

2024



ANNUAL **REPORT**

PEI Advisory Council on the Status of Women
April 1 to December 31, 2024

About the Cover



The Grass, The Moon & The Wind

by Emily Howard

Dimensions: 26"x34"

Year: 2023

Medium: Acrylic

Artist Statement: "The grass looked up to the moon and said, 'I'm frightened, the wind is getting stronger.' The moon looked down and smiled: 'Do not fear the wind, it's come to help you deepen your roots.'—I'm always looking at nature as a teacher. There are many winds that have come howling through my life and it had scary moments but each storm helped me learn how to widen my stance and grow in ways I never knew possible."

Artist Bio: "My name is Emily Howard, and I am a visual artist from Prince Edward Island. All of my paintings are loosely tied to the magnificent colours and textures found all around this Island—at our beaches, across our shorelines, and in the flowers and fields. I start with a memory, remembering what that day was like—walking, breathing in the fresh air. Then I paint."

—

Chairperson's Message

Dear Minister Redmond:

I am pleased to present you with the 2024 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 community from April 1, 2024, to December 31, 2024. The report covers a nine-month period because this year, our fiscal year changed to the calendar year. The final financial statements in this report cover April 1, 2023, to December 31, 2024. Activities from April 2023 to March 2024 are available in a separate report, presented simultaneously.



Serena Smith of Summerside was the Chairperson of the Council for most of this period, until November 1, 2024.

I would like to thank Serena on behalf of the Council for her leadership. I was honoured and excited to learn news in January 2025 of my appointment as Chairperson.

I would also like to recognize that you newly took on the role of Minister Responsible for the Status of Women in October 2024 and to congratulate you for your leadership. On behalf of the Council, I thank the previous Minister Responsible, Natalie Jameson, for her work in this role.

Hsiao-Yu (Kate) Liu

Chairperson 2025

Some highlights from April to December 2024 included these:

- Council members developed a new strategic plan for 2024 to 2027. I am pleased with Council members' progress to set ambitious goals in this plan, including using our upcoming 50th anniversary year in 2025 as a platform to raise awareness; investing in intentional partnerships to build solidarity and collective action; producing an Equality Report Card in 2026 that encourages progress on equality, and cultivating and modelling a healthy workplace.
- We helped our first partner municipality, the Town of Kensington, to launch a community action plan to prevent gender-based violence, with support from the National Action Plan to End Gender-Based Violence, through the Interministerial Women's Secretariat. We began work to develop a plan with another municipality in 2025 and to work with the province-wide community of writers through the PEI Writers' Guild.
- The Purple Ribbon Campaign Against Violence focused on the theme "Communities Can End Gender-Based Violence: awareness, advocacy, and action." Thousands of purple ribbons were distributed across PEI, and the Council again hosted the December 6 Montreal Massacre Memorial Service in Charlottetown.

The Advisory Council continues to play an important role in government-led initiatives, including the Premier's Action Committee on Family Violence Prevention, the Women's and Gender-Diverse People's Health Council, and the newly formed Justice Minister's Advisory Committee on Crime Prevention and Policing. In the community, we continue to take part in the PEI Working Group for a Livable income to promote guaranteed basic income and work by the Atlantic Summer Institute to promote upstream health initiatives, and, most important to me, the Migrant Worker Rights Action Team to ensure PEI is a welcoming place for the most vulnerable newcomers. Thank you to the projects, networks, and coalitions that welcome our participation.

None of this is possible without the dedicated and knowledgeable staff. On behalf of Council, I would like to thank Jane, Michelle, Becky, and Trish, joined this year by Caroline. They work very hard and with a lot of love and compassion for Council members and the community.

It is a very positive experience for me to play a role with the Advisory Council on the Status of Women. Minister Redmond, thank you for the opportunity.

Sincerely,



Hsiao-Yu Liu,
Chairperson



Serena Smith, Summerside

Chairperson Jan. 24, 2023 to Nov. 1, 2024

Vice-Chair Mar. 30, 2021 to Jan 23, 2023

Member Oct. 29, 2019 to Nov. 1, 2024

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).



Serena (right) congratulates Jane Ledwell on 20 years with the Council.



Hsiao-Yu (Kathren) Liu, Charlottetown

Member Jan. 24, 2023 to Jan. 24, 2026

Treasurer Nov. 2, 2024 onward

Chairperson Dec. 19, 2024 to Jan. 24, 2026

Originally from Taiwan, Hsiao-Yu Liu and her family immigrated to Canada in 2007. She gained additional Bachelor and Master degrees from UPEI, and became an educator for Island public schools, UPEI, and Holland College. She is now an employment counsellor and mental health worker with the Community Mental Health Association (CMHA). Hsiao-Yu has been a volunteer with Immigrant Refugee Services Association (IRSA), and the PEI Action Team for Migrant Workers. Her thesis and joint research projects considered the opportunities for diversity communities in PEI, through which Hsiao-Yu realized there is much to be done in Atlantic Canada to address issues rooted in gender inequality, racial discrimination and international migration.



Hsiao-Yu (centre) with Trish Altass and Kari Kruse at a November event.



Garima Mishra, Charlottetown

Vice-Chair Jan. 24, 2023 to Apr. 16, 2026

Member Mar. 30, 2021 to Apr. 16, 2026

Garima Mishra was born and raised in India and moved with her husband to Canada and PEI in 2017. An Engineer by qualification and with 14+ years of experience in the IT industry, Garima is currently working with the Government of PEI as a Project Manager. Garima feels fortunate to be living in PEI and to raise their daughter, Eliana, around the diverse communities here. 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 (right) enjoys a hike with Barb and Hsiao-Yu at Glenaladale.



Emily Rutledge, Charlottetown

Treasurer Jan. 24, 2023 to Nov. 1, 2024

Member Oct. 29, 2019 to Nov. 1, 2024

Emily Rutledge is a single mom who works outside the home as a Counselling Therapist. She has lived in the Maritimes most of her adult life. Originally from Toronto, she moved to Halifax to study art and continued further east to complete a psychology undergrad at UPEI. After completing a masters in community psychology and another in counselling, she is now happy to call PEI home. Working in counselling has afforded her the opportunity to be an ear to the realities those who live here face on a daily basis. She is passionate about supporting mental health and equality for all who make the island their home.



Marie-Soleil Hutchinson, South Granville

Member October 31, 2023 to October 31, 2026

Soleil Hutchinson is a queer organic farmer on the Island. She and her wife Lauren are co-owner/operators of Soleil's Farm, a 7 acre vegetable farm which they run alongside their amazing farm crew. Soleil is dedicated to providing her community with the freshest, tastiest, local organic vegetables, supplying over 30 Island restaurants and stores as well as 200 families through a Community Supported Agriculture (CSA) and Food Security Program. Soleil is also a founding member and the current chair of Grower Station, PEI's farmer-led local food hub. In recent years, she has been awarded PEI's Agriculture Employer of the Year, the Gordon & Sandra Sobey Award for Outstanding Effort for Agriculture Awareness, and the Women in Agriculture Recognition Award. Soleil chose the wild, unpredictable life of a farmer because above all else, she believes in the power of community.



Emily at the last meeting of her term on Council, in Glenaladale.



Soleil (centre) studies notes at the Kensington Community Forum on GBV.



Gaylene Carragher, Stanhope

Member October 29, 2019 to November 1, 2024

Gaylene Carragher 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 25 years and has taught sessionally at UPEI for fourteen 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!



Allie Cantwell, Charlottetown

Member April 16, 2024 to April 16, 2027

Allie is the founder and licensed therapist at Connected Therapy, where she specializes in providing compassionate, client-centred mental health services. With a strong commitment to anti-oppressive practices, she integrates social justice principles into her therapeutic work to create an inclusive and empowering environment for clients of all backgrounds. Allie is honoured to accept her appointment to the Advisory Council on the Status of Women. In this role, she aims to contribute her expertise and lived experience to inform policies that support the well-being, rights, and empowerment of women and gender-diverse individuals.



Emily, Gaylene (centre), and Barb receive their five-year service awards.



Allie (in black) takes part in the October meeting at Glenaladale Schoolhouse.



Felicia Carey, Charlottetown

Member April 16, 2024 to April 16, 2027

Felicia Carey was born and raised in Nassau, Bahamas. In 2017, driven by a passion for community service and youth empowerment, she founded Teen Life Skills Services, a grassroots nonprofit dedicated to supporting marginalized youth affected by teenage pregnancy. Her impactful work reached communities across New Providence and Grand Bahama, creating meaningful change and expanding opportunities for young people. Since relocating to PEI, Felicia has continued her journey of growth and advocacy. She is currently pursuing a degree in Sociology at UPEI, deepening her understanding of social issues and community development. As she settles into life on the Island with her two children and grand boy, Felicia remains committed to learning the unique needs of the PEI community and contributing to its well-being.



Barb McDowall, Charlottetown

Member October 29, 2019 to Nov 1, 2024

Barb McDowall has been an active member on Council for almost five years. She is grateful for the opportunities offered by its advisory nature, enhanced by the wisdom and lived experience of the rich and diverse group of women on Council of all ages, in effecting change in ending gender-based violence in all its forms on PEI. Barb has had lots of fun contributing her unique passion and skills to this important work.



Felicia (right) with Michelle Jay at the Montreal Massacre Memorial Service.



Barb (right) with Michelle and Hsiao-Yu at the Kensington action plan launch.

