

**STATUS REPORT
1997-98**

and

**ACTION PLAN
1998 - 99**

Implementation
of Section 41 of the
Official Languages Act

Status of Women Canada

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Action Plan 1998-99

SUMMARY

Status of Women Canada

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

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

Principal measures planned

Over the course of the past year, Status of Women Canada (SWC) officials in the regions and at the national office have worked closely with official language minority community representatives, with officials from the Department of Canadian Heritage and additional partners to implement SWC's 1997-98 Action Plan and to consult about the immediate and long-term measures that could be incorporated into the current 1998-99 Plan.

The following strategies are proposed for 1998-99 in support of the commitments set out in section 41 of the *Official Languages Act*:

- provide technical and financial support to official language minority women's organizations to address issues of concern to them in the areas of improving women's economic status, eliminating systemic violence against women and the girl child, and achieving social justice;
- ensure that official language minority women's organizations have access to all SWC policy research papers, studies and other communications in both official languages, that calls for policy research proposals are sent to official language minority organizations, and that the research work funded, as well as SWC communications reflects the diversity of the Canadian population, including official language minority women;
- expand formal and informal consultations with women's organizations, including official language minority women's organizations, and, in particular, involve them in round tables, symposia and other policy development activities in areas of significance to women's equality;
- in the context of carrying out gender-based analysis of government policies and legislation, examine the specific impact on diverse groups of women including, where relevant, those from official language minority communities;

- provide information to national, regional and local women's organizations, including official language minority women's organizations, regarding opportunities for input into the public policy process, with emphasis on public policy processes related to SWC's priorities and key issues; and
- involve women's organizations, including official language minority women's organizations, in activities leading up to Canada's reports on the implementation of the *Platform for Action*, the *Forward-Looking Strategies*, *The Federal Plan for Gender Equality*, the *Convention for the Elimination of All Forms of Discrimination Against Women*, and to the United Nations Commission on the Status of Women.

NOTE: For additional details on proposed measures, please see Section III of this document.

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Preamble

Status of Women Canada (SWC) is committed to the implementation of section 41 of Part VII of the *Official Languages Act* which has as its objective to enhance the vitality of the English and French linguistic minority communities, to support and assist their development, and to foster the full recognition and use of both English and French in Canadian society.

The activities of SWC are guided by a number of key documents including the *Beijing Platform for Action* and *The Federal Plan for Gender Equality*. Approved by Cabinet in 1995, the *Federal Plan for Gender Equality* is Canada's contribution toward the goals of the global *Beijing Platform for Action* adopted at the Fourth United Nations World Conference on Women held in September 1995.

The *Plan* provides a framework for federal action aimed at promoting equality between women and men, and among women in Canada. It underlines the federal government's support for the use of both official languages and for women's participation in programs that support the official languages. Also, the *Plan* affirms the government's commitment to ensuring, where appropriate, that critical issues and policy options take gender into account.

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. As such, SWC has a very important role to play in assisting women from official language minority communities to contribute fully to the development of their communities and to participate equally in the processes and events that shape their lives, within these communities and within Canadian society at large.

Over the next three years, SWC's substantive work will support the SWC objectives of ensuring more equitable public policy, a wider range of informed and effective stakeholders and departmental effectiveness. It will be guided by three priorities which are integral to the *Plan*: improving women's economic autonomy, eliminating systemic violence against women and children, and advancing women's human rights. As outlined in its 1998-99 *Report on Plans and Priorities*, SWC has adopted specific measures to support and enhance co-ordinated federal government action to address these priorities. These measures include expanding formal and informal consultations with women's organizations, promoting gender-based research across federal departments and focusing communications activities more strategically to ensure messages reach mainstream audiences, and reach beyond women's organizations.

SWC's Action Plan for 1998-99 in support of implementation of section 41, presented herein, reflects these objectives and priorities, and incorporates these measures. As further example, the Action Plan includes a commitment to involving women's organizations, including official language minority women's organizations, in activities leading up to Canada's reports on the implementation of the *Platform for Action*, the *Forward-Looking Strategies*, *The Federal Plan for Gender Equality*, the *Convention for the Elimination of All Forms of*

Discrimination Against Women, and to the United Nations Commission on the Status of Women. SWC recognizes that an enhanced and collaborative role for women's voluntary organizations, reflective of their diversity, serves to support Canada's continuing leadership, domestically and internationally, in ensuring greater gender equality in this and the new millennium.

SWC also promotes the view that efforts to achieve gender equality and efforts to implement the objectives of section 41 of Part VII of the *Official Languages Act* are complimentary. SWC looks forward to continuing collaboration with its many partners and stakeholders in pursuing these efforts.

