging issues and needs among official language minority women. A sample of activities used to raise awareness among official language minority women is highlighted below:

- In an effort to broaden the knowledge base of gender-based analysis among official language minority women, government officials and other stakeholders, SWC published an article on GBA and official languages in Canadian Heritage's Bulletin 41-42 newsletter, Winter 2003.
- SWC provided translation services for all its public documents, ensured correspondence and information services, disseminated SWC publications to a wide audience of women's groups, organizations and individuals, and provided library services to the public in both official languages. The department maintained the SWC website, which is accessible in both official languages, and assured ongoing input of new SWC publications and documents. Official language minority women have benefited from the information made available in both official languages.
- SWC took part in many activities organized by the Fédération nationale des femmes canadiennes-françaises (FNFCF): *Forum régional de formation- Recherche-action portant sur la pauvreté des femmes francophones vivant en situation minoritaire [Regional Training Forum –Action Research on Poverty of Minority Francophone Women]*, in Charlottetown.

This regional training forum on results-based management also presented a summary of an action research on poverty among minority francophone women in Ottawa.

- The annual general meeting of the Fédération nationale des femmes canadiennes-françaises (FNFCF) provided SWC with an opportunity to get a comprehensive picture of francophone women's groups across the country, particularly across the Prairies/Northwest Territories region.
- In Alberta and Manitoba, SWC attended the 20th Anniversary celebration and Forum of Pluri-elles (Manitoba) inc.; and took part in an activity of the Chambre économique francophone de l'Alberta relating to women and entrepreneurship. SWC worked with a group in Saskatchewan in an effort to create awareness in their francophone community about violence against women.
- At the Colloque national “femmes francophones en situation minoritaire – solidaires dans la lutte à la violence faite aux femmes”, organized by the Fédération nationale des femmes canadiennes-françaises, SWC made a presentation regarding the department's various programs and services that could be of interest to francophone minority women/organizations.

2. Funding and Technical Support

In 2003-04, SWC provided funding and technical assistance to more than 200 initiatives carried out by women's organizations and other equality-seeking groups. Of these initiatives, 51% targeted all women (as opposed to specific target groups). Official language minority women have benefited from the outputs and outcomes of these initiatives. However, SWC recognizes that there are also issues unique to official language minority women and provides the necessary financial and technical support to enable official language minority women carry out initiatives that address their unique needs.

- In the reporting year, SWC made an investment of \$1,074,307 to support 14 initiatives across Canada to help address specific concerns of official language minority women and their organizations. The initiatives addressed issues such as violence against women and girls, poverty, education, pay equity, barriers to economic development, immigrant and visible minority women's needs, participation by women in the political process, etc. (See Annex 1 for information on the funded initiatives.) A sample of the funded initiatives is highlighted below:
 - The Initsiak Women's Centre's initiative, “*Nunavik Women's Shelters: Improving the Quality of Services*” [*Les maisons d'hébergement de Nunavik: Améliorer la qualité des services*], seeks to enhance the capacity of the three women's shelters to better meet the needs of abused women and their children, in the fourteen communities of Nunavik, in partnership with local and regional resources.
 - « *Intégrons la diversité* » [*Integrating diversity*], an initiative of the Collectif des femmes du Nouveau-Brunswick/New Brunswick Women's Collective, examines the special and specific needs of women in francophone ethno-cultural communities living in a minority

situation. The Collective seeks to improve the full and unrestricted participation of this target group in regional socio-economic activities.

➤ « *Connaître ses droits, une nécessité pour les femmes victimes de violence : projet d'éducation juridique populaire* » [*Know your rights, a necessity for women victims of violence: project of community legal education*], an initiative of Action ontarienne contre la violence faite aux femmes, aims to empower francophone women who are victims of domestic violence within a complex social and legal system. Women of Ontario will have the opportunity to gain knowledge and build their capacity to participate more actively in the development of legislation and reforms and will then be in a better position to participate in decision-making processes that concern them.

- SWC also provided funding for initiatives that addressed the concerns of a broader constituency of women. These initiatives involved significant participation by official language minority women. (See Annex 2 for a description of these initiatives.)

2. Building/Broadening Partnerships

The SWC Action Plan identifies the need of official language minority women to become full and active participants in the broad women's movement to advance gender equality at domestic and international levels. In its role as a facilitator, SWC provided mechanisms to build and/or broaden partnerships between different women's groups. One of the key SWC activities, in this regard, was to encourage Anglophone organizations outside Quebec and Francophone organizations in Quebec to focus on integrating the specific needs of official language minority women into their initiatives. There is now some evidence of an emerging partnership among official language minority women's organizations as well as between official language minority women and other groups:

- In the Prairies/NWT region, SWC worked with the emerging Coalition Femmes de l'Alberta to help them determine the needs of francophone women in the province and to strengthen their partnership with other francophone groups working to improve the situation of women in Alberta. It also facilitated contact between Pluri-elles (Manitoba) inc. and Coalition femmes de l'Alberta to help the latter draw from the experience and expertise of the more seasoned organization in Manitoba. SWC regional staff actively encouraged collaboration among Nouveau Départ, Coalition des femmes de l'Alberta and Pluri-elles (Manitoba) inc.
- In the Québec/Nunavut region, SWC put the Committee for Anglophone Social Action (CASA) in touch with the Lennoxville and District Women's Centre, in order to encourage information sharing and co-operation of these groups' defence of the right to access to health and social services in their respective areas. CASA, an English-speaking group, was invited to be part of the board of directors of the French-speaking Table de concertation des groupes des femmes de la Gaspésie.
- Funding was provided to Les EssentiELLES to support efforts to better represent the concerns of francophone minority women living in the Yukon, particularly to promote the meaningful participation of francophone women in decision-making processes within the francophone and voluntary sector communities and improve their capacity for communications and public education activity.

- SWC invited Non-Governmental Organizations (NGOs), including groups representing minority official language communities, to nominate candidates for the Canadian delegation to the United Nations Commission on the Status of Women session to be held in March 2004. SWC used an e-mail exchange forum to invite NGOs to follow preparations for that session of the Commission in both official languages in order to reach these various communities.

Principal Measure Two

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.

SWC has used two intervention strategies to implement Principal Measure Two:

1. Facilitate On-Going Consultations; and
2. Support Active Engagement in Public Policy Processes.

1. Facilitate On-Going Consultations

SWC uses a partnership approach to bring together key stakeholders for consultations on women's equality issues. The networks of provincial, regional and national coordinators, Section 41, *Official Languages Act* set up by Canadian Heritage, serves as a key forum to facilitate partnerships between official language minority women's organizations and federal departments. The following examples show how SWC contributed to bring official language minority women issues in the consultative process.

- SWC made a presentation, at the Ottawa meeting of National Coordinators, Section 41, *Official Languages Act*, and representatives of three francophone minority women's organizations, regarding the various programs and services available at SWC of interest to francophone minority women and francophone minority women's organizations.
- In the Atlantic region, the Minister of State (Multiculturalism and Status of Women) held the first of a series of "thematic" dialogues on key gender equality issues in Halifax. The meeting, "Dialogue on Accountability Mechanisms and Gender Equality", was attended by 22 individuals, including francophone minority women from Atlantic Canada.
- In the Atlantic region, SWC and Communication Canada organized a one-day event in Moncton, *Dialogue with a Twist/Dialogue au féminin*. This event brought together federal departments (SWC, Communication Canada, Canadian Heritage, Human Resources Development Canada, Health Canada and Atlantic Canada Opportunities Agency) for an initiative designed to respond to some of the identified needs of official language minority women. The one-day event held in Moncton on June 11, 2003, was designed to: familiarize women to the various resources of the Government of Canada, facilitate networking among key stakeholders, sensitize federal departments to the women's engagement, and others. Approximately 50 francophone, anglophone and Aboriginal women from New Brunswick attended.

- In the B.C./Yukon region, SWC championed the priority issues of francophone women in inter-departmental and inter-governmental meetings, including those of the BC Rural Team, the Pacific Council of Federal Officials, the Vancouver Agreement and the Homelessness Initiative. SWC participated as part of the Pacific Council of Federal Officials delegation to the inter-regional Forum 4-2-1 in Saskatoon in 2003 (4 western provinces, 2 official languages, 1 strategic plan). This strategic planning session was organized by the four western regional federal councils to develop innovative solutions to common challenges encountered in implementing the *Official Languages Act*.

2. Support Active Engagement in Public Policy Processes

Official language minority women have identified a strong need for a more active engagement in the public policy processes. In implementing its Action Plan, SWC took strategic measures to facilitate the participation of official language minority women in activities geared towards public policy processes.

- In partnership with Social Development Canada and the Canadian Council on Social Development, SWC began preparing for a conference on childcare and educational services to be held in Winnipeg in November 2004. The organizing committee has already considered how to involve the minority official language communities in this conference.
- In BC/Yukon region, SWC served as backup Champion of Official Languages for the Pacific Council of Federal Officials. Moreover, SWC staff continued to serve on the Executive of the Official Languages Committee of the Pacific Council of Federal Officials, which seeks to coordinate inter-departmental efforts to meet all obligations under the *Official Languages Act*.
- In Nunavut, SWC established contacts for setting up a network of key stakeholders, including federal, territorial and non-governmental organizations. (e.g. Canadian Heritage, Human Resources Development Canada, Northern and Indian Affairs Canada) and territorial players (Nunavut Ministries of Culture, Language, Seniors and Youth, Status of Women of Nunavut (Qullit), and non-governmental organizations (Social Development Council, l'Association des francophones du Nunavut). As well, SWC has established contact with the new Minister Responsible for the Status of Women, the Honourable Levinia Brown, who is also Deputy Premier and Minister of Health and Social Services.
- In the Atlantic region, SWC continued to sit on various inter-departmental committees that provide support to francophone communities, in particular Federal Councils, the Canadian Heritage interdepartmental committee Section 41, *Official Languages Act* and the Canadian Rural Partnership. On January 23, 2004 in Bouctouche, SWC officials presented a report at a meeting of the Interdepartmental Committee and Official Languages Communities of New Brunswick.

Principal Measure Three

Encourage official language minority women and official language minority women's organizations to participate in SWC activities related to policy research.