December 2024 New Appointments

While we did not get news of their appointments until January 2025, the official appointment date of Hsiao-Yu Liu as Chairperson was December 19, 2024, and four new members were also appointed on that date, to serve three-year terms to December 19, 2027:

Tamara Dahbour Alnsor, Summerside, Prince County

Jenny MacDougall, Tignish, Prince County

Alexia Riche, New Glasgow, Queens County

Vanessa Sierra, Charlottetown, Queens County

We welcome these appointments look forward to featuring the new members in the 2025 Annual Report.

COUNCIL STAFF

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, where she got a BA, and the University of Waikato in New Zealand, where she got an MPhil. 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. Jane lives in Charlottetown with her family.



Michelle Jay - Program Coordinator

Michelle has been Council's Program Coordinator since September 2012 and works full time. She is a proud Mom, a proud lesbian, and a proud social justice activist. Michelle has identified as a feminist and an advocate for racial and cultural inclusion since her teen years, since growing up in Indigenous communities in Manitoba and Zambia and volunteering with refugees in Guatemala and Mexico. 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.



Trish Altass - Research Coordinator

Trish has been Council's Research Coordinator since September 2023 and works part time. Trish is also a partner at Leading Impact Consulting Inc. and a sessional instructor at UPEI in the Department of Sociology and Anthropology. Trish has a strong background in qualitative and community-based research, and as a former PEI MLA has first-hand experience in policy and legislation development. She holds a Master's in Sociology with a focus on critical and feminist theories. Her research work has spanned areas of work and labour, education, and poverty elimination. She lives in Summerside with her partner, their child, and their pet dog, and rabbit.



Becky Tramley - 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 more than 35 years and is the Council's living institutional memory. Currently, she is in the role of Office Manager. Becky grew up in Nova Scotia and PEI and is the youngest of 7 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.



Caroline Galloway - Office & Event Support

Caroline joined Council staff on a part-time contract in June 2024. She graduated from UPEI with a Bachelor of Science in Psychology. During her undergrad she developed a greater appreciation for the connections between mental health and accessibility within feminism and strives to use that intersectional framework in her professional and personal goals. Caroline owes part of her commitment to feminist principles to her close friend, Lilly, who encouraged her to join her in activism in their teenage years, and encourages and supports her to this day. She has greatly enjoyed working alongside amazing women in the community and looks forward to participating in further advocacy and continuous learning.



About the Advisory Council

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 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.



Quillwork: "Ma'kit," by Melissa Peter Paul

The PEI Advisory Council on the Status of Women is committed to working with feminist principles and process.

We acknowledge 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, their home today and for more than 12,000 years. Epekwitk is covered by the historic treaties of Peace and Friendship.

Our Core Purpose

We are a catalyst and collective voice for equity, passionate about advancing women's equality, health and wellbeing, and full participation in the social, cultural, economic, and political life in PEI through

- Public policy analysis and advice
- Advocacy and public education
- Research and consultation
- Remembering and celebrating women

Our Vision

Gender equality for all Islanders

Our Values

- Respect
- Love and Compassion
- Inclusiveness
- Integrity

Council Meetings

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. They invite resource people who offer opportunities for learning and analysis. Council sets strategic planning objectives in an interest-based, collaborative, and consultative process, with expert facilitation whenever this is possible.

● **194th MEETING: MAY 8**

Strategic Planning, Summerside

Council members welcomed strategic planning consultant Sari LaBelle for a day of Council business and setting priorities for the 2024-2027 Strategic Plan.

● **195th MEETING: JULY 2**

Strategic Plan Ratification, Virtual Meeting

Council members met in small groups in June to review the draft strategic plan and revised budget, to brainstorm the purple ribbon theme, and to plan for upcoming vacancies. Consensus decisions were made virtually.

● **196th MEETING: OCTOBER 19**

Council Retreat, Glenaladale Schoolhouse

The meeting and retreat at Glenaladale Schoolhouse was the last meeting for Serena Smith, Emily Rutledge, Barb McDowall, and Gaylene Carragher, and they received service awards. Council members took part in a focus group on gender-based violence and basic income and enjoyed a walk on the Sculpture Trail at Glenaladale.

● **197th MEETING: DECEMBER 6**

Montreal Massacre Memorial, Charlottetown

Council members assisted with the always powerful Montreal Massacre Memorial Service. Council also followed up on topics of continued interest.



Felicia Carey's first meeting was our strategic planning day at Centre Belle-Alliance in Summerside, and Chairperson Serena was delighted to welcome her.

ADVICE TO THE MINISTER RESPONSIBLE

Hon. Natalie Jameson, Minister Responsible for the Status of Women

Hon. Jenn Redmond, Minister Responsible for the Status of Women

The Chairperson leads the Council's relationship with the Minister Responsible for the Status of Women. Chairperson Serena Smith provided advice to government in correspondence on priority topics to the respective Ministers Responsible. A change of Ministers took place in October 2024.



Minister Jenn Redmond lit a candle for the Montreal Massacre Memorial Service, December 6, 2024.

Welcoming the New Minister

Council representatives were delighted to meet and greet Min. Jenn Redmond when she was newly appointed Minister Responsible for the Status of Women, both at the Three Oaks Senior High Pink Tea event for Persons Day (October 18) and the Chairs Circle for Gender Equality open house (November 1).

Chairperson Serena Smith did not have the opportunity to meet Min. Redmond in person before the end of her term as Chair. She sent Min. Redmond a note of congratulations and welcome, an introduction to Council, and our Strategic Plan. She later shared Council's nomination of Hsiao-Yu Liu as Chairperson, Council's diversity gap analysis for consideration in new appointments, our annual budget request, and invitations to light a candle on December 6 and to attend the 2025 launch of Council's anniversary year.

Consultation & Correspondence

Several government consultations were outside, or more often bridged, Council's priority themes.

- Research Coordinator Trish Altass took part in a focus group (April 24) on access to justice and the prospect of a community-based legal clinic for PEI.
- Council members requested and staff sent a letter in support of migrant workers protesting a change in provincial policy and in support of better pathways to permanent residency for more international students and migrant workers (June 25).

The Council directs its input on all public consultations to the Minister Responsible for the Status of Women, including those noted here, the pre-budget submission, and those described under priority themes.

Pre-Budget Consultation

Council's Pre-Budget Submission for the 2025 to 2026 provincial operating budget included recommendations for investment in Council's strategic priority issues: basic income guarantee, ending gender-based violence, women's and gender-diverse people's mental and physical health, and supports for Caregivers.

The submission also included reiteration of budget priorities Council outlined in the Equality Report Card Assessment Model. To develop the submission, Research Coordinator Trish Altass set a process to gain Council members' input, prepared a draft, incorporated input on the draft, and made the final submission by the deadline (November 15).

2026 Equality Report Card

The PEI Advisory Council on the Status of Women initiated the Equality Report Card process in 2007. It represents a collaborative process to assess provincial government progress towards gender equality goals.

Previous Report Cards were published in 2008 (pilot), 2009 & 2011; 2013 & 2015; 2018; and 2022. The Report Card cycle begins with a new government's being elected. Following the April 2023 election, Council members began plans for a Report Card to be released in 2026.

Council Process

Assessment Model and Timeline

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

Council's complete 2026 Equality Report Card Assessment Model was presented to government and the public in February 2024.

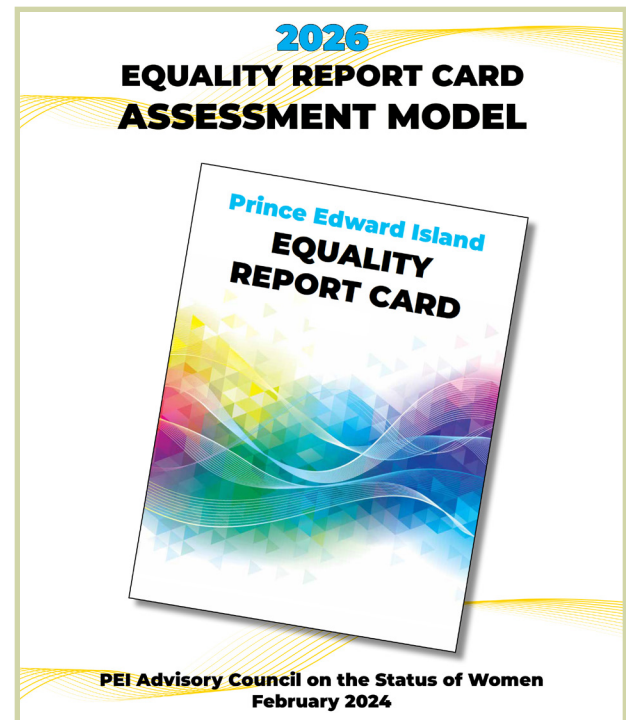
The Report Card will assess how well government sustains positive progress on gender equality; new initiatives government identifies as advancing equality; and progress towards Council-identified aspirational equality goals.

Categories of assessment are as follows:

- Making Diversity, Equality, & Inclusion a Priority
- Eliminating Poverty
- Supports for Caregivers & Caregiving
- Women's & Gender-Diverse People's Mental & Physical Health
- Ending Gender-Based Violence

2024–2027 Strategic Plan

Goal 6: Produce an Equality Report Card that reflects the diverse experiences and make-up of PEI, is evidence-based, and encourages progress on gender equality.



