

EQUALITY REPORT CARD MODEL FOR 2022

Reporting and Assessment Guide



Updated to May 2021

PRINCE EDWARD ISLAND ADVISORY COUNCIL ON THE STATUS OF WOMEN

EQUALITY REPORT CARD MODEL FOR 2022

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The Equality Report Card is a process to assess Prince Edward Island's progress towards women's equality goals. It was initiated by the PEI Advisory Council on the Status of Women in 2007.

The PEI Advisory Council on the Status of Women's goal is to use the Equality Report Card process as a tool to work collaboratively with government to help the Province achieve high grades in all categories.

This document's purpose is to outline the assessment model for the 2022 Equality Report Card. This will be the only Equality Report Card for this mandate of government and will proceed regardless of any change in government.

The Report Card process begins with a new government's mandate after an election. During any four-year mandate of government, there will ordinarily be two Equality Report Cards; this was not possible during the current mandate of government due to interruptions caused by COVID-19.

Previous Equality Report Cards were published in 2008 (pilot), 2009 and 2011; 2013 and 2015; and 2018. Models and benchmarks were adjusted by Council members each time there was a new government mandate.

The renewed model represented in this document is intended to simplify reporting and assessment and make these more transparent. The new model rewards the work of sustaining equality goals that have been achieved up to April 2019 and provides more room for government to nominate their own priority actions towards gender equality.

2022 EQUALITY REPORT CARD ASSESSMENT MODEL

General Considerations

General	Government Reporting	Council Process
<p>Assessment will be based on 9 theme categories plus 1 bonus category.</p> <p>Government can earn up to 10 points in each of the 10 categories.</p> <p>In each of the 9 theme categories,</p> <ul style="list-style-type: none"> • 5 points will relate to sustaining equality gains identified by Council. • 5 points will relate to new progress on equality goals, on identified priority action areas or government priorities. <p>The categories will be as follows:</p> <ul style="list-style-type: none"> • Making Equality a Priority • Women in Decision-Making • Violence Prevention • Access to Justice • Supports for Caregiving • Women's Health • Workforce Development • Diversity and Inclusion • Poverty Elimination <p>The bonus category will award up to 10 points for up to 10 good practices nominated by government or the Advisory Council and selected by the Advisory Council to reward: 5 sustained programs, and 5 points for new/expanded programs.</p> <p>The overall grade for government will be based on total points out of 100. For example, if government gets a total of 61.5 points out of 100, that would be a C-.</p>	<p>Council will collect information from every department of government through a checklist/point-form questionnaire customized to the department's specialization.</p> <p>Some questions will require data from every department.</p> <p>Some questions will be directed to one or two departments only.</p> <p>The questionnaire will be designed to make reporting as simple and straightforward as possible, with as many yes/no, checklist-oriented questions as possible.</p> <p>As in the past, after Council has set draft grades, representatives of government will be invited to provide feedback on the draft report card, including updates, corrections, and arguments for better grades.</p>	<p>Through consultation and using the 2018 Equality Report Card as a baseline, Council members will list ten equality gains it is a priority for government to maintain and ascribe a value of .5 to each item on the list. Council members will also suggest areas for action that would result in new progress on equality.</p> <p>Council staff will manage checklists/questionnaires and compile the responses from all government departments.</p> <p>Council members will review evidence submitted by government and analysis added by Council members, Council staff, and by community representatives (focus group or groups and community organizations).</p> <p>Council will develop draft grades and supporting analysis through a survey of members and a consensus-building workshop. Council will validate the draft through community consultation and feedback from government.</p> <div style="background-color: yellow; padding: 10px; margin-top: 20px;"> <p>The members and staff of the PEI Advisory Council on the Status of Women are committed to working collaboratively with government to help them achieve high grades on the Equality Report Card.</p> </div>

Sustaining Equality Gains
45/100

General	Government Reporting	Council Process
<p>The status quo for gender equality on past Equality Report Cards was determined by Council members to be a grade of D (50%). The new model for the 2022 and future Equality Report Cards will explicitly and transparently award up to 50 points for maintaining the status quo.</p> <p>Each of the 9 theme categories will include a list of 10 programs, policies, achievements, or other traits that characterize the status quo situation for gender equality in that category as of 2019.</p> <p>Government will begin with a full 5 points per category for the status quo. Points will only be subtracted if there is regression from the 2019 status quo as outlined by Council members.</p>	<p>Thanks to past feedback from government liaisons to the Equality Report Card project, the new model for the Equality Report Card recognizes the challenge and rewards the value of sustaining equality goals.</p> <p>Department of government will be invited to complete a checklist to indicate that identified achievements and progress are being sustained. There will be space for them to submit brief supporting evidence, but this will not be required.</p> <p>Some questions will require responses from several (or all) departments.</p> <p>Where assessing the status quo requires comparison, data from 2018-2019 will be the basis of comparison.</p>	<p>Council members will receive a summary of government's self-assessment and supporting evidence.</p> <p>Council will review the checklist results and complete a survey to affirm or to challenge category totals.</p> <p>They will select from government-provided evidence and/or add their own analysis and information to support their assessments.</p>

