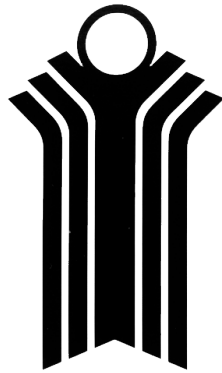


# ORIENTATION TO THE EQUALITY REPORT CARD

PEI Advisory Council on the  
Status of Women



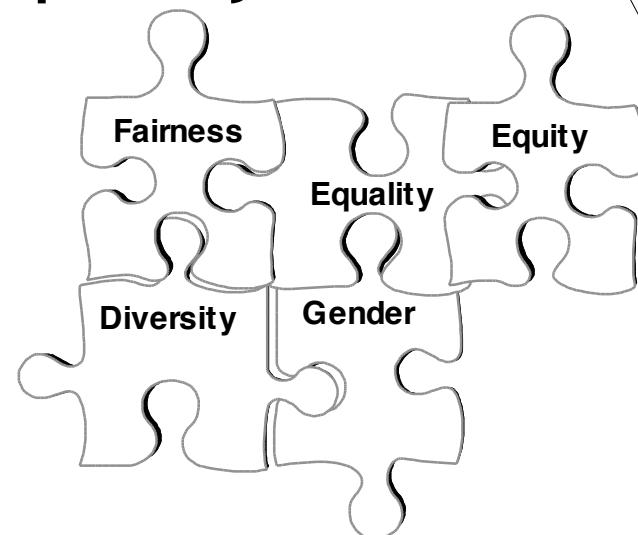
PRINCE EDWARD ISLAND  
Advisory Council on the Status of  
**WOMEN**

# Agenda

- Welcome & Introductions (15 min)
- Understanding Gender- and Diversity-Based Analysis (1 hr 15 min)
- About the Equality Report Card (1 hour)
- Questions and Discussion (30 min)

# Discussion Points

- What are some characteristics of “fairness”?
- What does “equality” mean, and what does it look like?
- Are there advantages and disadvantages to “equality”?



# Why Gender- and Diversity-Based Analysis?

- Historical & International Perspective
- Beijing 1995: Women's Rights ARE Human Rights

United Nations: “States unanimously agreed at the Fourth World Conference on Women, held at Beijing in 1995, that it was essential to design, implement and monitor, **with the full participation of women**, effective and mutually reinforcing **gender-sensitive policies and programmes**, including development policies and programmes at all levels, to foster the **empowerment and advancement** of women.”

# The United Nations: CEDAW

- The UN Committee on the Elimination of Discrimination against Women (2003) recommended that Canada “make **gender-based impact analysis mandatory** for all legal and programme efforts at the federal level and, through its Consultative Continuing Committees of Officials, **at the provincial and territorial levels.**”
- Their next report will assess actions at the provincial level even more closely

# Gender-Based Analysis (GBA)

- GBA “assesses the implications for women of planned action, including legislation, policies, and programs. It is a strategy for making women’s concerns and experiences an integral dimension of the design, implementation, monitoring, and evaluation of government strategies in all political, economic, and societal spheres.”
- “It is important to underline that while gender-based analysis is a significant means to achieve substantive equality, it is only a tool and not the final outcome. What matters is reaching the outcome.”

