

2025



ANNUAL REPORT

PEI Advisory Council on the Status of Women
January 1 to December 31, 2025

About the Cover



Dancing in the rain
by Krishna Dalwadi
Dimensions: 8.27"x11.69"
Year: 2025
Medium: Watercolour

Artist Statement: This painting is for every woman who has ever found herself in a fleeting moment of freedom, laughing, spinning, or simply being herself without apology. It is a reminder that joy does not need permission, and that even in the smallest corners of the world, there is life waiting to be embraced.

Artist Bio: Krishna Dalwadi is an artist and architect from Prince Edward Island. Her work and life are guided by a love of nature, play, and community, with the hope of sparkling smiles and a sense of belonging wherever she goes.

Chairperson's Message

Dear Minister Ramsay:

I am pleased to present you with the 2025 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 January 1, 2025, to December 31, 2025, and includes our final financial statements for that period.



I was proud to be appointed by your government as Chairperson of the PEI Advisory Council on the Status of Women as of December 2024. I am pleased with Council members' progress to achieve the goals we set out in the Strategic Plan, especially related to succession planning, as we hired a new Executive Director in October of 2025.

I would also like to recognize that you newly took on the role of Minister Responsible for the Status of Women in February 2026 and to congratulate you for your leadership. On behalf of the Council, I thank the previous Minister Responsible, Jenn Redmond, for her dedicated work in this role.

Hsiao-Yu Liu
Chairperson 2025

Some highlights from January - December 2025 included:

- In October of 2025, we celebrated our 50th Anniversary with past staff, chairpersons, and Council members attending alongside current staff and Council, making for a diverse, intergenerational crowd of women dedicated to furthering gender equality.
- We helped our second partner municipality, the Town of Crapaud, 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.
- The Purple Ribbon Campaign Against Violence focused on the theme "Shame Must Change Sides: No stigma on survivors." Thousands of purple ribbons were distributed across PEI, and the Council again hosted the December 6 Montreal Massacre Memorial Service in Charlottetown.
- The Council faced a big change this year as Jane Ledwell, our Executive Director of 13 years, accepted a position with Creative PEI. With a hiring committee and many interviews, we offered the Executive Director position to Vanessa Bradley, who started in January 2026.

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 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, Trish, and 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 Ramsay, thank you for the opportunity.

Sincerely,



Hsiao-Yu Liu,
Chairperson



Hsiao-Yu Liu, Charlottetown

Chairperson Dec. 19, 2024 to Jan. 24, 2028

Treasurer Nov. 2, 2024 to Mar. 28, 2025

Member Jan. 24 2023 to Jan. 24, 2028

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 worked as 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 Liu walks with EA Fullerton and Jayelee Grady at the Family Violence Prevention Week Walk in Silence.



Garima Mishra, Charlottetown

Vice-Chair Jan. 24, 2023 to Mar. 30, 2026

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

Garima Mishra was born and raised in India and moved with her husband to 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.



Marie-Soleil Hutchinson, South Granville

Member Oct. 31, 2023 to Oct. 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.



Michelle Jay and Garima Mishra with Garima's daughter at International Women's Day 2025.



Soleil Hutchinson and Garima Mishra at the PEIACSW 50th Anniversary Celebration.

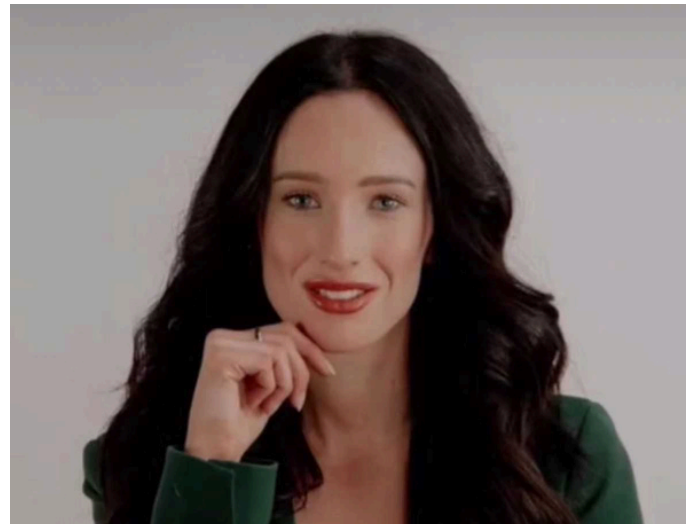


Felicia Carey, Charlottetown

Treasurer Mar. 28, 2025 to Mar. 23, 2026

Member Apr. 16, 2024 to Mar. 23, 2026

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.



Allie Cantwell, Charlottetown

Member Apr. 16, 2024 to Jan. 8, 2026

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.



Felicia Carey and her daughters at the PEIACSW 50th Anniversary Celebration.



Council members and staff hard at work at the 198th Council meeting in January 2025.



Alexia Riche, New Glasgow

Member Dec. 19, 2024 to Dec. 19, 2027

Alexia Riche is a nonprofit leader, advocate, and community builder. Originally from Mauritius, she moved to Canada to pursue her studies and chose to make PEI her home. Alexia holds a B.A. from UPEI with a double major in Applied Communication, Leadership & Culture and Diversity & Social Justice Studies. She is the Executive Director of the Community Sector Network of PEI, where she leads province-wide initiatives that strengthen nonprofit organizations. Alexia is actively involved in community leadership and governance, serving on the boards of Women's Network PEI, the Advisory Council on the Status of Women, and the Comité Consultatif de la Communauté Acadienne et Francophone. In recognition of her leadership and impact, Alexia received the UPEI Inspiring Young Alumni Award in 2025.



Vanessa Sierra Chávez, Charlottetown

Member Dec. 19, 2024 to Dec. 19, 2027

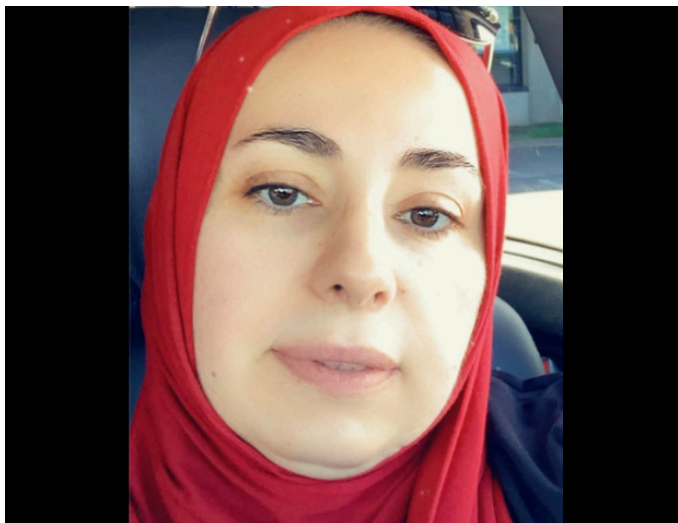
Vanessa Sierra Chávez is a Peruvian lawyer with extensive experience in the legislative field. She served as a parliamentary advisor in the Congress of Peru for over 14 years, and was appointed Deputy Director of the Legal Training Center at the Ministry of Justice and Human Rights, where she developed experience in the public sector, institutional management, and legal education. Vanessa currently resides in PEI with her two children and works Human Resources and Quality Control, where she continues to strengthen her professional skills through ongoing training. She is very honored to be part of the Council and to contribute to its important work.



Alexia Riche speaks at the PEIACSW 50th Anniversary Celebration.



Vanessa Sierra with Hsiao-Yu and past Chairperson Debbie Langston.



Tamara Dahbour Alnsor, Summerside

Member Dec. 19, 2024 to Dec. 19, 2027

Tamara is studying Family Sciences and is a mother of four children. She is passionate about personal growth, learning, and supporting women's rights and equality. She has been living in Canada for almost five years and helps manage a small family store in Summerside that serves different communities. Tamara enjoys working with people and values being part of the Council because of the supportive and inspiring environment. She looks forward to continuing her growth while contributing positively to the community and supporting women's empowerment.



Jenny MacDougall, Tignish

Member Dec. 19, 2024 to Jan. 12, 2026

Jenny MacDougall has been an avid volunteer and has worked with Caring Cupboard, the Tignish Village Council, and, most recently, with the PEI Advisory Council on the Status of Women. Now in her 70s, Jenny works as a substitute teacher at Tignish Elementary and as a caregiver for her son and granddaughter. Jenny is of Acadian descent, and she loves her heritage and culture. As someone who firmly believes in doing her best to create a better world, especially the most vulnerable in our society, Jenny is grateful for the women she has met on Council who continue to inspire her. She strives to live by these words by the great mystic Rumi: "Even if you've not been fed, be bread."



Tamara Dahbour Alnsor lights a candle at the 2025 Memorial for the Montreal Massacre.



Jenny MacDougall (left) with Council members at the January 2025 meeting.

Council Staff

Jane Ledwell - Executive Director

Jane joined Council staff in June 2004 and was the Council's Executive Director from September 2012 to October 2025. 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. Jane lives in Charlottetown with her family.



