

**RESULTS-BASED STATUS REPORT  
2007–2008**

**IMPLEMENTATION OF SECTION 41  
OF THE *OFFICIAL LANGUAGES ACT***

**STATUS OF WOMEN CANADA**

## Table of Contents

<b>General Information.....</b>	<b>3</b>
<b>Action Plan Highlights.....</b>	<b>5</b>
<b>Summary of Key Results – 2007-2008.....</b>	<b>8</b>
Awareness	
Consultations	
Communications	
Coordination and Liaison	
Funding and Program Delivery	
Accountability	
<b>Communication Plan.....</b>	<b>12</b>
<b>Signatures.....</b>	<b>13</b>
<b>Annexes.....</b>	<b>14</b>
1. Acronyms and Abbreviations.....	15
2. Detailed Status Report .....	16
3. Initiatives Undertaken by Official Language Minority Women’s Organizations.....	34
4. Initiatives Targeting Official Language Minority Women .....	39

## **General Information**

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Minister responsible:

**The Honourable Josée Verner**

Senior official(s) responsible  
for implementation of  
part VII of the OLA:

Clare Beckton  
Coordinator  
Status of Women Canada

Mandate:

The mandate of Status of Women Canada (SWC) is to “coordinate policy with respect to the status of women and administer related programs.” SWC is a federal government organization that promotes the full participation of women in the economic, social and democratic life of Canada. It works to advance equality for women and to remove the barriers to women’s participation in society, putting particular emphasis on increasing women’s economic security and eliminating violence against women.

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## Status of Women Canada 2007–2008

### **Action Plan Highlights**

Status of Women Canada (SWC) promotes the full participation of women in the economic, social and democratic life of Canada. This strategic outcome flows from SWC's mandate and is strengthened by the *Canadian Charter of Rights and Freedoms* and Canada's adherence to the *Convention on the Elimination of All Forms of Discrimination Against Women*.

In fulfilling its mandate, SWC is committed to contributing to the vitality of official language minority communities, assisting in their development, and fostering the full recognition and use of both English and French in Canadian society. SWC continues to work in collaboration with key partners, including Canadian Heritage, Canadian organizations and other stakeholders to carry out its legislative obligations under the *Official Languages Act* (OLA). SWC provides support for projects that help facilitate the full participation of official language minority women in the economic, social and democratic life of Canadian society.

The implementation of section 41 of the OLA is carried out in the context of SWC's broad mandate and within a framework that identifies community needs and expected results. SWC uses different mechanisms, such as program delivery, gender-based analysis, communications, consultation activities, policy work, and continues to work with official language minority women's (OLMW's) organizations, collaborates with key stakeholders within the federal Public Service, other levels of government and communities.

The key elements of the *SWC Multi-Year Action Plan 2006–2009* are identified below:

#### **Community Needs**

SWC continues to monitor and identify the needs of OLMW through various consultation mechanisms. The key community needs fall under four areas:

- ***Access to government programs, services and information:*** access to health and social programs and services, information on relevant federal, provincial/territorial programs and information materials (e.g. reports, tools, research publications).
- ***Financial, material and technical assistance:*** funding and technical assistance for projects designed to address issues pertaining to OLMW.
- ***Greater participation in official language minority communities and the efforts to achieve the full participation of women:*** to become full and active participants in their own communities and to advance women's participation in the economic, social and democratic life of Canadian society.
- ***Opportunities to contribute to the public policy process:*** greater recognition, by departments and agencies, of the presence, realities and issues of OLMW, as well as mechanisms to facilitate their participation in the public policy process.

### **Activity Categories and Expected Results**

The main activities in the Action Plan fall under the six categories identified for section 41. The activities under each category are designed in the context of expected results that, in turn, contribute to the SWC outcomes under section 41 of the OLA:

#### ***Awareness***

- Some of the main expected results under this category include enhanced and more visible leadership and a greater management role in supporting section 41, increased staff awareness about the legislation, knowledge of SWC obligations under the Act, increased exchange of information among directorates and greater integration of the section 41 Action Plan in the corporate planning and reporting activities.

#### ***Consultation***

- It is expected that the availability of timely and accurate information to staff will increase, SWC planning and reporting exercises will be supported by data pertaining to section 41 and SWC staff are aware of new and emerging issues affecting the target group.

#### ***Communications***

- Some of the expected results under this category include improved communication between SWC and its partners, particularly OLMW, who will be informed of SWC programs, services and activities via different communication mechanisms.

#### ***Coordination and Liaison***

- SWC expects to broaden and improve its existing partnership with different stakeholders at different levels and benefit from the best practices and lessons learned from others in enhancing its strategy to implement section 41.

#### ***Funding and Program Delivery***

- In delivering the Women's Program (WP), SWC will seek to ensure access to its grants and contributions by OLMW's organizations to carry out projects that promote the full participation of women in the economic, social and democratic life of Canadian society.

#### ***Accountability***

- SWC expects to see heightened awareness of OLMW issues among accountability function teams and officers.
- SWC will ensure that its strategic planning process, including the priority setting exercises, integrates the needs of official language minority women.

The following pages provide the 2007-2008 context within SWC and the key results in six categories: awareness, consultation, communications, coordination and liaison, funding and program delivery, and accountability.

## ***Summary of Key Results — 2007–2008***

### **Context**

In 2007, the Government of Canada announced that additional funding would be invested in the Women's Program (WP). The new resources have increased the grant and contribution level from \$10.8 million to \$18.75 million, representing an increase of 75%. The WP Terms and Conditions were subsequently modified to reflect the creation of the following two components:

#### **Women's Community Fund**

This is grant and contribution funding for eligible projects at a local, regional and national level designed to have a direct impact on women in their communities. The expected short-term outcome of this Fund is *increased benefits to women in the economic, social and democratic life of Canada*.

#### **Women's Partnership Fund**

This is contribution funding for collaborative projects that involve federal departments/agencies, other levels of government and non-governmental organizations. The expected short-term outcome of this Fund is *increased engagement by other federal departments, levels of government, NGOs and the private sector in partnership projects that directly impact the economic and social situation of women*.

The government will build on this achievement through the development of an Action Plan that will advance the equality of women and girls across Canada through the improvement of their economic and social conditions and their participation in democratic life. Canada's current and future prosperity depends on the economic prosperity of women. They, in turn, influence the prosperity of their families and their communities. If Canada is to continue to be one of the most prosperous countries in the world, women must be able to participate in and to experience the benefits ensuing from economic prosperity.

SWC will continue to focus on initiatives in line with government priorities that directly affect women, including OLMW, and simultaneously ensure the integrity and coherence of its core functions and activities, taking into account its financial situation. As such, the WP will continue to work closely with Canadian not-for-profit and for-profit organizations on issues such as the elimination of violence against women and girls, economic security and prosperity, as well as women and leadership. In addition, contribution funding will continue to the Sisters-in-Spirit initiative to address sexualized, racialized violence against Aboriginal women.

The five SWC offices are:

- Western Region—Edmonton Office serves British Columbia, Alberta, Saskatchewan, Manitoba, Northwest Territories and Yukon.
- National —Ottawa office serves national organizations.
- Ontario Region — Ottawa office serves Ontario.
- Quebec & Nunavut Region—Montreal office serves Quebec and Nunavut.
- Atlantic Region—Moncton office serves New Brunswick, Prince Edward Island, Nova Scotia, and Newfoundland and Labrador.



The results identified under the *Multi-Year Action Plan 2006-2009* for Section 41 are linked to the strategic outcome of SWC. As such, OLA results are consistent with and complement the SWC strategic outcome. In implementing section 41 of the OLA in 2007-2008, SWC used its different roles and activities, including program delivery, communications, consultation activities, policy work and gender –based analysis. As SWC continues to make progress in implementing section 41 of the OLA, the results achieved annually contribute to the corporate outcomes as well as to the horizontal results of the Government of Canada, under the legislation.

Given the strengthening of the OLA with the adoption of Bill S-3, SWC reviewed in 2007-2008 its Multi-Year Action Plan 2006–2009 and has taken additional positive measures to support official language minority communities (OLMCs). SWC has multiplied its efforts to submit articles for *Bulletin 41-42* that showcase the projects of OLMW’s organizations, funded through the Women’s Program. Such articles contribute to increasing the profile of the important work carried out by these organizations and draw attention to issues of concern to OLMW, such as increasing women’s economic security and eliminating violence against women.

SWC has identified additional mechanisms to reach out to, consult with and respond to OLMW’s organizations seeking funding from the Women’s Program. For example, many information and training sessions were held across the country to inform OLMW, other women as well as federal/provincial/territorial partners about the new funding guidelines for the Women’s Community Fund and the Women’s Partnership Fund, as described under Consultations in Annex 2.

The following section highlights the key results achieved in relation to the various initiatives carried out in the reporting year.

### **Awareness**

SWC is committed to meeting its responsibilities under s. 41 of the OLA through the continued effective implementation of the *Multi-Year Action Plan 2006–2009*, including increasing staff knowledge, providing timely information on s. 41 and on the situation of OLMCs, and improving the use of both official languages.

SWC’s Champion of Official Languages and the National Coordinator played an important role in increasing awareness of linguistic duality in the workplace. In 2007–2008, in-house activities reflected the bilingual character of Canada. The daily use of both official languages was promoted in the workplace, particularly at meetings, including Executive Committee meetings, and employees were encouraged to work in the official language of their choice. Various tools and resources were shared with managers and other staff, including Canadian Heritage (PCH) tools and its guide to the preparation of the Results-Based Status Report; *Bulletin 41-42*; the *Annual Report 2006-2007* of the Commissioner of Official Languages; reports and presentations by OLMCs, and various materials from the Official Languages Information Campaign of the Canadian Public Service Agency, etc. New employees received information on SWC’s responsibilities with respect to s.41. Both official languages were increasingly used during staff meetings and conference calls.

### **Consultations**

SWC continued its efforts to provide opportunities for OLMW to raise issues unique to their communities. For example, SWC ensured that official language minority Aboriginal women

participated in the National Aboriginal Women's Summit held in Corner Brook, Newfoundland and Labrador in June 2007. SWC attended meetings of a number of Francophone women's organizations, for example, the Annual General Meeting of the Coalition des femmes francophones de l'Alberta to assess current and future priorities, and consultations on the strategies of Pluri-elles, the Francophone women's organization in Manitoba. The priorities of OLMW continued to be taken into consideration in program delivery at local, regional and national levels.