- SWC continued to provide access to the Policy Research Fund (PRF) through improved availability of information on the SWC Web site and sending communication letters to women and equality-seeking organizations in both official languages. An Internet search by an external contractor showed that in the past year, many of the reports had been used as material in universities across Canada in both official languages. References to SWC publications via magazines, radio, Web sites, newspapers and specialized publications are quite fairly distributed between the two linguistic communities.
- The department has completed eight updates of the PRF portion of SWC Web site, five additional publications, one call for proposals and one call for nominations for the External Committee to the PRF. Guidelines with the call for proposals have been distributed in both official languages to help interested organizations prepare successful proposals.
- SWC continued to ensure that all stakeholders have access to all policy research funded by the PRF and distributed these reports 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. Publications were made available to the public free of charge, posted on the Web site in both official languages, available for downloading, so as to enhance their availability to official language minority women and organizations.
- SWC used its database, which includes official language minority women's organizations and individuals, for the dissemination of calls for proposals and calls for nominations to the External Committee to the PRF. In its efforts to represent diversity, the External Committee has included representatives from both official languages and minority communities.

Principal Measure Four

Promote and facilitate 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 official language minority women's organizations, as well as encourage their greater involvement.

- To facilitate the commemoration of key 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), SWC sent a variety of bilingual communications products to individuals and organizations on its mailing lists, including women in official language minority communities and official language minority women's organizations.

Section V. SWC Progress Towards Planned Results

In Section II, we demonstrated the nature and scope of SWC engagement to fulfill its legislative obligations under *Section 41, Official Languages Act*. In implementing the Action Plan, the necessary focus was given to capacity building by creating awareness through information dissemination, broadening the knowledge base on gender-based analysis and in investing in grants and contributions.

In 2003-04, SWC took measures to facilitate communication and partnership among official language minority women. As a result, there are now some preliminary indicators of progress towards emerging strategic alliances among official language minority women. These strategic alliances, whether to learn from each other or to advance common issues, are critical in broadening the role of official language minority women in advancing women's equality in our society. SWC will continue to build on the early results.

In its role as knowledge broker on gender equality, SWC has facilitated interaction and information sharing among stakeholders on issues pertaining to official language minority women. As a chairperson, member or participant, SWC has attempted to bring official language minority women issues to the discussion tables of key stakeholders. We will continue to build on this role to create better-informed and effective stakeholders at federal, provincial and territorial levels.

With growing knowledge and better skills, official language minority women will be able to develop change strategies that will bring about relevant and sustainable results. SWC will also explore ways to address some of the gaps, including official language minority women representation in international delegations and bodies.

Challenges and Opportunities

The year 2003-04 represented a new phase in the implementation of the *Official Languages Act* at SWC. The introduction of a results-based approach will help in our efforts to focus on concrete and relevant results. Moreover, the Action Plan will contribute towards a more coordinated approach, as directorates will be required to demonstrate how they contribute towards common results. However, this new approach presents both challenges and opportunities.

As a small agency with limited resources and competing priorities, SWC continues to experience a unique challenge in fulfilling its legislative obligations under Section 41, *Official Languages Act*. For example, official language minority women have a variety of needs and priorities, and they use different strategies to address their issues. The challenge for SWC is not only to work with the diversity among different groups but also to be responsive to the unique circumstances by facilitating relevant change strategies. In its current focus on a results-based approach, SWC recognizes the unique challenges of capacity building so as official language minority women have the knowledge, skills and tools necessary to engage in initiatives that bring about relevant and sustainable changes.

There will be opportunities to demonstrate progress, identify gaps and make adjustments in order to ensure an effective implementation of Section 41, *Official Languages Act*. However, progress in advancing women's equality is a collective responsibility and requires other players in the field. This, among others, represents a unique challenge for SWC as it seeks to bring its partners to the table to work on common issues. SWC is encouraged by the preliminary signs of progress seen in enhanced capacity and emerging alliances. It remains committed to the *Official Languages Act* and will continue with its efforts to implement its Action Plan with a focus on results.

Section VI. Distribution of the Status Report

This Status Report will be distributed to all SWC staff as well as to key organizations at the national, regional and local levels, to the Office of the Commissioner of Official Languages, the House of Commons Standing Committee on Official Languages and the Senate Standing Committee on Official Languages. It will also be available for consultation, in downloadable format, on the SWC Web site.

Part II. Signatures

Valerie Lavergne Date
National Official Languages Section 41 Co-ordinator
Status of Women Canada
Telephone: (613) 947-0932

Florence Ievers Date
Co-ordinator
Status of Women Canada

Initiatives Undertaken by Official Language Minority Women's Organizations

HEADQUARTERS / NATIONAL

COALITION NATIONALE DES FEMMES FRANCOPHONES / NATIONAL COALITION OF FRANCOPHONE WOMEN 203 950 \$

"Engagées envers le développement des communautés francophones"

Cette initiative offrira de la formation et de l'encadrement aux *leaders* des femmes francophones en situation minoritaire dans sept provinces et territoires. La Coalition finalisera un argumentaire décrivant les contributions des femmes francophones en situation minoritaire et leur importance dans le développement global des communautés francophones. Une analyse cernera les effets de l'exclusion de la diversité (femmes, minorités raciales, etc.) et les mesures à prendre pour assurer que les communautés francophones en situation minoritaire intègrent la diversité. Des stratégies d'action soutenant l'engagement des groupes à l'échelle provinciale, territoriale et nationale et les *leaders* responsables de leur réalisation seront définies. Un plan d'évaluation et des indicateurs de rendement mesureront les résultats de cette initiative.

[Committed to the development of Francophone communities]

This initiative will offer training and coaching to leaders of Francophone women in minority communities in seven provinces or territories. The Coalition will finalize a rationale describing the contribution of Francophone women in minority communities and their importance to the overall development of Francophone communities. An analysis will identify the impacts of non-inclusion of diversity (women, racial minorities, etc.) and measures to be taken to ensure that Francophone minority communities integrate diversity. Action strategies supporting the commitment of groups at the provincial, territorial and national levels and the leaders responsible for their achievement will be identified. An evaluation plan and performance indicators will measure the results of this initiative.

"Vers la « mobilis-action » des femmes francophones"

La Fédération nationale des femmes canadiennes-françaises a identifié quatre dossiers prioritaires pour lesquels elle projette des résultats immédiats visant la compréhension et la reconnaissance des enjeux spécifiques aux femmes francophones vivant en situation minoritaire. Ce sont : 1) une action concertée avec la Concertation des groupes de femmes francophones immigrantes et des minorités visibles quant aux stratégies d'accueil favorisant l'intégration des femmes immigrantes au sein des communautés francophones en situation minoritaire; 2) une documentation des conditions de pauvreté des femmes francophones en contexte minoritaire et une formation qui mobilisera les femmes francophones au niveau pancanadien afin qu'elles sensibilisent le public et les femmes à ces conditions, qu'elles mettent en œuvre une stratégie axée sur des changements ciblant les institutions clés et les gouvernements provinciaux et territoriaux afin qu'ils s'engagent à remanier leurs politiques et leurs programmes et à travailler en partenariat pour modifier les politiques nationales ayant des effets directs sur le bien-être économique et l'autonomie socioéconomique des femmes; 3) une reconnaissance par les groupes partenaires quant à la place des aidantes naturelles dans la livraison des services de santé aux francophones en situation minoritaire; 4) des regroupements d'intervenantes et des porteuses de dossiers qui sont associés à la mise en œuvre d'un plan d'action concerté axé sur l'accessibilité des services en français en matière de violence faite aux femmes auprès des institutions clés telles les hôpitaux, les services communautaires et sociaux, les maisons d'hébergement et les services de police. Pour ce faire, l'organisation a favorisé trois stratégies, soit la politique-action, la concertation-action et la recherche-action. Un plan d'évaluation structuré et bien détaillé tant en ce qui a trait aux indicateurs qu'aux sources d'informations et aux méthodes et outils d'évaluation en relation avec les résultats escomptés fait partie intégrante de la proposition d'initiative.

["Mobilization-action" for Francophone women]

The "Fédération nationale des femmes Canadiennes-françaises" has identified four priority areas in which it is projecting immediate results in terms of the understanding and recognition of issues specific to francophone women in minority situations. These are: 1) joint action with the *Concertation des groupes de femmes francophones immigrantes et des minorités visibles* on the reception strategies that will promote the integration of immigrant women into francophone minority communities; 2) documentation of the conditions of poverty faced by francophone women in minority situations and training to encourage francophone women across Canada to help them make the public and women aware of these conditions, and to implement a strategy aimed at change and focused on key institutions and provincial and territorial governments so they will agree to change their policies and programs and work in partnership on amending national policies with a direct impact on the economic well-being and socio-economic autonomy of women; 3) recognition by partner groups of the place of caregivers in the delivery of health care services to francophones living in minority situations; and, 4) stakeholder groups and representatives associated with the implementation of a joint action plan focused on the availability of French-language services connected to violence against women and delivered through key institutions such as hospitals, community/social services, hostels and police services. To this end, the organization is promoting three strategies: policy-action, joint-action and research-action. A structured and detailed evaluation plan with emphasis on indicators, information sources, evaluation methods and tools related to the expected results is an integral part of the proposal.

ONTARIO

ACTION ONTARIENNE CONTRE LA VIOLENCE FAITE AUX FEMMES

96 280 \$

"Connaître ses droits, une nécessité pour les femmes victimes de violence : projet d'éducation juridique populaire"

L'initiative proposée par Action ontarienne contre la violence faite aux femmes vise à outiller les femmes francophones victimes de violence afin de réduire leur impuissance à l'intérieur d'un système légal et social complexe. Leur permettre d'acquérir des connaissances qui pourraient les inciter à être plus actives dans l'élaboration de lois ou de projets de réforme et d'être mieux en mesure de participer aux décisions qui les concernent. En travaillant en concertation avec des intervenantes, des avocates, d'autres organismes juridiques et surtout en consultation avec les femmes touchées, ce groupe vise l'amélioration de la compréhension des lois et du système de justice pour les femmes victimes de violence en publiant un guide d'information sur les lois fédérales et provinciales qui les concernent; la simplification de l'accès à l'information en français au moment où les femmes font appel aux services en violence en donnant aux intervenantes un outil sûr afin d'améliorer leur capacité d'intervention auprès des femmes victimes de violence; à plus long terme, un changement d'attitude dans le système de justice envers les femmes victimes de violence par le fait qu'elles seront mieux informées. Un guide à l'intention des femmes et des intervenantes sera produit et distribué dans toute la province. Le groupe a élaboré une grille d'évaluation afin d'assurer l'atteinte des objectifs.