New Progress on Equality Goals
45/100

General	Government Reporting	Council Process
<p>New progress will include <i>government's best initiatives and practices</i> that go beyond the status quo.</p> <p>Council members will suggest possible areas for action to advance equality and will also consider government initiatives not suggested by Council members but that advance gender equality.</p> <p>Selected initiatives will receive 0.5 points each. A substantial policy, program, or service may receive points for each of several components and will also be eligible for bonus points. Valuation for initiatives will be commensurate with the valuation of initiatives that characterize sustained gains.</p>	<p>In each category, departments will be asked to list, in point form, their department's best initiatives and practices to advance gender equality beyond sustained equality gains in a given category.</p> <p>Detailed information is not required. Council will commit to asking for more information about any items in the point-form lists that require additional explanation or background.</p>	<p>Council members will review a summary report of all evidence from departmental questionnaires to inform their score out of 5 for new progress on equality goals.</p> <p>Council may add to government's information or validate it through consultation with Council members and/or by community consultations (such as one or more focus groups).</p> <p>Based on a summary of evidence in each category, Council members will complete a survey to indicate which initiatives they award points to, assigning 0.5 for each initiative, to a maximum of 5 points per category.</p>

**Bonus Considerations
10/100**

General	Government Reporting	Council Process
<p>Government may receive up to 10 points for up to 10 examples of good practices or initiatives that deserve extra mention and that the Advisory Council on the Status of Women would like to encourage. Good practices that support sustained gains and new progress on equality goals will all be eligible for bonus points. It is likely that bonus points will focus on good-practice recovery measures from COVID-19.</p> <p>Each good practice selected by the Council will be worth 1 point. Council will award no fewer than 5 bonus points.</p> <p>These 5 points, added to the 45 points for maintaining the status quo, will set the starting grade at 50/100, or a “D.”</p>	<p>Good practices and initiatives that government reports under the 9 theme categories will automatically be considered for an extra, bonus recognition.</p> <p>Government may also nominate other initiatives that do not fit easily in Council’s categories.</p> <p>It is likely that bonus points will focus on good-practice recovery measures from COVID-19.</p>	<p>Council members will receive a summary of government’s self-assessment and supporting evidence. Council reserves the right to focus on a theme within the bonus considerations, such as good-practice recovery measures from COVID-19.</p> <p>Council will review the checklist results and complete a survey to affirm or to challenge category totals.</p> <p>They will select from government-provided evidence and/or add their own analysis and information to support their assessments.</p>

Totals

General	Government Reporting	Council Process
<p>The only published “grade” will be an overall grade for the full assessment. <i>For example, this grade in 2018 was a “B-.”</i></p> <p>The total number of points in all categories will determine the overall grade. Totals or grades for individual categories will be presented in a way that is transparent but not emphasized. <i>For example, a total of 42/45 points for sustaining equality goals in the nine theme categories, plus 22/45 points for new progress on equality goals in the nine theme categories, plus 10/10 bonus points would total 74/100 points. This would give an overall grade of B.</i></p> <p>49 or less = F 50–59 = D 60–63 = C– 64–66 = C 67–69 = C+ 70–73 = B– 74–76 = B 77–79 = B+ 80–83 = A– 84–86 = A 87 or more = A+</p>	<p>As in the past, representatives of government and of the community will be invited to provide feedback on the draft Report Card, including draft grades.</p> <p>Updates, corrections, and arguments for better grades will be welcome and Council members will consider them carefully.</p>	<p>Council members will review summary information from their survey and will take part in a workshop to come to consensus on draft assessments and to identify supporting evidence.</p> <p>As in the past, Council members may be asked to participate in consultations with representatives of government and of the community to receive feedback on the draft report card, including draft grades, before finalizing and releasing the report.</p> <div data-bbox="1029 1709 1474 1990" style="background-color: yellow; padding: 10px; border: 1px solid black;"> <p>The 2022 Equality Report Card will be released to the public at a news conference in late March 2022. The 2022 Equality Report Card will become the baseline for the next report.</p> </div>

MAKING EQUALITY A PRIORITY

We expect the provincial government to mandate the Minister Responsible for the Status of Women to work across all government to advance substantive equality for women. We expect the provincial government to apply gender and diversity analysis to understand different effects of existing and proposed legislation, policies, programs, and budgets on Islanders of all genders and diverse groups; and to act on their analysis in ways that address and prevent systemic discrimination.