The Coordinator, SWC, conducted outreach presentations to OLMW's organizations, including meetings in the Fall of 2007 with Acadian women from New Brunswick and Nova Scotia. These meetings resulted in SWC funding a number of projects related to OLMW from these two provinces.

### **Communications**

In order to respond to the needs of OLMW, SWC used different communication mechanisms to inform OLMW, including its Web site, news releases, speeches, fact sheets, information sessions, conference calls and regular contacts between staff and organizations. For example, the Western/NWT and Yukon region held four conference calls in early Fall 2007 to provide information to organizations across the Prairie provinces, British Columbia and the NWT/Yukon on the new funding guidelines. SWC also provided information, through its toll-free and local numbers. SWC staff participated in various OLMC events. SWC had its first article published in the Winter 2008 issue of Bulletin 41-42. The article concerned an event attended by forty young women on the theme *Le pouvoir, c'est osé*, organized by the Alliance des femmes de la francophonie canadienne, as part of a project funded by the WP. SWC developed materials in both official languages to inform the public, including OLMCs, of the new WP mandate, objectives and funding guidelines through information sessions held in many provinces.

SWC continued to encourage the involvement of OLMW and their organizations in activities such as, International Women's Day, Women's History Month, and the Governor General's Awards in Commemoration of the Persons Case, and the National Day of Remembrance and Action on Violence against Women.

### **Coordination and Liaison**

SWC continued working with its partners, such as Canadian Heritage (PCH), other federal departments and agencies, as well as provincial and territorial governments, on issues pertaining to women, including OLMC women. In maintaining its close partnership with PCH, the National Coordinator attended the periodic meetings of national coordinators organized by PCH, the Acting Regional Director of the Atlantic region participated in the regional meeting of national and regional coordinators, s. 41, held in St. John's in May 2007. She also identified five OLMW's organizations from Newfoundland and Labrador for participation at the meeting. The Champion and National Coordinator attended the third Annual Official Languages Good Practices Forum in November 2007. Regional coordinators also participated in many meetings and events involving OLMCs. The funding collaboration through the Interdepartmental Partnership with Official Languages Communities (IPOLC) continued, thus providing financial and technical support to projects carried out by OLMW's organizations to address challenges faced by the target group.

### **Funding and Program Delivery**

In 2007–2008, OLMW benefited from the services, outputs and outcomes obtained through projects funded by the WP. SWC approved funding totalling \$5,217,854 and provided technical assistance for 26 projects, designed to facilitate the participation of OLMW in Canadian society by addressing their economic and social situations as well as their democratic participation through Canadian organizations. This support included over \$1.80 million for 10 projects carried out by OLMW's organizations. Sixteen other projects, which were carried out by organizations other than OLMW's, targeted different groups, including OLMW. Of the 26 organizations funded, eight were new clients to SWC. As well, OLMW benefited from other SWC-supported projects that had a direct impact on women in their communities. These projects produced outputs and outcomes that contributed to the SWC Action Plan and the results expected under the OLA.

- SWC continued, for a fourth year, to partner with PCH through the IPOLC and co-funded the following six projects:
  - Action ontarienne contre la violence faite aux femmes  
*Sensibilisation et démarches entreprises auprès des décideurs afin de contrer la violence institutionnelle faites aux femmes [“Awareness and Action Undertaken with Decision Makers to Address Institutional Violence against Women”]*
  - Agence de promotion et de développement des francophones de Toronto  
*Planification stratégique portant sur le renforcement des capacités des femmes au sein de l'Agence de promotion et de développement des francophones de Toronto [“Strategic Planning Regarding the Skill Development of Women within the Agence de promotion et de développement des francophones de Toronto”]*
  - Comité réseau  
*Accessibilité vers l'égalité et l'équité [“Access to Equality and Equity”]*
  - OPALE – Regroupement francophone de femmes handicapées  
*Profil de la femme handicapée francophone : implantation des recommandations [“Profile of Francophone Women with Disabilities: Implementing Recommendations”]*
  - Association Acadienne et francophone des aînées et aînés du N.-B.  
*Rencontre des Générations*
  - Le Groupe de travail Femmes Équité Atlantique  
*L'Équité économique et les femmes acadiennes et francophones en situation minoritaire dans les provinces atlantiques : se faire entendre [“Economic equity and Acadian and Francophone minority women in the Atlantic provinces : Making ourselves heard”]*

### **Accountability**

There was a greater integration of the SWC's s. 41 Action Plan in the corporate planning (Report on Plans and Priorities) and reporting/accountability (Departmental Performance Report) activities. The performance measurement tools and guide to the development of the Agency's official language status report, provided by the Interdepartmental Coordination Directorate, PCH, were used to prepare the *Results-Based Status Report 2007–2008*.

## ***Communication Plan***

### **Distribution List**

- SWC staff
- Members of the House of Commons Standing Committee on Official Languages
- Members of the Senate Standing Committee on Official Languages
- Commissioner of Official Languages
- Key Official Language Minority Community Organizations at national, regional and local levels

This report will be available, in downloadable format, on the SWC Web site ([http://www.cfc-swc.gc.ca/pubs/index\\_e.html](http://www.cfc-swc.gc.ca/pubs/index_e.html)).

***Signatures***

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Date

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## ***Annexes***

- 1. Acronyms and Abbreviations**
- 2. Detailed Status Report**
- 3. Initiatives undertaken by Official Languages Minority Women's Organizations**
- 4. Initiatives involving significant participation by Official Languages Minority Women**

## Acronyms and Abbreviations

DPR	Departmental Performance Report
GBA	Gender-based analysis
IPOLC	Interdepartmental Partnership with the Official-Language Communities
MAF	Management Accountability Framework
OL	Official Languages
OLA	<i>Official Languages Act</i>
OLMC	Official Language Minority Communities
OLMW	Official Language Minority Women
PCH	Canadian Heritage
RPP	Report on Plans and Priorities
SWC	Status of Women Canada
TBS	Treasury Board Secretariat
WP	Women's Program

## Detailed Status Report

**A. AWARENESS (In-house activities)**

[Training, information, orientation, awareness, communication and other activities carried out **in-house** in order to educate employees and/or senior managers of the institution about linguistic duality and the priorities of OLMCs; senior manager performance contracts and recognition programs; taking the viewpoint of OLMCs into account during research, studies and investigations.]

**Expected Result:**

Creation of lasting changes on federal institution organizational culture; employees and management are aware of and understand their responsibilities regarding section 41 of the *Official Languages Act* and OLMCs.

Activities carried out to achieve the expected result	Outputs	Indicators to measure the expected result
<ul style="list-style-type: none"> <li>Employees are encouraged to work in the official language of their choice.</li> <li>Staff members are familiar with the <i>Official Languages Act</i> (OLA) and its impact on their work. They ensured that all in-house activities reflected the bilingual character of Canada and were accessible to employees from both official language groups.</li> <li>Messages to staff concerning s.41, including to the regional offices, were provided in both official languages.</li> </ul>	<p>Correspondence, forms, general documentation, reports, meetings, minutes, etc.</p> <p>Messages to staff in both official languages.</p> <p>Information, tools and resources from PCH provided to staff by the Champion and the National Coordinator, s. 41.</p>	<p>Everything is prepared in the employee's official language of choice. Documents intended for all employees, such as memos, are produced in both official languages.</p> <p>Good staff turnout at in-house events.</p> <p>Employees' level of comprehension regarding their role in implementing s. 41. OLA.</p> <p>Number of employees familiar with the documents distributed regarding s. 41, and who remain updated.</p>



<ul style="list-style-type: none"> <li>○ SWC's Champion of OL has OL posters visibly displayed in the workplace.</li> <li>○ On September 4, 2007, a presentation was made to SWC's Executive Committee re: the OL Status Report 2006-2007, in relation to the Multi-Year Action Plan 2006-2009.</li> <li>○ The Champion encouraged usage of both official languages at work daily, particularly at weekly staff meetings and Executive Committee meetings.</li> <li>○ The Champion promoted official languages training as part of staff learning plans.</li> <li>○ Various materials from the Official Languages Information Campaign of the Canadian Public Service Agency were distributed by the Champion to senior management and staff.</li> <li>○ The National Coordinator, s. 41 provided current information regarding the OLA, forwarding to appropriate staff the PCH's performance measurement tools and guides to the preparation of status reports.</li> <li>○ Senior management and staff received timely information on the OLA and on the situation of OLMCs, obtained through various sources, including: periodic meetings of national coordinators, s. 41, organized by the Interdepartmental Coordination Directorate, PCH; <i>Bulletin 41-42</i>; the <i>Annual Report 2006-2007</i> of the Commissioner of Official Languages; e-mails and other materials sent by PCH; reports and presentations by</li> </ul>	<p>posters</p> <p>Summary presentation.</p> <p>Use of both official languages.</p> <p>Staff learning plans.</p> <p>Reports, resources, tools, presentations, etc. of OLMCs and other departments.</p> <p>Exchange of e-mails.</p>	<p>Number of posters and number of employees and managers who have read the posters.</p> <p>Visibility of the Champion.</p> <p>Number of employees and managers who use both official languages.</p> <p>Number of employees who include official languages training in their learning plans and who attend training.</p> <p>Extent to which employees recognize the importance of the federal commitment to OLMCs and linguistic duality.</p> <p>Proportion of employees with increased understanding of OLMW situation.</p> <p>Frequency and level of informal discussions among staff re: s. 41.</p>
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<p>OLMCs and by other departments during meetings of national and regional coordinators, s. 41; periodic issues of the electronic newsletter from the Office of the Commissioner of Official Languages, etc.</p> <ul style="list-style-type: none"> <li>○ Staff distributed materials about <i>Les Rendez-vous de la francophonie</i>.</li> <li>○ There was ongoing encouragement to integrate SWC's <i>Multi-Year Action Plan 2006-2009</i> for the implementation of s. 41 in strategic, operational and project planning.</li> <li>○ Send regular information e-mails to colleagues on activities occurring in house and externally.</li> <li>○ Invite staff to activities in connection with Official Languages Week in New Brunswick (January 28 to February 1<sup>st</sup>, 2008).</li> <li>○ Ensure that employees actively offer service to clients in both official languages and that new employees receive training on actively offering services to clients in the official language of their choice.</li> <li>○ Obligations and advantages resulting from the OLA and the implementation of s.41 have been included in the training provided to new employees.</li> <li>○ Dissemination of a work tool – CD prepared by the New Brunswick Federal Council on the benefits of linguistic duality and bilingual meetings.</li> </ul>	<p>Information e-mails sent out.</p> <p>Participation in activities.</p> <p>Ongoing consultations, questions and discussions.</p> <p>CD is available.</p>	<p>Number of employees and managers having read (are aware of) the documents distributed re: s. 41.</p> <p>Staff all know and understand their responsibilities in regard to s. 41.</p> <p>Number of employees taking part.</p> <p>Linguistic duality is strengthened in the work team and reflected in activities.</p> <p>Good work practices are used (bilingual meetings, discussions, planning, etc).</p>
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<ul style="list-style-type: none"> <li>○ Development of a communication plan for the Atlantic that reflects linguistic duality in the four Atlantic provinces.</li> <li>○ Participation in the forum on the role and functions of regional coordinators, s. 41 in Newfoundland in May 2007.</li> <li>○ Meeting with representatives of Newfoundland and Labrador.</li> <li>○ All written material for SWC's commemorative events are produced in both official languages.</li> <li>○ Research that is undertaken is done to ensure the resultant written material reflects the realities of Canada's diverse population, including OLMCs.</li> </ul>	<p>Effective communication plan.</p> <p>Forum of national coordinators, May 2007, Newfoundland.</p> <p>Messages and information to staff provided in both OL.</p>	<p>Greater knowledge of the guiding principles of the Act and of departmental responsibilities in regard to the implementation of s. 41.</p> <p>Greater knowledge of the reality and needs of the Francophone community in Newfoundland and Labrador.</p>
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## B. CONSULTATIONS (Sharing of ideas and information with OLMCs)