Part I. Status Report for 1997-98

1) 1997-98 Summary of Achievements

Status of Women Canada

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

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

1. Principal National and Regional Achievements

During 1997-98, Status of Women Canada (SWC) accomplished the following under section 41:

- provided ongoing technical assistance to national, regional and local women's organizations, including official language minority women's organizations, to facilitate the funding application process under the first phase of implementation of the new Women's Program guidelines;
- disseminated information on the second phase of new direction of the Women's Program to take effect in 1998-99, to national, regional and local women's organizations, including official language minority women's organizations and continued to provide ongoing technical assistance;
- provided funding in the amount of \$546,756 in support of 23 activities aimed at addressing the concerns of official language minority women across Canada, as well as the Program's objectives and areas of focus;
- continued to develop the researcher contact list for SWC's Policy Research Fund which includes women in official language minority communities and official language minority organizations, and distributed calls for policy research proposals as well as funded policy research papers using this contact list;
- continued to ensure the active participation of official language minority women's organizations in teleconferences and meetings involving the Secretary of State (Status of Women) and women's organizations;
- disseminated a variety of communications (press releases, background information on commemorative events, etc.), in both English and French, to ensure that materials and messages promoting women's equality reach a broad cross-section of audiences, including official language minority communities, as well as women's organizations across Canada;
- disseminated the 1996-97 Status Report and 1997-98 Action Plan widely to the national and regional staff of SWC, as well as to key organizations, and posted this Report and Plan on the SWC Internet site; and

- ensured SWC's involvement, at national and regional levels, in the consultations of official language minority organizations co-ordinated by the Department of Canadian Heritage.

2. Distribution of the Status Report

This progress report will be distributed to all SWC staff, as well as to key voluntary organizations in the official language minority communities at local, regional and national levels, the Office of the Commissioner of Official Languages and the Standing Joint Committee on Official Languages.

Note: for more details, see the 1997-98 Status Report which follows

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2) Status Report on 1997-98 Action Plan Status of Women Canada

Executive and Information Services

The Executive and Information Services Directorate provided translation services for all SWC public documents and ensured correspondence and information services, including library services in both official languages. In July 1997, the SWC Internet site which is accessible in both official languages was launched and thereafter regular input of new SWC publications and documents was assured.

External Relations and Communications

A variety of bilingual communications products including SWC's *Perspectives*, educational materials for Women's History Month and SWC's *Key Dates for Women in Canada* 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. As well, the Directorate coordinated the annual Governor General's Awards in Commemoration of the Persons Case. The Awards were initiated in 1979 to celebrate the 50th anniversary of the Persons Case which culminated in the 1929 decision by the British Privy Council declaring women to be persons and thus eligible for appointment to the Senate. They serve to recognize longstanding and substantial contributions made by individuals to promote the equality of women in Canada. Among the October 1997 recipients of the Awards was Hedwidge Landry of Caraquet, New Brunswick.

Policy Analysis and Development

In 1996-97, the Policy Analysis and Development Directorate released *Gender-Based Analysis: A guide for policy-making*, the purpose of which is to assist policy-makers in taking into account the differing impacts of policies and legislation on women and men. One of the key elements of gender-based analysis is to give consideration to the diversity of women, including race, disability, official language minority status, age and sexual orientation. This guide continues to be distributed widely, including to official language minority women's organizations.

From April to July 1997, SWC, Revenue Canada and Human Resources Development Canada conducted cross-Canada consultations on New Identities for Victims in Life-Threatening Relationships. A Study Team sought advice, collected facts, statistics and personal experiences from parties including victims and their advocates, community and research groups and police agencies. This consultation process included a French-language session with twelve representatives of francophone organizations in Ontario, primarily women's organizations, including **Action ontarienne contre la violence faite aux femmes** and **Maison d'amitié** in Ottawa. Participants will continue to be informed of ongoing developments in 1998-99.

In February 1998, a bilingual teleconference was held between the Secretary of State (Status of Women) and women's organizations after the 1998 budget speech of the Minister of Finance. Official language minority women's organizations participated in this teleconference.

Women's Program Funding and Regional Operations

In 1996-97, Women's Program funding criteria were reviewed, based on input received from participants in the SWC consultations in March-May 1996. Participants reinforced the need to recognize that women who face multiple barriers will be affected differently by many women's equality issues. In response, the Women's Program continues to maintain its commitment to the principle of diversity.

The first phase of the new direction of the Women's Program was implemented in 1997-98 and included revisions to the Program's mandate, objectives and areas of focus. SWC staff provided ongoing technical assistance to national, regional and local women's organizations, including official language minority women's organizations, to facilitate the funding application process under the new Women's Program guidelines. As well, in January 1998, information was disseminated on the second phase of the new direction of the Women's Program to take effect in 1998-99, to national, regional and local women's organizations, including official language minority women's organizations and staff continued to provide ongoing technical assistance.

In 1997-98, the Women's Program provided funding in the amount of \$546,756 in support of 23 activities aimed specifically at addressing the concerns of official language minority women across Canada. Financial resources awarded to official language minority women's organizations may vary from region to region, as well as from year to year.

Examples of this funding follow:

- At National: Funding was provided to the **Réseau national d'action éducation femmes** to pursue activities in the area of education and training for francophone women in Canada and addressing such issues as literacy, recognition of prior learning, the workforce and cyberspace.
- In British Columbia/Yukon: Funding was provided to the **Réseau-Femmes Colombie-Britannique** to work with the newly created francophone school board of British Columbia to develop a gender-sensitive French-language teaching guide to support a non-sexist learning environment in the French-language education system. Funding was also provided for a partnership between the **Réseau-Femmes Colombie-Britannique** and the **Association Francophone de Campbell River** to identify and clarify the barriers to the development of French-language day care centres in the province and to help build stronger links to improve the situation of French-language day care centres and francophone women.

