

Gender Equity GCPE Look Ahead

Updated Aug. 20, 2019

RED: ISSUE | GREEN: MINISTRY | BLUE: Crowns/partners | BLACK: FYI

July – December 2019

Date		Opportunity/ Products	LEAD
Aug. 23	TAC: PS Dean speaks to Queer Film Fest event at SFU downtown campus.	SN	TAC
Sept. (date tbc)	September edition of Business in Vancouver's Women in Business includes PS Dean interview re: pay equity.	Issues Note/QA	Jo
Sept. 6	<p>MED back to school events:</p> <ul style="list-style-type: none"> Burnaby: funding for SOGI – 12:30 a.m. New Westminster: echo event for period promise – 2:00 p.m. <p>Opportunity for PS Dean to participate.</p>	Full event package	MED/Jo
Aug./Sept.	Labour: domestic violence leave consultations. Opportunity for PS Dean to lead consultation sessions with the Ministry of Labour. Two - three meetings expected; timing and scope tbc.	<p>Web Copy</p> <p>Stakeholder letters</p> <p>IN</p> <p>KM/QA</p> <p>IN</p> <p>SN</p>	Fin GE/LBR GCPE
Sept. 12 5:30 – 7:00 p.m.	<p>FYI SFU Morris J. Wosk Centre for Dialogue Family Dialogue on Human Rights: From Hate to Hope in a Digital Age.</p> <p>Guest speaker Kasari Govender, Incoming Human Rights Commissioner of British Columbia.</p>	FYI	n/a

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Sept. 13	FYI: INs due to GCPE HQ for session prep.	IN updates	Jo
Sept. 23 – 29	Gender Equality Week (Canada) (focus on closing the gender pay gap)	OpEd social media media pitches	Jo
Sept. 23 - 27	UBCM 2019 Vancouver Convention Centre Sept. 23: UBCM planning a half-day session related to women's leadership and gender equality. There will be a speaking opportunity as part of the elected officials' panel. BC Government Gender Equity/GBA+ information table as part of the informal networking reception for delegates following the session.	SN collateral material	Jo
Oct.	Women's History Month (focus on closing the gender pay gap)	profile stories social media media pitches	Jo
Oct.	Cyber Security Month (internationally recognized). CITZ lead.	tbc	tbc
Oct. 23	Minerva Report Card to be released. Potential opportunity for PS Dean to speak at luncheon.	tbc	Jo
Date tbd	Legislative Assembly new Respectful Workplace Policy and establishment of an independent office. The policy provides recourse for anyone affected by bullying, harassment, discrimination or violence in the workplace. It establishes a mechanism by which oversight of the policy and implementation can be coordinated by a neutral third party, a new independent respectful workplace office.	tbc	tbc
Dates tbd	BC Tech Summit 2020	TBD	

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Date	Other ministry activities
Oct. 1, 2019	<p>JTT: We for She 2019 Conference: North America's largest conferences on gender diversity. Vancouver Convention Centre – West.</p> <p>2019 Theme is Connecting for Change (https://weforshe.ca/) Organizing partners are B.C. government, Greater Vancouver Board of Trade and Women's Enterprise Centre.</p>

Date	On the planning horizon (for tracking)
Sept. (tbc)	Swearing-in of new Human Rights Commissioner (tbc)
Sept. 23 – 29	Gender Equality Week (Canada)
Oct.	Women's History Month (Canada)
Oct. 11	UN Day of the Girl
Oct. 23	Minerva Report Card
Oct. 18	90 th Anniversary of Persons Day (Canada)
Nov. 20	Transgender Day of Remembrance
Nov. 25	<p>UN International Day for the Elimination of Violence Against Women</p> <p>Marks the first day of the 16 Days of Activism against Gender-Based Violence, which ends on December 10, with International Human Rights Day.</p>
Nov. 28 & 29	<p>Ending Violence Association of BC (EVA BC) Annual Training Forum 2019</p> <p>Sheraton Vancouver Airport Hotel</p>
Dec. 3 & 4	FPT Meeting in Victoria
Dec. 6	30th Anniversary of the Montreal Massacre at École Polytechnique.
Dec. 6	National Day of Remembrance and Action on Violence Against Women (Canada)
Dec. 10	International Human Rights Day 2019
Dec. 10 (tbc)	LEAF Annual Report Card on CEDAW Objectives & BC Govt
Dec. 17	International Day to End Violence Against Sex Workers
Feb. 24, 2020	<p>9th Annual Moose Hide Campaign provincial gathering:</p> <p>will take place at the Victoria Conference Centre, starting in the morning with ceremony, keynote speakers and men's and women's circles. At lunchtime a Walk to End Violence Against Women and Children to the B.C. Legislature will take place, followed by a press conference. A range of workshops will be offered at the conference centre in the afternoon. At sundown, a fast-breaking ceremony and community feast will be held. Everyone is welcome to attend any or all of the day's events, free of charge.</p>