Michelle Jay - Program Coordinator & Interim Executive Director

Michelle has been Council's Program Coordinator from September 2012 and works full time. She was the Interim Executive Director from October 2025 - January 2026. 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, growing up in Indigenous communities in Manitoba and Zambia and volunteering with Guatemalan refugees. Her formal postsecondary education was from Mt. Allison University and UPEI, where she received a BA in Psychology. She has called PEI home with varying degrees of comfort since the mid-80s. Michelle and her daughter in Charlottetown.



Vanessa Bradley - Incoming Executive Director

In October 2025, Vanessa Bradley accepted the position of Executive Director with the PEI Advisory Council on the Status of Women. She started in January 2026.

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. 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 & Office Manager

Caroline joined Council staff on a part-time contract in June 2024 and became part-time permanent staff in October 2025. 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 has greatly enjoyed working alongside amazing women in the community and looks forward to participating in further advocacy and 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

Advice to the Minister Responsible

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 Hsiao-Yu Liu Smith provided advice to government in correspondence on priority topics to the Minister Responsible.



The Hon. Jenn Redmond attended Council events, including International Women's Day in March 2025 and the 50th Anniversary Celebration held on October 23, 2025, where she offered a brief speech.

*Photo from left to right:
Chairperson Hsiao-Yu Liu, Hon.
Jenn Redmond, Executive Director
Jane Ledwell*

Consultation & Correspondence

In 2025, the Council submitted the following advice to government:

- Submission to the Policing Standards Consultation (April 3, 2025)
- Collaborative Submission from the PEIACSW and the Coalition for Women's Leadership to the Municipal Governance Act (MGA) Consultation (May 15, 2025)
- The Temporary Foreign Worker Protection Act Employer Registry and Administrative Penalties Consultation (July 17, 2025)
- Independent Review of Education Authorities Consultation (September 26, 2025)
- Submission from the PEIACSW to the Department of Justice and Public Safety Public Consultations: Child Support Recalculation Consultation (October 30, 2025)

These submissions can be found on our website: www.peistatusofwomen.ca/policy-research/past-advice-to-government/

Pre-Budget Consultation

Council's Pre-Budget Submission for the 2026 - 2027 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. While much of this work was done in 2025, the deadline was extended and it was submitted in January of 2026.

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 possible.

198th MEETING: January 23

Welcome to New Members, Charlottetown

Council met at St. Peter's Hall and welcomed new Chairperson Hsiao-Yu Liu and new members Alexia Riche, Jenny MacDougall, Tamara Alnsor, and Vanessa Sierra. The Council took a break to welcome guests and host a celebration to launch the 50th Anniversary year.



Newly appointed Council members at their first meeting in January 2025. From left to right: Jenny MacDougall, Alexia Riche, Vanessa Sierra, and Tamara Dabhour Alnsor.

199th MEETING: March 28

DUCKS, Summerside

Council members gathered at Centre Belle-Alliance, where they participated in an Equality Report Card Orientation, planning for the 50th Anniversary year, and a discussion on *DUCKS: Two Years in the Oil Sands* by Kate Beaton.

200th MEETING: May 30

Council Retreat, Lennox Island

At Lennox Island, Council members learned about Indigenous history on Epekwitk, had a guided tour of the Lennox Island Culture Centre, and attended a focus group with the Aboriginal Women's Association of PEI that will inform the 2026 Equality Report Card.



Council members and staff at the 200th Council Meeting on Lennox Island, May 30, 2025

● 201st MEETING: September 12

Education Inquiry, Stratford

With the upcoming departure of Executive Director Jane Ledwell, Council focused their efforts on future planning for the Purple Ribbon Campaign, the hiring process for a new Executive Director, and the October 23rd Anniversary Celebration. In the afternoon, there was an education inquiry roundtable discussion.

● 202nd MEETING: October 23

50th Anniversary Celebration, Charlottetown

In a morning meeting before the 50th Anniversary Celebration at the Charlottetown Library, Council met to discuss Executive Director succession planning and to say farewell to Jane Ledwell.

● 203rd MEETING: December 5

Montreal Massacre Memorial, Charlottetown

In a morning meeting before the Montreal Massacre Memorial, Council welcomed incoming Executive Director Vanessa Bradley, who officially started January 2, 2026. Council members assisted with the Montreal Massacre Memorial Service and followed up on topics of continued interest.



Big changes for the Advisory Council! We said goodbye to Executive Director Jane Ledwell after 21 years, and Becky Tramley announced she will be retiring in 2026 after 40 years of service. The Council is extremely grateful for their years of work and advocacy.

Council members and staff at the 201st Council Meeting in Stratford, September 12th, 2025



Council members at the 203rd Council Meeting and Montreal Massacre Memorial Service, December 5th, 2025



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 & 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.

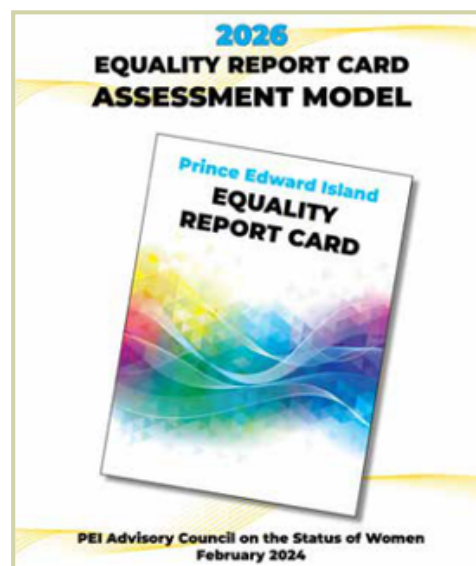
The Report Card will assess how well government sustains positive progress on gender equality; new initiatives government identifies as advancing equality; and progress towards Council-identified aspirational equality goals.

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

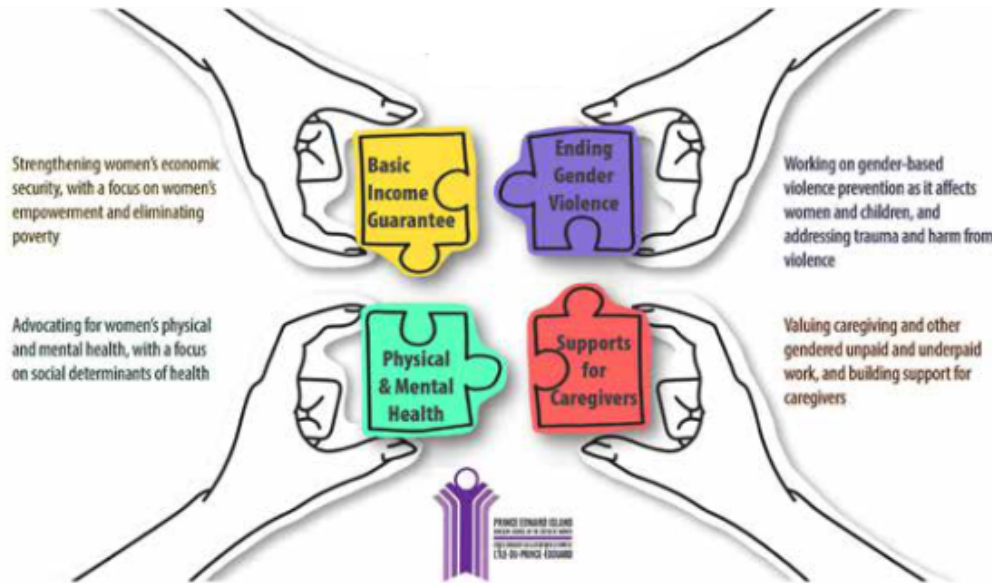
January - December Activities

Council sent questionnaires to each government department requesting their responses in topic areas as outlined in the 2026 Equality Report Card Assessment Model (February).

Five focus group discussions were conducted in partnership with community organizations and Council members (May - October). A Community Perceptions Survey was sent to a wide range of community-based organizations on PEI (October).

All Government Departmental responses to the Equality Report Card questionnaires were submitted (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 plays 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 2025, the Working Group continued its focus promoting the Guaranteed Livable Income Benefit for PEI proposal.



From left to right: Michelle Jay, Trish Altass, Caroline Galloway, and Jane Ledwell at the ACT BIG Conference in June of 2025.



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.

- Presentation at a Basic Income NOW Atlantic Canada meeting (January 16).
- Council staff and Working Group for a Livable Income members took part in several meetings with Social Services Minister Barb Ramsay (January 15 and September 18).
- Council members provided input on the poverty elimination strategy and developed and delivered a submission (February 24).
- Basic income guarantee was included as a priority in Council's pre-budget submission (December 7).
- The Council worked with the Women's Network of PEI to develop a Cross-Canada Feminist Coalition for Basic Income Guarantee.

By 2023, the percentage of all Islanders with less income than the Market Basket Measure threshold for basic needs increased from 7.6% in 2020 to

10.5%

Source: 2024-25 Poverty Elimination Strategy Act Annual Report, Province of PEI

Highlight of Work for a Basic Income Guarantee

Research Coordinator Trish Altass maintains our strong connection to Coalition Canada, who continued to work toward encouraging federal parties' support for a PEI demonstration project. Council was a sponsor of and staff participated on the conference steering committee for the ACT BIG Conference led by the Women's Network of PEI on June 5 and 6, 2025. The ACT BIG Conference brought together national and local basic income advocates. Highlights included plenaries by Tracy Smith-Carrier and Senator Kim Pate, a presentation from Leading Impact Consulting on findings from the Women's Network of PEI study on effects of BIG on gender-based violence, a presentation from Jane Ledwell and Jillian Kilfoil on the history of BIG advocacy on PEI, and a multi-sector panel of PEI presenters.



