Women and Gender Equality Canada | Femmes et Égalité des genres Canada

Women and Gender Equality Canada

2025–26 Departmental Results Report



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 2025-26 Departmental Results Report

Contents

- At a glance
- From the Minister
- Results: What we achieved
  - Core responsibility 1: Advancing gender equality
  - Internal services
- Spending and human resources
  - Spending
  - Funding
  - Financial statement highlights
  - Human resources
- Supplementary information tables
- Federal tax expenditures
- Corporate information
- Definitions

Note: Women and Gender Equality Canada (WAGE) used its generative AI tool (Microsoft 365 Copilot) to support the development of content in this report. A human has reviewed and validated all AI-generated content.

At a glance

This departmental results report details WAGE's actual accomplishments against the plans, priorities and expected results outlined in its 2025–26 Departmental Plan.

These results align with the priorities outlined in the May 21, 2025, mandate letter from the Prime Minister, as well as with WAGE's vision, mission, raison d'être and operating context.

Key priorities

WAGE identified the following key priorities for 2025–26:

- Promote and advance women and gender equality

- Lead the systematic application of Gender-based Analysis Plus (GBA Plus) throughout the Government of Canada
- Prevent and address gender-based violence
- Promote and advance 2SLGBTQI+ equality
- Strengthen organizational well-being and enhance WAGE capacities

Highlights

In 2025–26, WAGE focused on delivering measurable results for women, girls, and 2SLGBTQI+ people while supporting the Government of Canada's missions to build one Canadian economy, bring down costs for Canadians and help them to get ahead, keep Canadians safe, and strengthen social inclusion. Throughout the year, WAGE focused its efforts on areas where it could make the greatest difference, aligning investments, partnerships, and policy leadership with the Government of Canada's priorities. These investments positioned WAGE to accelerate progress toward equality, improved safety, and stronger economic participation for women, girls, and 2SLGBTQI+ people.

WAGE delivered on several priority initiatives in 2025–26 that advanced gender equality across Canada. WAGE strengthened Canada's response to gender-based violence by coordinating implementation of the National Action Plan to End Gender-Based Violence with provinces, territories, Indigenous partners, and community organizations. Building on the progress highlighted in the Year 2 Annual Progress Report on the National Action to End Gender-Based Violence, which reported that programs and services supported more than one million people, WAGE continued to advance coordinated action across jurisdictions and sectors. Investments in new and existing initiatives helped expand prevention efforts, improve supports for survivors, including victims of human trafficking, and strengthen community capacity to respond to emerging needs. Through these actions, WAGE contributed to more integrated systems of support and improved responses across the sector.

WAGE also extended the Menstrual Equity Fund (MEF) pilot in partnership with Food Banks Canada to further address accessibility and affordability barriers related to menstrual products. In 2025-26, the initiative expanded its reach through collaboration with more than 2,100 organizations across the country, distributing over 22.5 million menstrual products and ensuring that more low-income individuals could access essential products with dignity. Beyond improving immediate access to menstrual products, the initiative helped reduce stigma and advance menstrual equity as an essential component of gender equality.

The Department also delivered the Women's Program, a key initiative supporting women's full participation in Canada's economic, social, and democratic life. WAGE invested more than $71 million through 340 funding agreements under the Women's Economic and Leadership Opportunities Fund and the Women's Capacity Fund. These investments advanced women's leadership opportunities and economic prosperity, strengthened organizational capacity, and helped community-based organizations work to advance gender equality.

- Total actual spending (including internal services): $397,828,150
- Total full-time equivalent staff (including internal services): 376

For detailed information on WAGE's total spending and human resources, read the Spending and human resources section of this report.

Summary of results

The following provides a summary of the results the department achieved in 2025–26 under its "core responsibility" (its main area of activity).

Core responsibility 1: Advancing gender equality

Actual spending: $376,824,514

Actual human resources: 236

In 2025–26, WAGE advanced its mandate within a renewed federal policy context, marked by evolving priorities and a sharpened focus on delivering tangible results for the Canadian population. Guided by the new federal government's emphasis on building an inclusive and resilient economy, the Department undertook critical work to advance gender equality for women, girls, and 2SLGBTQI+ people, while supporting the government-wide commitment to invest in areas that matter most to Canadians. WAGE's work extended across government, helping departments and agencies include more Canadians in shaping and strengthening the country's social and economic fabric. Through leadership, accountability, and a sustained focus on its core mandate and key commitments, WAGE also contributed to the federal government's missions to build one Canadian economy, bring down costs and help people get ahead, and keep communities safe.

WAGE worked with partners and stakeholders to promote inclusion and strengthen cross-jurisdictional relationships. WAGE demonstrated leadership internationally by advancing gender equality in key forums such as the United Nations Commission on the Status of Women and the G7, while fostering knowledge sharing on emerging issues. Through strategic investments in community organizations, WAGE expanded opportunities for women to strengthen their economic security, leadership, and organizational capacity. For instance, through the Menstrual Equity Fund more than 2,100 organizations across Canada were able to provide access to menstrual products for low-income individuals, helping reduce stigma and improve dignity for people experiencing menstrual poverty. In addition, in order to prevent and address gender-based violence, WAGE supported community-based initiatives, continued to implement the National Action Plan to End Gender-Based Violence, and advanced research and data collection in collaboration with Statistics Canada. Through the It's Not Just awareness campaign, WAGE reached more than one million people in Canada, helping raise awareness about healthy relationships, recognize the signs of abuse, and encourage action. The Department also advanced 2SLGBTQI+ equality by delivering the Unity awareness campaign, strengthening engagement with Indigenous 2SLGBTQI+ communities, and providing targeted funding to build capacity, enhance safety, and combat hate. In addition, WAGE led the implementation of GBA Plus across the federal government by optimizing the GBA Plus governance structure, expanding tools and training, and increasing access to disaggregated data, thereby ensuring more consistent and intersectional decision-making across federal policies and programs.

Internally, WAGE modernized systems and business processes, reduced administrative burden, strengthened financial stewardship, and aligned operations with evolving government priorities.

For more information on WAGE's activities related to advancing gender equality, read the "Results: What we achieved" section of this report.

From the Minister

As Minister of Women and Gender Equality (WAGE) and Secretary of State (Small Business and Tourism), I'm pleased to share WAGE's 2025–26 Departmental Results Report. This report highlights our work over the past year to advance gender equality, improve the lives of women, girls, and 2SLGBTQI+ people, address and prevent gender-based violence, and deliver meaningful results for Canadians.

Working alongside other federal government departments and agencies, national Indigenous leaders and representatives, provinces and territories, civil society organizations, and communities nationwide, WAGE supported the federal government's missions to build one Canadian economy, bring down costs for Canadians to help them get ahead, and keep Canadians safe.

While several time-limited funding initiatives are scheduled to sunset in 2026–27, WAGE has received new ongoing funding through Budget 2025, and additional funding for the National Action Plan to End Gender-Based Violence has been announced.

