



Women and Gender
Equality Canada

Femmes et Égalité
des genres Canada

Women and Gender Equality Canada 2024-25 Departmental Results Report

A handwritten signature in black ink, appearing to read 'Rechie Valdez', positioned above a horizontal line.

The Honourable Rechie Valdez, P.C., M.P.

Minister of Women and Gender Equality and Secretary
of State (Small Business and Tourism)

Canada

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Women and Gender Equality Canada's 2024-25 Departmental results report

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At a glance

This departmental results report details Women and Gender Equality Canada's (WAGE) actual accomplishments against the plans, priorities and expected results outlined in its [2024–25 Departmental Plan](#).

- [Vision, mission, raison d'être and operating context](#)

Key priorities

WAGE identified the following key priorities for 2024-25:

- Promoting and advancing women and gender equality
- Leading and advancing Gender-based Analysis Plus (GBA Plus) implementation throughout the Government of Canada
- Preventing and addressing Gender-Based Violence (GBV)
- Promoting and advancing 2SLGBTQI+ equality

Highlights for WAGE in 2024-25

- Total actual spending (including internal services): \$368,962,159
- Total full-time equivalent staff (including internal services): 418

For complete information on WAGE’s total spending and human resources, read the [Spending and human resources section](#) of its full departmental results report.

Summary of results

The following provides a summary of the results the department achieved in 2024-25 under its main areas of activity, called “core responsibilities.”

Core responsibility 1: Advancing gender equality

Actual spending: \$346,440,898

Actual full-time equivalent staff: 272

In 2024-25, WAGE advanced gender equality for women, girls, and 2SLGBTQI+ people by undertaking concrete action and delivering results, while supporting the government-wide commitment to invest in areas that matter most to Canadians. The Department delivered in the context of its [key roles as convener, knowledge broker, and capacity builder](#), and by engaging and collaborating with partners and stakeholders. WAGE led and coordinated Canada’s engagement in key international forums to advance gender equality for Canada and globally. The Department advanced GBA Plus implementation across the federal government by enhancing access to GBA Plus resources, increasing awareness and engagement on the GBA Plus approach, and providing advice on intersectional application of GBA Plus. WAGE continued to implement the [National Action Plan to End Gender-Based Violence](#) (GBV) and funded GBV organizations to develop promising practices, conduct community-based research, support survivors, and provide prevention programming. The Department also continued piloting the [Menstrual Equity Fund](#) in partnership with Food Banks Canada. WAGE continued to lead and implement the [Federal 2SLGBTQI+ Action Plan](#) and provided key advice, research, analysis, and knowledge mobilization on 2SLGBTQI+ topics. In 2024-25, WAGE provided \$1.5 million to Fierté Canada Pride and will provide the same amount in 2025-26 to support the security needs of Pride festivals across the country. The Department also provided funding through the 2SLGBTQI+ Community Capacity Fund and 2SLGBTQI+ Projects Fund to support, protect, and build the capacity of 2SLGBTQI+ communities. To increase awareness and empower action around issues of gender-based violence and discrimination against 2SLGBTQI+ communities, WAGE launched the [It’s Not Just](#) and [Unity](#) awareness campaigns, delivered GBA Plus Awareness Week, and hosted events throughout the fiscal year, which promoted knowledge and acceptance, and broke down stigma and discrimination.

For more information on WAGE’s [advancing gender equality](#) read the ‘Results – what we achieved’ section of its departmental results report.

From the Minister

As Minister of Women and Gender Equality, I’m pleased to share the 2024–25 Departmental Results Report for Women and Gender Equality Canada (WAGE). This report highlights the actions the Department has taken in the past year to advance gender equality in Canada and deliver results, while supporting the government-wide commitment to invest in areas that matter most to Canadians.

Building the strongest economy in the G7 and positioning Canada for success in an increasingly turbulent and divided world requires enabling the full and equal participation of women and gender diverse people. As a convener, knowledge broker, and capacity builder, WAGE collaborates with other

federal government departments and agencies, national Indigenous leaders and representatives, provinces and territories, women and 2SLGBTQI+ civil society organizations, and communities nationwide to dismantle the barriers that prevent women, girls, and 2SLGBTQI+ people from fully participating in Canada's social, economic, and political life.

Gender-based Analysis (GBA) Plus is a tool for shaping policies that reflect real people, their identities, realities, and lived experiences. In 2024–25, WAGE launched a new governance framework to strengthen collaboration across federal departments and created the GBA Plus Resource Centre, a hub for tools and best practices. We also partnered with Statistics Canada on Canada's first [Disaggregated Data Action Plan](#), securing the inclusion of gender identity and sexual orientation questions in national surveys. These initiatives help close gaps in income, employment, and services.

Together with the provinces and territories, we led work to eliminate gender-based violence (GBV). More than [11 million](#) people aged 15 and over have experienced intimate partner violence at least once (6.2 million women and 4.9 million men). Through the [National Action Plan to End Gender-Based Violence](#), we supported community organizations to deliver prevention programs, survivor services, and research. WAGE also partnered with Statistics Canada to strengthen data on safety and gender-related homicide and expanded the [It's Not Just](#) gender-based violence youth awareness campaign, equipping 73,000 individuals with information to change attitudes and empower action.

In a time of escalating threats and discrimination against 2SLGBTQI+ communities, protecting and advancing 2SLGBTQI+ rights, at home and abroad, is more urgent than ever. WAGE has led and supported initiatives across the six priorities of the [Federal 2SLGBTQI+ Action Plan](#), including helping 2SLGBTQI+ entrepreneurs overcome barriers to starting and growing their businesses through the 2SLGBTQI+ Entrepreneurship Program and advancing human rights for LGBTQ2I people in developing countries through the LGBTQ2I International Assistance Program.

Guided by our efforts to advance disaggregated data and evidence-based policymaking through the \$7.7 million 2SLGBTQI+ Data Strategy, our expert advice helped shape national strategies on [public health](#) and [combatting hate](#). WAGE also invested over \$23 million in community organizations and Pride festivals to enhance safety and strengthen networks, while the [Unity](#) anti-stigma campaign challenged discrimination and promoted inclusion, engaging over 100,000 people across Canada.

In our capacity builder role, WAGE implemented the [Women's Capacity Fund](#), and the [Women's Economic and Leadership Opportunities Fund](#), supporting over 300 organizations to implement projects that address the systemic barriers to gender equality. WAGE also led and coordinated Canada's engagement in key international forums, including the [United Nations Commission on the Status of Women](#) and initiatives to support Canada's G7 Presidency, so Canada's voice remained strong in advancing women's rights and empowerment worldwide. WAGE also provided \$22.2 million in funding through the 2SLGBTQI+ Community Capacity Fund and Projects Fund to support 159 projects to build the capacity of 2SLGBTQI+ community organizations and networks and to support projects to protect rights and advance equality across Canada.

We also continued the [Menstrual Equity Fund national pilot](#) in partnership with Food Banks Canada, providing free access to menstrual products, increasing education about period poverty, and reducing stigma around menstruation. Period poverty is a barrier to gender equality, impacting participation in

the workplace, dignity, and opportunity. Since 2023, over 72.7 million products have been distributed, with more than 3.5 million instances of people accessing products.

Progress has been made, but women, girls, and 2SLGBTQI+ people still face barriers, from poverty and discrimination to unequal access to leadership opportunities and ongoing pay disparities.

Equitable workplaces and policies, and strong communities don't happen by chance; they're built through collective action. Progress happens when opportunity is fair and accessible, and that's how we build a stronger, more resilient Canada for everyone.