(L to R) Jillian Kilfoil (Women's Network of PEI), Trish Altass (PEIACSW), Barbara Boraks (Coalition Canada), and Kent MacDonald (Cardigan PEI MP).



(L to R) Benoit Robidoux (former Federal Public Servant and Coalition Canada member), Trish Altass (PEIACSW), Karina Gould (MP Burlington Ontario), Wayne Easter (former MP PEI).

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

Research Coordinator Trish Altass helped organize and was a featured speaker on behalf of Coalition Canada at a news conference on seeking federal

Liberal Leadership candidates' support for the PEI guarantee basic income proposal (February 20). Trish co-presented with Coalition Canada at a Basic Income conference hosted by the Eastern Zone Community Health Board in Nova Scotia (May 21). Trish took part in a meeting with Charlottetown MP Sean Casey about Basic Income Guarantee (June 26). Trish co-presented with the Honorable Wayne Easter to the federal Atlantic caucus of Liberal MPs about the PEI Basic Income proposed demonstration project (September 2).

Trish was part of a delegation from the PEI Working Group for a Livable Income travelling to Ottawa for a Lobby Day (October 7). Trish met with the Catholic Women's League about Basic Income (July 30), and Michelle presented on Basic Income to Seniors for Public Services (November 20).

Learning opportunities included Basic Income NOW Atlantic's webinar presentation by CUPE PEI (April 23) and meeting with consultants on the Poverty Elimination Strategy (Feb 14).

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.



Council members Tamara Dahbour Alnsor (left) and Jenny MacDougall (right), delivering menstrual supplies to the Summerside Library



Access to free menstrual supplies enhances physical health, bodily integrity, and dignity. In 2025, Program Coordinator Michelle Jay coordinated with the Summerside Rotary Library staff to set up a period pantry at their location and worked with Office Manager Caroline Galloway to set up a period pantry box outside of the Advisory Council on the Status of Women office, which is heavily utilized.

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

- Meeting with consultants collecting perspectives on the 5-Year Seniors Action Plan (February 14).
- Taking part in a consultation on the Health PEI Strategic Plan (March 6).
- For gender-health research, Michelle and Jane met with psychologist Susan Hartley for insights about needs for long-term therapeutic relationships and supports for trauma survivors (May 27).
- 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 (December 7).
- Trish attended the provincial Alcohol Policy Forum in Summerside (March 10).

"The most common health concerns were not acute illnesses but chronic and often invisible issues like stress, anxiety, sleep disruption, hormonal imbalances, and the physical and emotional toll of caregiving. The survey makes clear that women's health is shaped by more than clinical symptoms. Social pressures, caregiving roles, financial strain, and knowledge gaps all converge to create invisible barriers to wellness."

Source: *The Voice of PEI Women: The Unspoken Burden of Women's Health*, from the IWK Foundation

Partnerships Focused on Health

The Advisory Council is an active member of the Atlantic Summer Institute (ASI). In 2025, Council representative Trish Altass regularly attended meetings of the PEI ASI steering committee, supported the development and implementation of an ASI workshop on upstream mental health initiatives and Health in All Policies, and attended the Atlantic Summer Institute Conference. The Advisory Council participates in other active partnerships focused on health, including attending regular meetings of the Women and Gender-Diverse People's Health Council and, starting in the fall of 2025, the Live Well "Feel Well" Community Action Network facilitated by PEI Public Health and the Steering Committee for the ASI-led project exploring policy impacts of perimenopause and menopause on PEI.



A glance inside the new period pantry outside of the PEIACSW office.



April 2025 Transformative Action conference sponsored by the PEI Rape & Sexual Assault Centre (PEIRSAC).

Public education on women's health by the Advisory Council included Jane Ledwell speaking to the Guardian about federal-provincial drug coverage providing access to free contraception (May 7).

Michelle Jay helped lead a PEERS Alliance project to address the health of queer seniors. Michelle was interviewed by CBC Mainstreet about the Rainbow Elders initiative (June 17) and was featured on CBC Compass on the same topic (June 20).

Trish worked with the Task Force for Pelvic Health to advocate for increased access to pelvic floor therapy. The provincial government funded a one-year pilot program through the PEI Physiotherapy Association to provide pelvic floor physiotherapy for Islanders who are under-insured or have no insurance coverage.

Learning opportunities included attending the provincial Alcohol Policy Forum in Summerside (March 10) and attending the Patient Medical Homes Expo in Summerside (April 30).



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.



Some PAC members with Premier Rob Lantz in March 2025.



*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**. Council took part with the full provincial group, the administrative committee, and working groups. Council staff and members participated in Family Violence Prevention Week in May, including several Walks In Silence across the province.*

Policy highlights related to eliminating gender-based violence included the following:

- Executive Director Jane Ledwell attended a consultation for partners in the Creating a Culture of Care strategy (January 17)
- Contribution to a consultation on the Domestic Homicide Review Network (February 14)
- Research Coordinator Trish Altass facilitated a focus group discussion with Council regarding the Education Authorities Independent review (September 12)
- Submitted to the policing standards consultation (April 3)
- A submission to the Municipal Governments Act (MGA) consultation was developed collaboratively with the PEI Coalition for Women's Leadership (May 9)

"I'll be triggered, mental health isn't well, I miss time for work, and I'm a single parent so that means everything falls behind ... You can't be in an abusive relationship without trauma. There are days you can't get out of bed."

Source: Basic Income Guarantee and the Potential Impacts for Gender-Based Violence, prepared by Leading Impact Consulting, Inc.

Other Partnerships to End Gender-Based Violence

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

Additionally, the Advisory Council on the Status of Women is a partner in the Women's Network of PEI's community engagement for the National Action Plan to End Gender-Based Violence and attended meetings for year three throughout 2025.



Council's Program Coordinator serves on PAC's Sexual Assault Prevention Advisory Group to help coordinate awareness week events like Take Back the Night.



Council's Executive Director chairs PAC's Evaluation Work to evaluate programs, trainings, and events such as Family Violence Prevention Week.

Council's Executive Director is a member of PAC Admin, which works on behind-the-scenes PAC administrative work.

The Council office served as a hub for distributing 10,000+ resources province-wide for Family Violence Prevention Week in May 2025. Council also took part in Wear Purple Day and the Walk in Silence for Victims of Family Violence.

Public education on gender-based violence by the Advisory Council included an interview with Jane Ledwell on Radio-Canada about the Interministerial Women's Secretariat's (IWS) information guide for people experiencing abuse (January 22).

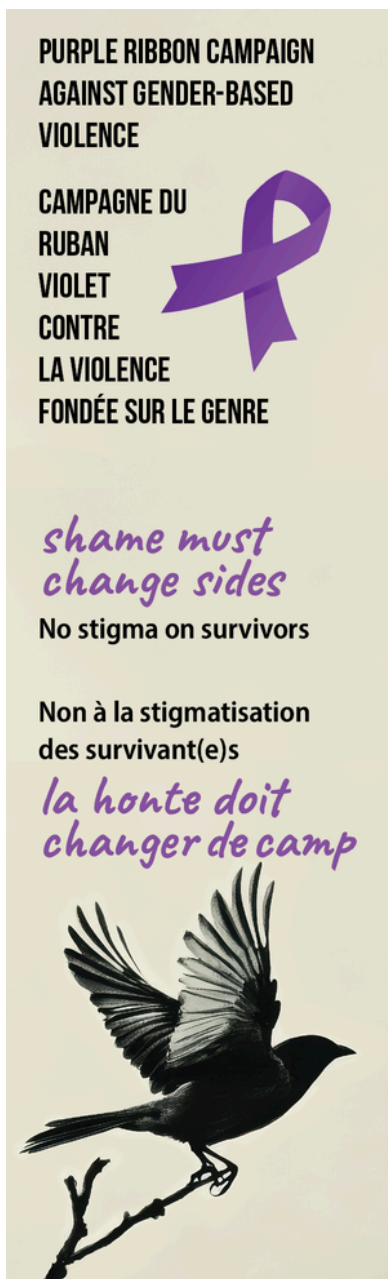
Jane spoke to a researcher examining high school student protests against gender-based violence in PEI (March 4) and to a researcher at Brock University examining sexual violence and junior hockey (September 16).

Jane represented Council on a project to better prevent and address gender-based violence through improved police training with Atlantic Police Academy Training. This group met in the spring of 2025: January 30, February 24, April 14 and 22.

Michelle took part in a meeting with a concerned counsellor regarding treatment by police and justice system that her client experienced when she pressed charges for sexual assault (December 16).

Learning opportunities included Michelle and Jane taking part in the PEI Coalition for Women's Leadership Roundtable on Tech-Facilitated Gender-Based Violence, workshopping a toolkit on this issue (May 28), Michelle taking part in an online webinar on Restorative and Therapeutic Approaches in PEI's Justice System (November 29), and both Michelle and Jane attending multiple events during Sexual Assault Awareness Week (September 18 to 24), including Take Back the Night.