Council Progress

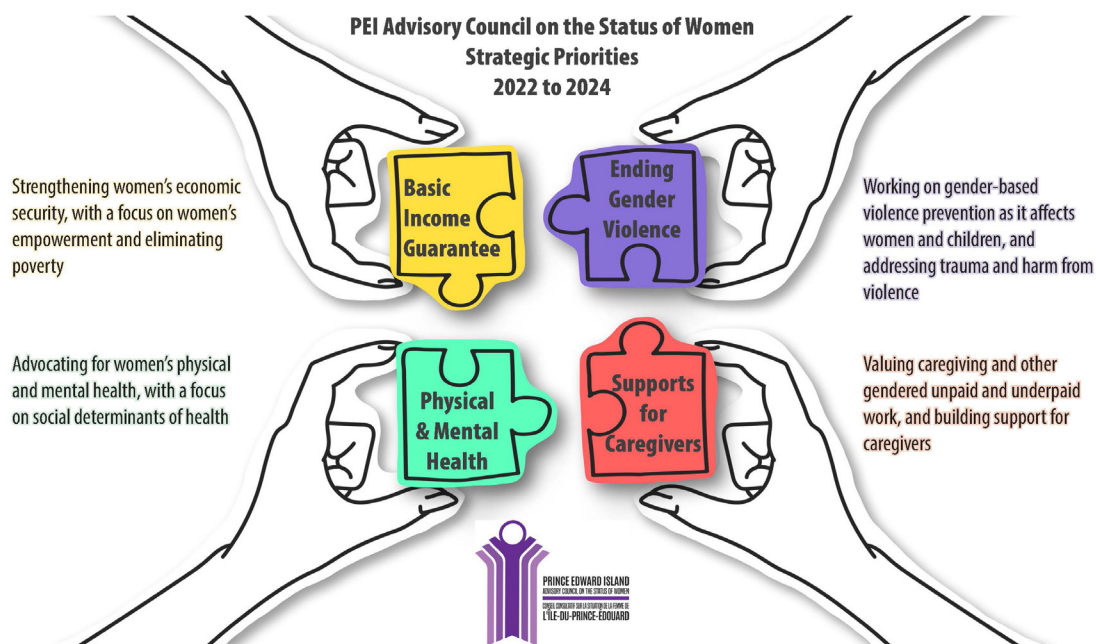
April to December Activities

Council staff developed a project work plan and began a recruitment list for focus group participants,

Orientation presentations were provided to government's Task Force for Advancing Gender Equity and Diversity, the departmental representatives who will be responsible for government's reporting for the Report Card (June 17 and November 18).

In consultation with the Interministerial Women's Secretariat, Council staff subsequently developed and delivered customized questionnaires and correspondence to departmental leads, deputy Ministers, and Minister Redmond (December).

PRIORITY ISSUES 2024–2027



Basic Income Guarantee

Strengthening women's economic security, with a focus on women's empowerment and eliminating poverty



Ending Gender Violence

Working on gender-based violence prevention as it affects women and children, and addressing trauma and harm from violence



Physical & Mental Health

Advocating for women's physical and mental health, with a focus on social determinants of health



Supports for Caregivers

Valuing caregiving and other gendered unpaid and underpaid work, and building support for caregivers

STRATEGIC GOALS, 2024-2027: 1) Use the 50th Anniversary as a platform to raise profile and awareness; 2) Choose and invest in intentional partnerships to build solidarity and collective action around the priority areas of focus (above); 3) Increase the administrative capacity of the organization; 4) Improve on-boarding and succession planning with Council members, staff, and community partners; 5) Cultivate and model a healthy workplace; 6) Produce an Equality Report Card that reflects the diverse experience and make-up of PEI, is evidence-based, and encourages progress on equality; 7) Engage diverse voices and perspectives of all ages and backgrounds in PEIACSW work.

Basic Income Guarantee

Through the PEI Working Group for a Livable Income, the PEI Advisory Council on the Status of Women is playing a key role in local, regional, and national efforts to eliminate poverty through a Basic Income Guarantee.

The Advisory Council has been an active member of the PEI Working Group for a Livable Income since its founding. The Working Group for Livable Income advocates for livable incomes for all PEI residents, regardless of the source of their income. In 2024, the Working Group continued its focus promoting the Guaranteed Livable Income Benefit for PEI proposal.



Jillian Kilfoil of Women's Network PEI (left), Jane Ledwell of the Advisory Council (centre), and Marie Burge of Cooper Institute (right), presenting to the Standing Committee on Health and Social Development.



The PEI Advisory Council on the Status of Women's key partnership for poverty elimination is the *PEI Working Group for a Livable Income*. The Working Group met with PEI MLAs and federal leaders, MPs, and Senators and with national advocates to promote a vision and plan for a basic income guarantee demonstration project that could launch province-wide in PEI and scale up to all of Canada.

Policy highlights related to eliminating poverty have included the following. Council staff played a significant role in Working Group for a Livable Income work:

- Briefings on basic income guarantee to PEI Senators Jane MacAdam (April 25), Percy Downe (May 14), and Brian Francis (May 15) in advance of Senate votes on Sen. Pate's Bill S-233.
- Working Group for a Livable Income annual submission to the Minimum Wage Review (April 29).
- Presentation to the Standing Committee on Health and Social Development about the PEI Guaranteed Basic Income proposal from Coalition Canada, with Benoit Robidoux from the proposal team (June 12).
- Employment Standards Act: Council submission to the Employment Standards Act consultation (October 31) and response to follow-up questions (November 5).

By 2022, the percentage of all Islanders with less income than the Market Basket Measure threshold for basic needs increased from 7.6% in 2020 to

9.8%

Source: 2023-24 Poverty Elimination Strategy Act Annual Report, Province of PEI

Highlight of Work for a Basic Income Guarantee

Local and national BIG momentum! Research Coordinator Trish Altass maintains our strong connection to Coalition Canada, who this year worked to encourage federal parties’ support for a PEI demonstration project. Council is playing a role Women’s Network PEI’s work to build a national feminist coalition for guaranteed basic income and to host a national conference in 2025. All of Council served as a focus group for Cooper Institute’s project on basic income and gender-based violence.



On April 8, Michelle Jay coordinated a breakfast meeting with Sen. Kim Pate, the proponent of Senate Bill S-233 to develop a national framework for basic income. Trish, Michelle, and Jane joined members of the Working Group for the meeting.



Member Gaylene Carragher at the October 19 meeting, where all members of the Council served as a focus group for Cooper Institute/Women’s Network PEI’s project on impacts of basic income guarantee on gender-based violence.

Public education on poverty elimination by the Advisory Council included presentations and media interviews. We took advantage of opportunities throughout the year to promote on the *Proposal for a Guaranteed Basic Income Benefit for Prince Edward Island*, by members of Coalition Canada - basic income guarantee revenu de base.

ED Jane Ledwell spoke to CBC Nova Scotia’s *Mainstreet* about PEI developments on basic income guarantee (April 26).

Research Coordinator Trish with Coalition Canada member Barbara Boraks, on the PEI BIG demonstration project report at the Basic Income Conference in Halifax, NS (September 7). Trish provided an interview with the Halifax Examiner (September 4). Trish and Barbara also co-facilitated a workshop for Tamarack Institute’s national “Engagefest” (October 30). Trish worked with Marie Burge of Cooper Institute to present the PEI proposal to Basic Income Canada Network (November 15).

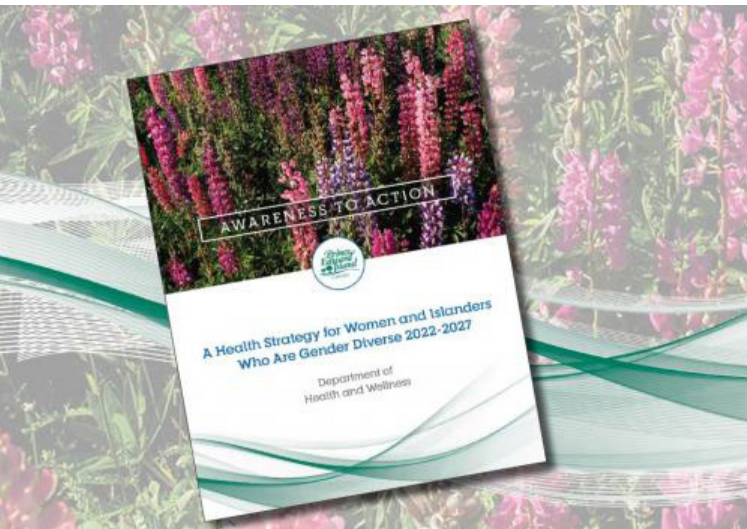
Trish also attended an online forum of BIG advocates from across Canada to share updates from PEI (October 28).

Learning opportunities on poverty elimination included a close review by our Research Coordinator of the PEI Poverty Act Report and the National Advisory Council on Poverty report. Jane took part in a “Virtual Town Hall - A Time for Urgent Action: The 2024 Report of the National Advisory Council on Poverty” (December 5).

Physical and Mental Health

The PEI Advisory Council on the Status of Women acknowledges the significant impacts of systemic inequalities and the social determinants of health for physical and mental health and well-being.

The Council supports a health-in-all-policies approach to legislation and policy development, and regularly collaborates with healthcare professionals and community-based organizations to advocate for healthcare systems changes that will meet the needs of women and gender-diverse people.



Health Strategy for Women and Islanders Who Are Gender Diverse, 2022-2027.



In 2022, the Province of PEI launched *Awareness to Action: A Health Strategy for Women and Islanders Who Are Gender Diverse 2022-2027*. The Advisory Council on the Status of Women took part in consultations in the lead-up to the launch of the strategy and is represented on the Women's and Gender Diverse People's Health Council that will advise on implementation of the strategy.

