

## Annual Report 2021–2022

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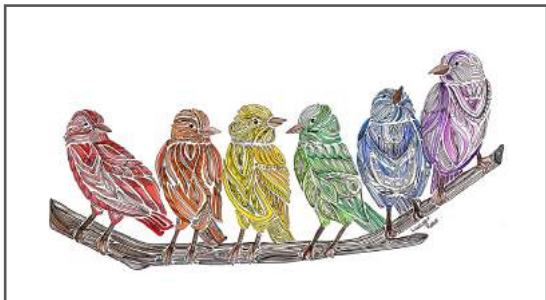


# ACTIVITIES OF THE PRINCE EDWARD ISLAND ADVISORY COUNCIL ON THE STATUS OF WOMEN

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**April 1, 2021, to March 31, 2022**  
*with Final Financial Statements from 2020–2021 & 2021–2022*

## ABOUT THE COVER ART



"Starling Pride"

by Lindsey Ross

Archival Ink & Watercolour

11" x 14"

**Lindsey Ross** is a traditional artist from Eastern Prince Edward Island. In her youth, Lindsey's family made multiple continental moves, bringing her to inspiring surroundings in both Scotland and Thailand. For an artistic child, the immersion in different cultures and styles of artwork created a deep appreciation for pattern making and traditional art styles.

After years of creating ink drawings as a hobby, Lindsey moved home to PEI in 2018 and committed to artwork full time. Much of the work she had created in previous years came from being homesick, and longing for a life back on the East Coast. The result was many pieces commemorating the Island and its nature. That same sense of nostalgia is often what she wants to instill in her audience.

The piece shown here is titled "Starling Pride" and was originally illustrated using watercolours and archival inks. It has been used in partnership with others for fundraising endeavours, primarily Pride PEI and PEERS Alliance.

## CHAIRPERSON'S MESSAGE



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Advisory Council on the  
Status of Women

PO Box 2000  
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September 2022

Hon. Natalie Jameson  
Minister Responsible for the Status of Women  
PO Box 2000  
Charlottetown, PE  
C1A 7N8

Dear Minister Jameson:

I am pleased to present you with the 2021–2022 Annual Report of the Prince Edward Island Advisory Council on the Status of Women. The Annual Report contains a summary of the Advisory Council's activities, publications, projects, and collaborations with government and the community from April 1, 2021, to March 31, 2022.

This year's annual report includes audited final financial statements from 2020–2021 along with reviewed final financial statements for 2021–2022, as a result of changed processes with the Auditor General's Office outlined in our 2020–2021 Annual Report.

The year 2021–2022 was my first and only full fiscal year as the Council's twenty-first Chairperson. I will be pleased to serve in this role until January 2023. During the year, I have had the distinct pleasure to meet with you in person to discuss the work of the Council, our participation in Government consultations, as well as discussing the current and emerging topics that affect women.

Highlights of 2021–2022:

- Continuing to adapt Council meetings, programming, and advice to government for the COVID-19 pandemic and the public health responses to it.
- Work towards the 2022 Equality Report Card released March 24.
- The Purple Ribbon Campaign Against Violence Against Women, focused on "Reimagining Safety," with the Montreal Massacre Memorial Service returning to in-person but also livestreamed due to limited gathering numbers.
- Our new Zoom Lunch and Learn series! Anjum Sultana, Dr. Myrna Dawson, and Sen. Michèle Audette were the speakers.
- We completed work as part of a task force reviewing PEI School Athletics Association policies with a gender equity lens, and we also played a significant role in advising on the forthcoming health strategy for women and Islanders who are gender diverse and a forthcoming Black women's history project for schools that was initiated by the Council through Debbie Langston when she was in the role of Chair.

## CHAIRPERSON'S MESSAGE

- We closed out the year strongly by collaborating with other women's and community organizations and unions to present the "Break the Bias" podcast series for International Women's Day 2022. Four interviews included eight women-identifying and gender-diverse Islanders as interviewers and interview subjects.

The 2022 Equality Report Card was another significant highlight. During this period, we were busy hosting focus groups, compiling results from a public engagement survey, and finalizing the Equality Report Card which assesses the PEI government's progress towards women's equality. It is our pleasure to report that this assessment resulted in a B+ grade, the highest grade a provincial government has ever achieved on an Equality Report Card. We are very appreciative of the work and collaboration provided by Michelle Harris-Genge and the Interministerial Women's Secretariat and the excellent reporting from all departments through the Task Force on Gender Equity and Diversity.

The Council continued to be called on frequently to advise government in consultation processes, including participating in pre-budget consultations; providing input on changes to the Employment Standards Act and advice towards an upcoming comprehensive review; offering feedback on the review of the Child Protection Act; consulting on gender and diversity elements of the Department of Agriculture's CAP Evaluation; providing Council comments on gender diversity in schools; being part of an Expert Panel on Sexualized Violence for the task force working on an adult sexual violence response strategy; commenting on proposed updates to the Residential Tenancy Act and the emerging Climate Change Adaptation Plan; and advocating for a new provincial museum including gender and diversity priorities. We continue to work on basic income guarantee with the Working Group for a Livable Income. When possible, we also take part in surveys, public meetings, or discussions.

The Advisory Council continues to play a very important role in both community and government-supported initiatives. None of this is possible without the dedicated and knowledgeable staff. A very special thank you to Jane, Michelle, and Becky.

We continue to bring forth public concerns which emphasize the need for violence prevention, for supports for women leaving violent relationships, and for better mental health and addiction services.

Thank you for your engagement and your genuine commitment to advancing justice and equality for all women.

Sincerely,



Cathy Rose, Chairperson



Minister Jameson, left, and Cathy Rose, right, at Council's June meeting. Photo note: Social distance cropped out.

# CONTENTS

<b>ABOUT THE ADVISORY COUNCIL</b>	<b>4</b>
Vision, Mission, and Mandate	4
Council Meetings & Strategic Planning	5
Advisory Council Members	7
Advisory Council Staff	10
<b>ADVICE TO GOVERNMENT: POLICY &amp; RESEARCH</b>	<b>11</b>
Equality Report Card 2022	11
Meetings & Correspondence with Government	12
Meetings with the Minister Responsible	13
Other Research & Policy Work	14
<b>PUBLIC INFORMATION &amp; EDUCATION</b>	<b>15</b>
Electronic & Social Media	15
Media	17
Inquiries & Referrals	18
<b>ENGAGEMENT IN THE COMMUNITY</b>	<b>19</b>
Community Consultations	19
Other Community Engagement	20
Chairs Circle 2021	20
Community Events	21
Lunch and Learn Series	23
Partnerships	25
<b>LEADERSHIP IN ANNUAL EVENTS</b>	<b>29</b>
Purple Ribbon Campaign Against Violence	29
International Women's Day – March 8	32
Bursaries for Women	33
<b>PUBLICATIONS</b>	<b>34</b>
<b>FINAL FINANCIAL STATEMENTS, 2020–2021</b>	<b>35</b>
<b>FINAL FINANCIAL STATEMENTS, 2021–2022</b>	<b>38</b>



### Vision, Mission, & Mandate

The PEI Advisory Council on the Status of Women (PEIACSW) is an arm's-length government-appointed Council.

Nine Council members are selected from among Island women who have demonstrated a commitment to women's equality and who represent regional, cultural, and ethnic diversity.

The Council believes that women's equality is the foundation for equality for all people. Women's inequality continues to influence discriminatory attitudes and actions that affect our society and culture, our politics and laws, and our economies.

Council believes that women's independent social and economic security is key to equality and to freedom from physical, emotional, and sexual violence.

The Advisory Council began in 1975 as a Minute-in-Council. In 1988, it received full legislative standing with the PEI Advisory Council on the Status of Women Act. This Act continues to govern the Council's structure and mandate.

#### **Vision:**

- Gender equality for all Islanders

#### **Mission:**

- Promoting changes of attitude within the Prince Edward Island community and advising government to achieve equality in legislation, policies, and programs.

#### **With a commitment to feminist principles and process, the PEIACSW:**

- serves as an advisor to the Minister Responsible for the Status of Women regarding issues facing Island women and girls and their families
- serves as a liaison between the community and the provincial government on matters related to equality
- works for equality and supports women's full and active participation in social, legal, cultural, economic, and political spheres of life
- promotes social justice for vulnerable populations, including senior women, Aboriginal women, low-income women, women of colour, Francophone women, women with disabilities, women who identify as 2SLGBTQIA+, and others
- conducts research and offers recommendations to government, collaborators and partners to promote equality
- provides leadership that educates and stimulates public awareness about the status of women and their families
- works in collaboration with other provincial/territorial Advisory Councils

The PEI Advisory Council on the Status of Women acknowledges all women-identifying people in our understanding of "women," including cis women, trans women, and gender minorities.

The work of the PEI Advisory Council on the Status of Women takes place on the island district of Epekwitk in Mi'kma'ki, the traditional territory of the Mi'kmaq and their home since time immemorial.



*"Ma'kit," quillwork by Mi'kmaq artist Melissa Peter Paul of the Abegweit First Nation.*

### Council Meetings & Strategic Planning

The PEI Advisory Council on the Status of Women is mandated to meet at least four times per year. At meetings, Council members share experiences, knowledge, and understanding of issues. They discuss and decide on policy priorities and recommendations to government. They meet with government officials or community organizations or both. They invite resource people who offer opportunities for learning and analysis. Council's strategic planning processes are ongoing. The goal of Council planning is to ensure that Council's policy work is based on Council's priorities and that Council looks to the future on issues of concern to women. Ensuring ongoing follow-up on issues is part of Council planning. Council sets its objectives in an interest-based, collaborative, and consultative process, with expert facilitation whenever this is possible.



Some Council members and staff take a beach walk in Brackley, PEI.

#### Advisory Council Meetings & Highlights, 2021–2022:

##### **175th meeting: May 21, 2021, Cornwall, PEI**

###### *Welcoming New Chair and Member*

At Cathy Rose's first meeting as Chairperson, she and other returning members welcomed new member Garima Mishra to the table. The Council learned about basic income guarantee from Shelby Downe of the PEI Working Group for a Livable Income and the Basic Income Canada Youth Network and also set priorities for future learning opportunities.



The May 2021 meeting was Garima Mishra's first as a member and Cathy Rose's first as appointed Chairperson. (Note: Social distance cropped out.)

##### **176th meeting: June 22, 2021, Charlottetown, PEI**

###### *Meeting with the Minister Responsible for the Status of Women*

At the June meeting in Charlottetown, Council began the day learning about the research findings of the Canadian Mental Health Association with Tayte Willows. In the afternoon, Council members had an opportunity to welcome Minister Responsible for the Status of Women Natalie Jameson. Each member took some time to speak with the Minister about the commitment that led her to apply to join Council and what she is most passionate about in Council's work. They also each presented on themes from the upcoming 2022 Equality Report Card and selected a theme for the 2021-2022 Purple Ribbon Campaign Against Violence.

##### **177th meeting: September 23, 2021, Central Bedeque, PEI**

###### *Considering Women's Economic Empowerment*

The September 2021 meeting of Council was held at the Rural Women's Business Centre in Bedeque, where Council members were happy to hear about the Centre's services from the PEI Business Women's Association. Members took part in a round-table discussion in preparation for the Equality Report Card and tuned in to a webinar on economic abuse, hosted by the Canadian Centre for Women's Empowerment (CCFWE).

##### **178th meeting: October 23, 2021, Brackley, PEI**

###### *Strategic Planning Retreat*

In beautiful Brackley, PEI, in October, Council members took part in a strategic planning retreat, getting to know each other's talents and priorities, and reflecting on inspiration, aspiration, and celebration related to the Council's work. The Council operated with a dynamic, working strategic plan throughout the 2021–2022 year. The staff team provided updates at regular meetings.

### Council Meetings & Strategic Planning, continued



*Education on key topics is an important part of Council meetings. Here, Ken Downe from the Basic Income Canada Youth Network presents at the May meeting in Cornwall, PEI.*



*Tayte Willows with the Canadian Mental Health Association PEI branch shared research updates on Canadians' mental health during COVID-19 at the June meeting in Charlottetown. Pictured here with Program Coordinator Michelle Jay.*

#### **Advisory Council Meetings & Highlights, 2021–2022:**

##### **179th meeting: December 6, 2021, Charlottetown, PEI**

###### *Montreal Massacre Memorial Service*

Council members assisted with a by-invitation, live-streamed, COVID-19 compliant candle-lighting ceremony to mark the 32nd anniversary of the Montreal Massacre. Decision-makers, front-line workers, survivors, and families of murdered women lit candles in remembrance of the 14 women who died at l'Ecole Polytechnique in Montreal in December 1989, and in memory of the ten Island women who have been murdered since. Chairperson Cathy Rose lit a candle in honour of all victims and survivors of violence. The ceremony was followed by a business meeting.

##### **180th meeting: January 11, 2022, virtual meeting**

###### *Equality Report Card Grade-Setting Workshop*

Council members met using Zoom for an intensive, productive consensus-building workshop to set draft assessments for the 2022 Equality Report Card. The Report Card was being prepared for release in March 2022, to assess government progress towards gender equality and diversity goals from 2019 to 2021.

