

The Best and Worst Places to be a Woman in Canada 2016

The Gender Gap in Canada's 25 Biggest Cities

Kate McInturff with
The Canadian Research Institute for the Advancement of Women





CCPA

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Introduction

WOMEN AND POWER. Why is that still such an unlikely coupling? The world applauded as our (male) Prime Minister announced he was a feminist.¹ But when he appointed women to positions of power in his Cabinet, he was criticized for not making the appointments on merit.² President Obama tells *Glamour* how important it is as a father of two daughters to be a feminist, and readers respond with a collective “awwww.” But when the woman he appointed Secretary of State becomes the presidential nominee of the Democratic Party, an historic first, newspapers around the country run a photograph of her husband.³

The 25 metropolitan areas included in this study are home to 67% of Canada’s population. Only a handful of those cities boasts a female mayor. We can tell our daughters it’s a new world of possibility for them. But they have eyes. And this is what they can see.

Here is what else they see: when women do achieve power they face a particularly nasty form of verbal assault — above and beyond the usual political back and forth. These attacks range from simply sexist (then candidate Rachel Notley being told by her opponent that “math is difficult”) to “joking” threats (a political rival saying of the now Premier of Alberta that “it’s against the law to beat Rachel Notley.”)⁴

Female politicians across the political spectrum have reported similar experiences.⁵ It’s something they share in common with many women and girls in Canada.

The most recent direct survey of experiences of crime in Canada now finds that women are more likely to be victims of violent crime than men.⁶ While rates of most violent crimes are on the decline, rates of sexual violence (the victims of which are disproportionately women and girls) remain nearly unchanged over 20 years. More than half a million women in Canada report having been sexually assaulted in the past five years.⁷ More than 300,000 women have experienced violence at the hands of an intimate partner in the same period.⁸ That reality explains why ‘joking’ threats don’t seem so funny to those who know too well the reality of violence. It also points to the nature of the gap that remains in our country.

Justice Canada estimates the economic cost of sexual assault and intimate partner violence is in excess of \$12 billion annually.⁹ Federal spending on this issue amounts to less than \$200 million annually.¹⁰ There is evidently a sizable gap in the resources being committed to putting an end to this form of violence and the personal and economic costs of these forms of violent crime to women and girls and their communities. The decline in other forms of violent crime demonstrates that we have the collective capacity to address violence against women. We need to do more than advise young women to lean in; we need to demonstrate that they aren’t going to be threatened, harassed or assaulted when they do.

Some gaps are closing. Women in Canada now make up 48% of the labour force.¹¹ They are as likely to have some form of post-secondary education as are men. They are more likely to have a university degree. Their lifespans are amongst the highest in the world. These are achievements of which we can be proud. These are achievements we can learn from. They point to our capacity to make better lives for ourselves, our children, our neighbors.

Narrowing the gender gap will deliver dividends for all Canadians.

Amidst concerns about the slow rate of growth in our economy, the International Monetary Fund has drawn attention to the need to close the gap in men’s and women’s employment.¹² The OECD projects that narrowing the gap between men’s and women’s employment in Canada could contribute an additional \$160 billion or 8% in GDP by 2030.¹³ Research published by the World Bank suggests that closing the gender wage gap could be worth the equivalent of 10% of Canada’s GDP.¹⁴

Legislators and policy-makers have tough decisions to make when it comes to how we use our collective resources to build a better Canada. The gaps highlighted in this report provide a map of the areas that need more attention if we are going to deliver on the promise of a more equal Canada.