Policy highlights related to women's and gender-diverse people's health included the following:

- **Livewell PEI policy and planning:** Input through an online survey and in-person consultation (June 10), as well as contribution to a written submission by the Working Group for a Livable Income.
- **Gender-Health Research:** Jane met with government staff working on the gender-health strategy regarding the research stream of the strategy (September 24).
- **Seniors Action Plan:** Consultation with Council informed a submission for the Seniors Action Plan (November 29).
- **Pre-budget Consultations:** Supports for women's and gender-diverse people's mental and physical health were included as a priority in the pre-budget submission from the Council (November 15).

A survey indicates 33% of women and 16% of men over 40 have symptoms of urinary incontinence. Over their lifetime, up to

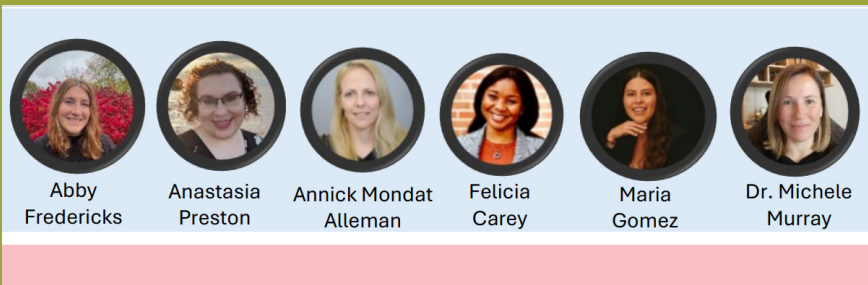
50%

of women will develop pelvic organ prolapse.

Sources: Canadian Urinary Bladder Survey; PubMed Central (PMC) "Pelvic organ prolapse: The Lived Experience."

Health Equity Panel

The Women and Gender-Diverse People’s Health Section facilitated a panel discussion on November 22, featuring the expertise of members of the Women and Gender-Diverse People’s Health Council. They explored strategies and practical approaches for embedding health equity into healthcare practices and policies and understanding the impact on people’s lived experiences.



Council member Felicia Carey was also appointed to the Women’s and Gender-Diverse People’s Health Council in 2024. She was featured on a health equity panel in November.

The panel is pictured and described above. Regular meetings of the gender health council took place on May 8, September 4, and November 29.

The Advisory Council participates in other active partnerships focused on health, including a task force on pelvic floor health that reviewed jurisdictional scans this year in advocating for supports.

The Atlantic Summer Institute on Healthy and Safe Communities has a project on investing upstream for child and youth mental health, through the lens of health in all policies. Council is represented on the advisory committee.

Public education on women’s health by the Advisory Council included an op-ed by Michelle Jay for World Menstrual Day (May 28), “Ensuring Reproductive Rights - New period pantry part of a global effort to improve dignity, equity and safety.” As part of the Atlantic Summer Institute, Trish Altass co-presented the workshop “Mental Health is more than you can imagine! Supporting wellbeing through Upstream Mental Health Policy Promotion” with Dr. Linda Liebenberg (August 21).

In October, Michelle Jay organized a cycling team to raise funds for Blooming House shelter. The small group of 5 fundraised over \$5,000. Council staff worked on a project to support distribution of free menstrual products, a “PEI Period Pantry.” Originally conceived to be part of the Charlottetown Community Fridge, the closure of this fridge required fresh thinking, including support for Summerside Rotary Library to establish a “comfort cabinet” like the one in Charlottetown.

Learning opportunities related to health and gender included participation in Atlantic Summer Institute sessions and workshops and the learning opportunities provided by the gender health council, including “Inclusive Practices in Indigenous Health,” which Jane and Felicia attended (June 7), and Jane attended Council member Felicia Carey presented on the panel of a Health Equity Learning Session (November 22).

Ending Gender-Based Violence

The PEI Advisory Council on the Status of Women coordinates the annual Purple Ribbon Campaign Against Violence Against Women and the annual Montreal Massacre Memorial Service and is now playing its part in the National Action Plan to End Gender-Based Violence..

As part of the National Action Plan to End Gender-Based Violence, efforts to engage and support individuals and communities to understand, prevent, and end gender-based violence were implemented throughout the year with a series of Council-led community consultations, panels, and study groups.



Council members Felicia Carey, Allie Cantwell, Hsiao-Yu Liu, and Garima Mishra on December 6, 2024.



The Advisory Council on the Status of Women's key partnership for ending gender-based violence is the *Premier's Action Committee (PAC) on Family Violence Prevention*. In April to December 2024, Premier Dennis King launched PAC's 6th mandate. Council took part with the full provincial group, the admin committee, and working groups. Council's ED assisted with updating the group's governance handbook.

In the last year, **policy highlights** related to eliminating gender-based violence included the following:

- Adjudication panel for arts grants focused on gender-based violence (May 10).
- Consultation/update from partners on the Province's sexual violence prevention strategy (June 11).
- PEI Public Safety's survey on policing services: Trish Altass consulted with Family Violence Prevention Services, PEI Rape and Sexual Assault Centre, and Council members to respond (July 18).
- Department of Environment consultation on gender-based violence prevention during emergency response, alongside other community organizations (November 21).
- Council's ED was appointed to the Justice and Public Safety Minister's new Advisory Committee on Crime Prevention and Policing (October 9 first meeting).

In the 2023 PEI provincial election

69%

of women or gender-diverse candidates experienced tech-facilitated gender-based violence such as threats, harassing spam or posts, or deep fake images, etc.

Source: PEI Coalition for Women's Leadership report on TF GBV in the 2023 PEI Election

Other Partnerships to End Gender-Based Violence

Local partnerships include government's **Victim Services Advisory Committee**, and **Pathways to Thrive**, a project led by Women's Network PEI with PEI Rape and Sexual Assault Centre exploring alternative healing modalities for survivors (final event, "Building Better Communities," October). Nationally, Michelle Jay participates on the National Taskforce Policy & Advocacy committee of the **Canadian Centre for Women's Empowerment**. Jane Ledwell serves on the expert panel of the **Canadian Femicide Observatory for Justice and Accountability**.



Council's program coordinator serves on PAC's Sexual Assault Prevention Working Group to help coordinate awareness week events like Take Back the Night.

Council reps take part in Family Violence Prevention Week (May) and Sexual Assault Awareness Week (September).

As a member of PAC Admin, Council's Executive Director takes part in implementing strategic goals for PAC's 6th mandate.

The Council office served as a hub for distributing 10,000+ resources province-wide for Family Violence Prevention Week in May 2024. Council also took part in Wear Purple Day and Walks in Silence for Victims of Family Violence in Charlottetown and Summerside.

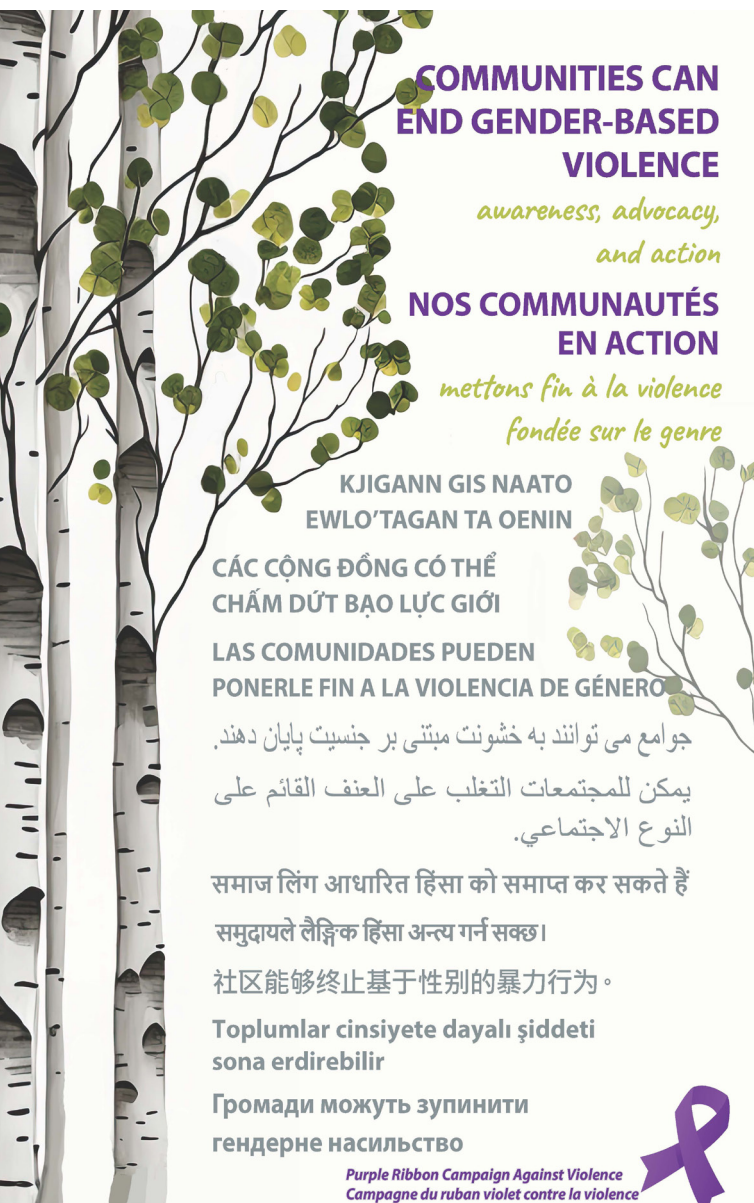
Public education on gender-based violence by the Advisory Council included interviews on coercive control and proposed federal legislation, with Radio-Canada (October 3) and *La Voix Acadienne* (October 8). ED Jane Ledwell was a guest on a CBC *Maritime Noon* phone-in about intimate-partner violence (November 19). Jane spoke to *La Voix Acadienne* (November 22) and Michelle spoke to the *Eastern Graphic* (November 27) ahead of the Purple Ribbon Campaign.