Gender Equity & GBA+

Sept. 23, 2019
UBCM



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Part 1: Gender Equity Overview



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Mandate

On February 15, 2018 Premier Horgan appointed Mitzi Dean **Parliamentary Secretary for Gender Equity** to:

- Ensure our government's commitment to gender equality is reflected in our budgets, policies and programs;
- Coordinate cross-ministerial action on gender issues, including gendered violence, advancing gender equality and women's economic empowerment;
- Track progress on the National Inquiry in Missing and Murdered Indigenous Women;
- Liaise with feminist and women's organizations; and
- Promote gender equity and leadership at senior levels in the public and private sector. (Mandate Letter, February 7, 2018)



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Gender Equity Framework



Gender Equity Office



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Advance Women's Economic & Political Empowerment

- Historic \$1B Investment in Child care
- Poverty Reduction Strategy
- Protection of Tips for Workers
- Increase in Minimum Wage
- Housing Affordability Strategy
- Expanded Access to STEM opportunities for Women
- More Opportunity via Community Benefits Agreements
- Increased Representation on Public Sector Boards
- Feminine Hygiene Products Available in Schools



Eliminate Systemic Barriers to Discrimination

- Introduction of Gender X option on Government ID
- Re-establishment of Human Rights Commission
- Access to Gender-Affirming Surgery in B.C.
- Implementation of GBA+ Across the Public Service
- Enhanced LGBTQ2 Access and Inclusion
- Gender-Inclusive Washroom Guidelines in Development
- Introduction of Gender-Responsive Budgeting
- SoGI Curriculum in Public Schools



End Gender-Based Violence

- More Funding for Victims Services in Budget 2018 (\$18M over 3 Years)
- Significant Investment in Transition Housing (\$735M over 10 years)
- Introduction of Sexual Harassment Policy for the Legislature
- Enhanced Safety and Awareness in Industrial Camps
- Community Engagement on Missing and Murdered Women and Girls Report
- Government Participation in 16 Days of Activism



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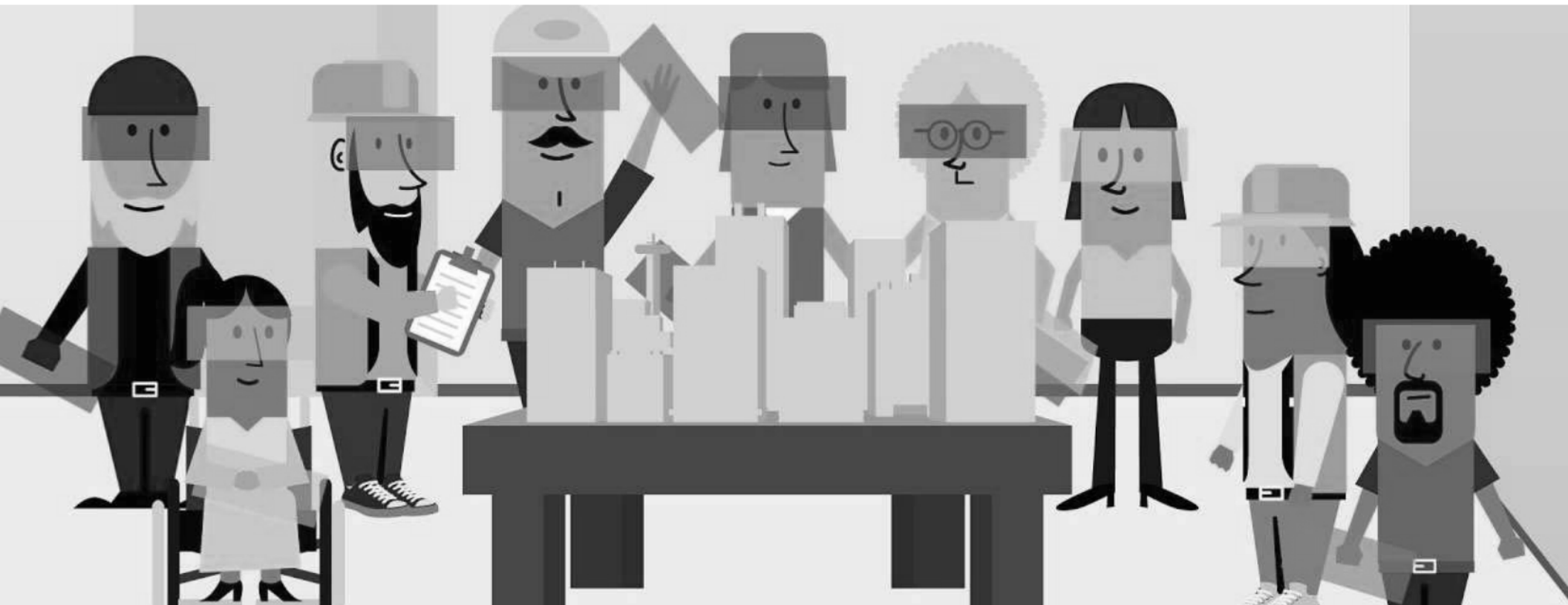
Priorities Going Forward

