

Status of Women Canada

2016–17

Departmental Results Report

The Honourable Maryam Monsef, P.C., M.P.
Minister of Status of Women

Her Majesty the Queen in Right of Canada, as represented by the Minister of Status of Women
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Minister's message

Dear reader, please accept Status of Women Canada's Departmental Results Report for the fiscal year 2016-17.

While we can all take pride in the progress we have made in advancing gender equality in Canada, important work remains: from our workplaces to our homes, from the streets of our cities to our rural and more remote communities. I am passionate about this work, and it was an honour to be asked by the Prime Minister to serve as Minister of Status of Women, and to build on the progress made by my colleague and predecessor, the Honourable Patty Hajdu.



Over the past year, Status of Women Canada maintained its focus on four priorities: addressing gender-based violence (GBV); increasing the representation of women in leadership and decision-making roles; ensuring women's economic security and prosperity; and, playing a leadership role in the government-wide implementation of Gender-Based Analysis+.

Work on the first priority began as soon as our Government took office, with Status of Women Canada leading the development of a strategy on GBV. To inform this strategy, we consulted experts, advocates, survivors, provincial/territorial governments, and service providers from across the country in 2016. We actively worked to engage the voices of Indigenous women, individuals from LGBTQ2 and non-binary gender communities, sex workers, young women, women with disabilities, newcomers, men working to end violence, survivors of human trafficking, and members of the ministerial Advisory Council on GBV. We listened at roundtables, face-to-face meetings, and expert panels. An online survey also resulted in over 7,600 responses from Canadians. The valuable report provided by my colleagues within the House of Commons Standing Committee on the Status of Women, entitled "Taking Action to End Violence Against Young Women and Girls in Canada", also helped inform the strategy.

While these were often difficult consultations, this active engagement enabled us to better understand the realities of those who experience GBV, as well as those who commit these acts. We identified key issues and cultural barriers that make ending GBV so challenging. We were also able to acknowledge the current gaps in services that support those who survive GBV, while also learning about some truly promising practices in the field.

These consultations ultimately led to the announcement of **It's Time: Canada's Strategy to Prevent and Address GBV**, the first federal strategy to prevent and address GBV. It builds on many important federal initiatives in the areas of prevention; support for survivors and their families; and, promotion of responsive legal and justice systems. It also coordinates existing programs while laying the foundation for greater action.

To increase the representation of women in leadership and decision-making roles, we continued to support action at the national, regional, and local levels through the Women’s Program at Status of Women Canada, which supports eligible organizations to carry out projects to advance equality by addressing systemic barriers. With our Government’s belief in active dialogue between stakeholders and decision-makers to improve decisions, we reinstated, in June 2016, the eligibility of advocacy activities to obtain funding. Since forming government in 2015, more than \$50 million have been committed through grants and contributions.

In 2017, it is critical that we recognize that issues that affect women are not singular. We must ensure that consideration is given to how diverse groups of women, men and gender-diverse people may experience policies, programs and initiatives differently. That is why we enhanced the use of Gender-based Analysis Plus (GBA+) in the development of federal policies, programs, and legislation. This includes ongoing implementation of the **Action Plan on Gender-based Analysis (2016-2020)** through the collaboration of Status of Women Canada, the Privy Council Office and the Treasury Board Secretariat. We also achieved a major milestone with Budget 2017 by including a ground-breaking gender-based analysis of the Budget itself – the first Gender Statement for a federal budget. These initiatives improve the development of policies and programming while helping us adopt appropriate mitigation measures.

To mark the 150th anniversary of Confederation and to build the foundation for the work ahead, we invited organizations, via a call for proposal, to put forward projects that advance gender equality across Canada. By June 2017, some 50 projects had been approved for over \$18 million in funding with the goal of engaging 150 women leaders in various sectors, organizations, and communities. In addition to working on local projects, these women leaders are taking part in a pan-Canadian network that supports collaborative action to advance gender equality at the national level. Strong, dynamic, independent women are the heart of the women’s movement.

I am proud of all these initiatives, our Government, and our country. Despite the enormity of the work that lies ahead, we can say Canada has made major steps toward gender equality for all. What’s more, the world is looking at us, ready for us to provide an example for other nations. The feminist commitment of this government, combined with the important work of our stakeholders, will lead to even more progress for women and girls from coast to coast to coast. Together, we can show the world how gender equality benefits us all.

Thank you for your passionate commitment. Together, we are making our mark.

Sincerely,

The Honourable Maryam Monsef, P.C., M.P.
Minister of Status of Women

Results at a glance

For more information on the agency’s plans, priorities and results achieved, see the “Results: what we achieved” section of this report.

- ✓ Status of Women Canada (SWC) led the development of a strategy to prevent and address Gender-Based Violence. Through cross-country roundtables and online consultations, SWC engaged over 7,600 experts, Indigenous leaders, front-line service providers and survivors to identify research priorities, key issues, challenges and best practices, in addressing this important issue.
- ✓ SWC provided advice on 27 major policy initiatives, contributed to the gender-based analysis (GBA+) of budgetary measures for Budget 2017, and provided in-depth GBA+ training to 70 designated gender advisors from 30 departments and agencies. These measures contributed to ensuring that federal initiatives consider the different impacts they will have on women and men.
- ✓ For the first time, SWC launched a call exclusively for projects specific to issues affecting Indigenous women and girls, to strengthen the voices of Indigenous women on issues affecting them or hindering their advancement in all aspects of life. Approximately \$5 million will be invested over three years in projects that address four themes: violence against indigenous women and girls; human rights and governance; economic prosperity; and health and wellness.

Total Actual Spending: \$35,269,616

Total Full-time Equivalent: 113

Raison d'être, mandate and role: who we are and what we do

Raison d'être

The Office of the Co-ordinator, Status of Women, known as Status of Women Canada (SWC), is a federal Government agency that promotes equality between women and men in all aspects of Canadian life. The mandate of SWC is “to coordinate policy with respect to the status of women and administer related programs” (1976).

SWC is responsible for exercising leadership and working in partnership to promote and advance equality by: supporting action that will lead to equality by helping to create conditions for success for women and girls in Canada; providing expert advice on gender equality and Gender-based Analysis in the development of effective programs, policies and legislation for all Canadians; promoting commemorative dates relating to women and girls in Canada; and supporting Canada's efforts to meet international obligations.

