

**RESULTS-BASED STATUS REPORT
2009-2010**

**IMPLEMENTATION OF SECTION 41
OF THE *OFFICIAL LANGUAGES ACT***

STATUS OF WOMEN CANADA

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General Information

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Minister Responsible: The Honourable Rona Ambrose

**Senior official(s)
responsible for
implementation of part VII
of the OLA:** Suzanne Clément
Coordinator/Head of Agency
Status of Women Canada

Mandate: The mandate of Status of Women Canada (SWC) is to
“coordinate policy with respect to the status of women and
administer related programs.” SWC is a federal government
organization that promotes the full participation of women in the
economic, social and democratic life of Canada. It works to
advance equality for women and to remove the barriers to
women’s participation in society, putting particular emphasis on
increasing women’s economic security and eliminating violence
against women.

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**Status of Women Canada
2009-2010**

Action Plan Highlights

Status of Women Canada (SWC) promotes the full participation of women in the economic, social and democratic life of Canada. This strategic outcome flows from SWC's mandate and is strengthened by the *Canadian Charter of Rights and Freedoms* and Canada's adherence to the *Convention on the Elimination of All Forms of Discrimination against Women*.

In fulfilling its mandate, SWC is committed to contributing to the vitality of official language minority communities, assisting in their development, and fostering the full recognition and use of both English and French in Canadian society. SWC continues to work in collaboration with key partners, including Canadian Heritage, Canadian organizations and other stakeholders to carry out its legislative obligations under the *Official Languages Act* (OLA). SWC provides support for projects that help facilitate the full participation of official language minority women in the economic, social and democratic life of Canadian society.

The implementation of section 41 of the OLA is carried out in the context of SWC's broad mandate and within a framework that identifies community needs and expected results. SWC uses different mechanisms, such as program delivery, gender-based analysis, communications, consultative activities, policy work, and continues to work with official language minority women's (OLMW's) organizations, collaborates with key stakeholders within the federal Public Service, and other levels of government and communities in order to meet its responsibilities under section 41 of the OLA.

The key elements of the SWC Multi-Year Action Plan 2006–2009 are identified as follow:

Community Needs

SWC continues to monitor and identify the needs of OLMW through various consultation mechanisms. The key community needs fall under four areas:

- ***Access to government programs, services and information:*** access to health and social programs and services, information on relevant federal, provincial/territorial programs and information materials (e.g. reports, tools, research publications).
- ***Financial, material and technical assistance:*** funding and professional technical assistance for projects designed to address issues pertaining to OLMW.
- ***Greater participation in official language minority communities and the efforts to achieve the full participation of women:*** to become full and active participants in their own communities and to advance women's participation in the economic, social and democratic life of Canadian society.
- ***Opportunities to contribute to the public policy process:*** greater recognition, by departments and agencies, of the presence, realities and issues of OLMW, as well as mechanisms to facilitate their participation in the public policy process.

Activity Categories and Expected Results

The main activities in the Action Plan fall under the six categories identified for section 41. The activities under each category are designed in the context of expected results that, in turn, contribute to the SWC outcomes under section 41 of the OLA:

Awareness

- Some of the main expected results under this category include enhanced and more visible leadership and a greater management role in supporting section 41, increased staff awareness about the legislation, knowledge of SWC obligations under the Act, increased exchange of information among directorates and greater integration of the section 41 Action Plan in the corporate planning and reporting activities.

Consultation

- It is expected that the availability of timely and accurate information to staff will increase, SWC planning and reporting exercises will be supported by data pertaining to section 41 and SWC staff are aware of new and emerging issues affecting the target group.

Communications

- Some of the expected results under this category include improved communication between SWC and its partners, particularly OLMW, who will be informed of SWC programs, services and activities via different communication mechanisms.

Coordination and Liaison

- SWC expects to broaden and improve its existing partnership with different stakeholders at different levels and benefit from the best practices and lessons learned from others in enhancing its strategy to implement section 41.

Funding and Program Delivery

- In delivering the Women's Program (WP), SWC will seek to ensure access to its grants and contributions by OLMW's organizations to carry out projects that promote the full participation of women in the economic, social and democratic life of Canadian society.

Accountability

- SWC expects to see heightened awareness of OLMW issues among accountability function teams and officers.
- SWC will ensure that its strategic planning process, including the priority setting exercises, integrates the needs of OLMW.

The following pages provide *the 2009-2010* contexts within SWC and the key results in the following six activity categories: awareness, consultation, communications, coordination and liaison, funding and program delivery, and accountability.

Summary of Key Results — 2009–2010

Context

SWC works to advance equality for women and to remove the barriers to women's participation in decision making roles in society, putting particular emphasis on increasing women's economic security and prosperity, eliminating violence against women, and increasing women's representation in political, governance and community bodies i.e. positions of leadership in all sections.

To advance equality for women, SWC works with federal departments and agencies to ensure that the gender dimensions are taken into account in the development and implementation of policies and programs by conducting gender-based analysis and supporting research.

Through the Women's Program and its two components, the Women's Community Fund and the Women's Partnership Fund, SWC plays a vital role in supporting projects undertaken by Canadian community based non-governmental organizations.

The Women's Community Fund is grant and contribution funding for eligible projects at a local, regional and national level designed to have a direct impact on women in their communities. The expected outcome of this Fund is *increased awareness among women in identifying and removing barriers to their participation in their communities.*

The Women's Partnership Fund is contribution funding for collaborative projects that involve federal departments/agencies, other levels of government and non-governmental organizations. The expected short-term outcome of this Fund is *increased partnerships with other federal departments, levels of government, NGOs and the private sector (through partnership projects that directly support women in their communities); and, increased awareness among women in identifying and removing barriers to their participation in their communities.*

The WP is delivered through five regional SWC offices:

- National: Ottawa office serves national organizations.
- Edmonton office serves British Columbia, Alberta, Saskatchewan, Manitoba, Northwest Territories and Yukon.
- Ontario: Regional office is located in Ottawa and serves the province of Ontario.
- Montreal office serves Quebec and Nunavut.
- Moncton office serves the 4 Atlantic Provinces: New Brunswick, Prince Edward Island, Nova Scotia, and Newfoundland and Labrador.