The Honourable Rechie Valdez

Minister of Women and Gender Equality and Secretary of State (Small Business and Tourism)

Results – what we achieved

Core responsibilities and internal services

- [Core responsibility 1: Advancing gender equality](#)
- [Internal services](#)

Core responsibility 1: Advancing gender equality

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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.

Quality of life impacts

There are three domains and five subdomains under the [Quality of Life Framework for Canada](#) that align with WAGE’s core responsibility. The five indicators for these domains and subdomains that WAGE’s activities will serve are outlined below, by subdomain.

Safety and security and Justice and human rights

WAGE’s activities to prevent and address GBV are expected to help reduce the violence that women, girls, 2SLGBTQI+ people, and people with other intersecting identity factors experience. Therefore, WAGE expects that these activities will directly impact the indicator “Victimization” under the “Safety and security” subdomain of “Good governance.” These activities will also contribute to the headline indicator “Discrimination and unfair treatment” under the subdomain “Justice and human rights,” also within “Good governance.”

In 2024-25, WAGE analyzed 91 project final reports related to ending violence against women and girls. An example of a project that advanced this work at the local level is the *Muslim Women: Breaking Down Barriers for Gender Equality* (Healthy Muslim Families Inc.) project in Manitoba. This project involved conducting a research and gap analysis of GBV in the Muslim community, establishing a Muslim Women GBV advisory committee, community engagement with stakeholders, forming a Muslim Women Career Advancement committee, and developing a culturally appropriate, anti-racist, and trauma-informed healing and empowerment program. The project resulted in the creation of numerous resources, including toolkits, guides, and strategies. The work of the project was also used by a Manitoba MLA to assist with a Bill being drafted on Intimate Partner Violence. Work continues, and Healthy Muslim Families Inc. is collaborating with community partners to build on the results achieved.

Working Together to Combat the Rise of Anti-2SLGBTQIA+ Hate (Fierté Canada Pride): This project allowed Fierté Canada Pride to fund 60 pride festivals and events across Canada to increase their safety and security. 84% of funding recipients were rural, small, and/or remote pride organizers and community groups. Funding allowed organizations to implement comprehensive safety plans so that attendees, staff, and volunteers felt secure and well-supported throughout the events. Recipients highlighted how funding made the difference between cancelling events and being able to safely proceed. As a result, this project not only protected Pride events – it amplified visibility, strengthened communities, and fostered nationwide solidarity.

WAGE's activities to make Canadian society more inclusive are also expected to contribute to improvements in the "Shared values" indicator. It is under the "Culture and identity" subdomain of "Society."

Economic security and deprivation

WAGE works to remove barriers to economic participation and empowerment for women, girls, 2SLGBTQI+ people, and people with other intersecting identity factors. Therefore, WAGE's activities contribute to the headline indicator "Poverty" under the "Economic security and deprivation" subdomain of "Prosperity."

In 2024-25, WAGE analyzed 121 project final reports related to improving economic security and prosperity for women and girls. Below are examples of how projects achieved this at the local level.

- *Women Breaking Barriers* (Times Change Women's Employment Service Inc.): This project involved 139 employers who participated in the initiative to make their male-dominated workplace more inclusive by recruiting, retaining, and/or promoting women. Several employers identified that they were applying what they acquired from the program, changing their policies or practices. Moreover, 32 employers continued this work beyond the program, further updating their policies, improving their recruitment efforts, and educating their staff on diversity, equity and inclusion concepts.
- *Leveraging Public Sector Procurement Policies to Expand Opportunities for Women in Engineering* (Ontario Society of Professional Engineers [OSPE]): This project developed a social procurement model for public sector procurement policies related to engineering services. Social procurement uses procurement practices to achieve societal benefits beyond just exchanging goods or services. By the end of the project, several Ontario municipalities had committed to adopting parts of the OSPE's recommendations in their own social procurement policies. Additionally, a partnership was formed with Public Services and Procurement Canada, where OSPE's resources were being used to support federal policy development. These outcomes demonstrate the project's impact and how its results are being integrated into policy at various levels.
- *Community and Indigenous Outreach Project* (The Elizabeth Fry Society of Northern Alberta): This project fostered meaningful work and volunteer experience in Bonnyville and Fort McMurray for women exiting prison. This involved upgrading the practices within corporations to overlook or see beyond criminal records. Additionally, through partnerships with community libraries across Northern Alberta, there are now resources available to assist criminalized individuals, including job search with a criminal record, obtaining record suspensions, and knowing one's rights as a tenant.

Democracy and institutions

Finally, WAGE works to have more women, girls, 2SLGBTQI+ people, and people with other intersecting identity factors in leadership positions. Therefore, WAGE expects its activities will contribute to the "Representation in senior leadership positions" indicator, under the "Democracy and institutions" subdomain of "Good governance."

In 2024-25, WAGE analyzed 92 project final reports related to encouraging women and girls in leadership and decision-making roles. Below are examples of how projects achieved this at the local level.

- *Working together for equality* (Leadership féminin Prescott-Russell): This project focused on women’s participation in decision-making tables in politics and governance. The organization increased the representation of women on municipal councils in the region by 4%, with two out of eight of Prescott-Russell's municipalities now having parity on council.
- *Together, for greater diversity within agricultural bodies* (Fédération des agricultrices du Québec): This project worked to address persistent issues limiting women’s involvement in agricultural bodies. Eight provincial organizations (out of 37) of the Union des Producteurs Agricoles (UPA) overseeing 43 different regional/local unions participated in the program. During the project, the agricultural organization Sollio Cooperative Group developed a working group on diversity, equity, and inclusion within its structure. Nearly 650 directors from these organizations participated, supporting the process and attaching importance to changing their practices to reduce systemic barriers for women in their organization. In addition, the UPA adopted a concrete plan on gender diversity and the next generation of unions, which is now one of its priority issues.

Progress on results

This section details the department’s performance against its targets for each departmental result under Core responsibility 1: Advancing gender equality.

Table 1: The Department’s interventions facilitate the advancement of gender equality

Table 1 shows the target, the date to achieve the target and the actual result for each indicator under the Department’s interventions facilitate the advancement of gender equality in the last three fiscal years.

Departmental Result Indicator	Target	Date to achieve target	Actual Results
Percentage of projects funded by the Department that have an impact on reducing systemic barriers to gender equality	At least 50%	March 2025	2022–23: 48% 2023–24: 58% 2024–25: 58.7%
Percentage of stakeholders that applied knowledge or resources from the Gender-Based Violence Knowledge Centre	At least 76%	March 2025	2022–23: 90% 2023–24: 94% 2024–25: 94%
Number of partnerships or coalitions with governments, and international, Indigenous, civil society, private sector, women's and equality-seeking organizations	At least 1,450	March 2025	2022–23: 2,221 2023–24: 1,544

Departmental Result Indicator	Target	Date to achieve target	Actual Results
			2024–25: 3,776 ¹
Number of federal government data and research gaps filled as identified by the Interdepartmental Committee on Gender Equality	At least 26	March 2025	2022–23: 34 2023–24: 50 2024–25: 23 ²

Table 2: The federal government systematically considers gender equality
 Table 2 shows the target, the date to achieve the target and actual result for each indicator under the federal government systematically considers gender equality in the last three fiscal years.

Departmental Result Indicator	Target	Date to achieve target	Actual Results
Percentage of federal organizations satisfied with the Department's tools and resources to incorporate gender equality considerations into their work	At least 69%	March 2025	2022–23: 81% 2023–24: 68% ³ 2024–25: 72%
Number of major new federal initiatives (e.g., policies and programs) that include specific measures to advance gender equality	At least 58	March 2025	2022–23: 63 2023–24: 86 2024–25: Not available

The [Results section of the Infographic for WAGE on GC Infobase page](#) provides additional information on results and performance related to its program inventory.