- In the Prairies/Northwest Territories: Funding was provided to **Femme Théâtre** in Saskatchewan to organize a one day forum to promote policies and programs in professional and amateur theatre to address the issue of inclusion of women's concerns as well as their participation in theatre, and to create and perform a theatrical piece on women's issues, followed by discussion, at schools, within the women's community and at the University of Saskatchewan's drama department. Funding was also provided to **Réseau de femmes** in Manitoba to develop and provide information sessions, community workshops and other forums to encourage the involvement of francophone women in social, economic and educational issues, as well as to sensitize mainstream agencies and the francophone community to the concerns of francophone women, with particular emphasis on the issue of violence against women and family violence.
- In Ontario: Funding was provided to the **Table féministe francophone de concertation provinciale** to study the impact of workfare on women's lives and organize three regional forums resulting in the identification of strategies to address this issue; as well, funding supported the development of an organizational development tool to assist francophone women's organizations in Ontario in the management of diversity, including race, culture, and sexual orientation. Funding was also provided to the **Réseau socioaction des femmes francophones** to undertake research-action on women independent workers in Eastern Ontario and organize a symposium to identify concerns, analyze the impacts of programs and services and develop strategies to improve francophone women's participation in economic decision-making.
- In Québec: Funding was provided to **Résidence Project Chance** to develop a video and promote awareness of the obstacles which are encountered by young women who are single parents and who seek to pursue their education. Funding was also provided to **Studio XX** for a research-action aimed at identifying the needs of 12 to 15 francophone, anglophone and bilingual women's groups with regard to information technology, to identify the barriers to women's access and participation in this field as well as an appropriate action plan and make recommendations to women's organizations, government and industry.
- In the Atlantic: Funding was provided to the **Fédération des dames d'Acadie (FDA)** to gather the expertise of francophone intervenors and organizations working in the area of violence and develop a provincial forum for co-ordinated action to address violence; the FDA will ensure follow-up to the forum aimed at achieving greater consistency in services offered to women victims of violence in New Brunswick. Funding was also provided to the **Comité des femmes côtières du Nouveau-Brunswick** to examine employment and unemployment programs in coastal communities, build partnerships and develop action strategies to influence governmental employment program and policy development aimed at responding better to the needs of women in coastal communities.

As is standard practice, all requests for funding are reviewed on a case by case basis, according to Women's Program criteria, funding areas and available resources, with particular attention to initiatives which are aimed at addressing the concerns of women facing multiple barriers, including official language minority women.

Additional activities were pursued by SWC staff across Canada in support of implementation of section 41. For example, regional and national staff recommended the participation of official language minority women and women's organizations in consultations held by other federal departments, such as the Department of Justice's 1997 consultation on violence against women and the Statistics Canada consultation on Census 2001.

In British Columbia, SWC staff served on the inter-departmental section 41 Co-ordinators Group which promotes a developmental approach to section 41 obligations, encourages the exchange of best practices and generates ideas for inter-departmental section 41 initiatives and partnerships. Also, staff participated in "Micro-Midi", a CBC French-language radio program which highlights federal government programs and services in British Columbia and the Yukon.

In Ontario, SWC staff joined an informal group representing federal departments which provide funding to the francophone community in the Toronto area; this group provides a forum to share information regarding expressed community needs and to develop collaborative ways to meet those needs. As well, the Ontario region recommended the participation of francophone women's organizations in the Ontario Women's Directorate's Capacity-Building project aimed at encouraging the sharing of expertise on organizational development, including the identification of best practices and useful resource material. The Ontario region also ensured the provision of simultaneous interpretation at a September 1997 forum organized to encourage exchange between the Secretary of State (Status of Women) and both francophone and anglophone representatives of immigrant and visible minority women's organizations in Toronto.

In Québec, SWC staff participated in the March 1998 official language minority consultation meeting co-ordinated by the Department of Canadian Heritage and provided a presentation on gender-based analysis to departmental and community representatives. Staff also developed and distributed supplementary Women's History Month materials in both official languages, ensuring distribution to anglophone private educational institutions, as well as to anglophone universities, and student and alumni associations in Montréal.

In all regions and at national, annual planning with respect to section 41 was integrated into the regional/national program delivery planning and evaluation process. As well, over 1997-98, the Program has been developing its performance framework. This framework will link to the performance reporting system of SWC and will ensure a greater degree of accountability for program outcomes.

Research Directorate

The Research Directorate has ensured that individuals and women's organizations working in either official language are included among those receiving calls for proposals, and has funded research projects which reflect the diversity of the Canadian population, including official language minority women. Factoring diversity, including official language minority women, into policy analysis and development, was one of the two themes for call for proposals in 1997, and research on the impact of sponsorship on the equality rights of francophone immigrants in Ontario was a topic of one of the research projects funded.

Dissemination of this Status Report

This Status Report will be disseminated, along with SWC's Action Plan for 1998-99, 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 site.

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Part II. Action Plan 1998-99 for the Implementation of Section 41 of the Official Languages Act

Section I. General Information

- 1. Name of Institution:** **Status of Women Canada**
- Address of Headquarters:** **360 Albert Street, 7th Floor
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E-Mail: vilas@swc-cfc.gc.ca**
- Regional Offices:**
- New Brunswick** **109-1045 Main Street
Moncton, New Brunswick E1C 1H1**
- Newfoundland and
Labrador** **10 Barter's Hill, 8th floor
Cabot Place, Phase 2
St John's, Newfoundland A1C 6M1**
- Nova Scotia** **212-6080 Young Street
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- Prince Edward Island** **161 St. Peter Road, P.O. Box 20105
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**214 Red River Road, 3rd Floor
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Manitoba

**700-269 Main Street
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Saskatchewan

**414-101 22nd Street East
Saskatoon, Saskatchewan S7K 0E1**

**Alberta and
Northwest Territories**

**930 - 9700 Jasper Avenue
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Room 530, 220 4th Avenue South East
Calgary, Alberta
T2G 4X3**

British Columbia/Yukon

**430-757 West Hastings Street
Vancouver, B.C. V6C 1A1**

**205-300 Main Street
Whitehorse, Yukon Y1A 2B5**

2. Brief description of institution's mandate (include, if relevant, programs of interest to the official language minority communities)

Status of Women Canada (SWC)'s mandate is to co-ordinate policies with respect to the status of women and administer related programs.