Canada’s Expert Panel on Accountability  
Mechanisms for Gender Equality

# Gender & Diversity Analysis

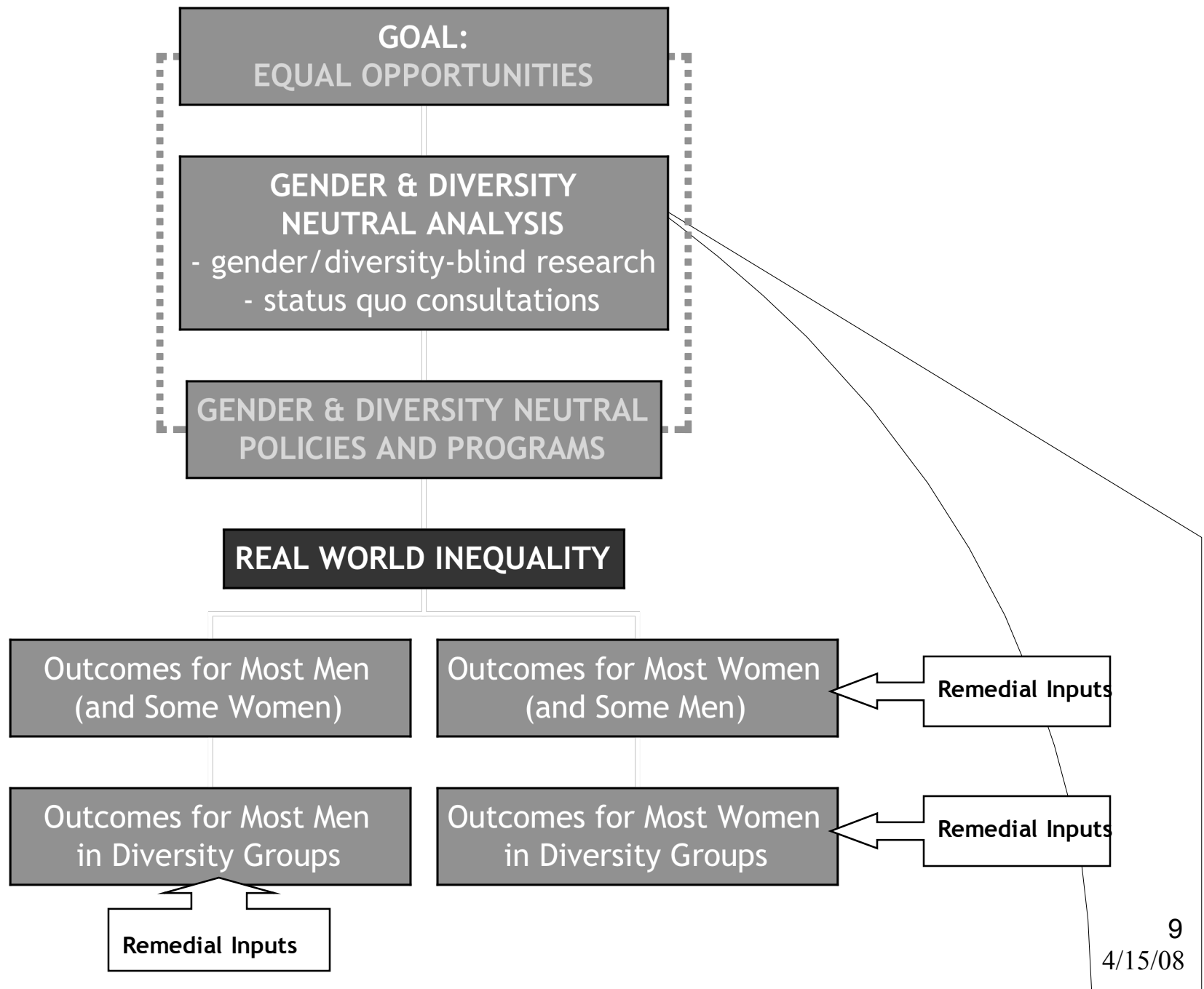
- “Gender and diversity analysis takes into account cultural, social and economic differences between men and women and between diversity groups.”
- To identify potential impacts of policies, programs, and legislation on men and women and on diversity groups
- To ensure policies, programs, and legislation have **intended and fair results** for men and women and on diversity groups

