

# Making Equality a Priority

	A higher profile for the Minister Responsible for the Status of Women (MRSW)	Issues of particular concern to women and their families reflected explicitly in government public statements and documents	Commitment to applying gender- and diversity-based analysis (GBA) throughout government
A	<i>Example:</i> Using speeches, press releases, or events featuring the MRSW embracing the Equality Report Card as a tool to give higher profile to Status of Women issues; attaching the MRSW to Executive Council to allow increased input and influence across departments	<i>Example:</i> Substantial and positive mentions of women and initiatives' effects for women in the Budget(s) and Speech(es) from the Throne	<i>Example:</i> Assigning a women's equality liaison in all departments and appropriate divisions of government to work with the Interministerial Women's Secretariat and the PEIACSW on GBA and diversity and inclusion; with increased funding for IWS and ACSW to conduct this work
B	<i>Example:</i> Any one public statement of the MRSW that addresses women's equality square on: for example, addressing violence against women and girls, not just "family violence"; addressing women's inequality, not just "gender equality"; framing equality issues in terms of women, not just "families")	<i>Example:</i> Mentions in the Budget(s) or Speech(es) from the Throne of the effects on women and families of at least one issue not usually framed as an issue important to women (for example, acknowledging the positive effects for women of an initiative in Technology, Environment, Agriculture, Fisheries . . .)	<i>Example:</i> Assigning some women's equality liaisons in some departments and/or divisions of government to work with the Interministerial Women's Secretariat and the PEIACSW on GBA and diversity and inclusion; or increased funding for IWS and ACSW to conduct this work
C	<i>Example:</i> Improved communications to the public about current internal and intergovernmental advocacy on behalf of women (with no measurable change to range of activities)	<i>Example:</i> Mentions of women and issues important to women in the Budget(s) and Speech(es) from the Throne, but without a whole lot of new substance	<i>Example:</i> Any internal government effort to educate decision-makers on how to apply GBA in policy development (for example, promotion of or development of resources; training opportunities)
D	<i>Status quo (pre-election):</i> MRSW fulfills basic expectations for internal and intergovernmental advocacy for women but rarely gives profile to Status of Women aspects of her portfolio	<i>Status quo (pre-election):</i> Rare mentions of women and issues of concern to women high-profile documents such as the Budget Address or the Speech from the Throne, with a narrow range of issues associated with women	<i>Status quo (pre-election):</i> Very little evidence of GBA across government; no known mechanisms in place for interdepartmental education and/or consultation on GBA in policy development
F	Reduced role and/or public profile from past status quo	Public statements and documents that present even acknowledged "women's issues" as gender neutral	Any active rejection of GBA in government decision-making
	<p><b>Sample Evidence for Assessment:</b></p> <ul style="list-style-type: none"> <li>- appointment of a MRSW in Executive Council</li> <li>- lists of speeches, press releases, meetings and events by MRSW</li> <li>- feedback in person or in writing on issues raised with MRSW in PEIACSW memos and meetings</li> <li>- response to Equality Report Card project</li> <li>- other evidence, as provided by government and community</li> </ul>	<p><b>Sample Evidence for Assessment:</b></p> <ul style="list-style-type: none"> <li>- mentions of women and issues important to women (such as those outlined in this document) in high-profile government speeches, press releases, and other publications</li> <li>- a special focus on any Budget speeches and Speech(es) from the Throne</li> <li>- other evidence, as provided by government and community</li> </ul>	<p><b>Sample Evidence for Assessment:</b></p> <ul style="list-style-type: none"> <li>- evidence of GBA on any government decisions</li> <li>- records of requests for input or assistance with GBA to the Women's Secretariat or the PEIACSW</li> <li>- cooperation from departments in assigning women's equality liaisons to the PEIACSW for the Report Card process</li> <li>- other evidence, as provided by government and community</li> </ul>