The Rankings

1. Victoria	10. Halifax	19. St. Catharines-Niagara
2. Kingston	11. Toronto	20. Winnipeg
3. London	12. Kitchener-Cambridge-Waterloo	21. Saskatoon
4. Québec	13. Hamilton	22. Edmonton
5. Gatineau	14. Ottawa	23. Calgary
6. Montréal	15. Abbotsford-Mission	24. Oshawa
7. Sherbrooke	16. Barrie	25. Windsor
8. St. John's	17. Kelowna	
9. Vancouver	18. Regina	

The Results

Victoria comes out on top for the second year running. What are they doing out on the west coast that is making the difference? The biggest factor in Victoria's standing is the level of representation of women in politics. Not only is Victoria one of the few cities in the study to boast a female mayor, it is also one of the only cities to have more women than men on its council. Even when the outlying areas' municipal officials are included in the count, Victoria comes out near the top – with 42% of elected officials overall being women (second only to Abbotsford which comes in first in the balance of elected officials at 44% women). Not all the news is good for Victoria, however; one of the reasons that the gap in employment is smaller than average is that men have low employment rates, while women's employment rates are typical of the national average.

At the other end of the spectrum, Windsor finishes last with a big gap in women's representation in leadership roles. Less than one in four elected seats are held by women and only 31% of senior management positions are held by women. Both men and women have lower than average employment rates, but the gap is also bigger than average – demonstrating the distinct effects of economic downturns on men and women. Windsor also has the highest percentage of women living in poverty, with nearly one in four women (24%) living below the Low Income Measure (LIM). Men's levels of poverty are also higher than the national average but the gap between

men and women is significant — with 16,000 more women living below the poverty line.

Canada's largest cities fall in the middle of the rankings, with Montreal (in 6th place) outperforming Toronto (11th) and Vancouver (9th). Toronto and Vancouver both suffer from significant gaps in employment levels. The gap in pay is narrowing in Montreal, lifting its score into the top 10. Montreal's score is also helped by a higher than average number of women in elected office.

It is clear that progress is uneven. Equally clear is that there is much that cities have to learn from one another. Why do women fare better in politics in Victoria? What could we learn from Montreal about closing the wage gap? Which city is doing the most to create jobs for both men and women in a period of slow economic growth? The statistics compiled here are the beginning of the conversation, not the end.

About the Report

This report provides an annual snapshot of the gaps in men and women's access to economic security, personal security, education, health and positions of leadership. It measures the gap between men and women in a given community rather than overall levels of employment or crime, for example, in order to capture inequalities that can be attributed, at least in part, to discrimination based on gender.

There is a limit to what quantitative data can tell us about the individual and community level differences in men's and women's lives. Some of the shortfalls come from a lack of data. For example, as the long-form census was welcomed back with such enthusiasm that it crashed Statistics Canada's website, that census still only provided two options for sex — male or female, leaving us with no data on the experiences of those who identify as transsexual or otherwise. Most annual surveys of poverty levels and employment, do not break down results by race, immigration status, disability, sexual identity, or aboriginal status. Yet both the census data and qualitative research demonstrates that these intersecting lines of identity make a significant difference.

The report includes just one example of the essential contribution of qualitative research to better understanding the barriers to equality that face women from diverse backgrounds and regions. The research conducted by the Canadian Research Institute for the Advancement of Women into the lives of women living in small, remote northern communities demonstrates

how careful, community-based, qualitative research can provide a fuller and more textured analysis of the specific challenges faced by women in those communities and the most effective responses to those challenges.

It is through combining our knowledge and working together that we will close the gaps in men's and women's access to security and opportunity; another reminder that we are in this together. We live together, we work together and when we close these gaps, we all share in the benefit of more secure and more stable lives and communities.

St. John's

Economic Security	Education	Health
6	3	3
Leadership	Security	Overall Rank
17	7	8

Economic Security

St. John's employment rates for women are higher than the national average. Just over 50% of adult women are employed full-time in the city – second only to full-time employment rates in Regina. Although St. John's has narrowed the gap between men's and women's access to work, it has not managed to close it. Overall, men's employment rates stand at 69%, compared to women's rates, which stand at 63%.

Just under 12% of women in St. John's live in poverty. This is 2% below the national average. There is almost no gap between men's and women's poverty rates.

