



Women and Gender
Equality Canada

Femmes et Égalité
des genres Canada

Women and Gender Equality Canada

2020–21

Departmental Plan

The Honourable Maryam Monsef, P.C., M.P.
Minister for Women and Gender Equality and Rural
Economic Development

Canada 

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From the Minister

I am pleased to present the Women and Gender Equality Canada (WAGE) 2020–2021 Departmental Plan. Our plan for 2020–2021 will accelerate our efforts to advance gender equality and to improve the quality of life of all Canadians. A new department as of 2018, WAGE is building on the rich history of Status of Women Canada.

December 2019 marked an important milestone – our first anniversary as a full department. During that first year, the team at WAGE worked strategically with allies, colleagues and partners to deliver on our mandate. I’m grateful to the team here at WAGE for their hard work this year as we managed the change that comes from growing an agency into a full department.

Our government made historic investments to support the women’s movement and equality-seeking organizations, including more than over \$250 million to support more than 630 projects across the country. The 2020–21 plan continues the progress we have made to advance gender equality, and outlines our priorities and expected results for the year ahead.

Gender-based violence (GBV) remains one of the most serious and critical barriers to achieving gender equality and over the next year, we will continue our work to eradicate it. In 2017, we launched Canada’s first strategy to prevent and address GBV, *It’s Time: Canada’s Strategy to Prevent and Address Gender-Based Violence*ⁱ, a whole-of-government approach to the issue. We also introduced the *National Strategy to Combat Human Trafficking*ⁱⁱ, focused on prevention, protection, prosecution, and partnership. Work is already under way and we will invest \$75 million over six years to better protect individuals from all forms of human trafficking, through a victim-centred, survivor-centred and gender-responsive lens.

Our government has invested over \$200 million to expand and align federal efforts against GBV. As a result, organizations across the country are finding innovative ways to deliver programs and services that address GBV in their communities. For example, the Antigonish Women’s Resource Centre and Sexual Assault Services Association is working to increase support for survivors of sexual assault living in rural areas through the creation of survivor-centred circle meetings and the coordination of local wrap-around responses led by survivors. In Northwest Territories, the YMCA is testing different ways of providing safe homes in three smaller, remote communities that currently do not have a safe space to go for women who are experiencing violence. And in Quebec, the Table de concertation du mouvement des femmes du Centre-du-Quebec piloted a project to work across silos to bring community services together and make them more responsive to the needs of women in their communities. This has reduced the number of times survivors need to repeat their stories and relive the trauma and has ensured that the women served by participating organizations now have the support of a social worker who helps them navigate the system of services available.



In 2020–21, WAGE will build on this foundation to address the intolerable – and preventable – issue. Central to this will be the development of a National Action Plan on GBV, in partnership with provinces and territories, in order to ensure that anyone facing GBV has timely and reliable access to protection and services. In addition, we will continue to support the implementation of the Truth and Reconciliation Commission’s [Calls to Action](#)ⁱⁱⁱ and the National Inquiry into the Missing and Murdered Indigenous Women and Girl’s (MMIWG’s) [Calls for Justice](#)^{iv}, in partnership with First Nations, Inuit and Métis Peoples. We will also develop and deliver programming for organizations working to address human trafficking and GBV, as well as to commemorate the lives of MMIWG and LGBTQ2 individuals.

On the same day that *Reclaiming Power and Place: The Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls* was presented to the Prime Minister, feminists from across Canada and around the world gathered in Vancouver, B.C., for the 2019 [Women Deliver 2019](#)^v Conference, the world’s largest conference on the health, rights and well-being of women and girls. Over the six days, Canada hosted the largest gathering of feminists on the planet, including Indigenous leaders, youth, feminist organizations, and advocates from Canadian and international organizations. As a result of the work done that week, Canada is now the single largest investor in sexual and reproductive health and rights and the single largest investor in women’s organizations at home and around the world.

The Government of Canada cannot achieve gender equality alone. Organizations can’t do this alone. Every order of government, private and public sector, young and young at heart must play a role. We will work with other federal government departments and organizations to address social and economic barriers to gender equality. This includes working across government and with provinces and territories to provide more accessible and affordable childcare. We will also work with the Canadian Mortgage and Housing Corporation to improve access to housing for women and girls through the [National Housing Strategy](#)^{vi}, and with other federal departments to develop a Guaranteed Paid Family Leave program, as well as to ensure that evidence is accessible to inform decision-making.

Organizations across Canada are critical partners in helping to end gender-based violence, improve the economic security and prosperity of women and girls, and helping people of all gender identities reach their full potential. That is why in 2020–21 we will continue to support the capacity and sustainability of women’s and equality-seeking organizations, with a particular focus on vulnerable women, including women with disabilities, members of LGBTQ2 communities, and newcomer, racialized and immigrant women.

In 2020–21, WAGE will focus on developing Canada’s Federal Plan for Gender Equality, building on the [Gender Results Framework](#)^{vii} (GRF) and our international agreements, while acting as a coordinating body for gender equality issues within the Government of Canada. WAGE will continue to serve as the [centre of expertise](#)^{viii} to support the application of Gender-

based Analysis Plus (GBA+) in all federal government decisions, including working with the Minister of Finance to apply an intersectional lens to Budget 2021. We will also continue to monitor and report on the implementation of GBA+ as part of our commitment to openness, effectiveness and transparency in government. As 2020 marks the 25th anniversary of the adoption of the [Beijing Declaration and Platform for Action](#)^{ix} (1995), along with a five-year milestone towards achieving the [2030 United Nations Sustainable Development Goals](#)^x, we will also work with the global community to ensure that gender equality remains a key priority.

Together, we can drive systemic change that promotes a fairer and more productive society for everyone.

Thank you.

The Honourable Maryam Monsef, P.C., M.P.
Minister for Women and Gender Equality and Rural Economic Development

Plans at a glance

The Government of Canada is investing and taking action to address persistent gender inequalities that affect all Canadians. Over the past year, federal [measures](#)^{xi} to address the long-standing barriers to gender equality have included: the implementation of gender budgeting, including a complete Gender-based Analysis Plus (GBA+) of the budget with expected impacts on women and other diverse groups; the whole of government implementation of the [Gender Results Framework \(GRF\)](#)^{xii}, and the launch of a portal with up-to-date data and benchmarks; investment in a fund to commemorate the lives of Missing and Murdered Indigenous Women and Girls, LGBTQ and two-spirit individuals; and the introduction of a National Housing Strategy to help improve housing for Canadians, including women and girls fleeing domestic violence. Additional investments from Budget 2019 included a new funding program to support organizations addressing the unique needs and persisting disparities among LGBTQ2 Canadians, and expansion of the Women's Program to support community action to tackle systemic barriers impeding women's progress.

