

# Department for Women and Gender Equality

2019–20

## **Departmental Plan**

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The Honourable Maryam Monsef, P.C., M.P.  
Minister of International Development and Minister for  
Women and Gender Equality

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## Minister's message

Welcome to the Department for Women and Gender Equality's 2019-20 Departmental Plan. It outlines a promising new year and builds on the tremendous progress we've made to advance the rights of women and girls and gender equality since our establishment in 1976.

In December, we achieved one of our biggest milestones to date: we evolved from the small but mighty agency known as Status of Women Canada to the Department for Women and Gender Equality. No longer are we an agency of another department, but a full and equal department under the law with powers, authorities and responsibilities. This move not only preserves our place as a hub of gender expertise, but it recognizes our work as a driver of economic growth, and makes us less vulnerable to change without public debate.



As a full department, we have an expanded mandate for gender equality that includes sexual orientation, gender identity and expression. We will maintain and forge new connections to women's and other equality-seeking grassroots organizations, while acting as a coordinating body for gender equality issues within the Government of Canada.

We are working to sharpen our lens to ensure that government policies, services and programs are developed considering the different ways women and diverse groups may experience them. Our expanded mandate establishes our department as a centre of expertise to support the application of Gender-based Analysis Plus (GBA+), the whole-of-government implementation of the Gender Results Framework, and an evidence-based policy approach to advancing gender equality. Capacity across government is also increasing: as of March 2019, over 135,000 public servants, parliamentarians and parliamentary staff have taken the [Introduction to GBA+ online course](#).<sup>i</sup> And last fall, more than 1,000 in-person and online participants from all levels of government, the private sector, civil society, think tanks, academia and research institutions, and international stakeholders attended the first-ever [Gender-based Analysis Plus Forum](#).<sup>ii</sup> This gathering created momentum for greater use of GBA+ and our department intends to build on it, so that everyone – women, men, and gender non-binary people – has an equal and fair chance at success. In addition to sex and gender, GBA+ includes consideration of the many identity factors that make us who we are, such as disability, age, language, ethnicity, race, religion, sexual orientation, income, geography, education and culture.

This past year, we continued to make significant progress toward gender equality. Bill C-25, which increases women's representation, as well as diversity, on corporate boards and in senior

management, and Bill C-65, which takes action on workplace harassment and sexual violence, became law. With the passage of Bill C-86, we enshrined gender budgeting within the federal budget-making process, and brought in proactive pay equity so that everyone in federally-regulated industries receives equal pay for work of equal value. We launched a new “use-it-or-lose it” five-week parental sharing benefit, which promotes greater gender equality in the home by creating an incentive for both parents in two-parent families – including adoptive and same-sex parents – to take some leave when welcoming a new child. And because we know that we cannot move forward when half our population is held back, we invested \$15 million in addressing the root causes of economic insecurity for women, including specific funding to support Indigenous women. The more than 45 projects receiving this funding from coast to coast to coast will help advance women’s prosperity by addressing systemic barriers to their economic security.

Gender equality is not just a women’s issue. More and more, men and boys are taking an active part in this conversation. This is why last year the Department also embarked on a series of meetings with stakeholders, asking them to share their experiences and insights on how best to engage men and boys to advance gender equality.

Our plan is working. Canada has its lowest unemployment rate in 30 years; we have created more than 900,000 new jobs since 2015; and we have lifted 825,000 Canadians out of poverty three years ahead of schedule, all of which benefits women and their families. But despite all the progress we have made, there is still more work to do.

Gender-based violence (GBV) remains one of the most serious and pervasive human rights issues in Canada and the world. In response to this critical challenge to achieving gender equality, in 2017, we launched [It’s Time: Canada’s Strategy to Prevent and Address Gender-Based Violence](#), a whole-of-government approach to the issue.<sup>iii</sup> Since then, the Government of Canada has invested over \$200 million to expand and align federal efforts against GBV. In response to growing demand on those who provide support and advocacy for addressing and preventing GBV, this includes \$50 million – the single largest investment of its kind – to support diverse groups of survivors and their families.

In 2019-20, the Department for Women and Gender Equality will expand on this work by collecting and sharing data through an all-new, entirely digital and fully comprehensive [GBV Knowledge Centre](#).<sup>iv</sup> It will help organizations across Canada put in place initiatives and services to address GBV that are evidence-based, targeted and proven effective.

In addition, this winter, we launched several other measures to address gaps related to GBV. We established an Advisory Committee on the Framework to Prevent and Address Gender-Based Violence at Post-Secondary Institutions to advise on the creation of a Framework to help ensure

the safety of Canada’s youth while they complete their studies. The initial development of the framework is expected this spring. It is also anticipated that in spring 2019, workers in the federally regulated jurisdiction who are victims of family violence – or the parents of a child who is the victim of family violence – will be entitled to five days of paid leave. And in December, we launched a public call for proposals of up to \$5 million for research on gender-based violence and gender equality, the first time such an investment has been made since 2006.

Indigenous women and girls are disproportionately affected by all forms of violence. In February, I gathered with families in Vancouver to announce the launch of a Commemoration Fund to honour the lives and legacies of missing and murdered Indigenous women, girls, and LGBTQ2S individuals. This \$10 million Fund is a response to a recommendation made by the National Inquiry into Missing and Murdered Indigenous Women and Girls in its interim report. As the Inquiry pointed out, public commemoration is a powerful way to honour truths, support healing, create awareness, and advance reconciliation.

Our government is committed to closing the gap in outcomes between Indigenous and non-Indigenous women. That is why, since November 2015, the Department has provided over \$32 million in funding for projects to support Indigenous women and girls. Furthermore, for two years now, Indigenous organizations serving women have been included in Federal-Provincial-Territorial meetings, and the United Nations Commission on the Status of Women, where they have been present and provided valuable wisdom.

The Department for Women and Gender Equality cannot achieve gender equality alone. We rely on organizations across Canada to help end violence against women and girls, improve their economic security and prosperity, increase the representation of women in leadership roles and encourage them to reach their full potential. In March, we announced the single largest investment in the women’s movement in Canadian history. We are funding more than 250 women’s organizations from coast to coast to coast, so that they can strengthen their capacity to address barriers to gender equality.

I am also pleased that we have embarked on a partnership with BMO Financial Group to provide virtual training opportunities to women’s organizations. This is just one example of the innovative collaborations between the federal government, the private sector and the women’s movement. The leveraging of private and other public sector dollars is a new way of doing business, and when coupled with our previous measure to restore advocacy to the list of eligible activities for projects we fund, will only help to advance gender equality and ensure the sustainability of the women’s movement.