##### **181st meeting: March 24, 2022, Cornwall, PEI, and virtual**

###### *Equality Report Card Launch*

Council members and invited guests (in person and via Zoom) celebrated the launch of the 2022 Equality Report Card with a media conference. The Equality Report Card awarded government a B+ for its work toward gender equality goals from the beginning of its mandate in 2019 to the end of the assessment period in 2021.



*Left: Council member Garima Mishra and her infant daughter both took part in Council's planning retreat in Brackley. Above: Executive Director Jane Ledwell taking notes from strategic planning discussions at Council's retreat.*



### Advisory Council Members

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#### **Cathy Rose, Fortune — Chairperson**

*Chairperson term: 30 March 2021 to 23 January 2023*

*Vice-Chairperson term: 29 October 2019 to 30 March 2021*

*Council term: 23 January 2018 to 23 January 2023*

Cathy Rose owned and operated Creative Esthetics Dental Lab for 23 years. She then went on to become a Chartered Professional in Human Resources (CPHR) and following that, obtained her Executive Masters in Business (MBA). She worked for 10 years in disability management, five of which were at UPEI as Coordinator of Accessibility Services. Cathy is passionate about capacity building for rural and Indigenous communities and women's economic rights and empowerment. She currently teaches business entrepreneurship in communities across the Island. Cathy adores her time at the cottage with her husband, three daughters, three stepsons, and their families.



#### **Serena Smith, Summerside — Vice-Chairperson**

*Vice-Chairperson term: 30 March 2021 to 29 October 2022*

*Council term: 29 October 2019 to 29 October 2022*

Serena Smith is originally from PEI, but grew up across Canada. She returned to PEI to begin her career as a lawyer with Cox & Palmer in the Summerside office. Prior to law school she completed a social work and joint history and political science undergrad degree. Serena is passionate about social entrepreneurship and the equality of women and marginalized groups, which is reflected in her various volunteer positions. In addition to her work on the Advisory Council, she currently serves on the Board of the PEI Literacy Alliance, volunteers with the PEI Business Women's Association, and is active with the Canadian Bar Association (provincial women's forum Chair) and Law Society (Chair of the health and wellness committee).



#### **Chris MacPhail, Canoe Cove — Treasurer**

*Elected Treasurer 29 October 2019 to 23 January 2023*

*Council term: 23 January 2018 to 23 January 2023*

Chris MacPhail has been an active volunteer with Indigenous organizations since her teens, when she was a youth representative on the Native Women's Association of Canada. She is currently a Zone 2 director of the Native Council of PEI. She is also enrolled as a student at Holland College. Chris is a mother of three, including a daughter, Danelle, with Down Syndrome. She is also a grandmother. Chris is a dedicated advocate for children and youth with different abilities and a strong voice on environmental issues.

### Advisory Council Members, continued

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#### **Caroline MacRae, Summerside — Member**

*Council term: 19 February 2019 to 19 February 2024*

Caroline MacRae grew up in Charlottetown and spent several years teaching overseas in South Korea and Guyana. Within Canada she has worked on a youth advocacy project through the Antigonish Women's Resource Centre and Sexual Assault Services Association, as well as nursing at a remote hospital in Haida Gwaii, BC. She is currently enrolled in the Masters of Nursing-Nurse Practitioner program at UPEI, and works as a Registered Nurse in Summerside. In addition to her work on the Advisory Council, she serves on the boards of PEI Family Violence Prevention Services and the PEI Coalition for Women in Government.



#### **Regina "Gina" Younker, Charlottetown — Member**

*Council term: 19 February 2019 to 19 February 2024*

Regina (Gina) Younker is an Islander by choice; she has lived in Prince Edward Island for over 30 years. She is proud to have recently become a Canadian citizen! She is a local anti-poverty advocate who is especially passionate about improving choices for women, mothers, and children experiencing poverty. Gina has been involved with the Adventure Group, and Women's Network PEI (specifically the Paths to Prosperity project). Currently, she represents PEI as a board member of the national anti-poverty organization Canada Without Poverty. Gina also serves on PEI's Poverty Reduction Advisory Council in addition to her appointment as an ACSW member, and she previously served on the provincial housing council. Gina lives in Charlottetown with her cockapoo, Oliver. She is the proud mother of three grown children and grandmother to Savannah, Spencer, Stella and Roy.



#### **Barb McDowall, Charlottetown — Member**

*Council term: 29 October 2019 to 29 October 2022*

Barb McDowall has been an Islander by choice since her arrival in 2015, (a journey 14 years in the making). This remarkable place of possibility and opportunity is now her forever home. She gratefully adds her unique skills and perspective as a conscious living and dying coach to the unique skills and perspectives of the brilliant and talented women with whom she serves on Council.



#### **Gaylene Carragher, Stanhope — Member**

*Council term: 29 October 2019 to 29 October 2022*

Gaylene is very honoured and excited to be working as a member of Council. She is a mother to three, is married, and lives in Stanhope. She has worked at Holland College for more than 20 years and has taught sessionally at UPEI for ten years. She is currently the Director of Retention, Part-time Studies & Career Services at Holland College. Gaylene's educational background includes an MEd, an MBA, and a diploma in human resources – she is a committed lifelong learner!

### Advisory Council Members, continued



#### **Emily Rutledge, Charlottetown — Member**

*Council term: 29 October 2019 to 29 October 2022*

Emily is a single mom who works outside the home as a Career Counsellor. She has lived in the Maritimes most of her adult life. Originally from Toronto, she moved to Halifax to study art and crept further east to complete a psychology undergrad at UPEI. She next completed a Masters in Community Psychology and another in Counselling and is now happy to call the Island her home. Working as a Career Counsellor has afforded her the opportunity to be an ear to the realities Islanders face on a daily basis. She is passionate about supporting the mental health of Islanders and is a longstanding member of the Abortion Rights Network.



#### **Garima Mishra, Charlottetown — Member**

*Council term: 30 March 2021 to 30 March 2024*

Garima was born and raised in India and moved with her husband to Canada and PEI in 2017. An Engineer by qualification, she has been working as an IT professional for the past 11 years. Garima feels fortunate to be living in PEI around very diverse communities as there's a lot to learn from each one of them. She strongly believes that we all can progress and succeed together if we enable and support each other. Garima is excited to contribute by being a part of this Council. She is delighted to be part of this esteemed group of women who are striving to make our society a happier, more equitable place. Garima and her husband welcomed their first child, daughter Eliana, into the world in 2021!

#### **Council Member Highlights and Changes, 2021–2022:**

Members of the Prince Edward Island Advisory Council on the Status of Women are appointed by Executive Council, selected from among Island women who have demonstrated a commitment to gender equality. Women self-nominate for inclusion through “Engage PEI.” Members usually represent regional, cultural, and ethnic diversity, including groups such as young, 2SLGBTQIA+, Indigenous, Francophone, disabled, low-income, newcomer, racialized, and senior women. Council members are appointed for two- and three-year terms and may serve a maximum total of five years.

During 2021–2022, new member Garima Mishra, appointed at the end of the previous fiscal year, took part in an orientation session and attended her first meeting as a member, and Cathy Rose and Serena Smith, appointed as Chairperson and Vice-Chairperson respectively at the end of March 2021, attended their first meeting in their new roles.

At the end of their first three-year terms, Caroline MacRae and Gina Younker were reappointed for a two-year term in February 2022 until February 2024.



*In the fall of 2021, office manager Becky Tramley received a Service Award for an astounding 35 years of service to the Advisory Council.*

### Advisory Council Staff

The Advisory Council had two full-time and one part-time permanent staff members in 2021-2022.



#### **Jane Ledwell — Executive Director**

*Jane joined Council staff in June 2004 and has been Executive Director since September 2012. She works full time.*

Jane grew up in rural PEI and studied English literature at Mt. Allison University in New Brunswick and the University of Waikato in New Zealand. A writer and editor in her spare time, she has published three books of poetry and has contributed to a number of other books, with a special focus on historical women writers connected to PEI. Prior to working with the PEIACSW, Jane worked at UPEI as a teacher and with the research- and policy-focused Institute of Island Studies. Jane lives in Charlottetown with her family.



#### **Michelle Jay — Program Coordinator**

*Michelle was hired as Program Coordinator in September 2012 and works full time.*

Michelle is a proud Mom, a proud lesbian, and a proud social justice activist. She has identified as a feminist and an advocate for racial and cultural inclusion since her teen years. Michelle grew up in Indigenous communities in Manitoba and Zambia and volunteered with refugees in Guatemala and Mexico as a young adult. Her formal post-secondary education was from Mt. Allison University and UPEI, where she eventually received a BA in Psychology. She has called PEI “home” with varying degrees of (dis)comfort since the mid-1980s. Michelle lives with her daughter in Charlottetown.



#### **Becky Tramley — Office Manager**

*Becky joined Council staff in October 1986 and works part time as Office Manager.*

Becky joined Council staff full-time in October 1986 and has worked part-time since 1993. She has served in a number of administrative roles over thirty years and is the Council’s living institutional memory. Becky grew up in Nova Scotia and PEI and is the youngest of seven children brought up in a mother-led family. Her studies have included attendance at UPEI and Holland College. She lives in Charlottetown with her husband and two cats.

### Staff & Chair Development, 2021–2022:

- Orientation of Cathy as the newly appointed Chairperson began at the beginning of April. The staff and Chairperson meet regularly to plan and review their work and to take opportunities for team-building together. The staff team sets team goals annually and reviews them regularly.
- This year, training opportunities included a smartphone photography session sponsored by PEIBWA and attended by the Office Manager (November 17), PAC-sponsored training on the psychological impacts of trauma, by Dr. Lori Haskell, attended by the Chair, ED, and Program Coordinator (February 8-10); Canadian Evaluation Society’s Evaluation Essential Skills course, sponsored by PAC, completed by the ED (May 14).
- The staff and Chairperson enjoyed a team-building day in Fortune and Souris (July 13), including picking haskap berries and touring the accessible Souris boardwalk. Cathy played a significant role in seeing built.



*Jane Ledwell, Cathy Rose, Michelle Jay, and Becky Tramley in Souris, PEI.*



## Equality Report Card 2022

The Equality Report Card assesses the PEI government's progress towards implementing recommendations related to gender equality. Council released a pilot in 2008 and subsequent Equality Report Cards in 2009, 2011, 2013, 2015, 2018, and 2022.

In 2019–2020, Council members developed the process and assessment model for the 2022 Equality Report Card, specific to the mandate of government elected in May 2019.

Council presented the model for to Minister Responsible Natalie Jameson in March 2020 during lockdown measures and later adapted the project timeline for a March 2022 release.



Chairperson Cathy Rose with copies of the 2022 Equality Report Card, March 2022.

### Good Report Card Result = Good Work Towards Equity:

In March 2022, the PEI Advisory Council on the Status of Women awarded the Government of Prince Edward Island a B+ (77.5/100 points) on progress towards gender equality goals from 2019 to 2021. This is the highest grade for government since the Report Card was initiated.

In awarding a B+ for progress, Council members expressed that they were pleased with government progress over two years. As Council analysis, community perceptions, and focus group observations in the report indicate, community consensus is that we are at best halfway to gender equality overall in PEI, and we are not yet at the halfway mark for people living with low income or for groups labelled “diverse” because they are subject to systemic disadvantage and discrimination.

To inform the Equality Report Card, Council members and staff undertook a transparent and collaborative process. Steps included the following:

- A published assessment model, supported by briefings on the project for Minister Jameson (May 27) and departmental reps (June 11)
- Customized questionnaires for all government departments, developed in consultation with the Interministerial Women’s Secretariat and distributed and managed by the Task Force for Advancing Gender Equity and Diversity within government
- Focus-group consultations in the community, including the following:
  - Chairs Circle, past Chairpersons of the Council (Charlottetown, June 9)
  - Current Council members (Central Bedeque, September 23)
  - International students and recent graduates (Charlottetown, August 3)
  - Diverse Francophone women, coordinated by Actions Femmes (Summerside, November 1)
  - Rural women entrepreneurs (Montague, September 29)
- A community perceptions survey for focus group participants and representatives of community organizations, to gauge how much progress towards equity and diversity goals the community perceived
- A Council analysis survey, based on their review of all data, followed by a Council consensus-based grade-setting workshop to draft grades according to the assessment model (January 11, with follow-up)
- A draft report on grades for validation by government and community representatives
- A narrative background report with further analysis from focus groups, community perceptions survey, and Council members’ reflections

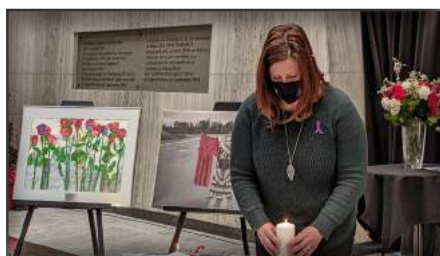
Report Card publications, including a summary in French translation, are available at [peistatusofwomen.ca](http://peistatusofwomen.ca) or in hard copy by request.

## Meetings & Correspondence with Government

Advisory Council members and staff attend many meetings and consultations representing the Advisory Council each year. Often, what Council learns in these meetings helps set priorities for Council. Sometimes, in lieu of meeting with officials, the Advisory Council offers analysis in correspondence.