In Canada, a woman or girl is killed in an act of gender-based violence every 48 hours. This heartbreaking reality is a reminder that gender-based violence still affects communities across our country. The Department continues to invest in survivor-centred approaches and stronger community supports. We have funded new and existing projects to prevent and address gender-based violence, including human trafficking, while improving supports for victims, survivors and their families.

These efforts were reinforced through the ongoing implementation of It's Time: Canada's Strategy to Prevent and Address Gender-Based Violence, supported by strategic investments and partnerships across federal departments and agencies. Through our bilateral agreements with the provinces and territories, we also advanced implementation of the National Action Plan to End Gender-Based Violence, strengthening a coordinated national approach to preventing violence, supporting survivors, and addressing the root causes of gender-based violence.

Working with Statistics Canada, WAGE deepened Canada's understanding of the patterns and prevalence of gender-based violence to better inform policies, programs, and services. Furthermore, through the It's Not Just youth awareness campaign, we delivered campaign messages more than 33 million times, providing audiences with information and resources to challenge harmful attitudes, recognize the signs of abuse, and encourage action.

Reflecting Canada's commitment to protect and advance the rights for 2SLGBTQI+ people, WAGE invested in initiatives that help build safer communities, where everyone can live authentically and participate fully in society. This included agreements through the *Community Capacity Fund* to strengthen organizational capacity, grow networks, and advance equality for 2SLGBTQI+ communities. The Department also supported community-informed initiatives through the *Projects Fund* to address key issues facing 2SLGBTQI+ people and invested in measures to combat hate and strengthen safety at Pride festivals across Canada.

We also partnered with Statistics Canada to conduct research and analysis on 2SLGBTQI+ populations, including transgender and non-binary youth and Two-Spirit individuals, helping to inform more inclusive policies and programs. Now in its second year, the Unity campaign reached audiences more than 19.7 million times.

Through the Women's Program, we invested in 336 projects that expanded economic opportunities for women, strengthened leadership, and increased access to community programs and supports. These investments removed barriers to women's economic participation and leadership, building stronger communities and a stronger economy for everyone.

The Department also led and coordinated Canada's engagement in key international forums, including the United Nations Commission on the Status of Women, reinforcing Canada's position as a leader in advancing women's rights and empowerment worldwide.

Central to this work is Gender-based Analysis Plus (GBA Plus), a foundational tool that helps ensure that policies, programs, and initiatives reflect the diverse realities and lived experiences of people in Canada. WAGE provided leadership, support, and resources through its GBA Plus Centre of Expertise and introduced measures to ensure GBA Plus is used more consistently across the federal government.

While meaningful progress to advance gender equality has been made, women, girls, and 2SLGBTQI+ people continue to face barriers to safety, economic participation, and equal opportunity. Advancing gender equality benefits everyone. It strengthens our communities, grows our economy, and helps build a safer, more inclusive and resilient Canada. Together, we are working toward a future where everyone can reach their full potential.



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

In this section

- Description
- Quality of life impacts
- Progress on results
- Details on results
- Key risks
- Resources required to achieve results
- Related government priorities
- Program inventory

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 indicators under the Quality of Life Framework for Canada that align with WAGE's core responsibility, and these indicators that WAGE's activities will serve are outlined below, by domain.

Good governance

WAGE's activities to prevent and address gender-based violence have the ultimate aim of ending the violence that women, girls, and 2SLGBTQI+ people experience. Therefore, WAGE expects that these activities will directly impact the indicator "Victimization" under the domain of "Good governance." These activities will also contribute to the headline indicator "Discrimination and unfair treatment" also under "Good governance."

The following examples illustrate how WAGE funding helped support projects that are intended to contribute to preventing and addressing violence that women and 2SLGBTQI+ people experience[1]:

> *Engaging Men & Boys in Domestic Violence Primary Prevention* (Gender-Based Violence Transfer Payment Program – Alberta Ministry of Culture and Status of Women). This project supported Alberta's shift toward the primary prevention of domestic violence by engaging men and boys—including Indigenous men and those in rural and underserved communities—in violence prevention efforts. Through four initiatives, the project benefited more than 198 people. Evaluation results showed that 78.8% of respondents reported increased understanding of how to be a cultural helper, while 90.4% reported greater respect for their cultural practices. The project exceeded participation targets for Indigenous programming and informed Alberta's Primary Prevention Playbook and the development of the province's 10-Year Strategy to End Gender-Based Violence, where engaging men and boys emerged as a key theme.
>
> *Exploring the Feasibility of Piloting an Indigenous Legal Navigation Officer in Labrador* (Gender-Based Violence Transfer Payment Program – Public Legal Information Association of Newfoundland and Labrador). This initiative expanded access to culturally and trauma-informed legal navigation supports for survivors of gender-based violence across Labrador, particularly in remote communities. It reached 2,449 individuals through legal clinics, individual support, community outreach, and training. Results included filling service gaps, strengthening collaboration through the Labrador Justice Coalition, and supporting the first Supreme Court sentencing circle on the north coast—leaving a lasting, region-wide impact on access to justice.
>
> *Rise Up: Screening and Response Protocol for Human Trafficking in Hospitals* (Gender-Based Violence Transfer Payment Program – Victim Services of Durham Region). Working with a Survivor Advisory Panel and healthcare partners, this project developed trauma-informed tools, training, and policy recommendations to improve hospital responses to human trafficking survivors. Over 300 healthcare workers were trained, an interactive e-learning course was developed, and screening and referral tools were created to support ongoing practice changes. A hospital-based victim advocate pilot helped increase referrals

[1] Gender-based violence projects span the continuum of prevention, early intervention, and survivor support, recognizing the need to both stop violence before it occurs and ensure access to supports and pathways to safety. While WAGE does not fund direct service delivery, it invests in community-based initiatives that build organizational capacity, strengthen systems, and test innovative approaches—enhancing partners' ability to deliver more effective, accessible, and culturally relevant services for diverse populations.

for survivor support from zero prior to the project to more than 40 by the end of it, demonstrating the potential for sustainable systemic change.

WAGE works to have more women and 2SLGBTQI+ people in leadership positions. Therefore, WAGE expects its activities will contribute to the "Representation in senior leadership positions" indicator under the domain of "Good governance."

The following example highlights how WAGE funding supported projects that have contributed to increasing representation in leadership positions[2]:

> *Building inclusive capacity* (Equality for Sex, Sexual Orientation, Gender Identity and Expression Transfer Payment Program – Comité FrancoQueer de l'Ouest [CFQO]). This initiative strengthened the organizational capacity of CFQO to advance equality for 2SLGBTQIA+ Francophones in minority settings. It delivered outputs including a governance manual with updated statutes and by-laws, inclusive policies, a communications plan, a new website, training, and a membership model and endowment fund. The project also generated and shared data on the health and well-being of francophone 2SLGBTQIA+ individuals in Alberta, expanded partnerships across the regions, and enhanced programming and outreach. As a result, CFQO transitioned into a fully recognized organization, increased credibility and demand for its expertise, strengthened networks, and improved access to culturally and linguistically relevant supports, including legal and health information.