And as young people continue to drive progress on gender equality, our government is ensuring that they have a place at the table to contribute to decision-making and shape their futures.

That's why in April, *Daughters of the Vote* will once again reconvene. A young woman from each of Canada's 338 federal ridings will come to Ottawa and take her seat in Canada's Parliament. The young leaders of our country will also be brought together in May for a youth summit where they will discuss interesting and creative ways to advance gender equality.

This year, in Vancouver, British Columbia, Canada will host [Women Deliver 2019](#), the world's largest conference on gender equality and the well-being of girls and women.<sup>v</sup> Gender equality is a key Canadian value and we will advance equality on the international stage with the world's leading feminist experts.

Together, we stand on the shoulders of those who came before us. We are stepping up our efforts to achieve gender equality, not just because it's time, but because gender equality benefits everyone. It is both the right thing to do and the smart thing to do: for our people, for our country, and for humanity as a whole.

Thank you for your unwavering commitment to equality for all.

The Honourable Maryam Monsef, P.C., M.P.  
Minister of International Development and Minister for Women and Gender Equality



## Plans at a glance and operating context

The Government of Canada is investing and taking action to advance gender equality and address persistent gender inequalities that affect all Canadians. Over the past year, federal [measures](#)<sup>vi</sup> to address the long-standing barriers to gender equality have included: [gender budgeting legislation](#);<sup>vii</sup> [proactive pay equity legislation](#);<sup>viii</sup> a new [Employment Insurance Parental Sharing Benefit](#);<sup>ix</sup> and the promotion of the gender and diversity lens, known as [Gender-based Analysis Plus \(GBA+\)](#).<sup>x</sup> In December 2018, new legislation created the [Department for Women and Gender Equality](#),<sup>xi</sup> transforming the former Status of Women Canada into an official department of the Government of Canada. This change modernizes and formalizes, in law, the roles of the Minister and the Department.

While the Department continues to work towards more equitable economic, political and social outcomes for women and girls in Canada, it also has an expanded mandate for gender equality with respect to sexual orientation, gender identity or expression. The Department’s continuing focus on commitments outlined in the Minister’s [mandate letter](#)<sup>xii</sup> seeks to increase Canada’s capacity to advance gender equality.

In 2019-20, the Department will focus on four priority areas:

<b>Strategic action, support and investment to address systemic barriers to gender equality</b>
<p>Strategic interventions to address systemic barriers are expected to advance gender equality, including social, political and economic equality.</p> <p>In 2019-20, the Department for Women and Gender Equality will:</p> <ul style="list-style-type: none"> <li>• <b>Take action and provide</b> expertise, advice and recommendations to partners and stakeholders to promote equality for women and girls and address additional matters related to gender equality;</li> <li>• <b>Build capacity</b> to undertake research and initiatives to advance equality for women and girls and address additional matters of equality related to the Department’s expanded mandate;</li> <li>• <b>Develop</b> a strategy to engage men and boys as partners on gender equality;</li> <li>• <b>Convene and accelerate</b> a youth-led dialogue that helps youth, including Indigenous youth, embrace attitudes that support gender equality;</li> <li>• <b>Invest</b> through grants and contributions in projects that address systemic barriers to gender equality and contribute to capacity-building and the sustainability of women’s and equality-seeking organizations;</li> <li>• <b>Explore</b> innovative partnership opportunities across sectors to amplify program funding for women’s and equality-seeking organizations; and</li> <li>• <b>Promote action</b> through commemoration initiatives such as International Day of the Girl, Persons Day and International Women’s Day.</li> </ul>

### Promote a greater understanding of the intersection of sex and gender with other identity factors

The promotion of a greater understanding of the intersection of sex and gender with other identity factors is expected to result in more responsive federal policies and programs that systematically consider the needs of diverse groups of people. As a centre of gender expertise, the Department will achieve this through the government-wide implementation of Gender-based Analysis Plus (GBA+) and the Gender Results Framework.

In 2019-20, the Department for Women and Gender Equality will:

- **Share and take action** to implement findings, lessons learned and best practices following the GBA+ Forum;
- **Support** the comprehensive integration of GBA+ throughout the policy, legislative, program development and evaluation cycle;
- **Monitor and report** on the implementation of GBA+ in the federal government;
- **Support** the Department of Finance Canada to implement the *Canadian Gender Budgeting Act* and the consideration of gender and diversity in a budgetary context;
- **Undertake** research and data collection in support of the Gender Results Framework to strengthen the current evidence base on gender equality; and
- **Support** the whole-of-government implementation of the Gender Results Framework.

### Prevent and Address Gender-Based Violence

The Department's interventions aim to reduce the prevalence of gender-based violence (GBV) in Canada and strengthen the GBV sector in order to improve supports and services for people impacted by GBV.

In 2019-20, the Department for Women and Gender Equality will:

- **Ensure** full operationalization of the GBV Knowledge Centre, including by developing knowledge products related to GBV and transferring knowledge to stakeholders;
- **Fund and share** research to address knowledge gaps related to GBV, including three new national surveys;
- **Launch** an awareness campaign to engage youth in a national dialogue on GBV, including online GBV;
- **Promote action** through commemoration events such as the 16 Days of Activism Against Gender-Based Violence;
- **Support** organizations working in the GBV sector to develop and implement promising practices and address gaps in supports for survivors of GBV and their families;
- **Fund** a collaborative initiative with key stakeholders to develop and implement a framework to prevent and address GBV at post-secondary institutions; and
- **Establish** a commemoration fund to honor the lives and legacies of missing and murdered Indigenous women, girls and LGBTQ2S individuals.

**Strategic engagement to advance gender equality in Canada**

Meaningful engagement with our domestic partners and our partners around the world is expected to contribute to addressing the many challenges to gender equality globally and at home, and to strengthen Canada's position on gender equality in the world.

In 2019-20, the Department for Women and Gender Equality will:

- **Work closely** with provincial/territorial counterparts and National Indigenous Leaders and Representatives, whose involvement is essential to advancing gender equality;
- **Lead** Canada's participation in the United Nations Commission on the Status of Women and support efforts to advance gender equality through United Nations System Organizations;
- **Develop** a national report on the implementation of the Beijing Declaration and Platform for Action;
- **Collaborate** with Global Affairs Canada to lead Canada's participation in international summits, meetings and events related to gender equality such as the 2019 Women Deliver Conference;
- **Maintain active engagement** in the development of Canada's strategy to advance and achieve the United Nations' 2030 Agenda and Sustainable Development Goals; and
- **Provide** advice and recommendations in support of Canada's Feminist Foreign Policy, including the progressive trade agenda and Feminist International Assistance Policy.

