

**STATUS REPORT  
For 2000-2001**

On  
Implementation  
Of Section 41 of the  
*Official Languages Act*

Status of Women Canada

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## **Introduction**

Section 41 of the *Official Languages Act* affirms the responsibility of federal department, agencies and Crown corporations to give effect to the Government of Canada's statutory commitment to:

- a. Enhancing the vitality of the French and English linguistic minority communities and supporting and assisting their development; and
- b. Fostering the full recognition and use of both English and French in Canadian society.

As the department responsible for the co-ordination of federal efforts to promote gender equality, SWC works in partnership with other federal departments, other levels of government, institutions, and communities to identify and remove barriers that impede full access and participation by all Canadian women in the economic, social, cultural and political life of the country. As such, SWC recognizes the diversity of women and the important role they play in the development of their communities.

SWC is committed to the implementation of Section 41 of the *Official Languages Act*. Last year, SWC prepared a three-year plan of action (2000-2003) which describes how SWC will contribute to the development of the official languages minority communities, in particular women's organizations within these communities and address concerns raised by official language minority women. This multi-year plan also engages SWC and its 15 points of service across Canada in the recognition and promotion of Canada's linguistic duality.

In fulfilling its commitments under Section 41 of the *Official Languages Act*, SWC will pursue the following four principle measures:

- provide social development assistance to official languages minority women's organizations and funding for activities consistent with Women's Program criteria and objectives;
- promote greater collaboration between decision-makers and official language minority women's organizations and facilitate the involvement of these organizations in the public policy process, at local, regional, national and international levels;
- encourage official languages minority women and official languages minority women's organizations to participate in SWC activities related to policy research; and

- promote and facilitate the commemoration of key women's equality dates (Women's History Month, International Women's Day, Persons Day, etc.) by official language minority women and official language minority women's organizations, as well as encourage their greater involvement.

This is in line with SWC's new Agenda for Gender Equality (AGE), a strategy approved by the government in June 2000 which builds upon the framework of *The Federal Plan for Gender Equality* and on the strong foundation of the past and ongoing initiatives in key areas that have a direct impact on the lives of Canadian women and men. The Agenda's approach is an integral part of SWC's strategic plan. Roles that SWC undertakes as agent of change within the Government of Canada are:

- Knowledge broker on gender equality. In this capacity, SWC facilitates interaction and information sharing among stakeholders and play a key role in identifying opportunities for timely and effective input into the federal policy development process.
- Portal for information and appropriate contacts on gender equality within the federal government.
- As results are generated from the Agenda, SWC will seek the position itself as a centre of expertise, proactively promoting best practices, and sharing knowledge and frameworks with stakeholders and partners, so that they can engage in their own effort to advance gender equality in their programs and policies.

Details on the 2000-2001 accomplishments resulting from these principal measures are provided herein.

SWC looks forward to continuing efforts in support of official language minority communities across Canada and of the very vital contributions of official language minority women and official language minority women's organizations.

## **Part I. Status Report for 1999-2000**

### **Section I. Summary of Achievements for 1999-2000**

**Minister Responsible: The Honourable Sheila Copps, P.C., M.P.**

**Secretary of State Responsible: The Honourable Hedy Fry, P.C., M.P.**

Status of Women Canada (SWC) is pleased to present its reports on achievements for the year 2000-2001 on implementation of Section 41 of the *Official Languages Act*.

#### **Key Achievements**

During 2000-2001, SWC:

- provided funding in the amount of \$515, 568 in support of eleven (11) initiatives aimed specifically at fostering official languages minority women's organizations' capacity building, involving official minority women in the process of making institutional & policy change as well as educating the public on issues of concern to them;
- involved official language minority women's organizations in Canada's preparation and participation in Beijing + 5, the United Nations General Assembly Special Session on Gender Equality held in June 2000;
- involved official language minority women's organizations in the public policy development process by engaging them in various policy dialogue roundtables including those organized by women and other equality seeking organizations in events such as the World March of Women held in October 2000; and
- encouraged the greater representation of official language minority women and their women's organizations in activities organized by SWC in commemorating key women's equality dates.

## **Section II. Status Report for 2000-2001**

### **Women's Program and Regional Operations Directorate**

The Women's Program and Regional Operations Directorate is primary responsible for:

- providing social development assistance to official language minority women's organizations and funding for activities consistent with Women's Program criteria and priorities.

The Women's Program and Regional Operations Directorate estimates that, in 2000-2001, funding in the amount of \$515,568 was provided in support of eight initiatives aimed specifically at addressing the concerns of official language minority women and official language minority women's organizations across Canada. Examples of funded initiatives are attached as Annex 1.

In addition to funding in support of initiatives aimed specifically at addressing the concerns of official language minority women and their women's organizations, SWC provided funding for initiatives aimed at addressing the concerns of broader constituency of women while also involving significant participation of official language minority women. Examples of these initiatives are attached as Annex 2.

Additional activities were pursued by SWC across Canada in support if implementation of Section 41 of the *Official Languages Act*, in 2000-2001. For example:

- SWC's national Section 41 co-ordinator presented the outcomes of the First Conference of Women of the Francophonie in Luxembourg to Section 41 coordinators from other departments at the meeting of coordinators organized by Canadian Heritage on June 7, 2000.
- SWC – B.C/Yukon co-chaired the Official Languages Committee of the Pacific Council of Senior Federal Officials which seeks to coordinate inter-departmental efforts to meet all obligations under the *Official Languages Act* and which, in celebration of International Day of la Francophonie, organized, together with la Federation des francophones de C.B., a community reception to launch the new French tourism website of la Société économique de la C.B.; championed the priority issues of Francophone women at inter-departmental and inter-governmental meetings, including those of the Women's Employment Advisory Committee, the British Columbia and Yukon Rural Teams, the Pacific Council of Senior Federal Officials (and its Policy and Official Languages Committees), and the Vancouver Agreement Homelessness Initiative; continued to offer to both Reseau Femmes C.B. and Les EssentiELLES technical assistance in support of their communications and ongoing operations; continued to systematically examine each and every funding proposal in light of prospects for participation by francophone women and impact on the francophone minority community.

- SWC – Prairies/Northwest Territories participated in an Alberta provincial consultation organized by the Fédération nationale des femmes canadiennes -françaises in March 2001. In all three provinces and the Northwest Territories, staff made consistent efforts to ensure that Francophone women were included in all consultations, mail-outs, meetings of a general nature and other information -sharing opportunities.
- SWC – Ontario staff continued to provide social development assistance to Francophone women's organizations. This included encouraging their collaboration and participation with other groups and facilitating the sharing of resources. It also involved collaborating with other departments and levels of government to share information and plan interventions to meet expressed needs. One of the results was the high level of participation of Francophone women's groups from Ontario in activities linked to Women's March 2000. Furthermore, Ontario staff provided bilingual materials e.g. Policy research publications, GBA materials, WP funding guidelines, SWC publications order form and information on events (WHM, Dec6, IWD, etc.) to the public on a regular basis. Technical assistance was also provided based on the availability of the officers. The main contacts aside from funding this year were with Regroupement des jeunes filles francophones de Toronto, Fédération des femmes canadiennes-françaises de l'Ontario and Union culturelle des franco-ontariennes. Staff made consistent efforts to ensure inclusion of Francophone women in coalitions, provincial or regional meetings and mail-outs. This was done through networking with provincial staff, responding to their inquiries and acting as a resource to them on Francophone and local organizations.
- SWC – Québec/Nunavut staff communicated with a number of English speaking organizations to provide information and technical assistance, including *Lennoxville and District Women's Centre*, *Association des aides familiales du Québec*, *Studio XX*, *Table des groupes des femmes de Montréal*, *Black Community Resource Centre (BCRC)*, *Réseau des répondantes diocésaines à la condition des femmes*, and *The Knowledge Lab*. Contacts with Women Studies directors at University of Concordia and McGill University were initiated. A meeting with leaders of Nunavut took place in January 2001. The distribution of all documents and the dissemination of information were done in both official languages.
- SWC – Atlantic has been engaged in assisting the francophone women's community across the region to prepare for the upcoming 2004 Congrès Mondial Acadien to be held in Nova Scotia. It involves social development assistance and community capacity building in order to allow official language minority women to participate fully at the Congrès. SWC officers have monitored the representation of francophone women on Prince Edward Island (PEI) Women's Coalition to ensure their continued presence and input in the identification of common sectors of concern and their participation in the development of policy strategies. As well, the Atlantic region has undertaken the necessary steps to sit on various inter-departmental committees

offering co-ordinated support to the communities such as the Canadian Rural Partnership interdepartmental meetings.