The mission of the agency is to promote gender equality and the full participation of all women in the economic, social, cultural and political life of the country. The primary responsibilities of the agency are to:

- use the tools and information at its disposal to ensure that legislation, policies and programs advance women's equality throughout the federal government;
- conduct gender-based analysis of legislation, policies and programs, and recommend changes to ensure that government decisions are of benefit to all Canadians, women and men equally;
- promote the implementation of gender-based analysis throughout the federal government;
- promote and monitor the progress of the status of women throughout the country;
- fund policy research and integrate the research findings into the policy development process;
- provide financial and technical assistance to women's and other voluntary organizations at community, regional and national levels, to support actions which advance gender equality; and
- collaborate with provincial and territorial governments, international organizations and other countries, women's organizations, and other stakeholders, to advance gender equality.

Based on the government's overall agenda, the federal commitments in the *Beijing Platform for Action* and in the *Federal Plan for Gender Equality*, and on key concerns identified by Canadian women, SWC has selected the following priorities:

- improving women's economic autonomy;
- eliminating systemic violence against women and the girl child; and
- advancing women's human rights.

These priorities, which provide a broad, longer-term framework for all aspects of the department's work, will continue to guide the substantive work of the department in its three service lines:

- **Equitable Public Policy:** To promote and contribute to strengthened and more equitable public policy through policies, research, legislation, programs and services that take into account gender implications, the diversity of women's perspectives and the reality of their lives.
- **Informed and Effective Stakeholders:** To support a wider range of informed and effective stakeholders working actively for gender equality, including organizations and institutions in the public, private and non-profit sectors.
- **Departmental Effectiveness:** To ensure a service oriented, results-based and efficient SWC.

Additional information on SWC's plans, priorities and strategies can be found in Part III - Report on Plans and Priorities of the 1998-99 Estimates for SWC, also posted on the SWC Internet site.

SWC operates with its headquarters in Ottawa and 17 regional offices across Canada, located in: Halifax, Moncton, St. John's, Charlottetown, Québec, Montréal, Thunder Bay, Toronto, London, Hamilton, Ottawa, Winnipeg, Saskatoon, Edmonton, Calgary, Whitehorse and Vancouver. SWC's current organizational structure includes the following:

- The **Co-ordinator** of SWC heads the department, reports legally to the Minister Responsible for the Status of Women, and reports on an ongoing basis to the Secretary of State (Status of Women).
- The **Executive and Information Services Directorate** has 20 employees. This Directorate supports the Co-ordinator, provides ministerial liaison and correspondence services, and co-ordinates the management agenda, corporate planning and performance reporting. It also oversees library, distribution, records management and translation services.
- The **External Relations and Communications Directorate** has 13 employees. This Directorate collaborates with provincial and territorial governments, international organizations and other governments, women's and other non-governmental organizations, the media, the private sector, and academic institutions. It also delivers a full range of communications services and provides a focal point for consultation advice and planning.
- The **Policy Analysis and Development Directorate** has 14 employees. This Directorate analyses existing and proposed federal government policies, legislation, programs and initiatives to evaluate their impact on women. It also initiates and develops policies in cooperation with other federal departments.

- The **Resource Management Directorate** has 10 employees. It ensures statutory accountability and delivers such services as financial and human resources management, informatics, telecommunications, security, material management and contract administration.
- The **Women's Program and Regional Operations Directorate** has 46.75 employees. It provides financial and technical assistance to women's and other voluntary organizations at the community, regional and national levels, to advance equality for women. SWC has a direct link to communities and stakeholders across Canada through 27 regionally-based program officers. These regional officers, together with nationally-based Women's Program officers, work extensively with women's and other community-based organizations, provincial and territorial governments, and other sectors. They collaborate on policies and programs, strengthen the effectiveness of other stakeholders in contributing to women's equality and obtain input from "the front-line" to SWC's policy analysis.
- The **Research Directorate** has 4 employees. It manages and co-ordinates the Policy Research Fund. It also collaborates with other federal departments, national and international research organizations, centres of excellence and universities, on research agendas and projects, and carries out other related activities.

3. Officers responsible (senior official, national and regional co-ordinators)

**SENIOR OFFICIAL RESPONSIBLE FOR
THE PREPARATION OF THE ACTION PLAN:**

**Jackie Claxton
Director General,
Women's Program and
Regional Operations**

NATIONAL CO-ORDINATOR:

**Helen Doyon
A/Policy and Planning Officer
Women's Program
Ottawa**

REGIONAL CO-ORDINATORS:

BRITISH COLUMBIA/YUKON

**Lorraine Cameron,
Vancouver**

PRAIRIES/NORTHWEST TERRITORIES

**Lynn Foster,
Edmonton**

ONTARIO

**Donna Slater,
Toronto**

QUÉBEC

**Lucie Marchessault-Lussier,
Montréal**

ATLANTIC

**Marie Paule Mattice,
New Brunswick**

4. Period covered by Action Plan

This Action Plan covers the period from April 1, 1998 to March 31, 1999.