The results identified under the Multi-Year Action Plan 2006-2009 for Section 41 are linked to the strategic outcome of SWC. As such, OLA results are consistent with and complement the SWC strategic outcome. In implementing section 41 of the OLA in 2009-2010, SWC used its different roles and activities, including program delivery, communications, consultation activities, policy work and gender-based analysis. As SWC continues to make progress in implementing section 41 of the OLA, the results achieved annually contribute to the corporate outcomes as well as to the horizontal results of the Government of Canada, under the legislation.

Status of Women Canada is currently finalizing its 2010-11 to 2012-13 multi-year action plan for section 41 of the OLA.

The following section highlights the key results achieved in relation to the various initiatives carried out in the reporting year.

Awareness

In 2009-2010, SWC remained committed to meeting its responsibilities under section 41 of the OLA through the continued implementation of its Multi-Year Action Plan. SWC's Champion of Official Languages and the National Coordinator, section 41 played an important role in increasing awareness among employees and management. Both the Champion and National Coordinator made a presentation to the Executive Committee concerning the OL Status Report 2009-2010. Strategic, operational and project planning takes into account the situation of OLMC. SWC employees understand their responsibilities to OLMCs. New employees receive information concerning section 41 and are encouraged to ask questions and to speak with their colleagues about OLMCs. Senior management and staff received timely information on the OLA and on the situation of OLMCs. The regional office of Quebec/Nunavut prepared an article on some special initiatives, which will be published in the next issue of Bulletin 41-42, spring 2010 (Volume 16, Number 1).

Consultations

SWC met with many OLMC organizations which resulted in some organizations requesting and obtaining funding approval. Examples of relevant organisations that received funding in the 4th call are: Oasis Centre des femmes (Toronto, Ontario), Fédération des femmes acadiennes de la Nouvelle-Écosse (Dartmouth, N.S.), Réseau de développement économique et d'employabilité de Terre-Neuve-et- Labrador (St-John's, N.L.). OLMCs are part of the regular clientele of the SWC regional offices and, through various consultations by phone, E-mail, teleconferences and face-to-face meetings, are able to make their views, concerns and priorities known to SWC. Information/training sessions held in 2009-2010 provided opportunities to establish new contacts and maintaining existing ones.

Communications

SWC utilizes different communication mechanisms to inform OLMW, including its Web site, toll-free numbers, teleconferences and E-mail. Similar to the Atlantic Region, the Quebec Region has developed a Communications Plan that takes into consideration the needs of OLMC, including a workshop and information sessions. Invitations have been extended to OLMC to meet with the Women's Program personnel. SWC staff participates in OLMW's AGM's and Strategic Planning meetings to learn more about OLMW's organisations and their needs.

Coordination and Liaison

SWC continued to work with partners to meet the priorities of OLMCs. For example, the Quebec Region participated in the meetings of the Quebec Federal Council, including an expanded meeting celebrating the 40th anniversary of the *Official Languages Act*, the one-day meeting dealing with the Aboriginal issue in Quebec, and regular meetings of the Aboriginal Table. In the Atlantic region, meetings were held with about 29 federal partners as well as provincial partners such as the N.B. Population Growth Secretariat and the federal/provincial/N.B. Francophone community Discussions Committee. SWC used its interactions with other federal departments and agencies, levels of government, stakeholders, NGOs, etc. as an opportunity to reflect and

promote the bilingual character of Canada, and to ensure all communication products and interactions are accessible to both official language groups.

Funding and Program Delivery

In 2009-2010, OLMW benefited from the services, outputs and outcomes obtained through projects funded by the WP.

SWC approved funding totalling \$1,527,641.00 and provided technical assistance for 10 projects, designed to facilitate the participation of OLMW in Canadian society by addressing their economic and social situations as well as their democratic participation through non-governmental Canadian organizations.

As well, OLMW benefited from other SWC-supported projects that had a direct impact on women in their communities. These projects produced outputs and outcomes that contributed to the SWC Action Plan and the results expected under the OLA. These projects will impact over 2,328 women directly, and over 27,845 women indirectly, thus contributing to positive outcomes for women in Canadian society.

Accountability

There was integration of SWC's s.41 Action Plan in the corporate planning (Report on Priorities and Planning) and reporting/accountability (Departmental Performance Report) activities. There was also a regular review of files as they related to OLMCs, to ensure that SWC was meeting its responsibilities and accountabilities as they relate to OLMW, and also ensure SWC planning documents such as the Report on Plans and Priorities takes OLMW into account.

Communication Plan

Distribution List

- SWC staff
- Members of the House of Commons Standing Committee on Official Languages
- Members of the Senate Standing Committee on Official Languages
- Commissioner of Official Languages
- Key Official Language Minority Community Organizations at national, regional and local levels

This report will be available, in downloadable format, on the SWC Web site (http://www.cfc-swc.gc.ca/pubs/index_e.html).