In all regions and at the national level, Women's Program and Regional Operations Directorate annual planning with respect to Section 41 continues to be integrated into the regional/national program delivery planning and evaluation process.

### **Policy Analysis, Development and External Relations Directorate**

The efforts of the Policy Analysis, Development and External Relations Directorate were aimed primarily at the following principal measure:

- To promote greater collaboration between decision-makers and official language minority women's organizations and facilitate the involvement of these organizations in the public policy process, at local, regional, national and international levels.

In 2000-2001, SWC supported the work of many non-governmental organizations (NGO) including official language minority women's organizations through their participation in the national and international policy development processes. This includes assisting groups in building on their knowledge of the issues and increasing their understanding of domestic public policy development processes and the structures and operational processes of multilateral organizations. For example, in the lead up to the Beijing + 5 United Nations (UN) Special Session, SWC conducted its first ever electronic consultation with women's and other equality-seeking groups in the spring 2000 on the UN document under negotiation. This consultation was jointly moderated by an anglophone and francophone moderator to encourage discussion in both official languages.

In terms of the inclusion of the NGO community on Canadian delegations, the goal is to ensure, over time, the representation of the diversity of women in Canada (including race, class, age, national and ethnic origin, sexual orientation, mental and physical ability, region, language and religion).

NGO participation on all Canadian delegations in 2000-2001 including to La Francophonie, the UN Commission on the Status of Women, Beijing + 5 and the Commonwealth included official language minority women.

### **Gender-based Analysis Directorate**

The efforts of the Gender-based Analysis Directorate (GBA) were aimed primarily at the following principal measure:

- Promote greater collaboration between decision-makers and official language minority women's organizations and facilitate the involvement of these organizations in the public policy process, at local, regional, national and international levels.

The GBA Directorate at Status of Women Canada launched a bilingual Internet sub-site in December 2000 on gender-based analysis. The site provides an overview of the federal governments commitment to GBA, lists national and international events and resources and provides links to other sources of information. Numerous requests from government organizations both in Canada and abroad for additional information about GBA generally, and the Canadian experience specifically have been received and answered, as appropriate, in both official languages.

As well, a collaboration between the Women's Studies Program for McGill University (Montreal) and SWC-GBA directorate was struck to create the course curriculum for a course on GBA for upper level undergraduates and graduate students, in English. One of the long-term outcomes is to make the course content transferable to any Women's Studies programs across Canada in both official languages.

### **Research Directorate**

The efforts of the Research Directorate were aimed primarily at the following principal measure:

- To ensure that official language minority women and official language minority women's organizations participate in SWC activities related to policy research.

In 2000-2001, the Policy Research Fund (PRF) released thirteen research publications, in both official languages. The translation of these reports undergoes rigorous quality control. The Research Directorate has continued to ensure that all our stakeholders, including official language minority women and women's organizations, have access to all policy research reports funded by the Policy Research Fund. These research reports are distributed to federal and provincial Ministers and government officials, SWC regional offices, women's groups, and other targeted individuals. They are available free of charge from SWC to the public, and are posted on the SWC Internet web site in both official languages, thus enhancing their accessibility to linguistic minority women and organizations.

The Research Directorate continues to fund research projects that reflect the diversity of the Canadian population, including linguistic minority individuals and research partnerships including collaboration between official language minority and majority groups within and between provinces. *Young Women and Homelessness in Canada/La situation des jeunes femmes sans abri au Canada* is an ongoing comparative research project conducted by Anglophone researchers in Montreal, Ottawa, and Vancouver. *Women and Homework: The Canadian Legislative Framework/Les femmes et le travail à domicile: le cadre législatif canadien* brought together Anglophone and Francophone researchers in Quebec. Research continued during the year on *Qui prends pays...l'impact du parrainage sur les droits à l'égalité des immigrantes francophones en Ontario/The Impact of Sponsorship on the Equality Rights of Francophone Immigrant Women in Ontario* by *La Table féministe francophone de concertation provinciale de l'Ontario*. A French-speaking group of feminist researchers based in Ottawa continued

to work on its report *Reconnaissance légale des couples de même sexe: une analyse féministe des besoins, des modèles et leurs principales conséquences sociales, économiques et juridiques pour la femmes dans une union lesbienne/Legal Recognition of Same-Sex Couples: a Feminist Analysis of Needs, Models and Their Major Social, Economic and Legal Impacts for Women in Lesbian Relationships.*

Through the SWC web site, individuals are invited in both official languages to add their names to the researcher database maintained by the Research Directorate. This database, which includes official language minority women's organizations and individuals, is used for the distribution of Policy Research Fund reports as well as for the dissemination of calls for proposals and calls for nominations to the PRF. In its efforts to represent diversity over time, the External Committee to the PRF has included representatives from official language minority groups.

The evaluation framework that will be developed for the Policy Research Fund will incorporate consideration of the diversity of women, including official language minority women.

### **Communications and Consultations Directorate**

One of the main efforts of the Communications and Consultations Directorate was aimed primarily at the following principal measure:

- To promote and facilitate the commemoration of key women's equality dates (Women's History Month, International Women's Day, Persons Day, etc.) by official language minority women and official language minority women's organizations, as well as to encourage their greater involvement.

A variety of bilingual communications products for special events such as International Women's Day, Women's History Month, the National Day of Remembrance and Action on Violence Against Women and the Governor General Awards in Commemoration of the Persons Case were sent to individuals and organizations on SWC's mailing lists, including women in official language minority communities and official language minority women's organizations.

### **Executive and Information Services Directorate**

The efforts of the Executive and Information Services Directorate support all four principal measures pursued by SWC.

The Executive and Information Services Directorate provided translation services for all SWC public documents, ensured correspondence and information services, and provided library services by appointment to the public, in both official languages. This Directorate also maintains the SWC Internet web site, which is accessible in both official languages. Regular input of new SWC publications and documents continues to be assured. The SWC Internet web site includes hyperlinks to the sites of official language minority

women's organizations and other women's organizations across Canada, as well as links to Parliament and to federal government departments.

### **Section III. Distribution of the Status Report**

This Status Report will be distributed to all SWC staff as well as to key organizations at the national and regional levels, to the Office of the Commissioner of Official Languages and to the Standing Committee on Official Languages. It will also be available for consultation, in downloadable format, on the SWC Internet web site.

### **Part II. Signatures**

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Duy Ai Kien  
National Official Languages  
Section 41 Co-ordinator  
Status of Women Canada  
Telephone : (613) 947-0935

Date

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Florence Ievers  
Co-ordinator  
Status of Women Canada

Date

## ANNEX 1

### Initiatives Undertaken by Official Language Minority Women

#### HEADQUARTERS / NATIONAL

##### FÉDÉRATION NATIONALE DES FEMMES CANADIENNES-FRANÇAISES

*Prendre notre place... Les mini-forums de la Fédération nationale des femmes canadiennes-françaises (FNFCF)*

**106 523 \$**

En lien avec le Forum national « Bâtir ensemble vers l'égalité » de la FNFCF (mars 2000), cette initiative de recherche-action, dans les domaines de la pauvreté et la violence faite aux femmes, vise la réalisation de programmes et d'activités bien adaptées aux besoins et à la culture des femmes francophones minoritaires. La FNFCF organisera un mini-forum par région (Ouest, Centre et Est); chacune pourrait rejoindre de 50 à 100 femmes. Le contenu des mini-forums sera élaboré autour de deux grands points d'ancre: 1) les suivis aux recommandations du Forum national de mars 2000 et l'élaboration d'orientations pour la planification stratégique de la FNFCF; et 2) la poursuite des revendications des femmes à partir des grands principes de revendications énoncés par le Comité canadien de coordination de la Marche mondiale. L'initiative vise à : a) appuyer les groupes de femmes au niveau de la définition des enjeux importants dans chacune de leurs régions, et b) améliorer l'action communautaire, sociale et politique conduite par les femmes francophones des milieux minoritaires. Les recommandations des mini-forums seront centrées sur des revendications concrètes liées aux problèmes spécifiques dans chaque région. Suite aux mini-forums, la FNFCF mettra sur pied divers mécanismes de suivi et d'appui à ses groupes membres, selon les besoins spécifiques identifiés. Elle fournira divers outils (par exemple guides de travail en lobbying ou en mise en oeuvre de projets), en répertoriant ce qui a été fait dans les dix dernières années et en adoptant certains contenus. Un rapport final des mini-forums, qui fera état des activités réalisées ainsi qu'une évaluation des activités et de l'ensemble du contenu des mini-forums, sera distribué aux participantes et aux bailleurs de fonds. Toute la documentation des mini-forums sera mise à la disposition des femmes par écrit, sur le site web, etc. L'initiative sera évalué quantitativement et qualitativement par les participantes au mini-forums, les formatrices et les facilitatrices, utilisant des grilles d'évaluation. Le personnel et le Conseil d'administration fera une évaluation régulièrement du processus du travail.