[Activities (e.g. committees, discussions, meetings) through which the institution consults the OLMCs and dialogues with them to identify their needs and priorities or to understand potential impacts on their development; activities (e.g. round tables, working groups) to explore possibilities for cooperation within the existing mandate of the institution or as part of developing a new program or new policy; participation in consultations with OLMCs coordinated by other government bodies; consultation of OLMCs by regional offices to determine their concerns and needs.]

### Expected Result:

Creation of lasting relationships between the federal institution and OLMCs; federal institution and OLMCs understand each other's needs and mandate.

Activities carried out to achieve the expected result	Outputs	Indicators to measure the expected result
<ul style="list-style-type: none"><li>SWC ensured that Official Language Minority Aboriginal women participated in the National Aboriginal Women's Summit (NAWS) held in Corner Brook, Newfoundland and Labrador on June 20-22, 2007.</li><li>SWC attended Annual General Meeting of the Coalition des femmes francophone de l'Alberta to assess current and future priorities.</li><li>SWC met with Pluri-elles, the Francophone women's organization in Manitoba to attend consultations on the</li></ul>	<p>Bilingual materials on the situation of Aboriginal women and their issues such as violence, poverty, housing, human rights, education, employment, self-governance, etc.</p> <p>Spoke to the assembly about the Women's Program both as a guest speaker and through networking at the meeting.</p> <p>Provided group with comments and</p>	<p>Number and nature of opportunities for OLM Aboriginal women to participate in consultations and to build and strengthen the working relationship with Status of Women Canada, as a follow-up to NAWS.</p> <p>Level of awareness by F/P/T Ministers Responsible for the Status of Women, F/P/T Senior Official Working Group members, and participants at the National Aboriginal Women's Summit regarding issues facing Aboriginal women, including OLM Aboriginal women.</p> <p>Discussed provincial consultation results with Alberta organization to determine current and future priorities.</p> <p>Draft strategic document sent to Program Officer for further review and comments</p>

<p>strategies of the organization, discuss next steps and provide guidance.</p> <ul style="list-style-type: none"> <li>○ Regular calls to representational associations.</li> <li>○ Take part in meetings of Femmes Équité atlantique.</li> <li>○ Invitation to the federal/community forum in Prince Edward Island in February 2008.</li> <li>○ Liaison with client groups and other federal, provincial and territorial departments.</li> </ul>	<p>feedback.</p> <p>Teleconferences.</p> <p>The Coordinator, SWC, conducted outreach presentations to OLMW's organizations, including meetings in the Fall of 2007 with Acadian women from New Brunswick and Nova Scotia.</p> <p>List of participants from the four Atlantic provinces.</p> <p>Documents available.</p> <p>Focused discussions.</p> <p>Meetings, discussions and information sessions, and other communications.</p>	<p>Improved access to OLMCs to make them aware of the SWC funding programs for women.</p> <p>WP staff understand the needs and realities of OLMCs in the rural areas.</p> <p>Staff supportive of linguistic duality and good practices in the use of both OLs in house.</p> <p>WP staff in the Atlantic are aware of their responsibilities to OLMCs under s. 41.</p> <p>Creation of lasting links between the WP – Atlantic region and the OLMCs in the four Atlantic provinces.</p> <p>Bilingual representation by the Atlantic Region team at all meetings, teleconferences and other discussions between SWC and clients</p>
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<p>explain any obstacles they may experience in accessing SWC programs and providing input to SWC policies, programs and services.</p> <ul style="list-style-type: none"> <li>○ The OLMCs are part of the regular clientele of the regional offices.</li> </ul>		<p>SWC policies, programs and services reflect the needs and concerns of OLMCs.</p> <p>OLMCs have a wider participation in SWC programs and services.</p>
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### C. COMMUNICATIONS (Transmission of information to OLMCs)

[External communications activities to inform OLMCs about the activities, programs and policies of the institution and to promote the bilingual character of Canada; inclusion of OLMCs in all information and distribution lists; use of the institution's Web site to communicate with OLMCs.]

**Expected Result:**

OLMC culture reflects an up-to-date understanding of the federal institution's mandate; OLMCs receive up-to-date and relevant information about the federal institution's programs and services (P&S).

Activities carried out to achieve the expected result	Outputs	Indicators to measure the expected result
<ul style="list-style-type: none"><li>SWC encouraged the involvement of OLMW and their organizations in activities commemorating key dates, including International Women's Day, Women's History Month, Governor General's Awards in Commemoration of the Persons Case, and December 6, the National Day of Remembrance and Action on Violence against Women.</li><li>Written materials developed for SWC, and matters related to its mandate and day-to-day activities, were produced in both official languages.</li><li>SWC had its first article published in <i>Bulletin 41-42</i>, Winter 2008 issue, re: an event attended by forty young women on the theme <i>Le pouvoir, c'est osé</i>, organized by the Alliance des femmes de la francophonie canadienne, as part of a project funded by the Women's Program, SWC.</li><li>Gender Based-Analysis (GBA) training is provided on behalf of Status of Women Canada in both official languages at the request of departments. This year two departments received GBA training in French and three departments received bilingual training.</li></ul>	<p>Information materials, toolkits and posters to accompany commemorative events. List of participants.</p> <p>Contribution to <i>Bulletin 41-42</i>.</p> <p>Training sessions to central agencies' staff.</p>	<p>Nature of media uptake of and reaction to announcements in news releases.</p> <p>Number of Web site hits.</p> <p>Types of audience reaction, media uptake and correspondence resulting from speeches.</p> <p>Accessibility of web-site information.</p> <p>Level of awareness of government officials and MPs regarding issues of concern to women including OLMW.</p> <p>Number of participants and departments requesting French, English and bilingual training.</p>



<ul style="list-style-type: none"> <li>○ New training materials were developed for SWC's GBA trainers.</li> <li>○ The Champion held meetings with Federal/Provincial/Territorial colleagues and women's groups in English and in French.</li> <li>○ The Champion encouraged staff to use official languages of stakeholders' choice when meeting with stakeholders.</li> <li>○ OLMW's organizations were included on the mailing list for documents, information, calls for proposals, reports, notices of events and information on policy-related issues. They were informed, in both official languages, about SWC programs, services and activities.</li> <li>○ Documents and tools concerning the new WP Funding Guidelines were posted on SWC's Web site in both official languages.</li> <li>○ Materials were developed in both official languages to inform OLMCs, particularly Francophone women's organizations, about the new program mandate, objectives and funding guidelines.</li> <li>○ Information about the WP's new funding orientation was sent in French to Francophone women's organizations in Vancouver, Edmonton, Gravelbourg, (SK), and Winnipeg via e-mail.</li> </ul>	<p>Bilingual training materials including decks and delivery approaches.</p> <p>Discussions in both official languages.</p> <p>E-mails.</p> <p>Translation of message to groups.</p> <p>Information provided in both official languages as well as</p>	<p>Frequency of use of the training materials.</p> <p>Number of participants who used both official languages.</p> <p>Number of e-mails to the Communications e-mail account.</p> <p>Language-minority media make use of SWC information, including media releases.</p> <p>Accessibility of Web site information.</p> <p>Francophone women's organizations have received the information; number of organizations that follow-up with the regional office for further information.</p>
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<ul style="list-style-type: none"> <li>○ There was a dissemination and on-going exchange of relevant information on the mandate and achievements of the Department.</li> <li>○ Toll-free numbers and email addresses are available for OLMW across the country to contact SWC staff and access regular and/or relevant news that affects them.</li> <li>○ Preparation of a communication plan that takes into consideration the needs of OLMCs.</li> <li>○ Invitation by SWC senior management to meet with OLMC representatives.</li> <li>○ Invitation by regional OLMC representative to meet with WP staff during the Women's Program and Regional Operations (WP-RO) retreat.</li> </ul>	<p>follow-up.</p> <p>Calls received. Requests for information. Bilingual documents and tools. Up to date distribution list. Existing data bank. Regular calls to the toll-free number.</p> <p>Four teleconferences.</p> <p>Planned meetings between SWC-WP and Francophone representatives.</p> <p>Invitations accepted.</p>	<p>Types of strategic communication with women's organizations and their partners in minority situations.</p> <p>The OLMCs are familiar with SWC priorities and can reflect them in their funding applications.</p> <p>SWC staff is informed of the economic development needs of the Atlantic region OLMCs.</p> <p>Eight members representing Francophone associations receive relevant information about the WP-RO and SWC.</p> <p>Thirty staff of the WP-RO receive relevant information about the realities and needs of the Atlantic region OLMCs.</p>
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<ul style="list-style-type: none"> <li>○ Women's groups have access to support staff and a mainly Francophone team.</li> <li>○ Women's groups have access to all relevant material on the mandate and achievements of the Department and the Women's Program.</li> <li>○ OLMCs are able to obtain information on SWC's website concerning SWC's programs and services, as well as current and archived media releases, speeches and announcements.</li> </ul>	<p>Website, guidelines, forms and project prototypes.</p> <p>News releases.</p> <p>List of projects that have received SWC funding.</p>	<p>Ontario: three bilingual Francophones on the team of four employees.</p> <p>National: three bilingual francophones on the team of three employees.</p> <p>Number of hits on the website – French version.</p> <p>Number of e-mails received from women's groups.</p> <p>Number of funding applications from OLMC groups.</p> <p>Official language minority Canadians make use of SWC communications tools.</p>
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**D. COORDINATION AND LIAISON (Does not include funding - Internal coordination and liaison with other government institutions)**

[Coordination activities (research, studies, meetings, etc) carried out by the institution itself along with other federal institutions or other levels of government; participation in activities organized by other federal institutions, other levels of government, etc.; participation of official languages champions, national and regional coordinators, etc., in various government forums.]