For more information on the Department for Women and Gender Equality's plans, priorities and planned results, see the "Planned results" section of this report.



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Planned results: what we want to achieve this year and beyond

Core Responsibility

## **Advancing Gender Equality**

### **Description**

The Department for Women and Gender Equality advances gender equality for women, including social, economic, and political equality with respect to sex, sexual orientation, and gender identity or expression. The Department promotes a greater understanding of the intersection of sex and gender with other identity factors that include race, national and ethnic origin, Indigenous origin or identity, age, sexual orientation, socio-economic condition, place of residence and disability. The Department develops and coordinates policies and programs; and undertakes research and data collection and analyses related to these policies and programs; and raises public awareness through outreach. The Department provides advice to government to achieve Canada's gender equality outcomes and goals, including advocacy for gender-based budgeting, and facilitates the advancement of gender equality among other partners and stakeholders, through its expertise, contribution to research and funding to community initiatives. The Department serves as a central point for sharing expertise across Canada and with international partners, and uses this knowledge to inform and support Canada's gender equality priorities.

### **Planning highlights**

#### **Strategic action, support and investment to address systemic barriers to gender equality**

The Department for Women and Gender Equality works to promote equality for women and girls and advance gender equality through policy and program development, as well as related research, data collection and analyses. To drive progress towards Canada's gender equality goals, the Department will engage with a wide range of stakeholders and provide technical expertise and policy advice to federal organizations with a focus on:

- reducing the wage gap;
- encouraging better gender balance across occupations;
- increasing representation of women and underrepresented groups in senior leadership positions and in elected office; and
- addressing gender-based violence.

New legislation that transformed Status of Women Canada into the Department for Women and Gender Equality also expanded the Department's mandate to formally include all matters pertaining to women and gender equality not currently being taken on by other departments,

including equality issues related to sexual orientation and gender identity and expression. This expanded mandate establishes the Department as a centre of expertise to lead federal efforts to advance gender equality. To effectively fulfil its new mandate, the Department will strengthen and expand its capacity to undertake research and initiatives to advance equality for women and girls and address additional matters of gender equality.

To realize progress towards gender equality, the Department will engage federal partners and stakeholders to identify opportunities for collaboration and build dialogue on how we can all contribute to a more inclusive society.

Building on engagement activities undertaken in 2018-19, the Department will develop a strategy to engage men and boys in advancing gender equality. In addition, the Department will convene youth to co-develop an engagement strategy for youth-led dialogue that helps youth embrace attitudes that support gender equality. This will include funding for Indigenous organizations to develop a dialogue strategy that reflects the cultures and experiences of Indigenous youth.

The Department continues to invest strategically in projects that address systemic barriers to gender equality through the [Women's Program](#).<sup>xiii</sup> In 2019-20, the Department will continue to provide funding and support to Canadian organizations to implement multi-year projects that address violence against women and girls, advance the representation of women and girls in leadership and decision-making roles, and strengthen women's economic security and prosperity. In support of its expanded mandate, the Department will explore opportunities to expand eligibility criteria for Women's Program funding by examining options to review its Terms and Conditions. The Department will also implement management responses to address recommendations of the 2017-18 [evaluation of the Women's Program](#).<sup>xiv</sup>

In 2018-19, the Women's Program obtained additional funding to support the sustainability of women's and equality-seeking organizations whose initiatives contribute to a viable women's movement in Canada. Over the reporting period, the Department will announce projects funded under the recent [Capacity-building call for proposals](#)<sup>xv</sup>, which seeks to support women's and Indigenous organizations working to advance gender equality. These investments aim to increase organizational and sector capacity and help organizations work collectively to address gender equality issues. To further build capacity and strengthen the women's movement in Canada, the Department will explore innovative partnership opportunities across all levels of government and with private sector and other civil society organizations to amplify program funding for women's and equality-seeking organizations.

To raise awareness and encourage action and engagement in conversations to further gender equality, the Department will undertake initiatives that promote and commemorate gender equality, including International Day of the Girl, Persons Day and International Women’s Day.

### **Promote a greater understanding of the intersection of sex and gender with other identity factors**

A greater understanding of the intersection of sex and gender with other identity factors is expected to result in federal policies and programs that systematically consider the needs of diverse groups of people. The Department promotes analysis based on the idea that an individual’s experiences are influenced by multiple identity factors. Undertaking this analysis is also known as “applying the intersectional gender lens”. This lens is promoted through the Government-wide implementation of [GBA+](#)<sup>xvi</sup> and of the [Gender Results Framework](#)<sup>xvii</sup>.<sup>1</sup> Together, GBA+ and the Gender Results Framework provide a strong foundation for ensuring more responsive public policies, programs, services and other government initiatives.

Over the past three years, the [Action Plan on Gender-based Analysis \(2016-2020\)](#),<sup>xviii</sup> which addresses recommendations of the [Fall 2015 Report of the Auditor General of Canada on Gender-based Analysis](#),<sup>xix</sup> has guided departmental and federal efforts to strengthen GBA+ implementation.

As a result of ongoing efforts to integrate GBA+ throughout the policy, legislative, program development and evaluation cycle, GBA+ is currently required in all Memoranda to Cabinet, Treasury Board submissions and budget proposals. Federal organizations are expected to include a gender and diversity lens in their evaluations, public engagements and consultations, as well as Departmental Plans and Departmental Results Reports. To further integrate GBA+ and the gender and diversity lens to federal budgetary and financial management processes, the Department will support the Department of Finance Canada as it implements the *Canadian Gender Budgeting Act*. This legislation extends the reach of GBA+ to examine tax expenditures, federal transfers and the existing spending base, including the Estimates.

In addition, the Department will work with central agencies and other federal organizations to raise the quality of GBA+. Federal capacity-building activities will include:

- Delivering the [GBA+ Premium Course](#),<sup>xx</sup> in partnership with the Canada School of Public Service;
- Expanding interactive online GBA+ tools and training;
- Developing sector-specific training for clusters of federal departments; and

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<sup>1</sup> GBA+ is an analytical process used to assess how diverse groups of women, men and non-binary people may experience policies, programs and initiatives. The Gender Results Framework articulates the Government’s goals for gender equality and how progress against these objectives will be measured.