Details on results

The following section describes the results for advancing gender equality in 2024–25 compared with the planned results set out in WAGE’s departmental plan for the year.

In accordance with its key roles of convener, knowledge broker, and capacity builder, WAGE took concrete action in 2024-25 to advance equality outcomes for women, girls, and 2SLGBTQI+ people in Canada.

The Department’s interventions facilitate the advancement of gender equality

Results achieved

¹ WAGE supported activities in 2024-25 that resulted in an expansion in the number of instances of direct and indirect partnerships. These included the Menstrual Equity Fund, the GBV National Action Plan, Pride Security and support for Crisis Hotlines.
² Fewer research projects were undertaken in 2024-25 than in previous years.
³ Since the new set of tools and resources was developed in 2021, and in keeping with a greater government-wide focus on GBA Plus, WAGE notes that many departments and organizations have created their own tailored tools. These reflect increased capacity and context-specific needs.

- Promoting and advancing women and gender equality.
 - In its capacity builder role, WAGE implemented the \$100 million [Women's Economic and Leadership Opportunities Fund](#), supporting over 160 organizations to launch or scale up projects that address or remove the systemic barriers to gender equality. Funded projects worked to change gender norms and attitudes, change policies and practices to address sexism, and increase women's representation as leaders and decision-makers.
 - Implemented the \$40 million [Women's Capacity Fund](#), funding over 170 women's organizations to help them establish partnerships and formal networks, develop strategic and financial plans, and improve technical skills and tools for more effective organizational management, to help increase participation of women in Canada's economic, social, and democratic life.
 - Provided \$6.9 million in funding to Food Banks Canada in 2024-25 to continue the Menstrual Equity Fund pilot, providing free access to menstrual products and increasing education and awareness and reducing stigma. Analyzed reporting to inform planning for continued implementation and approach for future policy considerations.
 - As a convener, WAGE played a key role in supporting the 42nd Annual Federal-Provincial-Territorial (FPT) Forum of Ministers Responsible for the Status of Women in July 2024, which deepened its engagement with National Indigenous Leaders and Representatives (NILRs) to better understand the distinct priorities of Indigenous women, girls, and 2SLGBTQI+ people. These engagements informed the development and refinement of jurisdictional and collective initiatives, for cultural relevance, inclusivity, and impact.
 - The Department renewed the membership of the Indigenous Women's Circle (IWC), which began discussions on its priorities and engagement strategy for the 2025-26 term, to consider Indigenous perspectives in federal gender equality initiatives.
 - WAGE engaged with domestic and international partners to advance gender equality for Canada and globally.
 - In partnership with stakeholders, led the development of [Canada's Fifth National Review on the implementation of the Beijing Declaration and Platform for Action](#) and the outcomes of the 23rd Special Session of the General Assembly.
 - Led and coordinated Canada's engagement in international forums (e.g., the 69th Session of the United Nations Commission on the Status of Women [UNCSW69], the 89th Session of the United Nations Committee on the Elimination of Discrimination Against Women). Represented Canada's gender equality priorities on the global stage, helping to shape multilateral commitments on advancing women's rights and empowerment worldwide.
 - Being a knowledge broker, provided input into international agreements, documents, and reports (e.g., the [Political Declaration adopted at UNCSW69](#), the [G20 Rio de Janeiro Leaders' Declaration](#)), to uphold and advance gender equality, 2SLGBTQI+ human rights and values and stop regression on human rights.

- Participated in interdepartmental working groups, supporting gender equality efforts across government to integrate the perspectives of women and girls, including Indigenous women and 2SLGBTQI+ people. This approach strengthened Canada’s domestic and international policy coherence and responsiveness.
- Published six issues of WAGE’s Equality Matters newsletter to raise awareness about commemorative events, highlight Equality in Action articles, funding announcements, and other government initiatives. Through promotional activities and social media platforms, subscribers grew from approximately 3,300 to 4,000, an increase of 700 over the year.

In 2024-25, WAGE continued the Menstrual Equity Fund (MEF) pilot. More than 72.7 million products were distributed since 2023, with over 3.5 million instances of individuals accessing products. The following comments from participating organizations highlight the multifaceted impact of the MEF:

- One organization reported that 100% of their participants “live rurally and experience low income, food insecurity, and barriers with transportation. Having a regular supply of menstrual products helped boost mental health, hygiene and peace of mind for all clients. The biggest barrier faced with clients is being unable to afford a necessity like menstrual products, and being forced to choose between menstrual hygiene and having their food needs met.”
- Another organization reported that “Menstruation is a natural part of life, yet it can be stigmatized and cause embarrassment or shame, especially for those who struggle to afford menstrual products. By ensuring access to these items, we help restore dignity and confidence to individuals... [and] contribute to promoting better health outcomes for those in need. [T]he cumulative effect of consistent access to menstrual products contributes to an improved quality of life over time.”

- Preventing and addressing GBV.
 - Continued to lead the implementation of the [National Action Plan to End Gender-Based Violence](#). In its role as a convener, WAGE developed and published the [2023-2024 Annual Progress Report on the National Action Plan to End Gender-Based Violence](#), highlighting the actions taken by jurisdictions in the first year of implementation of their respective bilateral agreements under the Action Plan.
 - Being a capacity builder, WAGE funded organizations in the GBV sector to address gaps in support for underserved and at-risk populations and provide them with more well-adapted resources. As of March 2025, 120 organizations received \$22.5 million to develop promising practices and undertake community-based research. These projects are supporting survivors, engaging men and boys as allies in the prevention of GBV, addressing human trafficking, and generating knowledge to better address the needs of those most impacted by GBV.
 - As a knowledge broker, WAGE collaborated with Statistics Canada to:

- Carry out the second cycle of the Survey of Safety in Public and Private Spaces. Contributed to making survey content responsive to emerging forms of GBV, strengthening Canada’s evidence base on GBV.
 - Advance the Femicide Information System. Built a comprehensive national picture of femicide and gender-related homicide through the integration of police, court, and demographic data, strengthening Canada’s capacity to understand and respond to gender-based homicides.
 - Launched another phase of the [It’s Not Just](#) awareness campaign in April 2024, which seeks to empower youth to call out and help end the behaviours and attitudes contributing to GBV, by providing them with the support needed to get help for themselves or people they know. Campaign achievements included:
 - Over 4,600 printed materials (posters, fact sheets, mirror clings, stickers) were distributed to over 85 secondary and post-secondary institutions across Canada to engage youth and young people about the campaign and GBV.
 - Over 73,000 unique visitors to all It’s Not Just webpages during the fiscal year.
 - 42% of all visits to the English website and 27% of visits to the French website resulted in the download of one or more [learning modules](#) designed to expand one’s understanding of GBV – one of the campaign’s main resources.
 - Mobilized knowledge through the GBV Knowledge Centre.
 - Held five events on topics including GBV and Youth (highlighting the It’s Not Just awareness campaign), the GBV GCXchange webpage, GBV and Sport, Economic Abuse, and Teen Dating Violence and Technology-facilitated GBV. The events promoted projects and research, shared resources and tools, and highlighted support services. There were 922 participants from federal government employees, provincial and territorial partners, Indigenous partners, stakeholders, and civil society organizations.
 - Launched the GBV Knowledge Centre GCXchange webpage to share knowledge, tools, and resources among federal employees collaborating to prevent and address GBV. Introduced in October 2024, the webpage received over 7,500 views in its first year.
- Promoting and advancing 2SLGBTQI+ equality.
 - Released a progress report on the implementation of the Federal 2SLGBTQI+ Action Plan, outlining the Government of Canada’s actions and progress in the first two years of the Action Plan across the six priority areas.
 - Brokered knowledge and provided policy advice across the federal government on issues impacting 2SLGBTQI+ people, which was incorporated into the development and launch of [Canada’s Action Plan on Combatting Hate](#) and the [Government of Canada’s Sexually Transmitted and Blood-Borne Infections Action Plan 2024-2030](#).
 - Led research and analysis on 2SLGBTQI+ community priorities and participated in interdepartmental working groups on issues such as 2SLGBTQI+ data and research priorities, housing and homelessness, and international 2SLGBTQI+ rights.