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# Women in Decision-Making

	Increased equality in appointments to agencies, boards, and commissions	Appointment of a strong complement of women to Executive Council	Commitment to ongoing electoral reforms leading to proportional representation
A	<i>Example:</i> Increased openness and transparency in appointments to ABCs, with a stated goal of increased diversity and equality and with targets and strategies to effect greater diversity and more equality in appointments; with actual increases in numbers of women appointed, including to non-traditional areas of interest	<i>Example:</i> Percentage of women appointed to Executive Council either on par or better than Canadian provincial average of 22.5%, with some women appointed to prominent and/or non-traditional roles for women	<i>Example:</i> Support for public education forums and materials about electoral processes (for example, some form of Citizens' Assembly with balanced representation of men and women)
B	<i>Example:</i> Increased openness and transparency in appointments to ABCs, with a stated goal of increased diversity and equality	<i>Example:</i> Percentage of women appointed to Executive Council on par with Canadian provincial average of 22.5%	<i>Example:</i> Support for independently set electoral boundaries, set at least one year prior to fixed election dates.
C	<i>Example:</i> Increased openness and transparency in appointments to ABCs	<i>No relevant example: Any improvement over the status quo would be worth an A or B rating.</i>	<i>Example:</i> Implementation of fixed election dates.
D	<i>Status quo (pre-election):</i> Appointments of approx. 65% men and 35% women to ABCs, with a prevailing public feeling that the process is patronage-based	<i>Status quo (pre-election):</i> Two women appointed to a ten-member Executive Council, with one in a prominent and non-traditional role (Transportation and Public Works)	<i>Status quo (pre-election):</i> Electoral boundaries set by independent commission rejected by government and districts gerrymandered; plebiscite on electoral reform, but with a problematic process
F	Measurable reductions in the proportion of women appointed to ABCs (less than 35%)	Two or fewer women appointed to a ten-member Executive Council, with none in prominent or non-traditional roles	Status quo, without even a plebiscite on electoral reform in the offing
	<b>Sample Evidence for Assessment:</b> <ul style="list-style-type: none"> <li>- numbers of women and men appointed to ABCs</li> <li>- statistics or other indicators of appointments of under-represented groups</li> <li>- advertising or other public documents relating to appointments to ABCs</li> <li>- other evidence, as provided by government and community</li> </ul>	<b>Sample Evidence for Assessment:</b> <ul style="list-style-type: none"> <li>- numbers of women appointed to Executive Council, with further consideration of their portfolios/roles</li> <li>- other evidence, as provided by government and community</li> </ul>	<b>Sample Evidence for Assessment:</b> <ul style="list-style-type: none"> <li>- government commitments and/or legislation regarding electoral reform</li> <li>- other evidence, as provided by government and community</li> </ul>

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# Family Violence Prevention