Equality gains to sustain related to Making Equality a Priority – descriptions of good progress up to April 2019:

- All departments of government complete a questionnaire for the Equality Report Card project
- Support for the Interministerial Women's Secretariat to gather representatives of all departments of government to regularly consult on gender and diversity analysis and progress towards gender equality goals
- At least half of government departments are able to provide a concrete example of applied gender and diversity analysis
- At least half of government departments report that employees participate in gender and diversity analysis training
- At least half of government strategies, action plans, and reviews can demonstrate that they applied gender and diversity analysis
- Government has made a public commitment to updating the statistical profile of women regularly
- A public mandate for the Minister Responsible for the Status of Women to advance equality for women in all government policies, programs, and services
- Consistent funding for annual Interministerial Women's Secretariat community grants
- A requirement to account for gender and diversity analysis on all executive council memos (proposals for policies, programs, and services)
- Full-scale gender and diversity plan in effect for at least one department of government (Department of Agriculture and Fisheries 2018)

Scoring: Automatic 5 points for sustaining all the gender equality goals described above. Advisory Council on the Status of Women members may reduce score by 0.5 per initiative they assess as not maintained.

Suggestions for new progress on equality goals related to Making Equality a Priority:

- *Progress beyond status quo gains on any of the points listed above*
- *Strengthened gender-disaggregated and/or sex-disaggregated data collection*
- *Strengthened measurement and evaluation of programs and services discussed throughout this report, with attention to gender and diversity (in violence prevention, poverty elimination, workforce development, and so on)*
- *Evidence of a gender and diversity lens applied specifically in economic development strategies and action plans*

Scoring: Advisory Council on the Status of Women members may award 0.5 per initiative they deem advances gender equality, to a maximum total of 5 points

WOMEN IN DECISION-MAKING

We expect the provincial government to actively encourage women's advancement in areas where women have been and are under-represented. We expect the provincial government to remove barriers to women's leadership in elected and appointed decision-making. We expect progress towards greater pay equity. We expect government to be a model employer of women in the public sector, recognizing their work is essential to delivering public services and their income is a foundation for families' incomes and the provincial economy.

Equality gains to sustain related to Women in Decision-Making – descriptions of good progress up to April 2019:

-  Engage PEI as a mechanism to promote and manage applications for agencies, boards, and commissions
-  Gender parity (defined as 45% to 55% women or men) in appointments to agencies, boards, and Commissions
-  Gender parity (defined as 45% to 55% women or men) in appointments of chairs and vice-chairs to agencies, boards, and commissions
-  Critical mass of women (defined as 33%) in senior leadership roles, including senior staff, deputy ministers, CEOs, and senior executives
-  In the public service, a strong balance between the percentage of women workers and the percentage of women managers (<10% gap) in at least 60% of government departments
-  Municipal governments across the Island required to provide information about the level of representation of women
-  A government-led and supported community of women in leadership across government for women at the Director and Deputy level (networking meetings)
-  Workforce Diversity Policy administered through the Public Service Commission, underlining principles of increasing all diversity groups that are under-represented in the public-sector workforce)
-  Support for Interministerial Women's Secretariat in work it undertakes to promote women in decision-making
-  A special legislative committee or similar mechanism tasked with guiding public engagement on democratic renewal such as electoral reform, increasing the representativeness of the Legislative Assembly, and election financing

Scoring: Automatic 5 points for sustaining all the gender equality goals described above. Advisory Council on the Status of Women members may reduce score by 0.5 per initiative they assess as not maintained.

Suggestions for new progress on equality goals related to Women in Decision-Making:











- *Progress beyond status quo gains on any of the points listed above*
- *Strengthened gender-disaggregated and/or sex-disaggregated data collection*
- *Strengthened measurement and evaluation of programs and services discussed throughout this report, with attention to gender and diversity (in violence prevention, poverty elimination, workforce development, and so on)*
- *Evidence of a gender and diversity lens applied specifically in economic development strategies and action plans*

Scoring: Advisory Council on the Status of Women members may award 0.5 per initiative they deem advances gender equality, to a maximum total of 5 points

VIOLENCE PREVENTION

We expect the provincial government to work towards ending violence against women and children, other gender-based violence, and all forms of family violence. We expect government to provide and support programs that aim to prevent violence, whether it is an abuse of power and control that is physical, emotional, financial, or sexual. We expect services that support and never revictimize victims or survivors and hold perpetrators accountable when violence occurs. We expect government services that are gender appropriate, culturally sensitive, and trauma-informed.