Educational Attainment

Women in St. John's are more likely than men to have a high school, college or university degree. Nearly a quarter of women in St. John's have a college or CEGEP degree, several points higher than the national average. Men outnumber women in the trades with nearly twice as many men as women completing training and apprenticeships.

Leadership

Only one woman sits on St. John's city council. If the smaller regional municipalities (which make up the census metropolitan area) are taken into account, women constitute 20% of elected municipal officials. Women fare better outside of politics, with 37% of senior management positions held by women.

Health

Both men and women in St. John's have life expectancies that are slightly below the Canadian average, with men living to age 77 and women to age 81 on average. The majority of the population rates their health as very good or excellent, though women are slightly more likely to do so. Men are more likely to register high levels of stress in their lives (19%) compared to women (14%). Rates of screening for cervical cancer are above average, with 72% of women reporting they had a Pap smear in the last three years.

St. John's was home to FemFestNL this August. The festival included concerts, film screenings, readings and workshops covering issues ranging from Indigenous feminism to running for political office.

Personal Security

Sexual assault is one of the most under-reported crimes in Canada. Statistics Canada estimates that only one in 10 sexual assaults is reported to the police.¹⁵ Domestic violence is also under-reported, with only one in five incidents reported to the police. Direct surveys of the population are the best way to estimate the actual crime rate for these offences. However, Statistics Canada only conducts a survey on violent crime once every five years. This survey does not sample a large enough segment of the population to provide reliable crime rates at the provincial or municipal level (with the exception of Ontario). For less populous provinces such as Newfoundland and Labrador, there are no reliable estimates.

The *General Social Survey* found that 2.2% of adults in Canada had experienced a sexual assault in the past five years and that 3.9% had experienced violence from an intimate partner.¹⁶ This equates to 3,959 incidents of sexual assault and 7,019 incidents of intimate partner violence over the past five years in St. John's.

Halifax

Economic Security	Education	Health
11	7	11
Leadership	Security	Overall Rank
10	13	10

Economic Security

Employment rates are higher than average in Halifax and the gap between men's and women's employment levels is smaller than average. The gap in full-time employment rates is also smaller than average, with 47% of women holding full-time jobs compared to 60% of men. The wage gap in Halifax is significant: women earn on average 71% of what men earn. Unusually, the wage gap doesn't narrow when only full-time workers are compared. Even then, full-time women workers still earn only 70% of what their male peers earn.¹⁷ This may contribute to women's higher rates of poverty in Halifax, which are generally higher than the national average: 15% of women live below the Low Income Measure, compared to 12% of men.

Educational Attainment

Women in Halifax are more likely than men to have a high school, college or university degree. More than a quarter of women (27%) in Halifax have a university degree, several points higher than the national average. Men outnumber women in the trades, with nearly twice as many men as women completing training and apprenticeships.

Leadership

Women make up one in four elected officials in Halifax, with four women councillors on the 17-seat city council. The gender gap is significantly smaller outside of politics, with women making up 38% of senior managers in the city (up 1% from the previous year).

Health

Life expectancy in Halifax is close to the Canadian average and, as is typically the case, women live slightly longer lives (83 years on average to a man's 78 years). Men and women are equally likely to rate their health as being very good or excellent.

Men and women in Halifax report similar levels of stress in their lives. Rates of screening for cervical cancer are above average, with 73% of women reporting they were screened in the last three years.

The **Mount St. Vincent University Feminist Collective** is a student initiative, dedicated to promoting gender equity and advocating against sexist attitudes and actions, on campus and in the community.

Personal Security

Sexual assault is one of the most under-reported crimes in Canada. Statistics Canada estimates that only one in 10 sexual assaults is reported to the police. Domestic violence is also under-reported, with only one in five incidents reported to the police.¹⁸ Direct surveys of the population are the best way to estimate the actual crime rate for these offences. However, Statistics Canada only conducts a survey on violent crime once every five years. This survey does not sample a large enough segment of the population to provide reliable crime rates at the provincial or municipal level (with the exception of Ontario). For less populous provinces such as Nova Scotia, there are no reliable estimates.