Rachael Crowder from PEIRSAC, Jane Ledwell, and survivor advocate Kinley Dowling present to the Standing Committee on Health and Social Development. Screenshot of Legislative Assembly video.



MLA for Charlottetown-Victoria Park and Official Opposition critic for the Status of Women Karla Bernard lighting a candle for a murdered woman on December 6.

### Selected Meetings with Officials, 2021–2022:

- Check-ins and collaboration with the Director of the Interministerial Women's Secretariat occurred regularly and sometimes formally, including a meeting with the new gender and diversity policy analyst (July 14)
- The ED met with the Province's new anti-racism policy analyst (September 15)
- A number of meetings took place with officials on the theme of sexual assault response, in the wake of media attention on drug-assisted sexual violence.
  - The ED met with the Deputy Minister of Justice and Public Safety and Director of Justice Policy. Minister Thompson, who had requested the meeting, had to give last-minute apologies (December 7)
  - The ED participated in a presentation by the PEI Rape and Sexual Assault Centre to the Standing Committee on Health and Social Development re. drug-assisted sexual violence (December 8)
  - The ED presented as part of an Expert Panel on Sexualized Violence for the task force working on an adult sexual violence response strategy for the Province (December 13)
- Consultations and briefings with Opposition MLAs and the Opposition Office included a discussion of proposed amendments to the Police Act (April 16); sharing of the Council's feedback on the proposed Pay Transparency Act (September 27); and a discussion regarding proposed paid sick leave legislation (February 24)
- Federal meetings and consultations included ED feedback and comments on a Justice Canada review of the HELP Toolkit on family violence factors for legal advisers (May 8); a briefing attended by the Chair, ED, and Program Coordinator with Indigenous Services Canada, regarding implementation of Bill S-3 provisions (June 29)

### Selected Correspondence, 2021–2022:

- Official correspondence included letters of support for organizations seeking funding for equality projects; letters of reference or recommendation for women associated with our work; nominations of Island women for awards and honours; and cards of recognition from the Council Chairperson to women who achieve notable things.

## Meetings with the Minister Responsible

In a variety of forms, Council advises government, through the Minister Responsible for the Status of Women, on changes in policy and legislation to benefit the lives of Island women—identifying people, girls, and their families.



*Minister Jameson and Chairperson Cathy Rose at a spring 2021 meeting.*



*Minister Jameson receiving the Equality Report Card from Chairperson Cathy Rose in March 2022.*

### Meetings with the Minister Responsible for the Status of Women, 2021–2022:

- The Council Chairperson, in particular, leads the Council’s relationship with the Minister Responsible for the Status of Women. Council Chairperson Cathy Rose met with Minister Responsible Hon. Natalie Jameson twice. The ACSW ED and Program Coordinator regularly participate in the meetings, as does the Director of the Interministerial Women’s Secretariat.
- May 18: Topics included praise for work on “third option,” MMIWG Calls for Justice, and pre-budget consultations and reports; invitations to upcoming Council meetings and programs; recent participation in consultations; inquiries and issues from the public; and other Council business.
- May 27: Special briefing on the Equality Report Card: history, assessment model, and process.
- March 22: Cathy presented the Minister with the 2022 Equality Report Card in advance of its release. Other topics included updates on programming, recent consultations, and other Council business.
- On June 22, Minister Jameson met with the full Council in Charlottetown. Council members shared their unique individual passions for gender equality experiences that led them to apply to serve on the Council. They outlined the priority areas of the Equality Report Card and explained why these areas were important to them and to the status of women in PEI.
- The Chairperson and Program Coordinator were pleased to meet with Minister Jameson again for a photo opportunity on November 25, the International Day for the Elimination of Violence Against Women.
- Between-meeting correspondence to the Minister Responsible for the Status of Women included summaries of consultation survey responses and updates on programming and projects.



*Minister Jameson listens to comments from Council members participating virtually in the June 2021 Council meeting.*

## Other Research & Policy Work

Whenever possible, the Advisory Council submits briefs to public consultations on issues of concern to women and families. Council's submissions build on past policy recommendations to government. They are developed in consultation with Council members and often include consultation with community members or organizations.



*Council's pop-up banner had a few more places to pop up in 2021, until we misplaced it in June.*

### Highlights of Research & Policy Work, 2021–2022:

- Council held deliberations and provided written input regarding the review of the Child Protection Act (April 14); gender diversity guidelines in schools (June 30); changes to bereavement leave in the Employment Standards Act (September 15); the Residential Tenancy Act (January 14); pre-budget consultations (January 30)
- Council provided input through government consultation surveys on topics including CPHO consultation on alcohol-related policy (April 9); priorities for the Pre-K early learning program (April 9); the Police Services review (April 9); Department of Agriculture CAP Evaluation survey -- relevant gender and diversity elements only (April 19) and the next policy framework for Agriculture (June 18); rural public transit (June 12); midwifery implementation (June 14); future of provincial museums (March 10)
- Council provided input through email or letter regarding changes to the Statute of Limitations Act (August 19); changes to legislation related to substitute decision-making (September 15); priority areas of focus for the upcoming comprehensive review of the Employment Standards Act (February 25)
- Council representatives took part in stakeholder focus groups or interviews regarding a mental wellness promotion campaign (May 31, October 12); midwifery implementation (June 14); sexual violence strategy (October 21); Climate Change Adaptation Plan (February 24); consultation on future of museums as part of the New Museum Advocacy Group (March 10); Municipal Affairs data collection re: gender and diversity (March 10 and 25)
- Council representatives participated in update meetings regarding the Mental Health and Addictions Redevelopment (June 17)

### Government Committees and Task Forces, 2021–2022:

- Council's ED was invited to join a Department of Health and Wellness advisory committee consulting on health services for women and gender-diverse Islanders (meetings, workshops, and consultations May through March)
- Council's ED was appointed by the Minister Responsible for the Status of Women to a task force to review and analyze the PEI School Athletics Association's policies and procedures with a gender and equity lens (final meetings in April)
- Council sponsored past-Chairperson Debbie Langston's work to initiate Interministerial Women's Secretariat work developing a Black Women's History project for schools. Council's ED represented Council on the advisory committee for this project as Debbie continued the work through a new role with the Department of Education (meetings July through January)



## Electronic & Social Media

The Advisory Council on the Status of Women provides a weekly e-newsletter as a free community service. Subscribers receive submitted listings of community notices.

Advisory Council on the Status of Women staff members independently manage content of the Advisory Council's official website at [peistatusofwomen.ca](http://peistatusofwomen.ca). Whenever possible, news releases and publications are made available on the website as they are released.

The Advisory Council also uses social media to educate and engage. A presence on social networking sites Facebook and Twitter started in March 2012.

### E-Newsletter, 2021–2022:

- The Advisory Council on the Status of Women e-news sent out 41 campaigns in 2021–2022, from April to June and September to March. In addition, a special edition celebrated International Women's Day - March 8, 2022. Campaigns included at least 466 notices.
- Our e-newsletter is sent directly to our subscriber list usually every Thursday and is also available at a link on our website at [peistatusofwomen.ca](http://peistatusofwomen.ca). More than 345 people subscribe to the e-news, a decrease of about 25 people since the previous year.
- Subscriptions are welcome at <http://eepurl.com/rQH6P>.

### Website, 2021–2022, [peistatusofwomen.ca](http://peistatusofwomen.ca):

- The PEI Advisory Council on the Status of Women website at [peistatusofwomen.ca](http://peistatusofwomen.ca) is updated regularly.
- Analytics were available for the first time in 2021–2022. Highlights included over 9,300 page views by over 3,300 users. Users were mostly in Canada, with over 1/3 in Charlottetown, PEI. The home page was most visited, followed by pages about members and staff, the Purple Ribbon Campaign, International Women's Day, bursaries, resources for teachers from the Purple Ribbon Campaign, and the Equality Report Card, which was only published at year's end.

### Twitter, 2021–2022, @peiacsw:

- At March 31, about 50 tweets had been posted the previous year, resulting in an average of 2,500 tweet impressions per month. We had about 2,715 followers, a gain of about 65 over the previous year. Our organization was mentioned in about 245 tweets by others. We continued to be less active on Twitter in 2021–2022 because the platform is too tolerant of trolling, misogyny, and transphobia.
- Highlights included tweets about events such as the Purple Ribbon Campaign and International Women's Day, our projects such as the Equality Report Card, and events in the news such as student protests against unaddressed sexual harassment in schools and society.

### Videos, 2021–2022, [vimeo.com/peiacsw](https://vimeo.com/peiacsw):

- Council videos received over 150 views on Vimeo for the following:
  - The 2021 Montreal Massacre Memorial Service recorded livestream (December): [vimeo.com/653842703](https://vimeo.com/653842703) The original livestream was followed on Facebook by 2,200 users.
  - International Women's Day video promo message from Chairperson Cathy Rose (February): [vimeo.com/684323589](https://vimeo.com/684323589)
  - The Equality Report Card launch recorded Zoom broadcast (March): [vimeo.com/693625038](https://vimeo.com/693625038). The original broadcast was viewed on Zoom by 30 additional viewers/guests.



*A recording of the Equality Report Card launch was among the videos Council shared this past year. Friend of the Council Kate Dempsey from Women's Network PEI shared comments on the importance of the Report Card to the PEI feminist community.*

## Electronic & Social Media, continued



*The most-“liked” post on our Facebook page last year, quoting Arthur Chang.*

### Facebook, 2021–2022, [facebook.com/peistatusofwomen](https://facebook.com/peistatusofwomen):

- A snapshot of ACSW Facebook page analytics as of March 31, 2022:
  - Annual number of “Likes”: 1,447 (up 96 from 2021, unsurprisingly our audience is 87% women)
  - Total posts: 375
  - Total reach: 26,113 (an increase of 58% according to FB Meta)
- Twelve (12) individual posts, or a grouping of posts about a specific topic, received more than 1,000 likes this year. Most were ACSW event-related items, or were about Island women known in the community. An additional 21 individual posts reached 500-1,000 users.
- The topic of Indigenous justice and reconciliation received 3.6K likes from June to September, 2021. This reporting period covered National Indigenous People’s Day, the discovery of thousands of unmarked Indigenous children’s graves across Canada and September 30 as National Day of Truth and Reconciliation. Similarly, posts about PRIDE on PEI received more than 1.5K likes between early July and August 6, which included PEI’s PRIDE week. Posts highlighting activities during Sexual Assault Awareness Week (September 20-24) had over 1.3K likes, and posts about sexualized violence and reporting challenges/barriers to justice in PEI were also well-read.
- The issue of poverty eradication was shared in a post about Senator Kim Pate’s visit in October, and her endorsement of a national basic income guarantee program that could begin in PEI (1.5K). The PEI Working Group for a Livable Income wrote a 4-part series of opinion pieces on basic income in December 2021. Jane’s initial piece, “Basic Income Guarantee Worthy of Its Name” received 1,000 likes.
- Lunch & Learn events organized by ACSW received a lot of attention – especially Anjum Sultana’s “Feminist Recovery” (2K likes) and Sen. Michèle Audette’s “Calls for Justice for MMIWG” (1,970 likes). A post promoting Status of Women bursaries on October 8 received 1.2K likes, with announcements of bursary winners garnering many more.
- Posts about the Purple Ribbon Campaign activities and resources are always popular, receiving more than 3.2K likes from mid-November to December 5. Posts leading up to and following the Montreal Massacre Memorial Service, including the Chairperson’s message December 6th, had more than 3.8K views. The December 6th Memorial Service livestream was followed by 2,200 users. March 8 International Women’s Day podcasts, including the special edition e-news, received approximately 6.8K likes in March 2022. Also in March, posts about the Equality Report Card launch and subsequent video recording were viewed 1.9K times.
- A post of a meme about diversity, equity, inclusion, and belonging received the most attention of any ACSW post for the year.

## Media

The Advisory Council regularly submits news releases and opinion pieces to the media. The Council also responds to requests for comment on issues that affect women and families. Ordinarily, approved spokespersons on behalf of the Council are the Chairperson, the Executive Director, and the Program Coordinator.



A screenshot of Jane Ledwell speaking to CBC Compass about the “third option.”



Cathy Rose speaks to the media following the Equality Report Card launch.