In 2020–21, Women and Gender Equality Canada (WAGE) will build on this progress and advance more equitable economic, political and social outcomes for women, girls, and people of all genders in Canada.

In particular, the department will focus on four priority areas:

Preventing and Addressing Gender-Based Violence

Over the 2020–21 fiscal year, the department's interventions will aim to reduce the prevalence of gender-based violence (GBV) in Canada and strengthen the GBV sector, in order to improve supports and services for people impacted by GBV.

In 2020–21, WAGE will:

- **work towards developing** a National Action Plan on Gender-Based Violence, with a focus on ensuring that anyone facing gender-based violence has reliable and timely access to protection and services
- **continue to lead and coordinate** the implementation of the federal GBV strategy, including the GBV Knowledge Centre to support evidence-based decision-making
- **develop and deliver** programming to support the development and implementation of The Framework to Prevent and Address GBV at Post-Secondary Institutions
- **support** the implementation of the Truth and Reconciliation Commission's Calls to Action and the National Inquiry into Missing and Murdered Indigenous Women and Girl's Calls for Justice in Partnership with First Nations, Inuit and Métis Peoples
- **develop and deliver** programming for organizations working to address human trafficking and GBV, as well as to honour the lives and legacies of missing and murdered Indigenous women, girls and LGBTQ2 individuals

- **support** government-wide initiatives including: preventing harassment and violence in the workplace, and implementing the National Strategy to Combat Human Trafficking
- **fund and undertake** research that addresses knowledge gaps related to GBV, including the collection and analysis of data through three new national surveys on GBV
- **promote action** through commemoration events such as the 16 Days of Activism Against Gender-based Violence

Strategic action and engagement to address systemic barriers to gender equality

Strategic actions and engagement, at home and abroad, will address systemic barriers to gender equality, including social, political and economic equality.

In 2020–21, WAGE will:

- **develop** a Federal Plan for Gender Equality built on the Gender Results Framework and international agreements
- **lead** Canada’s delegation to the 65th United Nations Commission on the Status of Women in order to promote women’s rights globally, present Canada’s progress on international commitments
- **mark** the 25th anniversary of the Beijing Declaration and Platform for Action;
- **support** federal government efforts to provide more accessible and affordable childcare, to improve access to housing for women and girls through the National Housing Strategy, and to develop a Guaranteed Paid Family Leave program
- **support** the creation of a National Institute for Women’s Health Research
- **support** federal initiatives to increase diversity in leadership, including more women in leadership positions
- **collaborate** with provincial/territorial governments, national Indigenous leaders and representatives, the women’s movement, private sector, advocates, and equality-seeking organizations on matters of public policy relating to women and gender equality
- **support** Canada’s efforts to achieve the United Nations’ 2030 Agenda and Sustainable Development Goals
- **collaborate** with Global Affairs Canada in continuing work on gender equality abroad and on global feminist initiatives

Ensuring robust GBA+ throughout federal government decision-making processes

The Government of Canada has committed to evidence-based decision-making that takes into consideration the impacts of policies on all people in Canada.

In 2020–21, as a centre of gender expertise on Gender-based Analysis Plus (GBA+), WAGE will:

- **work** to ensure that rigorous GBA+ is performed on all Cabinet proposals from every department
- **continue to work** with Finance Canada and the LGBTQ2 Secretariat to improve the quality and scope of GBA+ in future budgets
- **continue to strengthen, monitor and report** on the implementation and scope of GBA+ in the federal government

Supporting community action to advance gender equality

WAGE seeks to support systemic change that promotes a fairer and more productive society for women, girls, and people of all gender identities and expressions.

In 2020–21, WAGE will:

- **develop and deliver** programming to support projects that address systemic barriers to gender equality, with a particular focus on vulnerable women, including Indigenous women, women with disabilities, members of LGBTQ2 communities, and newcomer, racialized and immigrant women
- **develop and deliver** programming to support the capacity and sustainability of women’s and equality-seeking organizations
- **promote** community action through commemoration initiatives such as International Day of the Girl, Persons Day, International Women’s Day, and Gender Equality Week
- **strengthen innovative** partnership opportunities across sectors to amplify program funding for women’s and equality-seeking organizations

For more information on WAGE’s plans, priorities and planned results, see the “Core responsibilities: Planned results and resources” section of this report.

Core responsibilities: planned results and resources

Advancing Gender Equality

Description

The Department for Women and Gender Equality advances gender equality for women, including social, economic, and political equality with respect to sex, sexual orientation, and gender identity or expression. The department promotes a greater understanding of the intersection of sex and gender with other identity factors that include race, national and ethnic origin, Indigenous origin or identity, age, sexual orientation, socio-economic condition, place of residence and disability. The department develops and coordinates policies and programs; and undertakes research and data collection and analyses related to these policies and programs; and raises public awareness through outreach. The department provides advice to government to achieve Canada’s gender equality outcomes and goals, including advocacy for gender-based budgeting, and facilitates the advancement of gender equality among other partners and stakeholders, through its expertise, contribution to research, and funding to community initiatives. The department serves as a central point for sharing expertise across Canada and with international partners, and uses this knowledge to inform and support Canada’s gender equality priorities.

Planning highlights

Preventing and Addressing Gender-Based Violence

Intolerable and preventable, gender-based violence (GBV) remains a systemic barrier to gender equality, as well as one of the most pervasive human rights violations. Its negative effects reach far beyond the individuals who directly experience it and can have long-lasting and negative health, social and economic effects that span generations. GBV is a multi-faceted and complex issue that requires cross-sectoral and concerted efforts to address.

In 2017, the Government of Canada launched [It’s Time: Canada’s Strategy to Prevent and Address Gender-Based Violence](#)^{xiii} (the Strategy), which is a whole-of-government approach to ending GBV. WAGE leads the Strategy, and coordinates all federal efforts to complement the work of provincial and territorial governments. Since its launch, [significant progress](#)^{xiv} has been made in support of the Strategy’s three pillars: prevention, support for survivors and their families, and promotion of responsive legal and justice systems.