The *General Social Survey* found that 2.2% of adults in Canada had experienced a sexual assault in the past five years and that 3.9% had experienced violence from an intimate partner.¹⁹ This equates to 7,801 incidents of sexual assault and 13,829 incidents of intimate partner violence over the past five years in Halifax.

Quebec City

Economic Security	Education	Health
4	6	6
Leadership	Security	Overall Rank
8	9	4

Economic Security

Employment rates are higher than average in Quebec City and the gap between women's and men's employment levels overall is close to average, with 67% of men and 63% of women in the city working. The gap in full-time employment is smaller than average, with nearly 47% of women holding full-time jobs, compared to 58% of men. The wage gap in Quebec City is one of the smallest in Canada: women in Quebec City take home 79% of men's earnings on average, a significant improvement on the national average.

Poverty rates in Quebec City are slightly below average, with 12% of women living below the Low Income Measure, compared to 10% of men. That difference amounts to 8,000 more women living in poverty than men.

Educational Attainment

Women in Quebec are more likely than men to have a high school, CEGEP or college degree. They are equally likely to have graduated from university. Levels of trades education are higher than average for both men and women in Quebec, and the gap in those completing training and apprenticeships in the trades is smaller, with 20% of men and 12% of women doing so.

Leadership

Quebec does better than average in electing women to office, with 10 out of 22 city council spots going to women. When all the regional councils that make up the Quebec census metropolitan area are taken into account, women make up 32% of elected municipal officials. Women fare slightly better outside of politics, where they make up 34% of senior managers.

Health

Life expectancy in Quebec is close to the Canadian average and, as is typically the case, women live slightly longer lives than do men (84 and 79 years respectively). Women are significantly more likely than men to rate their health as being very good or excellent, with 58% of men compared to 67% of women saying so. Men and women in Quebec are equally likely to report high levels of stress in their lives. Rates of screening for cervical cancer are below average, with 61% of women reporting they had a Pap smear in the last three years.

Relais-femmes works to create social change and promote the rights of women in the political, social and economic spheres. It is made up of more than 90 groups of local, regional and national members.

Personal Security

Sexual assault is one of the most under-reported crimes in Canada. Statistics Canada estimates that only one in 10 sexual assaults is reported to the police. Domestic violence is also under-reported, with only one in five incidents reported to the police.²⁰ Direct surveys of the population are the best way to estimate the actual crime rate for these offences. However, Statistics Canada only conducts a survey on violent crime once every five years. This survey does not sample a large enough segment of the population to provide reliable crime rates at the provincial or municipal level (with the exception of Ontario). For less populous provinces, there are no reliable estimates.

The *General Social Survey* found that 2.2% of adults in Canada had experienced a sexual assault in the past five years and that 3.9% had experienced violence from an intimate partner.²¹ This equates to 15,089 incidents of sexual assault and 26,749 incidents of intimate partner violence over the past five years in Quebec City.

Sherbrooke

Economic Security	Education	Health
7	2	10
Leadership	Security	Overall Rank
19	4	7

Economic Security

Employment rates are lower than average in Sherbrooke. That said, women's rates of employment (which stand at 55%) do not lag far behind men's rates of employment (60%). The gap widens when it comes to access to full-time work, with 39% of women in full-time jobs, compared to 50% of men. For those women that do have paid work, the wage gap is smaller than average. Women earn on average 76% of what men earn – a gap that narrows to 82% for full-time workers.²²

One in five women in Sherbrooke live below the Low Income Measure, giving the city one of the highest poverty rates in the country. Men's poverty rates are also higher than average at 14%.

Educational Attainment

Women in Sherbrooke are more likely than men to have a high school, college or university degree. Levels of trades education are higher than average for both men and women in Sherbrooke, and the gap in those completing training and apprenticeships in the trades is smaller, with 21% of men and 13% of women doing so.