SWC works to promote and advance equality for women and girls, focusing its efforts in three areas: improving women's and girls' economic security and prosperity; ending violence against women and girls; and supporting the advancement and increased representation of women and girls in leadership and decision-making roles. While SWC focuses on these three areas, the agency is able to address specific issues, such as barriers to women's under-representation in democratic life and economic preconditions for women's success.

Mandate and role

SWC is the primary federal agency responsible for supporting the Government's agenda to achieve equality for women and girls. As issues affecting women and girls permeate every aspect of society, the agency collaborates with a wide range of federal government departments, provincial and territorial governments, international, private and voluntary organizations, advocates and researchers.

In its policy function, SWC plays the role of a knowledge broker and facilitator, offering input, advice and strategic support to other Government departments and agencies, contributing to research and knowledge, conducting policy analysis, and making strategic interventions at both the domestic and international levels.

SWC also leads in building capacity across Government for the integration of Gender-based Analysis Plus (GBA+). GBA+ is an analytical tool to systematically integrate gender and other identity factors throughout the decision-making process and to assess the potential impacts of policies, programs or legislation on diverse groups of women and men in order to inform the development and delivery of more responsive initiatives.

Through the Women’s Program, SWC provides financial support to non-profit and other organizations that work to foster the type of system-level changes that advance equality between women and men, and have a clear potential for making a difference in the lives of women and girls in Canada.

To raise awareness of the key milestones in the history of women in Canada, SWC promotes commemorative dates such as: International Women’s Day (March 8), Women’s History Month (October), the International Day of the Girl (October 11), Persons Day (October 18) and the National Day of Remembrance and Action on Violence Against Women (December 6).

For more general information about the agency, see the “Supplementary information” section of this report. For more information on the agency’s organizational mandate letter commitments, see the [Minister’s mandate letter](#)ⁱ.

Operating context and key risks

Operating context

The Government of Canada has made gender equality a priority to which the whole-of-government is expected to contribute. SWC serves as a centre of expertise to facilitate the planning, development and implementation of initiatives by federal organizations. SWC fulfills its mandated role while working closely with partners to identify and address issues related to gender equality and respond to trends of relevance to Canadians. To do so, SWC works with domestic and international stakeholders to advance gender equality and evaluate results.

SWC advances its goals in a dynamic and complex environment. This context is shaped by changing demographics, increased use of technology, unpredictable and shifting global trends (e.g., forced migration), and changing stakeholder expectations. In addition, the outcomes that SWC has set out to achieve (e.g., gender equality) are long term goals which are dependent on evolving attitudes and norms throughout Canada's social fabric. Such shifts can take time to recognize, change and to document.

With increased priority placed on gender equality, and the Minister for the Status of Women being made a full Minister, there were increased pressures on the agency to deliver on its 2016-17 priorities. SWC was also implicated in initiatives of other departments, including changes to Government policies and programs undertaken in collaboration with partner departments and central agencies. Resources were devoted to building capacity throughout SWC to support this work, including in the research, performance measurement, evaluation, gender-based analysis, program delivery, and policy development areas of the Agency.

Key risks

The risks identified below could have an impact on SWC's contributions to the advancement of gender equality in Canada. The agency responds with strategies designed to limit those risks and measures performance of those strategies through its Corporate Risk Profile process.

Key risks

Risks	Mitigating strategy and effectiveness	Link to the department's Programs	Link to mandate letter commitments or to government-wide and departmental priorities
<p>Dependence on partners to support SWC's policy and program change agenda</p> <p>Given that SWC is dependent on partnerships with other federal organizations and a broad range of partners to plan and implement policy and program initiatives to advance gender equality in Canada, there is a risk that initiatives are not delivered in an efficient and timely manner.</p>	<ul style="list-style-type: none"> • At the federal level: Strengthened requirements to adopt GBA+ have enabled SWC to better fulfill its role in ensuring that the federal government takes gender equality into consideration. • SWC works on shared performance indicators for key initiatives, which improve coordination and alignment of efforts across federal organizations. <p>Among stakeholders outside of the federal government:</p> <ul style="list-style-type: none"> • SWC engages and collaborates with provincial, territorial and municipal governments to coordinate policies and leverage gender equality initiatives such as data collection and research across jurisdictions. • SWC engages other stakeholders through initiatives that facilitate collaboration, networking, and partnerships to achieve concrete results. • SWC implements knowledge-sharing strategies that complement and leverage collaborative efforts, based on the recognition that achieving gender equality rests on using the best available evidence. 	<p>Strategic Advice, Expertise and Promotion of Gender Equality (PAA* 1.1)</p> <p>Advancing Equality for Women (PAA 1.2)</p>	<p>Government of Canada Outcome:</p> <ul style="list-style-type: none"> • Income security and employment for Canadians <p>SWC priorities:</p> <ul style="list-style-type: none"> • Addressing violence against women and girls • Promoting economic opportunities for women • Women in leadership • Improved Gender-based Analysis Plus

<p>Social Change can be difficult to measure</p> <p>SWC seeks to fulfill economic and social objectives in broad public policy areas. Consequently, results can be a challenge to measure, to attribute to SWC and to report to Canadians. There is a risk that the effectiveness of the SWC's program, policy and communications interventions would not be well demonstrated.</p>	<ul style="list-style-type: none"> • SWC developed staff capacity, tools and systems to collect data, undertake research, and monitor, analyze and report on performance, taking both focussed, short-term and broad, long-term developments into consideration. SWC also collaborated with federal departments to coordinate efforts toward shared results. • SWC makes strategic investments that aim to build synergies and leverage partnerships, in order to maximize the impact of interventions. • SWC engaged in regular formal consultations and informal discussions with Canadians, to remain responsive to an evolving context and focussed on delivering on key priorities and communicating results to Canadians. 	<p>Strategic Advice, Expertise and Promotion of Gender Equality (PAA 1.1)</p> <p>Advancing Equality for Women (PAA 1.2)</p>	<p>Government of Canada Outcome:</p> <p>A transparent, accountable and responsive federal government</p>
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* Program Alignment Architecture