<i>Goal</i>	<b>Actions to implement the recommendations of the Justice Options for Women Who Are Victims of Violence project</b>	<b>Continued tangible support for Transition House Association and the Rape and Sexual Assault Crisis Centre to flourish as community-based, women-led organizations</b>	<b>Increased application of existing Woman Abuse Protocols, with more protocols developed as needed</b>
A	<i>Example:</i> Establishment of an ongoing action plan to implement recommendations, with timelines	<i>Example:</i> Improved funding and support for ongoing operations, especially to allow improvements to negotiated wages and benefits for front-line workers; independent implementation of organizational reviews by community-based, women-led boards at THA and Rape Crisis	<i>Example:</i> An office or officer with a mandate to oversee training for and application of Woman Abuse Protocols and to develop new protocols where these are required
B	<i>Example:</i> Piecemeal progress to implement some recommendations	<i>Example:</i> Affirmed commitment to ongoing funding for THA and Rape Crisis as independent community organizations, with funding adequate to allow improvements to negotiated wages and benefits for front-line workers	<i>Example:</i> Commitment to developing and implementing Woman Abuse Protocols for the Child Protection Act, or proposed changes to the Child Protection Act that would serve the same purpose
C	<i>Example:</i> Concrete commitment to implement recommendations	<i>Example:</i> Government intervention in boards eliminated, in favour of clear and reasonable accountability and reporting measures to be undertaken by the independent boards; renewed mandate for the Premier’s Action Committee on Family Violence Prevention	<i>Example:</i> Renewed and/or ongoing training and support for applying the existing Woman Abuse Protocols; increased recognition for the role of front-line workers from Anderson House and Outreach staff in protocols
D	<i>Status quo (pre-election):</i> Good collaborative process and strong in-kind human resource support, with no action to implement recommendations	<i>Status quo (pre-election):</i> Negative government intervention at Board operational level	<i>Status quo (pre-election):</i> A slate of Woman Abuse Protocols in place but not consistently applied; little or no ongoing training or oversight on applying the protocols
F	Continued inaction on recommendations	No action to move beyond effects of past negative intervention; no renewal of mandate for the Premier’s Action Committee on Family Violence Prevention	Woman Abuse Protocols falling increasingly into disuse
<i>Notes</i>	<b><i>Sample Evidence for Assessment:</i></b> - indicators of planning to implement recommendations (for example, meetings, or budget and staffing commitments) - consultation with Justice Options working group on progress - other evidence, as provided by government and community	<b><i>Sample Evidence for Assessment:</i></b> - funding commitments by government - a renewed mandate for the Premier’s Action Committee on Family Violence Prevention - clearly stated accountability expectations in contracts - consultation with boards of THA and Rape Crisis - other evidence, as provided by government and community	<b><i>Sample Evidence for Assessment:</i></b> - results of the review of the Child Protection Act - a directive or job description assigning responsibility for oversight of Woman Abuse Protocols - reports on training and supportive activity for enhanced application and enforcement - other evidence, as provided by government and community

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# Women’s Economic Status

<i>Goal</i>	Increased allotment of funds for direct payment to social services recipients to bring them up to a standard of living in which all basic needs are met	Planning for an investment in affordable housing, particularly in the province’s largest municipalities, including housing designed to meet the needs of seniors	Measures by government to provide leadership as an employer to women
<b>A</b>	<i>Example:</i> Increased payments at levels that meet or exceed low-income cut-offs	<i>Examples:</i> PEI housing policy or strategy that is integrated with other PEI social policy and contributes to comprehensive federal housing strategy across all provinces	<i>Example:</i> Full-scale gender- and diversity-based review of the status of employment equity and pay equity in PEI; a gender and diversity lens on all significant provincial economic development projects
<b>B</b>	<i>Examples:</i> Increased assistance rates, but at levels that remain insufficient to meet low income cut-offs; provisions to allow social services recipients to undertake training or education	<i>Examples:</i> Work with the federal government to extend affordable housing programs and anti-homelessness programs beyond 2008 and to contribute to a comprehensive national housing strategy across all provinces; new programs and supports to assist seniors to “age in place”; concrete steps towards provincewide public transit	<i>Examples:</i> A gender and diversity lens on any one or two proposed economic development projects or directions; increased benefits for casual and part-time workers, who are often women; more equitable practices for pay increases, rather than percentage-based amounts that disproportionately reward higher income-earners
<b>C</b>	<i>Examples:</i> Small increases of assistance rates for fixed expenses such as shelter or one-off assistance increases for some amenities or for emergencies	<i>Examples:</i> Steps towards integrating housing policy with other social policy; small improvements to existing seniors’ home repair programs or energy efficiency programs to help seniors “age in place”; commitment to provincewide public transit that improves access to existing affordable housing exists	<i>Examples:</i> Steps towards or commitments to using a gender and diversity lens when making decisions related to employment in the provincial civil service; or economic development
<b>D</b>	<i>Status quo (pre-election):</i> Social assistance rates that fall well below even low income cut-offs	<i>Status quo (pre-election):</i> Under-funded supports for seniors to continue to live in and maintain their homes; failure to match existing federal affordable housing funding programs with provincial funds	<i>Status quo (pre-election):</i> No acute problem identified; however, government is the major employer in the province and the Council members of the Status of Women want exemplary leadership
<b>F</b>	Decreased real social assistance rates (including static rates in the face of increased cost of living and sky-high home heating costs)	Decreased commitment to existing supports for affordable and seniors’ housing	New disadvantages to women in employment and reimbursement with the provincial government; breaking of collective agreements
<i>Notes</i>	<b>Sample Evidence for Assessment:</b> <ul style="list-style-type: none"> <li>- funding commitments by government</li> <li>- consultation with groups fighting poverty</li> <li>- other evidence, as provided by government and community</li> </ul>	<b>Sample Evidence for Assessment:</b> <ul style="list-style-type: none"> <li>- funding commitments by government</li> <li>- inclusion of housing issues in social policy statements or strategies</li> <li>- evidence of work at the federal/provincial/territorial level to support national strategies</li> <li>- other evidence, as provided by government and community</li> </ul>	<b>Sample Evidence for Assessment:</b> <ul style="list-style-type: none"> <li>- public statements and announcements</li> <li>- collective agreements with public service unions or other modifications to salaries and benefits</li> <li>- any changes in classification or hiring procedures</li> <li>- other evidence, as provided by government and community</li> </ul>