- Implemented a new \$7.7 million 2SLGBTQI+ Data Strategy as part of the Federal 2SLGBTQI+ Action Plan, in collaboration with Statistics Canada and community partners, advancing efforts to strengthen disaggregated data and evidence-based policy making.
 - Awarded \$1.5 million to five community-led and academic projects from the Intersectional Community-Based Research call for proposals, which aimed to address critical data gaps and explore the lived experiences of 2SLGBTQI+ people in the areas of health, housing, employment, and safety.
- As a capacity builder, WAGE provided \$1.5 million to Fierté Canada Pride to support 58 Pride organizations in safety planning, infrastructure and direct interventions for Pride festivals. This resulted in safer, more responsive environments for 2SLGBTQI+ communities.
- Provided \$10.5 million in funding through the [2SLGBTQI+ Community Capacity Fund](#) to support 100 projects to build the capacity of 2SLGBTQI+ community organizations and networks to protect rights and advance equality across Canada.
- Provided \$11.7 million in funding through the [2SLGBTQI+ Projects Fund](#), supporting 59 projects, 11 of which worked to address anti-2SLGBTQI+ hate, to help 2SLGBTQI+ communities feel safe, valued, and empowered to thrive.
- Launched the [Unity](#) awareness campaign in November 2024 to enhance inclusion and break down stigma and discrimination against 2SLGBTQI+ communities.

The federal government systematically considers gender equality

Results achieved

- Leading and advancing GBA Plus implementation throughout the Government of Canada.
 - As a convener and knowledge broker, WAGE launched a new governance structure to convene federal partners and improve interdepartmental and stakeholder information sharing on GBA Plus and gender equality.
 - Developed a new GBA Plus Resource Centre, a dedicated space to share tools and resources. This enabled federal departments and agencies to exchange knowledge, best practices, and expertise, thereby advancing GBA Plus across the Government of Canada network.
 - Launched a GBA Plus Quarterly Bulletin to keep interdepartmental committee members informed of updates on GBA Plus implementation.
 - In its knowledge broker role, the Department delivered GBA Plus Awareness Week 2024 and co-hosted a virtual event with the Canada School of Public Service titled *Intersectionality in Action: Moving Forward on an Enhanced Approach to GBA Plus*, attended by over 1,700 public servants.
 - Launched the 6th annual GBA Plus Implementation Survey, collecting information from federal departments and agencies on their organizational GBA Plus capacity, training, application, best practices and barriers. WAGE monitors and publicly reports on how GBA Plus is being implemented across the federal government to confirm that the federal government is meeting its commitments to enhance GBA Plus.
 - Launched a dedicated webpage for the GBA Plus Implementation Surveys to make publicly available the overview results from the past five surveys.

- Being a capacity builder, WAGE collaborated with Statistics Canada on Canada’s first Disaggregated Data Action Plan, supporting efforts to include questions on gender identity and sexual orientation in national surveys. Provided funding to oversample populations of strategic interest, including 2SLGBTQI+ communities, Indigenous Peoples, and individuals living in rural, remote, or northern regions.
- Supported GBA Plus legislative requirements under two Acts:
 - *Canadian Gender Budgeting Act*: WAGE reviewed and commented on budget proposals from departments to strengthen their capacity to integrate gender and diversity into policy development within a budgetary context.
 - *Impact Assessment Act*: WAGE provided expert advice to the Impact Assessment Agency of Canada to uphold GBA Plus legislative obligations, reviewing and commenting on impact assessment requests.

Key risks

In 2024-25, WAGE effectively managed its three identified risks of capacity management, organizational change management, and information for decision-making. Risk management was integrated into the Department’s integrated business planning and decision-making processes and the risks were discussed and monitored with management on a quarterly basis.

Capacity management risk is defined as changes in the Department’s resource profile that impact its ability to deliver services according to its mandate. This risk was mitigated by conducting business planning to reduce administrative burden from overlapping responsibilities and aligning resources, including human, financial and technical, with mandate commitments and legislative and policy obligations.

Organizational change management risk is the capacity of WAGE to adapt and respond proactively to the internal and external environment while delivering on its mandate. Mitigation for this risk included aligning resources with government priorities to minimize the impact of environmental changes on deliverables and timelines.

Information for decision-making risk is the Department not having the data to assess the extent of the impact of its programs and to support planning and policy decisions to guide future program activities. This risk was mitigated by strengthening links with partners and engaging them regularly to improve data collection, as well as advancing work to renew the Department’s performance measurement framework. WAGE’s integrated business planning approach included the development and updating of a guide and calendar defining key deliverables and activities.

Resources required to achieve results

Table 3: Snapshot of resources required for advancing gender equality

Table 3 provides a summary of the planned and actual spending and full-time equivalents required to achieve results.

Resource	Planned	Actual
Spending	347,838,890	346,440,898
Full-time equivalents	304	272

[The Finances section of the Infographic for WAGE on GC Infobase page](#) and the [People section of the Infographic for WAGE on GC Infobase page](#) provide complete financial and human resources information related to its program inventory.

Related government priorities

This section highlights government priorities that are being addressed through this core responsibility.

Gender-based Analysis Plus

In 2024-25, WAGE continued to fulfill its mandate by collaborating with Central Agencies and other federal organizations so that government initiatives, including policies, programs, and legislation, were informed by a GBA Plus assessment to support the development of responsive and inclusive initiatives.

WAGE applied GBA Plus systematically across its work, with a departmental evidence base that was inclusive, intersectional, and reflective of the lived experiences of diverse populations in Canada. WAGE advanced GBA Plus through the following initiatives:

- **Disaggregated Data Investments:** Through WAGE's \$7.7 million Research Strategy under the Federal 2SLGBTQI+ Action Plan, the Department funded community-led projects and supported Statistics Canada initiatives that enhanced data availability on sex, gender, sexual orientation, and other intersecting identity factors (e.g., race, disability, geographic region). This included funding a feasibility study and standards development on intersex data collection.
- **Support for Disaggregated Survey Work:** WAGE collaborated with Statistics Canada on the second cycle of the Survey of Safety in Public and Private Spaces, which included oversampling of underrepresented populations and new modules addressing technology-facilitated GBV. Preliminary waves completed in 2024–25 focused on capturing diverse experiences of safety, including those of 2SLGBTQI+ individuals, Indigenous women, and persons with disabilities.
- **Femicide Information System:** The Department partnered with Statistics Canada to produce intersectional analyses across five national reports, including variables such as race, Indigenous identity, gender, and prior police contact. These data informed targeted GBV prevention strategies and helped close gaps in Canada's national homicide reporting systems.
- **Capacity Building via Community-Based Research:** WAGE funded over \$1.5 million in intersectional, community-led research projects to strengthen the 2SLGBTQI+ evidence base. These projects focused on historically underserved populations, including racialized and Indigenous 2SLGBTQI+ communities, and will inform equitable policymaking and programming in 2025–26 and beyond.