<b>Expected Result:</b> Co-operation with multiple partners to enhance OLMC development and vitality, and to share best practices.		
Activities carried out to achieve the expected result	Outputs	Indicators to measure the expected result
<ul style="list-style-type: none"> <li>○ SWC maintained its efforts in interactions with other federal departments and agencies, levels of government, stakeholders, NGOs to reflect and promote the bilingual character of Canada, and ensure all communications products and interactions are accessible to both official language groups.</li> <li>○ SWC maintained its close partnership with PCH, through frequent communication and consultation, including the following: <ul style="list-style-type: none"> <li>➤ On November 29, 2007 the Champion and National Coordinator, s. 41 attended the third Annual Official Languages Good Practices Forum, entitled "Official Languages Enhanced by Good Practices", a joint meeting of champions, co-champions and national coordinators responsible for the implementation of s. 41, OLA.</li> <li>➤ The National Coordinator, s. 41, attended the periodic meetings, organized by PCH, of national coordinators of key federal institutions responsible for the implementation of s. 41.</li> </ul> </li> </ul>	Planning and communications products relating to meetings, events, news conferences, etc.	Number of participants at meetings and events.  Ease of communication for those from both official language groups.  Nature of feedback and media coverage.  Networking among representatives of federal institutions.  Degree of involvement of the OLMW's organizations at the regional meeting.  Extent to which the concerns and issues of OLMW are taken into consideration.



<p>Council.</p> <ul style="list-style-type: none"> <li>○ Meeting to establish partnerships: <ul style="list-style-type: none"> <li>• Canadian Heritage;</li> <li>• Human Resources and Social Development Canada;</li> <li>• Ontario Women's Directorate; and</li> <li>• Public Works and Government Services – Publiservice.</li> </ul> </li> </ul>	<p>Preparation of documentation.</p> <p>Data on groups</p> <p>Target results.</p>	<p>common understanding between partners to foster the development of OLMCs.</p> <p>Number of partnership agreements in place.</p>
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## E. FUNDING AND PROGRAM DELIVERY

[Implementation of the institution's programs and delivery of its services; funding, alone or in cooperation with other federal institutions, of OLMC projects; inclusion of the needs of OLMCs in the delivery of the institution's programs and services.]

### Expected Result:

OLMCs are part of federal institution's regular clientele and have adequate access to its programs and services; OLMC needs (e.g., geographic dispersion, development opportunities) are taken into account.

Activities carried out to achieve the expected result	Outputs	Indicators to measure the expected result
<ul style="list-style-type: none"> <li>○ Funding of \$1,805,358 was approved for projects of 10 OLMW's organizations. Six projects were co-funded by IPOLC and WP.</li> <li>○ Funding of \$3,412,496 was approved for sixteen additional projects by other organizations, which targeted OLMW and others.</li> <li>○ Of the 26 projects funded in 2007-2008, 8 were from new SWC client organizations.</li> <li>○ SWC administers funds of \$1 million per year to the Native Women's Association of Canada (NWAC) for its five-year (2005-2010) Sisters in Spirit initiative. NWAC is required, by a Contribution Agreement, to abide by the Treasury Board Policy on Official Languages, when applicable. NWAC has been endeavouring to provide activities and programming in both official languages.</li> <li>○ Met with Francophone women's organizations to assist them with the development of their funding proposals.</li> <li>○ The Coordinator, SWC, conducted outreach presentations to OLMW's organizations, including</li> </ul>	<p>Ten projects were carried out by OLMW's organizations</p> <p>Sixteen projects were carried out by other organizations, with OLMW as one of the target groups.</p> <p>Provision of technical assistance.</p>	<p>Volume of financial support.</p> <p>Number of funded projects.</p> <p>Number of projects funded jointly by IPOLC and WP.</p> <p>Number of client groups.</p> <p>Number of Web site hits.</p> <p>Number of funding proposals received from Francophone women's organizations.</p> <p>Greater capacity to develop funding applications for presentation to WP-RO.</p> <p>Number of funding proposals received from</p>

<p>meetings in the Fall of 2007 with Acadian women from New Brunswick and Nova Scotia.</p> <ul style="list-style-type: none"> <li>○ SWC continued to assess proposals in light of possibility for participation by OLMW and the impact on OLMCs.</li> <li>○ Ensure that the number of grants and contributions recommended reflects the diversity of OLMCs and their geographic distribution.</li> <li>○ Use an “official languages” lens when reviewing files/projects for the community and partnership funds.</li> <li>○ Identify potential clients.</li> </ul>	<p>New WP Funding Guidelines, Application Form, information on WP renewal, etc.</p> <p>Funding application received from Francophone groups in the four Atlantic provinces.</p> <p>List of clients updated.</p>	<p>New Brunswick and Nova Scotia.</p> <p>Number of new organizations that contact SWC.</p> <p>The 17 French funding applications received in 2007-2008 in the Atlantic Region reflect the diversity of OLMCs.</p>
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## F. ACCOUNTABILITY

[Activities through which the institution integrates its work on the implementation of section 41 of the OLA with the institution's planning and accountability mechanisms (e.g., report on plans and priorities, departmental performance report, departmental business plan, status report on implementation of section 41 of the OLA, etc.); internal audits and evaluations of programs and services; regular review of programs and services as well as policies by senior managers of the institution to ensure implementation of section 41 of the OLA.]

### Expected Result:

Full integration of the OLMC perspective and OLA section 41 into federal institution's policies programs and services; the reporting structure, internal evaluations, policy reviews determine how to better integrate OLMC's perspective.

Activities carried out to achieve the expected result	Outputs	Indicators to measure the expected result
<ul style="list-style-type: none"> <li>The performance measurement tools provided by PCH were used to prepare the <i>Results-Based Status Report 2007-2008</i>.</li> <li>SWC integrated the consideration of s. 41 into its planning and accountability process, including the development of its RPP and DPR.</li> <li>There was a regular examination of files as they related to OLMCs.</li> <li>Internal discussions directly related to OLMC priorities were held.</li> <li>Implementation of the in house process, new WP.</li> <li>Hiring of an effective and efficient work team.</li> </ul>	<p>Status Report, s. 41.</p> <p>Commitments regarding s. 41 included in SWC's RPP and DPR.</p> <p>Consideration of employee statements in annual report.</p> <p>Input, discussions, téléconférences, annual report.</p> <p>Bilingual staff.</p>	<p>Degree to which the document meets the reporting requirements.</p> <p>Number of SWC reports that take account of its responsibilities under s. 41.</p> <p>Positive reinforcement for implementing strategic actions related to SWC's performance.</p> <p>Linguistic duality strengthened in in-house operations.</p> <p>Greater vitality of OLMCs.</p> <p>All staff on the Atlantic team is capable of serving clients in the language of their choice.</p>

## Initiatives Undertaken by Official Language Minority Women's Organizations

### ATLANTIC / ATLANTIQUE

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#### ATLANTIC INTER-PROVINCES / PROVINCES DE L'ATLANTIQUE

#### ASSOCIATION ACADIENNE ET FRANCOPHONE DES AÎNÉES ET AÎNÉS DU NOUVEAU-BRUNSWICK / ACADIAN AND FRANCOPHONE ASSOCIATION OF NEW BRUNSWICK SENIORS

##### \*\*\**Rencontre des générations (RDG)*

553 000 \$

Femme Équité Atlantique (FEA) a soumis une demande de projet au nom de l'Association des aînées et aînés francophones du Nouveau-Brunswick. Cet organisme a accepté de gérer le projet « Rencontre des générations (RDG) ». Ce projet permet de faire le point et de trouver des solutions aux barrières auxquelles se heurtent les jeunes femmes (16-30 ans) et les femmes (50 ans) acadiennes et francophones de tous horizons qui vivent, dans les quatre provinces de l'Atlantique, dans les communautés de langue officielles en situation minoritaire (OLMC). Ce modèle stratégique de concertation intergénérationnelle et de mentorat pourra facilement être adapté ailleurs au pays.

##### [\*\*\**Rencontre des Générations*]

This project was proposed by Femme Équité Atlantique and will be managed by the Association des aînées et aînés francophones du Nouveau-Brunswick. "Rencontre des Générations" will find solutions to the barriers faced by young women (16 to 30 years of age) and older women (50 years and over) of Acadian and other Francophone origin from every walk of life who reside in a minority official language community in the Atlantic provinces. This model of intergenerational consultation and mentorship can be adapted for use in other parts of Canada.

\*\*\**Multiyear / Pluriannuel*

### NEW BRUNSWICK / NOUVEAU-BRUNSWICK

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#### COALITION POUR L'ÉQUITÉ SALARIALE DU NOUVEAU-BRUNSWICK / NEW BRUNSWICK COALITION FOR PAY EQUITY COALITION

##### [\*\*\**Les outils d'équité salariale – Pour le bénéfice des femmes*]

338 108 \$

Ce projet en trois phases permettra d'élaborer et de mettre à l'essai des démarches nouvelles et novatrices qui font appel aux connaissances et à l'expérience des femmes actives sur le marché du travail au Nouveau-Brunswick; ainsi, 75 femmes qui occupent des emplois traditionnellement féminins ou à prédominance féminine au Nouveau-Brunswick, ou qui étudient dans l'un de ces domaines, se verront proposer diverses façons d'obtenir une rémunération égale pour un travail de valeur égale ou comparable. On souhaite également sensibiliser davantage les étudiantes à la question de l'équité salariale. Par conséquent, le grand public sera mieux informé de l'évolution constante de la question de l'équité salariale et de ses répercussions sur la situation économique des femmes.