To build on the foundation laid by the federal Strategy and to ensure all Canadians facing GBV have reliable and timely access to protection and services, we will work towards developing a National Action Plan on GBV in 2020–21. To this end, WAGE will collaborate with survivors; federal and provincial governments; First Nations, Metis, and Inuit leaders and communities;

civil society organizations; advocates; and academics, to identify priority areas and existing gaps in GBV programs and services.

While WAGE works toward developing a National Action Plan, continued efforts to lead and coordinate the federal GBV Strategy will take place throughout the reporting period. In 2020–21, WAGE will:

- develop new products for the Knowledge Centre (KC) [online platform](#)^{xv} to ensure greater public awareness of GBV and measures in place to address it
- share research and information in order to inform policies, programs, and services
- convene the Minister’s Advisory Council on GBV to maintain momentum on the implementation of the GBV Strategy and to leverage focussed support for areas where gaps in addressing GBV remain

Also as part of the Strategy, in 2020–21, WAGE will advance efforts to support the development and implementation of the Framework to Prevent and Address Gender-Based Violence (GBV) at Post-Secondary Institutions (PSIs). These implementation efforts will be based on recommendations from the framework report which was developed in 2019 through a series of engagement sessions led by Possibility Seeds Consulting. The report titled *Courage to Act*^{xvi}, identifies promising practices, recommendations, critical gaps, and key next steps necessary to fully develop a framework and begin implementation. The Framework will propose key elements to help strengthen policies and plans on PSI campuses to prevent and address GBV. WAGE will also fund the development of resources to support efforts to prevent and address GBV at PSIs across Canada.

In 2020–21, WAGE will be supporting the Government of Canada commitment to implement the [Truth and Reconciliation Commission’s \(TRC\) Calls to Action](#)^{xvii} and the [National Inquiry into Missing and Murdered Indigenous Women and Girls’ Calls for Justice](#)^{xviii} in partnership with First Nations, Inuit and Métis Peoples. In 2020–21, WAGE will ensure the application of a GBA+ lens to the development of the response, and will also maintain meaningful partnerships with Indigenous researchers, Elders and traditional knowledge keepers to support Indigenous-lead, distinctions-based initiatives that respond to priority areas raised by TRC, as they relate to GBV.

In addition, as a step towards honoring the lives and legacies of missing and murdered Indigenous women, girls and LGBTQ and two-spirit individuals, WAGE will continue to develop and deliver programming for Indigenous organizations and communities through the [Commemoration Fund](#)^{xix}. Over the report period, WAGE will be supporting 110 projects which were approved through the 2019 Call for Proposals, to support Indigenous organizations, families, survivors, and communities in developing and implementing commemoration initiatives. Many of these projects include ceremonies and community gatherings that bring

together art exhibits and commemorative pieces to symbolize the lives of Indigenous women and girls that have been lost, and to honour the memories of missing and murdered community members.

Through the [Gender-Based Violence Program](#),^{xx} WAGE will continue to strengthen the GBV sector by supporting organizations to develop and implement promising practices to address gaps in supports for Indigenous and other underserved groups of survivors in Canada. In 2020–21, WAGE will be funding 54 projects through the [Call for Concepts: Promising Practices to Support Survivors and Their Families](#)^{xxi}, with the view of addressing gaps in supports including health, housing, healing, mobility/accessibility, and safety.

To further deliver on the Government of Canada’s commitment to ending gender-based violence, in 2020–21, WAGE will also work with our partners to:

- Implement the [National Strategy to Combat Human Trafficking](#)^{xxii}: Over the reporting period, WAGE will work towards launching a continuum of care program funded under the National Strategy to address identified gaps. Planned activities include working with populations that are at-risk or vulnerable to human trafficking to ensure their engagement in prevention and protection measures, and supporting survivors to help them regain control of their lives.
- [Prevent Harassment and Violence in the Workplace](#)^{xxiii}: Over the reporting period, WAGE will be supporting Government of Canada actions related to the prevention of harassment in the workplace, which was federally regulated following the enactment of Bill-65 in October 2018. Planned initiatives include implementing the Survey on Sexual Misconduct at Work (with Statistics Canada). This survey will increase the availability and breadth of data to support evidence-based programs, policies and initiatives in view of preventing harassment and violence in the workplace.

In order to strengthen knowledge of GBV, the department will continue to prioritize the funding of research activities, particularly as it affects underserved populations. In its efforts to fill important data gaps on GBV, in late 2019, together with Statistics Canada, WAGE launched new data and evidence from the [Survey of Safety in Public and Private Spaces](#)^{xxiv} (SSPPS). This survey provides information on Canadians' experiences related to their safety in public and private spaces and equips government decision-makers to make informed decisions in terms of public policies and approaches in this field. In 2020–21, WAGE will work with Statistics Canada and other partners to further analyse the results of the SSPPS. WAGE will also collaborate with Statistics Canada to release data from the first ever [Survey on Individual Safety of the Postsecondary Student Population \(SISPSP\)](#)^{xxv}, which will help support the development and implementation of policies, programs and other initiatives to address GBV in post-secondary settings.

In 2020–21, WAGE will also continue to raise awareness and promote action through public awareness campaigns and commemoration events such as the 16 Days of Activism Against Gender-Based Violence.

Strategic action and engagement to address systemic barriers to gender equality

To drive progress towards Canada’s gender equality goals, WAGE will continue to engage and collaborate with a wide range of stakeholders and partners with a focus on:

- reducing the wage gap
- encouraging better gender balance across occupations
- increasing representation of women and underrepresented groups in senior leadership positions and in elected office
- contributing to eliminate poverty among women and girls and people of all gender identities and expressions, while advancing their wellbeing

Over the reporting period, WAGE will lead on the development of a Federal Plan for Gender Equality with other federal departments and Ministers. The aim of this plan is to ensure a coordinated, whole-of-government approach to drive systemic change and promote a fairer and more productive society for women and people of all gender identities and expressions. The [Gender Results Framework](#) (GRF)^{xxvi} will serve as the foundation for this whole-of-government initiative and will allow us to monitor progress on our commitments.