*[Taking our place ... Mini-forums of the Fédération nationale des femmes canadiennes-françaises (FNFCF)]*

In conjunction with the FNFCF's national forum "Bâtir ensemble vers l'égalité" [Building together toward equality] (March 2000), this action research initiative in the areas of poverty and violence against women targets implementation of programs and activities that accurately reflect the needs and culture of Francophone minority women. The FNFCF will hold a mini-forum for each region (Western, Central and Eastern), each of which could reach 50 to 100 women. The content of the mini-forums will be developed around two major focal points: (1) follow-up to the recommendations that came out of the March 2000 national forum and the development of policies for the FNFCF's strategic planning; and (2) pursuit of the women's demands on the basis of the major principles of advocacy articulated by the Canadian co-ordinating committee for the World March. The purpose of the initiative is to: (a) support women's groups in defining the major issues in each region; and (b) enhance community, social and political action led by Francophone minority women.

The recommendations that emerge from the mini-forums will centre on concrete demands linked with the specific problems in each region. In the wake of the mini-forums, the FNFCF will establish various follow-up and support mechanisms for its member groups, on the basis of the specific needs identified. It will provide various tools (such as work guides for lobbying or implementing projects), detailing what has been done over the past 10 years and adopting certain contents. A final report on the mini-forums will be distributed to participants and funding entities; it will present the activities carried out and an evaluation of the activities and overall content of the mini-forums. All of the documentation on the mini-forums will be made available to the women in writing, on the Web site and elsewhere. The initiative will be evaluated quantitatively and qualitatively by the mini-forum participants, trainers and facilitators, using assessment grids. The staff and board of directors will conduct ongoing evaluation of the work process.

Supplément : Ce supplément permettra à la FNFCF de subventionner la participation de 18 femmes de l'Ouest et de 7 femmes de l'Est, venant des communautés isolées, aux mini-forums "Prendre notre place" qui auront lieu dans ces deux régions. Une priorité sera donnée aux jeunes femmes, à celles vivant en milieux ruraux, aux femmes d'ethnies différentes, et à celles ayant le désir de former un groupe de femmes dans leur communauté. Le supplément servira aussi à défrayer certains frais de gestion administrative de l'initiative. Les mini-forums auront lieu du 2 au 4 mars à Edmonton et du 30 mars au 1 avril à Moncton.

**17 475 \$**

## RÉSEAU NATIONAL D'ACTION ÉDUCATION FEMMES

### *Supplément: Jeunes femmes et employabilité*

**51 120 \$**

La deuxième phase de la stratégie Jeunes femmes qui vise à encourager l'autonomie financière des jeunes femmes francophones dans la vingtaine, propose la production de l'outil d'intervention en orientation de carrière destiné aux jeunes et l'élaboration d'un plan d'action précis qui servira à la mise sur pied d'une consultation nationale en milieu éducatif auprès des jeunes femmes francophones.

Supplément : Jeunes femmes - Finalisation de l'outil, lancement officiel, distribution à grande échelle et frais directement reliés à l'initiative pour assurer la réussite de l'initiative.

La stratégie Employabilité consiste en la poursuite du travail amorcé au niveau du dossier Évaluation et reconnaissance des acquis (ÉRA) et à une contribution à l'avancement de la méthodologie et des études en analyse différenciée. Employabilité - Accélérer l'avancement des travaux reliés aux activités prévues sous cette initiative.

### *[Supplement – Young women and employability]*

The purpose of the second phase of the initiative, aimed at encouraging financial independence among Francophone women in their twenties, is to produce a career orientation tool for youth and develop a specific action plan for a national consultation of young Francophone women in educational institutions. The strategy involves continuing the work begun in the Evaluation area and recognizing accomplishments, as well as contributing to the advancement of methodology and studies in differentiated analysis.

Supplement – The activities include developing the tool, the official launch, broad distribution — direct costs related to the initiative to ensure success — and furthering the work related to the above-mentioned initiative.

*Supplément: Cr éation d'outils d'évaluation - Phase II*

**25 000 \$**

La phase II de cette initiative permettra de concevoir deux outils d'évaluation, dont un pour évaluer les initiatives et l'autre pour évaluer le fonctionnement interne des groupes de femmes francophones; de produire un livret d'utilisation des outils; d'expérimenter et de valider les deux outils avec des groupes de femmes francophones; de conceptualiser les deux outils; et d'organiser une campagne de sensibilisation et de formation d'agentes multiplicatrices pour assurer la diffusion parmi les groupes de femmes francophones.

Supplément : Modification à la méthode utilisée pour les entrevues, identification d'une rencontre additionnelle du comité encadreur nécessaires à la finalisation et identification de dépenses non prévues pour la production des outils.

*[Supplement – Creation of evaluation tools – Phase II]*

This initiative involves creating two evaluation tools — the first to evaluate initiatives and the second to evaluate the internal operation of Francophone women's groups — producing a booklet on how to use the tools, testing and validating the two tools with Francophone women's groups, and organizing an awareness and training campaign for female multiplying agents to ensure the dissemination of the documents among Francophone women's groups.

Supplement – Activities include modifying the method used to conduct interviews, an additional meeting of the training committee to put the final touches on the production of the tools and covering unexpected expenses.

## **ONTARIO**

### **CENTRE DES FEMMES FRANCOPHONES DU NORD OUEST DE L'ONTARIO**

*Supplement: Recherche-Action 2000*

**\$10,000**

"Recherche-Action 2000" is an ambitious 10 month action research initiative to document the needs and experiences of francophone women survivors of violence in Northern Ontario. The study will be conducted by a partnership of CFFNOO in Thunder Bay and le Centre Victoria in Sudbury. Research will be carried out in three districts: the Northwest, Algoma and greater Sudbury. A representative steering committee will guide the work through three sites: Sudbury, Dubreuilville and Thunder Bay. The initiative has four key phases: 1) development of a clear and precise action research tool, 2) the action research process itself, including distribution through individual questionnaires, focus groups and the Internet, 3) analysis/report preparation, and finally 4) development of plan of action through a strategic planning conference and the distribution of findings. The research will evaluate the existing French language programs and services for women experiencing all forms of violence throughout the North, document needs not currently being met, identify other options and models for support/service delivery more appropriate to northern, rural and isolated francophone women and document other related issues such as mediation, custody and access, child support and child care and access to the justice system. Recommendations from the findings will inform and guide the service, education and advocacy work of the participating organizations, individually and collectively.

The supplement will enable the group to transcribe 55 research interviews from tape, purchase software to assist with qualitative data analysis, bring participants from the three sites to discuss research recommendations and produce a bilingual summary of the research document. These activities will ensure the participation of northern francophone women in developing recommendations and follow-up from the research as well as maximize the promotion and dissemination of research results to decision-makers and service providers at the government and community levels.