Ending Gender-Based Violence: Purple Ribbon Campaign



Public Education Highlights

Public education on gender-based violence took place through the 36th annual Purple Ribbon Campaign. Resources for 2025-2026 included the following:

- 10,000 purple ribbons pinned to bookmarks by volunteers, featuring the theme “Shame must change sides: No stigma on survivors.” Again this year, Women’s Institute branches did most of the pinning and much local distribution in their communities.
- 7,500 buttons and stickers with purple ribbon images and relevant messages distributed, with strong distribution through the Public Schools Branch.
- 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 events included:

- The Purple Ribbon Pinning Bee at the Charlottetown Library Learning Centre kitchen (November 5) was filled to capacity with Council members, staff, and volunteers.
- The launch of 3 Doors, a poetry chapbook about gender-based violence by Emily Ledwell, featured a reading and an art installation with a display of resources from the Purple Ribbon Campaign (August 22).



Hsiao-Yu Liu and Vanessa Bradley at the Purple Ribbon Pinning Bee.



Caroline Galloway and Trish Altass at the Purple Ribbon Pinning Bee.



Farahnaz Rezaei and Hsiao-Yu Liu at the Purple Ribbon Pinning Bee.

Ending Gender-Based Violence: Montreal Massacre Memorial Service



Guest speaker Alyssa Coghlin, therapist at the PEI Rape and Sexual Assault Centre.

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; 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 Kirsten Birch, Brandy Beazley, Dawn Wilson, Leslie Jay, Gail Carter-Jay, Janine Arsenault, and Marris Campbell.

Council members hosted the annual December 6 Montreal Massacre Memorial Service on December 5, 2025 in Memorial Hall in the Confederation Centre of the Arts.



With candle-lighting and ceremony, the service commemorated the victims of the Montreal Massacre and PEI women killed by men who knew them.

The 2025 Memorial Service program was emceed by Interim Executive Director Michelle Jay.

Hosts and Greeters

Council staff and members

Piano Music

Todd MacLean

Indigenous Ceremony

Elder Julie Pellissier-Lush

Welcoming Remarks and Comments

Michelle Jay, Interim Executive Director

Editorial: "Shame Must Change Sides - An Intersectional Approach"

Hsiao-Yu Liu, Council Chairperson

Candle-Lighting for Victims of the Montreal Massacre

Candles lit by public officials and allied organizations.

Readings by Alexia Riche, Council Member

Guest Speaker: "Seeing Beyond Shame"

Alyssa Coghlin, PEI Rape and Sexual Assault Centre

Candle-Lighting for PEI Murdered Women

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

Readings by Michelle Jay, Interim Executive Director

Closing Music: "Mary Ann" by Catherine McLellan



Left to right, candle lighter the Honourable Dr. Wassim Salamoun, Kyra Barlow, and Maureen Howlett (daughter of Mary Ann MacKinnon), accompanied by her granddaughter JoAnna Howlett.

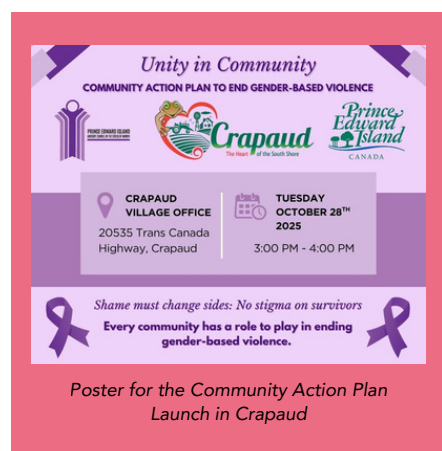
A collaboration between Catherine McLellan and Patricia MacAulay, the song "Mary Ann" remembers and honours Mary Ann MacKinnon, a woman from Kings County PEI who was murdered for the stand she took against gender-based violence many years ago.



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.

In 2025, the Council launched a second “Motivated Municipalities” partnership with the Rural Municipality of Crapaud, which culminated in a public launch in October of 2025.



Early in 2025, Program Coordinator Michelle Jay met Mayor Jo-Anne Harvey and one of her councillors at a PEI Coalition for Women’s Leadership event on gender and emergency preparedness. Michelle was impressed with the enthusiasm and passion show by the municipal leaders from Crapaud and asked them to partner on a violence prevention project. Collaboration began with the creation of a partnership, and the next step was delivering gender-based violence prevention information and hearing from groups in the community about community assets, challenges, and ideas.

During PEI’s Family Violence Prevention Week (May 2025), a public forum was held at the Community Hall in Crapaud to present information received from consultations and to prioritize the development of an action plan. Together with the Mayor and CAO, staff of the Advisory Council finalized a nine-point Community Action Plan to end gender-based violence.



The culmination of the “Motivated Municipalities” project in the Rural Municipality of Crapaud was a publicly launched nine-point community action plan to prevent gender-based violence on October 28, 2025. The launch was hosted in the Crapaud village office by Mayor Jo-Anne Harvey, CAO Margaret Armsworthy, and a few councillors. Danya O’Malley, Executive Director of Family Violence Prevention Services, and Matt MacFarlane, Green Party MLA for the district, were in attendance.



Photo from the launch event: Margaret Armsworthy (left) and Jo-Anne Harvey (right)

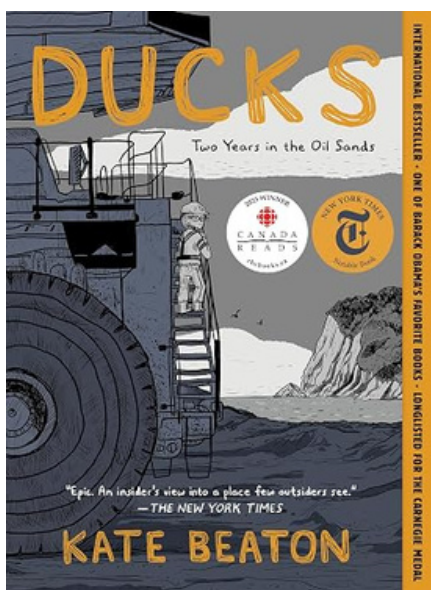
Ending Gender-Based Violence: Additional Projects

Next up: A Resort Municipality

In the final months of 2025, Council staff reached out to the Resort Municipality (which includes Cavendish, Hope River, Stanley Bridge, Bayview, and North Rustico) about partnering on a third Motivated Municipalities project. They were interested in collaborating but unable to meet for an in-person discussion until 2026. The Council persevered with the collaboration, as the Resort Municipality presents a unique opportunity to work with a larger rural population that is heavily seasonal and tourism-dependent. They also host a number of large festivals that regularly report incidents of sexual assault and gender-based violence. The PEIACSW entered into a partnership agreement with the Women's Network of PEI for help to achieve the deliverables, and look forward to further work on this project in 2026.



Through the PEI Writers' Guild's recruitment in 2025, the Advisory Council consulted with five professionals who work with authors (at least one experienced each as a publisher, editor, teachers/workshop leader, event host/moderator, or psychological professional). Four of the five identified that gender-based violence (GBV) is sometimes to always a theme when they work with writers; only one had not experienced GBV as a theme when working with writers, but had experience of GBV as a writer. Three out of five rated their knowledge and understanding of GBV as 7 or higher on a scale of 1 to 10. Four out of five rated their sense of empowerment to help writers whose themes relate to GBV as 7 or higher on a scale of 1 to 10. Three out of five rated their likelihood to use a tip-sheet resource to support their work with writers at a 10/10, with two others rating their likelihood as 5/10 or 8/10. The key questions they identified informed the tip-sheet, which will be available on the PEIACSW website and the Writers' Guild website.



In March 2025, the Council hosted a study group focused on the graphic novel *Ducks: Two Years in the Oil Sands* by Kate Beaton. *Ducks* recounts Beaton's time in the oil sands, examining themes of gender discrimination in a male-dominated industry, workplace gender-based violence, and more.

The study group consisted of talking circles (two virtual and an in-person talking circle with UPEI students), a roundtable of Council members, and a public panel discussion, which was co-hosted with the PEI Writers' Guild.

The March 20th panel discussion was moderated by Pooja Kumar, with exceptional panelists Rachael Crowder (trauma therapist and former Executive Director of the PEI Rape and Sexual Assault Centre), Eliza MacLauchlan (student in the Master of Arts in Island Studies program), and Jane Affleck (writer, artist, researcher, and educator). The discussion covered themes of gender-based violence and power, leaving home for work, isolation and trauma, and connections between exploiting land and people.

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.



Volunteers at the Purple Ribbon Pinning Bee, November 2025



The Kid's Corner at International Women's Day, March 2025

Policy highlights related to supports for caregivers included the following:

- Council submitted to the Temporary Foreign Worker Protection Act Employer Registry and Administrative Penalties Consultation (July 17).
- Research Coordinator Trish Altass prepared a submission for the consultation on Child Support regulations (October 30).