- Organizing and delivering GBA+ Awareness Week.

In November 2018, the Department held the first-ever [GBA+ Forum](#).<sup>xxi</sup> This event brought together more than 1,000 in-person and online participants from all levels of government, the private sector, civil society, think tanks, academia and research institutions from across Canada, and international stakeholders to engage in a dialogue on how to improve the effectiveness of GBA+. The forum provided valuable guidance on how the Department can strengthen analytical capacity across Canada and support learning and innovation through the sharing of results and best practices.

In 2019-20, the Department will heighten its focus on enabling others by serving as a centre of expertise for GBA+ and promoting the use and application of the gender and diversity lens throughout the federal government and across all sectors, including other levels of government and civil society. This will include generating knowledge, building on the Department's network of cooperative partners, working collaboratively to implement the objectives of the Action Plan on Gender-based Analysis (2016-2020), and developing the objectives of a new plan of action.

The Department will also work with central agencies and federal organizations to implement the [Gender Results Framework](#),<sup>xxii</sup> which provides tangible methods for measuring progress towards closing key gender gaps and supports the application of robust GBA+ to programs, policies, and initiatives.

In 2019-20, the Department will:

- Undertake and fund research and data collection in support of the Gender Results Framework, including through research contracts to be funded through a [research call for proposals](#),<sup>xxiii</sup> to fill existing gaps in knowledge and increase the available evidence base;
- Develop knowledge products such as research reports, fact sheets and infographics to make evidence accessible, understandable and useful to various audiences; and
- Work with Statistics Canada's [Centre for Gender, Diversity and Inclusion Statistics](#)<sup>xxiv</sup> and the Department of Finance Canada to develop the first biennial report on the state of gender equality.

To oversee implementation of the Gender Results Framework, the Department will establish and provide ongoing support to an interdepartmental governance structure and work with central agencies to incorporate the Framework in annual government planning and reporting activities. The Department's coordinating role aims to improve the overall coherence of federal initiatives related to gender equality.



## Prevent and Address Gender-Based Violence

Gender-based violence (GBV) is a significant barrier to gender equality with far reaching impacts on victims, families and communities. To reinforce ongoing efforts across Canada to counter and prevent GBV, the Department for Women and Gender Equality leads [It's Time: Canada's Strategy to Prevent and Address Gender-Based Violence](#)<sup>xxv</sup> (the Strategy).

Since launching in June 2017, [significant progress](#)<sup>xxvi</sup> has been made in support of the Strategy's three pillars: prevention, support for survivors and their families, and promotion of responsive legal and justice systems.

As the Strategy's focal point, the GBV Knowledge Centre (KC) will increase leadership, facilitate the coordination of federal initiatives, and seek alignment with provincial and territorial strategies. It will also provide technical expertise and policy advice within the government to prevent and address GBV.

In December 2018, the KC's [online platform](#)<sup>xxvii</sup> became available to the public, decision-makers, service providers, GBV sector organizations, academia, all levels of government, civil society organizations, students, youth, and survivors of GBV. In 2019-20, more varied sources of information and tailored tools for mobilizing knowledge will be added to expand the online platform. User feedback will inform ongoing refinements as the KC becomes a trusted source of information on ways to prevent GBV.

Knowledge and evidence are the foundation that underpins the Strategy's activities and the Department is undertaking quantitative and qualitative research to strengthen knowledge of GBV, particularly as it affects underserved populations. To address knowledge gaps related to GBV in Indigenous communities, the Department is working with Indigenous researchers and organizations to develop a research plan for data collection in Indigenous communities.

To fill important data gaps on GBV, the Department is funding and working closely with Statistics Canada to develop three national surveys:

- Results of the [Survey of Safety in Public and Private Spaces](#),<sup>xxviii</sup> focusing on the incidence and consequences of GBV, are expected in fall 2019;
- Data collection for the [Survey on Individual Safety of the Postsecondary Student Population](#)<sup>xxix</sup>, focusing on sexual victimization and harassment among post-secondary students, will be completed by September 2019 with initial results expected in 2019-20; and
- A survey on sexual misconduct in the workplace will also be developed and launched in 2019-20, with data expected to be released in 2020-21.

These surveys will provide powerful and reliable data to monitor trends in the levels and various forms of GBV in Canada and to assess the effectiveness of policies, actions and initiatives in reducing GBV and improving survivors' experiences with the justice, social and health systems. The Department will also fund GBV research contracts through a [call for proposals](#)<sup>xxx</sup> to fill existing knowledge gaps and increase the available evidence base.

To address attitudes that devalue people based on their gender and condone violence, the Department will launch an awareness initiative to engage youth in a national dialogue on GBV, including online GBV, which includes mobile phones, chat rooms, social media apps and the online community. Over the reporting period, the Department will conduct public opinion research to inform the awareness campaign in future years. In addition, the Department will promote action to advance gender equality through commemorative events and initiatives such as the 16 Days of Activism against Gender-Based Violence.

Through the [Gender-Based Violence Program](#),<sup>xxxii</sup> the Department will support organizations working in the GBV sector to develop and implement promising practices to address gaps in supports for survivors of GBV. These investments will help strengthen the GBV sector and enable these organizations to enhance supports for Indigenous women and their communities, and other underserved groups of survivors in Canada.

With new investments announced in Budget 2018, the Department will fund a collaborative initiative with key stakeholders to develop and begin implementing a framework to prevent and address GBV at post-secondary institutions.

In response to the [Interim Report](#)<sup>xxxiii</sup> of the National Inquiry into Missing and Murdered Indigenous Women and Girls, the [Commemoration Fund](#)<sup>xxxiiii</sup> was launched in February 2019 to honour the lives and legacies of missing and murdered Indigenous women and girls, and LGBTQ2S individuals. In 2019-20, the Department will announce initiatives that will be funded to support Indigenous organizations, including Indigenous women's organizations, to work with families, survivors and communities to develop and implement commemorative initiatives.

### **Strategic engagement to advance gender equality in Canada**

Over the reporting period, the Department will continue to strengthen engagement and collaboration with stakeholders and partners that have the levers to address gender equality issues. These include provincial/territorial governments, National Indigenous Leaders and Representatives, international governments and organizations, as well as private sector and other civil society organizations.

Recognizing the role of provinces and territories in addressing existing inequalities, the Department will promote and support the advancement of gender equality through the annual Federal-Provincial-Territorial (FPT) Forum of Ministers Responsible for the Status of Women.