Results: what we achieved

Programs

Program name: Strategic Advice, Expertise and Promotion of Gender Equality

Description

This program undertakes communication activities to promote Agency initiatives and key commemorative dates (i.e. International Women’s Day, Women’s History Month, International Day of the Girl, Persons Day, and the National Day of Remembrance and Action on Violence Against Women) to increase awareness/build knowledge about the status of women in Canada, as well as to engage Canadians in efforts to advance gender equality. To further advance gender equality, the government requires federal organizations to take gender considerations into account in legislation, policies and programs. The Program plays a lead role in building the capacity of federal organizations to use Gender-based Analysis Plus (GBA+) by providing information, tools, training, expert advice and access to networks. GBA+ informs decision-making and increases the likelihood that legislation, policies and programs meet the needs of diverse groups of women and men. This Program acts as a knowledge broker, exploring gender gaps/issues, providing strategic analysis and advice and facilitating collaboration among key stakeholders, including federal organizations and others, in order to influence decision making and action.

Results

In 2016-17 the entire agency was engaged in a comprehensive process to consult on and develop a strategy to prevent and address gender-based violence (GBV) that is responsive to survivor’s needs. This included receiving input from hundreds of people across the country through:

- The establishment of an [Advisory Councilⁱⁱ](#) comprised of 18 experts in prevention, LGBTQ2 (lesbian, gay, bisexual, transgender, queer, two-spirited) issues, engaging men and boys, cyberviolence, sexual violence, violence against people with disabilities, criminal justice system and violence against Indigenous women and girls. The council was created to provide advice and serve as a forum to exchange views, promising practices, and research on issues related to gender based violence.
- An expert panel convened to study the prevention of GBV, which contributed to the identification of research priorities. Their work underscored the need for: information about protective factors which may prevent exposure to GBV or mitigate its impacts; effective practices to address GBV, and a standalone survey to capture the nature and extent of GBV among diverse populations.
- 18 round table meetings in communities across Canada. Three hundred people from over 175 organizations participated, including survivors of gender-based violence, advocates, front-

line service providers and academics. In addition, SWC co-hosted a roundtable on shelters and transition housing with the Canadian Mortgage and Housing Corporation.

- An online survey that elicited over 7,600 responses on priorities related to GBV and the effectiveness of current initiatives to address GBV.

Preventing and addressing violence against Indigenous women and girls was an integral part of SWC's engagement process. Representatives from national and regional indigenous organizations were invited to all of the roundtable meetings, with one being devoted to preventing gender based violence against Indigenous women and girls. Learnings from these meetings were combined with what was heard during the Government's 2015-2016 public engagement process in advance of the National Inquiry into Missing and Murdered Indigenous Women and Girls, in order to ensure that indigenous women's voices and viewpoints were fully integrated into the strategy.

A report on key issues, challenges and best practices raised from the consultations was released in May 2016. This extensive engagement process paved the way for the launch of **It's Time: Canada's Strategy to Prevent and Address Gender-Based Violence** in June 2017.

SWC took additional measures to address violence against women that included:

- Supporting the development of the Government's National Housing Strategy, by working with key stakeholders, including those with knowledge of needs in the north and rural and remote regions, to provide data and analysis on shelter needs. SWC's expertise informed the funding of the construction and renovation of shelter spaces off-reserve and of shelters on-reserve, to help address the serious shortage of accommodation for women and children fleeing violence.
- Supporting efforts by the Minister of Employment, Workplace Development and Labour and the President of the Treasury Board to address violence and sexual harassment in both the federally regulated private sector and the federal public service, respectively. This included participating and contributing to consultations on possible changes to the **Canada Labour Code**.

In 2016-17, SWC also led and supported various initiatives in the Minister's mandate to enhance opportunities for women's leadership and increased economic prosperity. This included:

- Continuing to work closely with ISED to develop tools and resources that support business development and growth for women entrepreneurs. SWC made a financial contribution to support ISED's Canadian Women's Entrepreneurship Conference in November 2016, to promote business development supports, networking opportunities, and facilitate engagement on future policy and program initiatives.

- Supporting efforts across the federal government to promote inclusive procurement practices, including opportunities to leverage federal procurement practices in order to increase the participation of women and other under-represented groups.
- Supporting the Government’s commitment to an open, transparent, and merit-based selection process, by working with the Privy Council Office in the development of processes which encourage gender parity for appointments on commissions, boards, Crown corporations, agencies and tribunals across Canada. In its outreach and communications to stakeholders, SWC also encouraged women to apply for these positions.
- Supporting the Labour Program in holding consultations which were committed to in the [Government’s response to the House of Commons Special Committee on Pay Equity](#)ⁱⁱⁱ. These consultations were designed to support the development of proactive pay equity legislation for federally regulated private sector workplaces, expected to be introduced in 2018.
- Contributing expert advice to ensure that a gender lens was integrated in the development and implementation of the [National Early Learning and Childcare Framework](#)^{iv} announced in June 2017.
- Contributing to a gender-based analysis of Budget 2017, which for the first time devoted one of five [chapters](#)^v to gender equality issues. Budget 2017’s Gender Statement set out measures aimed at reducing the gender wage gap, encouraging greater workforce participation among women, and helping to combat poverty and violence.

In order to advance gender equality in Canada, SWC engages with other levels of government continually throughout the year, including in an annual meeting with the provinces and territories. In September 2016, the 34th Annual Meeting of the Federal-Provincial-Territorial (FPT) Ministers responsible for the Status of Women was held in Edmonton. At this meeting Ministers agreed to identify opportunities for complementary actions to prevent and address gender-based violence, including data collection, developing a monitoring and reporting framework, and exploring opportunities to address low reporting rates and appropriate response mechanisms to sexual violence. They also agreed to identify actions, including data collection, which can address the gender wage gap.