[Knowing their rights - A necessity for women who are victims of violence: A laypersons's legal education project]

"Action ontarienne contre la violence faite aux femmes" aims to empower francophone women who are victims of domestic violence within a complex social and legal system. Women will have the opportunity to gain knowledge and build their capacity to participate more actively in the development of legislation and reforms and will then be in a better position to participate in decision making processes that concern them. Through partnerships with counsellors lawyers and women, the group will focus on: increasing women's understanding of laws and the judicial system by publishing an information guide regarding federal and provincial laws; increasing access to information in French when women access services for violence by providing counsellors with a tool that will improve their capacity to work more effectively with these women; influencing changes in attitudes towards women victims of violence within the judicial system by increasing women; capacity to lobby on their own behalf. A guide intended for women and counsellors will be produced and distributed throughout the province. The group has developed an evaluation plan that will ensure successful results.

"Supplément – L'accessibilité aux services en matière de violence contre les femmes pour les femmes d'expression française dans la région d'Ottawa"

Le Comité réseau propose une initiative de 17 mois en 2 phases dont le but est de favoriser l'accessibilité, pour les femmes d'expression française de divers milieux de la région d'Ottawa, aux services en matière de violence contre les femmes. Dans la première phase, une recherche-action, des groupes focus et un rapport de recherche aideront à dresser un portrait de la situation, des besoins et des services offerts aux femmes victimes de violence. Une collaboration entre les services et les femmes concernées permettra la participation à l'analyse des données et à l'élaboration des solutions appropriées. La deuxième phase consistera à formuler des recommandations et à intervenir auprès des agences afin qu'elles établissent un plan d'action en vue de répondre aux besoins identifiés à la première phase. Des rencontres sont aussi prévues avec les décideuses et décideurs afin de faire un suivi sur la mise en œuvre des recommandations. Un comité encadreur composé entre autres de femmes de la communauté, d'intervenantes et de décideuses assurera le suivi de l'initiative ainsi que de son évaluation finale.

Supplément – Le Comité réseau demande un supplément de fonds afin de procéder à l'atteinte des objectifs en ajoutant des rencontres individuelles avec les intervenantes des organismes. De plus, le recrutement des femmes participantes a souligné la nécessité de modifier des groupes focus en séparant en deux groupes, les femmes ayant subi des agressions à caractère sexuelles et les femmes victimes de violence conjugale, puisque leur expérience est très différente l'une de l'autre. Elles doivent aussi modifier la formule de rencontres prévue avec les femmes immigrantes francophones en organisant des rencontres individuelles plutôt que de groupes. Finalement, elles comptent établir des liens avec les femmes autochtones francophones afin d'enclencher ce processus.

Supplément – [Access to services relating to violence against women for French-speaking women in the Ottawa area]

"Comité Réseau" is proposing a two-phase, 17-month initiative designed to promote access for the diversity of French-speaking women in the Ottawa area to services relating to violence against women. In the first phase, an action research project, focus groups and a research report will be used to prepare an overview of the needs and services offered to women who are victims of violence. Collaboration between such services and the women involved will facilitate participation in the analysis of the data and the development of appropriate solutions. The second phase consists in developing recommendations and approaching agencies to have them prepare an action plan to address the needs identified in the first phase. Sessions with decision makers are also planned in order to follow up on the implementation of the recommendations. A steering committee comprised of local women, family violence workers and decision makers, among others, will be responsible for following up on the initiative and its final evaluation.

Supplément – "Comité réseau" is seeking additional funds to achieve its objectives by adding individual meetings with stakeholders from the organizations. As well, during the recruitment of female participants, it became evident that the focus groups would have to be altered by separating the women who had been subjected to sexual assault and those who had been subjected to spousal violence, since their experiences were quite different. They also have to change the format for meetings with francophone immigrant women to individual rather than group meetings. They also expect to make connections with francophone Aboriginal women to initiate this process.

***"Femmes francophones de minorités raciales ethnoculturelles et les métiers réglementés.
Changement des facteurs d'exclusion et flexibilité dans les politiques d'embauche dans
le domaine de l'enseignement"***

Le but global de cette initiative est de faciliter l'accès des femmes francophones des minorités raciales et ethnoculturelles aux métiers réglementés dans le domaine de l'éducation. Au moyen de cette initiative, le Réseau des chercheuses africaines cherche à établir une cartographie explicite des facteurs d'exclusion en matière d'emploi dans le domaine éducatif; à définir des stratégies de changement dans les politiques d'embauche; à développer des outils d'insertion professionnelle et à sensibiliser les organisations et initiatives anglophones plus larges qui revendiquent la reconnaissance des acquis auprès de diverses institutions et associations. La stratégie comprend une analyse approfondie d'études et d'initiatives précédentes sur l'employabilité des immigrants diplômés ailleurs, des compétences de la clientèle cible par rapport à la déontologie de l'enseignement et des thèmes ressortis lors d'une série de groupes de discussion. Les résultats de l'analyse ainsi que les stratégies d'action et le modèle d'insertion professionnelle proposés seront communiqués aux organismes anglophones. Les femmes francophones des minorités raciales et ethnoculturelles sont actives dans toutes les étapes de l'initiative en tant que chercheuses, animatrices, membres du comité d'experts et du comité encadreur, participantes aux ateliers de discussion et au processus d'évaluation. Un plan d'évaluation structuré et détaillé tant en termes d'indicateurs que de sources d'informations, de méthodes et d'outils d'évaluation des résultats escomptés fait partie intégrante de l'initiative.

[Francophone women of ethnocultural racial minorities and regulated trades, seeking change in the factors of exclusion and flexibility in hiring practices of the education sector.]

The overall goal of this initiative is to facilitate access to regulated trades in the education sector for Francophone women of ethnocultural racial minorities. By means of this initiative, the "Réseau des chercheuses africaines" seeks to develop a clear picture of the factors of exclusion in terms of employment in the education sector; to identify strategies for changing hiring policies; to develop tools for professional integration, and to raise awareness among Anglophone organizations and initiatives that are working in various institutions and associations to win recognition of professional qualifications. The strategy consists of an in-depth analysis of previous studies and initiatives concerning the employability of immigrants with foreign diplomas and credentials, of the skills of the target groups in relation to rules of professional conduct in the education sector, and other subjects developed in focus groups. The results of the analysis, the action strategies and the proposed model for professional integration will be shared with interested Anglophone organizations. Francophone women of ethnocultural racial minorities will be involved in all stages of this initiative as researchers and facilitators, as members of expert committees and steering committees, and as participants in workshops and discussion groups and in the evaluation process. A well-detailed and structured evaluation plan, using a range of indicators and sources of information, and a variety of methods and tools for evaluation of expected results is an essential element of this initiative.

"Les voix des femmes vieillissantes"

Les besoins des femmes francophones vieillissantes du sud de l'Ontario ne sont pas reconnus dans leur communauté, ce qui limite leur accès et leur participation aux processus décisionnels qui ont une incidence sur leur vie. En identifiant les besoins des femmes aînées du sud de l'Ontario et en développant des plans d'action pour répondre à ces besoins, les groupes de femmes vieillissantes participant à cette initiative seront davantage en mesure de planifier et d'organiser des initiatives de développement communautaire pour sensibiliser la communauté francophone du centre-sud et du sud-ouest aux besoins particuliers des femmes aînées. En partenariat avec un comité consultatif représentant la diversité des communautés et les femmes francophones dans le Sud, le Réseau des femmes du sud de l'Ontario Sarnia-Lambton et le Réseau des femmes du sud de l'Ontario organiseront une série de rencontres à travers le centre-sud et le sud-ouest de l'Ontario. Une fois les besoins cernés, des groupes de travail seront formés pour développer un plan d'action. Les résultats de ces rencontres seront colligés dans un rapport communiqué à toutes les participantes et tous les organismes francophones dans leurs communautés respectives. Un plan d'évaluation structuré et détaillé tant en termes d'indicateurs que de sources d'informations, de méthodes et d'outils d'évaluation des résultats escomptés fait partie intégrante de l'initiative.

[The voices of older women]

The needs of older Francophone women in southern Ontario are not being recognized in their own Francophone community, thus limiting their access and participation in the decision-making processes that affect their lives. By identifying the needs of older women in southern Ontario and developing action plans to meet those needs, the participating groups of older women will be better able to plan and organize community development initiatives to make the Francophone community of south-central and southwestern Ontario aware of the special needs of older women. In partnership with an advisory committee representing the diverse communities and Francophone women in southern Ontario, the Sarnia-Lambton Southern Ontario Women's Network and the Southern Ontario Women's Network will organize a series of meeting across south-central and southwestern Ontario. Once the needs have been identified, working groups will be formed to develop an action plan. The results of these meetings will be highlighted in a report to be shared with all participants and with Francophone organizations in their respective communities. The initiative includes a structured and well-detailed evaluation plan, both in terms of indicators and sources of information, as well as methods and tools for evaluation of expected results.

YUKON

LES ESSENTIELLES

\$31,340

"Visible et audibles: participation des femmes aux paliers décisionnels "[Visible and audible: Women's participation to decision-making levels]

To better represent the concerns of francophone women in the Yukon and, particularly, to promote their meaningful participation in decision-making processes within the francophone and voluntary-sector communities, Les EssentiELLES will improve its capacity for communications and public education activity. By equipping itself to make better use of technology to support community action and the mobilization of francophone minority women throughout the Yukon, Les EssentiELLES will promote its members' priority issues.

The Indicators and outcomes for each objective of this initiative have been developed. They include the extent to which local English- and French-language media cover the issues and events of Les EssentiELLES, as well as levels of participation by francophone women in particular community committees and community consultations.