The Department will provide leadership and technical expertise as the forum’s task teams work to advance joint priorities for the coming year, including:

- women’s economic empowerment and leadership;
- GBA+;
- GBV;
- support for victims of domestic violence;
- human trafficking;
- access to funding for women’s organizations and organizations working for gender equality;
- engagement with National Indigenous Leaders and Representatives; and,
- concerns specific to LGBTQ2S individuals.

On the international stage, Canada plays a leadership role in promoting gender equality and achieving strong gender equality outcomes. Through meaningful engagement with our partners around the world, Canada can help address challenges to gender equality globally and at home. The Department supports these efforts by engaging with international organizations, including [United Nations System](#)<sup>xxxiv</sup> organizations, and leading domestic mobilization for international events such as the [2019 Women Deliver Conference](#).<sup>xxxv</sup>

In 2019–20, the Department will:

- Lead Canada’s participation in the March 2020 session of the United Nations Commission on the Status of Women (CSW64),<sup>xxxvi</sup> including the development of a national report on the implementation of [the Beijing Declaration and Platform for Action](#)<sup>xxxvii</sup> and its linkages to the 2030 Agenda on Sustainable Development;
- Support the development, implementation, communication and monitoring of a national strategy for Canada’s implementation of the [United Nations’ 2030 Agenda and Sustainable Development Goals \(SDG\)](#)<sup>xxxviii</sup>;
- Collaborate with Global Affairs Canada to support Canada’s participation in international summits, ministerial meetings, and international working groups related to gender equality (e.g., G7/G20, Organization of American States, Asia-Pacific Economic Cooperation, Commonwealth); and
- Provide recommendations to support Canada’s Feminist Foreign Policy, including the progressive trade agenda, the Feminist International Assistance Policy and efforts to champion gender equality and women’s empowerment internationally.

Planned spending for 2019-20 to 2021-22 is expected to remain relatively stable. The decrease in planned spending for 2021-22 is primarily attributable to decreases in temporary research funding to develop three national surveys on GBV, time-limited Budget 2018 funding to support the sustainability of women’s and equality-seeking organizations through the Women’s Program,

and time-limited funding for the Commemoration Fund. Decreases in requirements for full-time equivalents in 2020-21 and 2021-22 are attributable to time-limited initiatives that are set to end.

## Planned results

Departmental Results	Departmental Result Indicators	Target	Date to achieve target	2015–16 Actual results	2016–17 Actual results	2017–18 Actual results
The Department's interventions facilitate the advancement of gender equality	Percentage of projects funded by the Department that have an impact on reducing systemic barriers to gender equality	Not available <sup>1</sup>	Not available <sup>1</sup>	Not available <sup>2</sup>	Not available <sup>2</sup>	Not available <sup>2</sup>
	Percentage of stakeholders that applied knowledge or resources from the Gender-Based Violence Knowledge Centre	Greater than 75%	March 2020	Not available <sup>2</sup>	Not available <sup>2</sup>	Not available <sup>2</sup>
	Number of partnerships or coalitions with governments, and international, Indigenous, civil society, private sector, women's and equality-seeking organizations	Not available <sup>1</sup>	Not available <sup>1</sup>	Not available <sup>2</sup>	Not available <sup>2</sup>	Not available <sup>2</sup>
	Number of federal government data and research gaps filled as identified by the Interdepartmental Committee on Gender Equality	Not available <sup>3</sup>	Not available <sup>3</sup>	Not available <sup>3</sup>	Not available <sup>3</sup>	Not available <sup>3</sup>
The federal government systematically considers gender equality	Percentage of federal organizations satisfied with the Department's tools and resources to incorporate gender equality considerations into their work	Greater than 68%	March 2020	Not available <sup>2</sup>	Not available <sup>2</sup>	Not available <sup>2</sup>
	Number of major new federal initiatives (e.g. policies and programs) that include specific measures to advance gender equality	Not available <sup>1</sup>	Not available <sup>1</sup>	Not available <sup>2</sup>	Not available <sup>2</sup>	Not available <sup>2</sup>

<sup>1</sup> Results for this indicator will be collected and reported for the first time through the 2018-19 Departmental Results Report. These results will be used to establish a baseline for this indicator. The target will be set for subsequent fiscal years.

<sup>2</sup> This performance indicator was included in the Departmental Results Framework starting in 2018-19. Actual results for this performance indicator are not available for previous fiscal years.

<sup>3</sup> This is a new indicator. The baseline will be established in 2019-20. The target and date to achieve target will be set for subsequent fiscal years. Actual results for this performance indicator are not available for previous fiscal years.

Budgetary financial resources (dollars)

2019–20 Main Estimates	2019–20 Planned spending	2020–21 Planned spending	2021–22 Planned spending
91,394,939	91,394,939	95,834,909	83,685,080

Human resources (full-time equivalents)

2019–20 Planned full-time equivalents	2020–21 Planned full-time equivalents	2021–22 Planned full-time equivalents
194	184	181

Financial, human resources and performance information for the Department for Women and Gender Equality's Program Inventory is available in the [GC InfoBase](#).<sup>xxxix</sup>

## Internal Services

### Description

Internal Services are those groups of related activities and resources that the federal government considers to be services in support of Programs and/or required to meet corporate obligations of an organization. Internal Services refers to the activities and resources of the 10 distinct services that support Program delivery in the organization, regardless of the Internal Services delivery model in a department. These services are:

- Management and Oversight Services
- Communications Services
- Legal Services
- Human Resources Management Services
- Financial Management Services
- Information Management Services
- Information Technology Services
- Real Property Management Services
- Materiel Management Services
- Acquisition Management Services

Budgetary financial resources (dollars)

2019–20 Main Estimates	2019–20 Planned spending	2020–21 Planned spending	2021–22 Planned spending
12,565,662	12,565,662	12,300,247	12,239,161

Human resources (full-time equivalents)

2019–20 Planned full-time equivalents	2020–21 Planned full-time equivalents	2021–22 Planned full-time equivalents
95	94	93

### Planning highlights

Additional funding received over the past three years has resulted in increases to the organizational workforce, which has more than doubled from 113 full-time equivalents in 2016-17 to 289 planned full-time equivalents in 2019-20.

These resources will strengthen the organization’s capacity to address long-standing socio-cultural and economic issues that contribute to gender inequality, and better support the Minister’s mandate and the Government’s commitment to advancing gender equality.

In 2018, the Government enacted enabling legislation to transform Status of Women Canada into the Department for Women and Gender Equality, an official department of the Government of Canada.