Equality gains to sustain related to Violence Prevention – descriptions of good progress up to April 2019:

-  Annual commitment of core funding to Family Violence Prevention Services with yearly increases of at least 1% and that reflect cost of living
-  Annual commitment of core funding to the PEI Rape and Sexual Assault Centre at increased 2018–2019 level
-  Continuation of The Bridge: a hub model of intervention that brings together government departments and community agencies to allow information-sharing and to connect people at acutely elevated risk of serious harm to timely services
-  Continuing updates and training on woman abuse/spousal abuse protocols and policies in justice and social services
-  Ongoing application of a spousal assault risk assessment/management tool and training for new staff to become certified
-  Support for PEI families affected by the National Inquiry on Missing and Murdered Indigenous Women and Girls
-  Continuation of Violence Against Women Grants to support specialized programs, at a minimum of 2018 funding levels
-  Continued examples of training for intervention in family violence, relationship violence, and gender-based violence for front-line workers such as police, justice workers, child protection workers, and health-care workers
-  Multi-Agency Service Teams (MAST) in schools to bring together a variety of professionals to create a case plan for a child or youth
-  Continued support for work by the Premier's Action Committee on Family Violence Prevention and its working groups

Scoring: Automatic 5 points for sustaining all the gender equality goals described above. Advisory Council on the Status of Women members may reduce score by 0.5 per initiative they assess as not maintained.

Suggestions for new progress on equality goals related to Violence Prevention:

- *Progress beyond status quo gains on any of the points listed above*
- *Measures and/or resources to allow adult protection workers to provide more help to adults in compromised circumstances*
- *Update of woman abuse/spousal abuse protocols and policies in health*
- *Standardized and coordinated protocols among services for dealing with additional forms of family violence such as child abuse or abuse of older adults*
- *Action on calls to justice from the National Inquiry on Missing and Murdered Indigenous Women and Girls*
- *A comprehensive provincial sexual violence strategy*
- *Action on the Child Protection Act review*
- *Greater recognition of the financial effects of violence and support for victims and survivors to mitigate these effects*
- *Training for workplaces related to the coming into force of the leave provisions for domestic violence/intimate partner violence/sexual violence*
- *Processes for domestic violence death reviews and child death and serious injury reviews (provincial or regional)*
- *Other initiatives of government designed to prevent violence and especially gender-based violence*
- *Support for collection and use of richer data on violence against women and children and family violence, including data collected through the Bridge program*
- *Increased annual budget for the Premier's Action Committee on Family Violence Prevention*

Scoring: Advisory Council on the Status of Women members may award 0.5 per initiative they deem advances gender equality, to a maximum total of 5 points

ACCESS TO JUSTICE

We expect the provincial government to place high priority on ensuring women and families have access to justice, particularly for family law, and to provide and support programs and services that assist people to receive legal help for legal problems. We expect therapeutic court options, including domestic violence court options, supported by treatment or services. We expect more restorative justice programs and approaches. We expect transparent processes for deciding when restorative and alternative approaches are appropriate for victims, offenders, and the community.

Equality gains to sustain related to Access to Justice – descriptions of good progress up to April 2019:

- Continued collaboration between mediation services and the Court and expanded alternative dispute resolution processes
- A provincial child and youth commissioner's office to serve children and youth involved in provincial government systems
- Continued use of pre-motion conference procedures (triage), implemented by the Supreme Court, for family law matters
- Continued Office of the Children's Lawyer, employing a front-line worker who ensures the voices of children are heard in court matters that will impact on them
- Continued Supervised Access and Exchange Program in partnership with Family Resource Centres to provide safe and neutral places for children to be picked up and dropped off for access visits or to spend time with a parent
- Continued Parenting Coordination Program for high-risk families in transition, publicly funded parenting for low-income clients
- Continuation of PEI Court of Appeal pilot of a pro bono summary legal advice clinic to provide free legal advice and help people in a civil or family dispute navigate the court system
- Consistent follow-through on legislation regarding training for judges in sexual violence law
- Support for high-quality, meaningful sexual consent and sexual violence resources in schools
- Sustained support for existing restorative justice programs and discussion of/planning for expanded restorative justice programs and approaches

Scoring: Automatic 5 points for sustaining all the gender equality goals described above. Advisory Council on the Status of Women members may reduce score by 0.5 per initiative they assess as not maintained.