Visibles et audibles : participation des femmes aux paliers décisionnels

Afin de mieux représenter les préoccupations des femmes francophones du Yukon et, en particulier, de promouvoir leur participation véritable à la prise de décision au sein des collectivités francophones et du secteur bénévole, Les EssentiELLES amélioreront leur capacité en matière de communications et d'éducation du public. En se dotant des moyens nécessaires pour faire un meilleur usage de la technologie afin de soutenir l'action communautaire et la mobilisation des femmes de la minorité francophone du Yukon, Les EssentiELLES feront connaître les enjeux prioritaires de leurs membres.

Les indicateurs et les résultats liés à chacun des objectifs de cette initiative ont été élaborés. Ils comprennent la détermination de la mesure dans laquelle les médias locaux francophones et anglophones couvrent les enjeux et les événements dont s'occupent Les EssentiELLES, ainsi que le niveau de participation des femmes francophones notamment à des comités et aux consultations communautaires.

NEW BRUNSWICK / NOUVEAU BRUNSWICK

COALITION POUR L'ÉQUITÉ SALARIALE / COALITION FOR PAY EQUITY

120 000 \$

"Mobilisation pour une loi sur l'équité salariale au Nouveau-Brunswick – 2"

La Coalition fera progresser le dossier sur l'équité salariale en assurant le suivi sur la scène politique provinciale et en réagissant aux recommandations de la Table Ronde du gouvernement provincial sur l'écart salarial. Par ses stratégies de communication, de mobilisation et d'évaluation efficaces, le groupe consolidera sa base d'appui et intensifiera ses consultations et ses recherches avec les comités régionaux, les défenseurs, les groupes de femmes qui travaillent pour l'égalité et les partenaires des autres provinces. Les femmes occupant des postes à prédominance féminine constituent la clientèle visée par cette loi. La coalition possède un plan détaillé de ses diverses démarches d'évaluation.

[Mobilizing for Pay Equity Law in New Brunswick - 2]

The Coalition seeks to advance this issue by monitoring it at the provincial policy level and by reacting to recommendations of the provincial government's Round Table on pay inequity. Through its communication strategies, mobilization and effective evaluation efforts, the group will consolidate its support base and expand its consultation and research activities with regional committees, advocates, women's equality-seeking organizations, and partners in other provinces. Women occupying predominantly female positions are the clientele targeted by this legislation. The Coalition has a detailed plan of the various evaluation steps.

COLLECTIF DES FEMMES DU NOUVEAU-BRUNSWICK / NEW BRUNSWICK WOMEN'S COLLECTIVE (NBWC)

28 350 \$

"Intégrons la diversité"

Pour une première fois dans la région de Moncton, cette initiative va amorcer une réflexion sur les besoins particuliers et spécifiques des femmes issues des communautés ethnoculturelles francophones vivant en milieu minoritaire. Une analyse socio-économique de la situation sera faite et près d'une soixantaine de femmes immigrantes ainsi que des partenaires ciblés du secteur du travail participeront à des groupes cibles afin d'aider à trouver des solutions liées à l'équité économique. Le Collectif va donc tenter d'améliorer et d'augmenter la pleine et entière participation de ce groupe cible à la sphère socio-économique de la région. L'analyse de la situation permettra d'obtenir des résultats basés sur des indicateurs d'évaluation participative des femmes à chaque étape du processus.

[Integrating diversity]

For the first time in the Moncton region, this initiative will examine the special and specific needs of women in Francophone ethno-cultural communities living in a minority situation. A socio-economic analysis of their situation will be carried out and nearly 60 immigrant women, as well as targeted labour sector partners, will participate to help find solutions for economic equity. The Collective will seek to improve the full and unrestricted participation of this target group in regional socio-economic activities. The situational analysis will evaluate results based on indicators of participation of the women at each stage of the process.

"L'équité économique et les femmes francophones évoluant en situation minoritaire dans les provinces atlantiques"

Le groupe représentant les secteurs communautaire, gouvernemental, universitaire et de la recherche entreprendra une démarche de mobilisation liée à l'égalité économique afin d'accroître l'efficacité des regroupements de femmes francophones évoluant en milieu minoritaire dans les quatre provinces atlantiques. Il facilitera deux grandes rencontres panatlantiques qui serviront de tremplin pour accélérer la compréhension des enjeux féminins en utilisant les lentilles féminines et l'analyse comparative pour établir le lien entre la violence faite aux femmes, la justice sociale et l'amélioration de l'équité économique. On utilisera les expertises multiples des membres du Comité consultatif, des équipes de recherche du Centre Muriel McQueen Fergusson et des alliées de la communauté atlantique. Cette démarche permettra d'avoir une compréhension supérieure de la communauté féminine acadienne et francophone pour prioriser leurs démarches communes en vue du Sommet des femmes 2004 afin de susciter un engouement directement lié à des demandes croissantes de partenariat et d'échanges entre les gouvernements, les universitaires et la communauté. On mettra l'accent sur le lien qui existe entre les différentes lentilles ainsi que sur les habiletés nécessaires pour réussir dans leurs démarches communes. Un plan d'évaluation participatif a été développé ainsi qu'une stratégie de communication et de mobilisation des groupes de femmes et leurs partenaires des autres provinces.

[Economic equity and Francophone women living in minority situations in the Atlantic provinces]

The group representing the community, research, government and academic sectors will undertake an economic equity mobilization exercise in order to enhance the effectiveness of groups representing Francophone women living in minority communities in all four Atlantic provinces. It will facilitate two major meetings for all the Atlantic provinces, designed to act as a springboard for accelerating understanding of women's issues by using feminist perspectives and gender analysis to establish links among violence against women, social justice and greater economic equity. The multifaceted expertise of the Muriel McQueen Fergusson Centre's research teams and allies in the Atlantic community will be used. This project will help to better understand the Acadian and Francophone women's community in order to prioritize their common efforts leading up to the *Sommet des femmes 2004*, thereby fostering a commitment directly related to the growing demands for partnerships and exchanges among governments, universities and the community. The focus will be on the link among the different perspectives and the skills required to succeed in their common efforts. A participatory evaluation plan and a communication and mobilization strategy for women's groups and their partners in the other provinces have been developed.

NOVA SCOTIA / NOUVELLE ÉCOSSE

ASSOCIATION DES ACADIENNES DE LA NOUVELLE-ÉCOSSE / NOVA SCOTIA
ACADIAN ASSOCIATION

95 000 \$

"Le Sommet des femmes 2004"

Entreprendre une analyse de la situation économique liée au travail traditionnel des femmes francophones et acadiennes des provinces atlantiques dans le but d'identifier les tendances communes liées à leur sécurité économique. Le comité aviseur atlantique et des personnes ressources ainsi que les groupes de femmes et leurs alliés utiliseront les données recueillies de l'analyse Atlantique pour accélérer leurs démarches de mobilisation et de revendication. Ces actions stratégiques choisies culmineront vers un Sommet des femmes prévu durant le congrès Mondial Acadien cédulé pour l'été 2004 en Nouvelle-Écosse. Quatre rencontres pan-atlantique sont prévues pour approfondir les enjeux d'envergure économique. Le groupe a développé un plan d'évaluation participatif, une stratégie de communication efficace et une stratégie de mobilisation à grande échelle pour les groupes de femmes et leurs partenaires.

[Women's Summit 2004]

This initiative involves an analysis of the economic situation related to traditional occupations of Francophone and Acadian women in the Atlantic provinces with the goal of identifying common trends affecting their economic security. The Atlantic advisory committee and resource persons, as well as women's groups and their partners will use the data collected through the Atlantic analysis to advance their approach to mobilization and articulation of their demands. These selected strategic actions will culminate in a Women's Summit planned during the World Acadian Congress scheduled for the summer of 2004 in Nova Scotia. Four meetings are planned to deal in depth with economic issues for the whole of the Atlantic provinces. The group has developed a participatory evaluation process, along with an effective communications strategy and a strategy for broad-based mobilization of women's groups and their partners.

MANITOBA

PLURI-ELLES (MANITOBA) INC.

\$25,000

"Forum/Concertation, Promotion et Communication"

This initiative will develop a comprehensive long-term strategy to address the needs of Franco-Manitoban women. Pluri-elles will hold a one-day forum to present the results of the province-wide consultation it conducted in several urban and rural communities. Women at the forum will identify priorities for action, which Pluri-elles will forward to stakeholders for implementation.

The group hopes to bring greater cohesiveness to the network of social services, health and other providers of services to francophone women living in Manitoba. The strategy includes the development of briefs and position papers to be presented to local and provincial governments to address some of the systemic issues identified during the recent consultation in 30 rural and 2 urban areas of Manitoba.

[Forum-Concertation, Promotion et Communication]

L'initiative vise l'élaboration d'une stratégie complète à long terme afin de répondre aux besoins des Franco-Manitobaines. Pluri-elles organisera un forum d'une journée, à l'occasion duquel il présentera les résultats de ses consultations dans différentes collectivités rurales et urbaines de la province. Les participantes établiront les besoins prioritaires, que Pluri-elles communiquera aux parties intéressées pour qu'elles puissent y répondre.

L'objectif du groupe est de promouvoir la cohésion à l'intérieur du réseau de services, incluant les services sociaux, les services de santé et les autres services dispensés aux Franco-Manitobaines. Sa stratégie prévoit entre autres la rédaction de mémoires et d'énoncés de principes à l'intention des autorités locales et du gouvernement provincial, où il traitera de problèmes systémiques relevés durant ses consultations dans 30 collectivités rurales et deux villes du Manitoba.

QUEBEC / QUÉBEC

COMMITTEE FOR ANGLOPHONE SOCIAL ACTION INC.