To realize progress towards gender equality globally, WAGE will support the Government of Canada in fulfilling international obligations and in continuing to promote gender equality and women’s rights globally. The department will engage international partners and stakeholders to identify opportunities for collaboration and build on international best practices in order to advance our gender equality priorities in Canada. In particular, WAGE will:

- engage with provinces and territories, as well as with civil society organizations on Canada’s Beijing +25 priorities and forward agenda on gender equality
- lead Canada’s participation in the 65th session of the [United Nations Commission on the Status of Women](#)^{xxvii} in 2021
- collaborate with Global Affairs Canada to support Canada’s participation in international summits, Ministerial meetings, and international working groups related to gender equality, and support the implementation of global feminist initiatives

As one of the six federal government departments leading the Government of Canada’s implementation of the 2030 Agenda for Sustainable Development, WAGE will work with Canada’s Sustainable Development Goals (SDGs) Secretariat (Employment and Social Development Canada) and SDG data hub (Statistics Canada) to ensure that the Gender Results Framework aligns with the upcoming Canada’s 2030 Agenda National Strategy and its

indicators. In addition, the department will actively participate and contribute in the Generation Equality Forum, which is a global public, private and civil society partnership, with a view to accelerating progress towards realizing gender equality through concrete and effective actions on SDGs.

WAGE supports the application of Gender-based Analysis Plus (GBA+) across the federal government and the whole-of-government implementation of the Gender Results Framework to put gender equality at the centre of federal decision-making. These actions will contribute to progress on SDG 5 (gender equality) and other gender targets across the SDGs. Moreover, the Federal Action Plan on Gender Equality will help guide progress on SDG 5 domestically.

To tackle persistent gaps in women's equality, WAGE will work with other federal departments to:

- provide more accessible and affordable childcare for Canadians
- improve access to affordable housing to women and girls that meets their needs
- develop a Guaranteed Paid Family Leave program
- implement initiatives to increase the number of women in decision-making positions in public and private sectors

In advancing our priorities, WAGE will engage with Canadians, civil society, other orders of government, advocates, and the private sector. In particular, in 2020–21, the department will focus on collaborating with our partners to:

- undertake and support research and data to inform responsive policies, programs and services
- continue to work through the Forum of FPT Ministers to share knowledge and information on advancing equality for women and girls and to undertake collaborative initiatives to enhance women and girls equality
- co-develop a strategy with young Canadians that engages youth, including Indigenous youth, in order to strengthen attitudes and behaviours that support gender equality

Over the 2020–21 year, WAGE will develop a strategy for youth-led dialogue on gender equality. WAGE will also continue to provide funding for indigenous organizations to foster a dialogue that reflects the cultures and experiences of Indigenous youth. In order to address attitudes that devalue people based on their gender and condone violence, WAGE is engaging with youth about online GBV, and conducting public opinion research to inform a rigorous, intersectional awareness campaign on GBV.

Finally, to raise awareness and encourage action and engagement in conversations to further gender equality, the department will undertake initiatives that promote and commemorate gender equality, including International Day of the Girl, Persons Day and International Women's Day.

Ensuring robust GBA+ throughout federal government decision-making processes

The Government of Canada is committed to using GBA+ in the development of policies, programs and legislation to ensure they are responsive to the needs of all people in Canada. WAGE’s mandate, which includes the promotion of a greater understanding of the intersection of sex, sexual orientation, gender identity and expression with other identity factors, establishes the department as a centre of gender expertise, and reinforces its leadership role in supporting the implementation of GBA+ across the federal government and among our partners.

Over the past three years, WAGE supported the comprehensive integration of GBA+ across federal institutions throughout the policy, legislative, program development and evaluation cycle in collaboration with central agencies. GBA+ is currently required in all Memoranda to Cabinet, Treasury Board submissions, and budget proposals. In addition, GBA+ is taken into account in corporate plans and reports, evaluations, public engagements, and consultations. Moving forward the department will focus on ensuring that rigorous GBA+ is performed on all Cabinet proposals from every department by continuing to provide advice, expertise, oversight and accountability with a view of strengthening GBA+ processes. In addition, WAGE will work with our partners to improve the tracking and reporting of progress on GBA+ and assessing the effectiveness of our work.

In 2020–21, WAGE will also work closely with Finance Canada and Canadian Heritage to improve the quality and scope of GBA+ in future budgets. WAGE will support individual departments in the application of GBA+ in their proposals to Cabinet and as part of the federal Budget process. Finally, WAGE will continue to collaborate with the Canada School of Public Service to deliver the GBA+ Premium Course and will expand the available interactive online GBA+ tools and training guides.

Supporting community action to advance gender equality

A key priority for the Government of Canada is to strengthen diversity and inclusion so that everyone can participate fully as members of Canadian society. WAGE is committed to advancing this priority by supporting community action efforts that recognize the diverse experiences of gender, and address inequality across the country. In 2020–21, WAGE will develop and deliver programming to support projects that address systemic barriers to gender equality, with a particular focus on vulnerable women, including Indigenous women, women with disabilities, members of LGBTQ2 communities, and newcomer, racialized and migrant women. In particular, over the reporting period, WAGE will focus efforts on the following initiatives:

- **LGBTQ2 Community Capacity Fund^{xxviii}**: To address the unique needs and persisting disparities among LGBTQ2 individuals in Canada, Budget 2019 allocated \$20 million in new funding to support the capacity-building and community-level work of Canadian LGBTQ2

organizations. In summer 2019, seven projects were launched to build the initial infrastructure of existing or emerging LGBTQ2 organizations at the national level and to help develop the capacity of local and regional organizations. Over the reporting period, WAGE will continue to develop and implement funding approaches for the LGBTQ2 Community Capacity Fund. It will also continue to liaise with Canadian Heritage on different aspects of the Fund.

- **Funding to Advance Systemic Change for Women’s Equality:** To advance women’s equality in the economic, social and democratic life of Canada, Budget 2019 announced additional investments in the Women’s Program. In spring 2019, the department entered into innovative partnerships with [Community Foundations of Canada](#)^{xxxix}, [Canadian Women’s Foundation](#)^{xxx} and [Grand Challenges Canada](#)^{xxxi} to increase the Government’s investment by encouraging philanthropic matching and extending our reach. In 2020–21, WAGE will undertake a call for proposals to enable further community action to tackle systemic barriers impeding women’s progress, with a particular focus on vulnerable women, including Indigenous women, senior women, women in remote and rural communities, women with disabilities, women-identified members of LGBTQ2 communities, and newcomer, racialized and migrant women.
- **Capacity-Building Call for Proposals:** With the \$100 million investment announced in Budget 2018, the [Capacity-Building Call for Proposals](#)^{xxxii} allowed WAGE to fund women’s organizations and Indigenous organizations in order to help address organizational capacity needs, including skills development, strategic planning, partnerships and network development, and sustainability planning.