Section II. Identification of Community Needs

5. Means used to identify needs of official language minority communities at national and regional levels

The needs of the official language minority communities were identified through both ongoing contacts with women's organizations including official language minority women's organizations in 1997-98 and by such means as teleconferences, individual meetings and roundtables, as well as through the Department's participation, nationally and regionally, in multi-departmental consultations sponsored by the Department of Canadian Heritage (Official Languages Support Programs).

NATIONAL

Women's Program staff continue to work on an ongoing basis with national official language minority women's organizations, e.g., the Fédération nationale des femmes canadiennes-françaises, Réseau national d'action éducation femmes, to remain informed of their needs and concerns.

SWC staff continue to facilitate the funding application process during the implementation of the Women's Program re-direction.

Women's Program staff work in close collaboration with the Official Languages Support Programs Branch of Canadian Heritage in providing assistance to official language minority women's organizations.

SWC continues to ensure the participation of official language minority women's organizations in SWC consultative activities such as teleconference discussions with the Secretary of State (Status of Women) and roundtables.

SWC recommends the participation of representatives of official language minority women's organizations in consultative activities organized by other federal departments.

In developing its performance framework, the Women's Program will be working with its partner organizations, including women's organizations and official language minority women's organizations, to develop performance measurement tools that are appropriate to the type of work funded by the Program, and that are user-friendly and understandable for partners.

REGIONAL

BRITISH COLUMBIA/YUKON

Two in-person consultative meetings were held with representatives of the Réseau-femmes de la Colombie-Britannique during the first quarter of 1998-99.

An in-person consultative meeting was held with representatives of Les Essentielles during the first quarter of 1998-99.

SWC regional participation will be assured in both annual francophone community consultation meetings co-ordinated by Canadian Heritage, one in Vancouver (February 1998) and one in Whitehorse (October 1998).

SWC attends the annual general meeting of the Fédération des francophones de la Colombie-Britannique.

PRAIRIES/NORTHWEST TERRITORIES

Extensive in-person meetings were held with representatives of francophone women's organizations in Alberta, Saskatchewan and Manitoba.

ONTARIO

In the Ontario region, staff work closely with community groups to assist them in the articulation of priority issues and in the development of organizational and advocacy skills. Through this ongoing work, needs of the communities, including official language minority communities, are identified.

In April 1998, the Co-ordinator, the Director General of the Women's Program and Regional Operations and the officer assigned to the file met with representatives of the Table féministe francophone de concertation provinciale to discuss priority issues of importance to franco-Ontarian women, the leadership of francophone visible minority women in Ontario and concerns related to the Canada-Community agreement.

Staff met with the membership of provincial and regional groups, including the Fédération des femmes canadiennes-françaises de l'Ontario in May 1998, the Collectif des femmes francophones du nord-est ontarien in May 1998 and the Réseau des femmes du sud in June 1998.

Participation will continue in the informal federal funders' group in Toronto. As well, one meeting with the Official Languages Support Programs Branch of Canadian Heritage has been held concerning federal support for minority francophone women and further meetings are anticipated.

Staff will continue to recommend the participation by representatives of Ontario francophone women's groups in consultations held by other federal departments.

QUÉBEC

Staff are informed of needs by means of contacts with anglophone women's organizations which request technical assistance and receive funding.

Staff consult or meet with anglophone women's organizations during activities or special events.

Staff consulted with Alliance Québec, the largest anglophone minority organization in Québec.

ATLANTIC

The official language needs are identified through ongoing contacts between Atlantic region staff and Acadian women's organizations in the region. Means used by staff include individual meetings, direct consultations and teleconferences, as well as a variety of meetings organized in the context of the activities and specific needs of the francophone women's community.

6. Principal needs identified at national and regional levels

There is expressed need for:

NATIONAL

- continuing funding and technical support in French;
- improved access to services, programs, resources and information from government, at all levels, in French;
- access to French-language resources to promote and ensure the participation of francophone women on the information highway;
- full and equal participation within the women's movement and within the Acadian and francophone community;
- French-language evaluation tools designed for use by official language minority women's organizations;
- information on opportunities to participate in the public policy process;
- improved access to the public policy process;

REGIONAL

BRITISH COLUMBIA/YUKON

- access to federal and provincial/territorial government resources to assist with ongoing operations and special initiatives of francophone minority women's organizations;
- more recognition on the part of section 41 federal government departments and agencies of the existence and particular realities and priority issues of francophone minority women living in British Columbia;
- access by francophone women to mainstream women's health and social services;
- full and equal participation in the women's equality movement;
- full and equal participation in the francophone minority rights movement;

- initiatives to address the isolation of francophone minority women due to linguistic, cultural and geographical barriers;
- networking among francophone minority women living in the far north;

PRAIRIES/NORTHWEST TERRITORIES

- economic autonomy for francophone women to be achieved both at the personal and at the group level, particularly in the area of entrepreneurship;
- full and equal participation of francophone women in the minority francophone rights movement;
- networking among francophone women in the Northwest Territories, with concern for high travel costs and geographic isolation;
- particularly in Manitoba, addressing the issue of violence against women, as well as the issue of provision of services in French;