Signatures

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Ontario Regional Director
Status of Women Canada
Telephone

Date

Suzanne Clément
Coordinator/Head of Agency
Status of Women Canada

Date

Annexes

1. Acronyms and Abbreviations
2. Detailed Status Report
3. Initiatives undertaken by Official Languages Minority Women's Organizations
4. Initiatives involving significant participation by Official Languages Minority Women

Acronyms and Abbreviations

ACOA	Atlantic Canada Opportunities Agency
GBA	Gender-base analysis
N.B.	New Brunswick
N.L.	Newfoundland and Labrador
N.S.	Nova Scotia
OL	Official Languages
OLA	<i>Official Languages Act</i>
OLMC	Official Language Minority Communities
OLMW	Official Language Minority Women
PCH	Department of Canadian Heritage
SWC	Status of Women Canada
TBS	Treasury Board Secretariat
WP	Women's Program
NGO	Non Governmental Organization

Detailed Status Report

A. AWARENESS (In-house activities)

[Training, information, orientation, awareness, communication and other activities carried out **in-house** in order to educate employees and/or senior managers of the institution about linguistic duality and the priorities of OLMCs; senior manager performance contracts and recognition programs; taking the viewpoint of OLMCs into account during research, studies and investigations.]

Expected Result: Creation of lasting changes in federal institutions re organizational culture; employees and management are aware of and understand their responsibilities regarding section 41 of the <i>Official Languages Act</i> and OLMCs.		
Activities carried out to achieve expected results	Outputs	Indicators to measure the expected result
Sharing the benefits of implementing section 41 with colleagues at weekly staff meetings.	Distribution of <i>Bulletin 41-42</i>	All employees know and understand their responsibilities under section 41.
Informing new employees of obligations under the OLA, its benefits and their responsibilities regarding the implementation of section 41.	Distribution of <i>Bulletin 41-42</i>	All staff in the Atlantic, Quebec/Nunavut and Ontario regions has the ability to communicate and serve clients in both official languages. All staff is aware of responsibilities to OLMCs under section 41.
Ongoing discussions and dialogues among colleagues on the benefits of linguistic duality and bilingual meetings.	Use of available tools, posters and guides	Greater knowledge of the Act's guiding principles and departmental responsibilities in implementing section 41 and other sections of the OLA.
Annual strategic planning (2009-2010) that takes into account the reality of linguistic duality across the regions	Strategic planning geared to the linguistic reality	Statistical and contextual information on the economic and social reality of OLMCs are known and discussed at work.
2 employees from the Atlantic office have taken part in the "Celebrating 40 Years of Linguistic Duality in New	Workplace training and learning	Better knowledge and detailed understanding of the language rights of

<p>Brunswick” day. Special guests included:</p> <p>Mr. Graham Fraser, Commissioner of Official Languages; Ms. Daphné Meredith, Director of Human Resources at TBS; and Ms. Monique Collette, President of the ACOA.</p> <p>Presentation on the Desrochers (CALDECH) case in the context of the 40th anniversary of the OLA.</p>		<p>OLMCs and the obligations of federal institutions in N.B.</p>
<p>Agreements signed between the SWC’s Atlantic office, the Canada School of Public Service and the Joint Learning Program: 2 bilingual trainers from SWC (values and ethics, harassment in the workplace, etc.) train the employees of other departments in the Atlantic region and in the language of their choice.</p>	<p>2 bilingual employees loaned, as needed; training is provided in either English or French</p>	<p>11 training sessions offered in French and English. The participants (federal employees in the region) have the option of speaking and asking questions in the language of their choice.</p>

<p>Recommended assigning of grants and contributions from the Women’s Community Fund and Women’s Partnership Fund reflecting the diversity of the OLMCs and their geographic distribution.</p> <p>Giving specific consideration to official languages in the analysis of projects submitted to the Community Fund and the Partnership Fund.</p>	<p>Funding applications received from Francophone groups in the 4 Atlantic provinces</p> <p>The analyses are done in the applicant’s language</p>	<p>The 13 French-language funding applications under the Community Fund received in 2009-2010 reflect the diversity of OLMCs across the country.</p> <p>8 English-language applications were received for the Community Fund in 2009-2010 in the Quebec region.</p> <p>Each region received applications from OLMCs</p>
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B. CONSULTATIONS (Sharing of ideas and information with OLMCs)

[Activities (e.g. committees, discussions, meetings) through which the institution consults the OLMCs and dialogues with them to identify their needs and priorities or to understand potential impacts on their development; activities (e.g. round tables, working groups) to explore possibilities for cooperation within the existing mandate of the institution or as part of developing a new program or new policy; participation in consultations with OLMCs coordinated by other government bodies; consultation of OLMCs by regional offices to determine their concerns and needs.]

Expected Result: Creation of lasting relationships between the federal institutions and OLMCs; federal institutions and OLMCs understand each other's needs and mandate.		
Activities carried out to achieve expected results	Outputs	Indicators to measure the expected result
<p>Various key players invited to attend an information session in the minority official language:</p> <ul style="list-style-type: none"> - Saturviit (Inuit Women's Association of Nunavik) - Association des francophones du Nunavut - Abused Women Assistance and Justice - Quebec Community Groups Network <p>- FEM International - First Person Digital - Makivik Corporation - Initsiaq Women's Shelter (Salluit) Nunavik</p> <p>Groups in Quebec that took part in a training session via teleconference in English:</p> <ul style="list-style-type: none"> - Saturviit Inuit Women Association - Agence de santé et des services sociaux du Nunavik - Studio XX - Quebec Community Groups Network 	<p>An average of 2 representatives per group participated in these sessions; a larger number participated in the teleconferences.</p> <p>Issues in connection with ending violence towards women, the prosperity and economic security of women as well as their leadership in society were discussed.</p>	<p>Many contacts established and re-established, E-mails then received as follow-up, and requests for technical assistance in submitting a funding application.</p> <p>8 project applications received in English in Quebec; 2 recommended for departmental approval and 1 project approved (Saturviit Inuit Women's Association of Nunavik).</p> <p>The concerns of these women are taken into account in strategic planning and policy development at SWC.</p>

Groups in Quebec that took part in an in-person training session:

- Abused Women Assistance and Justice
- Studio XX
- South Asian Women's Community Centre

In-person meetings and follow-up with the following Anglophone group:

- Quebec Community Groups Network

C. COMMUNICATIONS (Transmission of information to OLMCs)

[External communications activities to inform OLMCs about the activities, programs and policies of the institution and to promote the bilingual character of Canada; inclusion of OLMCs in all information and distribution lists; use of the institution’s Web site to communicate with OLMCs.]