Additional public education opportunities related to campaigns and projects are included in the following pages.

The Advisory Council on the Status of Women is a partner in **Women's Network's PEI community engagement for the National Action Plan to End Gender-Based Violence** and participated in full meetings or briefer consultations May 29, September 25 (training day on consensus-based decision-making), November 20, and December 11.

Local learning opportunities and events on gender-based violence included trauma-informed activism training hosted by PEIRSAC (May 10); a Sexual Assault Awareness Week webinar responding to disclosures (September 23); Restorative and Therapeutic Approaches in PEI's Justice System (November 29). Additional gender-based violence events included Take Back the Night marches (Ch'town, Sept. 19; West Prince, Sept. 24) and the AWA Sisters in Spirit Vigil in Summerside (October 4).

Ending Gender-Based Violence: Purple Ribbon Campaign



Public Education Highlights

Public education on gender-based violence took place through the 35th annual Purple Ribbon Campaign.

Resources for 2024–2025 included the following:

- 10,000 purple ribbons pinned to bookmarks by volunteers, featuring the theme “Community Can End Gender-Based Violence: awareness, advocacy, and action.” Again this year, Women’s Institute branches did most of the pinning and much local distribution in their communities.
- 5,000 buttons and stickers with purple ribbon images and relevant messages. Distribution to schools through the Public Schools Branch was strong this year.
- Slideshows, handouts, and other materials developed for use by teachers and students, available on our website.
- Multilingual posters featuring the theme message in 12 languages (historical and current usage in PEI).

Presentations, media, and public education events included these:

- The Purple Ribbon Pinning Bee at the Charlottetown Library Learning Centre kitchen (November 6) was filled to capacity with Council members and volunteers. Gillian Mahen, a long-time staffperson from the library, spoke about programming options available at the library.
- Caroline Galloway developed a “how to pin purple ribbons” guide for volunteers.
- Vice-Chairperson Garima Mishra wrote commentary for Saltwire and our website for December 6.



Michelle Jay and Gillian Mahen at the Purple Ribbon Pinning Bee.



Jane Ledwell and Hsiao-Yu Liu at the Purple Ribbon Pinning Bee at the Charlottetown Library Learning Centre.

Ending Gender-Based Violence: Montreal Massacre Memorial Service



Garima Mishra emceeding the memorial service in 2024.

The PEI Advisory Council on the Status of Women is grateful for Purple Ribbon Campaign supporters.

Funding Sponsors: Premier's Action Committee on Family Violence Prevention; SRL Solutions; City of Charlottetown

Venue Sponsor: Confederation Centre of the Arts

Volunteers and Supporters: Women's Institutes (Purple Ribbon pinning & distribution); Interministerial Women's Secretariat; National Action Plan to End Gender-Based Violence; PEI Family Violence Prevention Services; PEI Rape and Sexual Assault Centre; Individuals across PEI, with special thanks to Jenna Branch, Kirsten Birch, Hillary Manchester, Brandy Beazley, Leslie Jay, Gail Carter-Jay, Jillian Champion, and Jennifer MacEachern

Council members hosted the annual December 6 Montreal Massacre Memorial Service in Memorial Hall in the Confederation Centre of the Art. With candle-lighting and ceremony, the service commemorated the victims of the Montreal Massacre and PEI women killed by men who knew them.



The 2024 Memorial Service program was emceed by Advisory Council Vice-Chairperson Garima Mishra.

Hosts and Greeters

Members of the PEI Advisory Council on the Status of Women

Piano Music

Todd MacLean

Indigenous Ceremony

Elder Julie Pellissier-Lush

Welcoming Remarks and Comments

Garima Mishra, Vice-Chairperson of the PEI Advisory Council on the Status of Women

Candle-Lighting for Victims of the Montreal Massacre

Candles lit by public officials and allied organizations. Readings by Jane Ledwell, PEI Advisory Council on the Status of Women

Guest Speaker: "Building Safer Communities: Working Together to End Gender-Based Violence"

Jayelee Grady, Manager of Victim Services

Candle-Lighting for PEI Murdered Women

Candles lit by family members and friends of murdered women and allied organizations

Closing Music: "Angel" by Sarah McLachlan

Performed by Kelley Mooney



Left to right, speaker Jayelee Grady, ceremonial leader Elder Julie Pellissier-Lush, musician Kelley Mooney. Candle-lighters the Honourable Dr. Wassim Salamoun, O.P.E.I., Lieutenant Governor of PEI (right), and Her Honour Marie Salamoun-Dunne (left).

Ending Gender-Based Violence: Motivated Municipalities

The “Motivated Municipalities to End Gender-Based Violence” project began in 2024 with a partnership with the Town of Kensington to engage multiple sectors in creating a community action plan for addressing gender-based violence prevention. Funding from the National Action Plan to End Gender-Based Violence, through the Interministerial Women’s Secretariat, supported the Council to develop and initiate a process that can be evaluated and replicated in other municipalities across the province.



As the culmination of the “Motivated Municipalities” project, the Town of Kensington publicly launched a nine-point community action plan to prevent gender-based violence in the community. The launch was celebrated in Kensington with Mayor Rowan Caseley signing a public declaration and hosting a news conference on October 30.



Kensington Mayor Rowan Caseley, their Honours Marie Salamoun-Dunne and the Honourable Dr. Wassim Salamoun, O.P.E.I., Lieutenant Governor of PEI (right), and Jane Ledwell at the launch of the action plan



Kensington community forum participants, Kensington CAO Geoff Baker, Coreen Pickering, Jeff Spencer, Mayor Rowan Caseley, and Under the Spire ED Lindsay Connolly.

Between April and June, with endorsement from the Town of Kensington and support from core community partner Under the Spire, representatives from the Advisory Council met with community organizations in Kensington and region to learn about dynamics of gender-based violence and talk about community’s strengths and opportunities to prevent and end violence.

The Advisory Council is grateful for the thoughtful engagement of the Queen Elizabeth Elementary Home and School (April 22), a group of members of Kensington United Church (May 2), a group of members of the Kensington and Area Chamber of Commerce (May 6), and the board of the Kensington North Watersheds Association (May 23). Council staff also met with gender-equality and violence prevention organizations active in the East Prince, to scope regional strengths (May 1).

The regional discussion was brought together by East Prince Women's Information Centre. All the community consultations took place in Kensington.

A public community forum on May 16, during PEI Family Violence Prevention Week, was well attended by community members, participating organizations, Town Council, and Town police services.



Town of Kensington councillors and police, along with Advisory Council on the Status of Women staff members, met in August 2024 to discuss ideas from community consultations on the action plan.

Council members Barb McDowall, Felicia Carey, and Soleil Hutchinson participated in the community forum.

The priorities for action that came out of the discussions at the forum were a) Community Connections & Engagement; b) Education, Awareness, & Resource Accessibility; c) Early Intervention & Prevention; d) Supporting Survivors; and e) Policy Change & Advocacy.

In August, representatives of the PEI Advisory Council on the Status of Women presented what we heard from the community to the Town Council and Police Services. After a fruitful discussion of possible actions and valuable input from the municipal leaders, the Advisory Council on the Status of Women offered a draft action plan, which the Town of Kensington then made their own and prepared for approval. The launch of the action plan on October 30 is pictured above.



PEI Writers' Guild

Community Action Planning

To extend the reach of community action planning, Council in 2024 also piloted a model for community action planning with a widely geographically distributed and diverse community of interest, starting with the PEI Writers Guild. Council staff met regularly with Guild ED Shawn Hogan to plan our collaboration.

In October Council co-sponsored an event as part of the Wild Threads Literary Festival. Held September 22 at Harmony House in Hunter River, "Interwoven Voices" was a thought-provoking and moving journey of "song, stories, advocacy, and authorship" led by talented PEI musicians Brielle Ansems, Alicia Toner, Carlie Howell, and Joce Reyome, and facilitated/hosted by Evelyn Bradley (pictured below on stage).

On November 27, Jane Ledwell and Michelle Jay attended the Writers' Guild Annual General Meeting to speak about the project and answer questions on the partnership and upcoming events we will work on together.



Supports for Caregivers

The PEI Advisory Council on the Status recognizes how much we rely on unpaid and underpaid caregivers and caregiving for a well-functioning society. Women and gender-diverse people continue to carry heavier burdens of family and community caregiving.

Given the important conversation between caregiving questions and labour force questions, Council members this year decided to dedicate some of our programming, policy, and partnership time committed for this priority to support other labour force issues with gender and equity implications, including work on migrant workers' rights.



Trish Altass and Ryan MacRae share information about migrant workers rights at a DiverseCity event in Alberton.

Input to Public Consultations

Opportunities for input on caregiving included these:

- **Student Loans Policy:** ED Jane Ledwell was interviewed for a provincial consultation on student loans policy and gender-based violence, focused on the needs of caregivers/parents (June 26).
- **Inclusive Education Action Plan Submission:** Council shared their advice to government on inclusive education following a call for public feedback (September 30).
- **Accessibility Supports:** Research Coordinator Trish Altass met with staff from the Accessibility Supports and Residential Services review (October 18) and gathered and submitted Council's advice to government (November 29).
- **Cyberbullying:** Eligible Council members and staff replied to a survey about cyberbullying of youth; the survey was only open to caregivers (December).