Other work related to supports for caregivers included the following:

- Trish prepared a "50 Ways" post for PEIACSW social media on Migrant Workers Rights (Dec 15).
- Trish and Chairperson Hsiao-Yu Liu attended regular meetings of the Migrant Workers Action Team in 2025.
- Executive Director Jane Ledwell supported the Advisory Council's partnership in the Actions Femmes Cafes-Causeries with Caregivers project.

From a survey on women's health in PEI:

60%

identify as being either completely or mostly in charge of healthcare decisions, shouldering the responsibility for not just their own health, but the entire household.

50%

are caregivers for others.

Source: *The Voice of PEI Women: The Unspoken Burden of Women's Health*, from the IWK Foundation

50th Anniversary

The PEI Advisory Council on the Status of Women celebrated its 50th Anniversary in 2025. The PEI government enacted the Status of Women through a Minute in Council in 1975.

The overarching mandate of the PEI Advisory Council on the Status of Women remains to provide advice to government and to educate the public on all matters of gender equality. A number of celebrations and activities occurred throughout 2025 to commemorate the anniversary.



The Advisory Council began acknowledging the 50th anniversary milestone in January. Following a regular meeting where Council welcomed four new members, an invitation was made to past PEIACSW members, the Minister Responsible, IWS Director Michelle Harris-Genge, and community allies to attend an afternoon Memory Circle. Michelle Jay facilitated a stimulating and moving discussion among the diversity of generations and experiences in the room. We have achieved much in the past five decades, but there are still many equality challenges.

Cake and Conversation

In an effort to reach smaller rural communities across the province, two “Cake & Conversation” events were hosted in eastern and western PEI over the summer.

Women gathered to socialize, advocate, and share memories of the work of the Advisory Council over the years. Cake and conversation was shared in the communities of Fortune (August 6) and O’Leary (August 7).



Cake and Conversation event in Fortune, PEI for the 50th anniversary year on August 6, 2025

50th Anniversary

50th Anniversary Celebration

On October 23, the Council hosted a public event to celebrate the PEIASCW 50th anniversary at the Charlottetown Library Learning Centre. Elder Julie-Pellissier-Lush offered Mi'kmaq opening and closing ceremony. Chairperson Hsiao-Yu Liu emceed the program, which included greetings and congratulations from Minister Jenn Redmond and Dr. Suzanne Kresta, Dean of the UPEI School of Sustainable Design Engineering and daughter of the third Council Chairperson, Barb Currie (1977). Anne Nicholson of the Chairs Circle for Gender Equality spoke about *Shifting Sands/Gender Equality PEI*, a new charitable fund housed by United Way Maritimes.

50 Ways to Lead Equality Posts

Starting in January, Council staff wrote weekly posts for the e-news, website, and Facebook page that highlighted historical events and achievements. Each post linked memories to current events in PEI and milestone posts by individual staff reflected on their feminist experiences and journey over the decades. The posts were well-appreciated by friends and subscribers, garnering 40K+ responses in the year 2025.



Left to right: Lisa Murphy, Michelle Harris-Genge, Anne Nicholson, and Diane Porter at the 50th anniversary celebration

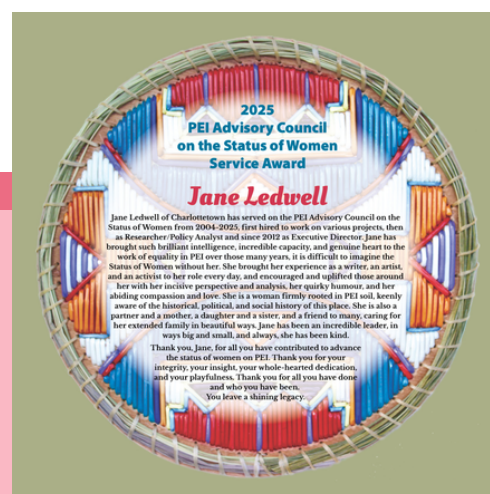


50th anniversary
year enamel pin



Resources

There were a number of items created and proudly displayed during the 50th celebration, including: a historical timeline of significant events (online and printed), retrospective slideshows, Annual Report slideshows, displays of resources through the years, 50th anniversary commemorative pins, and sparrow stickers and multilingual posters for the Purple Ribbon Campaign 2025-2026.



Jane Ledwell's Service Award

50 1975-2025

Celebrate!

PRINCE EDWARD ISLAND
ADVISORY COUNCIL ON THE STATUS OF WOMEN

Women's
HISTORY MONTH

October 23, 2025
Charlottetown Library Learning Centre
Rotary Auditorium

1:00-3:00pm **Animating Herstory Workshop**
3:00-5:00pm **50th Anniversary Celebration**

Free ~ All welcome ~ No pre-registration

More info: info@peistatusofwomen.ca
or 902-368-4510

Chairs Circle
for Gender Equality



Dr. Suzanne Kresta speaking at the 50th Anniversary Celebration



Elder Julie Pellissier-Lush opened and closed the 50th Anniversary Celebration with Mi'kmaq Ceremony



(L to R) Jayelee Grady, Michelle Harris-Genge, Jane Ledwell, Danya O'Malley, Sarah Roach Lewis, Sarah Dennis, and Dawn Wilson



Michelle Jay speaks while staff members Caroline Galloway, Trish Altass, and Becky Tramley look on



Clean up crew! Garima Mishra, Michelle Jay, Hilary Wood, Hsiao-Yu Liu, Felicia Carey, Felicia Carey's daughter with the double peace sign

International Women's Day

Accelerate Action for Gender Equality

The 2025 theme for International Women's Day was Accelerate Action - a call to create equality, justice, safety, and freedom for women, girls, and gender-diverse people everywhere in the world. IWD 2025 celebrated friendship, allyship, and dance to accelerate a global movement towards gender equality!

The Saturday, March 8, 2025 event was an evening of celebration and learning at the Charlottetown Library. The organizing committee ensured the event was diverse, inclusive, accessible, participatory, and free-of-charge. Children were welcome to attend with their caregivers, and all women-identifying, non-binary people, and men were warmly invited.

Performers shared their music, dance, and traditions, beginning with Wolastoqi sisters Sophia and Ellie Bourque leading Indigenous Round Dance. Érika Pérez demonstrated belly dancing, Monelli Ramatian Persian dance, Reequal Smith Bahamian dance, and Julia Sauve contemporary dance.

Community leaders from various organizations spoke about how they are accelerating action. Megan Stewart talked about the uniquely-magical River Clyde Arts movement, Ashley Clark shared her experiences as PEI President of the Canadian Union of Public Employees, and Bushra Bashir spoke about the cultural and spiritual tradition of Ramadan. Chairperson Hsiao-Yu Liu read her IWD commentary, "Strength in Every Story," which was published in The Guardian (March 7).



Left to right: IWD organizers (Yvonne Agboado, Pooja Kumar, Sarah Woodcock, Barb McDowall, Sarah Outram, Michelle Jay, Selina Khan, Caroline Galloway, Kari Kruse, Heloise Santana, Bushra Bashir) and Michelle Jay showing off our new banners!

International Women's Day

Accelerate Action for Gender Equality

Refreshments for the evening were catered by Cured Creations, and a staffed children's area with books and activities kept younger participants entertained and secure. The evening ended with Mikayla Gallant leading attendees in singing in the IWD anthem "Bread and Roses."

The event would not have been successful without the Council members and volunteers who joined in the organizing and on March 8 to ensure the event ran smoothly. Special appreciation to Selina Khan and her family and to Kirsten Birch, and to everyone who stepped up to make the day special.

Thanks to our sponsors, who keep this event free and accessible!



Madan Sara Film Screening

On March 4, the film "Madan Sara" was shown at City Cinema, followed by discussion and reflection. The film depicts the strength and perseverance of Haitian market women who live and support their families despite very difficult challenges. The event was co-hosted with the Institute of Island Studies. Dr. Laurie Brinklow, Chair of Island Studies at UPEI, and Lulaine Childs, co-Executive Producer of the film (online), led discussion following the film screening.



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.
2025 Winner: Lindsay Myers

Inge Blackett Memorial Bursary (\$750): For a woman-identifying PEI resident who entered Canada as a refugee and is pursuing further education.
2025 Winner: Shukri Hussein

Maureen Larkin Memorial Bursary (\$750): For a woman-identifying PEI resident who has been designated a Temporary Foreign Worker and is pursuing further education.
2025 Winner: Gladys Alombro

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.
2025 Winner: Lauren Cox



Left: Chairperson Hsiao-Yu Liu with Engineering bursary winner Lauren Cox. Right: Chairperson Hsiao-Yu Liu with Migrant Worker Rights bursary winner Gladys Alombro.