Society

WAGE's activities to make Canadian society more inclusive contributes to improvements in the "Shared values" indicator, which is under the domain of "Society."

The following examples illustrate how WAGE-funded projects contributed to improving shared values[3]:

> *YWCA Upstander Education Program* (Women's Program – Young Women's Christian Association Regina). This project challenged harmful gender norms, increased emotional literacy, and strengthened allyship through education and community awareness. To date, it has delivered 47 in-person presentations, multiple resources, and directly reached approximately 2,300 individuals through Upstander workshops, in-school presentations, outreach, and annual awareness campaigns, alongside sustained digital campaigns and the development of toolkits, guides, and online resources. Participants reported increased confidence to intervene and address harmful behaviour, stating they felt "empowered and more equipped to be a better ally and not a bystander," with over 95% surveyed indicating they could apply the learning in their daily lives. The program also contributed to organizational changes, including updated codes of conduct, improved reporting

[2] Leadership-focused projects extend beyond politics and management—they also strengthen an organization's capacity to lead in its field, shape systems, and influence broader change.
[3] While only a limited number of WAGE calls for proposals directly target shifts in values and perceptions, many funded projects incorporate activities that influence attitudes, behaviours, and social norms, embedding culture change within broader community, policy, and capacity-building efforts.

mechanisms, and integration of Upstander principles into training, contributing to sustained impact beyond the funding period.

QuEARing Each Other: Collaboration for 2SLGBTQA+ Inclusion in PEI (ongoing) (Equality for Sex, Sexual Orientation, Gender Identity and Expression Transfer Payment Program: Anti-Hate – PEERS Alliance Inc.). This project addresses barriers to equality for 2SLGBTQI+ communities in Prince Edward Island through community engagement, system navigation support, education, advocacy, and leadership development. To date, the project has built and expanded strategic partnerships, delivered inclusion workshops for service providers and employers, targeted outreach to rural trans populations and Indigenous communities, and developed a trans women's leadership program. The project has also provided individualized support to trans people facing complex trauma. It has reached 844 individuals and contributed to provincial committees on justice, policing, cyber-violence, and gender-based violence, strengthening inclusive practices across systems.

Prosperity

Finally, WAGE works to remove barriers to economic participation and empowerment for Canadians, particularly women, girls, and 2SLGBTQI+ people. WAGE's activities contribute to the headline indicator "Poverty" under the domain of "Prosperity."

The following examples demonstrate how WAGE funding supported projects that have contributed to improving the economic prosperity for women and 2SLGBTQI+ individuals:

The Equity Opportunity: Advancing Women's Economic Well-Being (ongoing) (Women's Program – LEAP Pecaut Centre for Social Impact). This project supports women facing poverty by addressing barriers to skills development, employment, and entrepreneurship, so that they can participate in Canada's economic growth. It scaled social ventures and aligned activities across sectors to expand access to technology and trade skills, quality jobs, and business opportunities, while reducing barriers such as childcare and transportation. As a result, 12,700 women have improved their financial prospects, with participants reporting an average 49% increase in their income. The project helped 1,075 self-identifying women to gain a degree/certification, supported 1,250 women to start new businesses, and supported over 800 women to secure employment or post-secondary education. Additionally, 4,100 women-owned businesses were launched or grew, strengthening women's participation in Canada's economy.

FoundHers Innovation Labs (ongoing) (Women's Program – Pitch Better Inc.). This project advances economic security and prosperity for Black women by addressing systemic barriers to their participation in the digital and green economies through an enterprise accelerator program for Black and equity-seeking women founders. Early business outcomes included more than $5.3 million in external capital raised since joining, 13 companies that raised capital, 11 pre-revenue companies now generating revenue, 18 companies that grew revenue during the program, 85 net new jobs and contractors added, and aggregate monthly revenue growth of over 105% ($54,000 to $110,766 per month). Founders also reported improved business readiness, stronger growth strategies, and

increased confidence in building sustainable ventures, highlighting the program's impact on long-term economic participation.

Collectively, these projects demonstrate how WAGE investments are helping create safer communities, strengthen leadership representation, foster more inclusive societies, and expand economic opportunities for women and 2SLGBTQI+ people across Canada.

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 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.

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

Departmental result indicator	Target	Date to achieve target	Actual result
Percentage of projects funded by the Department that have an impact on reducing systemic barriers to gender equality	At least 50%	March 2027	2023–24: 58% 2024–25: 58.7% 2025–26: 65.9%
Percentage of stakeholders that applied knowledge or resources from the Gender-Based Violence Knowledge Centre	At least 90%	March 2027	2023–24: 94% 2024–25: 94% 2025–26: 90.5%
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 2027	2023–24: 1,544 2024–25: 3,776 2025–26: 3,769
Number of federal government data and research gaps filled as identified by the Interdepartmental Committee on Gender Equality	At least 26	March 2027	2023–24: 50 2024–25: 23[4] 2025–26: 9[5]

[4] Fewer research projects were undertaken in 2024–25 than in previous years.

[5] Most of the WAGE Research directorate's funding budget has been allocated to multi-year projects that have not delivered reports yet, as well as used to support a large national survey on gender-based violence conducted by Statistics Canada. Additionally, WAGE supported applicant-initiated research through collaborations with federal research funding agencies, as well as through funding provided by the 2SLGBTQI+ Action Plan. Combined, these have resulted in a decrease in the number of WAGE-led research gaps addressed in 2025–26.

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.

Table 2: The federal government systematically considers gender equality

Departmental result indicator	Target	Date to achieve target	Actual result
Percentage of federal organizations satisfied with the Department's tools and resources to incorporate gender equality considerations into their work	At least 55%	March 2027	2023–24: 68% 2024–25: 72% 2025–26: 68%[6]
Number of major new federal initiatives (e.g., policies and programs) that include specific measures to advance gender equality	At least 58	March 2027	2023–24: 86 2024–25: Not available[7] 2025–26: Not available[8]

The Results section of the Infographic for WAGE on GC Infobase 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 2025–26 compared with the planned results set out in WAGE's departmental plan for the year.