<p>Expected Result: OLMC culture reflects an up-to-date understanding of the federal institution’s mandate; OLMCs receive up-to-date and relevant information about the federal institution’s programs and services (P&S).</p>		
<p>Activities carried out to achieve expected results</p>	<p>Outputs</p>	<p>Indicators to measure the expected result</p>
<p>Sharing the benefits of implementing section 41 with colleagues: the Quebec/Nunavut office prepared an article for <i>Bulletin 41-42</i> about a project by the Quebec Community Groups Network, which will be published in the Spring 2010 issue (volume 15, no. 2)</p> <p>Toll-free numbers and E-mail addresses are available for OLMW across the country to contact SWC staff and access regular and/or relevant news that affects them.</p> <p>Women’s groups have access to all the appropriate material related to the mandate and achievements of SWC and the Women’s Program.</p>	<p>Distribution of <i>Bulletin 41-42</i></p> <p>Article about a project by the Quebec Community Groups Network</p> <p>Regular calls to toll-free numbers</p> <p>Website Guidelines, forms and examples of project prototypes</p>	<p>All employees know and understand their responsibilities under section 41.</p> <p>Linguistic duality is strengthened in internal operations, and the vitality of OLMCs is enhanced throughout the country.</p> <p>Types of strategic information shared with women’s organizations and their minority partners.</p> <p>Documentation improved and able to better serve Francophone communities across Canada.</p>

<p>Assistance provided by the Quebec office for the review of French language quality in a number of both internal and public documents.</p> <p>Sending informative E-mails in both official languages to SWC clients.</p> <p>Preparing a communications plan for the Quebec region that takes into account the needs of the OLMCs and includes an in-person workshop and information sessions by phone.</p> <p>Holding information sessions on the new funding guidelines for the Women's Program, as well as SWC's programs and current issues in Quebec.</p>	<p>Press releases List of projects that have received SWC funding</p> <p>Improved French language quality (French-language documentation is standardized across the country)</p> <p>E-mails</p> <p>In Quebec, the sessions were held in person and by phone</p>	<p>Number of funding applications from OLMC groups in Quebec: 8 received in the region in 2009-2010 (2 recommended).</p> <p>Documents targeted to SWC clients are always presented in both official languages.</p> <p>Linguistic duality is strengthened in internal operations, and the vitality of OLMCs is enhanced throughout the country.</p> <p>The OLMCs know SWC's priorities and reflect them in their funding applications (e.g. Jamaican Canadian Community Women's League of Montreal Inc. and Quebec Community Groups Network).</p>
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Sending informative E-mails in both official languages to SWC clientele.	E-mails	Documents targeted to SWC clients are always presented in both official languages.
Active offer on the phone, by E-mail and in voice mail messages.	Employees aware of the importance of the active offer	Employees all have their voice messages in both official languages.
One of the 5 information sessions offered by teleconference on the WP's new funding terms, programs and current issues in the SWC Atlantic region for the 4 th call for proposals (August 2009).	1 information session in French via teleconference with the 18 participants from the 4 Atlantic provinces.	The OLMCs know SWC's priorities and reflect them in their funding applications.

D. COORDINATION AND LIAISON (Does not include funding - Internal coordination and liaison with other government institutions)

[Coordination activities (research, studies, meetings, etc) carried out by the institution itself along with other federal institutions or other levels of government; participation in activities organized by other federal institutions, other levels of government, etc.; participation of official languages champions, national and regional coordinators, etc., in various government forums.]

Expected Result: Co-operation with multiple partners to enhance OLMC development and vitality, and to share best practices.		
Activities carried out to achieve expected results	Outputs	Indicators to measure the expected result
<p>Participating in Quebec Federal Council meetings:</p> <ul style="list-style-type: none"> Participation by the regional director in the Council's official languages presentation (November 27, 2009) in the context of the 40th anniversary of the OLA. 	<p>Sharing of information and best practices</p> <p>List of participants from the various agencies</p> <p>Receiving information from the distribution lists</p>	<p>Greater knowledge of the regional realities and the needs of the OLMCs: current situation, up-coming issues, opportunities and horizontal management.</p>
<ul style="list-style-type: none"> Participation by the regional director at the one-day meeting on the Aboriginal issue in Quebec (September 25, 2009) 		<p>Improved knowledge of the Aboriginal issue in Quebec, including the Anglophone communities: current situation, up-coming issues, opportunities and horizontal management.</p>
<ul style="list-style-type: none"> Participation of a representative from the Quebec/Nunavut office at the Aboriginal Table meeting, January 28, 2010 		<p>Sustainable links developed among federal stakeholders regarding OLMCs.</p>