A poster titled 'BURSARIES FOR WOMEN-IDENTIFYING ISLAND RESIDENTS'. It features a graphic of five stylized female profiles in various colors (black, red, green, orange, yellow). Text on the poster includes: 'Annual deadline to apply: October 15th', 'Diane Kays Memorial Post-Secondary Bursary: for someone in a non-traditional field or working on gender equality', 'Inge Blackett Memorial Refugee Bursary: for someone who has been granted refugee status in Canada', 'Maureen Larkin Memorial Migrant Worker Rights Bursary: for someone who is or has been a Temporary Foreign Worker', and a list of questions in multiple languages: 'Do you identify yourself as a woman? These bursaries might be for you ...', 'Vous vous identifiez comme une femme? Ces bourses sont peut-être faites pour vous ...', '¿Identificas como mujer? Estas becas podrían ser para ti.', '你认为自己是女性吗? 这些助学金可能适合你 ...', '당신은 여성인가요? 그렇다면, 이 장학금은 당신을 위한 것일지도 몰라요.', 'क्या आप स्वयं को एक स्त्री मानी हैं? ये छात्रवृत्तियाँ आपके लिए हो सकती हैं ...', 'هل تعرف على نفسك كامرأة؟ هذه المنح ممكن أن تكون لك.', 'Ви ідентифікуєте себе жінкою? Ці стипендії можуть бути для вас.' At the bottom, it says 'PEI ADVISORY COUNCIL ON THE STATUS OF WOMEN' and provides the website 'peistatusofwomen.ca/community-events/bursaries/' along with a QR code.

Special thanks to Council members Garima Mishra & Hsiao-Yu Liu for serving on the bursary committee.



The annual gathering of past Chairpersons of Council on September 10, 2025 focused on the 2026 Equality Report Card. Chairperson Hsiao-Yu Liu welcomed six past Chairpersons who gathered. A roundtable served a focus group for the upcoming Equality Report Card. Participants were Mari Basiletti (2016-2018), Isabelle Christian (2006-2011), Anne Nicholson (1993-1996), Sharon O'Brien (1996-2000), Dianne Porter (1986-1989), and Kelly Robinson (2015-2016).

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.



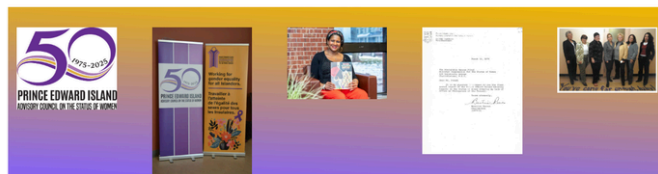
Michelle Jay and Dave Stewart on CBC Compass

by PEI Advisory Council on the Status of Women | Jul 31, 2025 | 50th Anniversary 1975-2025, Did You Know?, News and Views, Now Available

Part 1: January 2025-July 2025

To view the 50th Anniversary 1975-2025 web posts in order by date:

- Move left to right across each row.
- Hover your mouse over an image to see its title
- Click the image to open the related "50th Anniversary" web post



We posted a historical reflection every week on our website during our 50th year, called "50 Ways to Lead Equality"

COMMENTARY: International Women's Day: Strength in every story

By Hsiao-Yu Liu, PEI Atlantic
Published Mar 07, 2025 Last updated Mar 07, 2025 3 minute read



Chairperson Hsiao-Yu Liu's IWD Commentary was published with The Guardian on March 7, 2025

E-News

The Advisory Council e-news sent out 39 campaigns in 2025. Campaigns included at least 600 notices. Our e-newsletter is sent to our subscriber list of approximately 379 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>

Media

- CBC Island Morning and CBC television re: the PEIACSW 50th Anniversary (October 23)
- CBC Mainstreet re: the Rainbow Elders initiative (June 17) and CBC Compass (June 20)
- La Voix Acadienne re: news conference on seeking federal support for a Basic Income Guarantee (February 25)
- CBC Island Morning re: DUCKS panel discussion (March 20)
- Radio-Canada, CBC, The Guardian, and La Voix Acadienne re: Montreal Massacre Memorial Service (December 6)
- CBC Island Morning re: new PEIACSW Executive Director with Vanessa Bradley (October 29)

Social Media

Council has a presence on Facebook. Below is a summary of analytics from January 1 - December 4, 2025:

- Total posts: 269 (including weekly e-news)
- Total followers: 2,500 (at December 2025)

Many posts regularly receive between 1,000 and 10,000 likes. Topics ran the gamut from economic equality (basic income guarantee) to trans rights to the rights of Indigenous and racialized folks. Women's health generally (including menstrual equity, reproductive choice and the choice to remain childless) generated a lot of interest.

The most popular topics, in posts that had more than 10,000 (10K) responses, were:

PEIACSW-led events – our Facebook promotes and generates interest in our events, like International Women's Day, Feminist Pride, the *DUCKS* Study Group, and our annual Purple Ribbon Campaign Against Violence Against Women (which includes the Montreal Massacre Memorial Service hosted in December). These events received well over 10K likes with multiple postings.

PEIACSW 50th Anniversary – for fifty weeks in 2025, we published "50 Ways to Lead Equality," highlighting various milestones and staff perspectives on a breadth of issues since 1975 when the Council was proclaimed in a Legislative Act. The weekly posts were popular and received more than 30K likes over the year.

Gender-Based Violence - sadly, the post with the largest response for the reporting period was remembering Shirley Ann Duguay, a woman from West Prince brutally murdered by her former partner in 1994 (posted July 24 with 89,111 responses). The epidemic of intimate partner violence in Nova Scotia and the particular vulnerabilities of PEI Temporary Foreign Workers also had great interest.

Council members at Council Meetings – photos and stories of Council members attending meetings in community locations across PEI produce a big response.

Website

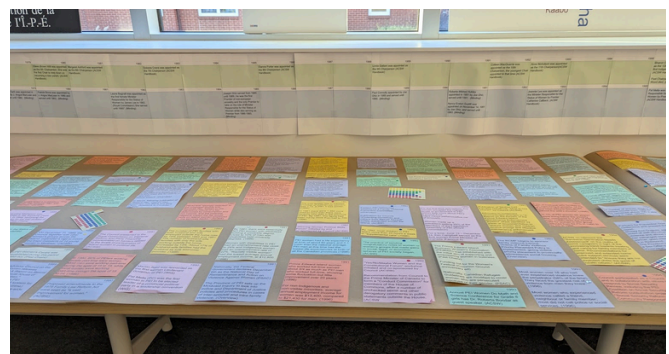
The PEI Advisory Council on the Status of Women website at peistatusofwomen.ca is updated regularly. Analytics highlights included over ~20,00 page views by 9,600 users, and average of over 380 visits per week. Users were mostly in Canada (over 58%). Most visited pages in 2025 were: Home page, Bursaries, Members and staff, Purple Ribbon Campaign, We Are Hiring! Executive Director, and 50 Ways: Michelle's Milestone Year.



Maureen Larkin was a passionate advocate for social justice, known for her unwavering commitment to supporting newcomers, marginalized communities, and human rights. A \$750 bursary was created in her honour, awarded to a migrant worker woman pursuing education in PEI.



Council Members in 1990, a historical image featured in one of our "50 Ways to Lead Equality" posts to celebrate our 50th Anniversary.



Timeline of Advisory Council and women's history created by Jane, Caroline and volunteers for the 50th anniversary celebration.

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.



The group that participated in the historical walking tour of the Bog neighbourhood, given by the PEI Museum and Heritage Foundation.



Panel discussion, February 2025, about challenges foreign workers often face in PEI. From left: Nouhad Mourad, PEI Migrant Worker Action team; Maria Gomez, BIPOC USHR; Joe Byrne, the Cooper Institute, and Sarah Dennis, RISE Program. (Photo by Vivian Ulinwa /The Guardian)



Former Chairperson Debbie Langston (left) and Michelle Jay (right) at the Emancipation Day event at Beaconsfield (August 1).

Webinars & Training

- Trish and Jane took part in trauma-informed training by Francoise Mathieu, sponsored by the Interministerial Women's Secretariat (IWS) (February)
- Michelle and Jane attended a panel presentation on "Tackling Workplace Sexual Violence and Supporting Migrant Workers" (February 7)
- Trish, Jane, and Michelle participated in Basic Income NOW Atlantic's barnburner webinar presentation by CUPE PEI's Ashley Clark (April 23).
- Caroline, Michelle, and Trish took part in the Transformative Action conference sponsored by PEIRSAC (April 24-25)
- Jane took in a Mass Culture webinar on sharing evaluation data for impact (April 25)
- Michelle and Jane participated in a historical walking tour of the Bog neighbourhood by the PEI Museum and Heritage Foundation (May 16)
- Michelle took part in a follow-up social with Facilitator's Path participants (July 23)
- Jane participated in a training for the PEI Community Impact Council (September 15)
- Michelle and Vanessa Bradley attended *Between What's Right and What's Possible: Moral Distress, Moral Courage, and Integrity in Practice*, organized by IWS (November 28)
- Michelle took part in an online webinar on Restorative and Therapeutic Approaches in PEI's Justice System (November 29)

Inquiries

As 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 January to December 2025, Council staff heard inquiries or comments related to the following:

Staff followed up with Debbie Langston from the Department of Education about reports of misogyny in schools; a letter of concern re: Whitecap Entertainment bringing in a misogynistic comic, which was later cancelled due to community concern; a woman asking what issues she might advocate for in a town hall with a Liberal leadership candidate was given the basic income open letter to candidates; a woman charged and criminalized after being a victim of systemic coercive control, abuse, and assault; making connections between elder feminists in the community; a member of the Island Peace Committee inquiring about whether groups we are affiliated with have been required to purchase liability insurance for a walk through downtown Charlottetown; a Family Violence and Prevent Services Outreach Worker calling to note the trend in maintenance enforcement delays as a tactic, and lack of “enforcement” from government to make child support payments to women, concerned about the number of women going without basic necessities, and lack of childcare spaces in western PEI; a woman advocating for the Province to invest money for adherence to Article 6 of the UN Convention on the Rights of Persons with Disabilities; Manna Foods, a small women-run cafe in the Sherwood Business Centre (SBC) making an \$80 donation of supplies to our period pantry; an ALT education high school teacher looking for menstrual supplies for students, who was referred to United Way and IWS; a call from a low-income woman struggling with her living situation and facing a custody battle looking for support regarding a lack of follow up from the housing navigator; a request for Michelle to participate in a podcast “CommonGround”, which she deferred to the new year; a call from a woman seeking support for a difficult separation; a dozen or so requests for Purple Ribbon resources; a concern about online scams; and various people in the SBC trying to access health, housing, income support and Workers Comp, a photocopying machine, or a washroom.