Gender-based analysis plus

WAGE is the lead federal department responsible for advancing gender equality, including with respect to sex, sexual orientation, gender identity and expression. Therefore, gender considerations are fundamental in the design and delivery of all programs and initiatives undertaken as part of our Core Responsibility of Advancing Gender Equality. WAGE has a legislated mandate to promote an intersectional gender lens through the Government-wide implementation of GBA+. This application of an intersectional gender lens will help us to understand better the intersection of sex and gender with other identity factors. These factors include – but are not limited to – race, national and ethnic origin, Indigenous origin or identity, age, sexual orientation, socio-economic condition, place of residence and disability. WAGE continues to support the integration of GBA+ throughout the policy, legislation, and program development and evaluation cycle within the federal government.

In order to ensure access to data and evidence to support GBA+, WAGE is undertaking and funding research and data collection to fill existing knowledge gaps. GBA+ is also applied to all

of our initiatives to engage Canadians and our partners on important topics related to gender equality.

Planned results for Women and Gender Equality Canada

Departmental result	Departmental result indicator	Target	Date to achieve target	2016–17 actual result	2017–18 actual result	2018–19 actual result
The Department's interventions facilitate the advancement of gender equality	Percentage of projects funded by the Department that have an impact on reducing systemic barriers to gender equality	At least 85% ¹	March 2021 ¹	Not available ¹	Not available ²	89%
	Percentage of stakeholders that applied knowledge or resources from the Gender-Based Violence Knowledge Centre	Greater than 75%	To be determined	Not available ²	Not available ²	Not available ³
	Number of partnerships or coalitions with governments, and international, Indigenous, civil society, private sector, women's and equality-seeking organizations	At least 1,200 ¹	March 2021 ¹	Not available ²	Not available ²	1,261
	Number of federal government data and research gaps filled as identified by the Interdepartmental Committee on Gender Equality	Not available ³	Not available ³	Not available ³	Not available ³	Not available
The federal government systematically considers gender equality	Percentage of federal organizations satisfied with the Department's tools and resources to incorporate gender equality considerations into their work	Greater than 68%	March 2021	Not available ²	Not available ²	99%
	Number of major new federal initiatives (e.g. policies and programs) that include specific measures to advance gender equality	At least 50	March 2021	Not available ²	Not available ²	58

¹ Results for this indicator will be collected and reported for the first time through the 2018–19 Departmental Results Report. These results will be used to establish a baseline for this indicator. The target will be set for subsequent fiscal years.

²This performance indicator was included in the Departmental Results Framework starting in 2018–19. Actual results for this performance indicator are not available for previous fiscal years

³This is a new indicator. The baseline will be established in 2019–20. The target and date to achieve target will be set for subsequent fiscal years. Actual results for this performance indicator are not available for previous fiscal year

Financial, human resources and performance information for Women and Gender Equality Canada’s Program Inventory is available in the [GC InfoBase](#).^{xxxiii}

Planned budgetary financial resources for Advancing Gender Equality

2020–21 budgetary spending (as indicated in Main Estimates)	2020–21 planned spending	2021–22 planned spending	2022–23 planned spending
116,149,982	116,149,982	111,332,772	116,362,922

Financial, human resources and performance information for the WAGE’s Program Inventory is available in the [GC InfoBase](#).^{xxxiv}

Planned human resources for Advancing Gender Equality

2020–21 planned full-time equivalents	2021–22 planned full-time equivalents	2022–23 planned full-time equivalents
222	231	224

Financial, human resources and performance information for the WAGE’s Program Inventory is available in the [GC InfoBase](#).^{xxxv}

Internal Services: planned results

Description

Internal Services are those groups of related activities and resources that the federal government considers to be services in support of Programs and/or required to meet corporate obligations of an organization. Internal Services refers to the activities and resources of the 10 distinct services that support Program delivery in the organization, regardless of the Internal Services delivery model in a department. These services are:

- ▶ Management and Oversight Services
- ▶ Communications Services
- ▶ Legal Services
- ▶ Human Resources Management Services
- ▶ Financial Management Services
- ▶ Information Management Services
- ▶ Information Technology Services
- ▶ Real Property Management Services
- ▶ Materiel Management Services
- ▶ Acquisition Management Services

Planning highlights

Additional funding received over the past three years has resulted in increases to the organizational workforce, which has more than doubled from 113 full-time equivalents in 2016–17 to 321 planned full-time equivalents in 2020–21. These resources will strengthen the organization’s capacity to address long-standing socio-cultural and economic issues that contribute to gender inequality, and better support the Minister’s mandate and the Government’s commitment to advancing gender equality.

Over the reporting period, the department’s internal services functions will continue to build organizational capacity by:

- Implementing the new organizational structure.
- Attracting, accommodating and retaining a highly qualified workforce.
- Implementing a comprehensive governance approach to serve the expanded organizational structure.

Planned budgetary financial resources for Internal Services

2020–21 budgetary spending (as indicated in Main Estimates)	2020–21 planned spending	2021–22 planned spending	2022–23 planned spending
13,657,716	13,657,716	13,814,023	13,800,664

Planned human resources for Internal Services

2020–21 planned full-time equivalents	2021–22 planned full-time equivalents	2022–23 planned full-time equivalents
99	101	98