Activities carried out to achieve expected results	Outputs	Indicators to measure the expected result
<p>Representation and participation of the Atlantic regional director as the person responsible for Part VII</p> <p>Discussion with about 29 federal partners through quarterly meetings held in the language of choice at the Federal Council of the 4 Atlantic provinces: Federal: PCH, Citizenship and Immigration Canada, Service Canada, Human Resources and Skills Development Canada, Agriculture and Agri-Food Canada, and ACOA (for follow-up on the Roadmap for Linguistic Duality – see the Compendium of Practical Approaches regarding bilingualism and diversity). Provincial: N.B. Intergovernmental Affairs N.B. Population Growth Secretariat, advisory councils of the 4 provinces, etc. participation in the discussion committee on Francophone immigration to N.B.</p>	<p>Members of interdepartmental committees sharing information and best practices</p> <p>Ongoing discussions</p>	<p>Participation in departmental conferences and meetings on Francophone affairs</p> <p>Greater knowledge of regional realities and the needs of OLMCs.</p> <p>Partnership agreement signed and number of partners working towards the vitality of OLMCs.</p>
<p>Participating in the meetings of the interdepartmental official languages committee of New Brunswick and Nova Scotia, on the subcommittees of the Federal Councils and on the Comité organisateur des affaires francophones (COAF) of Newfoundland and Labrador</p> <p>E-mail exchanges</p>	<p>Regular quarterly meetings in French</p> <p>Bilingual products and information tools</p> <p>Sharing information and best practices</p>	<p>Maintaining links established with potential partners (ACOA, PCH, provinces, etc.) in order to contribute to the vitality of the communities in the 4 Atlantic provinces.</p>
<p>Gender-Based Analysis (GBA) training is provided on behalf of Status of Women Canada in both official languages at the request of departments. This year, two</p>	<p>Ongoing GBA training sessions to central agencies'</p>	<p>Training and tools are both available in French and English, which ensures equal capacity to apply GBA in the official</p>

<p>departments received GBA training in French and another department received bilingual training. As well, two international training sessions were delivered to foreign governments in French and one GBA session was delivered in French to two Quebec provincial institutions.</p> <p>The GBA trainers also include Francophones.</p> <p>Adaptation of pre-existing training materials to different formats and approaches were developed for SWC's GBA trainers, in both official languages.</p> <p>When discussing the variable population groups with the department requesting GBA training, SWC refers to the unique needs of women and men in OLMCs in going through the various aspects of GBA. As well, if a department wants OLMCs to be a specific focus of the training, the training is carried out accordingly.</p>	<p>staff and training on request for other government departments</p> <p>Bilingual training materials, including decks and delivery approaches</p>	<p>language of choice.</p> <p>The analysis itself assists in identifying differential impacts of policies and programs, not only on women and men, but also in relation to official language minority groups.</p>
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E. FUNDING AND PROGRAM DELIVERY

[Implementation of the institution's programs and delivery of its services; funding, alone or in cooperation with other federal institutions, of OLMC projects; inclusion of the needs of OLMCs in the delivery of the institution's programs and services.]

Expected Result: OLMCs are part of federal institution's regular clientele and have adequate access to its programs and services; OLMC needs (e.g., geographic dispersion, development opportunities) are taken into account.		
Activities carried out to achieve expected results	Outputs	Indicators to measure the expected result
Providing technical support (expertise) and funding to OLMC projects.	<p>Appropriate information</p> <p>Availability of communication tools</p> <p>Forms developed and used</p> <p>Funding provided</p>	<p>Recommendation by the Quebec office for 2 of the 8 projects received in English under the Community Fund in 2009-2010 and 1 project approved (Saturviit Inuit Women's Association of Nunavik).</p> <p>Continuation of the project by the Jamaican Canadian Community Women's League of Montreal (approved in 2008-2009).</p> <p>Completion of the project by the Quebec Community Groups Network promoting the leadership of rural women.</p> <p>Other projects underway have a component that involves Anglophone communities in Quebec.</p> <p>In the Atlantic region, approval of French projects (7 under the CF and 1 under the WP) that received funding from other funders.</p>

		<p>The target population is inclusive or intergenerational, thereby including the current and future needs of Acadian and Francophone society.</p> <p>25% of the funding provided to the Atlantic Region in 2009-2010 is invested in the OLMCs for the increased participation of women in society.</p>
<p>Technical support and direct impact on the women of the region's OLMCs.</p>	<p>Number of projects received, recommended and/or funded for the OLMC organizations.</p> <p>Number of projects approved by other organizations whose priority clients are members of OLMCs.</p>	<p>Increased volume of financial support. In the Atlantic region, out of the 52 projects received in the 4th call for proposals under the Community Fund of the Women's Program, 13 were from OLMC organizations (25%).</p> <p>Of the 14 projects recommended, 4 are projects from OLMCs (28%). Total funding of \$524,000 was recommended and approved for those 4 projects, whose priority clients are OLMWs.</p> <p>One new group approved (Réseau de développement économique et d'employabilité Terre-Neuve-et-Labrador) submitted an application in the last call for proposals.</p> <p>4 projects approved will directly impact 1,414 Francophone women, and 3,730 of them will be indirectly affected and all of them will contribute to positive outcomes for women in Canada. Direct impact on women for increasing their contribution to</p>

		the democratic, economic and social life of the Atlantic region.
In the Atlantic region, ensuring a growing number of projects and contribution agreements for OLMCs, and a balanced geographic distribution that includes rural and urban settings, both locally and provincially.	Number of projects approved and implemented for assisting with the leadership of young Francophones and women entrepreneurs Projects representing provincial and local outcomes	The N.B. partnership project implemented with and for young women (Fédération des jeunes francophones du N.B.). Partnership project approved for the N.B. Association of Community Business Development Corporations for women entrepreneurs, where 1/3 of the participants are women in OLMCs.
Ensuring that the number of grants and contributions recommended reflects the diversity of the OLMCs and their geographic distribution. Giving specific consideration to official languages in the analysis of projects submitted to the Community Fund and the Partnership Fund.	Funding applications received from Francophone groups in the 4 Atlantic provinces The analyses are done in the applicant's language	The 13 funding applications in French under the Community Fund received in 2009-2010 reflect the diversity of the OLMCs in N.B., N.S. and N.L. In the Atlantic region, 4 funding applications approved in 2009-2010 from OLMCs in N.B., N.S. and N.L.
Identifying potential clients in cooperation with other federal partners (Citizenship and Immigration Canada, PCH, Health Canada).	Updated list of clients	Enhanced ability to share information with more OLMC organizations and receive funding applications at the Women's