Advisory Council Chairperson, Hsiao-Yu Liu, with the Aboriginal Women's Association, photo taken during the Lennox Island Council Meeting



DUCKS Panelists. Left to Right: Jane Affleck, Pooja Kumar, Eliza MacLauchlan, and Rachael Crowder.



Cake and Conversation Event in O'Leary to celebrate our 50th Anniversary



Co-owner of Manna Foods Cafe donating period supplies to the PEIACSW Period Pantry.

Some Community Collaborations

Provincial Heritage Fair

Lead: Government of PEI

The PEI Heritage Fair encourages students in grades 5 to 12 to explore a PEI or Canadian history topic of interest. The Council sponsored two prizes, and Council member Alexia Riche and Program Coordinator Michelle Jay attended to judge Heritage Fair Projects on May 23. Nicole Bootsma received the prize for hidden heritage for her project on Women's Suffrage, and Syrianna De Sousa (pictured) received the prize for gender equality for her project on the impact of Ethel Catherwood for women in the Olympics.



PEI Period Pantry

with Coaliton for Women's Leadership

Michelle Jay and Caroline Galloway successfully set up a period pantry outside of the PEIACSW office, a project that has been in the works for a while! It was exciting to see it come to fruition. Due to the many public and health services in the Sherwood Business Centre, the period pantry receives a lot of use, and the PEIACSW is always looking for donations of a variety of menstrual products to add to the period pantry.





Pride Week

Lead: PRIDE PEI

Program Coordinator Michelle Jay coordinated Pride week participation with help from Caroline Galloway and other women's organizations to gather a FEMINIST PRIDE walking group in the parade (July 26). Caroline designed "Hoppy Pride" stickers with frogs on them to give out at the parade (printing donated by Fast Signs). Trish represented Council at the Summerside Pride Walk (July 27).

PRIDE Advocacy

Lead: PEERS Alliance

Council showed up in solidarity with 2SLGBTQIA+ community. Vanessa Bradley, the incoming Executive Director, spoke at the Trans Awareness Week flag-raising at the Legislative Assembly (November 13). Staff participated in the Trans Day of Remembrance service (November 20). Vanessa represented Council at PEERS Alliance World AIDS Day candle-lighting ceremony (December 1). PEIACSW sponsored and Michelle participated in the Red Ribbon Path exhibit and walk (November 1).



Rainbow Elders

Lead: PEERS Alliance

Michelle is one of the facilitators of Rainbow Elders, formed by PEERS Alliance to offer support and social opportunities to queer elders and their allies in PEI (50+ self-identified). The group holds monthly coffee & conversation events, supports queer-opositive initiatives in the community, and offers information and wisdom to younger generations through Camp Aspen.



Goals, Performance, and Results

The PEI Advisory Council on the Status of Women's 2024-2027 strategic plan continued to guide activities through the 2025 fiscal year. Progress on these strategic objectives is supported by Council and staff investment and efforts. The following is an overview of the achievements in each of the seven strategic goals in 2025, including how we measured performance and results.

STRATEGIC GOAL #1

Use the 50th Anniversary as a platform to raise profile and awareness

Action	KPIs	Results
Develop a plan and message the Minister can announce in legislature with a call to action to participate	- The Minister announced in legislature with a call to action - Attendance at 50th anniversary event	- Completed Oct 2024 and Oct 2025 - Approximately 200 people attended the 50th Anniversary
Increase involvement in Heritage Fair through sponsoring prizes and supporting teachers and students in developing projects related to women's equality/uncovering hidden heritage	- Awarding prizes for Heritage Fair - An increased amount of projects focused on women, gender equality, and hidden heritage	- Awarded prizes May 2025 - Not enough data in 2025 to determine if projects focused on gender equality increased.
Develop timelines of evolution of each of the 4 PEIACSW strategic priorities and women's equality on PEI; Develop a visual identity or logo for the 50 th anniversary	The development of these timelines and a visual identity for the 50th anniversary	Completed
Organize and host an Anniversary Celebration Event and engage past Council members, staff, and supporters	- Number of attendees - Social media engagement around event - Media attention	200+ attended October 23 celebration - Social media engagement throughout the year was high. ~41,619 responses to Facebook posts of 50th anniversary events and 50 Ways stories - CBC article and two Island Morning interviews



Performance Highlights:

The goal was to use the 50th Anniversary as a platform to raise profile and awareness, and the Council did this through Cake and Conversation events hosted in rural communities in each county, talking to media, creating a visual identity for the 50th anniversary, publishing weekly digital content around our “50 Ways” series, and hosting an Anniversary Celebration Event. All of these items led to increased discussion around the PEIACSW, a wonderful turnout at the event itself, and increased social media engagement with the PEIACSW.

STRATEGIC GOAL #2

Choose and invest in intentional partnerships to build solidarity & collective action around the PEI ACSW's 4 priority areas of focus

Action	KPIs	Results
Review and update the partnership review tool (<i>completed in 2024</i>) and apply the updated partnership review tool to conduct the annual partnership review	• Tool includes notes about Council member connections to partners • Tool identifies opportunities for Council members to maintain connection along with/instead of staff • Evaluate these partnerships yearly using the new review tool • Ensure PEIASCW staff and Council's time is being appropriately spent in intentional partnerships	• New tool completed Oct 2024 • Tool is more effective and allows partnerships to be evaluated yearly • Partnerships were evaluated in summer of 2025 and will continue to be evaluated annually

STRATEGIC GOAL #3

Increase the administrative capacity of the organization

Action	KPIs	Results
Secure funds for new position/processes Recruit and onboard new hire	• Expand administrative capacity by hiring a full-time Office Manager	• Caroline Galloway was brought on permanent part time in the Fall of 2025 with the intention to be full-time after Becky Tramley's retirement in 2026
Create a Shared Drive and file management system	• Creation of a Shared Drive and file management system	• A Shared Drive was created in 2025, which led to increased collaboration and ease of sharing files between staff and Council • Staff are able to access documents more readily and provide timely and accurate responses to government and the public • PEIASCW is able to comply more fully with Retention & Information Management (RIM) requirements

STRATEGIC GOAL #4

Improve on-boarding and succession planning with council members, staff, and community partners

Action	KPIs	Results
Conduct orientation sessions with all new Council members and pair new Council members with veteran Council members	While we did not have new Council members in 2025, we had several at the end of 2024 who were paired with other members for mentorship	Council members who were onboarding at the end of 2024 have been shown to be great supports for each other
Develop and implement systems to ensure experiences/learning/development with Council (through exiting survey and/or exit interview)	Survey draft created for evaluation exiting council members	Results not yet available, as the survey will be implemented in 2026
Succession planning, including developing a template for a succession plan for staff and key executive roles	- Updated job descriptions - Cross-training between staff in Office Manager posiiton and requests for funding to support transition - Documentation of processes and procedures	Successful succession planning (updated job descriptions & increased documentation) allowed for the hiring of a new Executive Director in the fall of 2025. For future succession planning, this process made clear the need for increased documentation around duties and responsibilities. A template has not yet been developed

Performance Highlights:

In our goal to improve onboarding and succession planning, we also noted and implemented accommodations for Council members who need additional assistance due to language barriers, navigating technology, etc. This is a key goal for us to continue working on in 2026. Additionally, the Council is often waiting to receive new Council members via Executive Council approval, and this process can stretch for months at a time, which is a challenge that the Council has needed to adapt the Handbook and other policies to accommodate.

The growing discussion and use of Artificial Intelligence (AI) has made clear the need for an extended AI Policy, which will be developed in 2026.