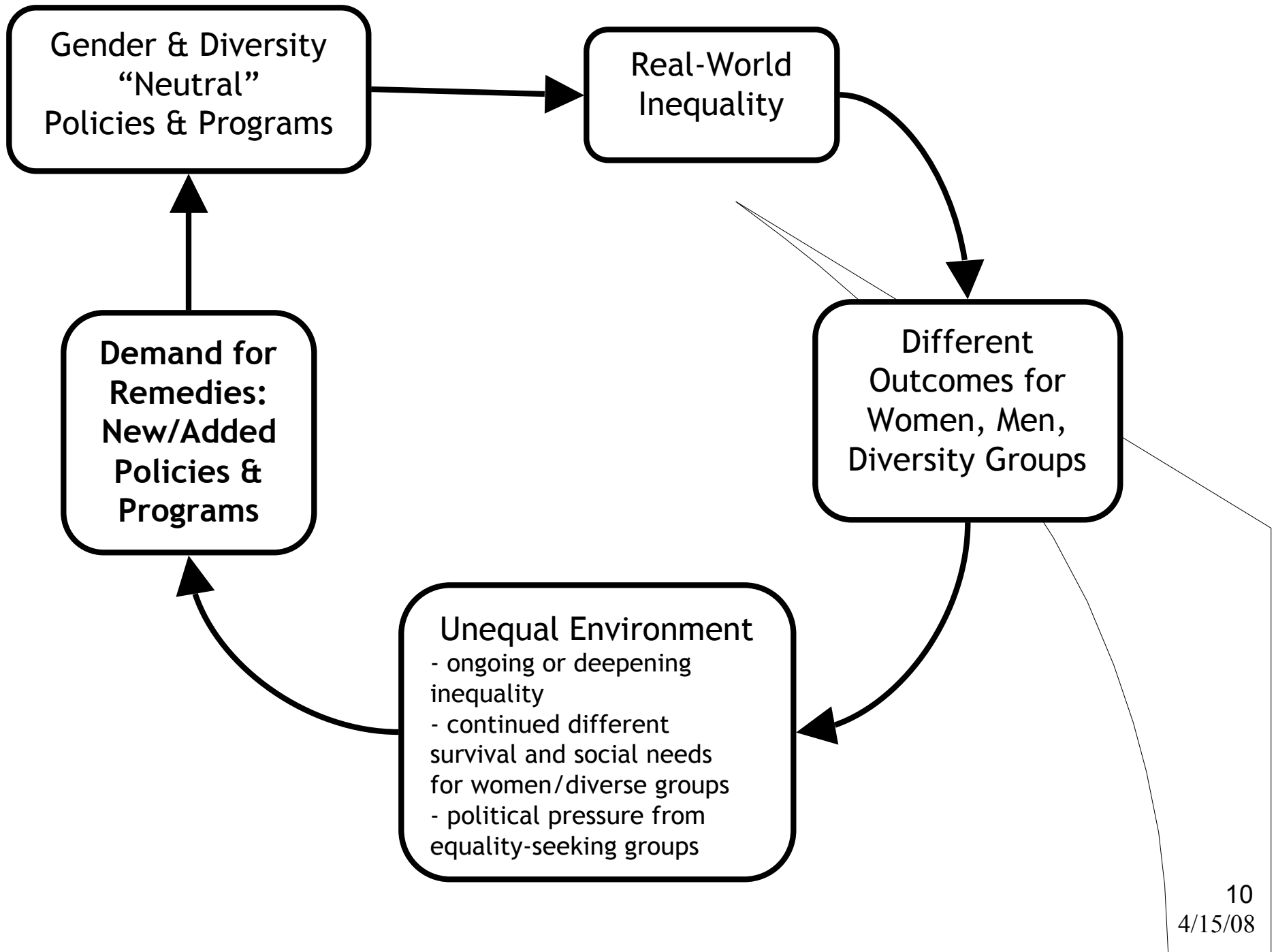
From a *Gender and Diversity Analysis* brochure circulated by the PEI Provincial Government