Community Discussions



Program Coordinator Michelle Jay took part in an event on Advanced Care Planning for the Queer Community, held by PEERS Alliance and Hospice PEI (April 3).

ED Jane Ledwell presented a paper on caregiving, and presented on a plenary panel "EDI in Action" at the conference L.M. Montgomery and the Politics of Home at UPEI (June 21).

Research Coordinator Trish Altass and member Hsiao-Yu Liu represent Council on the Migrant Workers Action Team and attend regular meetings and ensure Council representation at events. More on this work on p. 31.



By 2022, the percentage of PEI residents under 18 experiencing food insecurity increased from 25.4% in 2020 to

41%

Children and youth are food insecure when their caregivers have inadequate income.

Source: 2023-24 Poverty Elimination Strategy Act Annual Report, Province of PEI

Council-Led Special Projects

Bursaries for Women

Annual deadline to apply: October 15

Diane Kays Memorial Bursary (\$750) 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.

2024 Winner: Tracey Demeulenaere

Inge Blackett Memorial Bursary (\$750): for a woman-identifying PEI resident who entered Canada as a refugee and is pursuing further education.

2024 Winner: Rana Alothman

Migrant Worker Rights Bursary (\$750): A bursary for a woman-identifying PEI resident who has been designated a Temporary Foreign Worker and is pursuing further education:

2024 Winner: Marlene Medina

Special thanks to Council members Garima Mishra and Hsiao-Yu Liu for serving on the bursary committee. The committee this year also updated forms and created a new multilingual poster and promotional plan for the bursary program.

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.

2024 Winner: Kaitlyn Smith



Left: Diane Kays Bursary winner Tracey Demeulenaere.

Right: Inge Blackett Bursary winner Rana Alothman with Garima Mishra in December 2024.



Multilingual poster created to promote bursaries.



The annual gathering of past Chairpersons of Council on October 9, 2024, focused on the 50th anniversary year for the PEI Advisory Council on the Status of Women, upcoming in 2025. Chairperson Serena (participating virtually) welcomed five past Chairpersons who gathered. A roundtable drew out their ideas for what to include on 50-year timeline of Council work on key issues. Participants were Mari Basiletti (2016–2018), Debbie Langston (2019–2021), Kirstin Lund (2003–2008), Dianne Porter (1986–1989), and Kelly Robinson (2015–2016). Their timeline was posted and discussed at the October Council meeting and will contribute to the 2025 projects to celebrate our 50th anniversary year.

Communications

The PEI Advisory Council on the Status of Women submits news releases and opinion pieces to media and responds to media requests. Ordinarily, spokespersons on behalf of the Council are the Chairperson, the Executive Director, the Program Coordinator, and the Research Coordinator. The Council provides a weekly e-newsletter as a free community service. Subscribers receive submitted listings of community notices. Council staff members independently manage content of the official website at peistatusofwomen.ca and a social media presence on Facebook to educate and engage.

Women. She describes herself as a proud mom, a proud lesbian and a proud social justice activist.

Jay has been a feminist and an advocate for racial and cultural inclusion since her teen years, informed by her experiences growing up in Indigenous communities in Manitoba and Zambia and then volunteering with refugees in Guatemala and Mexico.

Her formal post-secondary education is from Mt. Allison University and UPEI, where she eventually received a BA in psychology.

We asked her 20 questions. Answers may have been edited for length and clarity.



14. What is your greatest joy?
Singing meaningful music in community.

15. What is your most treasured possession?
A moonshell shell that my Dad brought me from Australia.

16. What's the best advice you got from a parent or mentor?
My mom is a powerful mentor to me because of how she fully and energetically lives her life – with joy, positivity, compassion and so much love.

17. What would you say is your best quality, and what would you say is your worst quality?

Michelle Jay's "20 Questions" feature in the *Guardian*..



Sisters in Spirit Vigil for MMIWG, October 4 in Summerside.

WEBSITE

The PEI Advisory Council on the Status of Women website at peistatusofwomen.ca is updated regularly. Analytics highlights included over 7,745 page views by 3,200 users, and average of over 425 visits per week. Users were mostly in Canada, with over 82% from this country. The home page was most visited, followed by the Bursaries page (with new promotional materials), the Purple Ribbon Campaign, members and staff, and Resources for Teachers, and Family Violence Prevention Week.

COMMENTARIES

- "World Menstrual Day May 28," commentary by Michelle Jay (May 30)
- "20 QUESTIONS: with Michelle Jay, PEIACSW Program Coordinator," *Guardian* feature (June 20)
- "A Future Free from Gender-Based Violence" | "Œuvrer pour un avenir sans violence fondée sur le genre," commentary by Garima Mishra (December 6)

MEDIA REQUESTS

- CBC Nova Scotia *Mainstreet* re. PEI developments on basic income guarantee (April 26)
- *Halifax Examiner* re. PEI developments on basic income guarantee (September 4).
- Radio-Canada (October 3) and *La Voix Acadienne* (October 8) re. coercive control and proposed federal legislation
- Motivated Municipalities media conference in Kensington, attended by *County-Line Courier* and *La Voix Acadienne* (October 30) with follow-up by Radio Canada (November 6) and CBC online (November 5)
- The newsletter of the PEI Federation of Municipalities included an article about the "Motivated Municipalities" (November)
- CBC *Maritime Noon* phone-in about intimate-partner violence and coercive control (November 19)
- *La Voix Acadienne* (November 22) and the *Eastern Graphic* (November 27) re. the Purple Ribbon Campaign
- Montreal Massacre Memorial Service, covered by Radio-Canada, CBC, the *Guardian*, and *La Voix Acadienne* (December 6)

SOCIAL MEDIA

Council has a presence on Facebook. A snapshot of analytics for the nine-month period from April 1 to December 31:

- Total posts: 156 (including weekly e-news)
- Total followers: ranged from 2,125 to 2,225.

Four (4) post themes that were most liked included: personal stories of PEI women's successes, posts about PEIACSW staff and council members, posts promoting and showing photos from events hosted by PEIACSW, posts about grants and fundraising.

Personal stories of women's successes received between 1,000 and 5,600 likes (April 8th to Dec 3rd). Posts about PEIACSW staff and Council members received between 1,000 and 4,000 likes (May 8th to June 18th). Posts promoting and displaying photos from events hosted by PEIACSW had between 1,400 and 18,000 combined likes (April 2nd to November 29th). Posts about grants and fundraising received between 1,000 and 2,000 likes (May 8th to November 29th).

The three most popular post themes this year were as follows: posts in May profiling and welcoming Felicia, Allie, and Soleil to the Council (combined 4,000 hits); a December post profiling three teenage sisters from Summerside who are minor hockey league referees (5.6K+ likes); and three November posts about the Purple Ribbon Pinning Bee (combined 18K+ likes).

E-NEWS

The Advisory Council e-news sent out 27 campaigns in the last nine months of 2024, from April to June and September to December. Campaigns included at least 420 notices. Our e-newsletter is sent to our subscriber list of approximately 370 members usually every Thursday and listings are also available at a link on our website. To subscribe directly, copy and paste this link in a browser: <http://eepurl.com/rQH6P>.



All staff at the Montreal Massacre Memorial Service in Charlottetown, December 6, 2024.



Michelle speaking at a Rally for Rainbow Rights in Charlottetown.



Busy hands of a volunteer at the Purple Ribbon Pinning Bee in November 2024.

Learning from Community

The PEI Advisory Council on the Status of Women participates in continuous learning and professional development: formally, through webinars by subject-matter experts; informally, by hearing the voices of lived and living experience. The Council responds to inquiries from individuals, groups, and government. The Advisory Council does not have the mandate or resources to provide services or to advocate for individuals.



Summer team-building excursion to a concert at the Under the Spire Festival at St. Mary's Church.



Garima Mishra, Hsiao-Yu Liu, Barb McDowall, Jane Ledwell, and Caroline Galloway at Glenaladale.



"Equality Riders" Barbara Dylla, Michelle Jay, Jill Olscamp, Robin Anne Ettles, Ride for Refuge for Blooming House.

SOME WEBINARS & TRAININGS

Michelle Jay took part in the final sessions of "Facilitator's Path" training with trainer Paula Gallant (April and May)

Trish Altass took part in "Secondary Traumatic Stress and Empathic Strain," Community Sector Network (May 9)

Trish Altass completed e-courses in "Evaluation Essential Skills" and "Survey Methods," Canadian Evaluation Society (June)

Michelle Jay, Trish Altass, and Jane Ledwell took part in "Understanding of Coercive Control in the Context of Intimate Partner Violence," Dept. of Justice and Public Safety (June 12 and 13)

Jane Ledwell took part in "Menopause in the Workplace," UPEI EDI (October 16)

ADDITIONAL CONSULTATIONS

Discussion with consultant working with the Nova Scotia Advisory Council on the Status of Women regarding best practices (September 24)

City of Charlottetown Climate Resiliency community action planning workshop (May 14)

Canadian Centre for Economic Analysis: review of reports to consider how the PEI government may be working with CANCEA and applying their frameworks in policy development (recommendations to government October 9)

UPEI strategic planning consultation "A Forward-Thinking Conversation: UPEI 2030," hosted by President Wendy Rodgers (November 28)

Women's organizations' meeting with Federal Minister of Veterans' Affairs Ginette Petitpas Taylor, who is also a past chair of the NBACSW (October 25)

INQUIRIES

The Advisory Council does not have the mandate or resources to provide services or to advocate for individuals. We offer support with active listening, information, and referrals. 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. Inquiries are fewer and are increasingly diverse and specific. We believe the 211 Service is having a positive impact on directing individuals to appropriate services.