- Responding to the Missing and Murdered Indigenous Women and Girls Report Response
- Strengthening Support for Domestic Violence Survivors
- Closing the Gender Pay Gap – Measures Underway
(Childcare, Poverty Reduction, Sexual Harassment Policy, Promoting Women's Leadership in Public and Private Spheres)
- Hosting the Annual Minister's Status of Women Forum in Victoria, December 3-4, 2019





Part 2: Gender Based Analysis Plus (GBA+)



<https://www.youtube.com/watch?v=p6w-d1mmjFU>

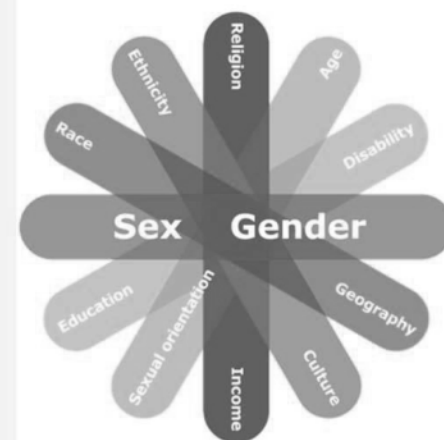


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GBA+:

- Recognizes that different sub-populations of men, women and gender-diverse people experience the world differently based on their relative positions in society
- Acknowledges that we all bring our particular “lens” or perspective to issues and may be blind to others
- Accepts that all different perspectives and experiences are valid and important
- Recognizes that to adequately serve ALL British Columbians, we must learn to see through multiple lenses



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Application of GBA+

What **A**ssumptions are you making?

Who could be left **B**ehind?

Who did you **C**onsult?

What **D**ata did you look at?

How are you ensuring **E**quality of outcomes?



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3-Year GBA+ Implementation Plan

	Phase One - Initiation 2018/19	Phase Two - Expansion 2019/20	Phase Three – Reinforcement 2020/21	
FOCUS	Budget & Policy Development	Building Capacity & Accountability	Program Alignment	
ORGANIZATIONAL MECHANISM	<ul style="list-style-type: none"> Gender Equity Office GBA+ Ministry Leads (ADM) 	<ul style="list-style-type: none"> GBA+ Working Groups in Ministries 	<ul style="list-style-type: none"> Sector-specific Networks Ministry GBA+ Program Reviews 	
ACCOUNTABILITY MECHANISM	<ul style="list-style-type: none"> Budget Request Template TB Submission Template Cabinet Templates 	<ul style="list-style-type: none"> GBA+ in Service Plans Gender Budgeting Crown Mandate Letters 	<ul style="list-style-type: none"> GBA+ Annual Report – all Ministries 	
CAPACITY BUILDING & ENGAGEMENT	<ul style="list-style-type: none"> Deputy Ministers Committee Online Training GBA+ Orientation Part I&2 for Ministry Leads GBA+ Orientation Part I in-person training for staff 	<ul style="list-style-type: none"> GBA+ Training Expansion GBA+ Policy Community of Practice Case Study Development Extend Training/Resources to Crowns 	<ul style="list-style-type: none"> Continued GBA+ Training in Public Service Partner & Community Engagement & Education 	
OUTCOMES	Budget 2019 signals requirement & accountability for GBA+	GBA+ informs all new budget & policy decisions	GBA+ informs all budget, policy & programs	Monitoring & Evaluation