*[Supplément : Recherche-action 2000]*

« Recherche-action 2000 » est une ambitieuse initiative de recherche-action d'une durée de dix mois visant à documenter les besoins et expériences des femmes francophones qui ont été victimes de violence dans le nord de l'Ontario. L'étude sera effectuée dans le cadre d'un partenariat entre le Centre des femmes francophone du Nord-Ouest de l'Ontario (CFFNOO), à Thunder Bay, et le Centre Victoria de Sudbury. La recherche sera menée dans trois districts : la région du Nord-Ouest, Algoma et la région métropolitaine de Sudbury. Un comité directeur représentatif orientera le travail à partir de trois emplacements : Sudbury, Dubreuilville et Thunder Bay. L'initiative compte quatre grandes phases : 1) l'élaboration d'un outil de recherche-action clair et précis, 2) le processus de recherche-action proprement dit, y compris la diffusion, au moyen de questionnaires individuels, de groupes de discussion et d'Internet, 3) l'analyse et la rédaction du rapport et 4) l'élaboration d'un plan d'action à l'occasion d'une conférence de planification stratégique, ainsi que la diffusion des conclusions. La recherche évaluera les programmes et les services en langue française à la disposition des femmes victimes de toutes les formes de violence partout dans le Nord, documentera les besoins qui ne sont pas satisfaits à l'heure actuelle, établira d'autres options et modèles d'aide et de prestation de services qui conviennent mieux aux femmes francophones du Nord et des régions rurales et isolées, et documentera d'autres enjeux connexes, comme la médiation, les droits de garde et l'accès, les pensions alimentaires pour enfants et les services de garde ainsi que l'accès à la justice. Des recommandations formulées à partir des conclusions éclaireront et orienteront le travail de prestation de services, d'éducation et de défense des droits des organisations participantes, tant sur le plan individuel que collectif.

Le supplément permettra au groupe de transcrire 55 entrevues de recherche enregistrées, d'acheter des logiciels pour faciliter l'analyse des données qualitatives, de réunir des participantes des trois emplacements afin de discuter des recommandations et de produire un sommaire bilingue du document de recherche. Ces activités assureront la participation des femmes francophones du Nord à l'élaboration de recommandations et au suivi de la recherche, et elles maximiseront la promotion et la diffusion des résultats de la recherche auprès des décisionnaires et des prestataires de services, aux échelons gouvernemental et communautaire.

**COMITÉ AD HOC SUR LA VIOLENCE EN MILIEU POSTSECONDAIRE DANS LE NORD  
DE L'ONTARIO / AD HOC COMMITTEE ON POST-SECONDARY VIOLENCE IN  
NORTHERN ONTARIO**

*Violence en milieu postsecondaire : un virage vers l'égalité des femmes*

**55 000 \$**

Cette initiative, sous forme de recherche-action, vise à documenter pour la première fois, en Ontario, les multiples formes de violence qui s'exercent contre les jeunes femmes et les femmes fréquentant les établissements postsecondaires du Nord de l'Ontario. Elle vise également à favoriser, par différents moyens, des changements dans les établissements d'enseignement et la communauté. Un portrait des différentes formes de violence, de leurs conséquences, des besoins des femmes et de la situation des collèges et universités, en ce qui concerne les politiques et les pratiques pour contrer la violence, sera tracé. Il permettra de concevoir des mécanismes pour répondre adéquatement aux besoins exprimés par les jeunes femmes et de mettre en place des politiques, des stratégies et des services en collaboration avec la communauté. La recherche-action comprend aussi un processus intégré d'évaluation et de suivi afin de documenter l'efficacité des stratégies ainsi que les changements survenus.

*[Post-secondary violence: a transition towards equal rights for women]*

For the first time in Ontario, this action research initiative will document the many forms of violence against young women and women attending post-secondary institutions in Northern Ontario. It will also use various ways to promote change in educational institutions and the community. It will describe the various forms of violence and their consequences, the needs of women, and policies and practices in effect in colleges and universities to counter violence. It will make it possible to design mechanisms that can satisfactorily address the needs expressed by young women, and to implement policies, strategies and services in co-operation with the community. The initiative includes an integrated evaluation and follow-up process to determine the extent to which the strategies have been effective and what changes have occurred.

## TABLE FEMINISTE FRANCOPHONE DE CONCERTATION PROVINCIALE

*Pour une promotion de l'égalité des femmes par une participation proactive et une représentation des femmes au niveau politique*

**80 000 \$**

L'initiative en deux volets, de la Table féministe francophone de concertation provinciale vise à assurer la participation et la représentation des femmes au niveau politique en Ontario. Premièrement, des activités et des rencontres permettront développer un Manifeste des femmes de l'Ontario français qui sera présenté aux divers décideurs en automne 2000. Ces activités permettront alors aux femmes, tout en les mobilisant, d'acquérir une analyse des politiques sociales et économiques en lien avec leur vie quotidienne et d'assurer la visibilité de leurs préoccupations. Deuxièmement, une recherche-action sur la représentation et la participation des femmes au niveau politique provincial et municipal mettra l'accent sur les stratégies permettant aux femmes de participer activement au niveau politique afin que les enjeux liés à l'égalité deviennent prioritaires pour les gouvernements et profitera du momentum créé par la Marche mondiale des femmes en l'an 2000 pour travailler sur la participation des femmes au niveau du processus de prise de décisions et pour les rejoindre en grand nombre. Des rencontres sont aussi prévues en début 2001 pour permettre aux femmes de développer un plan d'action pour le suivi des activités et de prioriser les interventions nécessaires. Un processus d'évaluation continue sera mis sur pied et l'information recueillie servira à mieux cibler et orienter les stratégies utilisées par le groupe.

*[To promote equal rights for women through the proactive participation and representation of women in politics]*

The goal of this initiative is to ensure that women participate and are represented in politics in Ontario. First of all, activities and meetings will lead to the drafting of a manifesto for French-speaking Ontario women, to be submitted to the various decision makers in the fall of 2000. It will mobilize women and enable them to analyse the social and economic policies that affect their everyday lives and to make sure that their concerns are heard. Second, action research on the representation and participation of women in provincial/municipal politics will emphasize strategies enabling women to participate actively in politics in order to make equal rights issues a priority for governments. This activity will benefit from the impetus provided by the World March of Women 2000 — which women can join in large numbers — and will make it possible to work towards getting women to participate in the decision-making process. Meetings are also scheduled early in 2001 to enable women to develop an action plan to monitor activities and set essential action priorities. An evaluation process will be set in motion, and the information gathered will make it possible to better target the various types of action that are required and to fine-tune the strategies.

## QUÉBEC

### BLACK COMMUNITY RESOURCE CENTRE (BCRC) / CENTRE DE RESSOURCES DE LA COMMUNAUTÉ NOIRE

#### *\*\*\*Black Community Resource Centre*

This project will result in: 1) the inclusion of gender in the revision and adaptation of all BCRC's activities, especially in its health-promotion, employment-orientation and internship programs; and 2) the involvement of Black women at decision-making levels in voluntary, public- and parapublic-sector organizations and institutions. BCRC will revise and adapt the content, format and delivery of several programs (including their evaluation processes), develop sensitization strategies and implement them both in Black community and mainstream organizations, and develop and experiment with a training program to prepare young Black women to serve on decision-making bodies.

**99/00 - \$25,000  
00/01 - \$25,000  
01/02 - \$20,000  
02/03 - \$10,000**

#### *(\*\*\*Centre de ressources de la Communauté noire)*

Ce projet vise deux grands objectifs : 1) la prise en compte des différences entre les sexes dans la révision et l'adaptation de toutes les activités du Centre, plus particulièrement dans ses programmes de promotion de la santé, d'orientation professionnelle et de stages; 2) la participation des femmes noires aux échelons décisionnels des organismes et des institutions des secteurs bénévole, public et parapublic. Le Centre révisera et adaptera le contenu, la structure et le mode d'exécution de plusieurs programmes (y compris les processus d'évaluation y afférents), élaborera des stratégies de sensibilisation, qu'il mettra en oeuvre à la fois dans les organismes de la communauté noire et les organismes à vocation plus générale, et mettra au point et à l'essai un programme de formation visant à préparer les jeunes femmes noires à jouer un rôle au sein d'instances décisonnelles.

#### *\*\*\*Multi-Year/Pluriannuel*

**CENTRE DES FEMMES, LENNOXVILLE ET ENVIRONS / LENNOXVILLE AND DISTRICT WOMEN'S CENTRE**

*Bad Dates: Changing Attitudes Through Theatre*

**26 000 \$**

Il s'agit d'une vaste initiative de sensibilisation auprès des jeunes anglophones de l'Estrie afin de prévenir les agressions sexuelles commises par une connaissance (*date rape*). Milieux ciblés : les établissements scolaires de niveaux secondaire et universitaire ainsi que d'autres où ils se trouvent. Les activités comprennent notamment la production et la diffusion de l'autocollant « No means no » et des représentations de théâtre interactif. En plus d'informer les jeunes sur la problématique que sont les agressions sexuelles, ses causes, ses conséquences et les moyens de les éviter, cette formule permettra l'implication concrète des jeunes dans la recherche de solutions tout en les incitant à changer leurs comportements. Le Centre prévoit effectuer des représentations auprès d'au moins 64 groupes et joindre ainsi 2300 jeunes. Des rencontres avec des enseignantes et des enseignants de même qu'avec des administratrices et des administrateurs sont ensuite prévues afin de déterminer les mesures ou les politiques qui pourraient être mises de l'avant dans chaque établissement pour poursuivre le travail de prévention. Enfin, on fera passer un questionnaire d'évaluation avant les représentations, ainsi que 6 à 10 semaines après, afin d'évaluer l'impact de l'initiative.