In March 2017, the Minister for Status of Women led the Canadian delegation to the United Nation’s 61st session of the [Commission on the Status of Women \(UNSWC\)](#)^{vi}. Held in conjunction with a meeting of the Youth Commission, the meeting focused on the theme of women’s empowerment in the changing world of work. Having secured a seat on UNSWC in March 2016, Canada actively participated in the session, focusing on priority issues, including on: preventing and eliminating violence against women and girls; engaging men and boys; promoting youth issues; sexual and reproductive health and rights; and promoting diversity and inclusion as a means to women’s economic empowerment. Throughout the negotiations, Canada worked to maintain constructive and balanced text in the Agreed Conclusions and, where possible, to advance international commitments consistent with Canadian domestic and foreign

policy. Canada’s contribution shaped the Commission’s work to advance the rights of women and girls around the world, in support of the UN’s [Sustainable Development Goals](#)^{vii} for 2030.

In 2016 SWC also led a delegation which appeared before the United Nations to report on Canada’s implementation of the [Convention on the Elimination of All Forms of Discrimination against Women \(CEDAW\)](#)^{viii}. Following Canada’s appearance, the CEDAW Committee published its Concluding Observations (COs) on Canada’s periodic reports on November 18, 2016. The COs provide recommendations on how the Committee suggests Canada can improve and address issues relevant to the Convention. Budget 2017 makes a number of commitments that help address some of the key recommendations of the Committee and SWC will continue to work with other government departments, and with the province and territories in the coming years to act on them.

Throughout 2016-17, SWC led initiatives to mark commemorative dates on progress toward gender equality and to raise awareness of issues related to gender equality.

- For the first time, the three commemorative events - Women’s History Month, International Day of the Girl and Persons Day - featured a common theme, “Because of Her”, to build awareness and create momentum throughout the month of October. The theme was amplified by a strong social media campaign, viewed by over 790,000 people, that encouraged users to share stories of inspiration of the women and girls who have shaped their personal histories.
- In response to calls by Canadians for action to be taken to support attitudinal and behavioural change around GBV and gender equality, especially among youth, SWC launched the social media campaign #ActionsMatter to mark 16 Days of Activism Against Gender-Based Violence. Materials were shared on how to prevent GBV, including statistics related to populations who disproportionately experience gender-based violence, including Indigenous women and girls. Infobites addressing issues such as demeaning sexist jokes and gender norms were viewed over 468,000 times on social media during the campaign.
- International Women’s Day provides an opportunity to take stock of our progress towards gender equality and to honour the contributions women have made and are making – both in Canada and around the world. In March 2017, SWC marked the occasion by releasing tools for educators, gender equality “Mythbuster” graphics – to highlight stereotypes about gender equality that still need to be broken – and a social media campaign #equalitymatters, that was viewed by over 1 million people.
- Six outstanding Canadian women received the annual [Governor General’s Awards in Commemoration of the Persons Case](#)^{ix}, at a ceremony held in Winnipeg, Manitoba, to coincide and celebrate the 100th anniversary of women’s right to vote in that province. Persons Day honours Canadians who advance gender equality and pays tribute to legal

decision when women won the right for women to be legally recognized as “persons” in Canada in 1929. In connection with the awards ceremony, SWC also partnered with the Canadian Museum for Human Rights to engage local students in the Winnipeg area on gender equality issues at a daylong event.

All of SWC’s initiatives are informed by analysis that ensures that the work of government is sensitive to the different impacts that decisions can have on diverse women and men - Gender-based Analysis Plus (GBA+).

In 2016-17, SWC took strides, in collaboration with the Privy Council Office and the Treasury Board of Canada Secretariat (TBS), to further implement its [action plan](#)^x to strengthen GBA+ across federal organizations. To better incorporate GBA+ across all federal initiatives, SWC provided advice on numerous major policy initiatives including the Defence Policy Review, the Government’s Innovation and Skills Agenda, the Investing in Canada Plan (Infrastructure), and the National Housing Strategy. In response to the Minister’s mandate, SWC worked with TBS to incorporate GBA+ into the Government’s Policy on Results to ensure that departments considered GBA+ in the development of their new results frameworks.

Close to 60,000 federal public servants completed SWC’s online course, [Introduction to Gender-based Analysis Plus](#)^{xi}, and 70 designated gender advisors from 30 departments and agencies attended an in-depth two-day GBA+ training to support the practice of GBA+ in those organizations.

In support of the Minister’s mandate, SWC strengthened partnerships with public safety organizations including through the establishment of the GBA+ Public Safety and Security Network comprised of federal organizations across the public safety, security, immigration, corrections and defence sectors. This forum enables information sharing and collaboration on the design of GBA+ tools and training that reflect unique operational environments. SWC continued to engage with the RCMP and other partners to ensure that training for law enforcement incorporates gender and diversity considerations in its design and delivery throughout the career learning cycle, and to ensure that recruitment processes are inclusive and free from bias. In partnership with Global Affairs Canada’s Centre for Intercultural Learning, advanced GBA+ training tailored to security sector was delivered in February 2017, for both policy and operations RCMP personnel.

During GBA+ Awareness Week 2016, the Minister of Status of Women challenged Parliamentarians to complete the online course through social media. More than 460 Parliamentarians and staff completed the course during the week.

A full update on the status of the implementation of the GBA Action Plan was provided to the [House Standing Committees on the Status of Women](#)^{xii} and the [Public Accounts Committee](#)^{xiii} on 31 March 2017.

Results achieved

Expected results	Performance indicators	Target	Date to achieve target	2016–17 Actual results	2015–16 Actual results	2014–15 Actual results
Key stakeholders ¹ have access to advice and information to address issues relating to equality between women and men.	Number of SWC-led interventions ² that provide advice and information to address issues relating to equality between women and men.	6	March 2017	6	6	5
Federal government officials and key stakeholders ³ have increased knowledge of Gender-based Analysis Plus (GBA+).	Percentage of respondents that indicate their knowledge of GBA+ has increased following GBA+ training/ events.	80%	March 2017	96%	86%	93%
Celebration and commemoration events/activities aimed at advancing equality for women and girls are held in Canada.	Number of SWC-led celebration and commemoration events/activities held in Canada.	10	March 2017	10	n/a*	n/a*

* Actual results for previous years cannot be reported as this was a new indicator in 2016-17.

¹ Key stakeholders include federal organizations, provinces, territories, civil society and the general public.

² Interventions include activities that are often long-term and may require significant preparation, human and financial resources. Activities may include: disseminating knowledge, facilitating dialogue, leading action on SWC priorities, and advice, collaboration and external relations to advance SWC and federal priorities. For example, leading Canada's participation at the UN Commission on the Status of Women requires 6-8 months of preparation.