Over the reporting period, the Department's internal services functions will continue to build organizational capacity by:

- designing and implementing the new organizational structure;
- attracting, accommodating and retaining a highly qualified workforce; and
- implementing a comprehensive governance approach to serve the expanded organizational structure.

Planned spending and full-time equivalents for internal services are expected to remain relatively stable over the next three years.

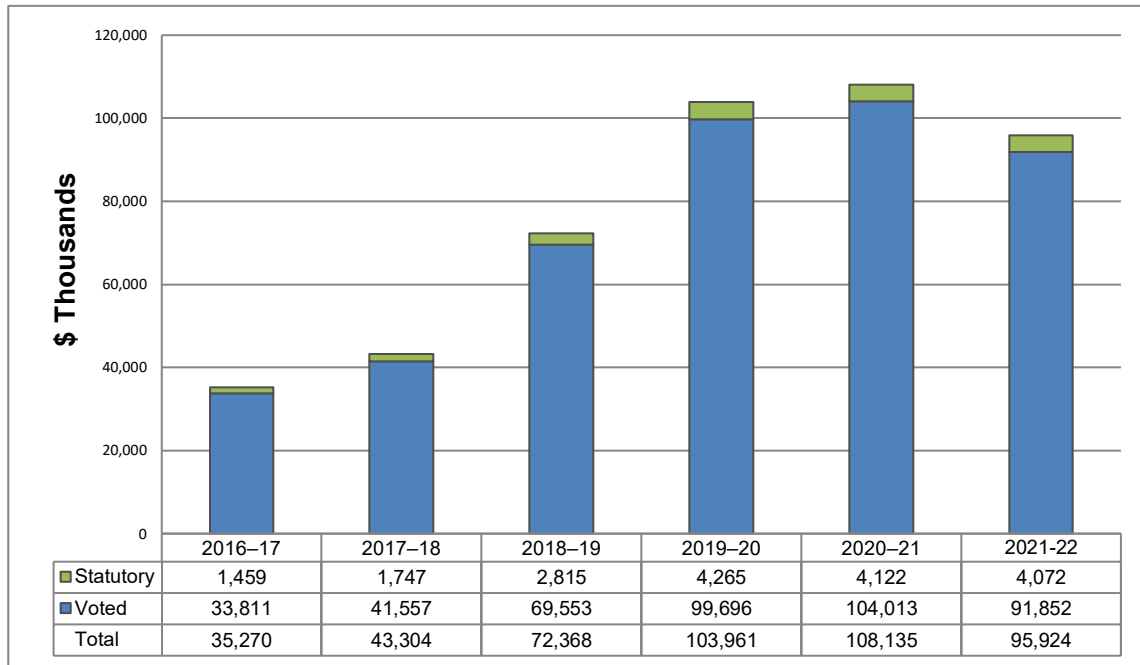




## Spending and human resources

### Planned spending

Departmental spending trend graph



Budgetary planning summary for Core Responsibility and Internal Services (dollars)

Core Responsibility and Internal Services	2016–17 Expenditures	2017–18 Expenditures	2018–19 Forecast spending	2019–20 Main Estimates	2019–20 Planned spending	2020–21 Planned spending	2021–22 Planned spending
Advancing Gender Equality	28,090,317	33,587,902	57,023,027	91,394,939	91,394,939	95,834,909	83,685,080
<b>Subtotal</b>	<b>28,090,317</b>	<b>33,587,902</b>	<b>57,023,027</b>	<b>91,394,939</b>	<b>91,394,939</b>	<b>95,834,909</b>	<b>83,685,080</b>
Internal Services	7,179,299	9,716,331	15,345,205	12,565,662	12,565,662	12,300,247	12,239,161
<b>Total</b>	<b>35,269,616</b>	<b>43,304,233</b>	<b>72,368,232</b>	<b>103,960,601</b>	<b>103,960,601</b>	<b>108,135,156</b>	<b>95,924,241</b>

Increases in planned spending over the past three years are primarily due to new ongoing and time-limited investments received since 2016-17 to:

- increase capacity and establish the corporate structures necessary to support a full minister, carry out government business and deliver on the Government’s priorities;

- implement and expand It's Time: Canada's Strategy to Prevent and Address Gender-Based Violence, including funding for the Gender-Based Violence Program;
- develop and implement a framework to prevent and address GBV at post-secondary institutions;
- establish a Commemoration Fund in response to the Interim Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls;
- enhance the Women's Program to support the sustainability of women's and equality-seeking organizations;
- engage Canadians on the benefits of gender equality and advancing equality for women and girls; and
- undertake research and data collection in support of the Gender Results Framework and evidence-based policy.

The decrease in planned spending for 2021-22 is primarily attributable to decreases in temporary research funding to develop three national surveys on GBV, time-limited Budget 2018 funding to support the sustainability of women's and equality-seeking organizations through the Women's Program, and time-limited funding for the Commemoration Fund.

### Planned human resources

Human resources planning summary for Core Responsibility and Internal Services (full-time equivalents)

Core Responsibility and Internal Services	2016–17 Actual full-time equivalents	2017–18 Actual full-time equivalents	2018–19 Forecast full-time equivalents	2019–20 Planned full-time equivalents	2020–21 Planned full-time equivalents	2021–22 Planned full-time equivalents
Advancing Gender Equality	62	79	143	194	184	181
<b>Subtotal</b>	62	79	143	194	184	181
Internal Services	51	65	83	95	94	93
<b>Total</b>	113	144	226	289	278	274

Increases in full-time equivalents since 2016-17 are mainly due to new investments received through Budgets 2016, 2017 and 2018. Decreases in requirements for full-time equivalents in 2020-21 and 2021-22 are attributable to time-limited initiatives that are set to end.

## Estimates by vote

Information on the Department for Women and Gender Equality’s organizational appropriations is available in the [2019–20 Main Estimates](#).<sup>xi</sup>

## Future-Oriented Condensed Statement of Operations

The Future-Oriented Condensed Statement of Operations provides a general overview of the Department for Women and Gender Equality’s operations. The forecast of financial information on expenses and revenues is prepared on an accrual accounting basis to strengthen accountability and to improve transparency and financial management. The forecast and planned spending amounts presented in other sections of the Departmental Plan are prepared on an expenditure basis: as a result, amounts may differ.