From April to December 2024, Council staff heard inquiries or comments related to the following: workplace concerns such as employee rights, workplace harassment, or toxic workplace culture at UPEI; human rights case challenging legislation surrounding parental consent requirements for gender diverse students to change names and pronouns for informal use at school in Saskatchewan; newcomers' rights; rental assistance inquiries from a woman unable to access safe and affordable housing; a Career Bridges participant seeking a work placement; concerns about NIMBYism and municipal councils creating barriers to community fridges and women's shelters; a woman unearthing terrible inequalities in the historical medical treatment of "unwed mothers"; questions about policies and best practices for accommodating parental leaves for members of boards; various people in Sherwood Business Centre trying to access health, housing, income support and Workers Comp, or a washroom.

Many calls requested information and requests related to ACSW programming: Purple Ribbon Campaign resources, the December 6th Montreal Massacre Memorial Service, Silent Witnesses silhouettes, IWD and the Chairs Circle event. These include offers to volunteer or contribute and expressions of interest in applying to Council.

Referrals are frequent to Family Violence Prevention Services, Community Legal Information, PEI Rape and Sexual Assault Centre, the PEI Human Rights Commission, and others.

INTERESTED IN EQUALITY?

YOUR VOICE MATTERS
Government appoints members of the Advisory Council on the Status of Women from among applicants to Engage PEI.

ADVISE GOVERNMENT & EDUCATE THE PUBLIC
Advise the government of PEI and be part of education campaigns on gender equality issues as a member of the PEI Advisory Council on the Status of Women.

MAKE A DIFFERENCE ON PRIORITY ISSUES

- Ending gender-based violence
- Basic income guarantee
- Women's and gender-diverse people's health
- Supports for caregivers

APPLY TO ENGAGE PEI
Use the link or QR code below for application forms to apply for the PEI Advisory Council on the Status of Women or other agencies, boards, and commissions.

www.princeedwardisland.ca/en/information/executive-council-office/engage-pe/

PRINCE EDWARD ISLAND
ADVISORY COUNCIL ON THE STATUS OF WOMEN
CONSEIL ADVISIF SUR LE STATUT DES FEMMES DE L'ÎLE DU PRINCE-ÉDOUARD

PEISTATUSOFWOMEN.CA

Rack card created to promote applications to Engage PEI for Council vacancies. The emphasis was on encouraging applicants to fill "voice gaps" around the Council table.

Some Community Collaborations



Showing off Feminist Pride at the Charlottetown Pride Parade in July 2024.

PRIDE Advocacy All Year

Lead: PEERS Alliance

Council showed up in solidarity with 2SLGBTQIA+ community. Members Barb McDowall and Allie Cantwell and staff Michelle Jay and Jane Ledwell attended a rally for "Rainbow Rights" (May 17). Michelle spoke at the rally. The ED spoke at the Trans Awareness Week flag-raising at the Legislative Assembly (Nov. 19) and participated in the Trans Day of Remembrance service (Nov. 20). Michelle represented Council at PEERS Alliance World AIDS Day candle-lighting ceremony.



Krystal Dionne, Summerside Rotary Library, and Kari Kruse, Coalition for Women's Leadership, with period pantry goods.

PRIDE Week

Lead: PRIDE PEI

Program Coordinator Michelle Jay coordinated PRIDE week participation for Council and other women's organizations to show our FEMINIST PRIDE, including through a parade entry (July 20). Michelle was also invited to speak at an event to commemorate 30+ years since the first PRIDE march (July 16) and was a member of a panel presentation called "Lesbianism, Not a Dying Art" (July 15). Research Coordinator Trish Altass attended the first annual Pride Walk and BBQ in Summerside (July 14).



Council staffperson Trish Altass at Summerside's first annual Pride Walk during PEI's Pride Week 2024.

PEI Period Pantry

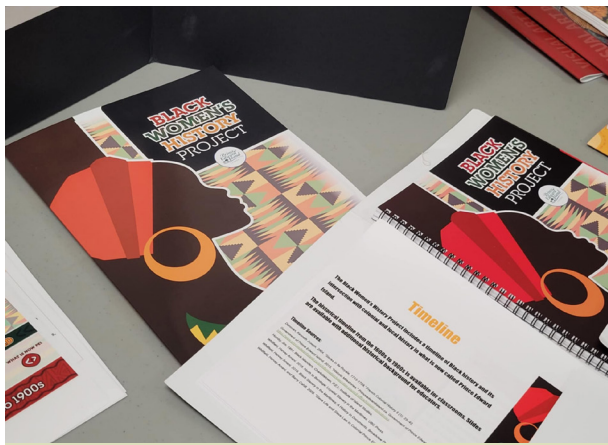
with the Coalition for Women's Leadership

Inspired by the Yukon Period Pantry, Council staff and the Coalition for Women's Leadership did preparatory work for a PEI Period Pantry. The pantry was intended to be set up alongside the Charlottetown Community Fridge, which, despite advocacy, had to shut down operations. A shed that had been purchased as a Pantry was donated to the Summerside Rotary Library to aid them in establishing a comfort cabinet with menstrual supplies and other basic health and comfort needs.

Migrant Workers' Rights

Lead: Migrant Workers Action Team

As part of our partnership with the Migrant Workers' Action Team, staff attended a media conference in support of work-permit policy protestors (July 3). Member Barb McDowall spent many days visiting the protest encampment, and others dropped by. ED Jane represented Council at a Rally Against Xenophobia (September 12). Council reps Trish Altass or Michelle Jay joined the Migrant Workers Action Team at DiverseCity events in Alberton (July 7), Summerside (July 21), and Kensington.



Black Women's History Project resources

Women's History Month

Lead: Chairs Circle for Gender Equality

The day of "Hidden Heritage" workshops organized by the Chairs Circle for Gender Equality (November 1) ended with a women's history month open house for participants and members of the general public. Council member Hsiao-Yu Liu attended, and it was the first opportunity for Council members and women's organizations to meet the newly appointed Minister Responsible for the Status of Women, Hon. Jenn Redmond.



Community members standing for migrant worker rights.

Hidden Heritage

Lead: Chairs Circle for Gender Equality

A day of workshops organized by the Chairs Circle for Gender Equality to follow women's history month brought together interested members of the public and educators on a professional development day to consider PEI's "Hidden Heritage" (November 1). Council staff Jane Ledwell, Michelle Jay, and Trish Altass attended and helped support a workshop day on "Hidden Heritage," and Council member Barb took part. The day featured interactive sessions on the Black Women's History Project, the Provincial Heritage Fair, and the PEI Museum and Heritage Exhibition "Black Islanders: 400 Years and Counting."



Past Chair Mari Basiletti, Michelle Harris-Genge (IWS), Minister Responsible Jenn Redmond, and past Chair Anne Nicholson.

Consultations & Events

The PEI Advisory Council on the Status of Women participates in consultations and community events related to our mandate and mission. Items that are not easy to categorize under our strategic plan categories for action are included below and in the pages that follow. Some projects and events help advance another strategic priority set by Council members: to take part in energizing events.

● SOME COMMUNITY EVENTS

Senator Kim Pate's lecture on basic income at Westisle High School (April 3) and lecture in Charlottetown (April 4), put on by the St. Dunstan's University Board of Governors

Provincial Heritage Fair—*ED as an adjudicator* (April 30)

Women's Network PEI's homage to the Women's Festival (May 18-19)

Cooper Institute 40th Anniversary Celebration (May 31)

Hilda Ramsay fundraiser for women in politics (June 14)

PEI Museum and Heritage Exhibit "Black Islanders" on Emancipation Day (August 1)

Women Trailblazer's colouring book launch for Women's History month, and relaunch for Coalition for Women in Government under the new name the PEI Coalition for Women's Leadership (October 3)

United Way's United by Song fundraiser and awareness-raising campaign (October 10)

Persons Day "Pink Tea" event by Culture Summerside at Three Oaks Senior High (October 18)

Institute of Island Studies public symposium on homelessness and food insecurity at UPEI (November 7)

Tanya Talaga reading and interview with Jenene Wooldridge (November 7)

Women's Network Fundraising Concert (November 10)

PEIRSAC puppet play, "Captain Courage and the 7 Cs of Resilience" (November 15)

"Feminist Friday" solidarity building event (November 15)

Trans Awareness Week flag-raising at the PEI legislative Assembly - *ED as a speaker* (November 19)

Trans Day of Remembrance service at PEERS Alliance (November 20)

World Aids Day Ceremony organized by PEERS Alliance (December 2)

Human Rights Day celebration hosted by PEI Human Rights Commission (December 10)

Coalition for Women's Leadership Gender & Emergency Response consultation (December 10)

PEERS Alliance diversity themed picture books for waiting rooms program launch (December 11)

Wake for Sr. Anne Gillis (December 26)

● OTHER PARTNERSHIPS

The PEI Advisory Council on the Status of Women is part of the New Museum Advocacy Group, which met throughout the year and is a member of the PEI Literacy Alliance, with whom we share an office. Council's ED was invited to be a member of the Maritime United Way Community Impact Council which began meeting in 2024 after the merger of regional United Way branches. Council was happy to help celebrate the Coalition for Women's Leadership's new name and brand (changed from the PEI Coalition for Women in Government).

● SPEAK UP PROJECT

Women's Network PEI coordinated the "Speak Up" project to bring together not-for-profit leaders in the gender and equality-seeking community. It concluded in April 2024. Organizational representatives met quarterly to share resources and strategies for speaking up on equity issues and to develop skills for collaborating and organizing.