23 854 \$

"Initiative de mobilisation des Gaspésiennes anglophones pour l'obtention de services de santé et de services sociaux"

Ce comité travaillera pour l'amélioration de l'accès des femmes anglophones de l'ensemble de la Gaspésie aux services de santé et aux services sociaux. Le comité consultera les femmes anglophones en organisant des groupes de réflexion dans sept collectivités et le rapport qui résultera de ces consultations servira de base à la mobilisation et au changement. L'initiative a pour but de mieux faire connaître aux fournisseurs de services les besoins des femmes anglophones en matière de santé et de services sociaux, d'élaborer une stratégie de mobilisation de cette collectivité en Gaspésie et de fournir des renseignements détaillés sur les services sociaux et les services de santé qui existent déjà pour les femmes – particulièrement ceux qui sont offerts en anglais. Les résultats suivants sont attendus :

- consultation et mobilisation d'au moins 200 femmes anglophones;
- le comité sera mieux en mesure de répondre aux besoins des femmes de langue anglaise;
- les femmes qui participeront à la journée de la santé des femmes parleront aux fournisseurs de service et feront valoir leurs droits;
- la liste des services disponibles en anglais sera rendue disponible aux femmes;
- les fournisseurs de service seront sensibilisés aux besoins particuliers des femmes anglophones en Gaspésie.

Tout au long de l'initiative, un comité évaluera les progrès réalisés vers l'atteinte des résultats attendus.

[Gaspesian English-Speaking Women's Mobilization Initiative for Health and Social Services]

The Committee for Anglophone Social Action Inc. will promote improved access to health and social services for English-speaking women throughout the Gaspé Peninsula. The Committee will consult English-speaking women through focus groups in seven communities, and the resulting report will serve as the basis for mobilization and change. The initiative is intended to increase service-providers' knowledge of English-speaking women's needs regarding health and social services, to develop a strategy to mobilize in the Gaspésie, and to provide in-depth knowledge of existing health and social services for women —specifically those offered in the English language. The expected results are these:

- A minimum of 200 English-speaking women will be consulted and engaged.
- The Committee for Anglophone Social Action Inc. will be better able to meet English-speaking women's needs.
- Women participating in Women's Health Day will speak with service providers and promote their rights.
- The list of services available to English-speaking women will be made available to women.
- Service providers will be aware of the specific needs of English-speaking women in the Gaspésie.

Throughout the initiative, a committee will evaluate progress toward these intended results.

"Refuges pour femmes de Nunavik : améliorer la qualité des services"

Le centre améliorera la capacité de trois refuges pour femmes de Nunavik de répondre aux besoins des femmes victimes de violence et de leurs enfants dans les 14 collectivités de Nunavik. Dans le cadre de partenariats avec des centres de ressources locaux et régionaux, le centre évaluera les approches, les ressources, les défis et les pratiques exemplaires de chaque refuge; définira des normes pour un refuge idéal à Nunavik, et examinera les étapes à suivre pour atteindre ces normes; élaborera un plan d'action pour promouvoir et régionaliser les services et établira les protocoles et les ententes appropriés avec les services sociaux, les services de protection de la jeunesse, les services de police régionaux de Kativik, le système de justice et le conseil scolaire. Pour atteindre ces objectifs, chaque directrice ou directeur de refuge, avec l'aide d'une personne-ressource, se rendra dans les différents refuges pour femmes afin d'étudier leur mode de fonctionnement et de décider de plans d'action.

Des indicateurs ont été choisis pour mesurer les progrès réalisés vers l'atteinte des résultats attendus.

[Nunavik Women's Shelters: Improving the Quality of Services]

The Initsiak Women's Centre will enhance the capacity of the three Nunavik women's shelters to meet the needs of abused women and their children, in the 14 communities of Nunavik. In partnership with local and regional resources, the Centre will assess the approaches, resources, challenges and best practices in each shelter; define standards of an ideal shelter in Nunavik and consider steps to meeting these standards; develop an action plan to promote and regionalize the services; and establish appropriate protocols and agreements with social services, youth protection, Kativik regional police forces, the justice system, and the school board. To achieve these objectives, the directors of each shelter, with the help of a resource person, will travel to each women's shelter to study how the shelter works, share knowledge, and decide on plans of action.

Indicators have been chosen to measure the progress in achieving these intended results.

TOTAL :**1 074 307 \$**

Initiatives Involving Significant Participation of Official Language Minority Women

HEADQUARTERS / NATIONAL

THE ABORIGINAL WOMEN WORKING GROUP / GROUPE DE TRAVAIL SUR LES FEMMES AUTOCHTONES **\$250,000**

“National Strategic Plan to Address Violence Against Aboriginal Women”

The National Aboriginal Working Group Against Family Violence will develop terms of reference to guide its collective work as well as the individual contributions of each organization represented in the group. It will also list, assess and summarize research documents and tools currently used by First Nations, Métis or Inuit women shelters and other organizations working to solve violence against women.

The Working Group will then develop its Aboriginal Women’s Strategic Action Plan, and engage a wide cross-section of Aboriginal women’s organizations to support its implementation. Research summaries, tool assessment results, best practices and lessons learned will be shared with stakeholders.

With the assistance of an evaluation consultant, the Working Group will develop an evaluation framework and evaluate this initiative.

[Plan stratégique nationale de lutte contre la violence faite aux femmes autochtones]

Le groupe de travail national des Autochtones contre la violence familiale élaborera le cadre de référence pour diriger son travail collectif ainsi que les contributions individuelles des organisations participantes. Ses activités incluront l’établissement d’une liste et l’évaluation des documents de recherche et des outils ainsi que le résumé des documents de recherche présentement utilisés par les refuges pour femmes des Premières nations, métisses ou inuits, et d’autres organisations, au regard de la violence faite aux femmes.

Le groupe de travail élaborera ensuite son plan d’action stratégique pour les femmes autochtones et mobilisera un large éventail d’organisations représentant les femmes autochtones à l’appui de sa mise en oeuvre. Les résumés de recherche, les résultats de l’évaluation des outils, des pratiques exemplaires et les leçons apprises seront communiqués aux intervenantes et aux intervenants.

Avec l’aide d’une conseillère ou d’un conseiller en évaluation, le groupe de travail élaborera un cadre d’évaluation et évaluera cette initiative.

“Supplement – Gender Analysis in Community-Based Poverty Reduction”

This initiative will support communities participating in the Vibrant Communities initiative. Vibrant Communities, a Sector Involvement in Departmental Policy Development project, is funded by the Voluntary Sector Initiative, which involves local community members in developing sustainable measures to reduce poverty for themselves and their communities.

Four to six participating communities will deepen their understanding of the gender dimensions of poverty and will identify measures to address them. Resources will be developed to help communities undertake a gender-based analysis of poverty and poverty reduction. Each community will examine the circumstances facing a subgroup of women (youth, seniors, visible minorities, new Canadians, Aboriginal women or women with disabilities), and will identify appropriate community policy responses. Local groups will use the resulting tools, resource materials and processes to support their efforts in community sites.

A final report on gender outcomes, learning and policy recommendations, as well as a revised gender-based analysis toolkit for communities, will be prepared. Results will be fed into the policy dialogue component of the Vibrant Communities initiative, which is now underway with departments of the federal government.

The usefulness of the tools to women and local communities, as well as input to the policy dialogue, will be evaluated.

Supplement – The Institute will translate community tools and reports documenting the process, challenges and solutions so that communities of both official languages throughout Canada can learn from this experience and have access to tested tools. The reports and tools will provide examples to address gender, other barriers, and the feminization of poverty.

[Supplément - L'analyse comparative entre les sexes dans les initiatives communautaires de lutte contre la pauvreté]

Cette initiative appuiera les collectivités qui participent à Collectivités dynamiques, projet qui s'inscrit dans le programme Participation du secteur à l'élaboration des politiques ministérielles, financé par l'Initiative sur le secteur bénévole et communautaire. Dans le cadre de ce projet, des membres de la collectivité locale participent, pour leur propre compte et celui de leur collectivité, à l'élaboration de mesures durables de lutte contre la pauvreté.

Entre quatre et six collectivités participantes amélioreront leur compréhension des aspects de la pauvreté propres à chacun des sexes et préciseront les mesures à prendre pour lutter contre la pauvreté. On élaborera des outils visant à aider les collectivités à effectuer une analyse comparative entre les sexes de la pauvreté et de la lutte contre la pauvreté. Chaque collectivité examinera la situation particulière d'un sous-groupe de femmes (jeunes, âgées, membres d'une minorité visible, néo-canadiennes, Autochtones ou handicapées) et déterminera les réponses stratégiques qui conviennent. Des groupes locaux utiliseront les outils, la documentation et les processus qui en résulteront pour appuyer leurs efforts au sein de la collectivité.

Un rapport final sur les résultats selon le sexe, l'apprentissage et les recommandations de principe ainsi qu'une trousse révisée d'analyse comparative entre les sexes seront produits à l'intention des collectivités. Les résultats seront incorporés à la composante débat public de l'initiative Collectivités dynamiques, qui se poursuit actuellement avec des ministères fédéraux.

L'utilité des outils pour les femmes et les collectivités locales ainsi que l'apport de l'initiative au débat public seront évalués.

Supplément – L'Institut traduira les outils communautaires et présentera des rapports documentant le processus, les défis et les solutions de façon à ce que partout au Canada les collectivités des deux langues officielles puissent tirer profit de cette expérience et aient accès aux outils mis à l'essai. Les rapports et les outils fourniront des exemples de méthodes utilisées pour éliminer notamment les obstacles liés au sexe et lutter contre la féminisation de la pauvreté.

“Supplement – Three-Year Strategic Plan: Year One - Capacity-Building and Public Awareness”

The Canadian Council of Muslim Women will address issues of social justice through implementation of a three-year strategic plan to increase the integration and participation of Muslim women in mainstream society. Year One focuses on (1) capacity-building within the organization to improve effectiveness at national and local levels in addressing issues and (2) more accurate media representation of Canadian Muslim women in order to raise awareness of their situation among the Muslim community and mainstream society. Outcomes will be first that more Canadian Muslim women will be capable of initiating and responding to action on issues affecting them, and secondly that better informed media and public will help combat stereotypes of Canadian Muslim women and increase understanding of their real situation. The initiative will engage Muslim women within and outside the organization using national and local meetings and workshops, tool development, and partnerships - with the Federation of Canadian Municipalities, Council of Agencies Serving South-East Asians, McGill University’s Institute of Islamic Studies, and the Council of American Islamic Relations-Canada. Evaluation will be conducted through questionnaires, and member participation. The initiative follows upon the production last year of a strategic action plan for the Council based on intensive consultation with the membership and on input from other Muslim and non-Muslim organizations.