Suggestions for new progress on equality goals related to Access to Justice:

- *Progress beyond status quo gains on any of the points listed above*
- *Implementation of a pilot project for a domestic violence court option*
- *Other therapeutic court options*
- *Expanded support for supervised access and exchange to include more parents, including more who are at lower risk of conflict*
- *Improvements to the Maintenance Enforcement program, especially improved timely and respectful communication with parents, active enforcement of support orders, and collection of arrears*
- *Substantive expansion of restorative justice programs and approaches*
- *Improved access to family law legal aid lawyers*
- *Actions to support survivors and improve legal and judicial response to situations of sexual violence*
- *Follow-through on plans for new facilities for women offenders, purpose-built to meet women's risks and needs*
- *Other initiatives of government designed to enhance access to justice in gender-responsive ways*

Scoring: Advisory Council on the Status of Women members may award 0.5 per initiative they deem advances gender equality, to a maximum total of 5 points

WOMEN'S HEALTH

We expect the provincial government to sustain a strong system for acute care, balanced by continuing work in wellness and health promotion. We expect health decision-making to be based on the best up-to-date gender-sensitive research and evidence. We expect government to recognize whole-body, holistic physical and mental health, and to respond to social determinants of health, such as income, gender, language, and culture. We expect system-wide support and timely help for mental health and addictions. We expect health equity and support for public health approaches to public health issues. We expect access to health services with dignity and without judgment or stigma.

Equality gains to sustain related to Women's Health – descriptions of good progress up to April 2019:

- Continuation of abortion care through the Women's Wellness Program, including in-province access to both surgical and medical abortion (the abortion pill), clear and accessible information about services and choices, and follow-up care
- Continuation of all services provided by the Women's Wellness Program and Sexual Health Services' programs for women and all genders
- Continued access to sexual and reproductive health services both at the Women's Wellness Centre at PCH and at a variety of community-based sites across the province
- Continued support including approval and funding for gender-affirming surgeries
- Continued support for mental and physical health for youth and families through Student Well-being Teams in schools
- Continued training of EESAS nurses (enhanced emergency sexual assault service) in all hospital emergency rooms and 24/7 access to trained nurses in at least one ER
- Health promotion and health monitoring through the Public Health Office that focus on social determinants of health and apply gender and diversity analysis
- Partnerships that promote improved health for women involved in the criminal justice system
- Use of gender-specific protocols in Health PEI substance use treatment programs, such as the Strength and in the Transition Unit
- Action on health-related goals in the poverty reduction action plan, with an acknowledgement of income as the most important social determinant of health

Scoring: Automatic 5 points for sustaining all the gender equality goals described above. Advisory Council on the Status of Women members may reduce score by 0.5 per initiative they assess as not maintained.

Suggestions for new progress on equality goals related to Women's Health:

- *Progress beyond status quo gains on any of the points listed above*
- *Increased in-province supports for IVF*
- *Access to midwives and support for midwifery services*
- *Movement towards EESAS nurses being trained to SANE (sexual assault nurse examiner) standards and SANE nurses as the standard of care available 24/7 through hospital ERs*
- *Clearer pathways to accessing health care for trans Islanders and appropriate follow-up care*
- *Enhancements to mental health services that make access to care timely, with greater access to a diversity of mental health professionals*
- *Aggressive and competent recruitment and hiring of health-care professionals to fill identified gaps, especially in primary care and mental health*
- *Support for family physicians to access maternity and parental and other caregiving leaves and family-friendly part-time positions*
- *Increased access to trauma-informed and gender-responsive services in mental health and addictions*
- *An active pledge to support a national program of universal pharmacare*
- *Other initiatives of government designed to enhance health for all genders*

Scoring: Advisory Council on the Status of Women members may award 0.5 per initiative they deem advances gender equality, to a maximum total of 5 points

SUPPORTS FOR CAREGIVERS

We expect the provincial government to acknowledge, value, and invest in the frequently unpaid and underpaid work of caregivers, often women, who care for children or adults, including seniors. To allow caregivers full participation in the life of Island society, government must enact policies that increase supports, not burdens, for caregiving.

Equality gains to sustain related to Supports for Caregivers – descriptions of good progress up to April 2019:

- Continued support for programs that allow seniors to stay in their own homes, such as Seniors Safe @ Home, Seniors Home Repair Program, and Seniors' Independence Initiative
- Continued support for almost 50 early years centres across the Island
- Support and funding for at least 300 infant spaces in public and private settings
- Support and funding for at least 4,860 total child care spaces including school-age programs, or at least 3,065 excluding school-age programs
- Maintenance of investment in child-care action plan focused on under-served populations and vulnerable children
- Support for child-care subsidies at the increased 2019 rates for before- and after-school child care and private sitters
- Continued support for and promotion of the "Triple P" positive parenting program for PEI
- Continued support for the Handle with Care program for parents and caregivers of children zero to six years old
- Continued support for parenting such as Period of Purple Crying, Parenting from Two Homes, Best Start voluntary in-home visiting for caregivers and young children; and Strongest Families Program for mental health
- Support for the Grandparent and Care Provider program to provide financial support to some grandparents and alternative care providers

Scoring: Automatic 5 points for sustaining all the gender equality goals described above. Advisory Council on the Status of Women members may reduce score by 0.5 per initiative they assess as not maintained.