*[Bad Dates: Changing Attitudes Through Theatre]*

This is a broad initiative targeting Anglophone youth in the Estrie region to prevent date rape. Targeted communities: high schools, universities and other places where there are young people. The activities planned include the production and dissemination of a “No Means No” sticker and interactive theatre productions. In addition to informing youth about the date rape problem, its causes, its consequences and the ways to avoid it, this approach allows for the direct involvement of youth in finding solutions while encouraging them to change their behaviour. The Centre plans to make presentations to at least 64 groups reaching some 2300 youth. Follow-up meetings will be held with teachers and administrators to determine the measures or policies that could be introduced in each institution in order to continue the prevention work. Lastly, an evaluation questionnaire will be distributed prior to the presentations and again 6 to 10 weeks later to evaluate the initiative's impact.

## RÉSEAU DES RÉPONDANTES DIOCÉSAINES A LA CONDITION DES FEMMES

### *Heritage of Violence.*

Il s'agit de l'organisation et de la tenue d'ateliers de deux jours sur la violence conjugale, à l'intention du clergé, d'agentes et d'agents de pastorale de même que d'intervenantes et d'intervenants du réseau des affaires sociales et de la santé issus de la communauté anglophone de Montréal. C'est aussi l'organisation de quatre ateliers s'adressant à d'autres publics cibles anglophones, la conception et la réalisation d'une affiche servant à la promotion des séances de formation, de la sensibilisation et la production d'un rapport d'évaluation. \$12,000

### *[Violence en héritage]*

The project involves organizing and holding two-day workshops on domestic violence for clergy, pastoral-care workers and social and health network workers in the Anglophone community of Montréal. It also includes organizing four workshops for other Anglophone constituents, the design and preparation of a poster to promote training sessions, awareness building and the preparation of an evaluation report.

## MOTHERING MATTERS

### *Charter of Rights for Mothers: Facilitating involvement of Mothering Matters in Public Policy*

\$14,000

In order to educate Mothering Matters members and the public about issues of gender equality, particularly in mothering, an area often perceived as a major source of women's subjugation, MM will, in consultation with its chapters, research, develop, workshop and publicize a Charter of Rights for mothers. In this first phase, MM will draft the charter, as a starting point for future discussion and development in consultation with other women's organizations. The strategies to be used include literature review, liaison with the chapters, launching of the Charter through the media and a public event, and evaluation.

### *[Une charte des droits des mères : faciliter la participation de Mothering Matters à l'élaboration des politiques publiques]*

De concert avec ses sections, Mothering Matters (MM) va, après recherche, rédiger et diffuser une charte des droits des mères, assortie d'ateliers, afin de sensibiliser ses membres et le public aux questions d'égalité, en particulier en ce qui concerne les soins aux enfants en bas âge - domaine souvent pointé du doigt comme principale cause de la sujétion des femmes. MM va commencer par préparer une ébauche de la charte, qui servira de point de départ à des discussions; la charte sera ensuite parachevée avec le concours d'autres groupes de femmes. MM entend utiliser plusieurs stratégies, notamment : examen de la documentation existante, liaison avec les sections, lancement de la charte à l'occasion d'une activité publique, en présence des médias, et évaluation.

## **LE LABORATOIRE DU SAVOIR/ THE KNOWLEDGE LAB**

### *Guide de leadership communautaire des femmes noires*

**\$3,000**

Cette initiative vise à répondre au besoin d'avoir plus de femmes noires dans des rôles de leadership, lorsqu'il est question de grandes initiatives du mouvement des femmes. Elle passe par les étapes suivantes : l'analyse des besoins en leadership des femmes noires de la région de Montréal, l'analyse de l'information obtenue et l'élaboration d'un guide de leadership communautaire pour les femmes noires, un outil d'éducation populaire qui sera diffusé auprès de femmes de différentes communautés noires et qu'elles pourront utiliser. Pour effectuer la cueillette des données, le Laboratoire organisera huit groupes de discussion réunissant environ 20 femmes chacun. L'évaluation de l'initiative sera faite par une évaluateuse externe, mais le Laboratoire en analysera le déroulement au moyen des rapports mensuels dont on discutera au moment des réunions régulières.

### *[Community leadership guide for black women]*

This initiative responds to the need for more black women in leadership roles in major initiatives of the women's movement. It will involve the following steps: analysis of the leadership needs of black women in the Montréal area; analysis of the data collected; and development of a community leadership guide for black women, a user-friendly educational tool to be distributed to women in various black communities for their use. The Lab will gather its data from eight focus groups to be organized, with about 20 women in each. An external evaluator will evaluate the initiative, but the Lab will evaluate the initiative's progress through monthly reports to be discussed at regular meetings.

## ATLANTIC

### CENTRE DE PRÉVENTION DE LA VIOLENCE FAMILIALE DE KENT/ PREVENTION CENTRE AGAINST FAMILY VIOLENCE IN KENT

#### *Stratégie régionale pour contrer la violence familiale*

\$35,450

Au cours de la prochaine année, le Centre va éveiller, sensibiliser et responsabiliser la collectivité et les représentant-e-s des agences gouvernementales ciblées aux besoins des femmes victimes de violence familiale provenant des trois communautés linguistiques francophones, anglophones et autochtones de la grande région de Kent. Phase 1 verra la publication des données d'une recherche-action entreprise pour connaître les besoins de chacun, la formation d'un comité de travail pour coordonner des rencontres avec les nombreux partenaires essentiels. Le groupe facilitera la mise sur pied d'une table de concertation intersectorielle qui aura comme mandat de développer un plan d'action régional visant à revendiquer des actions concrètes de la part des différentes agences gouvernementales présentes dans Kent dont la GRC, l'Association canadienne de la santé mentale, les Services aux victimes à la cour, la Clinique d'hygiène mentale, l'Aide au revenu du Nouveau-Brunswick, la Corporation hospitalière Beauséjour et Santé et services communautaires. Le groupe vise à assurer l'intégration et la coordination des services existants pour les femmes victimes de violence familiale dans les trois communautés de Kent.

#### *[Regional strategy to prevent family violence]*

Over the next year, the Centre will raise awareness among and hold accountable the community and representatives of targeted government agencies regarding the needs of women who are victims of family violence in the three linguistic communities (Francophone, Anglophone and Aboriginal) in the Greater Kent region. Phase I will involve publishing data from action research conducted to identify the needs of each group and the establishment of a working group to coordinate meetings with various key partners. The group will facilitate the establishment of an intersectorial working committee mandated to develop a regional action plan to request concrete action from the various government agencies in Kent, including the RCMP, the Canadian Mental Health Association, Victims' Services at the court, the Mental Health Clinic, New Brunswick Income Assistance, the Corporation hospitalière Beauséjour, and Health and Community Services. The group's aim is to ensure the integration and coordination of existing services for women who are victims of family violence in the three Kent communities.

## TOTAL

\$515,568

## ANNEX 2

### Initiatives Involving Significant Participation of Official Language Minority Women

#### HEADQUARTERS / NATIONAL

##### CENTRE FOR EQUALITY RIGHTS IN ACCOMMODATION (CERA) / CENTRE POUR LES DROITS À L'ÉGALITÉ AU LOGEMENT (CERA)

*Women and Housing in Canada: Barriers to Equality* \$68,395

Using a human rights framework, the Centre for Equality Rights in Accommodation (CERA) will investigate systemic barriers to Canadian women's substantive equality in the housing sector. The project includes three components: 1) Research (to be documented in a draft paper) that will: a) assess and analyze whether any of these systemic barriers is contrary to human rights law and the *Charter of Rights and Freedoms*; b) highlight the particular experiences and needs of Aboriginal, francophone and newcomer women within each issue investigated; c) inform policy and legal work on the protection of women's economic and social rights in Canada, particularly their right to housing; d) address the current lack of gendered analyses and understanding of housing and homelessness issues; and e) lay groundwork for future action.