ONTARIO

- information in French, from within the community and from government, in print and in alternative formats such as audio cassette, to ensure that women with varying degrees of literacy have access;
- culturally sensitive services in French, including social development assistance and advice provided by the Women's Program;
- access to decision-making regarding the reconceptualisation of the Canada-Community agreement and the development and recognition of leadership of minority francophone women within the francophone community in Ontario;
- access to education and training, given the importance of knowledge and skill development for employment;
- access to health and social services and the implications of provincial government downsizing for already limited services in French;
- access to services for battered women, in particular shelter services within local communities;
- an accountability mechanism to ensure that funding available from government for service to the francophone community is being used to provide that service;

QUÉBEC

- women's concerns to be consistently addressed by anglophone organizations involved with the issue of minority language rights;
- greater participation of anglophone women in decision-making and leadership within these organizations;
- greater inclusion of anglophone women within the Québec feminist movement;
- improved access to legal services in rural areas, to workshops on informatics, and to use of computers in rural areas by anglophone women;

ATLANTIC

- increased collaborative efforts and actions among francophone women's organizations;
- maintaining French-language services in isolated francophone communities;
- increased social development assistance; and
- equal participation of francophone women in Acadian economic development.

Section III. Action Plan Contents and Timetable

7. a) Measures proposed by the institution to respond to community needs, staff responsible and b) timetable for each measure

NATIONAL

SWC will continue to ensure that official language minority women's organizations have access to all policy research papers, studies, etc. funded under its policy research mandate, that calls for proposals are sent to official language minority groups and that the research work funded will reflect the diversity of the Canadian population including official language minority women.

Timeline: ongoing

Staff Responsible: Research

Social development assistance will continue to be provided to official language minority women's organizations, including encouragement to link efforts with other organizations working on the same issues. Women's Program staff will ensure that national official language minority women's organizations are part of the coalition building within the women's movement.

Timeline: ongoing

Staff Responsible: National Women's Program

Staff will facilitate the sharing of resources developed by organizations, as well as the linking of organizations where their individual efforts would be enhanced through co-operation.

Timeline: ongoing

Staff Responsible: National Women's Program

Funding will continue to be recommended in support of official language minority women's organizations for activities to address issues of concern to them and which meet the Women's Program criteria and priorities.

Timeline: ongoing

Staff Responsible: National Women's Program

Women's Program staff will work closely with official language minority women's organizations to facilitate the funding application process under the new Women's Program guidelines.

Timeline: 1998-99

Staff Responsible: National Women's Program

SWC will continue to ensure that official language minority women's organizations have access to policy documents and communications materials produced in both official languages. SWC also will continue to involve official language minority women's organizations in its various consultations mechanisms i.e. teleconferences, meetings, roundtables and to recommend their participation in those of other federal departments.

Timeline: ongoing

Staff Responsible: Policy Analysis and Development/External Relations and Communications/Women's Program and Regional Operations

In the context of carrying out gender-based analysis of government policies and legislation, SWC will continue to examine the specific impact on diverse groups of women including, where relevant, those from official language minority communities, as well as promote gender-based research across federal departments.

Timeline: ongoing

Staff Responsible: Policy Analysis and Development

SWC will continue to take into consideration the diversity of women including official language minority women in the nomination and selection process for non-governmental representatives to serve on Canadian delegations.

Timeline: ongoing

Staff Responsible: External Relations and Communications

SWC will continue to maintain and develop its Internet site and to make a wide range of information available, in both official languages, including *Perspectives*, Women's History Month materials, press releases, information on the Governor General's Awards in Commemoration of the Persons Case, policy research papers, reference materials, updates on key policy issues, and opportunities for stakeholders to contribute to the public policy process.

Timeline: ongoing

Staff Responsible: Executive and Information Services/External Relations and Communications/Policy Analysis and Development/Research/Women's Program and Regional Operations

SWC will work to expand formal and informal consultation with women's organizations including official language minority women's organizations, and, in particular, involve them in roundtables, symposia and other policy development activities, in such areas as social policy reform, unpaid work, women entrepreneurs, Internet/technology and negative portrayal of young women.

Timeline: 1998-99 and ongoing

Staff Responsible: Women's Program and Regional Operations/Policy Analysis and Development/ External Relations and Communications

SWC will involve women's organizations, including official language minority women's organizations, in activities leading up to Canada's report on the implementation of the *Platform for Action*, the *Forward-looking Strategies*, *The Federal Plan for Gender Equality*, the *Convention for the Elimination of All Forms of Discrimination Against Women*, and to the United Nations Commission on the Status of Women.

Timeline: 1998-99 and ongoing

Staff Responsible: Women's Program and Regional Operations/Policy Analysis and Development/ External Relations and Communications

SWC staff will attend the National Symposium on Canada's Official Languages.

Timeline: September 16 to 18, 1998

Staff Responsible: Women's Program and Regional Operations/Resource Management

The needs of official language minority women will be taken into consideration in the development of the department's annual *Report on Planning and Priorities*.

Timeline: Early 1998-99 and ongoing

Staff Responsible: Executive and Information Services

SWC will post its 1998-99 Action Plan for Implementation of Section 41 on its Internet site, as well as ensure that staff is informed and has access.

Timeline: Fall 1998

Staff Responsible: Executive and Information Services

REGIONAL

BRITISH COLUMBIA/YUKON

Contact(s) between British Columbia's francophone minority women's community and officials of the British Columbia Ministry of Women's Equality, Human Resources Development Canada, and British Columbia Women's Enterprise Centre will be facilitated.