³ Key stakeholders include federal organizations, provinces, territories, civil society and the general public.

Budgetary financial resources (dollars)

2016–17 Main Estimates	2016–17 Planned spending	2016–17 Total authorities available for use	2016–17 Actual spending (authorities used)	2016–17 Difference (actual minus planned)
2,144,659	2,144,659	3,526,759	2,890,415	745,756

Human resources (full-time equivalents)

2016–17 Planned	2016–17 Actual	2016–17 Difference (actual minus planned)
18	19	1

Program name: Advancing Equality for Women**Description**

Through this Program, SWC supports action and innovation by investing in initiatives that work to bring about equality between women and men. The Program provides grant and contribution funding to Canadian organizations to support action by carrying out projects that will lead to equality in communities across Canada. Funded projects occur at the national, regional, and local levels and work to help create conditions for success for women in Canada. Projects address the economic and social situation of women and their participation in democratic life. They are diverse in nature and scope and apply a variety of approaches and strategies to address the complexity of the issues affecting women. Specifically, the Program invests in projects that incorporate gender considerations, and increase and strengthen access to a range of opportunities, supports, information, resources and services, tools, etc. Projects involve diverse stakeholders, including: women's and community organizations, public institutions and the private sector. The Program also facilitates collaboration, networking and partnerships to promote equality and the advancement of women in Canada. SWC facilitates networking; develops partnerships where needed to address horizontal issues impacting women and girls; shares knowledge; and assists organizations working to advance equality for women to gain access to expertise, resources, and tools.

Results

In 2016-17, SWC's Women's Program contributed to the advancement of equality for women by investing \$20.5 million in some 300 new and ongoing projects at the local, regional and national levels. In July 2016, the eligibility of advocacy activities for funding within projects was restored; this change supports the advancement of equality issues and will help funded

organizations to implement initiatives with greater potential for deeper and lasting impact for women in Canada. Funded projects work to find and implement concrete solutions to the systemic social and economic barriers women face, focusing on creating levers, leveraging partnerships as well as acting to transform institutions and systems impeding women's progress and advancement.

For the first time, SWC launched a call exclusively for projects to strengthen the voices of Indigenous women on issues affecting them or hindering their advancement in all aspects of life. Approximately \$5 million will be invested over three years in projects that address four themes: violence against indigenous women and girls; human rights and governance; economic prosperity; and health and wellness.

In October 2016, to mark the 150th anniversary of Confederation, a call for projects was issued to engage some 150 women leaders in various sectors, organizations, and communities to advance gender equality. In addition to working on local projects, these leaders will take part in a pan-Canadian network to support feminist action for gender equality at the national level. This is a unique opportunity for women leaders and organizations to join forces and work for gender equality at the local and the national levels simultaneously.

In 2016, in support of the Minister's mandate, the Women's Program also provided funding to Women's Shelters Canada for a three-year project to improve support for women who experience violence. Through this project, a national profile of shelters will be developed which will include information on shelter capacity, scope of services, funding, infrastructure and human resources. Project activities will inform policy changes in the shelter sector.

A number of projects were completed in 2016 that aimed to build collaboration between sexual assault centres and their community partners to identify promising practices and coordinate implementation efforts to improve service responses. Over a three-year period, collaboration strategies were implemented among diverse stakeholders including women's and community organizations, service providers, provincial governments, law enforcement, educational institutions, hospitals and health services. Funded projects contributed to increasing awareness of existing community / regional services, service improvements, and new funding investments by other stakeholders. In addition, some inter-provincial partnerships emerged among a network of sexual assault centres, to share promising practices and further develop collaborative solutions.

In 2016-17, SWC undertook an evaluation of the Women's Program. The evaluation concluded that the Women's Program remains relevant and that SWC's investments are responding to the needs of women in Canada. The Program's focus on violence, economic security and prosperity, and leadership reflects areas where significant gender disparities continue to exist in Canada. The evaluation made three recommendations in the following areas:

- Continuing to fund projects that foster systemic change;
- Increasing efforts in knowledge translation/dissemination at the program level;
- Enhancing capacity across the program to support funding recipients through the project lifecycle.

SWC has begun to implement these recommendations.

Results achieved

Expected results	Performance indicators	Target	Date to achieve target	2016–17 Actual results	2015–16 Actual results	2014–15 Actual results
Women and communities have access to supports to address issues relating to equality between women and men.	Percentage of projects that generate supports (e.g. resources, tools).	80%	March 2017	90%	90%	70%
Communities and stakeholders have access to opportunities to advance equality between women and men.	Percentage of projects that facilitate opportunities (e.g. partnerships, networks, strategies)	80%	March 2017	85%	85%	80%

Budgetary financial resources (dollars)

2016–17 Main Estimates	2016–17 Planned spending	2016–17 Total authorities available for use	2016–17 Actual spending (authorities used)	2016–17 Difference (actual minus planned)
25,341,251	25,341,251	25,840,651	25,199,902	(141,349)

Human resources (full-time equivalents)

2016–17 Planned	2016–17 Actual	2016–17 Difference (actual minus planned)
38	43	5

Internal Services

Description

Internal Services are groups of related activities and resources that are administered to support the needs of programs and other corporate obligations of an organization. Internal services include only those activities and resources that apply across an organization, and not those provided to a specific program. These groups of activities are: Management and Oversight Services; Communications Services; Legal Services; Human Resources Management Services; Financial Management Services; Information Management Services; Information Technology Services; Real Property Services; Material Services; and Acquisition Services.

Results

To provide the public with more timely and accurate information on activities, programs and initiatives, and to increase SWC’s communications reach and engagement, SWC added an Instagram account to its social media networks on International Women’s Day, March 8, 2017.

In 2016-17, SWC undertook specific measures to support a healthy workplace in line with the National Standard for Psychological Health in the workplace. To support a healthy workplace, SWC:

- appointed a champion to demonstrate sustained and visible leadership on the issue of mental health;
- raised awareness of the mental health continuum in the workplace and of available workplace health support services; and
- engaged employees and occupational health and safety committees, and promoted employee participation in psychological health and safety actions and measures in each workplace and work location.