##### \*\*\**Tools for pay equity: Making it Work for Women*

Using the expertise and experience of women in New Brunswick's workforce, this project will develop and experiment with innovative approaches to provide 75 women working and studying in traditionally or predominantly female jobs with options to access equal pay for work of equal or comparable value. The project will also increase students' awareness of the issue of pay equity. As a result, the public will be better informed about the constant evolution of the pay equity issue and its effect on women's economic conditions.

\*\*\**Multiyear / Pluriannuel*

## REGROUPEMENT FÉMINISTE DU NOUVEAU BRUNSWICK (RFNB)

### *Les Femmes francophones regroupées et mobilisées pour un développement concerté*

53 500 \$

Dans les prochains 12 mois, le Regroupement féministe du Nouveau-Brunswick (RFNB) va travailler avec le Forum de concertation des organismes acadiens afin de concrétiser l'inclusion des priorités des femmes dans le prochain Plan de développement global (PDG) de la communauté acadienne du Nouveau-Brunswick. Des sessions d'information et de formation avec une diversité de femmes et de groupes communautaires servira à articuler une stratégie d'inclusion des besoins des femmes, sensibilisera les 34 organismes membres du forum pour assurer la participation des femmes à l'essor et à la vitalité de la communauté acadienne pour les années à venir. Le groupe compte se servir de l'Analyse comparative entre les sexes (ACS) pour faire son travail de sensibilisation et d'éducation auprès de la grande communauté acadienne.

### *[Women joining together and mobilizing for co-operative development]*

Over the next 12 months, the RFNB will work with the Forum de concertation des organismes acadiens et francophones du Nouveau-Brunswick in order to ensure that women's priorities are included in concrete terms in the next Plan de développement global (PDG) of New Brunswick's Acadian and French-speaking community. Briefing and training sessions with a diverse range of women and community groups will be used to articulate a strategy for including women's needs and to heighten awareness among the Forum's 34 member organizations, in order to ensure that women are part of the Acadian community's growth and vitality in future. In its awareness-raising and education work with the larger Acadian community, the RFNB will make use of gender-based analysis (GBA).

## BRITISH COLUMBIA / COLOMBIE-BRITANNIQUE

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### RÉSEAU-FEMMES COLOMBIE-BRITANNIQUE

#### *[Former des leaders communautaires]*

Le projet permettra d'outiller plus d'une centaine d'immigrantes francophones et de femmes issues de minorités visibles, particulièrement celles vivant en multiples situations d'isolement ou de marginalisation; ces femmes pourront ainsi accroître leur capacité à prendre part aux décisions qui touchent leur collectivité et influencent leur sécurité économique et personnelle.

33 740 \$

#### *Formation en Leadership communautaire*

The project aims to enable more than a hundred immigrant or visible minority francophone women, specifically those living in multiple situations of isolation or marginalization, to increase their capacity to take part in decisions that affect their communities and influence their economic and personal security.

## ONTARIO

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### ACTION ONTARIENNE CONTRE LA VIOLENCE FAITE AUX FEMMES

#### *Femmes francophones de l'Ontario : savoir pour pouvoir*

166 000 \$

Ce projet de 17 mois vise à améliorer la sécurité de 1 000 femmes victimes de violence qui sont en transition par le biais d'outils additionnels destinées à 49 travailleuses francophones du Programme provincial d'appui transitoire et de soutien au logement auquel font appel les femmes au moment d'un divorce ou d'une séparation. Ces outils leur permettront de répondre à leurs questions à une période de leur vie où elles sont particulièrement vulnérables. Ces outils les informeront sur leurs droits en matière de logement; sur l'accès à l'aide sociale; aux services d'avocat-es; les stratégies à leur disposition, et les recours possibles pour retrouver le plus rapidement possible une vie normale.

[Ontario Francophone women: knowledge for power]

This 17-month project seeks to improve the safety of 1,000 women victims of violence who are in transition through additional tools for 49 Francophone women working in the Ontario Transitional and Housing Support Program, used by women going through a divorce or separation. These tools will enable the workers to answer the women's questions at a time when they are particularly vulnerable. The tools will inform the women about: their rights with regard to housing; accessing social assistance; legal services; strategies available to them; and potential aids for returning to normal life as quickly as possible.

## **CENTRE DE DÉVELOPPEMENT ÉCONOMIQUE ET SOCIAL DU GRAND TORONTO (CDES)**

### *Le marché de Mokolo*

**30 510 \$**

Ce projet pilote d'une durée de 8 mois vise à sensibiliser, former et soutenir 50 femmes immigrantes et afro-canadiennes de la région de Toronto et de ses environs qui distribuent leurs produits et services dans un circuit informel afin qu'elles sortent progressivement de l'économie souterraine et s'intègrent dans un système d'économie structuré. Par le biais d'ateliers et de rencontres, les participantes recevront une formation sur les inconvénients de fonctionner dans un circuit informel versus un circuit normal, sur le système économique canadien, la gestion de stock, la croissance, les choix stratégiques, le positionnement à court et moyen terme, le marketing et l'entreprise sociale. Les participantes pourront louer des kiosques à des prix modiques afin d'exposer et de vendre leur produits et services et ainsi augmenter leur pouvoir d'achat et leur autonomie financière.

### *[Mokolo Market]*

This eight-month pilot project seeks to inform, train and support 50 immigrant and Afro-Canadian women in Toronto and surrounding areas who distribute their goods and services through informal channels, so that they can gradually leave the underground economy and integrate into a structured economic system. Through workshops and meetings, the participants will receive training on the drawbacks of operating in an informal system versus a normal one, as well as on Canada's economic system, inventory management, growth, strategic choices, short- and medium-term positioning, marketing, and social enterprise. Participants can rent booths at low rates to display and sell their goods and services, thus increasing their purchasing power and financial autonomy.

## **COMITÉ RÉSEAU**

### *Équité en matière de services aux femmes francophones victimes de violence à Ottawa*

**140 000 \$**

Ce projet de 18 mois comporte deux volets; le premier vise à mettre fin au racisme systémique auquel sont confrontées les femmes francophones et les femmes immigrantes à Ottawa et fait suite au Forum sur le racisme organisé par le Comité Réseau, à Ottawa en novembre 2007. Un guide de bonnes pratiques sera créé à la suite d'une consultation électronique auprès de vingt agences qui offrent des services aux femmes victimes de violence et auprès de 5 organisations travaillant avec les femmes immigrantes à Ottawa; ce guide sera validé lors d'une rencontre de validation en 2009 par les 20 agences participantes. Le Comité Réseau s'assurera de diffuser le guide et de faire des présentations auprès de plusieurs institutions : la Société d'aide à l'enfance ; Ontario au Travail; la Police d'Ottawa; les centres de ressources pour les femmes et les centres communautaires. Le 2<sup>e</sup> volet vise à aborder la violence faite aux femmes âgées francophones à Ottawa en offrant 8 à 10 ateliers de sensibilisation à 60 femmes âgées victimes de violence avec l'appui d'une vidéo produite par l'Union Culturelle des franco-ontariennes.

[*Equity in services for Francophone women victims of violence in Ottawa*]

This 18-month project has two components. The first is intended to put an end to the systemic racism faced by Francophone and immigrant women in Ottawa; it follows up on the forum on racism organized by Comité Réseau in Ottawa in November 2007. A guide to best practices will be created following on-line consultation with 20 agencies providing services to women victims of violence and 5 organizations working with immigrant women in Ottawa; the guide will be approved at a meeting for this purpose in 2009 by 20 participating agencies. Comité Réseau will take responsibility for distributing the guide and making presentations to a number of institutions: the Children's Aid Society; Ontario Works; the Ottawa Police; women's resource centres; and community centres. The second component is intended to address violence against senior Francophone women in Ottawa by offering 8 to 10 awareness workshops for 60 senior women victims of violence, using a video produced by the Union Culturelle des franco-ontariennes.

**LE PHÉNIX: SERVICE D'INTÉGRATION SOCIAL**

*L'inclusion...ça s'adapte*

**109 500 \$**

Le Phénix offrira une série de 15 séances d'information à 60 participantes vivant avec un handicap apparent ou non apparent. Les thèmes porteront sur l'identification des champs d'intérêt; les propositions d'options professionnelles; les aptitudes à l'emploi; la préparation à l'entrevue; l'adaptation en milieu de travail et la planification budgétaire. Le Phénix offrira des séances d'information et des ateliers aux employeurs et aux autres responsables du développement économique en vue de les sensibiliser aux défis et aux besoins spécifiques des femmes en vue de favoriser leur embauche. Des protocoles « projet employabilité » seront signés entre les acteurs du développement économique et le Phénix.

*L'inclusion...ça s'adapte*

Le Phénix will offer a series of 15 information sessions to 60 participants living with a visible or non-visible disability. The topics will cover the identification of areas of interest, occupational options, job skills, interview preparation, adaptation in the workplace and budgeting. Le Phénix will offer information sessions and workshops to employers and other officials responsible for economic development to enhance their awareness of the challenges and specific needs of women in order to encourage them to hire them. "Employability project" protocols will be signed between the economic development players and Le Phénix.

**TABLE FÉMINISTE FRANCOPHONE DE CONCERTATION PROVINCIALE DE L'ONTARIO /  
ONTARIO PROVINCIAL FRANCOPHONE FEMINIST ROUNDTABLE**

*Sécurité économique des femmes francophones de l'Ontario : diversité et inclusivité*

**144 600 \$**

Ce projet de 18 mois mobilisera 155 femmes âgées, immigrantes ou issues des minorités visibles et cinq instances décisionnelles qui participent au développement économique de l'Ontario. Ensemble, ces deux groupes trouveront des solutions concrètes qui permettront aux femmes d'améliorer leur situation économique. Les femmes cerneront et documenteront les obstacles qui freinent leur participation à l'économie; elles proposeront des solutions qui faciliteront leur intégration au développement économique de leur région. Elles s'informeront des organismes qui offrent des programmes et services et apporteront les changements qui s'imposent. Une rencontre provinciale engagera les groupes de femmes et les partenaires clés dans la mise en œuvre d'un plan intégré de développement qui associera les femmes ciblées à des projets spécifiques. Au terme de ce projet, ces femmes auront compris comment fonctionnent les organismes clés; et elles auront en main les outils nécessaires pour participer à la création d'entreprises et trouver des emplois leur permettant de subvenir à leurs besoins et à ceux de leur famille. Les femmes auront documenté leurs résultats et validé leurs stratégies. Elles auront également repéré les partenaires avec lesquels elles pourront mettre en œuvre des initiatives économiques locales.