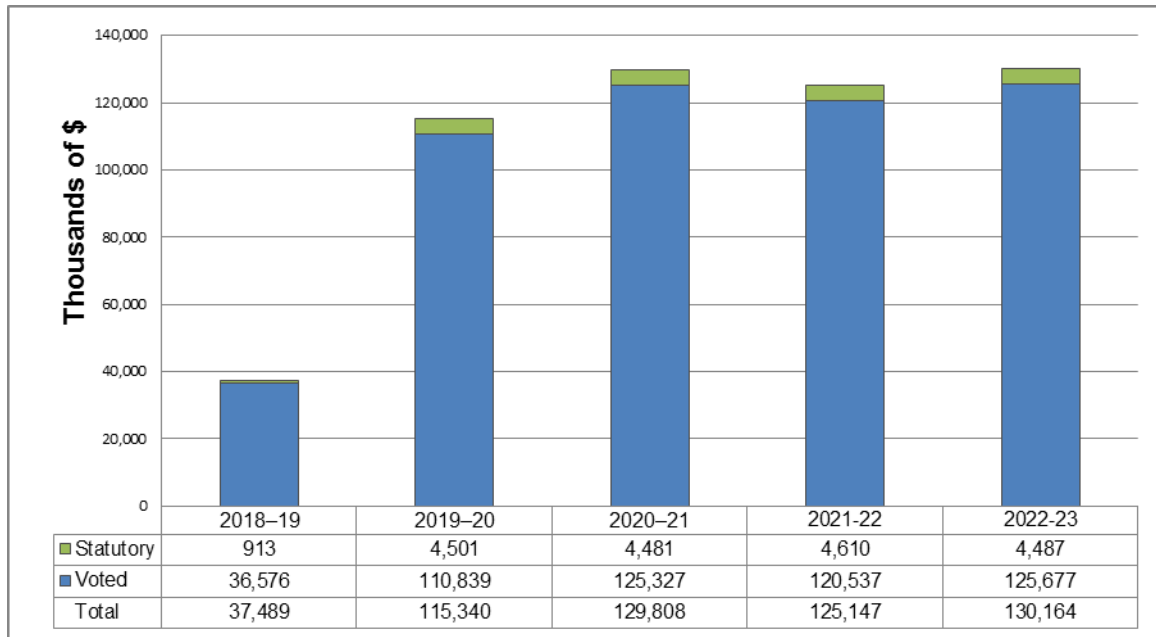
Spending and human resources

This section provides an overview of the department’s planned spending and human resources for the next three consecutive fiscal years, and compares planned spending for the upcoming year with the current and previous years’ actual spending.

Planned spending

Departmental spending 2018–19 to 2022–23

The following graph presents planned (voted and statutory) spending over time.



Budgetary planning summary for core responsibilities and Internal Services (dollars)

The following table shows actual, forecast and planned spending for each of WAGE’s core responsibilities and Internal Services for the years relevant to the current planning year.

Core responsibilities and Internal Services	2017–18 expenditures	2018–19 expenditures	2019–20 forecast spending	2020–21 budgetary spending (as indicated in Main Estimates)	2020–21 planned spending	2021–22 planned spending	2022–23 planned spending
Advancing Gender Equality	n/a	31,326,456	102,019,328	116,149,982	116,149,982	111,332,772	116,362,922
Subtotal	n/a	31,326,456	102,019,328	116,149,982	116,149,982	111,332,772	116,362,922
Internal Services	n/a	6,162,713	13,320,346	13,657,716	13,657,716	13,814,023	13,800,664
Total	n/a	37,489,169	115,339,674	129,807,698	129,807,698	125,146,795	130,163,586

The Department for Women and Gender Equality was created on December 13, 2018, therefore, there are no expenditures for 2017–18 and expenditures for 2018–19 are only for the period of December 13, 2018 to March 31, 2019.

The increase in planned spending for 2020–21 and 2022–23 are primarily due to new ongoing and time-limited funding received in Budget 2019 for advancing gender equality in Canada and for capacity building and community level work of Canadian LGBTQ2 organizations.

The decrease in planned spending for 2021–22 is primarily attributable to time-limited Budget 2018 funding to support the sustainability of women’s and equality-seeking organizations through the Women’s Program, and time-limited funding for the Commemoration Fund.

Planned human resources

The following table shows actual, forecast and planned full-time equivalents (FTEs) for each core responsibility in WAGE’s departmental results framework and for Internal Services for the years relevant to the current planning year.

Human resources planning summary for core responsibilities and Internal Services

Core responsibilities and Internal Services	2017–18 actual full-time equivalents	2018–19 actual full-time equivalents	2019–20 forecast full-time equivalents	2020–21 planned full-time equivalents	2021–22 planned full-time equivalents	2022–23 planned full-time equivalents
Advancing Gender Equality	n/a	47	194	222	231	224
Subtotal	n/a	47	194	222	231	224
Internal Services	n/a	29	95	99	101	98
Total	n/a	76	289	321	332	322

The variance between 2018–19 and future years is due to the creation of the Department for Women and Gender Equality on December 13, 2018. The increase in full-time equivalents starting in 2019–20 is due to an increase in funding received through Budget 2019. The variation in requirements for full-time equivalents are attributable to new funding and time-limited initiatives that are set to end.

Estimates by vote

Information on WAGE’s organizational appropriations is available in the [2019–20 Main Estimates](#).^{xxxvi}

Condensed future-oriented statement of operations

The condensed future-oriented statement of operations provides an overview of WAGE’s operations for 2019–20 to 2020–21.

The amounts for forecast and planned results in this statement of operations were prepared on an accrual basis. The amounts for forecast and planned spending presented in other sections of the Departmental Plan were prepared on an expenditure basis. Amounts may therefore differ.

A more detailed future-oriented statement of operations and associated notes, including a reconciliation of the net cost of operations to the requested authorities, are available on the department’s [website](#).^{xxxvii}

Condensed future-oriented statement of operations for the year ending March 31, 2021 (dollars)

Financial information	2019–20 forecast results	2020–21 planned results	Difference (2020–21 planned results minus 2019–20 forecast results)
Total expenses	123,642,000	134,228,000	10,586,000
Total revenues	-	-	-
Net cost of operations before government funding and transfers	123,642,000	134,228,000	10,586,000

The difference between 2020–21 planned results and 2019–20 forecast results is primarily attributable to additional funding obtained for 2020–21 to:

- enhance the Women’s Program and support the sustainability of women’s and equality-seeking organizations
- build capacity and community level work of Canadian LGBTQ2 organizations

Corporate information

Organizational profile

Appropriate minister: The Honourable Maryam Monsef

Institutional head: Guylaine Roy

Women and Gender Equality Canada (effective December 13, 2018):

Ministerial portfolio: Department for Women and Gender Equality

Enabling instrument: *Department for Women and Gender Equality Act*

Year of incorporation / commencement: 2018

Raison d’être, mandate and role: who we are and what we do

The “Raison d’être, mandate and role: who we are and what we do” section is available on Women and Gender Equality Canada’s [website](#).^{xxxviii}

For more information on the department’s organizational mandate letter commitments, see the “[Minister’s mandate letter](#)”^{xxxix}.

Operating context

Information on operating context and key risks is available on Women and Gender Equality Canada’s [website](#).^{xl}

Reporting Framework

WAGE’s approved Departmental Results Framework and Program Inventory for 2020–21 are as follows.