Budgetary financial resources (dollars)

2016–17 Main Estimates	2016–17 Planned spending	2016–17 Total authorities available for use	2016–17 Actual spending (authorities used)	2016–17 Difference (actual minus planned)
4,250,414	4,250,414	6,970,323	7,179,299	2,928,885

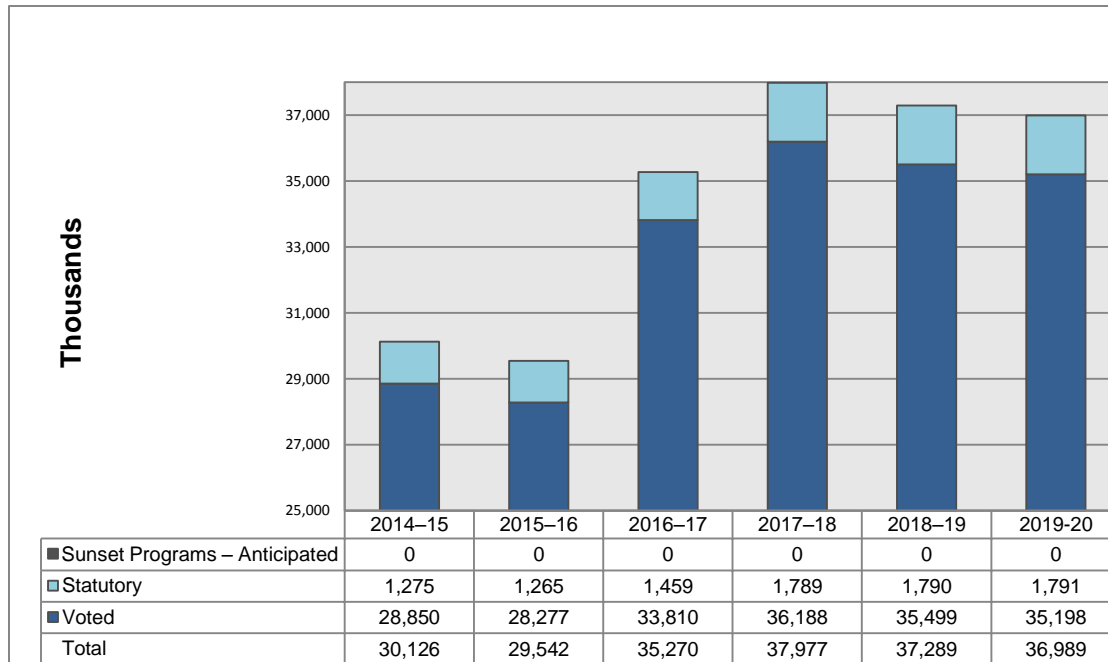
Human resources (full-time equivalents)

2016–17 Planned	2016–17 Actual	2016–17 Difference (actual minus planned)
42	51	9

Analysis of trends in spending and human resources

Actual expenditures

Departmental spending trend graph



In 2016-17, SWC spent a total of \$35,269,616 (\$20,480,000 was for grants and contributions) to carry out its programs, achieve expected results and advance its strategic outcome. The increase in spending from the prior year is from Budget 2016 to increase capacity at SWC in order to deliver on increased responsibilities and accountabilities.

Budgetary performance summary for Programs and Internal Services (dollars)

Programs and Internal Services	2016–17 Main Estimates	2016–17 Planned spending	2017–18 Planned spending	2018–19 Planned spending	2016–17 Total authorities available for use	2016–17 Actual spending (authorities used)	2015–16 Actual spending (authorities used)	2014–15 Actual spending (authorities used)
Strategic Advice, Expertise and Promotion of Gender Equality	2,144,659	2,144,659	3,153,970	3,153,970	3,526,759	2,890,415	1,852,185	2,004,692
Advancing Equality for Women	25,341,251	25,341,251	28,798,443	28,110,492	25,840,651	25,199,902	22,459,620	22,783,283
Subtotal	27,485,910	27,485,910	31,952,413	31,264,462	29,367,410	28,090,317	24,311,805	24,787,975
Internal Services	4,250,414	4,250,414	6,025,008	6,025,008	6,970,323	7,179,299	5,230,596	5,337,769
Total	31,736,324	31,736,324	37,977,421	37,289,470	36,337,733	35,269,616	29,542,401	30,125,744

Actual human resources

Human resources summary for Programs and Internal Services
(full-time equivalents)

Programs and Internal Services	2014–15 Actual	2015–16 Actual	2016–17 Planned	2016–17 Actual	2017–18 Planned	2018–19 Planned
Strategic Advice, Expertise and Promotion of Gender Equality	17	17	18	19	24	24
Advancing Equality for Women	39	38	38	43	55	55
Subtotal	56	55	56	62	79	79
Internal Services	42	44	42	51	57	57
Total	98	99	98	113	136	136

For the past three years including 2016-17, full-time equivalents (FTE) have remained stable. The planned increase for future years comes from Budget 2016 announcement to increase capacity at SWC in order to deliver on increased responsibilities and accountabilities. A total of 38 FTE will be added by the end of 2017-18 fiscal year.

Expenditures by vote

For information on the Status of Women Canada's organizational voted and statutory expenditures, consult the [Public Accounts of Canada 2017^{xiv}](#).

Alignment of spending with the whole-of-government framework

Alignment of 2016–17 actual spending with the [whole-of-government framework^{xv}](#) (dollars)

Program	Spending area	Government of Canada activity	2016–17 Actual spending
Strategic Advice, Expertise and Promotion of Gender Equality	Government Affairs	A transparent, accountable and responsive federal government	2,890,415
Advancing Equality for Women	Economic Affairs	Income security and employment for Canadians	25,199,902

Total spending by spending area (dollars)

Spending area	Total planned spending	Total actual spending
Economic affairs	25,341,251	25,199,902
Social affairs	0	0
International affairs	0	0
Government affairs	2,144,659	2,890,415

Financial statements and financial statements highlights

Financial statements

The Status of Women Canada's financial statements [unaudited] for the year ended March 31, 2017, are available on the [departmental website^{xvi}](#).