Timeline: 1998-99

Staff Responsible: Regional Co-ordinator

SWC will champion the priority issues of francophone minority women at inter-departmental and inter-governmental meetings, including the Women's Employment Advisory Committee and Pacific Council of Senior Federal Officials.

Timeline: ongoing

Staff Responsible: Regional Co-ordinator

SWC will provide support, including assisting with the recruitment of federal government officials for a third series of this workshop in Vancouver (October 1998) and a second series of workshops on non-sexist use of the French language in Whitehorse (February 1999).

Timeline: October 1998 and February 1999

Staff Responsible: Regional Co-ordinator

SWC will maintain close, ongoing relationship with francophone minority women's organizations in British Columbia and the Yukon to determine other ways in which SWC resources can be accessed by them to support their change-oriented strategies.

Timeline: ongoing

Staff Responsible: Regional Co-ordinator

SWC will identify ways in which it can support inter-regional networking between organizations representative of francophone minority women living in the far north.

Timeline: second quarter

Staff Responsible: Regional Co-ordinator

PRAIRIES

SWC will maintain ongoing contact with official language minority women's organizations to make available SWC resources to support initiatives aimed at achieving progress in women's equality.

Timeline: ongoing

Staff Responsible: Program Officers

Particularly in Manitoba, SWC will support efforts by official language minority women's organizations aimed at securing services in French which impact on official language minority women's equality, especially in rural areas.

Timeline: 1998-99 and ongoing

Staff Responsible: Program Officers

SWC will collaborate with officials from the Official Languages Support Programs.

Timeline: ongoing

Staff Responsible: Program Officers

SWC will distribute Women's Program's brochures to target groups.

Timeline: ongoing

Staff Responsible: Program Officers

SWC will encourage organizations which receive support from the Women's Program to address the needs of women from official language minority communities.

Timeline: ongoing

Staff Responsible: Program Officers

SWC will foster links between official language minority women's organizations and other women's equality seeking groups, especially on issues related to violence and entrepreneurship.

Timeline: ongoing

Staff Responsible: Program Officers

ONTARIO

Social development assistance will continue to be provided to francophone women's organizations, including encouragement to link efforts with anglophone groups working on the same issues of concern. Anglophone groups will be encouraged to become more inclusive in order to enable coalition-building.

Timeline: ongoing

Staff Responsible: Regional Co-ordinator and Program Officers

Staff will facilitate the sharing of resources developed by community groups as well as the linking of groups where their individual efforts would be enhanced through co-operation.

Timeline: ongoing

Staff Responsible: Regional Co-ordinator and Program Officers

Funding will continue to be recommended to francophone women's organizations for activities consistent with Women's Program criteria and priorities.

Timeline: ongoing

Staff Responsible: Regional Co-ordinator and Program Officers

Collaboration with other departments will continue, to share information and to plan interventions to meet expressed community needs.

Timeline: ongoing

Staff Responsible: Regional Co-ordinator and Program Officers

QUÉBEC

Staff will work with official language minority women's organizations to better understand anglophone minority women's concerns.

Timeline: ongoing

Staff Responsible: Regional Co-ordinator and Program Officers

Staff will continue to collaborate with officials from the Official Languages Support Programs of Canadian Heritage who maintain a special relationship with official language minority organizations, as well as continue to participate in consultations coordinated by Canadian Heritage.

Timeline: ongoing

Staff Responsible: Regional Co-ordinator and Program Officers

Staff will ensure the participation of anglophone women in consultations, in support of diversity and accessibility.

Timeline: ongoing

Staff Responsible: Regional Co-ordinator and Program Officers

Staff will continue to give priority to the concerns of women facing multiple barriers by applying existing strategies such as providing funding priority to activities which serve to address the concerns of these women, including official language minority women.

Timeline: ongoing

Staff Responsible: Regional Co-ordinator and Program Officers

Staff will continue to promote gender-based analysis.

Timeline: ongoing

Staff Responsible: Regional Co-ordinator and Program Officers

Staff will continue to provide supplementary educational materials such as Women's History Month materials and targetting anglophone institutions and organizations.

Timeline: ongoing

Staff Responsible: Regional Co-ordinator and Program Officers

ATLANTIC

Staff will assist Atlantic region francophone women's organizations working for the advancement of women to improve their modes of intervention, increase their effectiveness and co-ordinate their actions.

Timeline: ongoing

Staff Responsible: Program Officers

Staff will develop, in partnership with the community of francophone women in the region, approaches to coordinated action to ensure an improved use of resources and efforts, as well as ensure greater collaboration with officials responsible for the Official Languages Support Programs in the region.

Timeline: ongoing

Staff Responsible: Regional Co-ordinator

Staff will maintain communications and resources to respond to the needs and concerns of francophone women's organizations in the region.

Timeline: ongoing

Staff Responsible: Regional Co-ordinator

7. c) Proposed means by which the institution will inform the official languages minority communities of its programs and services

NATIONAL

Promotion of Women's Program financial and technical assistance occurs informally through already established community contacts.

Timeline: ongoing

Staff Responsible: National Women's Program Staff

Calls for policy research proposals will continue to be distributed to official language minority organizations. Dissemination and promotion of policy research papers, including greater use of electronic publishing will be pursued. All funded policy research will be posted on the SWC website in both official languages.

Timeline: ongoing

Staff Responsible: Research

Information on SWC programs and services will continue to be provided in a variety of communications products including updated SWC promotional and other materials, *Perspectives* newsletter issued three times per year and the Internet site. SWC will continue to publish all public documents, in both official languages.