Together, these initiatives strengthened the Department's ability to conduct meaningful intersectional analysis, identify systemic inequities, and maintain GBA Plus as a central component to research and data efforts. WAGE also regularly advised on GBA Plus considerations for funded projects, internal policy development, and interdepartmental collaborations.

WAGE leveraged its internal governance, including its committees and networks, to promote the application of GBA Plus across its activities and to grow departmental capacity to advance GBA Plus in various functional communities. The Department integrated GBA Plus in decision-making; raising awareness of diversity, inclusion, and accessibility challenges; providing guidance and expertise to shape

departmental efforts to address systemic inequalities; and supporting an inclusive work environment and celebrating diversity. These communities include the:

- Black Employees Network
- Inclusion, Diversity, Equity, and Accessibility Committee
- Indigenous Employee Network
- Indigenous Women's Circle
- Persons with Disabilities Network
- Pride Network

United Nations 2030 Agenda for Sustainable Development and the Sustainable Development Goals
In 2024-25, WAGE continued to contribute to Canada's progress on the United Nations Sustainable Development Goals (SDGs). As the federal lead on SDG 5: Advance Gender Equality and Empower All Women and Girls, WAGE furthered this goal through a wide range of activities, including:

- Coordinated the federal government's reporting on progress made towards SDG 5 for Canada's annual report on the 2030 Agenda.
- Collaborated with provincial and territorial governments to implement the *National Action Plan to End Gender-Based Violence*.
- Expanded efforts to share knowledge on GBV and raise public awareness through campaigns and commemorative activities.
- Funded projects that aim to create systemic change for 2SLGBTQI+ communities and address rising hate targeting 2SLGBTQI+ people.
- Continued to strengthen GBA Plus as Canada marked the 30th anniversary of the tool.
- Supported evidence-based, gender-responsive and equitable policies through funded research.
- Provided funding to organizations that advance gender equality and support the participation of women, girls, and 2SLGBTQI+ communities in Canadian society.
- Supported Canada's gender equality objectives abroad through participation in international forums and bilateral engagements.

WAGE directly supported the implementation of SDG 10: Reducing Inequalities Within and Among Countries through its continued enhancement of GBA Plus's framing and parameters. This robust analytical tool serves as Canada's approach to intersectional equality and inclusion, guiding government actions so that policies, programs, and initiatives are responsive to the diverse needs of people in Canada. The Department also contributed to this SDG by supporting the National Action Plan on Missing and Murdered Indigenous Women, Girls, and 2SLGBTQI+ People through targeted data collection and intersectional analysis. In addition, WAGE continued to engage with other departments to support gender equality targets across all 17 SDGs. For example, WAGE prioritized the economic empowerment of women, particularly those belonging to equity-deserving groups, and worked to advance awareness of barriers and opportunities for justice for persons experiencing GBV.

More information on WAGE's contributions to Canada's Federal Implementation Plan on the 2030 Agenda and the Federal Sustainable Development Strategy can be found in our [Departmental Sustainable Development Strategy](#).

Promoting multiculturalism

Federal departments are invited to input into the Annual Report on the Operation of the *Canadian Multiculturalism Act*, through which the Government of Canada highlights the important work the federal public service is doing to promote multiculturalism within its workforce and society at large. For 2024-25, WAGE is reporting its contributions to this initiative via this Departmental Results Report.

WAGE undertook the following activities:

- Employees were required to complete training related to inclusion, diversity, equity, and accessibility. This involved:
 - Learning on anti-racism, diversity, inclusion, accessibility, or reconciliation.
 - Positive Space Initiative: 2SLGBTQI+ Awareness training.
 - Values and Ethics Code for the Public Sector training.
- Organized initiatives to educate and raise awareness on ethnocultural and racial diversity and the challenges diverse groups may face.
 - Hosted a virtual panel discussion for Public Service Pride Week in August 2024 titled “Queering Care in These Challenging Times”, on how 2SLGBTQI+ public servants can care for themselves and for each other.
 - Partnered with the Muslim Federal Employees Network to sponsor their Islamic History Month event in October 2024 titled “*Shakespeare Through Islamic Worlds* with Professor Ambereen Dadabhoy”.
 - Hosted two panel discussions for Black History Month in February 2025, titled “Removing systemic barriers for Black women in the Canadian economy” and “Understanding and recognizing the various forms of anti-black racism and their collateral effects in the workplace”.
 - Organized public-facing [commemorations and celebrations](#) throughout the year to celebrate women’s achievements, 2SLGBTQI+ communities, the progress Canada has made towards advancing gender equality, and to remember the victims and survivors of GBV.
- Developed the Inclusion, Diversity, Equity, and Accessibility Strategy and Action Plan 2024-2027 in consultation with various networks including the Black Employees Network and the Indigenous Employee Network, which focuses on activities around employee retention, advancement, and recruitment.
- Funded and supported research projects that promote the recognition, respect, and equitable involvement of Canada’s diverse cultural communities. These initiatives advanced multiculturalism through community-led, culturally sensitive approaches that aim to reduce barriers, inform policy, and improve services for diverse populations.

Innovation

In 2024-25, WAGE demonstrated innovation through the strategic design and implementation of inclusive, intersectional research funding mechanisms that catalyzed broader federal investments and responded directly to Government of Canada priorities on equity, diversity, and inclusion. A key innovation was enhanced data inclusivity and methodologies. In collaboration with Statistics Canada, WAGE advanced the integration of gender identity, sexual orientation, and Indigenous identity variables

into national surveys and prioritized oversampling of key populations. This innovation enabled the collection of representative, intersectional data to better inform federal programs and policies.

Program inventory

Advancing gender equality is supported by the following programs:

- Expertise and Outreach
- Community Action and Innovation

Additional information related to the program inventory for advancing gender equality is available on the [Results page on GC InfoBase](#).

Internal services

In this section

- [Description](#)
- [Progress on results](#)
- [Resources required to achieve results](#)
- [Contracts awarded to Indigenous business](#)

Description

Internal services refer to the activities and resources that support a department in its work to meet its corporate obligations and deliver its programs. The 10 categories of internal services are:

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

Progress on results

This section presents details on how the department performed to achieve results and meet targets for internal services.

In 2024–25, WAGE completed its first full year of implementing Integrated Business Planning (IBP), marking a milestone for the Department. This foundational year enabled the Department to operationalize a coordinated, organization-wide approach to planning and monitoring that reinforced its commitment to organizational effectiveness and the responsible use of public funds. Through enhanced collaboration across branches, WAGE strengthened and increased alignment with its core mandate and departmental priorities. This progress reflects growing organizational maturity and has positioned WAGE to improve agility and build a shared roadmap to deliver results.

In response to enhanced Treasury Board Secretariat (TBS) oversight, WAGE strengthened its procurement practices by implementing new controls and complying rigorously with updated federal procurement policies and accountability measures.

WAGE carried out planning and testing of a new system to manage Access to Information and Privacy (ATIP) requests, as part of a TBS-led government-wide acquisition process to identify a replacement software for the current system. Continued testing and implementation of the new system will take place in 2025-26.

The existing three-year Departmental Security Plan was updated in 2024, resulting in the transition from a baseline posture to a protective security posture, which focuses on physical security measures for protecting employees while working in a hybrid environment.

In 2024-25, progress was made on a new grants and contributions management system, which included the design and development of core system functionalities. The project will continue in 2025-26.

