

### Why Gender- and Diversity-Based Analysis?

- ▶ 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."

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### 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."
- ▶ Recent reports have indeed focused more attention on provincial and territorial decisions.

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## 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

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## 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

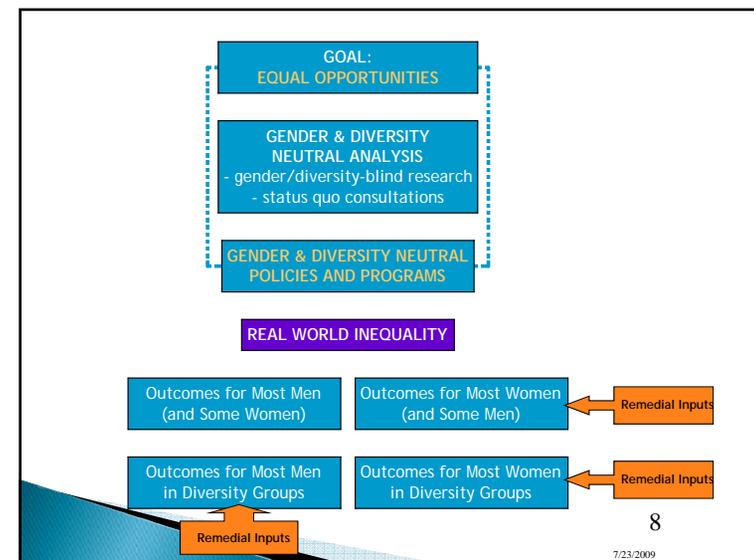
From a *Gender and Diversity Analysis* brochure circulated by the PEI Provincial Government

Why gender *and* diversity?

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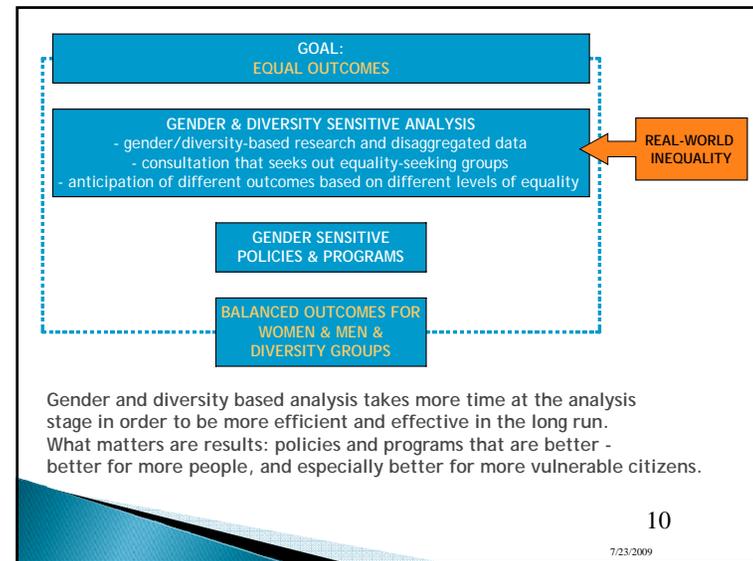
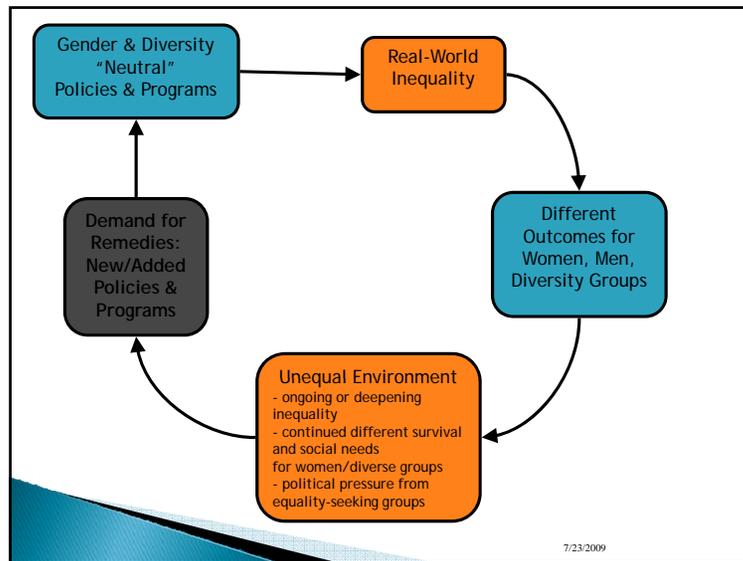
## Gender & Diversity Analysis

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- ### 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
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- ### 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
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## Equality Report Card Process

- ▶ What were the origins of the Report Card process?
- ▶ How did Council develop its priority recommendations?
- ▶ 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?

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## Equality Report Card Timeline

- ▶ February: Orientation & Follow-ups
- ▶ February to April 17: Research, meetings, consultations, and input as needed by Status of Women and departmental reps
- ▶ April 17: **DEADLINE** for questionnaires
- ▶ April 18 to May 10: Completion of DRAFT assessments by Status of Women Council
- ▶ May 10 to May 30: Opportunities for feedback on draft by departmental reps
- ▶ May 30: **DEADLINE** for corrections & updates
- ▶ June: Release of FINAL Report Card

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## Conclusion

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