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# Supports for Caregiving

<i>Goal</i>	Additional investment in early childhood care and education that increases quality, accessibility, affordability, and focus on child development	Modelling good practices as an employer of new parents and other caregivers	Initiatives to encourage or support private businesses to provide top-up payments and to continue medical, pension, and other benefits for parents on maternity, parental, or adoption leave
<b>A</b>	<i>Examples:</i> Significant new investment in early childhood care and education, in response to the priorities expressed by parents, educators, and interested citizens	<i>Example:</i> Maternity and parental benefits or other caregiving leaves topped up to livable incomes for all provincial employees for the full period of their leave	<i>Example:</i> Legislating Employment Standards Review Panel recommendations or <i>better</i> changes to the Employment Standards Act related to caregiving leaves, <i>and</i> additionally taking steps to enable private businesses to improve offerings to new parents
<b>B</b>	<i>Example:</i> A consultation process with parents, educators, and interested citizens on the hopes and concerns they have for child care - leading to new commitments of funding or program support	<i>Example:</i> Improved maternity and parental benefit top-ups for all provincial employees, including excluded groups; making special provisions for all provincial employees caring for ill or disabled children or elders; formal policies to support flexible work hours for caregivers	<i>Example:</i> Legislating Employment Standards Review Panel recommendations for changes to the Employment Standards Act related to caregiving leaves
<b>C</b>	<i>Example:</i> A consultation process with parents, educators, and interested citizens on the hopes and concerns they have for child care	<i>Example:</i> Improved maternity and parental benefit top-ups to any group of provincial employees; making special provisions for any group of provincial employees caring for ill or disabled children or elders	<i>Example:</i> Commitment to legislating Employing Standards Review Panel recommendations for changes to the Employment Standards Act related to caregiving leaves
<b>D</b>	<i>Status quo (pre-election):</i> Some good support and subsidy programs in place but not adequate to reduce burden of cost on parents, to provide adequate salaries for educators, or to ensure quality in the system across the board	<i>Status quo (pre-election):</i> No acute problem identified; however, government is the major employer in the province and the Council members of the Status of Women want exemplary leadership	<i>Status quo (pre-election):</i> Out of date and inadequate provincial employment standards relating to caregiving leaves
<b>F</b>		New disadvantages to women and new parents employed with the provincial government	No improvements or regressive changes to employment standards for caregiving leaves
<b>Notes</b>	<p><b>Sample Evidence for Assessment:</b></p> <ul style="list-style-type: none"> <li>- public statements and announcements</li> <li>- responsive public consultation stemming from the Child Care Facilities Act review</li> <li>- any new funding commitments in child care</li> <li>- other evidence, as provided by government and community</li> </ul>	<p><b>Sample Evidence for Assessment:</b></p> <ul style="list-style-type: none"> <li>- public statements and announcements</li> <li>- collective agreements with public service unions or other modifications to salaries and benefits</li> <li>- policy statements in divisions or departments</li> <li>- other evidence, as provided by government and community</li> </ul>	<p><b>Sample Evidence for Assessment:</b></p> <ul style="list-style-type: none"> <li>- public statements and announcements</li> <li>- proposed or legislated updates to Employment Standards Act</li> <li>- any new incentives to support business to top up employees</li> <li>- other evidence, as provided by government and community</li> </ul>