		Program and Regional Operations Directorate.
<p>SWC administers funds of \$1 million per year to the Native Women’s Association of Canada (NWAC) for Sisters in Spirit, its five-year (2005-2010) research, education and policy initiative to address race and gender-based violence against Aboriginal women and their socio-economic, political and legal status. This initiative has helped to identify root causes, trends and circumstances of violence that have led to the disappearance and death of Aboriginal women and girls. As per the funding agreement, the initiative ended on March 31, 2010.</p> <p>NWAC organized a “Knowledge to Action” day (March 31, 2010) with the objective of sharing research and identifying action related to missing and murdered Aboriginal women and girls in Canada. SWC paid for translation services so that participants could engage, in both official languages, in the discussion on violence and victimization of Aboriginal women, and the issue of missing and murdered Aboriginal women and girls in Canada.</p> <p>NWAC is required, by a Contribution Agreement regarding this initiative, to abide by the Treasury Board Policy on Official Languages, when applicable. NWAC has been endeavouring to provide activities and programming in both official languages.</p>	<p>Adequate communication tools developed (for example, reports, brochures, newsletters, news releases, web site, etc.).</p> <p>All the March 31st sessions are available through simultaneous translation, and the reports are available in both official languages.</p>	<p>Nature and extent of efforts to reach OLM Aboriginal women through the Sisters in Spirit initiative.</p>

F. ACCOUNTABILITY

[Activities through which the institution integrates its work on the implementation of section 41 of the OLA with the institution’s planning and accountability mechanisms (e.g., report on plans and priorities, departmental performance report, departmental business plan, status report on implementation of section 41 of the OLA, etc.); internal audits and evaluations of programs and services; regular review of programs and services as well as policies by senior managers of the institution to ensure implementation of section 41 of the OLA.].

<p>Expected Result: Full integration of the OLMC perspective and OLA section 41 into federal institution’s policies programs and services; the reporting structure, internal evaluations, policy reviews determine how to better integrate OLMC’s perspective.</p>		
<p>Activities carried out to achieve the expected result</p>	<p>Outputs</p>	<p>Indicators to measure the expected result</p>
<p>Distribution and yearly updates of SWC’s Annual Status Report and its Multiyear Action Plan on the implementation of section 41 of the OLA.</p>	<p>Yearly drafting and updates of the SWC’s Annual Status Report and its Multiyear Action Plan on the implementation of section 41 of the OLA.</p>	<p>Distribution and yearly updates of SWC’s Annual Status Report and its Multiyear Action Plan on the implementation of section 41 of the OLA.</p>

Initiatives Undertaken by Official Language Minority Women's Organizations

ATLANTIQUE

<u>Réseau de développement économique et d'employabilité de Terre-Neuve-et-Labrador (RDÉE TNL)</u>	\$65,500
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Projet d'entrepreneuriat pour les femmes de l'Ouest du Labrador

[Entrepreneurial project for women in Labrador West]

This 10-month entrepreneurship model project will enable 34 women, experiencing socio-economic difficulties in a single-industry setting to be more active and create their own businesses. Newfoundland's francophone women will take part in separate seminars, one in French and one in English, and in 10 one-day sessions on entrepreneurship, business plan development, web sites, e-business, markets, marketing strategies and business management in their area. The women will be empowered to maintain strategic links between francophones and anglophones in the Labrador West community and to improve their economic prosperity by creating a business network, starting a business and participating in the socio-economic life of their community.

\$180,000

Fédération des femmes acadiennes de la Nouvelle-Écosse

La violence, ça suffit!

[Enough violence!]

This 36-month project involves informing, raising the awareness of and empowering 800 francophone (Acadian and immigrant) women living in rural Nova Scotia so that they acquire the skills for dealing with violence. The Fédération will give 40 awareness-raising workshops in 5 regions, will hold 5 consultations on the needs of women and will train 5 regional interveners for victims of violence. Along with its key partners, the group will develop and make available to victims empowerment tools including a directory of services in French that provides them with options for breaking the cycle of violence, thus enabling them to live more independently in their community.

\$200,000

Association acadienne et francophone des aînées et aînés du Nouveau-Brunswick (AAFAANB)

Éveil à l'exercice de la citoyenneté des femmes et comment l'exercer

[Raising women's awareness on supporting their civic engagement]

This 36-month project in New Brunswick will ensure that 195 francophone women, over 50 years of age and between the ages of 18 and 25, have developed knowledge, skills and tools on how they can fully participate in various decision making bodies. This will be done through twelve training seminars on the importance of more women entering politics and how to facilitate their participation in that process. Simultaneously, they will develop an intergenerational mentorship model will be developed to provide young women insight on how the democratic system works, and; create an "Académie des compétences" (Skills Academy) to help them increase their knowledge, and provide the opportunity to share their learning and best practices on how to participate in government and decision-making organizations.

\$87,000

Centre de prévention de la violence familiale de Kent

Notre destin, notre autodétermination

[Our destiny, our self-determination]

This 24-month project will pool the expertise and experience of women who have been victims of violence in New Brunswick's rural francophone and Acadian regions. Together, the women will develop a community mentoring model in which 6 women survivors of domestic violence will be mentors. The project will help 48 women living in a shelter acquire the skills needed for developing a training guide. In total, 354 women will participate in the various support groups set up. The project will also assist participating women in establishing a support system in the region while empowering them to break the cycle of violence. The women will develop the required tools for enabling them to learn independence, reduce their isolation and acquire the means to increase their civic and community participation across the province.