To strengthen internal and external communications, WAGE undertook work to enhance its website. The launch of the new website platform was completed as planned in the spring of 2024. Further work will continue in 2025-26.

Human Resources Management

WAGE is committed to cultivating a high-performing, inclusive, and resilient workforce. This includes advancing initiatives that promote diversity, equity, and accessibility; fostering a values-driven culture; supporting flexible and accountable work arrangements; and enabling a safe and respectful workplace.

WAGE made progress in 2024-25 toward building a more strategic, enterprise-wide approach to workforce management. The Department developed a functional model that enabled leaders to step back and assess how work is organized, where critical gaps exist, and how to position the workforce to better deliver on core priorities. Practical tools and guidance were provided to help teams identify workforce risks and needs. With this groundwork in place, WAGE is now well positioned to develop and implement meaningful enterprise strategies to address organizational needs and gaps.

Working with employees, WAGE developed the Inclusion, Diversity, Equity, and Accessibility Strategy and Action Plan 2024-2027, which reflects its ongoing commitment to an inclusive and equitable work environment.

Resources required to achieve results

Table 4: Resources required to achieve results for internal services this year

Table 4 provides a summary of the planned and actual spending and full-time equivalents required to achieve results.

Resource	Planned	Actual
Spending	23,621,527	22,521,261
Full-time equivalents	131	146

[The Finances section of the Infographic for WAGE on GC Infobase](#) and the [People section of the Infographic for WAGE on GC Infobase](#) provide complete financial and human resources information related to its program inventory.

Contracts awarded to Indigenous businesses

Government of Canada departments are required to award at least 5% of the total value of contracts to Indigenous businesses every year.

WAGE results for 2024-25:

Table 5: Total value of contracts awarded to Indigenous businesses¹

As shown in Table 5, WAGE awarded 8.09% of the total value of all contracts to Indigenous businesses for the fiscal year.

Contracting performance indicators	2024-25 Results
Total value of contracts awarded to Indigenous businesses ² (A)	\$541,866.22
Total value of contracts awarded to Indigenous and non-Indigenous businesses ³ (B)	\$6,698,305.54
Value of exceptions approved by deputy head (C)	N/A
Proportion of contracts awarded to Indigenous businesses [A / (B-C) × 100]	8.09%
<ul style="list-style-type: none"> - ¹“Contract” is a binding agreement for the procurement of a good, service, or construction and does not include real property leases. It includes contract amendments and contracts entered into by means of acquisition cards of more than \$10,000.00. - ²For the purposes of the minimum 5% target, the data in this table reflects how Indigenous Services Canada (ISC) defines “Indigenous business” as either: <ul style="list-style-type: none"> o owned and operated by Elders, band and tribal councils o registered in the Indigenous Business Directory o registered on a modern treaty beneficiary business list. <p>The results include the value of a subcontract awarded to an Indigenous business.</p>	

In fiscal year 2024–25, WAGE awarded 8.09% of the total value of its contracts to Indigenous businesses, surpassing the Government of Canada’s minimum target of 5%. This achievement reflects WAGE’s commitment to inclusive and equitable procurement practices.

The total includes contracts for IT goods, research, and professional services, as well as gestures of gratitude for Elder services. These procurement activities highlight WAGE’s ongoing efforts to support economic opportunities for Indigenous businesses and communities.

In its 2025–26 Departmental Plan, WAGE estimated that it would award 5% of the total value of its contracts to Indigenous businesses by the end of 2024–25. The higher-than-anticipated result is largely attributable to three major contracts awarded to Indigenous suppliers for the procurement of IT equipment.

Spending and human resources

In this section

- [Spending](#)
- [Funding](#)
- [Financial statement highlights](#)
- [Human resources](#)

Spending

This section presents an overview of the department's actual and planned expenditures from 2022–23 to 2027–28.

Refocusing Government Spending

In Budget 2023, the government committed to reducing spending by \$14.1 billion over five years, starting in 2023–24, and by \$4.1 billion annually after that.

As part of meeting this commitment, WAGE identified the following spending reductions.

- 2024-25: \$ 1,000,000
- 2025-26: \$ 1,500,000
- 2026-27 and after: \$ 2,000,000

During 2024-25, WAGE worked to realize these reductions through the following measures:

- Reduction in professional services spending.
- Reduction in travel spending.

Budgetary performance summary

Table 6: Actual three-year spending on core responsibilities and internal services (dollars)

Table 6 shows the money that WAGE spent in each of the past three years on its core responsibilities and on internal services.

Core responsibilities and internal services	2024–25 Main Estimates	2024–25 total authorities available for use	Actual spending over three years (authorities used)
Advancing gender equality	347,838,890	354,376,763	<ul style="list-style-type: none"> • 2022–23: 300,409,253 • 2023–24: 295,787,831 • 2024–25: 346,440,898
Subtotal	347,838,890	354,376,763	346,440,898
Internal services	23,621,527	24,888,445	<ul style="list-style-type: none"> • 2022–23: 22,699,564 • 2023–24: 25,111,050 • 2024–25: 22,521,261
Total	371,460,417	379,265,208	<ul style="list-style-type: none"> • 2022-23: 323,108,817

Core responsibilities and internal services	2024–25 Main Estimates	2024–25 total authorities available for use	Actual spending over three years (authorities used)
			<ul style="list-style-type: none"> • 2023-24: 320,898,881 • 2024-25: 368,962,159

Analysis of the past three years of spending

The increase between the 2024-25 Main Estimates and the 2024-25 total authorities available for use is due to additional funding received in Budget 2024 to support security needs for Pride festivals and for projects aimed at combatting hate against the 2SLGBTQI+ community. Actual spending is less than WAGE’s total authorities available for use.

The [Finances section of the Infographic for WAGE on GC Infobase](#) offers more financial information from previous years.

Table 7: Planned three-year spending on core responsibilities and internal services (dollars)

Table 7 shows WAGE’s planned spending for each of the next three years on its core responsibilities and on internal services.

Core responsibilities and internal services	2025–26 planned spending	2026–27 planned spending	2027–28 planned spending
Advancing gender equality	383,042,861	265,866,302	60,586,162
Subtotal	383,042,861	265,866,302	60,586,162
Internal services	24,099,285	18,828,947	15,680,640
Total	407,142,146	284,695,249	76,266,802

Analysis of the next three years of spending

The decrease in 2026-27 planned spending is mainly due to the ending of time-limited funding from:

- Budget 2023 to advance gender equality in Canada.
- Budget 2022 to renew the 2SLGBTQI+ Community Capacity Fund.
- Budget 2021 to advance the *National Action Plan to End Gender-Based Violence*.

This decrease is offset by new funding for the Menstrual Equity Fund received in the 2024 Fall Economic Statement.

The decrease in 2027-28 planned spending is mainly due to the ending of additional time-limited funding from:

- Budget 2022 to work with provinces and territories to implement the *National Action Plan to End Gender-Based Violence*.
- Budget 2022 to renew the 2SLGBTQI+ Projects Fund.
- 2024 Fall Economic Statement for the Menstrual Equity Fund.