Financial Statements

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

Financial Statements
March 31, 2024 and December 31, 2024

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



Jane Ledwell
Executive Director

May 15, 2025

INDEPENDENT AUDITOR'S REPORT

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

Opinion

We have audited the financial statements of the **Prince Edward Island Advisory Council on the Status of Women**, which comprise the statements of financial position as at March 31, 2024 and December 31, 2024, and the statements of operations and accumulated surplus (deficit), changes in net financial assets (debt), and cash flow for the periods then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Council as at March 31, 2024 and December 31, 2024, and the results of its operations, changes in net financial assets (debt), and cash flow for the periods then ended in accordance with Canadian Public Sector Accounting Standards.

Basis for Opinion

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

Other Matter

The opening financial statement balances at April 1, 2023 were unaudited. We have obtained sufficient and appropriate audit evidence to conclude that the opening financial statement balances do not contain misstatements that materially affect the financial statement amounts reported for the periods ending March 31, 2024 and December 31, 2024.

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 that 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 Audits of the Financial Statements

Our 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 our 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.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audits. We 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 our 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 audits in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of 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 we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our 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.

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



Darren Noonan, CPA, CA
Auditor General



Elvis Alisic, CPA, CA
Assistant Auditor General

Charlottetown, Prince Edward Island
May 15, 2025

PRINCE EDWARD ISLAND ADVISORY COUNCIL ON THE STATUS OF WOMEN

Statement of Financial Position
March 31, 2024 and December 31, 2024

	December 31, 2024	March 31, 2024
	\$	\$
Financial Assets		
Cash	37,224	12,441
Accounts receivable	<u>4,722</u>	<u>4,333</u>
	<u>41,946</u>	<u>16,774</u>
Liabilities		
Accounts payable and accrued liabilities (Note 3)	<u>17,468</u>	<u>23,572</u>
Net Financial Assets (Debt)	<u>24,478</u>	<u>(6,798)</u>
Non Financial Assets		
Inventories of supplies	1,950	-
Prepaid expenses	<u>333</u>	<u>2,649</u>
	<u>2,283</u>	<u>2,649</u>
Accumulated Surplus (Deficit)	<u>26,761</u>	<u>(4,149)</u>

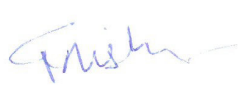
Contractual Obligation (Note 4)

(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 Surplus (Deficit)

For the year ended March 31, 2024 and 9 month period ended December 31, 2024

	Budget (Note 8)	December 31, 2024	Budget (Note 8)	March 31, 2024
	\$	\$	\$	\$
Revenues				
Grants – Province of Prince Edward Island (Note 5)	243,630	256,200	286,250	302,000
Program revenue	<u>1,350</u>	<u>8,898</u>	<u>9,800</u>	<u>9,681</u>
	<u>244,980</u>	<u>265,098</u>	<u>296,050</u>	<u>311,681</u>
Expenses				
Administration	12,508	11,695	14,188	15,547
Contracts	9,675	3,870	11,853	12,688
Council meetings/business	39,046	30,434	40,470	60,639
Equipment	750	-	2,400	4,736
Materials and supplies	9,113	7,148	12,445	12,228
Salaries and benefits	<u>173,888</u>	<u>181,041</u>	<u>214,694</u>	<u>205,254</u>
	<u>244,980</u>	<u>234,188</u>	<u>296,050</u>	<u>311,092</u>
Annual Surplus	-	30,910	-	589
Accumulated Deficit, beginning of year	-	(4,149)	-	(4,738)
Accumulated Surplus (Deficit), end of year	<u>-</u>	<u>26,761</u>	<u>-</u>	<u>(4,149)</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 Financial Assets (Debt)
For the year ended March 31, 2024 and 9 month period ended December 31, 2024

	Budget (Note 8)	December 31, 2024	Budget (Note 8)	March 31, 2024
	\$	\$	\$	\$
Net Debt, beginning of year	(6,798)	(6,798)	(6,003)	(6,003)
Changes in year:				
Annual surplus	-	30,910	-	589
Change in inventories of supplies	-	(1,950)	-	-
Change in prepaid expenses	-	2,316	-	(1,384)
Change in Net Financial Assets (Debt)	-	31,276	-	(796)
Net Financial Assets (Debt), end of year	(6,798)	24,478	(6,003)	(6,798)

(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, 2024 and 9 month period ended December 31, 2024

	December 31, 2024	March 31, 2024
	\$	\$
Cash provided (used) by:		
Operating Activities		
Annual surplus	30,910	589
Changes in:		
Accounts receivable	(389)	(2,100)
Accounts payable and accrued liabilities	(6,104)	5,732
Deferred revenue	-	(5,000)
Inventories of supplies	(1,950)	-
Prepaid expenses	2,316	(1,384)
Cash provided (used) by operating activities	24,783	(2,163)
Cash, beginning of year	12,441	14,604
Cash, end of year	37,224	12,441

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

PRINCE EDWARD ISLAND
ADVISORY COUNCIL ON THE STATUS OF WOMEN

Notes to Financial Statements
March 31, 2024 and December 31, 2024

1. Purpose of the Organization

The Prince Edward Island Advisory Council on the Status of Women is a government appointed provincial advisory agency operating under the authority of the *Prince Edward Island Advisory Council on the Status of Women Act*. 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*.

On May 8, 2024, the Council approved to change the year-end to December 31. These financial statements include results for the full fiscal year ending March 31, 2024 and the results for the transitional 9 month period from April 1 to December 31, 2024.

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) Inventories of Supplies

Inventories of supplies are recorded at cost. Damaged, obsolete, or otherwise unusable inventory is expensed as identified.

d) Prepaid Expenses

Prepaid expenses are amounts paid for in advance of the receipt of service and are charged to expenses over the period the service is consumed.

PRINCE EDWARD ISLAND
ADVISORY COUNCIL ON THE STATUS OF WOMEN

Notes to Financial Statements
March 31, 2024 and December 31, 2024

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

e) 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.

f) 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. Equipment totalling \$4,736 was expensed for the year ended March 31, 2024 and no equipment was expensed for the period ending December 31, 2024.

g) Revenues

Revenues are recorded on an accrual basis in the period in which the transaction or event which gave rise to the revenues occurred and any performance obligations associated with those revenues have been met. When accruals cannot be determined with a reasonable degree of certainty or when their estimation is impracticable, revenues are recorded when received.

h) Government Transfers

Government transfers are recognized as revenues 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.

Government transfers are recognized as expenses when the transfer is authorized, eligibility criteria have been met by the recipient, and a reasonable estimate of the amount can be made. Those transfers include entitlements, grants, and transfers under cost shared agreements. The transfers totaling \$22,953 were expensed for the year ended March 31, 2024 and transfers of \$4,750 were expensed for the period ending December 31, 2024.

i) Expenses

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

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

Notes to Financial Statements
March 31, 2024 and December 31, 2024

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

j) 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.

k) 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

	December 31, 2024 \$	March 31, 2024 \$
Accounts payable	8,564	9,195
Accrued employee wages and benefits	1,561	3,233
Accrued vacation and overtime	7,343	11,144
	<u>17,468</u>	<u>23,572</u>

4. Contractual Obligation

A photocopier is leased until February 1, 2025, with annual lease payments of \$3,180 plus applicable taxes. The lease was subsequently renewed, and the lease term is extended to January 31, 2028, with annual lease payments of \$3,180 plus applicable taxes.

5. Related Party Transactions

The Council received the following grants from the Province of Prince Edward Island (the Province):

	December 31, 2024 \$	March 31, 2024 \$
Operating grants	218,200	284,000
National Action Plan to End Gender-Based Violence	35,000	15,000
Other grants	3,000	3,000
	<u>256,200</u>	<u>302,000</u>

Certain costs incurred by the Province 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.

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

Notes to Financial Statements
March 31, 2024 and December 31, 2024

6. 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. The Council's contributions to the Plan for the fiscal year ended March 31, 2024 are \$15,424 and the Council's contributions for the period ended December 31, 2024 are \$13,284. The Province is responsible to pay for these contributions and they are 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.

c) Retirement Allowance

The Council provides a retirement allowance to its classified employees. The amount paid to eligible employees at retirement is based on the number of years of service and the rate of pay in effect at the retirement date. The benefit costs and liabilities related to the allowance are assumed by the Province and not included in these financial statements.

7. Financial Management

The Council's risk exposure, as a result of the financial instruments on its statement of financial position at March 31, 2024 and December 31, 2024, is limited to credit risk and liquidity risk. The Council's financial instruments are not subject to significant market risk.

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

Notes to Financial Statements
March 31, 2024 and December 31, 2024

7. Financial Management (continued...)

Credit Risk

Credit risk is the risk of loss in the event the counter party to a transaction fails to discharge an obligation and causes the other party to incur a loss. The Council is exposed to credit risk through its accounts receivable which include trade receivables and HST receivable. The Council mitigates this risk through a regular monitoring process.

The Council had accounts receivable totaling \$4,333 at March 31, 2024 and \$4,722 at December 31, 2024. The Council considers all accounts receivable to be of good credit quality.

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. There has been a significant change on the financial position from the previous period from a net debt position to a net financial asset position, which indicates liquidity risk is improved from the previous period.

8. Budgeted Figures

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

Budgeted amounts reported for the period ending December 31, 2024 are based on the approved 12 month budget prorated for the 9 month period.

PEI Advisory Council on the Status of Women



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