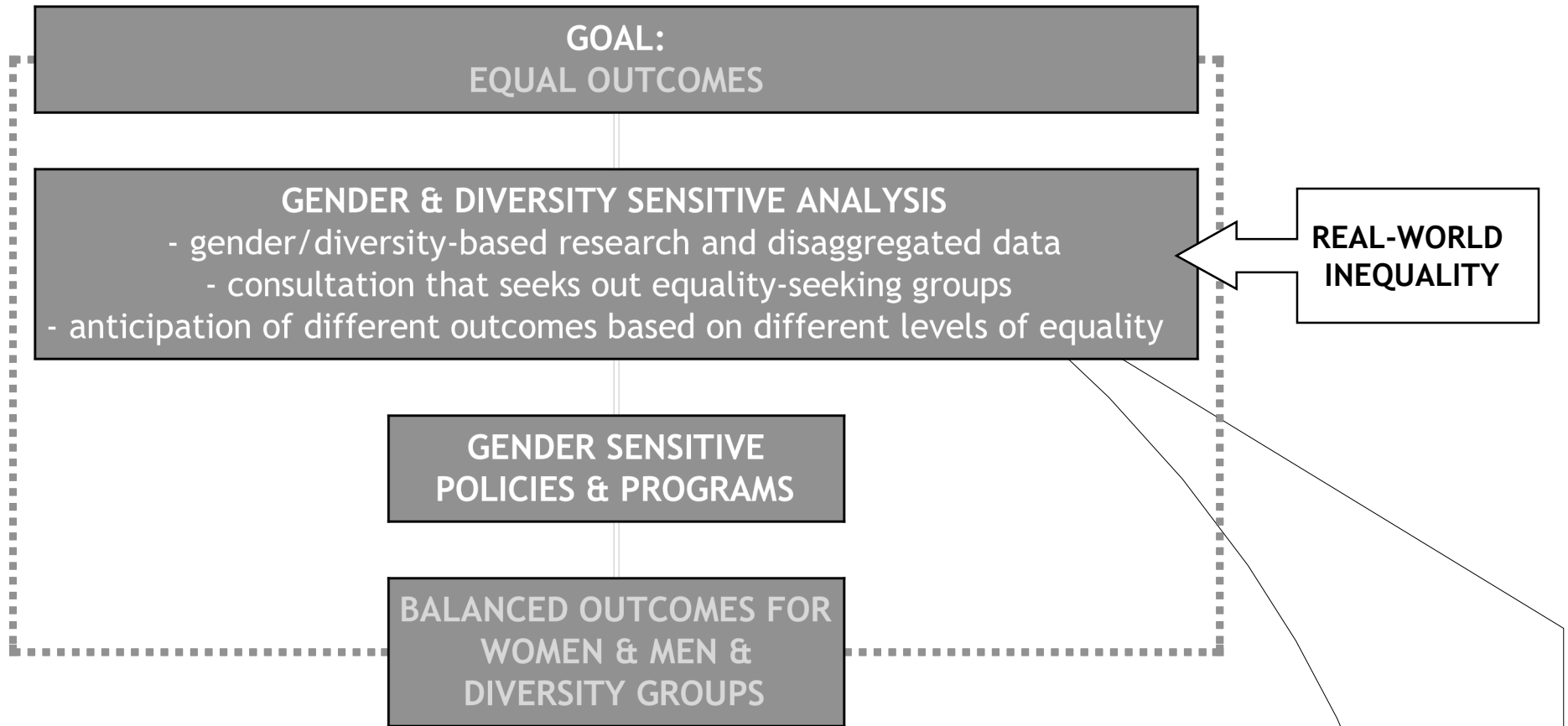
## Why gender *and* diversity?

# Competing Ideas of Equality

- **Equality of Opportunity**
  - **Equality of Outcome**
- 
- What are the underlying principles of these ideas?
  - How does policy based on equal opportunity differ from policy based on equal outcomes?
  - Do these differences affect women and diversity groups?