Supplement – The Canadian Council of Muslim Women will address the proposed implementation of Sharia law in Canada, and will present information on its potential impact on Muslim women and on the administration of justice. The Council will also conduct discussions regarding their concerns about the implementation of Sharia law with Justice Canada and the Attorney-General of Ontario. These discussions will involve other women’s organizations, such as the National Association of Women and the Law.

[Supplément – Plan stratégique triennal : An un – renforcement des capacités et sensibilisation du public]

Le Conseil canadien des femmes musulmanes abordera les enjeux liés à la justice sociale au moyen d’un plan stratégique triennal visant à accroître l’intégration et la participation des femmes musulmanes à la société ordinaire. Les activités de cette première année seront axées 1) sur le renforcement des capacités de l’organisation, afin d’en accroître l’efficacité en ce qui concerne l’examen des enjeux à l’échelle nationale et locale, et 2) sur une représentation plus exacte des musulmanes canadiennes dans les médias, afin de faire connaître leur situation à la communauté musulmane et à la société canadienne en général. On s’attend d’abord à ce qu’un plus grand nombre de musulmanes canadiennes soient capables de prendre des initiatives et de réagir aux mesures prises à l’égard des enjeux qui les concernent, puis à ce que les médias et le public, qui seront mieux informés, aideront à mettre fin aux stéréotypes concernant les musulmanes canadiennes et favoriseront une meilleure compréhension de leur situation. Cette initiative mobilisera des musulmanes, membres ou non du Conseil, par différents moyens : tenue de rencontres et d’ateliers nationaux et locaux, élaboration d’outils et formation de partenariats (avec la Fédération canadienne des municipalités, le Council of Agencies Serving South-East Asians, l’Institut des études islamiques de l’Université McGill et le Council of American-Islamic Relations - Canada). L’évaluation se fera à l’aide de questionnaires et avec la participation des membres. L’initiative donne suite à la production, l’année dernière, d’un plan d’action stratégique fondé sur une consultation intensive effectuée auprès des membres et sur l’apport d’autres organisations musulmanes et non musulmanes.

Supplément – Le Conseil canadien des femmes musulmanes se penchera sur la proposition d’application de la charia au Canada et présentera de l’information sur les répercussions possibles pour les femmes musulmanes et l’administration de la justice. Le Conseil discutera également de ses préoccupations concernant l’application de la charia avec Justice Canada et le Procureur général de l’Ontario. D’autres groupes de femmes, dont l’Association nationale de la femme et du droit, participeront à ces discussions.

“Linking Research, Action and Social Change Within an Integrated Feminist Analysis”

By increasing understanding of women’s equality issues from an integrated feminist perspective, this initiative will encourage and facilitate women’s organizations and other social justice groups to take action in the public policy process.

The Canadian Research Institute for the Advancement of Women (CRIAOW) will initiate research and support the policy development, public education and mobilization work of its partners: women’s groups and individuals, social justice organizations, policy makers in the governmental and non-governmental sectors, unions and researchers. Building on the current environment for research on women’s equality issues, CRIAOW will develop a five-year strategic plan that addresses the women’s equality issues (and makes use of the advances) that emerge from its recent work and partnerships with other women’s equality stakeholders in Canada.

[Une analyse féministe intégrant recherche, action et changement social]

L’initiative vise à encourager et à faciliter la participation des groupes de femmes et des organismes oeuvrant pour la justice sociale à l’élaboration des politiques publiques en améliorant, par une perspective féministe intégrée, la compréhension des enjeux liés à l’égalité des sexes.

L’Institut canadien de recherche sur les femmes (ICREF) entreprendra des recherches et appuiera les activités de ses partenaires – groupes de femmes, personnes, organismes voués à la promotion de la justice sociale, décisionnaires de l’État et du secteur non gouvernemental, syndicats, chercheuses et chercheurs – dans le domaine de l’élaboration des politiques, de l’éducation du public et de la mobilisation. L’ICREF formulera un plan stratégique échelonné sur cinq ans qui incorporera les enjeux liés à l’égalité (et mettra à profit les progrès) mis au jour par ses plus récents travaux et partenariats avec d’autres organismes du milieu au Canada, en s’appuyant sur les efforts de recherche en cours dans le domaine de l’égalité des sexes.

“Building Women’s Community Economic Development Capacity in Canada: A Demonstration Project”

Women’s community economic development organizations across Canada will design a national strategic action plan to increase their members’ capacity to participate in policy development using gender-based analysis. This initiative will strengthen the capacity of women’s community economic social enterprises to create other community enterprises, to share lessons, and build on each other’s experiences. It will also enable these women to develop partnerships and strategies to ensure that women access Industry Canada programs and financial supports aimed at community enterprises. Women involved in this network will develop a strategic plan and identify partners and funders to support further developments.

The Council has developed a comprehensive evaluation plan that will assist in measuring the results of the initiative.

[Accroître la capacité de développement économique communautaire des femmes au Canada : un projet de démonstration]

Des organismes s’intéressant au développement économique communautaire des Canadiennes élaboreront un plan d’action national stratégique visant à accroître la capacité de leurs membres de participer à l’élaboration de politiques en utilisant l’analyse comparative entre les sexes. Cette initiative consolidera la capacité des entreprises communautaires économiques et sociales des femmes de créer d’autres entreprises communautaires, de mettre en commun les leçons apprises et de miser sur leurs expériences respectives. Elle permettra également aux femmes concernées de créer des partenariats et des stratégies afin de veiller à ce que les femmes aient accès aux programmes et au soutien financier qu’Industrie Canada destine aux entreprises communautaires. Les femmes faisant partie de ce réseau élaboreront un plan stratégique et trouveront des partenaires et des sources de financement qui leur permettront de développer davantage leur entreprise.

Le Conseil a élaboré un plan global pour l’évaluation des résultats de cette initiative.

“Rainbow Visions: A Pan-Canadian Conference”

At the Rainbow Visions Conference, in Montreal in May 2003, 500 members and allies of the Canadian lesbian, gay, bisexual, two-spirited, transgendered, transsexual and intersex communities will

- explore substantive equality and human rights issues;
- enhance understanding of key issues;
- identify community priorities;
- develop mechanisms and networks to advance these priorities; and
- provide input to the direction of their shared movement for equality.

The conference will examine issues through intersections of diversity (class, race, ethnicity, gender, gender identity, ability, income level, age, language, etc.) and will inform gays and lesbians about gendered differences on issues that affect their communities. Conference themes include

- same-sex domestic violence;
- alternative reproduction technologies;
- censorship and pornography;
- parenting and children;
- the unique health needs of lesbian and bisexual women; and
- custody and adoption.

This initiative will enable the participation of lesbian, transgendered, bisexual and two-spirited women who would not otherwise be able to attend. The conference will also be a rallying, information and experiential point in the process of preparing for a pan-Canadian lesbian conference in 2005.

[Au-delà de l'arc-en-ciel : conférence pancanadienne]

La conférence « Au-delà de l'arc-en-ciel » se tiendra à Montréal en mai 2003. Y sont attendus quelque 500 membres et partenaires de la collectivité canadienne des personnes lesbiennes, gaies, bisexuelles, bispirituelles, transgenderistes, transsexuelles et intersexuées du Canada. Les objectifs de la conférence :

- explorer divers enjeux se rapportant à l'égalité matérielle et aux droits de la personne;
- approfondir la compréhension des enjeux clés;
- fixer les priorités de la collectivité;
- concevoir des mécanismes et mettre en place des réseaux pour faire avancer les priorités;
- contribuer à diriger l'élan commun de cette collectivité pour l'égalité.

Les participantes et participants examineront les enjeux qui touchent leur collectivité aux intersections de la diversité (classe, race, ethnicité, sexe, identité sexuelle, déficience, revenu, âge, langue, etc.) et se sensibiliseront aux différences qui existent, pour chacun de ces enjeux, entre les femmes et les hommes. Parmi les thèmes qui seront abordés, mentionnons :

- la violence au sein des couples de même sexe;
- les techniques de reproduction assistée;
- la censure et la pornographie;
- le parentage et les enfants;
- les besoins particuliers des lesbiennes et des bisexuelles en matière de santé;
- la garde juridique et l'adoption

Le financement permettra la participation de lesbiennes, bisexuelles, bispirituelles et femmes transgenderistes qui seraient autrement incapables d'assister à la conférence. La conférence se veut aussi un point de ralliement, d'information et de connaissances acquises par l'expérience en vue de la tenue d'une conférence pancanadienne des lesbiennes en 2005

“Benefiting Women? Women’s Labour Rights”

Inanna Publications and Education Inc. will publish action research documenting the impact of non-standard work arrangements and unpaid women’s work on benefits, pay equity and women’s poverty.

Women’s community representatives will work with researchers and research institutions to prepare the analysis, define community strategies, and take follow-up action to advance this women’s equality issue and related government policies. The resulting educational tool will support women’s mobilization and their work with unions and anti-poverty organizations that aim to understand systemic barriers and their impact on women’s poverty. A steering group will decide on priorities for changes and strategies to engage women and other equality-seeking partners in policy development process to increase women’s access to benefits. Inanna will produce a national strategic work plan and implementation strategies that involve community organizations focusing on non-standard/unpaid women’s work.

A comprehensive evaluation plan, with indicators to measure results, is incorporated in this initiative.

[Des avantages pour les femmes? Les droits des femmes en matière de travail]

Inanna Publications and Education Inc. publiera une recherche-action documentant l’incidence des conditions de travail atypiques et du travail non rémunéré des femmes sur les avantages sociaux, l’équité salariale et la pauvreté des femmes.