The Department's interventions facilitate the advancement of gender equality

Results achieved

- WAGE promoted and advanced women and gender equality, in support of the federal government's missions to build one Canadian economy and bring down costs for Canadians and help them get ahead. Through investments in women's economic opportunities, support for organizations serving underrepresented groups, action to reduce the financial burden of accessing menstrual products, and collaboration to address gender-based violence, WAGE contributed to reducing barriers to economic participation, strengthening economic security, improving access to essential supports, and creating opportunities for people to participate more fully in Canada's economic life.
    - Through collaboration with federal, provincial, and territorial partners, including through the 43rd annual Forum of Federal, Provincial, Territorial (FPT) Ministers

[6] 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 agencies have created their own tailored tools. These reflect increased capacity and context-specific needs.
[7] The Budget 2025 Impacts Report does not include information on Gender Results Framework outcomes and only provides a mapping to the relevant Quality of Life Framework indicator(s). As a result, this information is not available for reporting.
[8] Budget 2026 will be released in November 2026. Therefore, this information is not available.

Responsible for the Status of Women, WAGE strengthened national coordination on gender-based violence and women's economic empowerment, resulting in more aligned approaches and accelerated implementation of shared priorities.

- The Department deepened engagement with Indigenous Peoples, partners, and stakeholders, including the Indigenous Women's Circle, to ensure that policies and programs reflect distinctions-based, culturally grounded approaches. These efforts supported more targeted and effective action on priorities such as Indigenous-led approaches to ending gender-based violence and inclusive federal initiatives, while strengthening the integration of Indigenous partners' perspectives into measurable policy and program outcomes.
- At the international level, WAGE advanced Canada's priorities through focused, results-oriented engagement:
  - Led a successful delegation at the 70th Session of the United Nations Commission on the Status of Women, demonstrating international leadership on gender equality and women's empowerment, aligned with domestic and international priorities through advocacy, strategic partnerships, and high-impact engagements.
  - Developed and shared a G7 Gender Mainstreaming Best Practices Compendium with G7 members, other federal departments, and provinces and territories, providing 52 examples of best practices to mainstream gender equality and support actionable, evidence-based approaches.
  - Convened three gender-equality knowledge events on key issues including technology-facilitated gender-based violence, gender and artificial intelligence, and social norms and masculinities. These events brought together G7 members, the Gender Equality Advisory Council, and Organization for Economic Co-operation and Development experts, and provided opportunities for knowledge sharing among countries.
- The Department effectively managed 340 agreements under the Women's Program (169 Women's Economic and Leadership Opportunities Fund agreements and 171 Women's Capacity Fund agreements), expanding the reach of federal programming to hundreds of organizations across the country and strengthening their capacity to promote women's economic security and leadership. A combined $71 million in federal investments was distributed, which directly contributed to building stronger, more equitable communities through sustained, multi-year support.
- WAGE continued piloting the MEF and extended the pilot project to address affordability and stigma barriers for low-income individuals. In 2025–26, the MEF collaborated with more than 2,100 organizations, supported 700,000 instances of interaction of access to menstrual products, and developed more than 150 educational and awareness resources to advance menstrual equity.
- The Department developed a forward-looking research plan to guide WAGE's research, data, and engagement activities for 2026–27 and enables a phased approach to future multi-year planning. The plan outlines priorities across the Gender Results Framework pillars, including strategic partnerships and knowledge

mobilization, to support measurable outcomes, enabling more focused, evidence-based decision-making and efficient use of resources.

- WAGE contributed to the federal government's mission to keep Canadians safe by preventing and addressing gender-based violence.
    - WAGE funded more than $77 million in promising practices projects led by 113 organizations working to end gender-based violence by managing new rounds of funding for projects focused on gender-based violence, including human trafficking, while also overseeing and supporting projects funded in earlier rounds. This strengthened the reach and impact of community-led initiatives and contributed to advancing safety and well-being in communities across Canada. In addition, advancing projects approved through continuous intake aligned with gender-based violence policy priorities strengthened the Department's ability to respond to emerging needs and gaps in the sector.
    - The Department funded Statistics Canada to advance data collection, analysis, and knowledge generation on gender-based violence, helping to address key evidence gaps and strengthen the evidence base for policy and program development. As a result, Statistics Canada:
        - Released the first publication from the second cycle of the Survey of Safety in Public and Private Spaces (SSPPS), providing updated national data on the prevalence and patterns of violence in Canada and supporting the development of more effective, evidence-informed services, policies, and interventions.
        - Released the fifth and final report of the Femicide Information System project, enhancing understanding of pathways to lethal violence and informing efforts to strengthen prevention, early intervention, and responses aimed at interrupting cycles of violence.
    - Implementation of the National Action Plan to End Gender-Based Violence advanced in a complex intergovernmental environment requiring ongoing coordination across jurisdictions and varying capacities. Targeted investments support measurable outcomes, including reducing repeat victimization, improving service coordination, and enhancing supports for survivors, in line with broader government objectives to keep Canadians safe.
    - The Department advanced the evaluation of It's Time: Canada's Strategy to Prevent and Address Gender-Based Violence and the National Action Plan to End Gender-Based Violence, fulfilling its legislative and policy requirements and upholding accountability.
    - WAGE maintained a distinctions-based, results-oriented approach through continued engagement with Indigenous Peoples, partners, and stakeholders. The Department continued to support implementation of the Federal Pathway to Address Missing and Murdered Indigenous Women, Girls and 2SLGBTQQIA+ People by advancing Calls for Justice 1.3, 1.5, 1.6, 16.44, and 17.2 through key initiatives including the National Action Plan to End Gender-Based Violence, the Federal 2SLGBTQI+ Action Plan, Increasing the Capacity of Indigenous Women and

2SLGBTQQIA+ Organizations, and work to improve data disaggregation for the second cycle of the SSPPS.
    - The Department continued its work to change social norms around gender-based violence through the It's Not Just youth awareness campaign and knowledge mobilization. In 2025–26, the campaign reached Canadians more than 33 million times, including more than one million people through federal touchpoints, while over 120,000 people accessed online information and resources.

- WAGE promoted and advanced 2SLGBTQI+ equality, which contributes to the federal government's mission to keep Canadians safe.
    - WAGE continued initiatives to support 2SLGBTQI+ equality.
        - Established and expanded a WAGE-led senior-level interdepartmental governance table focused on advancing priorities identified by Indigenous 2SLGBTQI+ communities.
        - Convened a national virtual engagement session with representatives from Indigenous 2SLGBTQI+ organizations to inform federal understanding of community-identified priorities, challenges, needs, and best practices.
        - The Unity awareness campaign continued to enhance inclusion and break down stigma and discrimination by expanding its impact across key sectors, supporting more inclusive workplaces, and amplifying the voices of 2SLGBTQI+ people and allies. The campaign generated more than 19.7 million audience exposures in 2025–26.
    - The Department delivered targeted investments in 2025–26, which resulted in expanded support and improved outcomes for 2SLGBTQI+ communities across Canada.
        - Through 106 Community Capacity Fund agreements totalling approximately $10 million, WAGE supported initiatives that strengthened organizational capacity and advanced equality for 2SLGBTQI+ communities.
        - Through 48 Projects Fund agreements totalling approximately $10 million, WAGE supported community-informed initiatives addressing key issues facing 2SLGBTQI+ people.
        - 12 safety-focused agreements (11 addressing anti-hate and 1 supporting Pride security), totaling approximately $4.5 million, supported efforts to combat hate, increase safety at Pride events, and create more secure and inclusive environments.