A more detailed Future-Oriented Statement of Operations and associated notes, including a reconciliation of the net cost of operations to the requested authorities, are available on the Department for Women and Gender Equality’s [website](#).<sup>xli</sup>

Future-Oriented Condensed Statement of Operations  
for the year ending March 31, 2020 (dollars)

Financial information	2018–19 Forecast results	2019–20 Planned results	Difference (2019–20 Planned results minus 2018–19 Forecast results)
Total expenses	79,782,000	110,208,000	30,426,000
Total revenues	0	0	0
Net cost of operations before government funding and transfers	79,782,000	110,208,000	30,426,000

The difference between 2019-20 planned results and 2018-19 forecast results is primarily attributable to additional funding obtained for 2019-20 to:

- expand It’s Time: Canada’s Strategy to Prevent and Address Gender-Based Violence, including funding for the Gender-Based Violence Program;
- develop and implement a framework to prevent and address GBV at post-secondary institutions;
- establish a Commemoration Fund in response to the Interim Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls;
- enhance the Women’s Program and support the sustainability of women’s and equality-seeking organizations; and

- undertake research and data collection in support of the Gender Results Framework and evidence-based policy.

## Additional information

Corporate information

### **Organizational profile**

**Appropriate minister:** The Honourable Maryam Monsef

**Institutional head:** Gina Wilson

**Ministerial portfolio:** Department for Women and Gender Equality

**Enabling instrument:** *Department for Women and Gender Equality Act*

**Year of incorporation / commencement:** 2018

### **Raison d’être, mandate and role: who we are and what we do**

“Raison d’être, mandate and role: who we are and what we do” is available on the Department for Women and Gender Equality’s [website](#).<sup>xlii</sup>

## Reporting framework

The Department for Women and Gender Equality’s Departmental Results Framework and Program Inventory of record for 2019-20 are shown below.

Concordance table

<b>Departmental Results Framework</b>	<b>Core Responsibility: Advancing Gender Equality</b>		<b>Internal Services</b>
	Departmental Result 1: The Department’s interventions facilitate the advancement of gender equality	Indicator 1: Percentage of projects funded by the Department that have an impact on reducing systemic barriers to gender equality	
		Indicator 2: Percentage of stakeholders that applied knowledge or resources from the Gender-Based Violence Knowledge Centre	
		Indicator 3: Number of partnerships or coalitions with governments, and international, Indigenous, civil society, private sector, women’s and equality-seeking organizations	
		Indicator 4: Number of federal government data and research gaps filled as identified by the Interdepartmental Committee on Gender Equality	
	Departmental Result 2: The federal government systematically considers gender equality	Indicator 5: Percentage of federal organizations satisfied with the Department’s tools and resources to incorporate gender equality considerations into their work	
Indicator 6: Number of major new federal initiatives (e.g., policies and programs) that include specific measures to advance gender equality			
<b>Program Inventory</b>	<b>Program: Expertise and Outreach</b>		
	<b>Program: Community Action and Innovation</b>		

Changes to the approved reporting framework since 2018-19

Structure	2019–20	2018–19	Change	Rationale for change
<b>Core Responsibility</b>	Advancing Gender Equality	Mobilizing Partners and Promoting Equality for Women and Girls	Title change	Note 1
<b>Program</b>	Expertise and Outreach	Expertise and Outreach	No change	Not applicable
<b>Program</b>	Community Action and Innovation	Community Action and Innovation	No change	Not applicable

**Note 1**

Reflects new departmental legislation and expanded mandate.

## Supporting information on the Program Inventory

Supporting information on planned expenditures, human resources, and results related to the Department for Women and Gender Equality’s Program Inventory, is available in the [GC InfoBase](#).<sup>xliii</sup>

## Supplementary information tables

The following supplementary information tables are available on the Department for Women and Gender Equality’s [website](#):<sup>xliv</sup>

- ▶ Departmental Sustainable Development Strategy
- ▶ Details on transfer payment programs of \$5 million or more
- ▶ Disclosure of transfer payment programs under \$5 million
- ▶ Gender-based analysis plus
- ▶ Horizontal initiative

## 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](#).<sup>xlv</sup> This report also provides detailed background information on tax expenditures, including descriptions, objectives, historical information and references to related federal spending programs, as well as evaluations, research papers and gender-based analysis. The tax measures presented in this report are the responsibility of the Minister of Finance.

## Organizational contact information

### **For financial information, contact:**

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Corporate Services Branch

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### **For other information, contact:**

Lisa Smylie

Director General, Research, Results and Delivery

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E-mail: [Lisa.Smylie@cfc-swc.gc.ca](mailto: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)**

A report on the plans and expected performance of an appropriated department over a three-year period. Departmental Plans are tabled in Parliament each spring.

### **Departmental Result (résultat ministériel)**

Any change 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)**

The department's Core Responsibilities, Departmental Results and Departmental Result Indicators.

### **Departmental Results Report (rapport sur les résultats ministériels)**

A report 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.

**experimentation (expérimentation)**

Activities that seek to explore, test and compare the effects and impacts of policies, interventions and approaches to inform evidence-based decision-making by learning what works and what does not.

**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.

**gender-based analysis plus (GBA+) (analyse comparative entre les sexes plus [ACS+])**

An analytical process used to help identify the potential impacts of policies, Programs and services on diverse groups of women, men and gender-diverse people. The “plus” acknowledges that GBA goes beyond sex and gender differences. We all have multiple identity factors that intersect to make us who we are; GBA+ considers many other identity factors, such as race, ethnicity, religion, age, place of residence, Indigenous origin or identity, and mental or physical disability.

**government-wide priorities (priorités pangouvernementales)**

For the purpose of the 2019–20 Departmental Plan, 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 initiative (initiative horizontale)**

An initiative where two or more departments are given funding to pursue a shared outcome, often linked to a government priority.

**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 Information Profile (profil de l'information sur le rendement)**

The document that identifies the performance information for each Program from the Program Inventory.

**performance reporting (production de rapports sur le rendement)**

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

**plan (plan)**

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.

**planned spending (dépenses prévues)**

For Departmental Plans and Departmental Results Reports, planned spending refers to those amounts 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.

**priority (priorité)**

A plan or project 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 Departmental Results.

**Program (programme)**

Individual or groups of services, activities or combinations thereof that are managed together within the department and focus on a specific set of outputs, outcomes or service levels.

**Program Inventory (répertoire des programmes)**

Identifies all of the department's programs and describes how resources are organized to contribute to the department's Core Responsibilities and Results.