### Letters to the Editor and Opinion Pieces, 2021–2022:

- “Recognizing Controlling Behaviour Can Save Lives” by Jane Ledwell (August 24)
- “Long-awaited Good News on Island-wide Public Transit” by Cathy Rose (October 16)
- Special: English translation of “Lettre Ouverte : Aux filles qui me suivront”, a remembrance of December 6, 1989, by Actions Femmes’s President Nathalie Vendrys (November 29)
- “Basic Income Guarantee Worthy of the Name” by Jane Ledwell (December 1)
- “Reimagining Safety as Economic Empowerment / Repensons la sécurité comme outil d’autonomisation économique” by C. Rose (Dec. 6)
- “Justice not served in recent sentencing” by Cathy Rose (December 23)

### Interview Requests, 2021–2022:

- **CBC Radio/Television:** “third option” after sexual assault (May 5); \$10/day childcare agreement (July 28); police response to drug-assisted sexual assault (Sept. 14); non-disclosure agreements/sexual harassment at UPEI (Nov. 26); maintenance enforcement non-payers (December 3); International Women’s Day (March 7); Equality Report Card (March 24)
- **Radio-Canada Radio/Web:** “third option” after sexual assault (May 7); domestic violence (May 15); release of statistical profile of women (June 1); \$10/day childcare agreement (July 28); student protest of sexual harassment in schools and society (October 21); drug-assisted sexual assault (November 16 and December 8); “Island Shot” initiative (March 22); Equality Report Card (March 28)
- **Island Press (Eastern and Western Graphic):** Purple Ribbon Campaign (November 26)
- **Charlottetown Guardian/Saltwire:** “third option” after sexual assault (May 5); 2SLGBTQIA+ community solidarity event at East Wiltshire School (June 14); pay equity (July 8); \$10/day childcare agreement (July 28)
- **La Voix Acadienne:** funding for Summerside women’s shelter (May 7); drug-assisted sexual assault (Nov. 16); Equality Report Card (March 24)
- **Other Local Podcasts & Multimedia:** See page 32 for more about the “Break the Bias” podcast series for IWD (March 8)
- **Government of PEI:** quotations for government news release about the statistical profile of women (May 27); photo opportunity with Min. Jameson and violence prevention grant recipients for the International Day for the Elimination of Violence Against Women (November 25)
- **News Conferences:** Sen. Kim Pate news conference promoting basic income guarantee (October 29); Council’s Equality Report Card launch (March 24)



## Inquiries & Referrals

The Advisory Council responds to inquiries from individuals, groups, and government. These range from requests for information to crisis calls and requests for advocacy. People make inquiries in person or by telephone, e-mail, or correspondence. Inquiries are often complex and often come from women who have already tried unsuccessfully to get service.

The Advisory Council does not have the mandate or resources to provide services or to advocate for individual women. We offer support with information, referrals, and, at times, interventions with formal systems. The concerns women raise in individual inquiries often lead to policy analysis by Council to address underlying systemic issues. When possible, the Chair raises concerns from inquiries with the Minister Responsible for the Status of Women.



The Advisory Council's logo in the colours of the Progress Pride flag.

### About Inquiries, 2021–2022:

*Inadequate systems response to women who are/ have been in abusive relationships:* Issues cited included legal processes extending abuse; questions about whether Claire's Law was being considered in PEI; women and children unsafe from former partners in criminal justice system; Charlottetown police inaction on harassment complaints; need for navigation of supports; mental health harm to children and survivors; and the need for policy and procedure changes to support women and children after a relationship ends.

*Violence against women/sexual assault/sexual harassment:* Inquiries included many women who spoke of their experiences of drug-assisted sexual violence; the reality of coercive control; lack of resources to support survivors of sexual assault; UPEI past-President's role in sexual harassment on campus and non-disclosure agreements revisited, as well as other reports of sexual harassment at workplaces; calls for institutional accountability over sexual assault of young woman performer; youth protests against sexual harassment in schools and society; concerns re. the rise of incels across Canada; and people experiencing reporting to police and not being believed.

*Racism and Allyship:* Concerns about BIPOC people not being hired for public service jobs; systemic racism against Indigenous and Black staff at institutions; weak allyship by white feminists with BIPOC women; requests for anti-racism and parenting resources; and employment services for newcomer women.

*Trans Women:* We received significant hateful and transphobic comments about inclusion of trans experience in the December 6th Memorial Service (mostly from outside of PEI/Canada); transphobic calls questioning the validity of government's consultation on guidelines for supporting gender diversity in schools. A caller expressed concern about gender discrimination against women for gender-affirming surgeries and services.

*Caregiving:* Access to physical and mental health care were raised; need for supported decision-making; needs of caregivers to older adults; the Child Protection Act Review; inadequate homecare services; access to seniors housing and adequate heating/cooling systems; and continued lack of infant childcare spaces and respite care in the province.

*Other topics:* Poverty and housing were both significant, ongoing, inter-related challenges. Also, access to public washrooms in SBC; daycare COVID-19 protocols; and a complaint of sexism in Health PEI correspondence.

*Referrals:* The PEI 211 Service is directing inquiries well. Mostly we refer to the Rape and Sexual Assault Centre, Family Violence Prevention Services, and Community Legal Information, but also to: queer counselling services; Black Cultural Society and BIPOC-USHR on race-related issues; CLI and PEI Fight for Affordable Housing for tenant support; and Cooper Institute on migrant workers' rights.



## Community Consultations

The Advisory Council staff, Chairperson and Council members consult with many individuals, organizations, and sectors on a variety of issues related to the status of women on PEI.

### Community Consultations, 2021–2022:

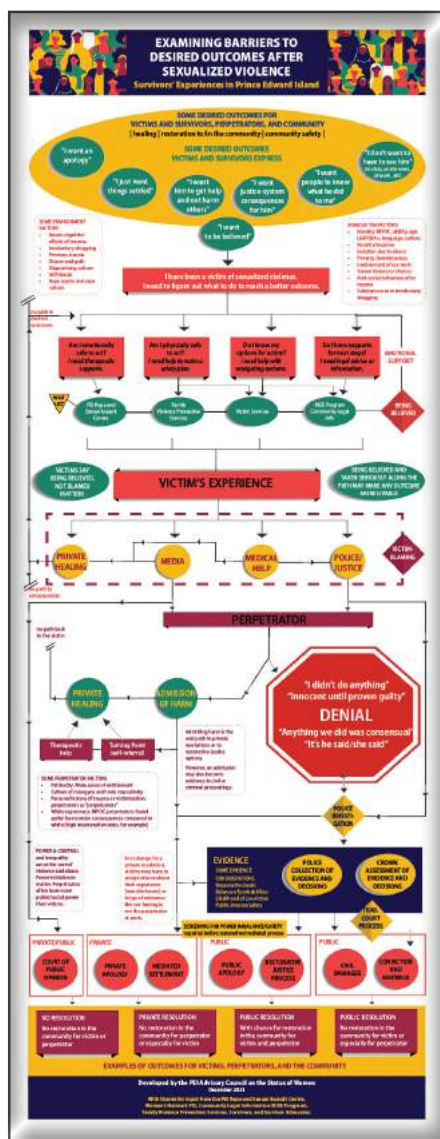
- The ED, often with the Program Coordinator, checked in with government and community partners as regularly as possible, including Women's Network PEI; PAC/Family Violence Prevention Services; United Way PEI (EDI/outreach); Cooper Institute; and Actions Femmes. Check-ins with the PEI Coalition for Women in Government are regular in our shared office space. Not-for-profit EDs recommenced meeting in person to share information and ideas (November 3)

### Special Collaborations, 2021–2022:

- Turning Point Advocacy: Council staff collaborated with Family Violence Prevention Services in July and August to coordinate numerous organizational endorsements and support for a letter advocating restored/increased referral to Turning Point, PEI's program to provide services to men who use violence in relationships. The advocacy was successful, and government increased resources and referral points for Turning Point.
- Supporting Survivors: The ED and Program Coordinator organized special actions to support survivors of sexual violence in the wake of media attention on drug-assisted sexual violence. They coordinated consultation among groups and survivor advocates (November 26, December 3). This group worked to develop key messages for media and for the Standing Committee on Health and Social Development, and the task force developing a provincial adult sexual violence response strategy. Council's special contributions included a survivor case study for consideration by the task force, and a flow-chart infographic, "Examining Barriers to Desired Outcomes After Sexualized Violence," published in December 2021.

### Participation in Community Research, 2021–2022:

- Council members were encouraged to complete consultation surveys, and staff members completed surveys, including the Human Rights Commission's SHIFT survey on sexual harassment (August)
- The ED presented to Dr. Susan Hartley's PsyD class at UPEI (November 25) and took part in a focus group for research on quality of life indicators with the Institute of Island Studies (December 14)
- The ED met with researchers including graduate students; St. Thomas University students working on an access to abortion research project (March 17); and organizers from the Toronto Metropolitan University-led #HighSchoolToo sexual violence prevention program (February 7)
- The ED and Program Coordinator attended Council member Caroline MacRae's presentation to her Master's of Nursing class (March 28). Students presented proposals on how Nurse Practitioners could fill gaps in healthcare services in the PEI community.



Infographic illustrating barriers to desired outcomes for survivors of sexualized violence in PEI.

## Other Community Engagement



Jane Ledwell presenting on the Actions Femmes panel on domestic violence. Photo credit: La Voix Acadienne.

### Panels and Presentations, 2021–2022:

- The ED participated in a panel on domestic violence for Actions Femmes's event "*Violence Conjugales : sortir de l'emprise et se reconstruire*" (May 15). She read poetry for the International Development Week event "Poetry, Prose, and Print: Sustainable Development Goals through the Literary Arts" (February 11)
- Council staff led creation of a slide set on Basic Income Guarantee for the Working Group for a Livable Income. The Program Coordinator presented to Cooper Institute (October 12)
- Presentations on Basic Income Guarantee, with reps of Revenu de base Québec, for Quebec MPs (February 23, March 8)

## Chairs Circle 2021

In 2021, the PEI Advisory Council on the Status of Women held its 10th anniversary roundtable of past and present Advisory Council Chairpersons.

Through facilitated discussion, they reflected on ACSW challenges and achievements over the decades. The Chairs Circle is an opportunity to share collective knowledge and experience among long-time gender-equality advocates.

### Chairs Circle Gathering, 2021:

- The tenth anniversary gathering of past and present Chairpersons of the PEI Advisory Council on the Status of Women took place on June 9, 2021.
- Current Chairperson Cathy Rose hosted the Chairs Circle at the Haviland Club in Charlottetown and welcomed eight past Chairpersons to a roundtable discussion on the theme of "feminist recovery from COVID-19." The Chairs in the room covered over 40 years of the Advisory Council's history, from 1979 to the present day.
- The Chairs Circle consultation was included as a focus group in the Equality Report Card released in March 2022.
- The past Chairpersons who were not able to attend the Chairs Circle were all invited to share their perceptions and experiences through a survey, even if they were not able to attend in person.
- Throughout the pandemic, check-ins with individual past-Chairpersons over tea were especially valuable times for Council staff. We do not let our Chairs go lightly at the end of their terms!



## Community Events

The Advisory Council staff, Chairperson, and Council members continue to consult informally with a variety of individuals, organizations, and sectors. The Chairperson, Executive Director, and Program Coordinator played a role in a number of events. Again in 2021–2022, it was possible to take in many regional and national events, especially webinars, delivered virtually.



Above: Bella Jay and Michelle Jay at the solidarity action for students at East Wiltshire school. Below: Participants line the road by the school.



### Community Events, 2021–2022:

- Actions Femmes panel on caregiving to older adults (April 7)
- Solidarity and anti-Islamophobia vigil in memory of the Aafzal family, hosted by the Canadian Coalition of Muslim Women (June 9)
- Peaceful Vigil | Silent Walk in solidarity with residential school survivors and in memory of children killed at residential schools, hosted by the Epekwitk Assembly of Councils (June 10)
- Solidarity action at East Wiltshire School in support of queer youth and calling for educator accountability and safety for all students (June 14)
- PRIDE PEI March (July 24)
- Community Outreach Centre Open House (September 11)
- First ever provincial Sexual Assault Awareness Week, September 2021 (*Program Coordinator as co-organizer*): “Writing Your Story” workshop (September 21), Take Back the Night March (September 23 – *Program Coordinator as a speaker*)
- United Way “United in Song” virtual event (September 24)
- Livestream of the Province of PEI’s recognition of the first National Day for Truth and Reconciliation (September 30)
- Actions Femmes’s “Forum des femmes” (October 2)
- Sisters in Spirit Vigil, Summerside (October 4 – *Chairperson as a speaker*)
- Women’s History Month appreciation luncheon, hosted by Lieutenant Governor Antoinette Perry (October 6)
- Interministerial Women’s Secretariat’s Women’s History Month exhibit event (October 13)
- Parent protest of sexual harassment of female students in PEI schools (October 22)
- Women’s Network PEI fundraiser (October 23)
- Symons Lecture and medal presentation honouring Louise Arbour, Confederation Centre of the Arts (October 29)
- Human Rights Commission SHIFT project release of “first-aid kit” resource on workplace sexual harassment (November 2)
- Trans Awareness Week flag-raising events (November 15 & 19) and Trans Day of Remembrance Vigil (Nov. 20)
- Women’s Network Feminist Happy-Hour (November 19)
- Launch of *She Rules* by Sara Roach-Lewis (November 24)



Chairperson Cathy Rose speaking at the Sisters in Spirit Vigil.