Graphical presentation of Departmental Results Framework and Program Inventory

Departmental Results Framework	Core Responsibility: Advancing Gender Equality		Internal Services
	Departmental Result 1: The Department’s interventions facilitate the advancement of gender equality	Indicator 1: Percentage of projects funded by the Department that have an impact on reducing systemic barriers to gender equality	
		Indicator 2: Percentage of stakeholders that applied knowledge or resources from the Gender-Based Violence Knowledge Centre	
		Indicator 3: Number of partnerships or coalitions with governments, and international, Indigenous, civil society, private sector, women’s and equality-seeking organizations	
		Indicator 4: Number of federal government data and research gaps filled as identified by the Interdepartmental Committee on Gender Equality	
	Departmental Result 2: The federal government systematically considers gender equality	Indicator 5: Percentage of federal organizations satisfied with the Department’s tools and resources to incorporate gender equality considerations into their work	
Indicator 6: Number of major new federal initiatives (for example, policies and programs) that include specific measures to advance gender equality			
Program Inventory	Program: Expertise and Outreach		
	Program: Community Action and Innovation		

Supporting information on the program inventory

Financial, human resources and performance information for WAGE’s Program Inventory is available in the [GC InfoBase](#).^{xli}

Supplementary information tables

The following supplementary information tables are available on WAGE’s [website](#)^{xliii}:

- ▶ Departmental Sustainable Development Strategy
- ▶ Details on transfer payment programs
- ▶ Gender-based analysis plus
- ▶ Horizontal initiatives

Federal tax expenditures

Women and Gender Equality Canada’s Departmental Plan does not include information on tax expenditures that relate to its planned results for 2020–21. Tax expenditures are the responsibility of the Minister of Finance, and the Department of Finance Canada publishes cost estimates and projections for government-wide tax expenditures each year in the [Report on Federal Tax Expenditures](#).^{xliiii} This report provides detailed information on tax expenditures, including objectives, historical background and references to related federal spending programs, as well as evaluations, research papers and gender-based analysis. The tax measures presented in this report are solely the responsibility of the Minister of Finance.

Organizational contact information

For financial information, contact:

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For other information, contact:

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Appendix: definitions

appropriation (crédit)

Any authority of Parliament to pay money out of the Consolidated Revenue Fund.

budgetary expenditures (dépenses budgétaires)

Operating and capital expenditures; transfer payments to other levels of government, organizations or individuals; and payments to Crown corporations.

core responsibility (responsabilité essentielle)

An enduring function or role performed by a department. The intentions of the department with respect to a core responsibility are reflected in one or more related departmental results that the department seeks to contribute to or influence.

Departmental Plan (plan ministériel)

A report on the plans and expected performance of a department over a 3-year period. Departmental Plans are tabled in Parliament each spring.

departmental priority (priorité ministérielle)

A plan or project that a department has chosen to focus and report on during the planning period. Departmental priorities represent the things that are most important or what must be done first to support the achievement of the desired departmental results.

departmental result (résultat ministériel)

A consequence or outcome that a department seeks to achieve. A departmental result is often outside departments' immediate control, but it should be influenced by program-level outcomes.

departmental result indicator (indicateur de résultat ministériel)

A factor or variable that provides a valid and reliable means to measure or describe progress on a departmental result.

departmental results framework (cadre ministériel des résultats)

A framework that consists of the department's core responsibilities, departmental results and departmental result indicators.

Departmental Results Report (rapport sur les résultats ministériels)

A report on a department's actual accomplishments against the plans, priorities and expected results set out in the corresponding Departmental Plan.

experimentation (expérimentation)

The conducting of activities that seek to first explore, then test and compare, the effects and impacts of policies and interventions in order to inform evidence-based decision-making, and improve outcomes for Canadians, by learning what works and what doesn't. Experimentation is related to, but distinct from innovation (the trying of new things), because it involves a rigorous comparison of results. For example, using a new website to communicate with Canadians can be an innovation; systematically testing the new website against existing outreach tools or an old website to see which one leads to more engagement, is experimentation.

full-time equivalent (équivalent temps plein)

A measure of the extent to which an employee represents a full person-year charge against a departmental budget. Full-time equivalents are calculated as a ratio of assigned hours of work to scheduled hours of work. Scheduled hours of work are set out in collective agreements.

gender-based analysis plus (GBA+) (analyse comparative entre les sexes plus [ACS+])

An analytical process used to assess how diverse groups of women, men and gender-diverse people experience policies, programs and services based on multiple factors including race, ethnicity, religion, age, and mental or physical disability.

horizontal initiative (initiative horizontale)

An initiative in which two or more federal organizations are given funding to pursue a shared outcome, often linked to a government priority.

non-budgetary expenditures (dépenses non budgétaires)

Net outlays and receipts related to loans, investments and advances, which change the composition of the financial assets of the Government of Canada.

performance (rendement)

What an organization did with its resources to achieve its results, how well those results compare to what the organization intended to achieve, and how well lessons learned have been identified.

performance indicator (indicateur de rendement)

A qualitative or quantitative means of measuring an output or outcome, with the intention of gauging the performance of an organization, program, policy or initiative respecting expected results.

performance reporting (production de rapports sur le rendement)

The process of communicating evidence-based performance information. Performance reporting supports decision-making, accountability and transparency.

plan (plan)

The articulation of strategic choices, which provide information on how an organization intends to achieve its priorities and associated results. Generally a plan will explain the logic behind the strategies chosen and tend to focus on actions that lead up to the expected result.

planned spending (dépenses prévues)

For Departmental Plans and Departmental Results Reports, planned spending refers to those amounts presented in the Main Estimates.

A department is expected to be aware of the authorities that it has sought and received. The determination of planned spending is a departmental responsibility, and departments must be able to defend the expenditure and accrual numbers presented in their Departmental Plans and Departmental Results Reports.

program (programme)

Individual or groups of services, activities or combinations thereof that are managed together within the department and focus on a specific set of outputs, outcomes or service levels.

program inventory (répertoire des programmes)

Identifies all of the department's programs and describes how resources are organized to contribute to the department's core responsibilities and results.

result (résultat)

An external consequence attributed, in part, to an organization, policy, program or initiative. Results are not within the control of a single organization, policy, program or initiative; instead they are within the area of the organization's influence.

statutory expenditures (dépenses législatives)

Expenditures that Parliament has approved through legislation other than appropriation acts. The legislation sets out the purpose of the expenditures and the terms and conditions under which they may be made.

strategic outcome (résultat stratégique)

A long-term and enduring benefit to Canadians that is linked to the organization's mandate, vision and core functions.

target (cible)

A measurable performance or success level that an organization, program or initiative plans to achieve within a specified time period. Targets can be either quantitative or qualitative.

voted expenditures (dépenses votées)

Expenditures that Parliament approves annually through an Appropriation Act. The vote wording becomes the governing conditions under which these expenditures may be made.