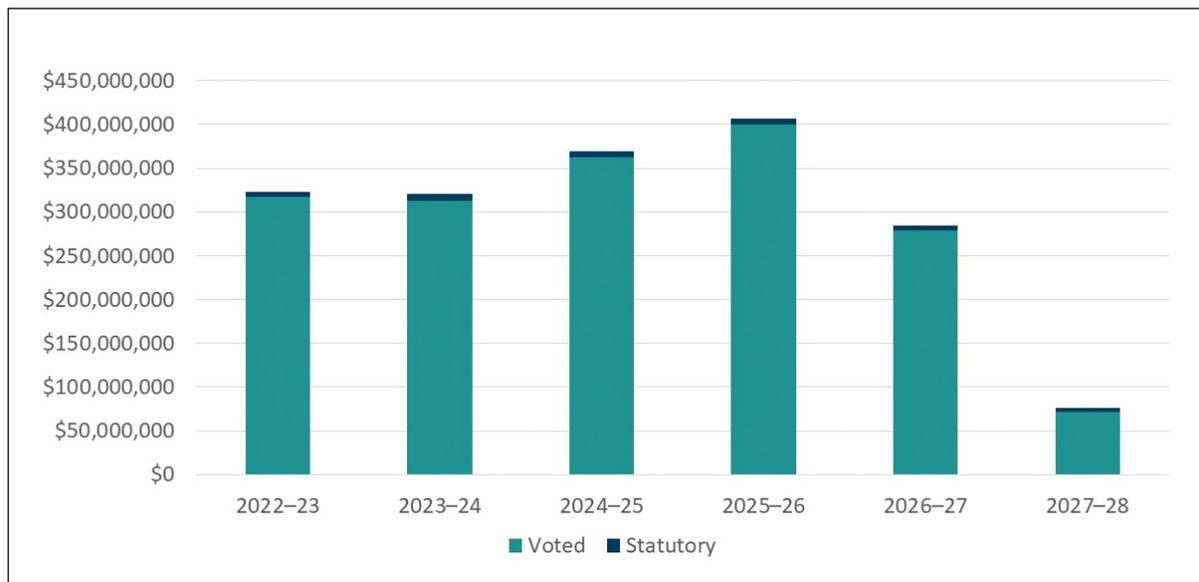
The [Finances section of the Infographic for WAGE on GC Infobase](#) offers more detailed financial information related to future years.

Funding

This section provides an overview of the department's voted and statutory funding for its core responsibilities and for internal services. Consult the [Government of Canada budgets and expenditures](#) for further information on funding authorities.

Graph 1: Approved funding (statutory and voted) over a six-year period

Graph 1 summarizes the department's approved voted and statutory funding from 2022-23 to 2027-28.



Text version of graph 1

Graph 1 includes the following information in a bar graph:

Fiscal year	Statutory	Voted	Total
2022-23	6,363,153	316,745,664	323,108,817
2023-24	7,867,614	313,031,267	320,898,881
2024-25	6,786,752	362,175,407	368,962,159

Fiscal year	Statutory	Voted	Total
2025-26	7,122,142	400,020,004	407,142,146
2026-27	5,343,581	279,351,668	284,695,249
2027-28	4,314,112	71,952,690	76,266,802

Analysis of statutory and voted funding over a six-year period

In this graph, financial amounts from 2022-23 to 2024-25 represent actual spending incurred by the Department. Financial amounts from 2025-26 to 2027-28 represent planned spending.

The increase from 2022-23 to 2025-26 is due to additional funding received in Budget 2022 to work with provinces and territories to implement the *National Action Plan to End Gender-Based Violence* and the first Federal 2SLGBTQI+ Action Plan, additional funding received in Budget 2023 to advance gender equality in Canada, and additional funding received in Budget 2024 to support the security needs for Pride festivals and for projects aimed at combatting hate against the 2SLGBTQI+ community.

The decrease starting in 2026-27 is due to the current scheduled end of time-limited initiatives. This includes Budget 2024 funding to support the security needs for Pride festivals and for projects aimed at combatting hate against the 2SLGBTQI+ community, Budget 2023 funding to advance gender equality in Canada, Budget 2022 funding to support the implementation of the first Federal 2SLGBTQI+ Action Plan, Budget 2021 funding to advance the *National Action Plan to End Gender-Based Violence*, and the Menstrual Equity Fund supported in the 2024 Fall Economic Statement.

Consult the [Public Accounts of Canada](#) for further information on WAGE's departmental voted and statutory expenditures.

Financial statement highlights

[WAGE's Financial Statements \(Unaudited\) for the Year Ended March 31, 2025.](#)

Table 8: Condensed Statement of Operations (unaudited or audited) for the year ended March 31, 2025 (dollars)

Table 8 summarizes the expenses and revenues for 2024–25 which net to the cost of operations before government funding and transfers.

Financial information	2024–25 actual results	2024–25 planned results	Difference (actual results minus planned)
Total expenses	370,553,408	377,375,104	(6,821,696)
Total revenues	12	-	12
Net cost of operations before government funding and transfers	370,553,396	377,375,104	(6,821,708)

Analysis of expenses and revenues for 2024-25

The difference between the 2024-25 actual results and the 2024-25 planned results is due to a decrease in operating expenses including a reduction in full-time equivalents (FTEs) in order to respond to the current planned ending of time-limited funding and additional funding received in Budget 2024 for projects aimed at combatting hate against the 2SLGBTQI+ community.

The 2024–25 planned results information is provided in WAGE’s [Future-Oriented Statement of Operations and Notes 2024–25](#).

Table 9: Condensed Statement of Operations (unaudited or audited) for 2023-24 and 2024-25 (dollars)
Table 9 summarizes actual expenses and revenues and shows the net cost of operations before government funding and transfers.

Financial information	2024–25 actual results	2023–24 actual results	Difference (2024-25 minus 2023-24)
Total expenses	370,553,408	326,710,316	43,843,092
Total revenues	12	461	(449)
Net cost of operations before government funding and transfers	370,553,396	326,709,855	43,843,541

Analysis of differences in expenses and revenues between 2023-24 and 2024-25

The difference between the 2024-25 actual results and the 2023-24 actual results is mainly attributable to increases in transfer payments due to additional funding for 2024-25.

Table 10: Condensed Statement of Financial Position (unaudited or audited) as at March 31, 2025 (dollars)

Table 10 provides a brief snapshot of the amounts the department owes or must spend (liabilities) and its available resources (assets), which helps to indicate its ability to carry out programs and services.

Financial information	Actual fiscal year (2024–25)	Previous fiscal year (2023–24)	Difference (2024–25 minus 2023–24)
Total net liabilities	12,839,610	22,591,109	(9,751,499)
Total net financial assets	8,153,464	17,688,387	(9,534,923)
Departmental net debt	4,686,146	4,902,722	(216,576)
Total non-financial assets	2,009,488	1,614,469	395,019
Departmental net financial position	(2,676,658)	(3,288,253)	611,595

Analysis of department’s liabilities and assets since last fiscal year

The difference for total net liabilities shows a significant decrease compared to the previous year. This is due to a reduction in accounts payable and accrued liabilities. The decrease is due to reduced contributions payable at year-end, decrease in salary expenditures, and fewer outstanding amounts

owed to other departments, reflecting the end of time-limited funding and efficient financial processing. The difference for total net financial assets is largely due to the decrease of liabilities. It is also related to a decrease in accounts receivable, stemming from lower salary expenditures, in combination with consistent and timely salary recoveries carried out throughout the year.

Overall, the Department’s net financial position reflects the combined impact of lower liabilities, reduced financial assets, partially offset by an increase in tangible capital assets (total non-financial assets), reflecting continued investment in the development of the grants and contributions management system.

Human resources

This section presents an overview of the department’s actual and planned human resources from 2022–23 to 2027–28.

Table 11: Actual human resources for core responsibilities and internal services

Table 11 shows a summary in full-time equivalents of human resources for WAGE’s core responsibilities and for its internal services for the previous three fiscal years.