Leadership

Women make up 26% of elected officials in Sherbrooke and its outlying regional municipalities. Women hold eight out of twenty seats on the Sherbrooke city council. Women fare better outside of elected office, making up 33% of senior managers.

Health

Life expectancy for women in Sherbrooke is slightly higher than the Canadian average, with men living to age 79 and women to age 85 on average. Women are slightly less likely than men to rate their health as very good or excellent (64% compared with 66%) and less likely to report high levels of stress in their lives (22% compared to 24%). Rates of screening for cervical cancer are below average, with 61% of women reporting they had a Pap smear in the last three years.

CALACS Estrie, a branch of the **Centre d'aide et de lutte contre les agressions a caractere sexuel** is working to prevent sexual assault with a new campaign, **#OnVousCroit**, beginning with sexual assault awareness week in September.

Personal Security

Sexual assault is one of the most under-reported crimes in Canada. Statistics Canada estimates that only one in 10 sexual assaults is reported to the police. Domestic violence is also under-reported, with only one in five incidents reported to the police.²³ Direct surveys of the population are the best way to estimate the actual crime rate for these offences. However, Statistics Canada only conducts a survey on violent crime once every five years. This survey does not sample a large enough segment of the population to provide reliable crime rates at the provincial or municipal level (with the exception of Ontario). For less populous provinces, there are no reliable estimates.

The *General Social Survey* found that 2.2% of adults in Canada had experienced a sexual assault in the past five years and that 3.9% had experienced violence from an intimate partner.²⁴ This equates to 3,974 incidents of sexual assault and 7,044 incidents of intimate partner violence over the past five years in Sherbrooke.

Montreal

Economic Security	Education	Health
9	8	16
Leadership	Security	Overall Rank
6	11	6

Economic Security

Employment rates in Montreal are in keeping with the national average, as is the gap in employment, with 58% of women employed compared to 64% of men. Women’s full-time employment rates are significantly lower than those of men, with 43% of women in Montreal holding full-time jobs compared to 55% of men. Wages in Montreal are lower than average, but the gap in men’s and women’s earnings is narrower, with women earning 79% of what men earn.

Montreal has higher than average rates of poverty, with 17% of women living below the Low Income Measure.

Educational Attainment

Women in Montreal are more likely than men to have completed high school, CEGEP or college. They are almost equally likely to have completed university (22% for men and 23% for women). Men are twice as likely to have completed training in the trades.

Leadership

Women make up a third of elected officials in Montreal and its regional municipal bodies. They fare slightly better outside of politics, with women making up 36% of senior managers.

Health

Life expectancy in Montreal is close to the Canadian average and, as is typically the case, women live slightly longer lives than do men (84 years on average compared to 79). Women are slightly more likely than men to rate their health as very good or excellent, with 55% of men reporting good health compared to 57% of women. Men and women in Montreal report similar levels of stress in their lives. Rates of screening for cervical cancer are below average, with 61% of women reporting they had a Pap smear in the last three years.

La Fédération des femmes du Québec marked its 50th anniversary this year. The organization has been central to promoting the rights of women in Quebec and internationally through its work, including with the Marche mondiale des femmes. In 2015 the Marche mondiale mobilized women around the world under the theme: “Freedom for our bodies, our land and our territories”.

Personal Security

Sexual assault is one of the most under-reported crimes in Canada. Statistics Canada estimates that only one in 10 sexual assaults is reported to the police. Domestic violence is also under-reported, with only one in five incidents reported to the police.²⁵ Direct surveys of the population are the best way to estimate the actual crime rate for these offences. However, Statistics Canada only conducts a survey on violent crime once every five years. This survey does not sample a large enough segment of the population to provide reliable crime rates at the provincial or municipal level (with the exception of Ontario). For less populous provinces, there are no reliable estimates.