*[Economic Security for Ontario's Francophone Women: Diversity and Inclusivity]*

A group of 155 senior, immigrant and visible minority women will work with five of Ontario's economic development decision-making bodies to identify how to improve women's economic status. Participants will identify and document obstacles to their participation in the economy, and will propose how they can get involved in their regions' economic development. They will identify organizations that offer programs and services *in this area and propose concrete improvements*. At a provincial meeting, women's organizations and key partners will work on an integrated development plan that will include targeted women in specific projects. This project will integrate the key organizations and provide tools to help women create businesses or find jobs that will enable them to meet their needs and those of their families. The participants will document their results, validate their strategies, and identify partners for local economic initiatives.

## **SASKATCHEWAN**

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### **FÉDÉRATION PROVINCIALE DES FRANSASKOISES**

*Ressources-mobiles pour développement économique au féminin*

**236 400 \$**

Ce projet compte établir un service de personnes ressources mobiles formées dans différents secteurs de développement économique et services sociaux, francophones. Les formateurs se déplaceront chaque mois à travers les communautés francophones en milieu urbain et rural afin de donner différents ateliers de formation aux femmes, axés sur le développement économique et d'offrir des consultations privées selon la demande. Les visites en communauté permettront également de détecter les besoins non-divulgués (ex : violence conjugale, besoins spéciaux des immigrantes) et de former un noyau de personnes ressources local mettant à profit l'expertise des aînées afin d'aider les plus jeunes femmes. Ce projet novateur établira aussi un service de personnes ressources disponibles cinq jours semaines pour assurer un suivi aux demandes reçues lors des visites en communauté et une ligne sans frais pour répondre aux questions des femmes.

*[Mobile Resources for Women's Economic Development]*

The aim of this project is to establish a unit of French-speaking mobile resource persons trained in the various areas of economic development and social services. The trainers will travel to different locations each month throughout Francophone communities in urban and rural areas to conduct various workshops on economic development for women and hold private consultations, as required. Community visits will also provide an opportunity to identify unreported needs (e.g. spousal abuse, special needs of immigrant women) and to form a core of resource persons drawing on the expertise of senior women to assist younger ones. This innovative project will also establish a unit of resource persons available five days per week to respond to requests gathered during community visits and a toll-free telephone line where women can direct their questions.

**TOTAL: 10 projets / projects**

**1 805 358 \$**

## Initiatives Targeting Official Language Minority Women

### NATIONAL

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#### POWER CAMP NATIONAL / FILLES D'ACTION

##### *Skills and Support: Mentorship and Training for Young Women in Marginalized Communities*

**\$283,594**

This 18-month project will provide mentorship, training and action opportunity to 995 young women in marginalized communities, especially in Northern regions and the Territories, where they are more susceptible to sexual violence, abuse, poverty and identity crises. With tailored training and support programs, young women will take action to free their lives from violence and prepare themselves to become economically autonomous. Communities will also be requested to develop violence prevention strategies.

##### *[Compétences et soutien : Mentorat et formation pour les jeunes femmes de collectivités marginalisées]*

Ce projet d'une durée de 18 mois permettra de fournir un mentorat, une formation et des possibilités d'action à 995 jeunes femmes qui vivent dans certaines collectivités marginalisées, notamment dans les régions nordiques et les territoires. Là, elles sont plus exposées à la violence sexuelle, à l'exploitation, à la pauvreté et aux crises d'identité. Grâce à des programmes de formation et de soutien spécialement conçus pour elles, les jeunes femmes prendront des mesures pour se soustraire à la violence et mieux se préparer à devenir autonomes sur le plan économique. En outre, les collectivités devront concevoir des stratégies de prévention de la violence. Grâce à une évaluation continue, on s'assurera que l'organisme veille au bon fonctionnement du projet et que les outils et programmes comprennent les leçons apprises et les pratiques exemplaires.

#### WOMEN IN CITIES INTERNATIONAL / FEMMES ET VILLES INTERNATIONALES

**\$528,800**

##### *\*\*\*Creating Safer Communities for Marginalized Women and Everyone*

This three-year project will increase women's safety and improve the safety infrastructure in four urban communities across Canada: Regina, Peel, Montréal and Gatineau. Sixty women representing the four targeted populations (Aboriginal, immigrant, older and disabled women) will work with municipal partners and local women's organizations to conduct safety audits on priority issues for each target group. The audits relate to the various types of violence that exist, as well as to the solutions: better public transportation, increased awareness of safety measures, better policing, and improved housing and employment conditions for vulnerable populations.

##### *[\*\*\*Créer des collectivités plus sûres pour les femmes marginalisées et pour tout le monde]*

Ce projet d'une durée de trois ans permettra d'accroître la sécurité des femmes et d'améliorer l'infrastructure concernant la sécurité dans quatre communautés urbaines du Canada : Regina, Peel, Montréal et Gatineau. Soixante femmes issues des quatre groupes prioritaires effectueront directement, avec des partenaires municipaux et des groupes locaux de femmes, des vérifications de sécurité portant sur les principales situations vécues par chaque groupe cible. Ces vérifications permettront d'améliorer la sécurité dans chacun des secteurs; on pourra en même temps s'attaquer aux différentes formes de violence et élaborer des solutions : implanter de meilleurs transports en commun, sensibiliser les gens aux mesures de sécurité, offrir de meilleurs services de police et de meilleures conditions de logement et d'emploi aux populations vulnérables.

\*\*\*Multiyear / Pluriannuel

## NEW BRUNSWICK / NOUVEAU-BRUNSWICK

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### CROSSROADS FOR WOMEN INC. / CARREFOUR POUR FEMMES INC.

#### *Recognizing the signs of family violence; and promoting healthy relationships.*

**\$27,444**

The goal of this 12-month project is to enable 130 young women victims of family violence to recognize and differentiate between healthy relationships and unhealthy relationships, and to recognize the signs of family violence. Young women aged 11 to 17, who face multiple obstacles such as alcohol and drug addiction, mental health issues, justice issues, housing problems or those seeking refuge from domestic violence will be participating with key front-line interveners in a series of training sessions and roundtable discussions to input in the development of specific tools, including a guide and other resources, to better respond to the needs of these young women using the services of, or residing at, Crossroads for Women transition house.

#### *Reconnaître les signes de violence familiale et favoriser de saines relations.*

Le but de ce projet d'une durée de 12 mois est de permettre à 130 jeunes femmes victimes de violence familiale de comprendre ce que sont les relations saines et de les distinguer des relations malsaines, ainsi que de reconnaître les signes de la violence familiale. Des jeunes femmes de 11 à 17 ans qui se heurtent à de multiples obstacles, comme la dépendance à l'alcool et aux drogues, des problèmes de santé mentale, des démêlés avec la justice ou des problèmes de logement, ou encore, qui cherchent un refuge contre la violence familiale, participeront avec des intervenantes et intervenants de première ligne clés à une série de séances de formation et de discussions en table ronde afin de contribuer à l'élaboration d'outils spécifiques, notamment un guide et d'autres ressources, pour mieux répondre aux besoins des jeunes femmes qui font appel aux services de la maison de transition Carrefour pour femmes ou qui y résident.

### FREDERICTON SEXUAL ASSAULT CRISIS CENTRE (FSACC)

#### *Branching Out: Development and evaluation of innovative service delivery models in New Brunswick communities.*

**\$345,000**

This 18-month initiative will develop and test new and innovative grassroots models of service delivery for survivors of sexual assault in New Brunswick communities. They will engage three communities to develop and pilot service delivery models based on community assessments and will provide support and training to the communities in order to implement and evaluate these models. These communities will be selected to represent a sample of the population (Anglophone, Francophone, First Nations and immigrant women). By testing these new approaches to sexual assault services, the Fredericton Sexual Assault Crisis Centre will be able to share the feasibility of these approaches with the Provincial Government, so that the models can be adopted within the Provincial Strategy on sexual assault services.

#### *Diversification : élaboration et évaluation de modèles innovateurs de prestation de services dans les collectivités du Nouveau-Brunswick*

Cette initiative d'une durée de 18 mois consistera à élaborer et mettre à l'essai de nouveaux modèles communautaires innovateurs de prestation de services aux survivantes d'une agression sexuelle et à d'autres femmes des collectivités du Nouveau-Brunswick. On fera appel à trois collectivités pour élaborer des modèles de prestation de services fondés sur des évaluations communautaires, et on offrira du soutien et de la formation aux collectivités afin de mettre en place et d'évaluer ces modèles. Les collectivités seront choisies de manière à former un échantillon représentatif de la population (femmes francophones, anglophones, des Premières nations et immigrantes). En mettant à l'essai ces nouvelles approches des services en matière d'agression sexuelle, le Fredericton Sexual Assault Crisis Centre pourra faire part au gouvernement provincial de la faisabilité de ces approches de sorte qu'on puisse intégrer les modèles à la Stratégie provinciale en matière d'agression sexuelle.



## **MAKING WAVES INC. / VAGUE PAR VAGUE INC.**

*\*\*\*Getting on the Same Wavelength: Creating a Sustainable Model for Relationship Violence Prevention in New Brunswick*

**\$170,521**

This is one component of Making Waves/Vague par vague's process to create a sustainable, effective framework for preventing relationship violence in New Brunswick. The organization is working with four regions representing five school districts to recruit, train and engage 160 community and student champions to present Making Waves/Vague par vague events in their communities. This project will reach and engage young women and men in a peer support process, while exploring and raising awareness of dating violence. The model is adaptable for use in other provinces.

*[\*\*\*Prendre la même vague : créer un modèle viable de prévention de la violence relationnelle au Nouveau-Brunswick]*

Cette initiative s'inscrit dans le plan de Making Waves/Vague par vague, par lequel l'organisme consolide, pour la province du Nouveau-Brunswick, un modèle cadre de prévention de la violence relationnelle viable et efficace. L'organisme intervient dans quatre régions représentant cinq districts scolaires; il y recrute, forme et engage 160 champions communautaires et étudiants qui joueront un rôle de premier plan dans la présentation, au sein de leur propre collectivité, des événements organisés par Making Waves/Vague par vague. Ce projet aura des effets multiples sur les programmes de prévention de la violence au Nouveau-Brunswick, car il s'adresse à des jeunes, femmes et hommes, et les engage dans un processus de soutien par les pairs; il les conduit à approfondir la question de la violence qui sévit dans les fréquentations, et les y sensibilise. Ce projet type pourra être adapté et servir à d'autres provinces.