Suggestions for new progress on equality goals related to Supports for Caregivers:











- *Progress beyond status quo gains on any of the points listed above*
- *Expansion of respite care programs or day programs for those providing care at home to elders and to vulnerable adults, with greater eligibility and less onerous paperwork that adds to caregiver responsibility*
- *Expansion of publicly funded home-care initiatives*
- *Increased easy-to-access, accurate, and detailed information about supports for caregivers that are available through government and not-for-profit sources*
- *Opportunities for caregivers of school-aged children to collaborate meaningfully in education governance and leadership, such as the Learning Partners Advisory Council and nine District Advisory Councils*
- *Investment in Early Childhood Educators with a strategic workplace plan over the next 5–10 years to elevate this profession to where it should be and, more specifically, to increase wages*
- *Childcare available twenty-four hours a day and seven days a week*
- *More support for caregivers of people who are not the very young or very old*
- *Other initiatives of government designed support caregivers and caregiving*

Scoring: Advisory Council on the Status of Women members may award 0.5 per initiative they deem advances gender equality, to a maximum total of 5 points

WORKFORCE DEVELOPMENT

We expect workforce development programs and services that increase access to the workforce for women and diverse groups and that lay a clear path towards a life of independence and dignity for women and their families. We expect livable income for citizens to be government's fundamental goal in supporting workforce development. We expect the provincial government to continue to support and promote women's equitable access to education and training, particularly in areas where women have been under-represented, and to support and promote workforce integration following training.

Equality gains to sustain related to Workforce Development – descriptions of good progress up to April 2019:

-  Support for Trade HERizons, a Women's Network led program for women pursuing careers in trades and technology
-  Support for PropELLE, a Women's Network led program building essential skills and employment readiness for various traditionally male-dominant workplaces
-  SkillsPEI child care allowance to cover incremental costs incurred for child care while the caregiver is attending programs approved under Training PEI
-  A minimum wage that would allow a worker to reach the Market Basket Measure poverty threshold working 40 hours a week for 52 weeks
-  A commitment to fully review and update the Employment Standards Act, as recommended in the Poverty Reduction Action Plan
-  Commitment to develop initiatives that contribute to a more sustainable transportation system in the Climate Action Plan
-  Tuition-paid SkillsPEI programs and services to assist Islanders in completing their high school education (GED) and upgrade for further study
-  Support for the Provincial Student Loan Payment Relief Program
-  Support for measures to build migrant workers' paths to permanent residency and citizenship
-  Coming into force of leave provisions for domestic violence/intimate partner violence/sexual violence

Scoring: Automatic 5 points for sustaining all the gender equality goals described above. Advisory Council on the Status of Women members may reduce score by 0.5 per initiative they assess as not maintained.

Suggestions for new progress on equality goals related to Workforce Development:

- *Progress beyond status quo gains on any of the points listed above*
- *Evidence of a gender and diversity lens applied in economic development strategies and action plans, to ensure women and under-represented groups can participate and benefit equally*
- *Steps towards Island-wide public transit*
- *Increased investment in programs and services that improve literacy and numeracy for adults*
- *Increased support to build literacy, numeracy, and essential skills, especially targeted and gender-sensitive programs for adults*
- *Support the PEI Community Sector Network and identify a Minister responsible to lead work to support this sector, the third largest employment sector in PEI*
- *More improvements to employment standards for non-unionized workers*
- *More work to advance migrant workers' workplace rights*
- *Other initiatives of government designed enhance workforce development with a focus on gender equality*

Scoring: Advisory Council on the Status of Women members may award 0.5 per initiative they deem advances gender equality, to a maximum total of 5 points

DIVERSITY AND INCLUSION

We expect the provincial government to actively engage our increasingly diverse population and to take special measures to include diverse and vulnerable groups in the social, cultural, economic, and democratic life of the Province. We expect government to meaningfully consult and consciously include and accommodate diverse groups in its policies, programs, and services. We expect government to make active efforts to remove barriers to social inclusion and to substantially address exclusion and discrimination based on gender, race and ethnicity, ability, age, language, and other diversity factors.

Equality gains to sustain related to Diversity and Inclusion – descriptions of good progress up to April 2019:

- Government able to provide a solid account of social inclusion being taken seriously in consultations, strategies, and action plans
- Continued affirmation of diversity as a guiding principle of the Poverty Reduction Action Plan
- Public Service Commission Diversity Employment program PROVIDING opportunities for persons with disabilities to enter the public-sector workforce
- Leadership by the department of Education on diversity and inclusion in school curriculum and programming
- Strong tri-partite agreements with the federal government and the Mi'kmaq First Nation government on justice and health
- Consistent efforts by the Public Library Service to host events; feature books, presentations, and displays; and share public messages that make these essential public spaces welcoming, diverse, and inclusive
- Leadership by the Public Service Commission (PSC) within government on diversity and inclusion, especially through training programs
- Support for public festivals and events that celebrate diversity and inclusion
- Support the social inclusion allowance for children whose caregivers are on Social Assistance to participate with peers in community activities
- Commitment to a 211 service – a confidential service to connect people with government and community-based social programs and supports

Scoring: Automatic 5 points for sustaining all the gender equality goals described above. Advisory Council on the Status of Women members may reduce score by 0.5 per initiative they assess as not maintained.