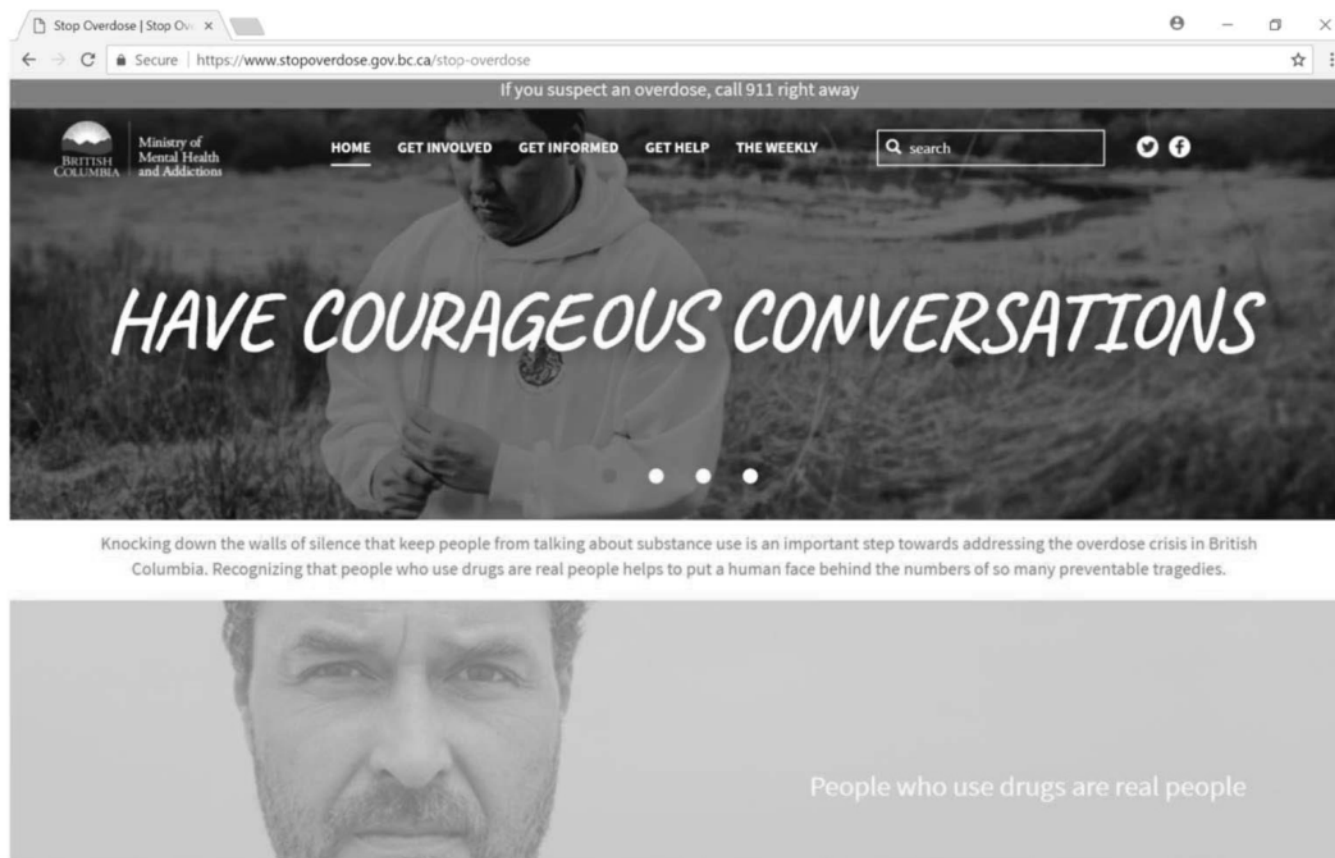


Diversity & Breadth in Application

- **How:** Legislation, Strategies, Programs, Briefing Notes, Web Design
- **Where:** Economy, Natural Resource & Social Sectors
- **What:**
 - Firesmart BC
 - Early Childhood Educators' Workforce Legislation
 - Workforce Accommodation Centres – Coastal Gaslink & LNG Canada
 - Transportation Consultation Process
 - Human Rights Commission – Office Set Up & Operations



BREAKING DOWN THE WALLS OF SILENCE



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GBA+ Example: Disaster Management

Isn't a disaster the same for everyone?