QUEBEC

Jamaican Canadian Community Women's League of Montréal Inc

\$24,432

Dollars Make Sense /Leadership & Empowerment Project

This project aims to assist over 100 Black Anglophone women in the Greater Montreal Area to improve their financial decision skills as well as to improve their self confidence in increasing their decision making capacities at local community organizations and advisory committees. The organization, along with other community partners, professionals and volunteers will develop resources and provide leadership training for the participants. The project will look to change the attitudes of society to enable all women to have equal access to becoming decision makers in their communities. Women will become leaders and encourage their peers to do so as well. Skills obtained during the workshops will not only affect the individual, but will be felt throughout the entire community. Women will be brought together by a common bond to make improvements to the economic climate of their community.

Quebec Community Groups Network

\$45,645

Leadership Building in Rural Quebec

This project seeks to enhance the leadership skills of 30 young official language minority women, aged 18 to 30, from rural areas of Québec, ultimately increasing their participation in the social, economic, and democratic life of Canada. This will be achieved through the development of a mentoring relationship, the placement of each woman in a leadership development traineeship, and participation in nine leadership development skill-building workshops. This project will culminate in a video-conference forum for all participants through which they may synthesize their skills and knowledge, network, and enhance their identity and self-esteem. In addition to creating measurable change in the thirty young women, this project will educate participating organizations and businesses about the value of young leadership, the contributions women can make, and the ways in which communities can respond to the need for leadership development in women.

BRITISH COLUMBIA

Réseau-Femmes Colombie-Britannique

\$149,534

L'économie au féminin

[The Economy From a Woman's Point of View]

This 18-month project will give 165 French-speaking women living in urban and rural areas of British Columbia an opportunity to increase their financial autonomy. The women will take part in developing financial education tools and training workshops on the creation, administration and management of a budget; banking services; lines of credit and credit rates; investments; etc. The target group of women will also take part in developing areas that are specific to their needs, such as negotiation and public speaking. Individual and group sessions and training will also be provided, in addition to some online training. Réseau-Femmes and its partners will provide opportunities for French-speaking women to take part in theme-specific forums, share their expertise, network and develop leadership skills in order to build their capacity to participate in economic and democratic life.

Société Inform'Elles Society

\$81,000

Entreprendre sa vie, son avenir

[Taking Charge of Your Life, Your Future]

The objective of this 17-month project is to identify the problems faced by French-speaking immigrant women in British Columbia who live in a precarious situation. The organization will facilitate 15 focus groups with women to better document their situation, as well as to help improve their skills and those of the workers. Through several leadership training workshops, 50 women from different backgrounds will have an opportunity to develop their knowledge and use tools to help them integrate into Canadian society and the labour market. This project will also help train 35 workers to better understand the realities faced by clients, using culturally appropriate tools suited to their needs, which will have a positive impact on the stability and financial security of French-speaking women living in minority situations.

**Initiatives undertaken by organizations other than OLMW
involving significant participation by OLMW**

ATLANTIC

\$50,000

New Brunswick Association of Community Business Development Corporations

Women in Business Mentoring Program

This project is designed to assist 15-20 women entrepreneurs throughout New Brunswick to grow their businesses and develop leadership skills through workshops and peer-to-peer support. The graduates of this mentorship project will become business leaders and role models within their communities and will be invited to share their new knowledge and skills with other women entrepreneurs at numerous networking activities organized by the organization that reach over 1,000 women entrepreneurs each year.

QUEBEC

Fédération des femmes du Québec (FFQ)

\$770,000

La sécurité économique selon leurs parcours de vie

[The Economic Security of Women Based on Their Life Course]

Its purpose is to help improve the economic security of women, based on their life course. Specific action will be taken focusing on three “key moments” in women’s lives, when they are highly vulnerable economically and face serious challenges: youth, the senior years and the time of migration. The project is therefore aimed at young, senior and immigrant women. These three segments of the female population face attitudes or discrimination based on age and ethno-cultural identity, with attendant impacts on their general economic and living conditions. Bringing together such women based on their life course, providing them with information, raising their awareness and giving them the tools they need to take concrete action in their lives will assist in increasing their economic security.

For the first objective, which aimed to empower young women to overcome obstacles to their economic security, the FFQ reached more Anglophones than anticipated: 32% of the participants in its pan-canadian gathering of young feminists (Toujours rebELLES) were Anglophones from Quebec and the rest of Canada (the target was 25%).

Centre d'aide Aqua-R-Elle

Bienvenues chez elles

[Feel Right at Home]

\$108,045

The purpose of the project is to prevent and eliminate sexual violence by working with approximately 1,350 immigrant and refugee women in the Mauricie and Central Québec regions. To this end, 20 information/training workshops will be organized throughout the area for 500 women. For this project, the Centre d'aide Aqua-R-Elle will create or adapt various types of information, intervention and training tools on sexual violence to ensure that they reflect the experiences of immigrant and refugee women. These tools will include a video, two facilitation manuals—one for the targeted women, the other for workers—and an information pamphlet that will be handed out to 850 women by the many partners in the region and throughout Québec. Afterwards, the Centre will transfer to the Regroupement québécois des centres d'aide et de lutte contre les agressions à caractère sexuel its new expertise and the tools created, which will enable it to reach 2,500 more women and 165 workers. Throughout the project, the Centre will encourage the participation of immigrant and refugee women and their inclusion in its own decision-making bodies, and it is therefore planning to recruit an immigrant woman as a project officer.

For example, the centre designed a French-English-Spanish information brochure; 371 copies were distributed between May and Septembre 2009. Forty women received their copy from the hands of the project manager and 40 others received the brochure during a meeting with francization groups.

Y des femmes de Montréal

\$40,000

Making our communities safer for girls and young women – Phase III

This bilingual violence prevention project is for girls and women between 12 and 18 years of age. The ultimate goal of this project is to get programs that deal with the issue of violence to recognize the special needs of girls and women. Phase III focuses on two urgent concerns identified through a previous action research: 1) girls hate the fact that they cannot express their concerns about their insecurities, and 2) violence directed specifically at girls, both at school and in the community, is diluted amidst the other expressions of violence. This dynamic project reaches almost 500 girls and 100 boys, in 18 English-language and French-language schools and 6 youth community centres, as well as 72 adults working with young girls. All tools will be available in both official languages.