      Together, these investments strengthened community capacity, enhanced safety, and improved inclusion for 2SLGBTQI+ people across Canada.

The federal government systematically considers gender equality

Results achieved

- WAGE provided policy leadership to the Government of Canada on GBA Plus, supporting inclusive and equitable decision-making across a broad range of federal policies, programs, and initiatives.

- WAGE continued to provide leadership, support, and resources through its GBA Plus Centre of Expertise to improve consistency, build capacity, and support measurable application across government.
    - Optimized the GBA Plus governance structure by strengthening coordination, accessibility, and information-sharing across federal organizations.
    - Developed a two-year plan to streamline and strengthen the application of GBA Plus, as well as three case studies based on practices identified through the 2024 GBA Plus Implementation Survey.
- In partnership with Statistics Canada, produced a learning video on accessing and using disaggregated data though the Gender, Diversity and Inclusion Hub and Gender Results Framework Dashboards. Information sheets were also delivered to help practitioners integrate disaggregated, intersectional, and disability related data into their GBA Plus assessments.
- In collaboration with the Canada School of Public Service, launched a revamped GBA Plus online course for public servants and the public to strengthen awareness of GBA Plus as an intersectional analysis and reinforce its robust application.
- The 2025 GBA Plus Implementation Survey achieved an 83% response rate, a 10% increase from the previous year.

Key risks

In 2025–26, WAGE effectively managed risks related to capacity constraints, significant demand for WAGE's expertise, lack of full information for decision making, organizational change, and cybersecurity. The Department mitigated these risks by advancing its priority of streamlining business processes. For example, it streamlined the Workforce Management Committee (WMC) review process by removing low-risk and administratively burdensome items. Reducing the volume of routine transactions requiring review enabled WMC to focus attention on more strategic and higher-impact staffing decisions. The WMC request form was also revised and automation introduced to reduce errors and improve turnaround times. The Department also reduced duplication by integrating external reporting requirements into existing departmental reporting processes. For example, reporting on WAGE's contributions to the Annual Report on the Operation of the *Canadian Multiculturalism Act* was incorporated into the Departmental Results Report (see p.20). WAGE supported government-wide reporting-burden reduction efforts by integrating activities, breaking down silos, eliminating duplication, and improving collaboration across the Department. WAGE's integrated business planning approach was further refined, establishing a strong foundation for coordinated decision-making and resource alignment.

The Department refocused its role as an enabler to better embed system-wide application of GBA Plus through tools and training, including a best practices compendium and an updated online course developed with the Canada School of Public Service. Increased collaboration with program partners and enhanced use of disaggregated data, supported by work with Statistics Canada, strengthened evidence-based decision-making and program impact. Internally, a cross-sectoral committee was established to better demonstrate the impact and results of WAGE's work.

As the Department began integrating AI into data collection processes, it maintained a strong focus on appropriate safeguards in place to protect data integrity and security, ensuring that innovation is implemented responsibly and in line with evolving cybersecurity requirements.

Resources required to achieve results

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

Table 3: Snapshot of resources required for advancing gender equality

Resource	Planned	Actual
Spending	383,042,861	376,824,514
Full-time equivalents	290	236

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 2025–26, WAGE continued to embed GBA Plus across the design and delivery of its programs, strengthening its intersectional, evidence-based approach. GBA Plus considerations were integrated into program parameters as well as funding assessment and prioritization processes to better reflect diverse experiences and barriers. For example, to address longstanding funding gaps, WAGE developed an invitational intake under the Women's Program focused on advancing equality for senior women as well as women and girls with disabilities, with funded projects announced in 2025–26. The continued application of intersectional analysis in calls for proposals strengthened the Department's ability to identify needs and gaps across sectors, including those related to geography, official languages, and the experiences of Indigenous, Black, and racialized communities. This contributed to more responsive program design and better alignment of funded initiatives with the realities of women, girls, and 2SLGBTQI+ people facing intersecting forms of inequality.

WAGE also supported the integration of GBA Plus across federal legislation, policies and programs, including key federal priorities such as the National Action Plan to End Gender-Based Violence and the Federal Gender-Based Violence Strategy. Under the *Impact Assessment Act*, WAGE continued to provide advice on GBA Plus and gender equality issues, including gender-based violence, to project proponents on major projects that are most likely to have significant adverse effects in areas of federal jurisdiction across Canada. This work helped ensure that diverse perspectives and

potential impacts on different populations were considered in decision-making across government.

To support monitoring, continuous improvement, and informed decision-making, WAGE strengthened its use of disaggregated data and evidence. The Department continued to collect and analyze disaggregated data across funding programs to better understand who is being reached and where barriers persist, informing adjustments to program delivery and future design. In 2025–26, WAGE undertook internal analyses of project data to assess impacts and identify gaps affecting priority populations, with findings to inform future funding initiatives. The Department also enhanced performance measurement by establishing an internal working group to review external stakeholder reporting, with a focus on streamlining requirements, reducing administrative burden, and improving the consistency and quality of results data.

WAGE also advanced its broader evidence base for GBA Plus through research and partnerships. Work with partners, including Statistics Canada, supported efforts to improve the availability and use of disaggregated data and address key knowledge gaps. Through its funding role, the Department supported external research aligned with intersectional and inclusive principles, including Indigenous-led research examining the impacts of gender-based violence on Indigenous women and girls, ensuring that research design and analysis are grounded in community knowledge and priorities. In collaboration with Justice Canada, WAGE provided expertise and guidance to advance responsive, evidence-informed approaches that reflect the needs and lived experiences of diverse communities. This included supporting stakeholder engagement, strengthening policy development, and contributing to federal efforts to prevent and address gender-based violence while advancing equity and fairness.

United Nations 2030 Agenda for Sustainable Development and the UN Sustainable Development Goals

In 2025–26, WAGE continued to contribute to Canada's progress on the United Nations 2030 Agenda for Sustainable Development and the United Nations Sustainable Development Goals (SDGs). As the federal lead on SDG 5: Achieve Gender Equality and Empower All Women and Girls, WAGE advanced this goal through several activities, including:

- Continued implementation of the National Action Plan to End Gender-Based Violence in collaboration with provincial and territorial governments.
- Expanded efforts to share knowledge on gender-based violence and raise public awareness through campaigns and commemorative activities.
- Strengthened the use of GBA Plus across the federal government, with a focus on enhancing GBA Plus governance, capacity, and information-sharing.
- Supported evidence-based, gender-responsive and equitable policies through funded research.
- Provided funding to organizations that advance women's and 2SLGBTQI+ people's equality and that support the full participation of women, girls, and 2SLGBTQI+ communities in Canadian society.