*\*\*\*Multiyear / Pluriannuel*

## **PUBLIC LEGAL EDUCATION AND INFORMATION SERVICE OF NEW BRUNSWICK / SERVICE PUBLIC D'ÉDUCATION ET D'INFORMATION JURIDIQUES DU NOUVEAU-BRUNSWICK**

**\$56,826**

*Community Safety: Reaching Abused Women with Key Family Violence Messages*

This pilot project will help approximately 3,000 abused rural women to increase their safety and deal with problems caused by systemic barriers (poverty, low literacy and unemployment) and structural barriers (lack of services such as housing, daycare, health care and transportation). The project also addresses safety and security issues associated with the use and storage of firearms (suicide, accidents and homicides). The group will enhance the safety of rural Aboriginal, Anglophone and Francophone women in the Miramichi region. The lessons and bilingual tools that result from this project will be shared with all partners and interested groups working in other rural settings.

*[La sécurité communautaire : communiquer aux femmes victimes de violence des messages clés sur la violence familiale]*

Ce projet pilote du Nouveau-Brunswick permettra d'aider environ 3 000 femmes victimes de violence en milieu rural à prendre des mesures pour accroître leur sécurité, à s'attaquer à certains des facteurs propres aux obstacles systémiques (la pauvreté, l'alphabétisation, l'emploi) et à des obstacles structurels (manque de services tels que le logement, les services de garde d'enfants, les soins de santé, le transport), et à aborder des questions de sécurité liées à l'utilisation et à l'entreposage des armes à feu (le suicide, les accidents et les homicides). Le groupe prendra des mesures pour accroître la sécurité des femmes autochtones, anglophones et francophones qui vivent dans la région rurale de Miramichi en les aidant à faire face aux facteurs propres à l'expérience de la violence en milieu rural. Les leçons apprises et les outils bilingues utilisés seront partagés avec tous les partenaires et les groupes intéressés qui travaillent dans des milieux ruraux.

## **SOUTHERN GULF OF ST.LAWRENCE COALITION ON SUSTAINABILITY (COALITION-SGSL)**

### *Women in Coastal Communities – Securing a Healthy Economic Future*

**\$63,475**

In collaboration with key business and community partners, this 11 month mentorship project will target 200 low-income women residing in coastal communities along the Southern Gulf of St. Lawrence. Eight learning sessions will be delivered in both official languages to women in coastal regions demonstrating how they could start small businesses through marketable products or services, and help them to consider the sustainability of their communities in their business planning. The Coalition will provide ongoing support to at least 20 of these women with a mentorship program which could easily be adaptable in other coastal and rural regions across the country.

### *Les femmes dans les collectivités côtières – Garantir un avenir économique dynamique*

Réalisé en collaboration avec d'importants partenaires du milieu des affaires et de la collectivité, ce projet de renforcement des capacités et de mentorat, d'une durée de 11 mois, s'adresse à 200 femmes à faible revenu habitant des collectivités côtières du Sud du golfe du Saint-Laurent. Le projet permettra d'offrir huit sessions d'apprentissage, dans les deux langues officielles, aux femmes des régions côtières (Nouveau-Brunswick, Québec, Nouvelle-Écosse et Île-du-Prince-Édouard); il servira à démontrer comment les femmes peuvent fonder de petites entreprises grâce à des produits ou des services commercialisables; les participantes apprendront à tenir compte de la viabilité de leur collectivité dans leur planification d'entreprise. La Coalition pour la viabilité offrira aussi un soutien permanent à au moins 20 de ces femmes, par l'entremise d'un programme de mentorat qui pourrait facilement être adapté à d'autres régions côtières et rurales partout au pays.

## **NOVA SCOTIA / NOUVELLE ÉCOSSE**

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### **JANE HURSHMAN MEMORIAL FUND (JANE'S FUND)**

#### *Supporting rural senior women's well being while in transition to supportive and/or assisted care*

**\$116,381**

This 18 month project will involve 60 senior rural women and their partners in the decision-making process during their transition from independent living to supportive and/or assisted care. Jane Hurshman Memorial Fund (Jane's Fund) will facilitate their families' involvement and increase collaborative working relationships among the senior women, their families, community and health care professionals throughout the aging process, and in particular, during the transition period. Results and best practices will be shared with other senior groups.

#### *Assurer le bien-être des femmes en milieu rural qui sont en transition vers des soins d'aide ou de soutien*

Durant 18 mois, dans les comtés de Tri-County et d'Annapolis, en Nouvelle-Écosse, 60 femmes âgées vivant en milieu rural participeront au processus de prise de décision durant leur période de transition entre une vie autonome et des soins de soutien et d'aide. Le Jane Hurshman Memorial Fund (Jane's Fund) favorisera la participation de leurs familles et visera à accroître les relations d'échange et de collaboration parmi les femmes âgées, leurs familles, les collectivités et les professionnelles et professionnels de la santé, tout au long du vieillissement de ces femmes et, en particulier, durant la période de transition. Les résultats et les pratiques exemplaires du projet seront partagés avec d'autres groupes de personnes âgées.

## **LEGAL INFORMATION SOCIETY OF NOVA SCOTIA**

### *Family Law Information for Abused Women Project*

**\$76,344**

This project will increase the safety and stability (economic, mental and physical) of approximately 52 percent of the callers to the Legal Information Society of Nova Scotia Legal Information Line. To lessen barriers related to language, cultural practices and isolation (due to lack of access to transportation), the society will develop a guidebook to inform approximately 2,000 abused Aboriginal, senior, Francophone, Anglophone, immigrant and African-origin Nova Scotian women of their options during the post-separation period. It will also be used by at least 500 legal and justice professionals (law agencies, victim services and child protection workers, family law lawyers, and public prosecutors) and many women's and children's advocates (transition house workers, women's centre workers, and educators). The guidebook will be easily accessible in other parts of Canada, providing a framework for preventing family violence in Canada.

[Projet d'information sur le droit de la famille, destiné aux femmes victimes de violence (FLIPAW)]

Ce projet permet d'accroître la sécurité et la stabilité (économiques, mentales, physiques) d'environ 52 p. 100 des personnes qui appellent la ligne d'information de la Legal Information Society of Nova Scotia. Compte tenu des obstacles tels que la langue, les pratiques culturelles et l'isolement (dû au manque d'accès aux transports), on élaborera un guide qui servira à informer environ 2 000 mères victimes de violence des choix qui s'offrent à elles dans la période suivant la séparation. Il s'agit d'aînées, d'immigrantes, de femmes autochtones, francophones, anglophones ou africaines de la Nouvelle-Ecosse. Au moins 500 professionnelles et professionnels de la justice (corps policiers, travailleuses et travailleurs des services aux victimes et de la protection de l'enfance, avocates et avocats et juges spécialisés en droit de la famille, procureures et procureurs) et un grand nombre de défenseuses et défenseurs des femmes et des enfants (travailleuses et travailleurs des maisons de transition, travailleuses et travailleurs et éducatrices et éducateurs des centres des femmes) consulteront et utiliseront également ce guide. Celui-ci, facilement accessible dans d'autres régions, offrira un cadre d'action à la prévention de la violence familiale au Canada.

## ONTARIO

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### SEXUAL ASSAULT CENTRE LONDON

*"Girls Helping Girls": A peer facilitated model to address violence in girl's lives*

**\$192,590**

This 24 month project will enable girls/young women aged 14-19 to challenge the violence, threats of violence and inequality they encounter on a daily basis. 36 girls/young women who identify as immigrant or visible minority, Francophone, Aboriginal, in conflict with the law, living with disabilities and homeless/at risk of homelessness will be chosen to become peer mentors; six from each community. These girls/young women will create six Peer Facilitated Healthy Relationship models each containing tools, resources and strategies that are specific to each community and reflective of their unique needs, experiences, values and social locations. Following training, the Peer Leaders will give workshops to 180 girls/young women in their communities. Feedback from the workshops will be used to create a resource manual which will be disseminated through established provincial and national networks. Over 1000 girls/young women will have access to culturally-relevant tools, resources and strategies to address violence against women.

*Entraide entre filles : modèle de soutien par les pairs servant à contrer la violence faite aux filles*

Ce projet d'une durée de 24 mois permettra à des jeunes âgées de 14 à 19 ans de faire face à la violence, aux menaces de violence et à l'inégalité auxquelles elles sont quotidiennement confrontées. On choisira, pour qu'elles deviennent mentors, 36 jeunes filles qui se disent immigrantes ou membres d'une minorité visible, francophones, Autochtones, qui ont eu des démêlés avec la justice, vivent avec un handicap, sont sans-abri ou risquent de le devenir; on sélectionnera six jeunes dans chacun de ces groupes. Ces jeunes créeront six modèles de relations saines établies par des pairs; chaque modèle comportera des outils, des ressources et des stratégies propres à chaque groupe, qui reflètent leurs besoins uniques, leurs expériences, leurs valeurs et leur situation sociale. Après la formation, les pairs chefs de file animeront des ateliers, destinés à 180 filles ou jeunes femmes et offerts dans leur collectivité. Les commentaires recueillis au cours des ateliers serviront à créer un manuel de ressources qui sera diffusé par l'entremise des réseaux provinciaux et nationaux établis. Plus de 1000 jeunes filles auront accès à des ressources, des stratégies et des outils qui, utilisés pour contrer la violence à l'égard des femmes, ont été élaborés en fonction de leurs particularités culturelles.

### GREENEST CITY ENVIRONMENTAL ORGANIZATION

*From the Ground Up: Women's Project*

**\$97,666**

The purpose of this project is to improve the physical and mental health of more than 200 marginalized women and their families in Toronto's Parkdale neighbourhood, by getting them involved in setting up organic vegetable gardens. The participants will learn how to grow organic vegetables, develop leadership skills and communication skills with other marginalized women. They will improve their eating habits and learn to prepare healthy meals, which is not always easy under their precarious financial circumstances. Over an 18-month period, 160 organic gardening classes will be given to the 200 female participants, 15 women will be trained for leadership positions and to help the other project participants. Four hundred women and men from the community will be invited to two community events organized by the participants to celebrate the harvests from these gardens.