Financial statements highlights

Condensed Statement of Operations (unaudited) for the year ended March 31, 2017 (dollars)

Financial information	2016–17 Planned results	2016–17 Actual	2015–16 Actual	Difference (2016–17 actual minus 2016–17 planned)	Difference (2016–17 actual minus 2015–16 actual)
Total expenses	33,241,000	36,301,531	30,914,076	3,060,531	5,387,455
Total revenues	0	0	89	0	(89)
Net cost of operations before government funding and transfers	33,241,000	36,301,531	30,913,987	3,060,531	5,387,544

Condensed Statement of Financial Position (unaudited) as at March 31, 2017 (dollars)

Financial Information	2016–17	2015–16	Difference (2016–17 minus 2015–16)
Total net liabilities	2,246,896	2,155,968	90,928
Total net financial assets	1,333,183	1,382,726	(49,543)
Departmental net debt	913,713	773,242	140,471
Total non-financial assets	1,427,374	491,603	935,771
Departmental net financial position	513,661	(281,639)	795,300

Supplementary information

Corporate information

Organizational profile

Appropriate minister[s]: The Honourable Maryam Monsef

Institutional head: Gina Wilson

Ministerial portfolio: Canadian Heritage

Enabling instrument[s]: Order-in-Council P.C. (1976-779)

Year of incorporation / commencement: 1976

Other: SWC's regional offices are located in Montréal (serving Québec), Moncton (serving New Brunswick, Prince Edward Island, Nova Scotia and Newfoundland and Labrador), and Edmonton (serving Alberta, Manitoba, Saskatchewan, British Columbia, Northwest Territories and Yukon). The National office, also serving Nunavut, and the region of Ontario regional office are located at SWC headquarters in the National Capital Region.

In 2016, SWC regional operations were being enhanced to 15 locations, including new full-time presence in Toronto and Vancouver as well as part-time presence in 9 other locations (Charlottetown, Halifax, St. John's, Québec, Regina, Winnipeg, Yellowknife, Whitehorse and Iqaluit).

Reporting framework

The Status of Women Canada's Strategic Outcome and Program Alignment Architecture of record for 2016–17 are shown below.

- 1. Strategic Outcome:** Equality between women and men is promoted and advanced in Canada
 - 1.1 Program:** Strategic Advice, Expertise and Promotion of Gender Equality
 - 1.2 Program:** Advancing Equality for Women
- Internal Services**

Supplementary information tables

The following supplementary information tables are available on the [Status of Women Canada's website^{xvii}](#):

- ▶ Departmental Sustainable Development Strategy
- ▶ Details on transfer payment programs of \$5 million or more
- ▶ Internal audits and evaluations
- ▶ Response to parliamentary committees and external audits

Federal tax expenditures

The tax system can be used to achieve public policy objectives through the application of special measures such as low tax rates, exemptions, deductions, deferrals and credits. The Department of Finance Canada publishes cost estimates and projections for these measures each year in the [Report on Federal Tax Expenditures^{xviii}](#). This report also provides detailed background information on tax expenditures, including descriptions, objectives, historical information and references to related federal spending programs. The tax measures presented in this report are the responsibility of the Minister of Finance.

Organizational contact information

For financial information, contact:

Anik Lapointe
Chief Financial Officer and Director
Corporate Services Directorate
Telephone: 819-420-6825
Fax: 819-420-6906
E-mail: anik.lapointe@cfc-swc.gc.ca

For other information, contact:

Lisa Smylie
Director, Research and Evaluation
Policy and External Relations Directorate
Telephone: 819-420-6508
Fax: 819-420-6906
E-mail: lisa.smylie@cfc-swc.gc.ca

Appendix: definitions

appropriation (crédit)

Any authority of Parliament to pay money out of the Consolidated Revenue Fund.

budgetary expenditures (dépenses budgétaires)

Operating and capital expenditures; transfer payments to other levels of government, organizations or individuals; and payments to Crown corporations.

Core Responsibility (responsabilité essentielle)

An enduring function or role performed by a department. The intentions of the department with respect to a Core Responsibility are reflected in one or more related Departmental Results that the department seeks to contribute to or influence.

Departmental Plan (Plan ministériel)

Provides information on the plans and expected performance of appropriated departments over a three-year period. Departmental Plans are tabled in Parliament each spring.

Departmental Result (résultat ministériel)

A Departmental Result represents the change or changes that the department seeks to influence. A Departmental Result is often outside departments' immediate control, but it should be influenced by program-level outcomes.

Departmental Result Indicator (indicateur de résultat ministériel)

A factor or variable that provides a valid and reliable means to measure or describe progress on a Departmental Result.

Departmental Results Framework (cadre ministériel des résultats)

Consists of the department's Core Responsibilities, Departmental Results and Departmental Result Indicators.

Departmental Results Report (Rapport sur les résultats ministériels)

Provides information on the actual accomplishments against the plans, priorities and expected results set out in the corresponding Departmental Plan.

Evaluation (évaluation)

In the Government of Canada, the systematic and neutral collection and analysis of evidence to judge merit, worth or value. Evaluation informs decision making, improvements, innovation and accountability. Evaluations typically focus on programs, policies and priorities and examine

questions related to relevance, effectiveness and efficiency. Depending on user needs, however, evaluations can also examine other units, themes and issues, including alternatives to existing interventions. Evaluations generally employ social science research methods.

full-time equivalent (équivalent temps plein)

A measure of the extent to which an employee represents a full person-year charge against a departmental budget. Full-time equivalents are calculated as a ratio of assigned hours of work to scheduled hours of work. Scheduled hours of work are set out in collective agreements.

government-wide priorities (priorités pangouvernementales)

For the purpose of the 2016–17 Departmental Results Report, government-wide priorities refers to those high-level themes outlining the government’s agenda in the 2015 Speech from the Throne, namely: Growth for the Middle Class; Open and Transparent Government; A Clean Environment and a Strong Economy; Diversity is Canada's Strength; and Security and Opportunity.

horizontal initiatives (initiative horizontale)

An initiative where two or more federal organizations, through an approved funding agreement, work toward achieving clearly defined shared outcomes, and which has been designated (for example, by Cabinet or a central agency) as a horizontal initiative for managing and reporting purposes.