- Supported Canada's gender equality objectives domestically and internationally through participation in international events, multilateral forums, and bilateral engagements.

WAGE directly supported the implementation of SDG 10: Reducing Inequalities Within and Among Countries by enhancing GBA Plus and promoting its consistent use to advance policies, initiatives, and programs that are inclusive, equitable, and responsive to the diverse needs of all individuals, particularly those in marginalized groups. 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.

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 and reports on progress.

Promoting multiculturalism

Federal departments are invited to add their 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 2025–26, WAGE is reporting its contributions to this initiative via this Departmental Results Report.

In 2025–26, WAGE continued to advance a multicultural, inclusive, and anti-racist workplace by integrating Inclusion, Diversity, Equity, and Accessibility (IDEA) considerations into governance, policies, learning, and employment engagement initiatives.

- IDEA remained a standing item at Executive Committee meetings, ensuring sustained leadership, oversight, and accountability. WAGE addressed systemic barriers and departmental priorities and advanced systemic change through key frameworks and policies which were promoted and discussed through the Department. These included: Employment Equity Reports; the Accessibility Action Plan 2026–2029; the Better Accommodation Project; the Duty to Accommodate; the Digital Passport; self-identification modernization; and the IDEA Strategy and Action Plan 2024–2027. The Department also continued to apply bias assessment tools in staffing processes and reinforced equitable access to second language training through the Framework on Second Language Learning.
- Employees completed training related to anti-racism, diversity, inclusion, accessibility, and reconciliation. These initiatives strengthened awareness of barriers, encouraged respectful dialogue, and reinforced accountability in fostering an inclusive workplace culture.
- WAGE promoted and celebrated the history, heritage and contributions of Indigenous, Black, racialized, 2SLGBTQI+, and religious minority communities through awareness activities, commemorations, and educational events. These initiatives increased awareness of diverse experiences and identities, fostered dialogue on intersectionality and systemic barriers, sustained employee engagement, strengthened leadership accountability, and supported efforts to build a safer, more inclusive 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 victims and survivors of gender-based violence.

Artificial intelligence

WAGE adheres to the policies and guidelines established by TBS regarding the use of AI. In 2025–26, WAGE began establishing a foundation for the broader and more strategic use of AI, reflecting a growing organizational priority to leverage digital tools to enhance efficiency and service delivery across the Department. Initial efforts focused on exploring potential applications of AI in select administrative functions, supporting early document draft development, and summarizing project data. The Department did not operate any automated decision-making systems and did not use AI for decision-making. WAGE began taking steps to position itself for expanded use in the coming years by strengthening internal knowledge and capacity. This included advancing training and awareness to equip employees with the skills needed to use AI safely, ethically, and effectively, and considering opportunities where AI could support high-impact work. These efforts have started to lay the groundwork for a more coordinated and results-oriented approach to AI adoption, to support the Department to scale its use responsibly while enhancing operational effectiveness and supporting future program and policy delivery.

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
- Risk and compliance process
- Contracts awarded to Indigenous businesses

Description

Internal services are the activities and resources that support a department in meeting its corporate obligations and delivering its programs. The 10 categories of internal services are:

- acquisition management services

- communications services
- financial management services
- human resources management services
- information management services
- information technology services
- legal services
- material management services
- management and oversight services
- real property management services

Progress on results

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

In 2025–26, WAGE enhanced internal processes, strengthened operational efficiency, advanced key transformations, and delivered measurable results to better align with evolving government priorities.

Adapted to the changing context

WAGE streamlined financial management practices by standardizing tools, automating analysis, and eliminating low-value tasks. This improved alignment between program priorities and financial planning, strengthened the quality of information for decision-making, and reduced administrative burden, contributing to sound stewardship and accountability in the management of public funds.

The Department also implemented updated procurement procedures aligned with strengthened federal requirements, reinforcing accountability, improving internal controls, and reducing risk while ensuring transparent and compliant service delivery with greater speed and consistency.

WAGE further aligned operations to support evolving priorities, with a focus on grants and contributions. Foundational work was undertaken to better align program delivery with policy requirements and emerging needs, positioning the Department to target investments more effectively and support stronger, evidence-based results.

Supported prioritized WAGE projects and those responsible for operational processes

WAGE advanced work on the modernization of its grants and contributions management system, a significant transformation that will improve how funding is delivered, enhance service to partners, and strengthen performance tracking and oversight. Once implemented, the new system will achieve greater efficiencies and enhanced flexibilities and strengthen the Department's ability to deliver for Canadians with greater focus, clarity, and consistency.

The Department also strengthened internal communications by better integrating tools and enhancing corporate messaging to increase engagement, reduce duplication, and improve clarity and alignment across the organization.

Completed and integrated WAGE's renewed performance measurement framework

WAGE updated and integrated its Departmental Results Framework (DRF) into its 2026–27 Departmental Plan. The renewed DRF reflects the Department's evolution, current structure and mandate, strengthens performance measurement, and aligns departmental results with programs to enhance reporting clarity.

Human Resources (HR) management

WAGE continued to advance inclusion, diversity, equity, accessibility, and anti-racism priorities through its IDEA Strategy and Action Plan, focusing on targeted actions and measurable progress.

To support a resilient and future-ready workforce, the Department completed an enterprise-wide organizational review to optimize its structure and strengthen readiness for change. The Department also progressed work on an HR Digital and Data Strategy to modernize systems and improve service delivery. This initiative aims to reduce administrative burden, enhance the client experience, and better align HR functions with organizational priorities.

Insights from the 2024 Public Service Employee Survey were leveraged through an interactive dashboard, which directly informed departmental planning and people management discussions, and enabled WAGE leaders to better understand the employee experience and act on areas for improvement.

Resources required to achieve results

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

Table 4: Resources required for internal services for 2025–26

Resource	Planned	Actual
Spending	24,099,285	21,003,636
Full-time equivalents	154	140

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.

Risk and compliance process

The Risk and Compliance Process (RCP) is a self-assessment designed to help deputy heads verify that they have controls and practices in place to meet their accountabilities under legislation and Treasury Board policy, and to effectively manage risks in their organizations.

In 2025–26, WAGE completed the RCP self-assessment. The results found that the Department is demonstrating appropriate practices and controls in most areas. WAGE identified opportunities to improve the Department’s practices in other areas.

In response, the Department will:

- Assess and implement a ‘right-fit’ data governance framework suitable for a small department such as WAGE;
- Increase IT security awareness communications and develop a digital strategy focused on streamlining operations by eliminating redundancies and prioritizing the adoption of inherently secure platforms and services; and
- Continue to promote the timely completion of performance agreements and implement training commitments.

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.

As shown in Table 5, WAGE awarded 12.33% of the total value of all contracts to Indigenous businesses for the fiscal year.