Endnotes

- i Strategy to Prevent and Address Gender-Based Violence, <https://cfc-swc.gc.ca/violence/strategy-strategie/index-en.html>
- ii National Strategy to Combat Human Trafficking, <https://www.publicsafety.gc.ca/cnt/rsrscs/pblctns/2019-ntnl-strtyg-hmnn-trffc/index-en.aspx>
- iii Truth and Reconciliation Commission’s Calls to Action, http://trc.ca/assets/pdf/Calls_to_Action_English2.pdf
- iv Calls for Justice, http://www.mmiwg-ffada.ca/wp-content/uploads/2019/06/Calls_for_Justice.pdf
- v Women Deliver 2019 Conference, <https://wd2019.org/>
- vi Canada’s National Housing Strategy, https://www.canada.ca/en/employment-social-development/news/2017/11/backgrounder_canadasnationalhousingstrategy.html
- vii Gender Results Framework, <https://cfc-swc.gc.ca/grf-crrg/index-en.html>
- viii GBA+ centre of expertise, <https://cfc-swc.gc.ca/gba-acs/index-en.html>
- ix Beijing Declaration and Platform for Action, <https://beijing20.unwomen.org/en/about>
- x 2030 United Nations Sustainable Development Goals, <https://www.un.org/sustainabledevelopment/sustainable-development-goals/>
- xi. Backgrounder: Gender Equality and a Strong Middle Class, https://www.fin.gc.ca/n18/data/18-008_1-eng.asp
- xii Gender Results Framework, <https://cfc-swc.gc.ca/grf-crrg/index-en.html>
- xiii It’s Time: Canada’s Strategy to Address and Prevent Gender-Based Violence, <https://www.cfc-swc.gc.ca/violence/index-en.html>
- xiv A Year in Review 2018–2019, <https://cfc-swc.gc.ca/violence/strategy-strategie/report-rapport2019-en.html>
- xv Gender-Based Violence Knowledge Centre online platform, <https://cfc-swc.gc.ca/violence/knowledge-connaissance/index-en.html>
- xvi Courage to Act, <https://www.couragetoact.ca/report>
- xvii Truth and Reconciliation Commission’s (TRC) Calls to Action, http://trc.ca/assets/pdf/Calls_to_Action_English2.pdf
- xviii National Inquiry into Missing and Murdered Indigenous Women and Girls’ Calls for Justice, https://www.mmiwg-ffada.ca/wp-content/uploads/2019/06/Calls_for_Justice.pdf
- xix MMIWG Commemoration Fund, <https://cfc-swc.gc.ca/fun-fin/mmiwg-ffada/about-apropos-en.html>
- xx Gender-Based Violence Program, <https://www.cfc-swc.gc.ca/fun-fin/gbv-vfs/index-en.html>
- xxi. Promising Practices to Support Survivors and Their Families, <https://cfc-swc.gc.ca/fun-fin/cfc-adc/2018-1/index-en.html>
- xxii National Strategy To Combat Human Trafficking 2019–2024, <https://www.publicsafety.gc.ca/cnt/rsrscs/pblctns/2019-ntnl-strtyg-hmnn-trffc/index-en.aspx>
- xxiii Workplace Harassment and Violence Prevention Regulations – What We Heard, <https://www.canada.ca/en/employment-social-development/programs/workplace-health-safety/harassment-consultation/reports/prevention-regulations.html>
- xxiv Initial findings from the Survey of Safety in Public and Private Spaces, <https://www150.statcan.gc.ca/n1/en/catalogue/85-002-X201900100017>
- xxv Survey on Individual Safety in the Postsecondary Student Population (SISPSP), <http://www23.statcan.gc.ca/imdb/p2SV.pl?Function=getSurvey&SDDS=5279>
- xxvi Gender Results Framework, <https://cfc-swc.gc.ca/grf-crrg/index-en.html>
- xxvii Commission on the Status of Women, <https://www.unwomen.org/en/csw>
- xxviii Government of Canada Invests in LGBTQ2 Communities in Québec, <https://www.canada.ca/en/status-women/news/2019/09/government-of-canada-invests-in-lgbtq2-communities-in-quebec.html>
- xxix Community Foundations of Canada, <https://www.communityfoundations.ca/>
- xxx Canadian Women’s Foundation, <https://canadianwomen.org/>
- xxxi Grand Challenges Canada, <https://www.grandchallenges.ca/>
- xxxii Capacity-Building Call for Proposals, <https://cfc-swc.gc.ca/fun-fin/cfp-adp/2018-1/index-en.html>
- xxxiii GC InfoBase, <https://www.tbs-sct.gc.ca/ems-sgd/edb-bdd/index-eng.html#start>
- xxxiv GC InfoBase, <https://www.tbs-sct.gc.ca/ems-sgd/edb-bdd/index-eng.html#start>
- xxxv GC InfoBase, <https://www.tbs-sct.gc.ca/ems-sgd/edb-bdd/index-eng.html#start>

- xxxvi. 2018–19 Main Estimates, <https://www.canada.ca/en/treasury-board-secretariat/services/planned-government-spending/government-expenditure-plan-main-estimates.html>
- xxxvii. Raison d’être, mandate and role: who we are and what we do, <https://cfc-swc.gc.ca/trans/account-resp/pr/dpr-rmr/1819/index-en.html>
- xxxviii. Raison d’être, mandate and role: who we are and what we do, <https://cfc-swc.gc.ca/trans/account-resp/pr/dpr-rmr/1819/index-en.html>
- xxxix. Minister’s mandate letter, <https://pm.gc.ca/en/mandate-letters/2019/12/13/minister-women-and-gender-equality-and-rural-economic-development>
- xl. Operating context and key risks, <https://cfc-swc.gc.ca/trans/account-resp/pr/dpr-rmr/1819/index-en.html>
- xli. GC InfoBase, <https://www.tbs-sct.gc.ca/ems-sgd/edb-bdd/index-eng.html>
- xlii. Supplementary information tables: <https://cfc-swc.gc.ca/trans/account-resp/pr/dpr-rmr/1819/index-en.html>
- xliii. Report on Federal Tax Expenditures, <http://www.fin.gc.ca/purl/taxexp-eng.asp>