2) Consultation (with 20 selected women's groups and other equality-seeking organizations working on housing, poverty and related issues, and with appropriate federal government officials):

Participants will discuss the draft research paper (mentioned above), develop concrete recommendations to address the identified barriers and concerns, and discuss the establishment of a formal national network of organizations to work collaboratively to ensure that political and legal agendas include women's concerns about housing issues. Based on these recommendations, CERA will develop an action plan to incorporate into its final research paper.

3) Evaluation (to be conducted through structured telephone interviews with consultation participants, including those from the federal government, three months after dissemination of the final research paper): Elements to be evaluated are: a) the content of the research paper; b) the process of the research initiative; c) organizations' commitment to the issues and recommendations of the research initiative; and d) organizations' participation in the newly created network.

## NATIONAL ACTION COMMITTEE ON THE STATUS OF WOMEN

*Phase II: From Local to Global: A Study of the Impact of Social and Economic Policies on the Advancement of Women's Equality Rights in Canada*

**\$344,876**

Based on the findings of the previous phase, Phase II of NAC's community-based participatory-action research initiative will: 1) conduct additional policy research and analysis focused on the three policy areas that affect women in Canada most: income support, immigration and housing; 2) develop an Economic Literacy; 3) produce policy papers and other documents based on the three priority policy areas listed in item 1, then use them to enable women to participate in policy development; and 4) maintain and update the literature review and catalogue created in Phase I.

NAC will identify, examine, and prioritize the changes in government socio-economic policies and the differential impact of these changes on the achievement of women's equality. NAC's efforts will focus on women facing multiple barriers and those in marginalized communities: Aboriginal women, women with disabilities, francophone women, Black women, and women of colour. These women's experiences will acknowledge gender-sensitive research that often erases race and other areas of identity in its analysis.

Fundamental in this initiative is the development of integrated feminist analysis tools, to be used in policy development, that consider race, ethnicity, ability, age and sexual orientation. The government and women in Canada will be presented with recommendations on strategies for change and action that integrate race, Aboriginality and disability, and recommendations for action by women's groups to counteract the negative effects of globalization. A research committee will oversee the progress of the initiative. Participatory evaluation will be conducted at various stages of the research process to ensure that activities are on track and that the goals of the initiative are met. The interim and final reports on Phase II will include evaluation components.

## **NOUVEAU DÉPART NATIONAL INC.**

*Colloque : "Le Mitan de la vie : élan et renouvellement" et "Atelier sur le travail atypique"*

**89 951 \$**

Cette initiative vise l'amélioration de l'autonomie économique des femmes de la cinquantaine (45 -64 ans) et la justice sociale pour ce secteur de femmes. Poursuivant une démarche entreprise par Nouveau Départ (ND) depuis quatre ans, l'initiative est composé de quatre volets : 1) la préparation d'un colloque "Le Mitan de la vie : élan et renouvellement"; 2) la tenue de ce colloque à Montréal les 29 et 30 mars 2001 avec environ 200 participantes de toutes les provinces et territoires du Canada; 3) les suites au colloque - les actes du colloque, des pistes d'action à identifier et mettre en marche avec des partenaires, des formations à identifier et pour lesquelles chercher des partenaires; et 4) la tenue d'un atelier sur le travail atypique, pour les intervenantes de ND. L'initiative va promouvoir une amélioration dans les lois fédérales, provinciales et territoriales qui concernent les femmes de la cinquantaine, telles le calcul des plans de retraite, les fonds de pension, la reconnaissance du travail non rémunéré, un régime de rentes pour les femmes de foyer, et autres domaines prioritaires qui seront identifiés lors du colloque. Les employeurs seront encouragés à offrir une formation appropriée au sein de leurs entreprises pour les travailleurs plus anciens. L'initiative cherchera une augmentation de services appropriées et encouragera les employeurs à offrir une formation au sein de leurs entreprises pour les travailleurs plus anciens afin qu'elles puissent rester à jour pour exercer leurs responsabilités. Une évaluation sera réalisée après chaque atelier et pour le colloque en générale. Le comité organisateur fera une évaluation de l'ensemble de l'initiative et soumettra un rapport au conseil d'administration pour son information.

[*Forum: "Women at Mid-Life: Choice, Change and Taking Charge" and "Workshop on Non-Traditional Work"*]

The purpose of this initiative is to improve the economic independence of women between the ages of 45 and 64, and to obtain social justice for this category of women. The initiative is a follow-up to action taken by Nouveau Départ four years ago. It consists of four components: (1) preparation of the forum entitled "Women at Mid-Life: Choice, Change and Taking Charge"; (2) the holding of this event in Montréal on March 29 and 30, 2001, with approximately 200 women participants from all Canadian provinces and territories; (3) follow-up to the meeting, specifically, the proceedings of the forum, courses of action to be identified and implemented with partners, and detailing the training to be done and identifying partners to provide it; and (4) the holding of a workshop on non-traditional work for Nouveau Départ workers. The initiative promotes upgrading of federal, provincial and territorial legislation that affects women in this age group, such as the calculation of pension plans, pension funds, recognition of unpaid work, a pension plan for stay-at-home women and other priority areas that will be identified during the forum. Employers will be encouraged to offer appropriate training within their enterprise to older workers, both female and male, so that they can stay up to date and continue to carry out their duties. After each workshop, after the forum and for the full initiative, an evaluation will be conducted to form the basis for a report to the board of directors.

*Supplément : Colloque "Le Mitan de la vie : élan et renouvellement" et "Atelier sur le travail atypique" :*

**12 700 \$**

Ce supplément permettra à Nouveau Départ de : a) subventionner la participation de 15 femmes vivant en milieux éloignés, des représentantes de milieux minoritaires linguistiques et de minorités visibles du Québec, la Colombie Britannique, l'Alberta, l'Ontario et le Saskatchewan à son Colloque "Le Mitan de la vie : élan et renouvellement" / "Woman At Mid -Life : Choice, Change and Taking Charge", qui aura lieu à Montréal du 28 au 30 mars; b) défrayer les dépenses d'engagement de deux interprètes, la location d'appareils pour la traduction simultanée lors du colloque, la location de rétro-projecteurs et d'écrans pour les ateliers, ainsi que les honoraires pour 9 animatrices et 9 secrétaires d'atelier; et c) payer les frais de séjour/inscription de 31 bénévoles travaillant au colloque.

*[Supplement – Forum: “Women at Mid-Life: Choice, Change and Taking Charge” and “Workshop on Non-Traditional Work”]*

Supplement – This supplement will enable Nouveau Départ to (a) fund the participation of 15 women living in remote communities, representatives of minority linguistic communities and visible minorities from Quebec, British Columbia, Alberta, Ontario and Saskatchewan at the forum *Women at Mid-Life: Choice, Change and Taking Charge*; (b) defray the costs of hiring two interpreters, rental of simultaneous interpretation equipment for the forum, rental of projectors and screens for the workshops, fees for nine moderators and nine secretaries for the workshops; and (c) pay the accommodation and registration costs for 31 volunteers working at the event.

## WOMENSPACE ASSOCIATION

### \*\*\*"*The E-Quality Project*"

\$204,108

The initiative has three aims: (1) to increase the relevance to women of, and women's access to, federal government information and communication technologies (ICT) policies and programs that currently do not address women's needs; (2) to reduce the barriers that women's groups face in accessing, using and controlling ICT to pursue women's equality work; and (3) to increase the visibility, awareness and coordination of women's equality Web-based resources. Strategies to address these are: (1)collaborative information-gathering and strategizing with women's organizations; (2) advocacy with government officials and policy-makers; (3)development of on-line and off-line tools to enable easy access to women's equality resources and enhance effectiveness of Web sites developed by women's equality groups; and (4) promotion and demonstration of Canadian women's capacity and achievements in ICT through conferences and the production of published papers, information sheets, and the bilingual book *Canadian Women's Voices on the Net*. The organization will work with a national advisory committee and maintain regular contact with a wide variety of women's organizations across the country, including francophone networks and e-mail forums (commonly known as "listservs").