#### *From the Ground Up: Women's Project*

Ce projet pilote *From the Ground Up Women's Project* de 18 mois vise à sortir de l'isolement, à améliorer la santé et les conditions économiques de 200 femmes extrêmement marginalisées du secteur de Parkdale de Toronto. *Greenest City* offrira une série de 160 ateliers sur la création de jardins. Parmi les participantes du projet pilote, 15 participeront à des ateliers de leader et organiseront deux événements communautaires qui rassembleront environ 700 personnes. À la fin du projet pilote, les participantes auront développé des capacités à travailler avec d'autres femmes marginalisées, auront appris à résoudre des conflits, et seront davantage outillées pour s'impliquer de façon active dans leurs communautés respectives.

## QUÉBEC

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### ASSAULT SEXUEL SECOURS (VAL D'OR) INC.

#### *Minowatewi (Le bien-être)*

**\$189,719**

Le projet *Minowatewi (Le bien-être)* de l'organisme *Assault Sexuel Secours (Val-d'Or)* vise à accompagner les femmes autochtones dans un processus de guérison, leur permettant d'améliorer collectivement leurs conditions de vie et de prendre une part plus active à la vie économique, sociale et culturelle de leur communauté. À cette fin, des femmes autochtones vivant en milieu urbain ainsi que dans deux communautés de la région de Val-d'Or auront accès à des services et de la documentation traduite en algonquin, en cri ou en anglais. Ces femmes seront invitées à concevoir des stratégies de protection des jeunes filles à l'intérieur même de leur milieu respectif et à développer des outils de guérison qui soient respectueux des valeurs traditionnelles autochtones. Bien que le groupe soit composé en majorité de femmes blanches, les femmes autochtones coordonneront elles-mêmes toutes les activités et seront partie prenante de toutes les décisions. Notons que ce projet s'articule autour d'un large partenariat et d'une vaste campagne de sensibilisation sur la violence sexuelle.

#### *[Well-being]*

The purpose of *Assault Sexuel Secours Val-d'Or's Minowatewi (Le bien-être)* project is to assist Aboriginal women in a healing process so they have the means to improve collectively their living conditions and participate more actively in the economic, social and cultural life of their communities. For this purpose, Aboriginal women living in urban areas, as well as in two communities in the Val-d'Or region will have access to services and literature translated into Algonquin, Cree and English. These women will have the opportunity to develop strategies for protecting young girls within their respective communities and design healing tools that are in line with traditional Aboriginal values. Although the group comprises a majority of white women, Aboriginal women will be responsible for coordinating all activities and will be involved in all decision making. It should be noted that this project is part of an extensive partnership and a vast awareness campaign on sexual violence.

### ASSOCIATION Y.W.C.A. DE QUÉBEC

#### *Jeunes filles en action contre la violence*

**\$20,538**

Persuadée que l'intervention précoce et la prévention sont des moyens efficaces pour prévenir la violence, l'Association YWCA de Québec (*la Y des femmes*) envisage la création d'un programme appelé centre filles, lequel est largement inspiré du modèle des centres de femmes. Ce programme proposera des services adaptés aux besoins des adolescentes de 9 à 17 ans, dont 196 d'entre elles en bénéficieront à court terme. À cet égard, la Y formule l'hypothèse selon laquelle les jeunes filles qui auront développé leur confiance en elle-même ainsi que leur aptitude à exprimer leurs besoins refuseront, à l'âge adulte, la violence dans leurs relations. Le projet pilote présenté veut valider cette hypothèse et identifier les besoins des jeunes filles par segment d'âge, évaluer les moyens à mettre en oeuvre et enfin tester l'intérêt des adolescentes. Une fois le projet pilote validé, la Y assumera seule ce nouveau programme et le groupe dispose de toutes les ressources nécessaires à cette fin. Notons que l'organisme existe depuis 132 ans : c'est dire qu'il possède toutes les ressources nécessaires à mener à bon port ce projet pilote.

*[Girls against violence]*

Convinced that early intervention and prevention are effective ways to prevent violence, the Quebec City YWCA plans to set up a program called *centre filles* (girls' centre), which is essentially based on the women's centre model. This program will offer services adapted to the needs of adolescent girls aged 9 to 17, 196 of whom will be part of it for the short term. In this regard the Y submits that girls who have developed self-confidence and trust in their ability to express their needs will refuse, as adults, to engage in violent relationships. The proposed pilot project aims to validate this hypothesis, identify the needs of girls by age group, assess the methods that should be used, and test the interest of the adolescents. Once the pilot project has been validated, the Y will pursue this new program on its own, as the group has all the resources needed for this purpose. It should be noted that the organization has been around for 132 years, which is to say that it has all the necessary resources with which to follow through on this pilot project.

**CENTRE D'AMITIÉ AUTOCHTONE DE QUÉBEC**

*Kapatakan – Sentier de portage*

**\$40,783**

Le projet « Kapatakan – Sentier de portage » est doublement prioritaire : par la problématique qu'il aborde, la violence conjugale, et le groupe cible auquel il s'adresse, les femmes autochtones en milieu urbain. Afin de réduire l'incidence de la violence conjugale, voire l'éliminer, le Centre d'amitié autochtone de Québec (CAAQ) travaillera en étroite collaboration avec la Maison des femmes de Québec, la Ressourcerie, le Centre femmes 3A et le Centre de développement et de la formation de la main-d'œuvre Huron Wendat. Tout en respectant les traditions des femmes autochtones, l'organisme élaborera des outils, puis offrira des sessions de formation qui permettront à ces femmes de découvrir leurs forces, de développer leur pouvoir et enfin de dire NON à la violence. En outre, l'organisme consolidera le message qu'il compte véhiculer en utilisant les médias.

*[Kapatakan–Portage Trail]*

The Kapatakan—Portage Trail project addresses spousal abuse of Aboriginal women in urban centres. To reduce—if not eliminate—this abuse, the Centre d'amitié autochtone de Québec (CAAQ) will work with the Maison des femmes de Québec, the Ressourcerie, the Centre femmes aux trois A, and the Centre de développement et de la formation de la main-d'œuvre huron-wendat. Respecting the traditions of Aboriginal women, the CAAQ will develop tools and then provide training to enable Aboriginal women to explore their strengths, develop their inner power, and say no to violence. The CAAQ will also circulate this message through the media.

**FEMMES EN MOUVEMENT, INC. / WOMEN IN MOTION, INC.**

*Ensemble, together, toqolugwejig*

**\$112,297**

Projet de concertation sans précédent entre trois communautés de femmes isolées les unes des autres, « Ensemble, together, toqolugwejig » vise à poursuivre un travail déjà bien amorcé de rapprochement. En bout de piste, le projet se conclura par un programme d'activités éducatives et de services offerts, dans leur langue, aux femmes anglophones et aux femmes autochtones de la Baie-des-Chaleurs. Ces activités et services adaptés aux réalités de ces femmes très isolées vont leur permettre de reprendre leur place de citoyennes à part entière et de participer activement à la vie sociale, économique et culturelle de leur communauté, tout en créant des liens de solidarité entre elles. Ensemble, les femmes francophones, anglophones et autochtones amélioreront leurs conditions de vie ainsi que celles de leur famille, de même qu'elles préviendront les violences auxquelles elles sont exposées.

*[\*\*\*Ensemble, together, toqolugwejig]*

Three women's communities that are isolated from one another will continue an ongoing project to bring their communities together. They will create educational activities and services for Anglophone and Aboriginal women in Baie-des-Chaleurs, adapted to their realities and prepared in their respective languages. This will help women who are extremely isolated to assume their place as full citizens and take an active part in the social, economic and cultural lives of their communities. It will also create a bond of solidarity among these women. Together, Francophone, Anglophone and Aboriginal women will improve their living conditions, as well as those of their families, and stop the violence to which they are subjected.

*\*\*\*Multiyear / Pluriannuel*

## REGROUPEMENT QUÉBÉCOIS CENTRES D'AIDE & LUTTE CONTRE LES AGRESSIONS À CARACTÈRE SEXUEL

### *Formation et prise de parole contre l'exploitation sexuelle commerciale des femmes et des filles*

**\$1,090,518**

Pour les fins de ce projet d'envergure d'une durée de trois ans, le *Regroupement québécois des centres d'aide et de lutte contre les agressions à caractère sexuel* s'associe au groupe *Concertation des luttes contre l'exploitation sexuelle* qu'il marraine; ensemble ils veulent ouvrir une nouvelle perspective sur la prostitution, en démontrant l'existence d'alternatives. En bref, il s'agit de créer un réseau de femmes et jeunes femmes – qui sont ou qui ont été dans la prostitution –, de leur offrir, lors d'une série de rencontres, un espace où elles peuvent s'exprimer et redéfinir les rapports entre hommes et femmes, adultes et jeunes. De ces rencontres, une formation sera conçue puis offerte à un large éventail d'intervenantes/intervenants qui favorisera une réflexion sur les réalités de la prostitution et de la traite sexuelle, et ce, dans le but d'améliorer leurs pratiques et d'agir pour contrer l'expansion de l'exploitation sexuelle dans leur milieu. Enfin, des interventions de prévention auprès de jeunes étudiantes complèteront ce cycle de réflexion-intervention-prévention. Notons enfin que tous les documents produits au cours du projet le seront en français, en anglais et en plusieurs langues autochtones.

### *[Training in and speaking up against the commercial sexual exploitation of women and girls]*

For this major three-year project, Regroupement québécois des centres d'aide et de lutte contre les agressions à caractère sexuel is teaming up with the Concertation des luttes contre l'exploitation sexuelle group, which it fosters; together, they want to develop a new outlook on prostitution, to demonstrate the alternatives. In essence, it comes down to creating a network of women and girls – who are or have been involved in prostitution – to offer them a venue for speaking up and redefining the relationships between men and women, and adults and youth through a series of meetings. These will, in turn, be used to design a training program that will be offered to a wide range of stakeholders in order to encourage them to think about the realities of prostitution and sex trafficking in an effort to improve their practices and control the spread of sexual exploitation around them. Interventions to promote prevention among young students will complete the cycle of reflection-intervention-prevention. Finally, it should be noted that all of the documents produced during the project will be available in English, French and a number of Aboriginal languages.

**TOTAL: 16 projets / projects**

**\$ 3,412,496**