Core responsibilities and internal services	2022–23 actual full-time equivalents	2023–24 actual full-time equivalents	2024–25 actual full-time equivalents
Advancing gender equality	305	316	272
Subtotal	305	316	272
Internal services	147	159	146
Total	452	475	418

Analysis of human resources for the last three years

The decrease in 2024-25 FTEs is primarily due to the planned ending of time-limited funding.

Table 12: Human resources planning summary for core responsibilities and internal services

Table 12 shows the planned full-time equivalents for each of WAGE’s core responsibilities and for its internal services for the next three years. Human resources for the current fiscal year are forecast based on year to date.

Core responsibilities and internal services	2025–26 planned full-time equivalents	2026–27 planned full-time equivalents	2027–28 planned full-time equivalents
Advancing gender equality	290	203	157
Subtotal	290	203	157
Internal services	154	111	97
Total	444	314	254

Analysis of human resources for the next three years

Planned 2026-27 FTEs as included in the 2025-26 Department Plan are decreasing due to the current planned ending of time-limited funding. This ending of time-limited funding results in a reduction of 130 FTEs in 2026-27 compared to 2025-26 and another reduction of 60 FTEs by 2027-28.

Supplementary information tables

The following supplementary information tables are available on WAGE's website:

- [Details on transfer payment programs](#)
- [Gender-based Analysis Plus](#)
- [Horizontal initiatives](#)
- [Response to Parliamentary committees and external audits](#)

Federal tax expenditures

The tax system can be used to achieve public policy objectives through the application of special measures such as low tax rates, exemptions, deductions, deferrals and credits. The Department of Finance Canada publishes cost estimates and projections for these measures each year in the [Report on Federal Tax Expenditures](#). This report also provides detailed background information on tax expenditures, including descriptions, objectives, historical information and references to related federal spending programs as well as evaluations and GBA Plus of tax expenditures.

Corporate information

Departmental profile

Appropriate minister(s): The Honourable Rechie Valdez

Institutional head: Frances McRae

Ministerial portfolio: Department for Women and Gender Equality

Enabling instrument(s): [Department for Women and Gender Equality Act](#)

Year of incorporation / commencement: 2018

Departmental contact information

Mailing address: Women and Gender Equality Canada

P.O. Box 8097, Station T CSC

Ottawa, ON K1G 3H6

Telephone: Toll Free: 1-855-969-9922; Local: 613-995-7835

TTY: 819-420-6905

Fax: 819-420-6906

Email: FEGC.Info.WAGE@fegc-wage.gc.ca

Website(s): <https://www.canada.ca/en/women-gender-equality.html>

Definitions

2SLGBTQI+ (2ELGBTQI+)

Two-spirit people, lesbian, gay, bisexual, transgender, queer, intersex and the “+” is inclusive of people who identify as part of sexual and gender diverse communities, who use additional terminologies. Note: the evolution of language within communities may inform future evolutions of this acronym.

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, departments or individuals; and payments to Crown corporations.

capacity builder (agent de renforcement des capacités)

As a capacity builder, WAGE plays a role in empowering equality-seeking organizations and other stakeholders through key investments, partnerships, and knowledge sharing to amplify the impact of their work in addressing barriers for women and 2SLGBTQI+ communities. In addition, WAGE builds federal capacity to implement a robust application of Gender-based Analysis Plus to policies, programs, and initiatives.

convener (rassembleur)

As a convener, WAGE leads a coordinated approach to advancing women’s and 2SLGBTQI+ equality by working with diverse stakeholders to leverage their resources and strengths and to influence meaningful progress on key gender equality issues.

core responsibility (responsabilité essentielle)

An enduring function or role of a department. The departmental results listed for a core responsibility reflect the outcomes that the department seeks to influence or achieve.

Departmental Plan (plan ministériel)

A report that outlines the anticipated activities and expected performance of an appropriated department over a 3-year period. Departmental Plans are usually tabled in Parliament in spring.

departmental priority (priorité)

A plan, project or activity that a department focuses and reports on during a specific planning period. Priorities represent the most important things to be done or those to be addressed first to help achieve the desired departmental results.

departmental result (résultat ministériel)

A high-level outcome related to the core responsibilities of a department.

departmental result indicator (indicateur de résultat ministériel)

A quantitative or qualitative measure that assesses progress toward a departmental result.

departmental results framework (cadre ministériel des résultats)

A framework that connects the department's core responsibilities to its departmental results and departmental result indicators.

Departmental Results Report (rapport sur les résultats ministériels)

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

Full-time equivalent (équivalent temps plein)

Measures the person years in a departmental budget. An employee's scheduled hours per week divided by the employer's hours for a full-time workweek calculates a full-time equivalent. For example, an employee who works 20 hours in a 40-hour standard workweek represents a 0.5 full-time equivalent.

Gender-based Analysis Plus (GBA Plus) (analyse comparative entre les sexes plus [ACS Plus])

An analytical tool that helps to understand the ways diverse individuals experience policies, programs and other initiatives. Applying GBA Plus to policies, programs and other initiatives helps to identify the different needs of the people affected, the ways to be more responsive and inclusive, and the methods to anticipate and mitigate potential barriers to accessing or benefitting from the initiative. GBA Plus goes beyond biological (sex) and socio-cultural (gender) differences to consider other factors, such as age, disability, education, ethnicity, economic status, geography (including rurality), language, race, religion, and sexual orientation.

government priorities (priorités pangouvernementales)

For the purpose of the 2024–25 Departmental Results Report, government priorities are the high-level themes outlining the government's agenda as announced in the [2021 Speech from the Throne](#).

horizontal initiative (initiative horizontale)

A program, project or other initiative where two or more federal departments receive funding to work collaboratively on a shared outcome usually linked to a government priority, and where the ministers involved agree to designate it as horizontal. Specific reporting requirements apply, including that the lead department must report on combined expenditures and results.

Indigenous business (entreprise autochtones)

For the purposes of a Departmental Result Report, this includes any entity that meets the Indigenous Services Canada's criteria of being owned and operated by Elders, band and tribal councils, registered in the [Indigenous Business Directory](#) or registered on a modern treaty beneficiary business list.

knowledge broker (courtier de connaissances)

As a knowledge broker, WAGE brings forward evidence-based practices to inform decision-making. Gathering, synthesizing, and communicating knowledge, best practices and policy expertise to advance women's and 2SLGBTQI+ equality and support early integration of intersectional considerations throughout government systems, policies, and processes for greater inclusive policy making.

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

performance indicator (indicateur de rendement)

A qualitative or quantitative measure that assesses progress toward a departmental-level or program-level result, or the expected outputs or outcomes of a program, policy or initiative.

plan (plan)

The articulation of strategic choices, which provides information on how a department 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 to the expected result.

planned spending (dépenses prévues)

For Departmental Plans and Departmental Results Reports, planned spending refers to the amounts presented in Main Estimates. Departments must determine their planned spending and be able to defend the financial numbers presented in their Departmental Plans and Departmental Results Reports.

program (programme)

An Individual, group, or combination of services and activities managed together within a department and focused on a specific set of outputs, outcomes or service levels.

program inventory (répertoire des programmes)

A listing that identifies all the department's programs and the resources that contribute to delivering on the department's core responsibilities and achieving its results.

result (résultat)

An outcome or output related to the activities of a department, policy, program or initiative.

statutory expenditures (dépenses législatives)

Spending approved through legislation passed in Parliament, other than appropriation acts. The legislation sets out the purpose and the terms and conditions of the expenditures.

target (cible)

A quantitative or qualitative, measurable goal that a department, program or initiative plans to achieve within a specified time period.

voted expenditures (dépenses votées)

Spending approved annually through an appropriation act passed in Parliament. The vote also outlines the conditions that govern the spending.