Throughout the initiative, evaluation will be conducted to gather the views of participants on the usefulness of the activities and about any difficulties encountered. The Web site for evaluation of content and activities will provide a channel for feedback about the project, including about the use of the Web-based resources. The initiative's Advisory Group will conduct a final comprehensive evaluation of all activities.

### [\*\*\**Le projet Cyber-égalité*]

Cette initiative vise trois objectifs : 1) rendre plus pertinents et accessibles pour les femmes les politiques et programmes du gouvernement fédéral en matière de technologies de l'information et des communications (TIC) qui ne répondent pas actuellement à leurs besoins; 2) réduire les obstacles auxquels sont confrontés les groupes de femmes qui désirent avoir accès aux TIC, les utiliser et en avoir la maîtrise afin de pouvoir continuer d'oeuvrer en faveur de l'égalité des femmes; 3) accroître la visibilité, la connaissance et la coordination des ressources qui existent dans le Web pour promouvoir l'égalité des femmes. Voici quelles seront les stratégies adoptées à cet égard : 1) collecte d'informations et détermination de stratégies en collaboration avec des groupes de femmes; 2) promotion des droits des femmes auprès des décisionnaires et des représentantes et représentants des gouvernements; 3) mise au point d'outils en ligne et en différé pour faciliter l'accès aux ressources destinées à promouvoir l'égalité des femmes et accroître l'efficacité des sites Web conçus par des groupes de femmes; 4) promotion et démonstration des capacités et des réalisations des Canadiens dans le domaine des TIC au moyen de conférences et de documents imprimés, de fiches d'information et du livre *Canadian Women's Voices on the Net* (la voix des Canadiens sur Internet), qui sera bilingue. L'association travaillera en collaboration avec un comité consultatif national et restera en contact avec une multitude de groupes de femmes, y compris des réseaux francophones et des groupes de discussion fonctionnant par courriel (communément appelés « listes de diffusion ,ou Listservs ») partout au pays.

Des évaluations seront faites pendant toute la durée de l'initiative afin de recueillir les vues des participantes au sujet de l'utilité des activités et des difficultés éprouvées. Le site Web créé pour évaluer le contenu et les activités de l'initiative servira à la transmission des commentaires sur l'ensemble du processus, y compris sur l'utilisation des ressources accessibles dans le Web. Le groupe consultatif de l'initiative procédera, à la fin, à une évaluation complète des activités.

## **ATLANTIC**

### **COLLECTIVE MAKING WAVES / VAGUE PAR VAGUE**

*Working Together For Change: Teens Challenging Dating Violence*

**\$110,000**

In this 15-month initiative, teens across the province will inform their peers, younger children, parents and educators about date violence, and they will work to create a climate in their schools that supports healthy relationships where abuse is not tolerated. The teens will work with the Government of New Brunswick to take action against dating violence in New Brunswick's anglophone and francophone schools. This initiative will promote NB Department of Education programs that take account of young women's perspectives and enable them to take part in the decision-making process. By facilitating meetings, workshops and discussion groups to develop action plans with students and their peers, Making Waves / Vague par vague will take a leadership role in New Brunswick to ensure that young women and men help to eradicate violence. Team members, anglophone and francophone, will follow up with schools, provincial youth committees, teachers, parents, staff and officials of New Brunswick Department of Education. They will maintain good working relations with their anglophone and francophone partners, other interested parties, and provincial and national organizations that may wish to be affiliated with Making Waves / Vague par vague.

Collaboration with the Dating Violence Research Team of the Centre for Family Violence Research Centre and the Université de Montréal will contribute to the ongoing evaluation of this project. The team aims to engage the New Brunswick government in the ongoing development of Making Waves / *Vague par Vague* so that the program may become an integral part of New Brunswick school activities to prevent dating violence. So far, the Collective has received a great deal of support from community leaders.

## **WOMEN'S COMMITTEE IN THE FISHERY**

*"Working Together to Promote Women's Equality in the Fishery"*

**\$39,408**

During the past fiscal years, Status of Women Canada, Atlantic Region, supported the participation of Atlantic Canadian women from fishery communities and organizations in "Gender Globalization and Fisheries in the New Millennium," an international conference. During this conference, Atlantic Women had the opportunity to not only participate in the international component of the conference, but to be involved in workshop sessions to discuss concerns and issues relating to fishery women in the Atlantic Region.

The Women's Committee will take the lead in organizing this initial follow-up. The Committee will organize/host two meetings, with four representatives from each of Newfoundland, Nova Scotia, New Brunswick and Prince Edward Island who participated in the May conference. During these meetings, in addition to further discussing and prioritizing issues, the Committee plans to hold sessions around gender-based analysis, thus helping women to analyze the impact of current government and union policies and programs. For many of these women, the fishing season starts in May, so these two-day meetings will be held twice during March and April 2001.

The Newfoundland Region has developed an evaluation process and tool, which Atlantic Region organizations have accepted and will use. The Women's Committee will be using this process to evaluate and determine the success of its initiative.

## PRAIRIES

### CALGARY ASSOCIATION OF WOMEN AND THE LAW / ASSOCIATION DES FEMMES ET DU DROIT DE CALGARY

\$15,000

*"Equality: The Challenge of the New Millennium" — 13th Biennial Conference of the National Association of Women and the Law (NAWL)*

The Calgary caucus of the National Association of Women and the Law (NAWL) will host NAWL's 13th biennial conference, "Equality: the Challenge of the New Millennium." Between 250 and 300 delegates and speakers, representing grassroots organizations, community workers, the legal profession, academics, advocates, and interested individuals from across Canada, will discuss a range of legal and social issues, develop policy, and plan action around women's needs in the pursuit of women's equality from a legal perspective. Participants will come from a variety of communities: women of colour, anglophones and francophones, immigrant and visible minority women, lesbians, women with disabilities, women living in poverty, young women, Aboriginal women, rural and urban women. Issues to be discussed in three plenaries and 21 workshops include: restorative justice, the *Divorce Act*, employment rights of sex trade workers, the impact of mediation, legal aid funding cuts, the tax system, and poverty on women's equality, women in conflict with the law, lesbian adoption/family law issues, domestic violence, justice for girls, sexual assault, harm and censorship, and Bill C-23 (Modernization of Benefits and Obligations Bill). Issues of particular concern to women with disabilities, women of colour, Aboriginal women, immigrant and refugee women, northern women, and rural and farm women will also be addressed. Resolutions for change and action will be discussed and voted on, providing NAWL with an action plan for future reform, activism and equality policies for the next two years. Funding from the Women's Program will help defray expenses of: conference subsidies to economically and doubly disadvantaged women; translation and printing of a conference guide; and the photocopying of two newsletters to be distributed during the conference, summarizing the workshops discussions and recommendations of the previous day. Participants will evaluate the conference, assessing the utility and quality of the workshops and plenaries, the documentation, and the conference overall. Speakers and resource people will participate in the evaluation, commenting on their interaction with the conference. A final report will be presented to the Women's Program.

## **ONTARIO**

### **ONTARIO COALITION FOR BETTER CHILD CARE (OCBCC)**

*Supplement: The State of Child Care in Ontario*

**\$19,098**

The Ontario Coalition for Better Child Care (OCBCC) will undertake a 24-month initiative, during which it will document the impact of reforms to the funding and management of child care on quality and accessibility. Input will be gathered from municipal governments, school boards, parents and providers. A major provincial conference will be organized in order to present the findings to child care advocates and partners from other sectors, and to develop a coordinated and coherent provincial strategy focussed on enlisting the support of municipal governments and school boards for high-quality, affordable and accessible child care. Following the conference, the Coalition will provide tools and training to its members and partners to assist them in using the findings in local advocacy efforts. Input will be gathered again in the latter part of the initiative, to capture any shifts in the state of child care in response to local policy implementation.

Supplement: To assist local communities in their advocacy efforts, the Coalition is presenting day-long workshops for parents, child care workers and other advocates to provide information on the specific issues confronting child care delivery locally and on advocacy strategies. Participants collaborate in the development of a local action plan. An evening forum is organized for the general public, to present an overview of child care in Ontario and in the local community. Given the response from communities, the Coalition is proposing to extend the number of locations from the 10 originally planned to 14. Also, in order to make all of the workshop material available to Francophone communities, the advocacy kit and fact sheets will be translated into French.