## Community Events, continued



*Walking in memory of missing and murdered Indigenous women and girls at the Sisters in Spirit commemoration, Summerside. Sweta Daboo, Jane Ledwell, and Cathy Rose.*



*Feminist PRIDE on display at the Pride March in summer 2021.*



*Participants in the Take Back the Night March, fall 2021. Photo credit: PEI Rape and Sexual Assault Centre.*

### Community Events, 2021–2022, continued:

- Coalition for Women in Government “Digital Self-Care” webinar (January 21)
- Green Resilience Project PEI consultation (January 27 – *Program Coordinator as featured speaker*)
- Coalition for Women in Government/PEI Municipal Affairs Lunch and Learn (February 18)
- PEI Business Women’s Association International Women’s Day panel announcing “25 Most Powerful Women in Atlantic Business,” *including Chairperson Cathy Rose as a speaker and an honoree* (March 8)

### Regional & National Webinars, 2021–2022:

- “Taming Traffic,” Institute for Transportation & Development Policy (April 20)
- “Crunching the Numbers,” YWCA/YMCA panel analysis of federal budget (April 22)
- Hollaback Street Harassment Bystander Training webinar by Julie LaLonde (May 7)
- “A Tale of Two Provinces: Basic Income Approaches in PEI and BC,” Tamarack Institute (May 27)
- “Economic Abuse: Pathways to Recovery Through Policy,” Canadian Centre for Women’s Empowerment (September 23)
- “Deepening Community: A Book Review and Conversation with Paul Born” (October 28)
- “Building Canada’s Future: Embracing All Women,” Famous Five Foundation (October 28)
- “Recognizing Critical Expertise: A Knowledge and Skills Framework for Intimate Partner Violence Specialists,” (January 21)
- “Communications and Public Engagement Toolkit Lunch and Learn,” Equal Futures Network (March 28)



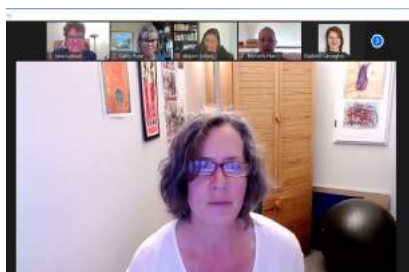
## Lunch and Learn Series

With health protections and physical distancing requirements continuing into 2021, Council decided to organize online Lunch & Learn events as a way to provide public education on various feminist issues. While the online learnings have not been heavily subscribed, those who have participated have responded very positively. Staff and Council members are enthused about the calibre of national feminist leaders who have been willing to share their knowledge and experience beyond our provincial boundaries. Council members were asked to play particular roles during the Lunch & Learns, which increased their knowledge and engagement.



### Anjum Sultana, YWCA CANADA Feminist Economic Recovery, June 18, 2021

- Anjum Sultana, Director of Public Policy & Strategic Communications YWCA Canada, was the speaker on feminist economic recovery.
- Anjum spoke compellingly about the gendered aspects of the pandemic, highlighting three key messages from the Feminist Economic Recovery Plan for Canada, which she co-authored:
  1. An explicit gendered focus is necessary for Canada's and global society;
  2. Women, Two-Spirit and Gender Diverse People need to be at the Centre of Recovery discussions;
  3. Canada and Prince Edward Island can and should be leading a feminist recovery in the country.
- The speaker was introduced by Chairperson Cathy Rose, Treasurer Chrissy MacPhail welcomed everyone to Mi'kma'ki territory, and a thank you was extended by Council member Gaylene Carragher.

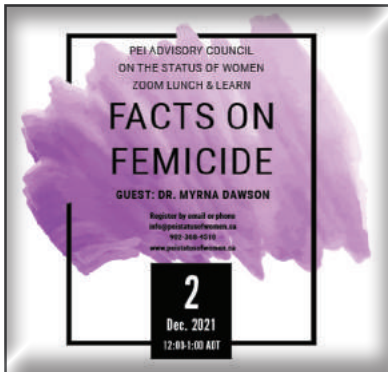


*Program Coordinator Michelle Jay hosts the Feminist Recovery Lunch and Learn on Zoom.*



*Anjum Sultana presents on Zoom at the Feminist Recovery Lunch and Learn.*

## Lunch and Learn Series, continued



### Dr. Myrna Dawson, Canadian Femicide Observatory Facts on Femicide, December 2, 2021

- Dr. Myrna Dawson, Founder and Lead Researcher of the Canadian Femicide Observatory for Justice & Accountability (CFOJA), was the speaker on femicide.
- Myrna, originally from PEI, is a passionate advocate for naming femicide (#CallItFemicide) and explicitly addressing gendered factors. From January 1–June 30, 2021, 92 women and girls were killed by violence in Canada. She stressed that intimate partner femicide is the most preventable form of homicide. Myrna is also a strong proponent of addressing femicide as a public health issue.
- Cathy Rose welcomed participants and extended a land acknowledgement from Epekwitk. Council member Barb McDowall thanked the speaker and everyone who attended.



### Sen. Michèle Audette, Past National Inquiry Commissioner Calls for Justice for Missing and Murdered Indigenous Women and Girls, March 14, 2022

- Sen. Michèle Audette, former Commissioner, National Inquiry into Missing and Murdered Women & Girls (MMIWG), former President of NWAC, was the speaker on the Calls for Justice.
- Sen. Audette was a personable, powerful speaker who shared her own family experience of a young girl's abduction. The staggering and disproportionate number of missing and murdered Indigenous women and girls in our country constitutes cultural genocide. She believes in the necessity in appointing a national Ombudsperson to ensure the 231 Calls for Justice in the final MMIWG report are acted on. Of the ongoing process of reconciliation she stated, "I am not afraid."
- Vice-Chairperson Serena Smith emceed and gave a land acknowledgement. Treasurer Chrissy MacPhail welcomed her friend, Sen. Audette. Minister Responsible for the Status of Women Natalie Jameson was given space to highlight PEI's commitment to the Calls for Justice. Serena closed by thanking Sen. Audette for her wisdom.



Sen. Audette presenting at the Zoom Lunch and Learn.

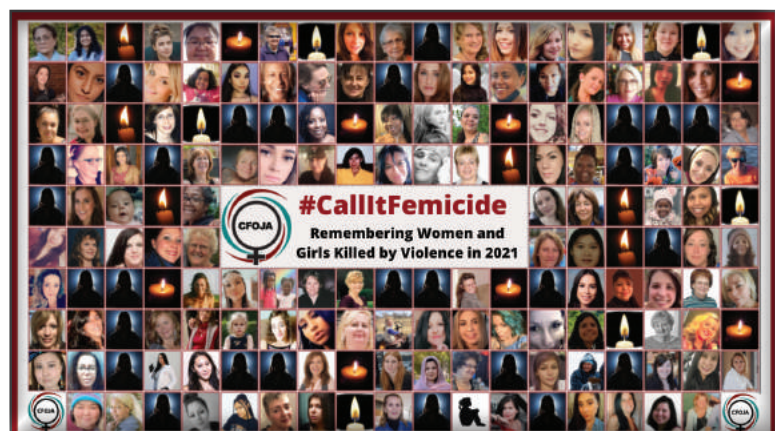
## Partnerships

The Advisory Council is committed to participating in the work of relevant coalitions, task forces, research projects, or other community-led activities. Council contributes in-kind work and expertise in gender and diversity analysis to our partner groups. Council members gain access to research, new perspectives, follow-up on advocacy, and more.

### List & Description of Partnerships, 2021–2022:

- Aboriginal Women's Association of PEI:** In 2014–2015, the Advisory Council became a member-at-large of this provincial association. Together, our two organizations have collaborated on projects including their annual Sisters in Spirit vigil, two study groups, a focus group for the 2018 Equality Report Card, content for the Purple Ribbon Campaign, and ceremony for our Montreal Massacre Memorial Service and other special events.
- Abortion Rights Network:** Council's ED and Program Coordinator sit on this committee, which came together to advocate for equitable abortion services and to ensure women have accurate and accessible information about where and how to access abortion services.  
*ACSW role:* Attending meetings, examining provincial policies; assisting with communications; participating in projects and events.
- Canadian Centre for Women's Empowerment:** Council's Program Coordinator joined the CCFWE's National Working Group on Economic Abuse in 2020. The Centre is a national organization, based in Ottawa, dedicated to empowering domestic violence survivors through advocacy, mentorship, and economic empowerment, particularly to create education and awareness about the impact of economic abuse.  
*ACSW role:* Consult on current activities and communications of the CCFWE, especially as they relate to Prince Edward Island.
- Canadian Femicide Observatory for Justice and Accountability:** Council's ED was appointed in 2017 to serve on the national expert panel of this observatory. The CFOJA is a web-based research and information centre which aims to conduct, mobilize, exchange, and promote research and knowledge to prevent femicide and other forms of gender-based killings in Canada.  
*ACSW role:* Consult on current activities and communications of the CFOJA, especially as they relate to Prince Edward Island.

Collage of women killed by violence in Canada in 2021 from the Canadian Femicide Observatory, [www.femicideincanada.ca](http://www.femicideincanada.ca).



### Partnerships, continued



*ED Jane Ledwell and Program Coordinator Michelle Jay participate in most partnership meetings on behalf of the Advisory Council.*

#### List & Description of Partnerships, 2021–2022, cont.:

- **Equal Futures Network:** The Advisory Council is an organizational member of the newly formed national Equal Futures Network, which connects national, regional, community, and grassroots organizations, agencies, civil society and projects from across Canada that are committed to advancing gender equality and to ensuring equal futures for all. Using innovative approaches, Equal Futures provides a platform for connection and collaboration to drive progress on gender equality from coast to coast to coast.

*ACSW role:* Providing feedback through surveys, sharing information and notices, participating in interactive webinars and education opportunities.

- **International Women's Day (IWD) Committee:** Council's Program Coordinator brings together and leads this committee to plan and present projects and events for International Women's Day. See more on page 32.

*ACSW role:* Coordinating the committee and leading IWD planning.

- **IWS Grant Adjudication Committees:** Council's ED sits on committees to review applications and advise the Minister Responsible for the Status of Women on violence against women prevention grants and community grants, awarded by the Province where the organizations, principles, objectives, and activities of applicants support the legal, health, social, and economic equality of women.

*ACSW role:* Adjudicating applications and reviewing communications.

- **Justice Options for Women:** The Council's Program Coordinator serves on the advisory committee for this project. Justice Options creates opportunities for community dialogue and input into justice policy regarding the issues of violence against women and the impact on and of restorative justice. Justice Options developed and leads Circles of Safety and Support for women at high risk of violence.

*ACSW role:* Participating in meetings; helping develop project plans and funding applications; reviewing products and publications. The Program Coordinator participated in hiring a new coordinator.

- **National Coalition of Provincial and Territorial Advisory Councils on the Status of Women:** The National Coalition was formed in 1995 to provide a venue for strategic action on issues of concern to Canadian women, after the Canadian Advisory Council on the Status of Women ceased that same year, leaving a gap in national advocacy. The Coalition was not active in 2021–2022.



## Partnerships, continued



*Jennifer Cairns-Burke, the new provincial manager for family violence prevention, with responsibilities to coordinate the Premier's Action Committee on Family Violence Prevention, participated in the Purple Ribbon Pinning Bee in November 2021.*



*Sweta Daboo, right, the ED of the Coalition for Women in Government, participated in the Sisters in Spirit Vigil alongside Council representatives.*

### List & Description of Partnerships, 2021–2022, cont.:

- New Museum Advocacy Group:** The Council's ED was invited to sit on this Group, an informal collective of heritage supporters and professionals who have in common the advocacy of a new, dynamic, and innovative museum of cultural and natural history.  
*ACSW role:* Advocating for equity and inclusion in a new museum project; sharing gender and diversity analysis.
- PAC—Premier's Action Committee on Family Violence Prevention:** The Council is appointed by the Premier to be represented on this committee. PAC's mandate includes coordinating implementation of the provincial Family Violence Prevention Strategy. The ED represents Council at the PAC table, serves on PAC Admin, and chairs the Evaluation Working Group. The Program Coordinator serves on the Youth Engagement Working Group.  
*ACSW role:* Attending full group, administrative, and working group meetings; reviewing documents; advocating for a focus on gender-based violence and violence against children; providing insights on gender equality roots of violence; participating in projects and events.
- PEI Coalition for Women in Government:** In 2021, Council's ED completed her term on the Board and steering committee of this non-partisan intersectional feminist organization dedicated to advancing women's leadership in the political, civic, and democratic life of PEI. The Council continues to have a close collaborative relationship with the Coalition, for example, planning together for a poster to mark the 2022 centennial of gender being removed as a barrier to voting.  
*ACSW role:* Collaborating on projects and events and providing mutual support in our shared workspace.
- PEI Literacy Alliance:** The Council is a member of this provincial alliance dedicated to creating a culture of literacy and learning and delivering programs to support adult learners, families, and children in improving their literacy and essential skills.  
*ACSW role:* Attending annual and semi-annual meetings when possible; support and collaboration in our shared office space.