Table 5: Total value of contracts awarded to Indigenous businesses

Contracting performance indicator	2025–26 result
Total value of contracts awarded to Indigenous businesses (A)	$405,976.38
Total value of contracts awarded to Indigenous and non-Indigenous businesses (B)	$3,292,568.87
Value of exceptions approved by deputy head (C)	N/A
Proportion of contracts awarded to Indigenous businesses [A / (B–C) × 100]	12.33%

Notes

For the purposes of the minimum 5% target, Indigenous Services Canada defines “Indigenous businesses” as:

- businesses owned and operated by Elders, band and tribal councils
- businesses registered in the Government of Canada’s Indigenous Business Directory
- registered on a modern treaty beneficiary business list

A “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.

In fiscal year 2025–26, WAGE awarded $405,976.38 in contracts to Indigenous businesses, representing 12.33% of the total value of its contracts. This achievement reflects WAGE’s continued commitment to inclusive and equitable procurement practices and to supporting economic opportunities for Indigenous businesses and communities.

In its 2026–27 Departmental Plan, WAGE estimated that it would award 5% of the total value of its contracts to Indigenous businesses by the end of 2025–26. The higher-than-anticipated result was primarily driven by increased information technology hardware procurement during the fiscal year, including a department-wide upgrade of audio-visual equipment in conference rooms across headquarters and regional offices. Where appropriate, these requirements were fulfilled through Indigenous businesses, resulting in a greater proportion of the Department's overall procurement value being awarded to Indigenous suppliers than originally forecast.

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 2023–24 to 2028–29.

Budgetary performance summary

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

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

Core responsibilities and internal services	2025–26 Main Estimates	2025–26 total authorities available for use	Actual spending over three years (authorities used)
Advancing gender equality	383,042,861	384,512,805	• 2023–24: 295,787,831 • 2024–25: 346,440,898 • 2025–26: 376,824,514
Subtotal	**383,042,861**	**384,512,805**	**376,824,514**
Internal services	24,099,285	24,890,793	• 2023–24: 25,111,050 • 2024–25: 22,521,261 • 2025–26: 21,003,636
Total	**407,142,146**	**409,403,598**	• 2023–24: 320,898,881 • 2024–25: 368,962,159 • 2025–26: 397,828,150

Analysis of the past three years of spending

The increase in actual spending from 2023–24 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 ($539.3 million over five years) and from the 2024 Fall Economic Statement to support national women's organizations ($15 million over three years) and the Menstrual Equity Fund ($60 million over two years). Actual spending is less than WAGE's total authorities available for use.

The Finances section of the Infographic for WAGE on GC Infobase provides more financial information from previous years.

Planned spending for next three years

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

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

Core responsibilities and internal services	2026–27 planned spending	2027–28 planned spending*	2028–29 planned spending*
Advancing gender equality	389,832,731	185,347,963	185,047,546
Subtotal	**389,832,731**	**185,347,963**	**185,047,546**
Internal services	23,552,200	20,826,639	20,695,238
Total	**413,384,931**	**206,174,602**	**205,742,784**

Analysis of the next three years of planned spending

The decrease in 2027–28 planned spending reflects the conclusion of current time-limited funding from Budget 2022 to work with provinces and territories to implement the National Action Plan to End Gender-Based Violence ($539.3 million over five years), Budget 2022 to support the implementation of the Federal 2SLGBTQI+ Action Plan ($100 million over five years), the 2024 Fall Economic Statement for the MEF national pilot ($60 million over two years), and to support national women's organizations ($15 million over three years).

*On July 16, 2026, Minister Valdez announced that WAGE will receive additional funding of $607.4 million over four years, beginning in 2027-28, to continue the implementation of the National Action Plan to End Gender-Based Violence. This funding is not reflected in the Planned Spending for 2027-28 and 2028-29 because it has not yet received parliamentary approval.

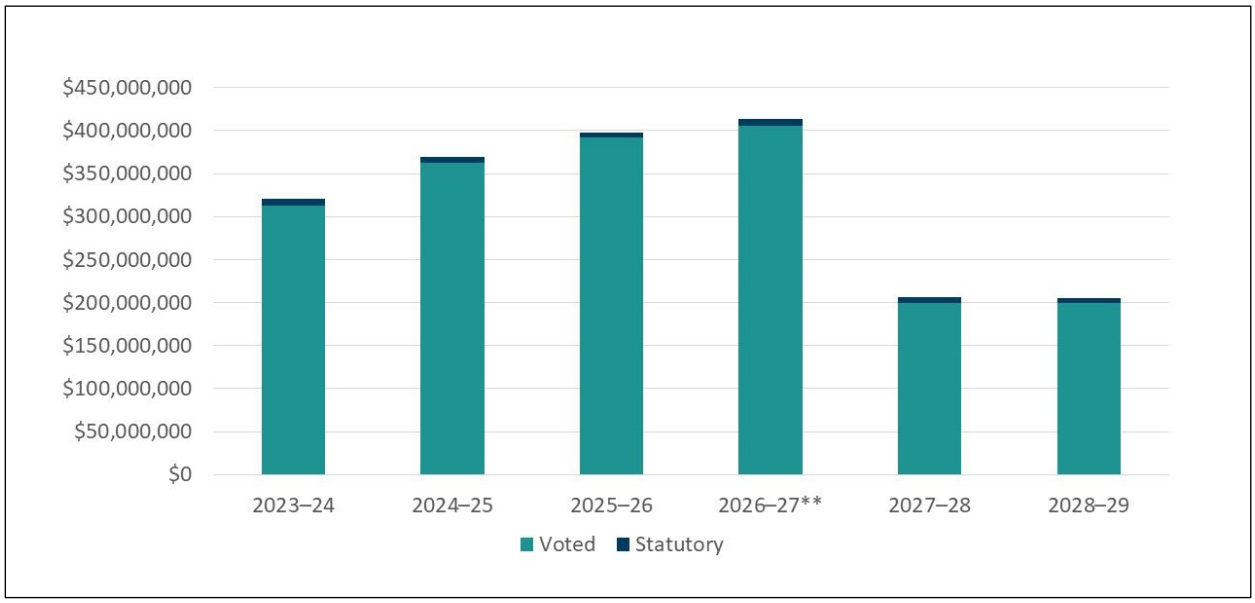
The Finances section of the Infographic for WAGE on GC Infobase provides more detailed financial information related to future years.

Funding

This section provides an overview of the department's voted and statutory funding for its core responsibilities and for internal services.

Graph 1 summarizes the department's approved voted and statutory funding from 2023–24 to 2028–29.

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



Text version of Graph 1

Fiscal year	Statutory	Voted	Total
2023–24	$7,867,614	$313,031,267	$320,898,881
2024–25	$6,786,752	$362,175,407	$368,962,159
2025–26	$6,223,293	$391,604,757	$397,828,150
2026–27**	$7,416,197	$405,968,734	$413,384,931
2027–28	$6,423,539	$199,751,063	$206,174,602
2028–29	$6,368,561	$199,374,223	$205,742,784

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

In this graph, financial amounts from 2023–24 to 2025–26 represent actual spending incurred by the Department and financial amounts from 2026–27 to 2028–29 represent planned spending.