\$190,277

Le Bouclier d'Athéna

Sensibilisation des femmes provenant des communautés culturelles sur l'agression sexuelle

[Enhancing Awareness about Sexual Aggression among Women from Cultural Communities]

Is introducing a wide-ranging program aimed at combating sexual violence in families and in the 12 ethno-cultural communities in the greater Montréal area, in at least nine different languages? To this end, the organization plans to intervene in every public forum to inform the target communities of the many aspects of sexual aggression against women, to promote a better understanding of the issue and of the recourses/resources that are available to female victims, and to get these women to file complaints with the police.

This multilingual group uses both English and French in its contacts with women and the Media.

D'Main de femmes

\$91,050

L'appauvrissement a-t-il un sexe?

[Is Poverty Gender-based?]

D'Main de femmes operates under the following assumption: women are poorer than men at various stages of their lives, a condition which may be ascribed in large part to our system. In other words, by living in poverty, are women in many cases contributing to the collective wealth? By determining whether its assumption is founded or not, the organization intends to identify the systemic causes of impoverishment in order to improve the prospects of women. By creating tools to increase awareness and reflection among women in the overall Montérégie administrative region, women will acquire the ability to foresee the economic impacts of their choices and react in an informed manner. Furthermore, dialogue with the region's key players will increase their understanding of the major issues at play and increase reliance on gender based analysis in their respective areas of operation. It should be added that this project stems from an analysis of the situation of women performed by Montérégie's 13 centres, all of which will be involved in conducting the *L'appauvrissement a-t-il un sexe?* project.

The tools created will be bilingual.

Femmes en mouvement

\$112,297

Ensemble, together, toqolugwejig

Three women's communities that are isolated from one another will continue an ongoing project to bring their communities together. They will create educational activities and services for Anglophone and Aboriginal women in Chaleurs Bay, adapted to their realities and prepared in their respective languages. This will help women who are extremely isolated to assume their place as full citizens and take an active part in the social, economic and cultural lives of their communities. It will also create a bond of solidarity among these women. Together, Francophone, Anglophone and Aboriginal women will improve their living conditions, as well as those of their families, and stop the violence to which they are subjected.

Centre d'expertise en agression sexuelle Marie-Vincent

Violence sexuelle envers les jeunes filles : une voie novatrice

[Sexual assault on young girls: an innovative approach]

\$1,500,000

This ground-breaking project will use a series of activities to document the issue of sexual assault on very young girls and the impact on their mothers. Three key activities are planned: (1) piloting an intervention program; (2) developing and piloting a training program for practitioners involved in this issue, based on an integrated approach; and (3) making the training program widely available. These initiatives will be assessed at every stage of the project, ultimately seeking to improve the living conditions of young girls below age 12 who have been sexually assaulted and their mothers. The Centre d'expertise en agression sexuelle Marie-Vincent will use this combined scientific and practical approach to draw the attention of intervention centres in Québec and other provinces. The innovative nature of the project and the wide range of knowledge transfer measures will promote its dissemination nationally and internationally, particularly in Francophone communities

Association des aides familiales du Québec

Professionnalisation du métier d'aides familiales

[Professionalizing the work of Home Care Workers]

\$159,700

The project aims to strengthen the skills of home care workers to encourage their full participation, as well as their civic, social and occupational integration into Québec society. The Association des aides familiales du Québec (AAFQ) considers essential to professionalize the work of home care workers by informing them about the options available to them for improving their skills and by encouraging networking with local resources. The AAFQ will develop teaching tools —theme-specific pamphlets, glossaries, fact sheets — and will design and facilitate workshops on the skills expected of home care workers in a North-American context, as well as on occupations that are related to theirs. This process of professionalization will help meet the needs of 120 home care workers living in very precarious social and economic situations, in having their social and professional experience recognized, and having some sense of security. The project's steering committee is composed of five volunteer home care workers and the project leader.

The teaching tools will be available in both English and French.

Centre de travailleuses en maisons privées

\$41,281

Connaître mes obligations pour mieux me protéger

[Knowing my obligations so I can better protect myself]

Seeks to increase the autonomy of these isolated women who are too often exploited by their employers. In light of this, the Centre wants to break the isolation of live-in workers and, to this end, will organize three series of workshops: eight for heads of institutions and community organizations, ten with the workers themselves, and five with employers. In addition, the Centre will develop a mentoring network run by volunteer women. A prevention tool (information and reference guide) as well as the workshops, including those for employers who, in many cases, are poorly informed about their obligations to foreign workers, will become the cornerstone of this initiative. Finally, by ensuring that the guide is widely disseminated, these women will get a better chance to learn about their rights and strategies that can protect them from abuse and painful situations.

The prevention tool will be available in both English and French.

\$58,698

Elizabeth Fry Society of Quebec

Agir par l'imaginaire

[Taking Action Through the imagination]

This pilot project will give 75 women offenders the opportunity to attend multidisciplinary workshops in artistic creation (photography, video, audio, music, writing, painting, drama), conducted by artists trained specifically for this purpose. Designed with an educational focus, the workshops will take the form of activities to prepare for social and job reintegration. Their purpose is to motivate incarcerated women to acquire new tools or maintain their skills, with a view to possibly training or looking for a job. Workshop graduates will be provided with follow-up for one year to assist them in their reintegration into the social, cultural and economic life of society. A showing of artworks produced during the workshops and a documentary film will be used to raise community and decision makers' awareness. Finally, if the evaluation is conclusive, the pilot project will become a separate, ongoing program of the Elizabeth Fry Society.

One of the project's workshop targeted Anglophone women. They numbered four.