Des représentantes des femmes travailleront avec des chercheuses et des chercheurs ainsi qu’avec des établissements de recherche afin de préparer l’analyse nécessaire, de définir des stratégies communautaires et de prendre les mesures de suivi requises pour faire avancer ce dossier lié à l’égalité des femmes ainsi que les politiques gouvernementales connexes. L’outil éducatif qui en résultera appuiera les efforts de mobilisation des femmes et le travail qu’elles font avec les syndicats et les organisations anti-pauvreté afin de comprendre les obstacles systémiques et leurs répercussions sur la pauvreté des femmes. Un groupe directeur établira des priorités dans la perspective du changement ainsi que des stratégies pour faire participer les femmes et d’autres partenaires oeuvrant pour l’égalité au processus d’élaboration des politiques afin d’accroître l’accès des femmes aux avantages sociaux. Inanna élaborera un plan de travail stratégique national ainsi que des stratégies de mise en oeuvre faisant appel aux organismes communautaires qui s’intéressent au travail atypique et au travail non rémunéré des femmes.

Un plan d’évaluation global comprenant des indicateurs permettant de mesurer les résultats est intégré à cette initiative.

“Equality Law Reform 2003: In Pursuit of Women’s Safety, Security and Cultural and Political Rights”

To advance women’s equality in law policy, programming and practice, the National Association of Women and the Law will:

- identify areas of law reform that have a significant impact on women (taking into account different effects on different communities of women);
- conduct feminist legal research in areas where law is likely to be enacted to solve a problem;
- educate women, politicians, public servants, the media and the general public on laws and their effects on various communities of women;
- strengthen the association’s policy capacity and support the policy capacity of the women’s community in targeted areas of law reform;
- foster feminist participation in public policy formulation; and
- produce a five-year strategic plan to improve the association’s efficacy in advancing women’s equality through law reform.

The association use the following strategies to accomplish these goals: legal analysis, feminist research in priority areas of law reform, public education on law reform issues, advocacy to advance egalitarian law reform, and policy capacity building within the association and the women’s movement.

Priorities to be addressed include defence of provocation, the *Canadian Human Rights Act*, a human rights review of the conditions of federally sentenced women, women’s socio-economic rights, the federal budget, pay equity, the American Human Rights Convention, lesbian rights, transgender and women’s substantive equality, immigration, and systemic issues linked with women’s public policy participation. The group will also lead a national coalition of women’s groups working to ensure women’s involvement in the final stage of the *Divorce Act* reform process.

The association will use a variety of methods to evaluate the various components of the initiative.

[La réforme de 2003 du droit en matière d'égalité : À la recherche du droit à la sécurité et des droits culturels et politiques des femmes]

Afin de promouvoir l'égalité des femmes dans les politiques, les programmes et les pratiques en matière de droit, l'Association nationale de la femme et du droit :

- cerner des domaines visés par la réforme du droit qui ont d'importantes répercussions sur les femmes (ce faisant, elle tiendra compte des conséquences particulières des lois sur les différentes collectivités de femmes);
- effectuera de la recherche juridique féministe dans les domaines où l'on est susceptible de recourir à la loi pour résoudre un problème;
- éduquera les femmes, les politiciennes et les politiciens, les fonctionnaires, les médias et le grand public au sujet des lois et de leurs répercussions sur les différentes collectivités de femmes;
- renforcera la capacité stratégique de l'association et soutiendra la capacité stratégique de la communauté des femmes dans certains domaines visés par la réforme du droit;
- encouragera la participation féministe à l'élaboration des politiques gouvernementales;
- élaborera un plan stratégique régional pour améliorer l'efficacité de l'association dans la promotion de l'égalité des femmes au moyen de la réforme du droit.

L'Association a recours aux stratégies suivantes pour atteindre les buts énumérés ci-dessus : l'analyse juridique, la recherche féministe dans les domaines prioritaires visés par la réforme du droit, l'éducation du public au sujet des enjeux de la réforme du droit, l'action sociale pour promouvoir une réforme égalitaire du droit et la création d'une capacité stratégique au sein de l'Association et du mouvement des femmes.

Au nombre des priorités dont l'Association devra s'occuper, il faut mentionner le moyen de défense fondé sur la provocation, la *Loi canadienne sur les droits de la personne*, un examen, du point de vue des droits de la personne, des conditions de vie des femmes condamnées à une peine fédérale, les droits socioéconomiques des femmes, le budget fédéral, l'équité salariale, la Convention américaine relative aux droits de la personne, les droits des lesbiennes, l'égalité véritable des femmes et celle des transgenreistes, l'immigration et les enjeux systémiques liés à la participation des femmes à la politique publique. En outre, le groupe dirigera une coalition nationale de groupes des femmes qui s'efforce d'assurer la participation des femmes à la dernière étape du processus de réforme de la *Loi sur le divorce*.

L'Association aura recours à diverses méthodes pour évaluer les différentes composantes de l'initiative.

“It’s Still Time For Change: Planning For Implementation of the World March For Women Canadian Demands”

The National Association of Women and the Law will develop a strategic plan for the implementation of the 68 Women March demands, which are articulated in *It’s Time for Change: 68 Demands to the Federal Government To End Poverty and Violence against Women* (the Canadian Women March Committee produced this booklet and presented it to the federal government in March 2000). The association will bring together the 24 members of the Canadian Women’s March Committee to formulate this work plan and to decide who implement the plan.

This coalition will then meet, aided by resources to support the attendance and participation of one representative from each member group. Most of the meeting will be taken up with drafting of the strategic plan. This work will include an environmental scan and evaluation of the government’s agenda, particularly regarding social challenges in order to break the cycle of poverty and dependency that affects many Canadians. Because one of its long-term objectives is policy development, the coalition will identify three areas in which it will propose to initiate a policy dialogue with federal departments. The objective is to obtain policy changes that address and promote gender equality.

This initiative’s main product will be a strategic work plan that offers a blueprint for the systematic pursuit of Canadian women’s demands of the World March of Women. The plan will also indicate how local, regional and national women’s organizations will be involved in the strategic plan and commit to its implementation.

[Il n’est pas trop tard pour changer : préparer la mise en oeuvre des demandes présentées par les Canadiennes lors de la Marche mondiale]

L’Association nationale de la femme et du droit élaborera un plan stratégique en vue de la mise en oeuvre des 68 demandes présentées lors de la Marche mondiale des femmes, lesquelles sont énoncées dans *It’s Time for change: 68 Demands to the Federal Government To End Poverty and Violence against Women* (le Comité canadien de la Marche des femmes a produit cette brochure et l’a présentée au gouvernement fédéral en mars 2000). L’Association réunira les 24 membres du Comité pour élaborer ce plan de travail et déterminer qui le mettra à exécution.

Cette coalition se réunira ensuite avec l’aide de ressources qui faciliteront la présence et la participation d’une représentante de chaque groupe membre. La majeure partie de la réunion sera consacrée à l’élaboration du plan stratégique. Ce travail comprendra une analyse du contexte et une évaluation du programme du gouvernement, particulièrement en ce qui concerne les défis sociaux, visant à mettre fin au cycle de la pauvreté et de la dépendance qui touche un grand nombre de Canadiennes et de Canadiens. Étant donné que l’un de ses objectifs à long terme consiste dans l’élaboration de politiques, la coalition déterminera trois domaines dans lesquels elle proposera d’entreprendre avec le gouvernement fédéral un dialogue sur les politiques. Ce dialogue aura pour objectif de faire modifier les politiques afin de promouvoir l’égalité entre les sexes.

Le principal produit de cette initiative sera un plan de travail stratégique qui servira de plan directeur pour la réitération systématique des demandes des Canadiennes présentées lors de la Marche mondiale des femmes. À l’aide du plan stratégique, on indiquera aussi la façon dont les groupes de femmes locaux, régionaux et nationaux participeront au plan et s’engageront à le mettre à exécution.

“Supplement - Transforming Spaces: Girlhood, Agency and Power”

This initiative will enhance the effectiveness and capacity of actions taken by young women for young women, advance the understanding of young women’s equality issues, and create and strengthen collaboration across sectors that address priority issues for and by young women. Girls and young women will develop action plans and recommendations for change on matters that are relevant to them.

Goals to be addressed include

- elimination of discriminatory barriers experienced by a diversity of young women;
- prevention of violence; and
- increase in community commitment to achieving social justice.

The initiative includes promotion and outreach, an action strategy meeting, a working symposium, and a follow-up plan. Through its wide network of community-based and national organizations, Power Camp National will bring together a diversity of girls, young women and community workers from across Canada for the working symposium. There, an action strategy meeting of grassroots organizations will produce recommendations. To ensure that the recommendations are grounded in research and existing policies, academics, industry representatives and government policy makers will also participate. The organization will disseminate the recommendations to symposium participants, and will support their implementation.

An advisory council of young women and community workers will ensure that young women are involved in all aspects of this initiative.

Supplement: A larger-than-expected number of youth facing multiple barriers (women of colour, First Nations, francophones, and youths with disability) will be able to attend the symposium. Power Camp National will

- increase Powercamp and targeted youth participants’ understanding of issues these youth face, and of the intersection of violence, race and poverty;
- produce strategies for young women’s action on gender equality that address the issues they face and include input from young women facing multiple barriers; and
- provide a support framework to community working groups to ensure they have the capacity to act on these strategies.

The supplement will support the preparation of these target groups through identification of their needs and challenges, sharing of what has and is being done to meet these, and identification of additions to the conference program that would respond to priorities for these youth not covered by the current program. The supplement will pay for the participation of young women facing multiple barriers, as well as for the work of resource youth who will organize and prepare targeted youth and will develop symposium presentations to address their *needs*.

[Supplément – Transformer les espaces : Être fille, autonomisation et pouvoir]

Cette initiative permettra d'accroître l'efficacité et la portée des mesures prises par les jeunes femmes pour les jeunes femmes, de faire mieux comprendre les enjeux des jeunes femmes en matière d'égalité et d'établir ou de renforcer la collaboration entre les secteurs dans lesquels les jeunes femmes s'occupent elles-mêmes de leurs enjeux prioritaires. Les filles et les jeunes femmes élaboreront des plans d'action et des recommandations pour l'adoption de changements concernant des questions pertinentes pour elles.

Les buts visés sont les suivants :

- élimination des obstacles discriminatoires à l'égard de diverses jeunes femmes;
- prévention de la violence;
- accroissement de l'engagement de la collectivité pour la réalisation de la justice sociale.