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# Women’s Health

Goal	Steps towards whole-body holistic health	Initiatives to provide appropriate, gender-specific mental health programming	Recognition in government policy and planning of social determinants of health
A	<i>Example:</i> A solid commitment or action plan on any of the issues mentioned under B	<i>Example:</i> Evidence of gender analysis informing the Youth Addiction Strategy, to result in specialized programs for young women and young men; psychiatrist recruitment and hiring with a focus on meeting gender-specific mental health needs	<i>Example:</i> Implementation of a Poverty Reduction Strategy across government
B	<i>Example:</i> Positive steps or indications on any of the following health issues: <ul style="list-style-type: none"> <li>- a provincewide ban on cosmetic pesticides</li> <li>- access to birthing options such as midwifery</li> <li>- a plan for follow-up evaluation of the HPV vaccine</li> <li>- positive interventions to improve regulation of the College of Physicians and Surgeons</li> <li>- full-time access to a reproductive endocrinologist</li> </ul>	<i>Example:</i> Evidence of gender analysis informing the Youth Addiction Strategy; increased support for counselling services through community mental health and the Rape and Sexual Assault Crisis Centre, and so on; psychiatrist recruitment and hiring to reduce waiting lists	<i>Example:</i> Steps towards a Poverty Reduction Strategy such as the one in Newfoundland and Labrador; other evidence of social determinants of health being recognized in health delivery (policies, programs, and services); new priority and activity on food security; a separate Minister for Health, with a brief to integrate social determinants of health into programs and services
C	<i>Example:</i> Public hearings on a potential ban on cosmetic pesticides; similar investigations and/or information-gathering initiatives	<i>Example:</i> Ongoing support for counselling services through community mental health and the Rape and Sexual Assault Crisis Centre, and so on	<i>Example:</i> Investigation of a Poverty Reduction Strategy such as the one in Newfoundland and Labrador; new priority on or study on food security issues; active recognition of social determinants of health in Health planning
D	<i>Status quo (pre-election):</i> Acute focus on critical and acute health care with less focus on prevention and whole-body health	<i>Status quo (pre-election):</i> Well developed gender-specific programming in addictions treatment; some increases in support for the Rape and Sexual Assault Crisis Centre; a perceived need for more psychiatrists for the province	<i>Status quo (pre-election):</i> Strong emphasis on individual behaviours as responsible for negative health outcomes, with little acknowledgment of social determinants such as income, gender, age, cultural background, literacy and so forth
F	<i>To be honest, we’re never going to give government an F on this; Council’s recommendation is too vague</i>	Reduced initiatives to provide women-specific addiction treatment	Dismissal of social determinants of health as factors in Islanders’ health outcomes
Notes	<b>Sample Evidence for Assessment:</b> <ul style="list-style-type: none"> <li>- government public announcements, press releases, funding commitments, and so on</li> <li>- consultation with community groups</li> <li>- other evidence, as provided by government and community</li> </ul>	<b>Sample Evidence for Assessment:</b> <ul style="list-style-type: none"> <li>- government public announcements, press releases, funding commitments, and so on</li> <li>- evidence from the Youth Addiction Strategy</li> <li>- consultation with community groups</li> <li>- other evidence, as provided by government and community</li> </ul>	<b>Sample Evidence for Assessment:</b> <ul style="list-style-type: none"> <li>- government public announcements, press releases, funding commitments, and so on</li> <li>- evidence from Health planning</li> <li>- consultation with community groups</li> <li>- other evidence, as provided by government and community</li> </ul>