## Partnerships, continued



*Some members of the PEI Working Group for a Livable Income with Senators Kim Pate and Diane Griffin at Sen. Pate and the Working Group's news conference on Basic Income Guarantee.*



*Senator Kim Pate, Chairperson Cathy Rose, and Senator Diane Griffin.*



*Participants in the Take Back the Night March on Great George Street. Photo credit: PEI Rape and Sexual Assault Centre.*

### List & Description of Partnerships, 2021–2022, cont.:

- PEI Working Group for a Livable Income:** Council's ED and Program Coordinator serve on this coalition of a dozen community organizations that are active in working to eliminate poverty and advocate for a livable income for all Islanders to live in good health and with dignity. The Working Group is actively advocating for a demonstration project on basic income guarantee (BIG) for PEI.  
*ACSW role:* Participating in meetings and special events; contributing perspectives on women's poverty; taking our turn with other organizations to be spokespersons, make presentations, and draft publications, correspondence, media releases, and briefs to government.
- PEI Rape and Sexual Assault Centre "Take Back the Night" Project:** Council's Program Coordinator sat on the advisory committee for this PEI Rape and Sexual Assault Centre–led, Interministerial Women's Secretariat–funded project to make sustainable Take Back the Night events in Prince Edward Island to prevent and address sexualized violence. This committee's work will continue in future through PAC.  
*ACSW role:* Participating in meetings and contributing advice and analysis; promoting and participating in events.
- Victim Services Advisory Committee:** Council Treasurer Chris MacPhail represents Council on this committee. The Advisory Committee's purpose is to exchange information on current and emerging issues related to victims and to help develop policy, programs, services, and legislation and report to the Attorney General and government officials on the needs of victims of crime.  
*ACSW role:* Sharing information, especially from a gender perspective; identifying and bringing issues to the table for discussion.
- Women's Network PEI "Pathways to Thrive" Project:** Council's Program Coordinator sits on the advisory committee for this five-year community-based research project led by PEI Rape and Sexual Assault Centre and coordinated through Women's Network. It started in April 2021 and is funded by Women and Gender Equality (WAGE) Canada.  
*ACSW role:* Participating in meetings and contributing advice and analysis; assisting in research; assisting with network building and partnership development.

### Purple Ribbon Campaign Against Violence

November 25 is the annual International Day for the Elimination of Violence Against Women. December 6 is the National Day of Remembrance and Action to commemorate the murder of 14 female engineering students in Montreal in 1989 and other women killed by gender-based violence. Every year, the Advisory Council's Purple Ribbon Campaign involves volunteers Island-wide in an effort to distribute purple ribbon symbols and information. Islanders are encouraged to wear the purple ribbon symbol on or near December 6, and again during Family Violence Prevention Week (moved to May in 2022), to remember all women who are victims of violence.



#### Purple Ribbon Campaign Highlights, 2021–2022:



- In this second year of the COVID-19 pandemic, the Council-generated theme of “Reimagining Safety: self\*relationships\*world” was relevant and motivating. A task team of Council members helped re-imagine how to develop the message of violence prevention in the current context. The PRIDE Progress Flag was incorporated in the design of the pink bookmark. Islanders were asked to envision true safety for all people, of all genders, and work towards a world where equality is the norm and all beautiful diverse expressions are included and celebrated.
- There was a return to printing bookmarks and more than 12,000 purple ribbons were cut, pinned to the cards, and distributed across PEI. Schools were especially eager for the 1.5” purple ribbon badges; more than 4,000 were given to educators and others in the community in 2021.
- This year’s multilingual poster featuring eleven (11) commonly spoken or traditional languages included translations provided by the Immigrant and Refugee Services Association, the Aboriginal Women’s Association, and provincial translation services. The poster is unique and colourful and remains very popular. In addition, a Teen Power and Control Wheel was created to illustrate dynamics of healthy and unhealthy relationships. Hard copies of both posters, ribbons and bookmarks, badges, and temporary tattoos were made available by request and delivered to public access points.





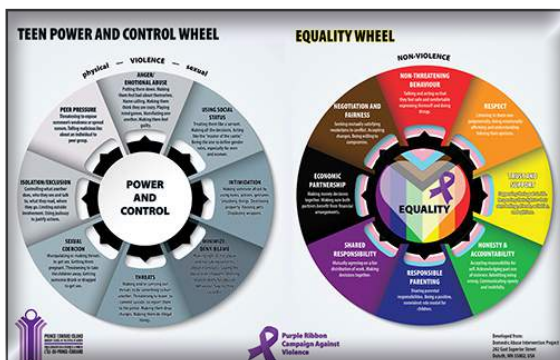
## Purple Ribbon Campaign Against Violence, continued



The return of the in-person purple ribbon pinning bee in November was a welcome event.

### Purple Ribbon Campaign Resources for Teachers:

- Resources for Educators were re-formatted into slideshow presentations for easier accessibility and made available online. Resources outline explicit links to curriculum outcomes for various grades in Social Studies, Health, and Family Life classes. The Google slideshows are in both English and French:
- Power and Control v. Equality | Le pouvoir et le contrôle v. l'égalité (poster and worksheets)
- What Is a Healthy Relationship? | Qu'est-ce qu'une relation saine?
- Consent Is ... | Le consentement c'est ...
- How to Support Survivors | Comment appuyer les survivantes
- Background: Purple Ribbon Campaign | Historique : Campagne du ruban violet
- Ways Youth Can Help ... | Les jeunes peuvent aider



Equality wheel posters and slides were designed for the Purple Ribbon Campaign's Resources for Teachers.



"Reimagining Safety" badges with the purple ribbon symbol were popular throughout the year.

### International Day for the Elimination of Violence Against Women, 2021:

- The ACSW annual Purple Ribbon Campaign officially launched on the UN's International Day for the Elimination of Violence Against Women, November 25, 2021. The Minister Responsible for the Status of Women, Hon. Natalie Jameson, acknowledged the day and read a supporting statement in the PEI Legislature. Chairperson Cathy Rose and representatives of community organizations who received Violence Against Women grants from the IWS, attended a photo op with the Minister.

### Purple Ribbon Campaign Sponsorship and Thanks, 2021:

Many thanks to sponsors and supporters:

- Funding sponsors:** the Premier's Action Committee on Family Violence Prevention and the City of Charlottetown
- In-kind partners:** PEI Federated Women's Institutes and community volunteers and supporters across PEI
- Venue sponsor:** Confederation Centre of the Arts



### Purple Ribbon Campaign Against Violence, continued



*The candle-lighting table setting.*



*Guest speaker Anastasia Preston.*



*Suzanne Campbell, "Stone and Sand ..."*



*Elder Julie Pellissier-Lush, with Richard Lush, remembering MMIWG.*



*Words and ceremony by Elder Sarah Stewart-Jackson.*

#### Montreal Massacre Memorial Service, 2021:

- We gathered as a community to honour the lives of women who have been lost to violence, although participation was limited to invitation-only to respect pandemic health protections.
- A hybrid experience of in-person memorial and Facebook livestreaming of the event was created to be inclusive and respectful of varying levels of personal comfort yet still maintain aspects of ritual and meaning. The candle-lighting in honour of women victims of violence was done separately – the 14 victims of the 1989 Montreal Massacre and the 10 Island women murdered since 1989 were honoured.
- The program comprised: participation in candle-lighting by family members, community leaders and Council women; a bold and compelling speaker; Indigenous commentary and ceremony; elements of nature; display of the Silent Witnesses; and a beautiful vocal performance. Chairperson Cathy Rose's commentary "Reimagining Safety as Economic Empowerment," was published in The Guardian on December 6 and at [peistatusofwomen.ca](http://peistatusofwomen.ca).
- Speakers, performers, and participants were
  - Elder Sarah Stewart-Jackson, Indigenous Opening Ceremony
  - Chairperson Cathy Rose, emcee and commentary "Reimagining Safety as Economic Empowerment"
  - Public officials, front-line workers, and Purple Ribbon Campaign volunteers lit 14 candles for victims of the 1989 Montreal Massacre
  - Todd MacLean, piano accompaniment
  - Elder Julie Pellissier-Lush, Mi'kmaw Ceremony
  - Anastasia Preston, guest speaker "Trans Experiences of Gender-Based Violence"
  - Family members and friends of murdered women, community-sector leaders, and front-line workers with victims and survivors of violence lit 10 candles for murdered PEI women
  - Suzanne Campbell, soloist performing Rose Vaughan's "Stone and Sand and Sea and Sky"



*Left: Chairperson Cathy Rose lights a candle after powerful personal and political remarks. Right: Minister Responsible for the Status of Women Natalie Jameson lights a candle in memory of a murdered woman.*

### International Women's Day – March 8

United Nations-declared International Women's Day (IWD) takes place on March 8th each year. Events on International Women's Day and the week surrounding it recognize women's ongoing struggle for equity.

PEI's IWD activities balance advocating for equality with celebrating the resilience and achievements of women globally, nationally, and locally.

#### International Women's Day 2022: "Break the Bias"

The International Women's Day organizing committee made a decision to revisit the online podcasts for 2022, considering the pandemic climate. March 2022 featured four (4) podcast conversations between eight (8) exceptional women and gender-diverse people sharing their perspectives and experiences of breaking the bias in PEI. Each episode features inspiring women leaders in the community who are contributing their passion, skills, and choices to advancing gender equality.

As we analyze the inequalities that have become more glaring during the COVID-19 pandemic, and the gendered inequalities that our responses to the pandemic exposed, the international theme of "Break the Bias" was appropriate. Worldwide, the greatest negative impacts are being felt by women, girls, and gender-diverse people and there is a great need to break through harmful biases.

Special thanks to Sweta Daboo, Molly Williams and Donna Dingwell for taking on huge responsibilities during a time of repeat lockdown. Together we made sure the podcasts were completed, completed by March 8, and that they are something we can be very proud of!



- EPISODE 1: Kate McKenna (*bottom row, right*) in conversation with KINLEY Dowling (*middle row, right*)
- EPISODE 2: Jane Robertson (*bottom row, middle*) in conversation with Jay Baglole (*top row, left*)
- EPISODE 3: Dawne Knockwood (*top row, middle*) and Sarah Stewart-Jackson (*bottom row, left*) in conversation
- EPISODE 4: Millie Langston (*top row, right*) in conversation with Linda Hennessey (*middle row, middle*)

Generous financial and time resources were contributed by local unions, women's and social justice organizations: UPSE, CUPE, PSAC, and PEI Federation of Labour; Women's Network PEI; Cooper Institute; Family Violence Prevention Services; Coalition for Women in Government; and the Interministerial Women's Secretariat.

### International Women's Day, continued



An image from the profile of Cathy Rose in Atlantic Business Magazine, Volume 33, March/April 2022.

*Government and ACSW Media Messages:* Minister Responsible for the Status of Women Natalie Jameson and Chairperson Cathy Rose shared IWD messages on social media. Cathy's invitation to IWD podcasts is available at <https://vimeo.com/684323589>.

*Special Recognition for Cathy Rose:* We were so proud that *Atlantic Business Magazine* selected our Chairperson Cathy Rose for the International Women's Day honour of being one of the "25 Most Powerful Women in Atlantic Canada Business 2022."

Here is what what Atlantic Business Magazine says about Cathy: "Her experience as a 20-something single mother and entrepreneur sparked a passion in Cathy Rose for helping others achieve business success. She says now she's cut back to 'just' her home-based business, her work with CBDC and serving as chair on the PEI Advisory Council on the Status of Women. Congratulations Cathy on being named one of Atlantic Canada's #25MostPowerful Women in Business."

### Bursaries for Women

In 2015, the Advisory Council revised and updated the criteria for its bursary program for women. The deadline to apply for bursaries is October 15 each year. Forms are available in English and French from [peistatusofwomen.ca](http://peistatusofwomen.ca).

The University of Prince Edward Island also administers an internal bursary named in our honour, awarded to a woman studying Engineering.

#### Bursary Recipients, 2021:

- **Diane Kays Memorial Bursary** (\$500) is available to a woman-identifying student who is a resident of PEI and registered full-time at the University of Prince Edward Island, Holland College, or Collège de l'Île. 2021 Winner: Sarah Whitney, Holland College
- **Inge Blackett Memorial Bursary** (\$500) is for a woman-identifying PEI resident who entered Canada as a refugee and is pursuing further education. 2021 Winner: Zamzam Aden, UPEI
- **PEI Advisory Council on the Status of Women Engineering Bursary:** Administered by UPEI, named in our honour, and awarded to a woman studying engineering. Information about this bursary is available from the University of Prince Edward Island. 2021 Winner: Rhea Meagan Gallant



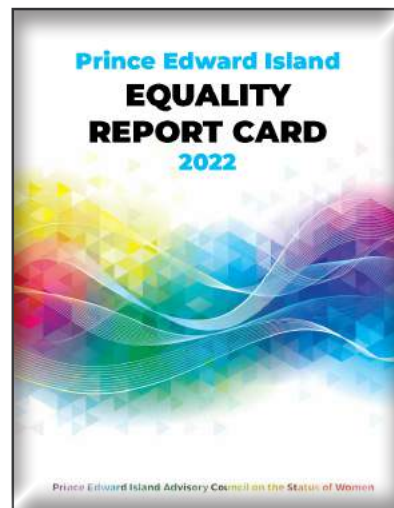
Chairperson Cathy Rose presented Zamzam Aden with the Inge Blackett Memorial Bursary at the Montreal Massacre Memorial Service.