### **TORONTO COALITION FOR BETTER CHILD CARE**

*Supplement: Child Care – Meeting Challenges of the Millennium*

**\$10,000**

The Toronto Coalition for Better Child Care will undertake an initiative to protect and enhance the stability and quality of child care in Toronto. The Coalition will work with the Toronto child care community and the media to bring the issue of access to quality child care for all Toronto children to the forefront of public discussion. In collaboration with a broad range of community partners, the group will prepare a child care status report, which will document and highlight the impact of recent government policies (a new funding formula for public education, restructuring of program responsibilities between the provincial and municipal levels of government, amalgamation of the new City of Toronto) and programs (Ontario Works) on the child care system in Toronto. The involvement of parents and the wider public will be enabled through community forums and through meetings with elected representatives.

Supplement: In the current initiative, the Coalition has begun work with *Le groupe de travail des garderies Francophones du grand Toronto*, concerning child care subsidies, funding processes and the Toronto budget processes. The supplement will enable the Coalition to continue this critical work with the group in the next few months on providing input to the Toronto's budget processes. The additional funds will also enable the Coalition to translate its quarterly newsletter, so that updated information on childcare will be more accessible to the Francophone communities. The Coalition plans to outreach 10 Francophone childcare programs. As well, the Coalition has worked closely with the student communities in the past year. The supplemental funding will enable the Coalition to intensify its work with the students in adult education centres, high schools requiring childcare, and early childhood education students concerning policies and programs affecting the child care system and on the city's budget processes. It is anticipated that the Coalition could reach out to 900 students in six different colleges and 500 students in 22 high schools with childcare centres.

## QUÉBEC

### ASSOCIATION DES AIDES FAMILIALES DU QUÉBEC

#### *\*\*\*Accélérer le changement des lois en développant appuis et solidarité*

L'initiative consiste en la mise en œuvre de stratégies qui visent à aller chercher des appuis dans la population et à faire accélérer le processus de modification de plusieurs lois, dont la Loi sur les normes du travail, la Loi sur les accidents du travail et les maladies professionnelles et la Loi sur l'immigration. Les activités comprennent : 1) la construction d'une spirale de solidarité avec des femmes qui ont de l'influence et qui signeront un manifeste et un avis à être présentés au gouvernement; 2) des représentations auprès des ministères intéressés ainsi que des activités pour marquer les acquis dans les modifications apportées aux lois; et 3) une exposition sur la présence des aides familiales dans l'histoire de Montréal et du Québec, réalisée en partenariat avec d'autres groupes de femmes et des aînées, des associations multiculturelles et le Centre d'histoire de Montréal.

**98-99 12 000 \$**  
**99-00 30 500 \$**  
**00-01 21 000 \$**

#### *[\*\*\*Accelerating the Process of Legislative Change by Developing Support and Solidarity]*

This initiative involves implementing strategies to gather support among the population and accelerate the process of amending various laws, including the Act respecting Labour Standards, the Act respecting Industrial Accidents and Occupational Diseases and the Immigration Act. Activities will include: 1) building a solidarity spiral with a group of influential women, who will sign a manifesto and brief for presentation to the government; 2) making representations to the ministries involved and carrying out activities to mark progress in legislative amendments; and 3) an exhibition on the role of domestic workers in Montreal and Quebec history, in partnership with other women's and seniors' groups, multicultural associations and the Montreal History Centre.

\**Multi-year/Pluriannuel*

## **STUDIO XX**

*Terre à terre dans le cyberspace : un projet innovateur d'appropriation des technologies de communication*

**25 800 \$**

Dans le but d'augmenter l'efficacité des mesures prises par les groupes de femmes utilisant le cyberspace, cette initiative vise à ce que les groupes de femmes développent une façon innovatrice de mettre sur pied des actions qui stimulent la concertation entre les groupes, améliorent les échanges et facilitent le travail collectif. Trois stratégies ont été prévues : un atelier sur la réalisation de campagnes de sensibilisation dans le cyberspace entre avril et décembre; formation sur des techniques de rédaction en commun de mémoires, des techniques de consultation de groupes et de recherche et des rencontres sur les possibilités de changement social offertes par les technologies de communication aux femmes. Le succès des stratégies sera mesuré par des indicateurs tels que la réalisation d'une campagne de sensibilisation, le nombre de demandes des groupes concernant les outils utilisés, le nombre de femmes qui participent aux rencontres. Pour ce qui est de l'atelier et de la formation, les participantes devront répondre à des questions sur la pertinence des contenus, des outils et des techniques apprises ainsi que sur l'encadrement et les ressources mises à leur disposition. La coordonnatrice fera l'analyse des réponses et discutera avec les formatrices sur les améliorations à apporter. En ce qui concerne les rencontres, il y aura aussi un questionnaire soumis aux participantes qui sera analysé par un comité d'évaluation du Conseil d'administration.

*(Down-to-earth in cyberspace: an innovative project for communications technology effectiveness)*

In an effort to enhance the effectiveness of action by women's groups using cyberspace, this initiative strives to help women's groups develop an innovative approach to foster cooperation between groups, to improve exchanges and to facilitate collective action. Three strategies will be used: a workshop on carrying out sensitization campaigns in cyberspace between April and December; training on techniques for writing joint briefs, group consultations and research techniques and meetings on opportunities for social change offered by communications technologies to women. The success of the strategies will be measured by such indicators as the realization of a sensitization campaign, the number of requests from groups for the tools used, and the number of women who attend the meetings. As for the workshop and training, female participants will be asked to complete a questionnaire on the appropriateness of the content, the tools and the techniques learned, as well as on the training and resources made available to them. The coordinator will analyse the feedback and discuss with the trainers the improvements to be made. Participants at the meetings will also be asked to complete a questionnaire that will be analysed by the Board's evaluation committee.

## TABLE DES GROUPES DE FEMMES DE MONTRÉAL

*Prendre en compte les besoins et les intérêts des femmes en matière de développement régional, de santé et d'emploi*

**25 000 \$**

L'initiative a pour but de faire inscrire les préoccupations des femmes dans trois dossiers différents pour lesquels la Table estime que certaines actions posées au cours de la dernière initiative ont ouvert des portes et créé des circonstances favorables. Le premier vise l'application d'outils d'analyse comparative entre les sexes par le Conseil régional de développement de l'Île-de-Montréal (CRDIM) et le ministère des Affaires municipales et de la Métropole. Le deuxième vise l'adoption de mesures concrètes qui permettront à la Régie régionale de la santé et des services sociaux de Montréal-Centre d'avoir une préoccupation transversale à l'égard des besoins des femmes dans l'ensemble de ses activités. Finalement, pour faciliter l'accès des femmes au marché du travail, le troisième volet vise à faire des recommandations en matière de politique familiale ou de services de garde, en lien avec le travail atypique, auprès de la ministre déléguée à la Famille et à l'Enfance et du CRDIM. La Table organisera des réunions du comité de coordination élargi et tiendra des journées de réflexion qui seront offertes aux membres et aux autres groupes de femmes que la question intéresse. Elle organisera des activités de concertation, formulera des recommandations et fera des représentations auprès des instances appropriées. Dans les dossiers reliés à la santé et à la politique familiale ou aux services de garde, elle portera une attention particulière aux préoccupations des femmes vivant une double discrimination. La Table s'est dotée d'un plan d'évaluation pertinent.

*[Considering the needs and interests of women in regional development, health and employment]*

This initiative involves incorporating the concerns of women in three areas in which the Table believes that action undertaken in the previous initiative has opened the doors and created favourable circumstances. The first area concerns gender-based analysis by the Conseil régional de développement de l'Île-de-Montréal (CRDIM) and the Ministère des Affaires municipales et de la Métropole. The second relates to the adoption of concrete measures that will enable the Régie régionale de la santé et des services sociaux de Montréal-Centre to use a cross-sectional approach to women's needs in all of its activities. Lastly, to facilitate women's access to the labour market, the third component focuses on making recommendations on family policy or child care services, linked to non-traditional employment, to the Minister responsible for the Family and the Child and to the CRDIM. The Table will organize meetings of the expanded co-ordinating committee and will hold retreats for members and other women's groups interested in this issue. It will organize consultation activities, make recommendations and make presentations to the appropriate bodies. In the areas of health and family policy or child care services, it will give particular attention to the concerns of women who must deal with two types of discrimination. The Table has an appropriate evaluation plan.

**TOTAL**

**\$1,027,836**