Suggestions for new progress on equality goals related to Diversity and Inclusion:











- *Progress beyond status quo gains on any of the points listed above*
- *Move to multi-year grant funding for community partners providing essential services to Islanders on behalf of government*
- *Steps to implement provincially relevant Calls to Action from the Truth and Reconciliation Commission report*
- *Support for opportunities to learning the Mi'kmaq language, towards the goal of delivering learning and training in Mi'kmaq*
- *Increased support for not-for-profit groups of people with disabilities and advocates (such as the PEI Council of People with Disabilities, Tremploy, Queens County Residential Services, Stars for Life, Association for Community Living, People First, Citizen Advocacy, and others)*
- *Steps towards establishing a provincial Ombudsperson*
- *Changes to legislation that allow for supported decision-making*
- *Increase to PEI Human Rights Commission's core funding, particularly for public education and awareness-raising on human rights*
- *Other initiatives of government designed support a diverse and inclusive province*

Scoring: Advisory Council on the Status of Women members may award 0.5 per initiative they deem advances gender equality, to a maximum total of 5 points

POVERTY ELIMINATION

We expect the provincial government to set a high priority on improving the health, dignity, and wellbeing of poor and economically vulnerable Islanders and to work towards a province where everyone has a livable income. Livable income means that people are able to meet their basic needs in good health and dignity and can also deal with emergencies. Basic needs must include access to enough healthy food and to affordable, accessible, appropriate, and safe housing. We expect responsive, flexible, non-stigmatizing social programs and meaningful action to implement an effective cross-governmental provincial strategy to eliminate poverty.

Equality gains to sustain related to Poverty Elimination – descriptions of good progress up to April 2019:

-  Continued affirmation of the Poverty Reduction Action Plan and its principles as a starting point for reducing and then eliminating poverty
-  Continued support for a Poverty Reduction Advisory Council to monitor the poverty reduction action plan
-  Continued support for increased food security through program such as the Community Food Security and Food Education program
-  Continued support for Skills Enhancement and Mentoring Program (SEAM) and Start to Apply Right (STAR) for youth at high risk of not completing high school
-  Continued support for school breakfast and snack programs and lunch programs maintained at least matching 2018 levels
-  At least 1,400 Islanders supported through the AccessAbility program
-  Continued support for the Generic Drug Program and Catastrophic Drug Program
-  Affirmation of the provincial housing action plan and support for the housing council to implement its actions
-  At least 275 Island-wide rent supplements to support low-income Islanders' housing needs
-  Support for targeted projects such as partnerships to provide Employment Supports Services (ESS) to social assistance clients; such as the Harvest and Prosper Program; SkillsPEI funding for women-focused programs run by Women's Network PEI (PropELLE and Trade HERizons) and EPWIC (Women Moving On)

Scoring: Automatic 5 points for sustaining all the gender equality goals described above. Advisory Council on the Status of Women members may reduce score by 0.5 per initiative they assess as not maintained.

Suggestions for new progress on equality goals related to Poverty Elimination:

- *Progress beyond status quo gains on any of the points listed above*
- *Targets and timelines for poverty reduction and elimination*
- *Expanded eligibility to the AccessAbility program, especially for people who have illnesses that cause severely reduced ability periodically*
- *An expanded mandate for social assistance programs to support more Islanders who are poor and economically vulnerable*
- *Support for women's homeless shelter(s) to operate 24 hours a day, 7 days a week and with no less programming/resources than similar shelters for men*
- *Reduced barriers to social assistance recipients pursuing training and education or gaining and keeping income from employment*
- *Increased social assistance rates that ensure individuals and families are able to meet their basic needs*
- *Increased social assistance food rates until they 100% meet the research-based cost of a basic basket of healthy foods*
- *Meaningful action to address the housing crisis and respond with affordable, accessible, appropriate, and safe housing, with an emphasis on permanent and not temporary housing solutions*
- *Steps towards implementing a basic income guarantee for all Islanders*
- *A provincial non-profit school food initiative as recommended in the Poverty Reduction Action Plan*
- *Policies, programs, and services that address and reduce income inequality*
- *Planning and decision-making that encourages a good, equitable socio-economic mix in neighbourhoods, and communities Island-wide*
- *Training for front-line government staff who work with low-income Islanders in non-stigmatizing, gender-sensitive, culturally sensitive, and trauma-informed service*
- *Active support for national poverty reduction measures such as a national universal pharmacare program*
- *Other initiatives of government towards eliminating poverty*