Management, Resources and Results Structure (Structure de la gestion, des ressources et des résultats)

A comprehensive framework that consists of an organization’s inventory of programs, resources, results, performance indicators and governance information. Programs and results are depicted in their hierarchical relationship to each other and to the Strategic Outcome(s) to which they contribute. The Management, Resources and Results Structure is developed from the Program Alignment Architecture.

non-budgetary expenditures (dépenses non budgétaires)

Net outlays and receipts related to loans, investments and advances, which change the composition of the financial assets of the Government of Canada.

performance (rendement)

What an organization did with its resources to achieve its results, how well those results compare to what the organization intended to achieve, and how well lessons learned have been identified.

performance indicator (indicateur de rendement)

A qualitative or quantitative means of measuring an output or outcome, with the intention of gauging the performance of an organization, program, policy or initiative respecting expected results.

performance reporting (production de rapports sur le rendement)

The process of communicating evidence-based performance information. Performance reporting supports decision making, accountability and transparency.

planned spending (dépenses prévues)

For Departmental Plans and Departmental Results Reports, planned spending refers to those amounts that receive Treasury Board approval by February 1. Therefore, planned spending may include amounts incremental to planned expenditures presented in the Main Estimates.

A department is expected to be aware of the authorities that it has sought and received. The determination of planned spending is a departmental responsibility, and departments must be able to defend the expenditure and accrual numbers presented in their Departmental Plans and Departmental Results Reports.

plans (plans)

The articulation of strategic choices, which provides information on how an organization intends to achieve its priorities and associated results. Generally a plan will explain the logic behind the strategies chosen and tend to focus on actions that lead up to the expected result.

priorities (priorité)

Plans or projects that an organization has chosen to focus and report on during the planning period. Priorities represent the things that are most important or what must be done first to support the achievement of the desired Strategic Outcome(s).

program (programme)

A group of related resource inputs and activities that are managed to meet specific needs and to achieve intended results and that are treated as a budgetary unit.

Program Alignment Architecture (architecture d'alignement des programmes)

A structured inventory of an organization's programs depicting the hierarchical relationship between programs and the Strategic Outcome(s) to which they contribute.

results (résultat)

An external consequence attributed, in part, to an organization, policy, program or initiative. Results are not within the control of a single organization, policy, program or initiative; instead they are within the area of the organization's influence.

statutory expenditures (dépenses législatives)

Expenditures that Parliament has approved through legislation other than appropriation acts. The legislation sets out the purpose of the expenditures and the terms and conditions under which they may be made.

Strategic Outcome (résultat stratégique)

A long-term and enduring benefit to Canadians that is linked to the organization's mandate, vision and core functions.

sunset program (programme temporisé)

A time-limited program that does not have an ongoing funding and policy authority. When the program is set to expire, a decision must be made whether to continue the program. In the case of a renewal, the decision specifies the scope, funding level and duration.

target (cible)

A measurable performance or success level that an organization, program or initiative plans to achieve within a specified time period. Targets can be either quantitative or qualitative.

voted expenditures (dépenses votées)

Expenditures that Parliament approves annually through an Appropriation Act. The Vote wording becomes the governing conditions under which these expenditures may be made.

Endnotes

- i Minister of Status of Women Canada mandate letter, <http://pm.gc.ca/eng/minister-status-women-mandate-letter>
- ii Advisory Committee, <https://www.canada.ca/en/status-women/news/2016/06/current-members-of-the-advisory-council-on-federal-strategy-against-gender-based-violence-.html>
- iii Government response to the first report of the standing committee on pay equity, <http://www.ourcommons.ca/DocumentViewer/en/42-1/ESPE/report-1/response-8512-421-69>
- iv National Early Learning and Childcare Framework, <https://www.canada.ca/en/employment-social-development/programs/early-learning-child-care/reports/2017-multilateral-framework.html>
- v Budget 2017 Gender Statement, <http://www.budget.gc.ca/2017/docs/plan/chap-05-en.html>
- vi Commission on the Status of Women, <http://www.unwomen.org/en/csw/csw61-2017>
- vii Sustainable Development Goals, <https://sustainabledevelopment.un.org/?menu=1300>
- viii Convention on the Elimination of All Forms of Discrimination against Women, <http://www.ohchr.org/en/hrbodies/cedaw/pages/cedawindex.aspx>
- ix Governor General's Awards in Commemoration of the Persons Case, <http://www.swc-cfc.gc.ca/commemoration/gg/receptient-en.html>
- x Status of Women Canada, Privy Council Office and Treasury Board Secretariat Gender-based analysis Action Plan (2016-2020), <http://www.swc-cfc.gc.ca/gba-ac/plan-action-2016-en.PDF>
- xi Introduction to Gender-Based Analysis Plus (GBA+), <http://www.swc-cfc.gc.ca/gba-ac/course-cours-en.html>
- xii House Standing Committees on the Status of Women, <http://www.ourcommons.ca/Committees/en/FEWO>
- xiii Public Accounts Committee, <http://www.ourcommons.ca/Committees/en/PACP?parl=42&session=1>
- xiv Public Accounts of Canada 2017, <http://www.tpsgc-pwgsc.gc.ca/recgen/cpc-pac/index-eng.html>
- xv Whole-of-government framework, [https://www.tbs-sct.gc.ca/ems-sgd/edb-bdd/index-eng.html#tag-nav/~\(current_branch~'GOCO~sort_key~'name~sort_direction~'asc~open_nodes~\(~'tag_SA0001~'tag_SA9999~'tag_SA0002~'tag_SA0003~'tag_SA0004~'tag_SA0005\)\)](https://www.tbs-sct.gc.ca/ems-sgd/edb-bdd/index-eng.html#tag-nav/~(current_branch~'GOCO~sort_key~'name~sort_direction~'asc~open_nodes~(~'tag_SA0001~'tag_SA9999~'tag_SA0002~'tag_SA0003~'tag_SA0004~'tag_SA0005)))
- xvi Status of Women website, <http://www.swc-cfc.gc.ca/index-en.html>
- xvii SWC Departmental Performance Reports, <http://www.swc-cfc.gc.ca/trans/account-resp/pr/dpr-rmr/index-en.html>
- xviii Report on Federal Tax Expenditures, <http://www.fin.gc.ca/purl/taxexp-eng.asp>