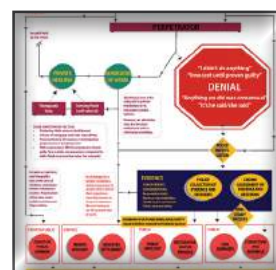
## Summary of Publications

The following is a summary list of publications mentioned in this report. These publications are usually available in hard copy from the Advisory Council or in electronic copy on its website at [peistatusofwomen.ca](http://peistatusofwomen.ca).

- *Equality Report Card 2022* (March 2022). Summary assessment of the provincial government's progress towards selected gender equality and inclusion goals. A summary of the Report Card, *Fiche de rendement sur l'égalité*, is available in French.
- *Background on the Equality Report Card 2022: Results from Focus Groups and Community Consultations* (March 2022). This narrative report includes more analysis and detail from community consultation and government reporting, as background to the Equality Report Card.



- *Examining Barriers to Desired Outcomes After Sexualized Violence: Survivors' Experiences in Prince Edward Island* (December 2021) Infographic poster outlining the various paths to positive outcomes after sexualized violence, and supports and barriers along those paths. Most paths to just outcomes are blocked when a person who has caused harm denies harm.



- *Purple Ribbon Campaign Resources for PEI Teachers | Ressources pour les enseignant(e)s, Campagne du ruban violet* (November 2021). Bilingual, multi-grade resources for teachers, for use with the 2021–2022 Purple Ribbon Campaign Against Violence. Linked to provincial curriculum outcomes. Our most-requested resources were posted as Google slideshows, ready for presentation:

- Power and Control v. Equality | Le pouvoir et le contrôle v. l'égalité (poster and worksheets)
- Background: Purple Ribbon Campaign | Historique : Campagne du ruban violet
- How to Support Survivors | Comment appuyer les survivantes
- Consent Is ... | Le consentement c'est ...
- What Is a Healthy Relationship? | Qu'est-ce qu'une relation saine?
- Ways Youth Can Help ... | Les jeunes peuvent aider ...





## Final Financial Statements 2020–2021

### PRINCE EDWARD ISLAND ADVISORY COUNCIL ON THE STATUS OF WOMEN

Financial Statements  
March 31, 2021

### Management's Report

#### Management's Responsibility for the Financial Statements

The financial statements have been prepared by management in accordance with Canadian Public Sector Accounting Standards and the integrity and objectivity of these statements are management's responsibility. Management is responsible for the notes to the financial statements and for ensuring that this information is consistent, where appropriate, with the information contained in the financial statements.

Management is responsible for implementing and maintaining a system of internal control to provide reasonable assurance that reliable financial information is produced.

The Advisory Council members are responsible for ensuring that management fulfills its responsibilities for financial reporting and internal control. The Council members review internal financial reports on a regular basis and externally audited financial statements annually.

The Office of the Auditor General conducts an independent examination, in accordance with Canadian generally accepted auditing standards and expresses their opinion on the financial statements. The Office of the Auditor General has full and free access to financial information and management of the Prince Edward Island Advisory Council on the Status of Women to meet as required.

On behalf of the Prince Edward Island Advisory Council on the Status of Women

  
Igne Ledwell  
Executive Director

April 21, 2022



### Prince Edward Island Île-du-Prince-Édouard

Office of the  
Auditor General  
PO Box 2000, Charlottetown PE  
Canada C1A 7N8

Bureau du  
vérificateur général  
C.P. 2000, Charlottetown PE  
Canada C1A 7N8

### INDEPENDENT AUDITOR'S REPORT

To the Members of the  
Prince Edward Island Advisory Council on the Status of Women

I have audited the financial statements of the **Prince Edward Island Advisory Council on the Status of Women**, which comprise the statement of financial position as at March 31, 2021, and the statements of operations and accumulated deficit, changes in net debt, and cash flow for the year then ended, and notes to the consolidated financial statements including a summary of significant accounting policies.

In my opinion, the financial statements present fairly, in all material respects, the financial position of the Council as at March 31, 2021, and the results of its operations, changes in net debt, and cash flow for the year then ended in accordance with Canadian Public Sector Accounting Standards.

#### Basis for Opinion

I conducted the audit in accordance with Canadian generally accepted auditing standards. My responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of my report. I am independent of the Council in accordance with the ethical requirements that are relevant to my audit of the financial statements in Canada, and I have fulfilled my other ethical responsibilities in accordance with these requirements. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

#### Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian Public Sector Accounting Standards and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Council's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless an intention exists to liquidate or cease the operations of the Council, or there is no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Council's financial reporting process.

#### Auditor's Responsibilities for the Audit of the Financial Statements

My objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.


Tel/Tél : 902 368 4520 assembly.pe.ca/auditorgeneral Fax/Télé : 902 368 4598


-2-

As part of an audit in accordance with Canadian generally accepted auditing standards, I exercise professional judgment and maintain professional skepticism throughout the audit. I also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the Council's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Council's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the Council to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

I communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

  
Darren Noonan, CPA, CA  
Auditor General

  
Elvis Alisic, CPA, CA  
Audit Director

Charlottetown, Prince Edward Island  
April 21, 2022

# FINANCIAL STATEMENTS

## Final Financial Statements 2020–2021, continued


### PRINCE EDWARD ISLAND ADVISORY COUNCIL ON THE STATUS OF WOMEN Statement of Financial Position March 31, 2021

	2021	2020
	\$	\$
<b>Financial Assets</b>		
Cash	8,575	7,077
Accounts receivable	<u>1,180</u>	<u>1,157</u>
	<u>9,755</u>	<u>8,234</u>
<b>Liabilities</b>		
Accounts payable and accrued liabilities (Note 3)	<u>15,325</u>	<u>16,073</u>
<b>Net Debt</b>	(5,570)	(7,839)
<b>Non Financial Assets</b>		
Prepaid expenses	<u>1,274</u>	<u>1,424</u>
<b>Accumulated Deficit</b>	(4,296)	(6,415)

(The accompanying notes are an integral part of these financial statements.)

Approved on behalf of the Prince Edward Island Advisory Council on the Status of Women

  
Council Chair

  
Council Member

### PRINCE EDWARD ISLAND ADVISORY COUNCIL ON THE STATUS OF WOMEN Statement of Operations and Accumulated Deficit for the year ended March 31, 2021

	Budget 2021	2021	2020
	\$	\$	\$
<b>Revenues</b>			
Grants - Province of Prince Edward Island (Note 6)	210,000	213,854	212,000
Program revenue	<u>4,300</u>	<u>1,551</u>	<u>1,701</u>
	<u>214,300</u>	<u>215,405</u>	<u>213,701</u>
<b>Expenses</b>			
Administration	9,303	9,498	8,721
Contracts	4,620	5,924	4,400
Council meetings/business	23,919	21,815	24,228
Equipment		348	1,951
Materials and supplies	8,600	9,715	9,227
Salaries and benefits	<u>167,858</u>	<u>165,986</u>	<u>166,256</u>
	<u>214,300</u>	<u>213,286</u>	<u>214,783</u>
<b>Annual Surplus (Deficit)</b>	-	2,119	(1,082)
Accumulated Deficit, beginning of year	<u>(6,415)</u>	<u>(6,415)</u>	<u>(5,333)</u>
<b>Accumulated Deficit, end of year</b>	<u>(6,415)</u>	<u>(4,296)</u>	<u>(6,415)</u>

(The accompanying notes are an integral part of these financial statements.)

### PRINCE EDWARD ISLAND ADVISORY COUNCIL ON THE STATUS OF WOMEN Statement of Changes in Net Debt for the year ended March 31, 2021

	Budget 2021	2021	2020
	\$	\$	\$
<b>Net Debt, beginning of year</b>	(7,839)	(7,839)	(6,409)
<b>Changes in year:</b>			
Annual surplus (deficit)	-	2,119	(1,082)
Change in prepaid expenses	<u>-</u>	<u>150</u>	<u>(348)</u>
<b>Change in Net Debt</b>	<u>-</u>	<u>2,269</u>	<u>(1,430)</u>
<b>Net Debt, end of year</b>	<u>(7,839)</u>	<u>(5,570)</u>	<u>(7,839)</u>

(The accompanying notes are an integral part of these financial statements.)

### PRINCE EDWARD ISLAND ADVISORY COUNCIL ON THE STATUS OF WOMEN Statement of Cash Flow for the year ended March 31, 2021

	2021	2020
	\$	\$
<b>Cash provided (used) by:</b>		
<b>Operating Activities</b>		
Annual surplus (deficit)	2,119	(1,082)
<b>Changes in:</b>		
Accounts receivable	(23)	765
Accounts payable and accrued liabilities	(748)	2,433
Prepaid expenses	<u>150</u>	<u>(348)</u>
<b>Cash (used) provided by operating activities</b>	<u>(621)</u>	<u>2,850</u>
Cash, beginning of year	<u>7,077</u>	<u>5,309</u>
<b>Cash, end of year</b>	<u>8,575</u>	<u>7,077</u>

(The accompanying notes are an integral part of these financial statements.)

# FINANCIAL STATEMENTS

## Final Financial Statements 2020–2021, continued

### PRINCE EDWARD ISLAND ADVISORY COUNCIL ON THE STATUS OF WOMEN Notes to Financial Statements March 31, 2021

#### 1. Purpose of the Organization

The Prince Edward Island Advisory Council on the Status of Women is a government appointed provincial advisory agency. The Council works for equality and supports women's full and active participation in social, legal, cultural, and political spheres of life. The Council is a non-taxable entity under the provisions of the federal *Income Tax Act*.

#### 2. Summary of Significant Accounting Policies

##### Basis of Accounting

These financial statements are prepared in accordance with Canadian Public Sector Accounting Standards.

Since the Council has no material unrealized remeasurement gains or losses attributed to foreign exchange, derivatives, portfolio investments, or other financial instruments, a statement of remeasurement gains and losses has not been prepared.

The following is a summary of the significant accounting policies used in the preparation of these financial statements.

##### a) Cash

Cash consists of balances on deposit at a financial institution.

##### b) Accounts Receivable

Accounts receivable are recorded at cost less any specific provision when collection is in doubt.

##### c) Prepaid Expenses

Prepaid expenses are charged to expense over the periods expected to benefit.

##### d) Accounts Payable and Accrued Liabilities

Accounts payable and accrued liabilities are recorded for all amounts due for work performed and goods or services received during the year.

##### e) Tangible Capital Assets

Tangible capital assets are recorded at cost provided the threshold of \$3,000 is met and are amortized on a straight-line basis over the estimated useful life of five to fifteen years. Tangible capital asset purchases that do not meet the threshold are expensed. No capital assets have been recognized because purchases did not meet the threshold for capitalization. During the year, equipment totalling \$348 (2020 - \$1,951) was expensed.

### PRINCE EDWARD ISLAND ADVISORY COUNCIL ON THE STATUS OF WOMEN Notes to Financial Statements March 31, 2021

#### 2. Summary of Significant Accounting Policies (continued...)

##### f) Revenues

Revenues are recognized in the period in which the transaction or event that gave rise to the revenue occurred. All revenues are recorded on an accrual basis, except when the accruals cannot be determined with a reasonable degree of certainty or when their estimation is impracticable.

Transfers (revenues from non-exchange transactions) are recognized as revenues when the transfer is authorized, any eligibility criteria are met, and a reasonable estimate of the amount can be made.

##### g) Expenses

Expenses are recorded on an accrual basis in the period in which the transaction or event that gave rise to the expense occurred.

##### h) Financial Instruments

Financial instruments consist of cash, accounts receivable, accounts payable, and accrued liabilities. Due to their nature, financial instruments are carried at cost or amortized cost, less any provision on accounts receivable, which approximates their fair value.

##### i) Use of Estimates and Measurement Uncertainty

The preparation of financial statements in conformity with Canadian Public Sector Accounting Standards requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities, the disclosure of contingent assets and liabilities at the date of the financial statements, and the reported amounts of revenues and expenses during the period. Items requiring the use of significant estimates are accrued liabilities.

Estimates are based on the best information available at the time of preparation of the financial statements and are reviewed annually to reflect new information as it becomes available. Measurement uncertainty exists in these financial statements. Actual results could differ from these estimates and the difference could be material.

##### j) Contributed Materials and Services

Contributed materials and services, which include volunteer hours and non-monetary contributions for programs and events, are not recorded.

### PRINCE EDWARD ISLAND ADVISORY COUNCIL ON THE STATUS OF WOMEN Notes to Financial Statements March 31, 2021

#### 3. Accounts Payable and Accrued Liabilities

	2021 \$	2020 \$
Accounts payable	5,084	4,553
Accrued employee wages and benefits	1,677	1,149
Accrued vacation and overtime	8,564	10,371
	<u>15,325</u>	<u>16,073</u>

#### 4. Employee Benefits

##### a) Sick Leave

Employees of the Council are granted a base amount of 18 days of paid sick leave each fiscal year. Sick time is earned on the basis of 1 hour for each 14.44 work hours. Staff are granted one quarter of their sick time in advance at the beginning of each quarter of the fiscal year. Unused sick days may be accumulated to a maximum of 36 days. The use of accumulated sick days for sick leave compensation ceases on termination of employment and there is no obligation to settle these amounts with cash payments. A liability has not been calculated or recognized in these financial statements based on an analysis which indicated the liability was not significant.