Timeline: ongoing

Staff Responsible: Executive and Information Services/External Relations and Communications

BRITISH COLUMBIA

Translation and distribution of descriptive regional funding lists to francophone organizations in the region will be ensured.

Timeline: ongoing

Staff Responsible: Regional Co-ordinator

Proactive contacts will continue to be established with targeted provincial government officials.

Timeline: ongoing

Staff Responsible: Regional Co-ordinator

Promotion of SWC will continue in French-language community newsletters and regional French language media.

Timeline: ongoing

Staff Responsible: Regional Co-ordinator

There will be continued participation in “Micro-Midi”, a CBC French-language radio program which promotes increased awareness of federal government programming and services in British Columbia and the Yukon.

Timeline: ongoing

Staff Responsible: Regional Co-ordinator

Staff will continue to participate in annual information exchanges organized in recognition of La semaine nationale de la francophonie.

Timeline: ongoing

Staff Responsible: Regional Co-ordinator

PRAIRIES

Staff will continue to participate in Canadian Heritage co-ordinated consultations.

Timeline: 1998-99

Staff Responsible: Regional Co-ordinator and Program Officers

Staff will continue to include francophone women’s organizations in SWC’s general information sharing.

Timeline: ongoing

Staff Responsible: Program Officers

ONTARIO

Distribution of information regarding SWC, promotion of Women’s Program funding and the availability of social development assistance occur on an ongoing basis.

Timeline: ongoing

Staff Responsible: Regional Co-ordinator and Program Officers

QUÉBEC

Staff will take advantage of all opportunities, notably visits in the regions and initiatives such as Women’s History Month to distribute SWC documents and make known SWC among anglophone women’s organizations and mixed English-speaking groups which are clients of the Department of Canadian Heritage.

Timeline: ongoing

Staff Responsible: Program Officers

ATLANTIC

Promotion of SWC programs and services including Women’s Program funding and the availability of social development assistance occurs informally through already established community contacts.

Timeline: ongoing

Staff Responsible: Program Officers

8. Measures proposed to evaluate success of expected results

Measures will include:

NATIONAL

- feedback from ongoing contact with the community;
- assessment of and feedback on the level of participation of official language minority women in the decision-making process;
- monitoring of the number of requests for papers and other information on the Policy Research Fund from official language minority organizations, as well as feedback received from questionnaires enclosed with all copies of publications;
- monitoring of demand for, and use of, policy research papers funded and distributed by SWC;
- systematic internal mechanisms to control the quality of official languages translation and regular contact with key clients;
- work with partner organizations to develop performance measurement tools appropriate to the work funded by the Women's Program, and that are user-friendly and understandable for partners, including official language minority women's organizations;
- development of an evaluation framework for the Policy Research Fund;
- finalization of service standards for SWC library services;

REGIONAL

BRITISH COLUMBIA/YUKON

- monitoring of level of participation by francophone women in both the women's and francophone minority rights movements in British Columbia and the Yukon;
- monitoring of the level of access by francophone community organizations to SWC and other federal and provincial government resources and programming;

- assessment of the extent to which objectives have been met on an initiative-by-initiative basis;
- feedback solicited and received on an ongoing basis from the region's francophone minority community;

PRAIRIES/NORTHWEST TERRITORIES

- feedback from community;
- assessment of access to resources by francophone women's organizations;
- case-by-case assessment of funded initiatives to determine how objectives are being met;

ONTARIO

- ongoing communication with community organizations;

QUÉBEC

- tracking of the number of requests for assistance and the number of documents forwarded;
- evaluation of the level of participation of anglophone women in activities funded by the Women's Program;

ATLANTIC

- feedback from the Atlantic region's francophone women's community by such means as follow-up meetings which will be organized with them;
- evaluation of the impact of initiatives funded by the Women's Program on an ongoing basis in accordance with the Women's Program criteria and objectives; and
- regular assessment of the level of participation of francophone women's organizations within the women's movement, paying particular attention to ensure the participation of francophone women in women's equality efforts.

9. Financial and other resources dedicated to the completion of the Action Plan

SWC resources dedicated to the implementation of this Action Plan include portions of the Grants and Contribution budget of the Women's Program and of the Policy Research Fund, staff time and operating budget resources required for such activities as teleconference calls, travel of staff and groups to meetings, as well as interpretation, translation and distribution of materials.

Section IV. Communication Plan

10. Measures proposed by the institution to publicize the Action Plan and report on achievements inside and outside the institution

The Action Plan and Status Report will be distributed to all SWC staff, key organizations at the national and regional levels, the Office of the Commissioner of Official Languages and the Standing Joint Committee on Official Languages. SWC will also report on its plans and achievements in its external newsletter entitled *Perspectives*, and other venues such as speaking engagements by the Secretary of State (Status of Women) and meetings with staff and SWC partners. As well, SWC will post the Action Plan and Status Report on its website, for consultation by staff, partners and the general public. Achievements will also be reported during the year at the Federal Institutions-Francophone Community Consultations coordinated by the Department of Canadian Heritage.

Section V. Signature

Helen Doyon
National Official Languages Co-ordinator
Telephone (613) 947-0206

Date

Florence Ievers
Co-ordinator
Status of Women Canada

Date

Section III. What do you think of the Action Plan?

General comments:

Strong points:

Areas for improvement:

Suggestions:

Please return this form to:

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National Official Languages Co-ordinator
Status of Women Canada
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