- New way of approaching disaster management that recognizes sex/gender and Indigenous perspectives

Resources

- Free online Status of Women GBA+ Training
- GBA+ Handout & List of Resources Available
- melanie.j.stewart@gov.bc.ca



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Agenda

Parliamentary Secretary Dean – Gender Equity Team Meeting

Location: Hemlock Room 116
Thursday, August 22, 9-9:45 AM

Participants: PS Dean, Angela Liu, Melanie Stewart, Katie Robb, Joanne Whittier

#	Item	Purpose	Material	Lead	Time
1	Urgent and/or Priority Items	To ensure PS Dean is supported to address issues as they arise	Verbal	PS Dean	15 mins
2	Updates on Key Files <ul style="list-style-type: none"> Labour Consultations on Paid Intimate Partner Violence Leave UBCM PPT Sexual Harassment and D&I Survey Update 	To provide information and receive direction	Verbal/ Material as appropriate	Melanie	20 mins
3	Communications Update <ul style="list-style-type: none"> GE Report/Video Labour Consultations Communications Plan UBCM Communications Material Gender Equality Week Communications Plan 	To review communications priorities	Verbal/ Material as appropriate	Joanne/Katie	15 mins
4	Calendar Review <ul style="list-style-type: none"> Minister Meetings Stakeholder Meetings Other 	To review the week(s) ahead to ensure appropriate support and materials	Verbal	Ange	10 mins

Next Meeting: Tuesday, August 27, 9:30AM – 10:30AM

Agenda

Parliamentary Secretary Dean – Gender Equity Team Meeting

Location: MO

Tuesday, August 27, 9:30-10:30 AM

Participants: PS Dean, Angela Liu, Melanie Stewart, Katie Robb, Joanne Whittier

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1	Urgent and/or Priority Items	To ensure PS Dean is supported to address issues as they arise	Verbal	PS Dean	15 mins
2	Updates on Key Files <ul style="list-style-type: none"> FPT Minister's Meeting Labour Consultations on Paid Domestic Violence and Sexual Violence Leave (Launch?) eApprovals Account 	To provide information and receive direction	Verbal/ Material as appropriate	Melanie	20 mins
3	Communications Update <ul style="list-style-type: none"> Labour Consultations Communications Plan Gender Equality Week Communications Plan 	To review communications priorities	Verbal/ Material as appropriate	Joanne/Katie	15 mins
4	Calendar Review <ul style="list-style-type: none"> Minister Meetings Stakeholder Meetings Other Book next PS Dean Team Meeting 	To review the week(s) ahead to ensure appropriate support and materials	Verbal	Ange	10 mins

Next Meeting: TBD

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Date		Opportunity/ Products	LEAD
Aug. 29 10 – 10:30 a.m.	<p>EVENT: AEST-led: Minister Mark to announce sexual violence campaign launch.</p> <p>PS Dean to emcee.</p>	Full event	AEST
Aug. 30 9:30 a.m.	<p>EVENT: domestic violence leave consultations. Opportunity for PS Dean to lead consultation sessions with the Minister of Labour. Two - three meetings expected; timing and scope tbc.</p> <p>Location TBC.</p>	<p>Web Copy</p> <p>Stakeholder letters</p> <p>Comms Plan</p> <p>IB or NR</p> <p>IN, KM/QA</p> <p>Event Plan, SN, emcee SN, social media (TBC)</p>	Fin GE/LBR GCPE
Sept. (date tbc)	September edition of Business in Vancouver's Women in Business includes PS Dean interview re: pay equity.	Issues Note/QA	Jo
Sept. 6	<p>MED back to school events:</p> <ul style="list-style-type: none"> Burnaby: funding for SOGI – 12:30 a.m. New Westminster: echo event for period promise – 2:00 p.m. <p>Opportunity for PS Dean to participate.</p>	Full event package	MED/Jo

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Sept. 13	FYI: INs due to GCPE HQ for session prep.	IN updates	Jo
Sept. 23 7:30 a.m.	<p>Vancouver Board of Trade event: Gender Equality Week</p> <p>PS Dean to provide keynote.</p> <p>Follow up opportunity to meet with members of the VBoT's Women's Leadership Circle advisory committee and execs.</p>	SN	Jo
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