##### b) Pension Benefits

Permanent employees of the Council participate in the Province of Prince Edward Island Public Sector Pension Plan (the Plan) which is a multi-employer contributory defined benefit pension plan. The Plan provides a pension on retirement based on two percent of the average salary for the highest three years times the number of years of pensionable service for service to December 31, 2013, and two percent of the career average salary indexed with cost-of-living adjustments for service after 2013. Indexing is subject to the funded level of the plan after December 31, 2016. The Plan is administered by the Province of Prince Edward Island. The Council's annual portion of contributions to the Plan of \$12,888 (2020 - \$12,625) was paid by the Province and not reflected in these financial statements. Any unfunded liability of the Plan is the responsibility of the Province and therefore no liability has been recognized in these financial statements. For additional information on the Plan, see the Province's consolidated financial statements.

#### 5. Contractual Obligation

A photocopier is leased until February 1, 2025, with annual lease payments of \$3,180 plus applicable taxes.

### PRINCE EDWARD ISLAND ADVISORY COUNCIL ON THE STATUS OF WOMEN Notes to Financial Statements March 31, 2021

#### 6. Related Party Transactions

The Council received the following grants from the Province:

	2021 \$	2020 \$
Operating grants	210,000	210,000
Other grants	<u>3,654</u>	<u>2,000</u>
	<u>213,654</u>	<u>212,000</u>

Certain costs incurred by the Province of Prince Edward Island on behalf of the Council are not reflected in these financial statements. These costs include rental of office space, related office expenses, and certain employee benefits.

#### 7. Financial Management

The Council's risk exposure, as a result of the financial instruments on its statement of financial position at March 31, 2021, is limited to liquidity risk. The Council's financial instruments are not subject to significant market or credit risk.

##### Liquidity Risk

Liquidity risk is the risk that the Council will not be able to meet all its cash outflow obligations as they come due. This risk is mitigated by monitoring the level of financial assets in relation to amounts due and implementing fiscal restraint when necessary.

#### 8. Budgeted Figures

Budgeted figures have been provided for comparative purposes and were derived from estimates approved by the Council.

# FINANCIAL STATEMENTS

## Final Financial Statements 2021–2022

FINANCIAL STATEMENTS OF  
**PRINCE EDWARD ISLAND  
 ADVISORY COUNCIL ON THE  
 STATUS OF WOMEN**  
 FOR THE YEAR ENDED MARCH 31, 2022  
 (Unaudited)



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BDO Canada LLP  
 107 Walker Avenue  
 PO Box 1347  
 Summerside PE C1N 4K2 Canada

### INDEPENDENT PRACTITIONER'S REVIEW ENGAGEMENT REPORT

To the Members of the Prince Edward Island Advisory Council on the Status of Women

We have reviewed the accompanying financial statements of the Prince Edward Island Advisory Council on the Status of Women that comprise the statement of financial position as at March 31, 2022, and the statements of operations, changes in net financial debts, and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

#### Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian public sector accounting standards, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

#### Practitioner's Responsibility

Our responsibility is to express a conclusion on the accompanying financial statements based on our review. We conducted our review in accordance with Canadian generally accepted standards for review engagements, which require us to comply with relevant ethical requirements.

A review of financial statements in accordance with Canadian generally accepted standards for review engagements is a limited assurance engagement. The practitioner performs procedures, primarily consisting of making inquiries of management and others within the entity, as appropriate, and applying analytical procedures, and evaluates the evidence obtained.

The procedures performed in a review are substantially less in extent than, and vary in nature from, those performed in an audit conducted in accordance with Canadian generally accepted auditing standards. Accordingly, we do not express an audit opinion on these financial statements.

#### Conclusion

Based on our review, nothing has come to our attention that causes us to believe that the financial statements do not present fairly, in all material respects, the financial position of Prince Edward Island Advisory Council on the Status of Women as at March 31, 2022, and the results of its operations and its cash flows for the year then ended in accordance with Canadian public sector accounting standards.

#### Other Matter

The financial statements of Prince Edward Island Advisory Council on the Status of Women for the year ended March 31, 2021 were audited by another practitioner who expressed an unmodified conclusion on those financial statements on April 21, 2022.

*BDO Canada LLP*

Chartered Professional Accountants

Summerside, Prince Edward Island  
 October 11, 2022

**PRINCE EDWARD ISLAND ADVISORY COUNCIL ON THE STATUS OF WOMEN**  
**STATEMENT OF FINANCIAL POSITION**  
**MARCH 31, 2022**  
 (Unaudited)

	2022	2021
<b>Financial assets</b>		
Cash	\$ 11,361	\$ 8,575
Accounts receivable	1,773	1,180
	13,134	9,755
<b>Liabilities</b>		
Accounts payable and accrued liabilities (Note 2)	20,513	15,325
Net debt	(7,379)	(5,570)
<b>Non-financial assets</b>		
Prepaid expenses	1,296	1,274
Accumulated deficit	\$ (6,083)	\$ (4,296)

#### On behalf of the Council

*[Signature]* Council Chair

*[Signature]* Council Member



# FINANCIAL STATEMENTS

## Final Financial Statements 2021–2022, continued

### PRINCE EDWARD ISLAND ADVISORY COUNCIL ON THE STATUS OF WOMEN STATEMENT OF OPERATIONS AND DEFICIT FOR THE YEAR ENDED MARCH 31, 2022 (Unaudited)

	Budget	2022	2021
<b>Revenue</b>			
Grants - Province of Prince Edward Island (Note 6)	\$ 230,001	\$ 235,501	\$ 213,854
Program revenue	4,300	1,537	1,551
	234,301	237,038	215,405
<b>Expenses</b>			
Administration	10,816	10,027	9,498
Contracts	5,082	5,082	5,924
Council meetings/business	31,360	32,804	21,815
Equipment	800	2,269	348
Materials and supplies	10,600	10,731	9,715
Salaries and benefits	175,643	177,912	165,986
	234,301	238,825	213,286
Annual surplus (deficit)	-	(1,787)	2,119
Accumulated deficit, beginning of year	(4,296)	(4,296)	(6,415)
Accumulated deficit, end of year	\$ (4,296)	\$ (6,083)	\$ (4,296)

### PRINCE EDWARD ISLAND ADVISORY COUNCIL ON THE STATUS OF WOMEN STATEMENT OF CHANGES IN NET DEBT FOR THE YEAR ENDED MARCH 31, 2022

	Budget	2022	2021
Annual deficit	\$ -	\$ (1,787)	\$ 2,119
Change in prepaid expenses	-	(22)	150
Increase(decrease) in debt	-	(1,809)	2,269
Net debt, beginning of year	(5,570)	(5,570)	(7,839)
Net debt, end of year	(5,570)	(7,379)	(5,570)

### PRINCE EDWARD ISLAND ADVISORY COUNCIL ON THE STATUS OF WOMEN STATEMENT OF CASH FLOWS FOR THE PERIOD ENDED MARCH 31, 2022 (Unaudited)

	2022	2021
<b>Operating activities:</b>		
Cash received from operating activities	\$ 236,446	\$ 215,382
Cash paid to suppliers and employees	(233,660)	(213,884)
	2,786	1,498
Increase in cash position	2,786	1,498
Cash, beginning of year	8,575	7,077
Cash, end of year	\$ 11,361	\$ 8,575

### PRINCE EDWARD ISLAND ADVISORY COUNCIL ON THE STATUS OF WOMEN NOTES TO THE FINANCIAL STATEMENTS MARCH 31, 2022 (Unaudited)

#### 1. Nature of Organization

The Prince Edward Island Advisory Council on the Status of Women is a government appointed provincial advisory agency. The Council works for equality and supports women's full and active participation in social, legal, cultural, and political spheres of life. The Council is a non-taxable entity under the provisions of the federal Income Tax Act.

#### 2. Significant Accounting Policies

The financial statements of the Council are representation of management and have been prepared in accordance with the generally accepted accounting principles for local governments as recommended by the Public Sector Accounting Board ("PSAB").

Significant accounting policies adopted by the Council are as follows:

##### (a) Basis of Accounting

The financial statements have been prepared using Canadian accounting standards for the public sector. These statements have been prepared using the accrual basis of accounting.

##### (b) Revenue Recognition

Revenues are recognized in the period in which the transaction or event that gave rise to the revenue occurred. All revenues are recorded on an accrual basis, except when the accruals cannot be determined with a reasonable degree of certainty or when their estimation is impracticable.

##### (c) Government Transfer

Government transfers are recognized as revenue in the financial statements when the transfer is authorized and any eligibility criteria are met, except to the extent that transfer stipulations give rise to an obligation that meets the definition of a liability. Transfers are recognized as deferred revenue when transfer stipulations give rise to a liability. Transfer revenue is recognized in the statement of operations as the stipulation liabilities are settled.

##### (d) Tangible Capital Assets

Tangible capital assets are recorded at cost provided the threshold of \$3,000 is met and are amortized on a straight-line basis over the estimated useful life of five to fifteen years. Tangible capital asset purchases that do not meet the threshold are expensed. No capital assets have been recognized because purchases did not meet the threshold for capitalization. During the year, equipment totaling \$2,269 (2021 - \$348) was expensed.

# FINANCIAL STATEMENTS

## Final Financial Statements 2021–2022, continued

### PRINCE EDWARD ISLAND ADVISORY COUNCIL ON THE STATUS OF WOMEN NOTES TO THE FINANCIAL STATEMENTS MARCH 31, 2022 (Unaudited)

#### (e) Contributed Materials and Services

Contributed materials and services, which include volunteer hours and non-monetary contributions for programs and events, are not recorded.

#### 3. Accounts Payable and Accrued Liabilities

	2022	2021
Accounts payable	\$ 7,386	\$ 5,084
Accrued employee wages and benefits	2,241	1,677
Accrued vacation and overtime	<u>10,886</u>	<u>8,564</u>
	<u>\$ 20,513</u>	<u>\$ 15,325</u>

#### 4. Government Funding

##### a) Sick Leave

Employees of the Council are granted a base amount of 18 days of paid sick leave each fiscal year. Sick time is earned on the basis of 1 hour for each 14.44 work hours. Staff are granted one quarter of their sick time in advance at the beginning of each quarter of the fiscal year. Unused sick days may be accumulated to a maximum of 36 days. The use of accumulated sick days for sick leave compensation ceases on termination of employment and there is no obligation to settle these amounts with cash payments. A liability has not been calculated or recognized in these financial statements based on an analysis which indicated the liability was not significant.

##### b) Pension Benefits

Permanent employees of the Council participate in the Province of Prince Edward Island Public Sector Pension Plan (the Plan) which is a multi-employer contributory defined benefit pension plan. The Plan provides a pension on retirement based on two percent of the average salary for the highest three years times the number of years of pensionable service for service to December 31, 2013, and two percent of the career average salary indexed with cost-of-living adjustments for service after 2013. Indexing is subject to the funded level of the plan after December 31, 2016. The Plan is administered by the Province of Prince Edward Island. The Council's annual portion of contributions to the Plan of \$13,491 (2021 - \$12,888) was paid by the Province and not reflected in these financial statements. Any unfunded liability of the Plan is the responsibility of the Province and therefore no liability has been recognized in these financial statements. For additional information on the Plan, see the Province's consolidated financial statements.

### PRINCE EDWARD ISLAND ADVISORY COUNCIL ON THE STATUS OF WOMEN NOTES TO THE FINANCIAL STATEMENTS MARCH 31, 2022 (Unaudited)

#### 5. Contractual Obligation

A photocopier is leased until February 1, 2025, with annual lease payments of \$3,180 plus applicable taxes.

#### 6. Related Party Transactions

The Council received the following grants from the Province:

	2022	2021
Operating grants	\$ 230,001	\$ 210,000
Other grants	<u>5,500</u>	<u>3,854</u>
	<u>\$ 235,501</u>	<u>\$ 213,854</u>

Certain costs incurred by the Province of Prince Edward Island on behalf of the Council are not reflected in these financial statements. These costs include rental of office space, related office expenses, and certain employee benefits.

#### 7. Budgeted Figures

Budgeted figures provided for comparative purposes were derived from the estimates approved by the Council.

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**For additional copies of this report:**

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<http://peistatusofwomen.ca>



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**15 COMMUNITY  
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12+ OTHER ENGAGEMENTS  
WITH COMMUNITY GROUPS  
**34 EVENTS ATTENDED**



REACH ON 375+  
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EPISODES**

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**COMMUNITY  
NOTICES  
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**CONTRIBUTIONS TO  
PROVINCIAL  
GOVERNMENT  
CONSULTATIONS**

(BRIEFS, LETTERS, SURVEYS, INTERVIEWS, COMMITTEES)



IN-PERSON OR VIRTUAL  
**COUNCIL  
MEETINGS**  
9 ACTIVE MEMBERS



POST-SECONDARY  
**BURSARIES  
AWARDED**

**INQUIRY &  
REFERRAL  
THEMES**



**PRINCE EDWARD ISLAND  
ADVISORY COUNCIL ON THE STATUS OF WOMEN**  
CONSEIL CONSULTATIF SUR LA SITUATION DE LA FEMME DE  
L'ÎLE-DU-PRINCE-ÉDOUARD