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**Access to Justice**

<i>Goal</i>	<b>Efforts to collaborate with F/P/T governments on improving access to family law legal aid</b>	<b>Assistance to women and families to navigate family law systems and to access alternative dispute resolution (in cases where it would be appropriate)</b>	<b>Improved access to family law legal aid lawyers</b>
<b>A</b>	<i>Example:</i> Successful negotiation with federal officials to move towards funding dedicated to family law legal aid	<i>Example:</i> A new family law “navigator” to help families facing break-up plan the necessary steps for dissolving a relationship and to refer, when appropriate, to funded alternative dispute resolution services	<i>Example:</i> Hiring an additional family law legal aid lawyer <i>and</i> compensating family law lawyers in private practice at a reasonable rate, resulting in increased access to their services for more people
<b>B</b>	<i>Example:</i> Evidence of inter-jurisdictional negotiation for increased family law legal aid, with PEI’s provincial position supported by community organizations’ advice	<i>Examples:</i> Funding for alternative dispute resolution in cases where it would be appropriate, including structures for intake that decide correctly when it is appropriate or not; <i>or</i> evidence of application of existing Woman Abuse Protocols by Family Court mediators	<i>Example:</i> Hiring an additional family law legal aid lawyer <i>or</i> compensating family law lawyers in private practice at a reasonable rate, resulting in increased access to their services for more people
<b>C</b>	<i>Example:</i> Consultation with community organizations to assess the best means to improve access to family law legal aid	<i>Example:</i> Confirmation of increased funding for the Family Law Centre in the October budget, with signals of ongoing support for making the family law system navigable for families	<i>Examples:</i> Concrete commitment to hire one or more family law legal aid lawyer; commitment to pay legal aid certificates at a level lawyers in private practice would find acceptable; an increased income threshold to access legal aid
<b>D</b>	<i>Status quo (pre-election):</i> No promising actions towards improved access to family law legal aid and low priority on this issue in inter-jurisdictional discussion	<i>Status quo (pre-election):</i> The unpassed spring budget proposed increased funding for the Family Law Centre, especially to support intake in maintenance enforcement, but the Province offered no step-by-step support for families to navigate the confusing family law system and/or to access alternative dispute resolution in cases where that would be appropriate	<i>Status quo (pre-election):</i> Heavy load on family law legal aid lawyers for the province; too low a rate of compensation for family law lawyers in private access for cases that must be “farmed out”; too low an income threshold to access legal aid, limiting access for all but the most financially desperate
<b>F</b>	Even less visible emphasis on family law legal aid as a point of negotiation across jurisdictions	Decreased funding for effective and efficient family law services	Decreased access to family law legal aid lawyers, due to any factors
<i>Notes</i>	<b>Sample Evidence for Assessment:</b> <ul style="list-style-type: none"> <li>- press releases or statements issued by the Attorney General or other government reps</li> <li>- lists of meetings, agendas, correspondence, or discussions regarding legal aid in general and family law legal aid in particular</li> <li>- any written records of negotiations or agreements</li> <li>- other evidence, as provided by government and community</li> </ul>	<b>Sample Evidence for Assessment:</b> <ul style="list-style-type: none"> <li>- budget estimates and statements</li> <li>- government commitments indicated in press releases, announcements, and so on</li> <li>- records of training and/or application of Woman Abuse Protocols in the family law system</li> <li>- other evidence, as provided by government and community</li> </ul>	<b>Sample Evidence for Assessment:</b> <ul style="list-style-type: none"> <li>- government commitments (for instance, public statements, press releases, funding announcements, job advertisements)</li> <li>- announcement of hirings</li> <li>- other evidence, as provided by government and community</li> </ul>

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