STRATEGIC GOAL #5

Produce an Equality Report Card that reflects the diverse experience and make-up of PEI and is evidence based and encourages progress on gender equality

Action	KPIs	Results
Complete community consultations and community surveys	• Community consultations with 5 community groups • Receive 30 survey responses	• Successfully completed 5 consultations with varied community groups • Received 44 survey responses
Council orientation for Equality Report Card (ERC) processes	• Council members express understanding of the ERC process, attend and engage in decision-making and the assessment process	• The Council was oriented to the ERC process at multiple opportunities in 2025 through discussion in Council meetings, attending community consultations, and providing timely input on the process when requested
Gather responses from all government departments	• Receive questionnaires from every government department	• Received questionnaires from all government departments in December 2025

STRATEGIC GOAL #6

Cultivate and model a healthy workplace

Action	KPIs	Results
Accommodation of work from home options for employees and other flexible work options available	• Number of employees working from home and using flexible arrangements	• One employee works consistently from home. All employees use flexible arrangements for caregiving responsibilities, healthcare, etc., and report that this flexibility is an essential part of a healthy workplace
Continually update the Handbook based on recommendations from Council members	• Handbook (by-law and policy manual) updated annually to ensure relevancy and compliance with provincial labour standards	• Handbook updated in September 2025. Having the highest standard possible for our Handbook and updating it regularly models this practice to government and community partners
Regular staff check-ins and staff meetings	• Regular staff meetings and formal check-ins between staff and the Executive Director	• With team meetings every 3 weeks, staff reported being more aligned internally. Although there were many informal check-ins in 2025, more formal check-ins will be scheduled for 2026

STRATEGIC GOAL #7

Engage diverse voices and perspectives of all ages and backgrounds in PEIACSW work

Action	KPIs	Results
Engage more youth voices in the work of PEIACSW	• There was a collaboration with the University of Prince Edward Island for the <i>DUCKS</i> Study Group (page 24) • Engage youth volunteers	• University students participated in the <i>DUCKS</i> study group and assisted with note taking and reporting while contributing their perspectives to the event • A youth intern coordinated the <i>DUCKS</i> study group and worked on International Women’s Day (IWD). • 6 youth volunteers were engaged with the Purple Ribbon Campaign
Engage newcomer women and racialized women through the International Women’s Day (IWD) event	• Speaker diversity • Attendee demographics • Planning committee demographics	• Historically, IWD is a diverse event well-attended by newcomers and racialized women. The event in March had intentional diversity in speakers and on the planning committee, and attracted a wide, diverse range of people from multiple different communities
Engage groups/voices suggested in the engagement survey for the Equality Report Card	• Engage the groups suggested in the engagement survey through focus groups, while recognizing we cannot engage every group. our goal was to engage 5 of the suggested groups	• 5 groups were engaged in the consultation process (Senior women, Indigenous women, rural women, past Chairpersons of the PEI ACSW, and Francophone women). Additionally, many folks self-reported their diversity in the survey (which will be reported on in 2026)

Performance Highlights:

Engaging diverse voices and backgrounds is an essential part of the work of the PEIACSW. In addition to the action items above, the Council maintains presence in spaces with diverse voices, continues to identify gaps on Council, and engages in diverse events throughout the year.

Financial Statements

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

Financial Statements
December 31, 2025

Management's Report

Management's Responsibility for the Financial Statements

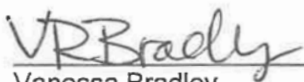
The financial statements have been prepared by management in accordance with Canadian Public Sector Accounting Standards and the integrity and objectivity of these statements are management's responsibility. Management is responsible for the notes to the financial statements and for ensuring that this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



Vanessa Bradley
Executive Director

May 8, 2026



Prince Edward Island Île-du-Prince-Édouard

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

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

INDEPENDENT AUDITOR'S REPORT

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

Opinion

We have audited the financial statements of the **Prince Edward Island Advisory Council on the Status of Women**, which comprise the statement of financial position as at December 31, 2025, and the statements of operations and accumulated surplus (deficit), changes in net financial assets (debt), and cash flow for the year 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 December 31, 2025, and the results of its operations, changes in net financial assets (debt), and cash flow for the year then ended in accordance with Canadian Public Sector Accounting Standards.

Basis for Opinion

We conducted the audit 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 audit 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.

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 Audit 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

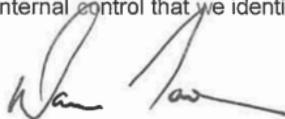
Tel/Tél. : 902 368 4520 assembly.pe.ca/auditorgeneral Fax/Téléc. : 902 368 4598

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 audit. 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 audit 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 audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.



Darren Noonan, CPA, CA
Auditor General



Elvis Alisic, CPA, CA
Assistant Auditor General

Charlottetown, Prince Edward Island
May 8, 2026

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

Statement of Financial Position
December 31, 2025

	2025	2024
	\$	\$
Financial Assets		
Cash	15,318	37,224
Accounts receivable	<u>2,005</u>	<u>4,722</u>
	<u>17,323</u>	<u>41,946</u>
Liabilities		
Accounts payable and accrued liabilities (Note 3)	<u>18,136</u>	<u>17,468</u>
Net Financial Assets (Debt)	<u>(813)</u>	<u>24,478</u>
Non Financial Assets		
Inventories of supplies	-	1,950
Prepaid expenses	<u>813</u>	<u>333</u>
	<u>813</u>	<u>2,283</u>
Accumulated Surplus (Deficit)	<u>-</u>	<u>26,761</u>

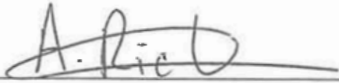
Contractual Obligation (Note 4)

(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 December 31, 2025, and 9-month period ended December 31, 2024

	Budget (Note 8)	2025	Restated (Note 9) 2024
	\$	\$	\$
Revenues			
Grants - Province of Prince Edward Island (Note 5)	350,334	328,358	256,200
Program revenue	<u>10,100</u>	<u>5,000</u>	<u>8,898</u>
	<u>360,434</u>	<u>333,358</u>	<u>265,098</u>
Expenses			
Administration	14,818	14,568	10,720
Council meetings/business	31,196	29,463	18,479
Equipment	858	3,030	-
Materials and supplies	13,207	14,097	7,148
Professional services	7,500	7,920	3,870
Projects and events	36,144	40,171	12,930
Salaries and benefits	<u>256,711</u>	<u>250,870</u>	<u>181,041</u>
	<u>360,434</u>	<u>360,119</u>	<u>234,188</u>
Annual Surplus (Deficit)	-	(26,761)	30,910
Accumulated Surplus (Deficit), beginning of year	<u>-</u>	<u>26,761</u>	<u>(4,149)</u>
Accumulated Surplus (Deficit), end of year	<u>-</u>	<u>-</u>	<u>26,761</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 December 31, 2025, and 9-month period ended December 31, 2024

	Budget (Note 8)	2025	2024
	\$	\$	\$
Net Financial Assets (Debt), beginning of year	24,478	24,478	(6,798)
Changes in year:			
Annual surplus (deficit)	-	(26,761)	30,910
Change in inventories of supplies	-	1,950	(1,950)
Change in prepaid expenses	-	(480)	2,316
Change in Net Financial Assets (Debt)	-	(25,291)	31,276
Net Financial Assets (Debt), end of year	<u>24,478</u>	<u>(813)</u>	<u>24,478</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 December 31, 2025, and 9-month period ended December 31, 2024

	Budget (Note 8)	2025	2024
	\$	\$	\$
Net Financial Assets (Debt), beginning of year	24,478	24,478	(6,798)
Changes in year:			
Annual surplus (deficit)	-	(26,761)	30,910
Change in inventories of supplies	-	1,950	(1,950)
Change in prepaid expenses	-	(480)	2,316
Change in Net Financial Assets (Debt)	-	(25,291)	31,276
Net Financial Assets (Debt), end of year	24,478	(813)	24,478

(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 December 31, 2025, and 9-month period ended December 31, 2024

	2025	2024
	\$	\$
Cash provided (used) by:		
Operating Activities		
Annual surplus (deficit)	(26,761)	30,910
Changes in:		
Accounts receivable	2,717	(389)
Accounts payable and accrued liabilities	668	(6,104)
Inventories of supplies	1,950	(1,950)
Prepaid expenses	(480)	2,316
Cash provided (used) by operating activities	(21,906)	24,783
Cash, beginning of year	37,224	12,441
Cash, end of year	15,318	37,224

(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
December 31, 2025

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 December 31, 2025, and the comparative 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
December 31, 2025

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 \$3,030 was expensed for the year ended December 31, 2025 and no equipment was expensed for the 9-month period ended December 31, 2024.

g) Program Revenue

Program revenue is 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, including Grants from the Province of Prince Edward Island, 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 totalling \$22,750 were expensed for the year ended December 31, 2025, and \$4,750 were expensed for the 9-month period ended 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.

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

	2025 \$	2024 \$
Accounts payable	8,655	8,564
Accrued employee wages and benefits	1,837	1,561
Accrued vacation and overtime	7,644	7,343
	<u>18,136</u>	<u>17,468</u>

4. Contractual Obligation

A photocopier is leased until 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 for the year ended December 31, 2025, and 9-month period ended December 31, 2024:

	2025 \$	2024 \$
Operating grants	297,583	218,200
National Action Plan to End Gender-Based Violence	27,775	35,000
Other grants	3,000	3,000
	<u>328,358</u>	<u>256,200</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.

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 December 31, 2025 are \$17,635, and the Council's contributions for the 9-month 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 December 31, 2025, is limited to liquidity risk. The Council's financial instruments are not subject to significant market or credit risk.

7. Financial Management (continued...)

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 financial asset position to a net debt position, which indicates liquidity risk has increased from the previous period and will need to be mitigated accordingly, as noted above.

8. Budgeted Figures

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

9. Comparative Figures

Certain prior period comparative figures have been restated to conform to the presentation format adopted in the current year.

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