The change in planned spending over time is largely due to changes in grants and contributions funding as approved by Parliament.

**WAGE has received the following time-limited funding that will end in 2026–27:

- Funding to work with provinces and territories to implement the National Action Plan to End Gender-Based Violence ($539.3 million over five years)

- Funding to support the implementation of the Federal 2SLGBTQI+ Action Plan ($100 million over five years) which includes the following initiatives:
    - 2SLGBTQI+ Projects Fund
    - 2SLGBTQI+ Secretariat
    - 2SLGBTQI+ National Awareness Campaign
    - 2SLGBTQI+ Data Collection and Research
- Funding for the MEF national pilot ($60 million over two years)
- Funding for women's organizations ($15 million over three years)

WAGE also received the following ongoing funding in Budget 2025 starting in 2026–27:

- Funding to revitalise and stabilise efforts to advance women's equality in Canada ($76.5 million ongoing)
- Funding to support the 2SLGBTQI+ community sector, including Pride security ($10.9 million ongoing)
- Funding to strengthen federal action on gender-based violence ($44.7 million ongoing)

Consult the Public Accounts of Canada for further information on WAGE's departmental voted and statutory expenditures.

Financial statement highlights

This section presents WAGE's Financial statements (Unaudited) for the year ended March 31, 2026.

Table 8 summarizes the expenses and revenues for 2025–26, which net to the cost of operations before government funding and transfers.

Table 8: Condensed Statement of Operations (unaudited or audited) for the year ended March 31, 2026 (dollars)

Financial information	2025–26 actual results	2025–26 planned results	Difference (actual results minus planned)
Total expenses	$400,766,385	$413,861,169	$(13,094,784)
Total revenues	$121	$0	$121
Net cost of operations before government funding and transfers	$400,766,264	$413,861,169	$(13,094,905)

Analysis of expenses and revenues for 2025–26

The difference between the 2025–26 actual results and the 2025–26 planned results is mostly explained by a lapse of funds. As a result of proactive financial management throughout 2025–26, WAGE generated a surplus ensuring sufficient flexibility should reductions be required in response to a government-wide direction on comprehensive spending reviews. Throughout the year, the Department implemented targeted measures to defer or reduce spending, including a prudent approach to managing the salary envelope and careful management of other operating expenses.

More financial information from previous years is available in the Finances section of GC Infobase.

The 2025–26 planned results information is provided in WAGE's Future-Oriented Statement of Operations and Notes 2025–26.

Table 9 summarizes actual expenses and revenues and shows the net cost of operations before government funding and transfers.

Table 9: Condensed Statement of Operations (unaudited or audited) for 2024–25 and 2025–26 (dollars)

Financial information	2025–26 actual results	2024–25 actual results	Difference (2025–26 minus 2024–25)
Total expenses	$400,766,385	$370,553,408	$30,212,977
Total revenues	$121	$12	$109
Net cost of operations before government funding and transfers	$400,766,264	$370,553,396	$30,212,868

Analysis of differences in expenses and revenues between 2024–25 and 2025–-26

The difference between the current year's actual results and the previous year's actual results is mainly attributable to increases in transfer payments due to the 2024 Fall Economic Statement additional funding in 2025–26.

More financial information from previous years is available in the Finances section of GC Infobase.

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.

Table 10: Condensed Statement of Financial Position (unaudited or audited) as at March 31, 2026 (dollars)

Financial information	Actual fiscal year (2025–26)	Previous fiscal year (2024–25)	Difference (2025–26 minus 2024–25)
Total net liabilities	$16,268,183	$12,839,610	$3,428,573
Total net financial assets	$11,972,748	$8,153,464	$3,819,284
Departmental net debt	$4,295,435	$4,686,146	$(390,711)

Financial information	Actual fiscal year (2025–26)	Previous fiscal year (2024–25)	Difference (2025–26 minus 2024–25)
Total non-financial assets	$2,157,315	$2,009,488	$147,827
Departmental net financial position	$(2,138,120)	$(2,676,658)	$538,538

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

The difference for total net liabilities is the result of an increase of grants and contributions payable at year end.

The difference for total net financial assets is largely due to the increase in payables at year end. It is also related to an increase in accounts receivable attributable to the Employee Benefit Plan (EBP) year end adjustment, recorded as a receivable due to lower salary expenditures, compared to a payable position in 2024–25. These increases were partially offset by a decrease in other receivables driven by consistent and timely recovery processes throughout the year.

Overall, the Department's net financial position reflects the combined effects of increases in liabilities, financial assets, and tangible capital assets (total non-financial assets).

Human resources

This section presents an overview of the department's actual and planned human resources from 2023–24 to 2028–29.

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.

Table 11: Actual human resources for core responsibilities and internal services for the last three years

Core responsibilities and internal services	2023–24 actual full-time equivalents	2024–25 actual full-time equivalents	2025–26 actual full-time equivalents
Advancing gender equality	316	272	236
Subtotal	**316**	**272**	**236**
Internal services	159	146	140
Total	**475**	**418**	**376**

Analysis of human resources for the last three years

The decrease in actual FTEs over the last three years is primarily due to the planned sunsetting of time-limited funding. The Department also continued to manage its workforce prudently through

natural attrition and ongoing efforts to align resources with operational requirements and departmental priorities.

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.

Table 12: Human resources planning summary for core responsibilities and internal services for the next three years

Core responsibilities and internal services	2026–27 planned full-time equivalents	2027–28 planned full-time equivalents	2028–29 planned full-time equivalents
Advancing gender equality	260	234	232
Subtotal	**260**	**234**	**232**
Internal services	140	125	124
Total	**400**	**359**	**356**

Analysis of human resources for the next three years

The 2026–27 planned FTEs reflect current time-limited funding, including the 2024 Fall Economic Statement funding for the MEF national pilot and Budget 2022 funding to work with provinces and territories to implement the National Action Plan to End Gender-Based Violence and to support the implementation of the Federal 2SLGBTQI+ Action Plan. This ending of time-limited funding results in a reduction of 41 FTEs in 2027–28 compared to 2026–27.

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: Gail Mitchell (Interim)

Ministerial portfolio: Department for Women and Gender Equality

Enabling instrument(s): *Department for Women and Gender Equality Act*

Year of incorporation or commencement: 2018

Departmental contact information

Mailing address: Women and Gender Equality Canada

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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.

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 three-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 2025–26 Departmental Results Report, government priorities are the high-level themes outlining the government's agenda as announced in the 2025 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)

Requirements for verifying Indigenous businesses for the purposes of the departmental result report are available through the Indigenous Services Canada Mandatory minimum 5% Indigenous procurement target website.

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.