L'initiative comprend des opérations de promotion et de sensibilisation, une réunion concernant les stratégies d'action, un symposium de travail et un plan de suivi. Grâce à son vaste réseau d'organisations communautaires et nationales, l'organisation « Filles d'action » rassemblera diverses filles, jeunes femmes et travailleuses communautaires venant de toutes les régions du Canada dans le cadre du symposium de travail. Au cours de ce symposium, les organisations communautaires tiendront une réunion portant sur les stratégies d'action et formuleront des recommandations. Pour s'assurer que les recommandations soient fondées sur la recherche et les politiques existantes, on fera appel à la participation d'universitaires, de représentantes du secteur d'activité et de personnes chargées de l'élaboration des politiques. L'organisation fera connaître les recommandations aux personnes qui auront participé au symposium et en soutiendra la mise en oeuvre.

Un conseil consultatif composé de jeunes femmes et de travailleuses communautaires s'assurera que des jeunes femmes participent à tous les aspects de cette initiative.

Supplément - Un nombre plus grand que prévu de jeunes femmes confrontées à des obstacles multiples (femmes de couleur, femmes des Premières nations, femmes francophones et jeunes femmes handicapées) pourront assister au symposium. Filles d'action :

- fera en sorte que ses membres et les jeunes participantes ciblées comprennent mieux les enjeux auxquels ces dernières sont confrontées ainsi que l'intersection de la violence, de la race et de la pauvreté;
- produira, à l'intention des jeunes femmes, des stratégies d'action en matière d'égalité des sexes qui porteront sur les enjeux auxquels elles sont confrontées et tiendront compte des commentaires des jeunes femmes qui se heurtent à des obstacles multiples;
- fournira un cadre de soutien aux groupes de travail communautaires pour s'assurer qu'ils ont la capacité de mettre en oeuvre ces stratégies.

Le supplément facilitera la préparation de ces groupes cibles grâce à l'établissement de leurs besoins et de leurs défis, au partage de renseignements sur ce qui a été fait et sur ce qui se fait pour répondre à ces besoins et pour relever ces défis, et à la détermination d'ajouts au programme du congrès reflétant les priorités de ces jeunes femmes qui ne sont pas comprises dans le programme actuel. Le supplément permettra de payer la participation de jeunes femmes confrontées à des obstacles multiples, ainsi que le travail des jeunes femmes ressources qui organiseront et prépareront les jeunes femmes ciblées et qui élaboreront des exposés à présenter dans le cadre du symposium afin de répondre à leurs besoins.

MANITOBA

RAT RIVER HEALTH COUNCIL

\$55,000

“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.

[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.

NEW BRUNSWICK / NOUVEAU BRUNSWICK

**MURIEL MCQUEEN FERGUSSON CENTRE FOR FAMILY VIOLENCE RESEARCH /
CENTRE MURIEL MCQUEEN FERGUSSON POUR LA RECHERCHE SUR LA
VIOLENCE FAMILIALE**

\$91,350

“Provincial Strategy for Dating Violence Prevention: Phase 2”

The Muriel McQueen Fergusson Centre for Family Violence Research will develop a comprehensive, integrated provincial strategy to prevent dating violence in New Brunswick. In Phase 2, the Centre will evaluate the six existing provincial dating violence programs in New Brunswick. They will apply the tools from Phase 1 to each of these dating violence programs, do an analysis, and evaluate and interpret the data collected. The Provincial Strategy Team, Research Team and Consultative Committee will prepare the dissemination of the results with the input of New Brunswick youth.

The strategy team has prepared a detailed quantitative and qualitative evaluation plan for each of their objectives.

[Stratégie provinciale pour la prévention de la violence dans les fréquentations : phase II]

Le Centre élaborera une stratégie provinciale globale intégrée de prévention de la violence dans les fréquentations au Nouveau-Brunswick. Durant la phase II, les six programmes axés sur la violence dans les fréquentations qui existent présentement au Nouveau-Brunswick seront évalués. On appliquera les outils de la phase I à chacun de ces programmes, une analyse sera effectuée et les données recueillies seront évaluées et interprétées. L'équipe de la stratégie provinciale, l'équipe de recherche et le comité consultatif prépareront la diffusion des résultats, avec l'apport de jeunes du Nouveau-Brunswick.

L'équipe chargée de la stratégie a préparé un plan d'évaluation quantitative et qualitative détaillé pour chacun des objectifs.

***“Probing Rural Issues Selecting Methods to Address Abuse of Women and Girls
(PRISM), Phase 3”***

“Probing Rural Issues Selecting Methods to Address Abuse of Women and Girls” will identify and enhance conditions and resources that will help rural women and girls live in relationships free from violence. In the previous consultative phases of this initiative, the Centre identified and researched the better practices used in Atlantic Canada. This 12-month phase (Phase III) will promote policy formulation and action that is sensitive to the findings of the analyses. Phase III is vital to harmonizing theory, research, practice, approaches and social change. The Centre will use strategic activities to promote action through public engagement, distribution of information to potential users, and involvement of sector-specific champions and mentors in the knowledge transfer process.

Reports on outcomes and strategic processes will be based on success indicators in the communication and work plan, which will include evaluative tools based on analytical lenses.

[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 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.

QUEBEC / QUÉBEC

FEMMES AFRICAINES HORIZON 2015

61 620 \$

“Mobiliser la collectivité en vue de la prévention des mutilations génitales féminines au Québec”

Dans le but de prévenir les mutilations génitales féminines (MGF) et de mieux répondre aux besoins des victimes, le groupe veut sensibiliser, informer et mobiliser la communauté du Québec à cet enjeu en médiatisant la problématique afin de lever les tabous entourant ces pratiques. Ces objectifs seront atteints grâce à plusieurs activités dont l'organisation d'un Forum de 7 jours sur les MGF ciblant 7 publics : la population québécoise d'origine africaine, les intervenantes et intervenants communautaires, de la santé et des systèmes juridique et policier, les députées et députés de l'Assemblée nationale, le milieu de l'éducation et, finalement, le grand public. Les actes du forum seront rédigés et lancés à l'occasion d'un séminaire de réflexion. À la fin de l'initiative, une recherche-action devrait être mise sur les rails pour dresser un portrait réaliste de la situation au Québec. De plus, des mesures concrètes issues de consultations et d'échanges avec les intervenantes et intervenants des publics ciblés seront dégagées afin de mieux répondre aux besoins des femmes ayant subi des MGF et de protéger les filles tant au Québec qu'à l'occasion de voyages à l'étranger. Le groupe a développé un plan d'évaluation complet comportant plusieurs indicateurs.

[Rallying the community against female genital mutilation in Quebec]

In an effort to prevent female genital mutilation and better meet the needs of women who have been subjected to it, the group wants to raise awareness, inform and bring together the community in connection with this issue in Quebec by publicizing it in order to dispel the taboos surrounding these practices. These objectives will be achieved through a number of activities, including a seven-day forum on female genital mutilation with seven target audiences: Quebec women originally from Africa, health care workers, stakeholders in the legal and police systems, members of the National Assembly, individuals in the field of education, and, finally, community stakeholders and the public at large. The minutes of the forum will be drafted and distributed at a reflection seminar. At the end of the initiative, an action research will be initiated to paint a realistic portrait of the situation in Quebec. As well, concrete measures resulting from the consultations and exchanges with the stakeholders from the various target groups will be introduced to better respond to the needs of women who have been subjected to female genital mutilation and to prevent the mutilation of young women in Quebec or when they travel abroad. The group has developed a complete evaluation plan comprising several indicators.

“Séminaire sur la santé des femmes”

Fortes des recommandations issues des consultations réalisées au cours des trois dernières années, 25 femmes autochtones choisies parmi les membres du comité consultatif de l'organisme, soit le Réseau Femmes et Santé, les intervenantes du secteur communautaire, les représentantes d'organismes du milieu de la santé, les jeunes femmes ainsi que les responsables d'organismes provinciaux autochtones, seront consultées en vue d'arrêter la programmation du séminaire d'une durée de trois jours. Le séminaire permettra à ces femmes autochtones de maîtriser l'analyse comparative entre les sexes et son utilisation, pour faire reconnaître leurs besoins spécifiques en matière de santé. La participation de représentants gouvernementaux fédéraux et provinciaux servira à consolider les contacts entre les femmes autochtones et les différents ministères, à en créer de nouveaux et à solliciter des appuis pour des actions futures. De plus, ce séminaire servira à amener les femmes autochtones à participer aux débats relatifs à leur santé ainsi qu'à la planification et à l'élaboration des programmes et services de santé dispensés dans leur milieu. Elles seront ainsi plus nombreuses à s'impliquer au comité Réseau Femmes et Santé de Femmes autochtones du Québec et à agir comme agentes multiplicatrices dans leur milieu. Par ailleurs, le séminaire favorisera aussi la mise en place d'une structure de réseautage entre les diverses associations autochtones de la province. Des évaluations quantitatives et qualitatives se feront tant verbalement que par écrit tout au long de l'initiative.

[Women's Health Seminar]

Armed with recommendations resulting from consultations over the past three years, 25 Aboriginal women chosen among members of the advisory committee of the organization Réseau Femmes et Santé [*Women and Health Network*] will help prepare the program for a three-day seminar. Community sector advocates, representatives of health-related organizations, young women and leaders of provincial Aboriginal organizations will also be asked for their views on the program. The seminar will allow these Aboriginal women to master gender-based analysis and its use, in order to gain recognition for their specific health needs. The participation of federal and provincial government representatives will serve to consolidate relations between the Aboriginal women and various government departments, to forge new relationships and open the doors toward further assistance in the future. The seminar will also serve as an opportunity for Aboriginal women to participate actively in discussions related to their health and to the planning and development of health programs and services to be offered in their communities. This should result in more of these women becoming involved in the Réseau Femmes et Santé autochtones du Québec [Québec Aboriginal Women and Health Network] and acting as multiplying agents in their communities. In addition, the seminar will promote setting up a structure for networking between various Aboriginal associations in the province. Verbal and written quantitative and qualitative evaluation will take place throughout the initiative.

TOTAL:

\$1,353,664