**result (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.

**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. Introduction to GBA+ online course, <https://cfc-swc.gc.ca/gba-ac/s/course-cours-en.html>
- ii. Gender-based Analysis Plus Forum, <https://cfc-swc.gc.ca/gba-ac/s/forum-en.html>
- iii. Canada's Strategy to Prevent and Address Gender-Based Violence, <https://cfc-swc.gc.ca/violence/strategy-strategie/index-en.html>
- iv. Gender-Based Violence Knowledge Centre, <https://cfc-swc.gc.ca/violence/knowledge-connaissance/index-en.html>
- v. Women Deliver 2019, <https://womendeliver.org/>
- vi. Backgrounder: Gender Equality and a Strong Middle Class, [https://www.fin.gc.ca/n18/data/18-008\\_1-eng.asp](https://www.fin.gc.ca/n18/data/18-008_1-eng.asp)
- vii. Gender budgeting legislation, <http://www.parl.ca/DocumentViewer/en/42-1/bill/C-86/royal-assent>
- viii. Proactive pay equity legislation, <https://www.canada.ca/en/employment-social-development/news/2018/10/backgrounder-pay-equity.html>
- ix. Employment Insurance, Parental Sharing Benefit, <https://www.canada.ca/en/employment-social-development/news/2018/09/backgrounder-parental-sharing-benefit.html>
- x. Gender-based Analysis Plus, <https://cfc-swc.gc.ca/gba-ac/s/index-en.html>
- xi. Creation of the Department for Women and Gender Equality, <https://www.canada.ca/en/status-women/news/2018/12/creation-of-the-department-for-women-and-gender-equality.html>
- xii. Minister's Mandate Letter, <https://pm.gc.ca/eng/minister-status-women-mandate-letter>
- xiii. Women's Program, <https://cfc-swc.gc.ca/fun-fin/wcf-fcf/index-en.html>
- xiv. Evaluation of the Women's Program, <https://www.swc-cfc.gc.ca/trans/account-resp/pr/wpeval-evalpf/index-en.html>
- xv. Capacity-building call for proposals, <https://www.swc-cfc.gc.ca/fun-fin/cfp-adp/2018-1/index-en.html>
- xvi. Gender-based Analysis Plus, <https://swc-cfc.gc.ca/gba-ac/s/index-en.html>
- xvii. Gender Results Framework, <https://www.cfc-swc.gc.ca/grf-crrg/index-en.html>
- xviii. Action Plan on GBA (2016-2020), <https://www.swc-cfc.gc.ca/gba-ac/s/plan-action-2016-en.html>
- xix. Fall 2015 Report on GBA, [http://www.oag-bvg.gc.ca/internet/English/parl\\_oag\\_201602\\_01\\_e\\_41058.html](http://www.oag-bvg.gc.ca/internet/English/parl_oag_201602_01_e_41058.html)
- xx. GBA+ Premium Course, <https://www.csps-efpc.gc.ca/gbap-acsp-eng.aspx>
- xxi. Gender-based Analysis Plus Forum, <https://swc-cfc.gc.ca/gba-ac/s/forum-en.html>
- xxii. Gender Results Framework, <https://www.cfc-swc.gc.ca/grf-crrg/index-en.html>
- xxiii. Call for Proposals: Gender Equality and Gender Based Violence Research in Canada, <https://buyandsell.gc.ca/procurement-data/tender-notice/PW-18-00854775>
- xxiv. Centre for Gender, Diversity and Inclusion Statistics, <https://www150.statcan.gc.ca/n1/daily-quotidien/180926/dq180926c-eng.htm>
- xxv. It's Time: Canada's Strategy to Address and Prevent Gender-Based Violence, <https://www.swc-cfc.gc.ca/violence/index-en.html>
- xxvi. A Year in Review 2017-2018, <https://swc-cfc.gc.ca/violence/strategy-strategie/report-rapport2018-en.html>
- xxvii. Gender-Based Violence Knowledge Centre, <https://swc-cfc.gc.ca/violence/knowledge-connaissance/index-en.html>
- xxviii. Survey of Safety in Public and Private Spaces (SSPPS), <http://www23.statcan.gc.ca/imdb/p2SV.pl?Function=getSurvey&SDDS=5256>
- xxix. Survey on Individual Safety in the Postsecondary Student Population (SISPSP), <http://www23.statcan.gc.ca/imdb/p2SV.pl?Function=getSurvey&SDDS=5279>
- xxx. Call for Proposals: Gender Equality and Gender Based Violence Research in Canada, <https://buyandsell.gc.ca/procurement-data/tender-notice/PW-18-00854775>
- xxxi. Gender-Based Violence Program, <https://www.swc-cfc.gc.ca/fun-fin/gbv-vfs/index-en.html>
- xxxii. Interim Report: The National Inquiry into Missing and Murdered Indigenous Women and Girls, <http://www.mmiwg-ffada.ca/publication/interim-report/>
- xxxiii. Commemoration Fund, <https://cfc-swc.gc.ca/fun-fin/mmiwg-ffada/index-en.html>
- xxxiv. Directory of United Nations System Organizations, <https://www.unsystem.org/directory>
- xxxv. Women Deliver Conference 2019, <https://wd2019.org/>
- xxxvi. United Nations Commission on the Status of Women (CSW) 64, <http://www.unwomen.org/en/csw/csw64-2020>
- xxxvii. Beijing Declaration and Platform for Action, <http://www.un.org/womenwatch/daw/beijing/platform/>

- xxxviii. United Nations Sustainable Development Agenda, <http://www.un.org/sustainabledevelopment/development-agenda/>
- xxxix. GC InfoBase, <https://www.tbs-sct.gc.ca/ems-sgd/edb-bdd/index-eng.html>
- xl. 2019–20 Main Estimates, <https://www.canada.ca/en/treasury-board-secretariat/services/planned-government-spending/government-expenditure-plan-main-estimates.html>
- xli. Future-Oriented Statement of Operations, <https://cfc-swc.gc.ca/trans/account-resp/pr/fos-erp/index-en.html>
- xlii. Raison d’être, mandate and role: who we are and what we do, <https://cfc-swc.gc.ca/trans/account-resp/pr/dp-pm/1920/ci-rm-en.html>
- xliii. GC InfoBase, <https://www.tbs-sct.gc.ca/ems-sgd/edb-bdd/index-eng.html>
- xliv. 2019-20 Supplementary Tables, <https://cfc-swc.gc.ca/trans/account-resp/pr/dp-pm/1920/st-ts-en.html>
- xlv. Report on Federal Tax Expenditures, <http://www.fin.gc.ca/purl/taxexp-eng.asp>