Scoring: Advisory Council on the Status of Women members may award 0.5 per initiative they deem advances gender equality, to a maximum total of 5 points

PROPOSED TIMELINE
for the 2022 Equality Report Card
~ final deadlines may be negotiated ~

Date	Activities
March 2019	<ul style="list-style-type: none"> Advisory Council on the Status of Women (ACSW) strategic planning confirms continued commitment to the project, subject to approval of a renewed model
April 23, 2019	<ul style="list-style-type: none"> Election results in a new government Beginning of reporting period for next Equality Report Card Baseline for status quo on gender equality gains is set
May–June 2019	<ul style="list-style-type: none"> Consultation with ACSW members to draft updated Report Card model, assessment criteria, and timeline
July–August 2019	<ul style="list-style-type: none"> ACSW chair and staff to invite feedback on draft model from government partner Interministerial Women’s Secretariat and community organizations
End of August 2019	<ul style="list-style-type: none"> Deadline for feedback on draft model from government and community
September to December 2019	<ul style="list-style-type: none"> Under the leadership of then-Chairperson Yvonne Deagle, consensus decision-making by ACSW members to confirm Report Card model, assessment criteria, and timeline
January to March 2020	<ul style="list-style-type: none"> ACSW prepares descriptions of model, timeline, and assessment criteria for the next Equality Report Card for the Interministerial Women’s Secretariat and Minister Responsible for the Status of Women <i>Note: A change of Minister Responsible for the Status of Women occurred in February 2020</i>
March 2020	<ul style="list-style-type: none"> Then-Chairperson Debbie Langston presents Minister Responsible Natalie Jameson with the revised model and assessment criteria for the next Equality Report Card <i>Note: The Equality Report Card timeline is presented without timelines or deadlines as a result of the beginning of COVID-19 restrictions</i>
April 2020 to January 2021	<ul style="list-style-type: none"> Planning for the next Equality Report Card pauses as a result of COVID-19 restrictions Communications ongoing between Council and Minister Responsible for the Status of Women Consultation with Council and government representatives to finalize reasonable timelines and deadlines
February 2020	<ul style="list-style-type: none"> Then-Chairperson Debbie Langston presents the updated timeline for the 2022 Equality Report Card to Minister Jameson
MARCH 31, 2021	<ul style="list-style-type: none"> End of reporting period for the 2022 Equality Report Card
April to June 2021	<ul style="list-style-type: none"> Council Chairperson Cathy Rose publishes the report card model, assessment criteria, and timeline for the next Equality Report Card Council staff works with the Interministerial Women’s Secretariat to develop and distribute checklists/questionnaires to departments and reporting units Council staff makes presentations on the report card process for the Minister Responsible, government liaisons, and new Council members

Date	Activities
June to December 2021	<ul style="list-style-type: none"> • ACSW leads focus group(s) and/or community consultation(s) with under-represented women • ACSW plans effective ways to assess special considerations (pandemic response, actions by government after March 31) • Ongoing public communications about Equality Report Card through ACSW correspondence, submissions to consultations, news releases, and opinion pieces • Ongoing research and monitoring of relevant media reports and government documents by ACSW • Support available for government departments completing checklists/questionnaires
Beginning of December 2021 (date TBD)	<ul style="list-style-type: none"> • Deadline for questionnaires from all government departments and reporting units to be submitted to ACSW
December 2021 to January 2022	<ul style="list-style-type: none"> • Summary of questionnaire data to be provided to Council members • Analysis of questionnaire data by ACSW members
Mid-January 2022	<ul style="list-style-type: none"> • Consensus-based Council workshop to draft assessments (grades) and select supporting evidence and analysis
End of January 2022	<ul style="list-style-type: none"> • Draft Equality Report Card to be distributed to all departments and to community groups • Council consultation with community groups to validate assessments • End-of-month deadline for updates and feedback from government and community on the draft Report Card
February 2022	<ul style="list-style-type: none"> • Council members to consider any changes to the draft grades and analysis • Council staff to prepare final versions of documents and supporting materials for publication • Council Chairperson to present an advance copy of the final report to the Minister Responsible for the Status of Women
March 2022 (date TBD)	<ul style="list-style-type: none"> • Council members to release Equality Report Card in a public launch • Distribution to follow • Results of the 2022 Report Card become the new baseline for a next Report Card

QUESTIONS?

Cathy Rose, Chairperson

Jane Ledwell, Executive Director and Project Lead

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