**Gender and diversity based analysis takes more time at the analysis stage in order to be more efficient and effective in the long run. What matters are results: policies and programs that are better - better for more people, and especially better for more vulnerable citizens.**

# Cases for Discussion

- **Building for public access**

Costly remedial measures are sometimes needed when gender and diversity do not enter into planning

- **Planning for workplace safety**

Physical differences are only part of the story; it is also necessary to consider differences of real-life experience that are described in disaggregated data

- **Women in mining, oil and gas: NWT**

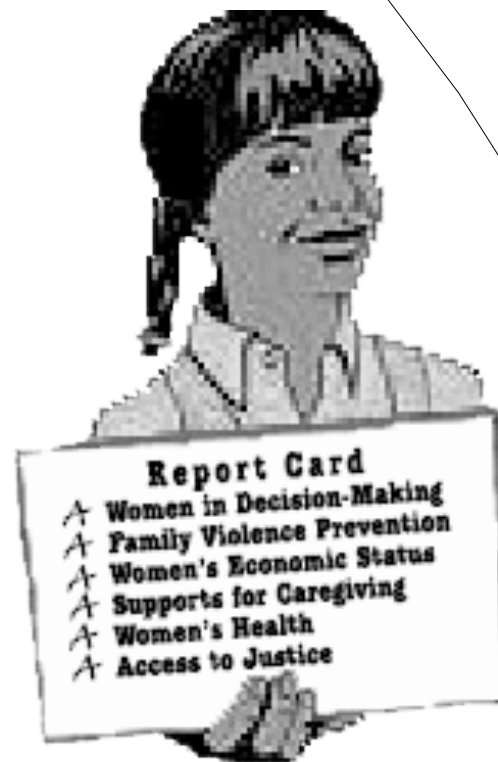
Economic development and non-traditional sectors are still “women’s issues”; they require gender and diversity analysis to ensure that women/diversity groups participate and benefit

- **Updating employment standards**

Gender and diversity analysis does not always result in different policies for women and men and diverse groups: just better ones that apply to all but account for difference

# PEIACSW Equality Report Card

- How Council develops its recommendations
- The origins of the Report Card process



# Equality Report Card Goals

- To collaborate with government to achieve women's equality goals
- To create incentives for government to make positive change for women and diversity groups
- To foster an environment where policy-makers are supported to make positive change
- To actively help policy-makers by offering analysis and connections with community groups
- To put equality goals higher on the Province's priority list by using a tool that draws media and public attention

# Equality Report Card Priorities

- Making Equality a Priority
- Women in Decision-Making
- Family Violence Prevention
- Women's Economic Status
- Supports for Caregiving
- Women's Health
- Access to Justice

Also: Collaborating for Equality & Supporting Diversity and Inclusion

# Equality Report Card Process

- What will constitute an A, B, C, D, or F?
  - In general?
  - In specific priority areas?
- What will an Equality Report Card assessment look like?
- Who will do the research and select grades?
- How can we make input on behalf of our departments/offices/parties?

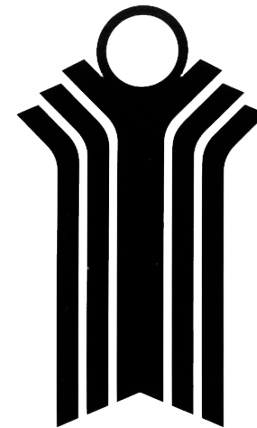
# Equality Report Card Timeline

- February 14 to 20: Orientation Follow-ups
- February 20 to April 18: Research, meetings, consultations, and input as needed by ACSW and departmental reps
- April 18 to April 23: Completion of DRAFT assessments by ACSW
- April 24 to May 30: Opportunities for feedback on draft by departmental reps
- May 30: **DEADLINE for corrections**
- June 19 (tentative): Release date for FINAL Report Card

# Conclusion

- Questions & Discussion
- Feedback & Evaluation
- Next Steps?

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