The *General Social Survey* found that 2.2% of adults in Canada had experienced a sexual assault in the past five years and that 3.9% had experienced violence from an intimate partner.²⁶ This equates to 74,471 incidents of sexual assault and 132,017 incidents of intimate partner violence over the past five years in Montreal.

Gatineau

Economic Security	Education	Health
3	1	20
Leadership	Security	Overall Rank
11	20	5

Economic Security

Employment rates are higher than the national average in Gatineau and the gap between women’s and men’s employment is smaller overall and smaller among full-time workers. Nearly half of working-age women in Gatineau work full time (48% in Gatineau compared to 42% nationally). Wages are higher than average in Gatineau and the city has the smallest gap in men’s and women’s earnings, with women earning 87% of what men earn.

Poverty rates are slightly below the national average in Gatineau, with 11% of men and 13% of women living below the Low Income Measure.

Educational Attainment

Gatineau comes the closest of the 25 cities studied to having parity in levels of education. Women in Gatineau are slightly more likely than men to have a high school, college or university degree. Women in Gatineau have higher than average levels of training in the trades, with 10% having completed an apprenticeship and/or trades training (compared to 15% of men).

Leadership

Women in Gatineau fare about average when it comes to professional advancement, making up 34% of senior managers in the city. Women make up just under a third (32%) of elected officials at the municipal level.

Health

Life expectancy in Gatineau is close to the Canadian average and, as is typically the case, women live slightly longer lives than do men (82 years on average compared to 78). Women are more likely to report high levels of stress in their lives (29% of women do so compared to 23% of men). Rates of screening for cervical cancer are below average, with 62% of women reporting they had a Pap smear in the last three years.

L'Assemblée des groupes de femmes d'interventions régionales promotes regional cooperation among women's organizations in the Outaouais region.

Personal Security

Sexual assault is one of the most under-reported crimes in Canada. Statistics Canada estimates that only one in 10 sexual assaults is reported to the police. Domestic violence is also under-reported, with only one in five incidents reported to the police.²⁷ Direct surveys of the population are the best way to estimate the actual crime rate for these offences. However, Statistics Canada only conducts a survey on violent crime once every five years. This survey does not sample a large enough segment of the population to provide reliable crime rates at the provincial or municipal level (with the exception of Ontario). For less populous provinces, there are no reliable estimates.

The *General Social Survey* found that 2.2% of adults in Canada had experienced a sexual assault in the past five years and that 3.9% had experienced violence from an intimate partner.²⁸ This equates to 5,965 incidents of sexual assault and 10,574 incidents of intimate partner violence over the past five years in Gatineau.

Ottawa

Economic Security	Education	Health
8	17	12
Leadership	Security	Overall Rank
20	17	14

Economic Security

Ottawa has relatively high levels of employment and a smaller than average gap between men's and women's employment rates, which stand at 68% and 63% respectively. The wage gap is also smaller than average, with women earning 78% of what their male counterparts earn.

Ottawa's poverty rates are below average, as is the gap between men's and women's levels of poverty, with 10% of men and 11% of women living below the Low Income Measure.

Educational Attainment

Ottawa is the most highly educated city among those included in the study. One in three women and men have completed a university degree. Women are slightly more likely than men to have completed college or high school. At 6% for men and 4% for women, rates of participation in apprenticeships and trades training are well below the national average.

Leadership

Ottawa comes in near the bottom of the rankings in terms of electing women to municipal bodies, with women constituting only 21% of elected officials

in the City of Ottawa and its outlying areas. Women fare far better outside of politics, making up 36% of senior managers in the city.

Health

Life expectancy in Ottawa is slightly higher than the Canadian average and, as is typically the case, women live slightly longer lives than do men (84 years on average compared to 80). Women and men are equally likely to rate their health as very good or excellent and women are less likely to report high levels of stress in their lives. Rates of screening for cervical cancer are below average, with 62% of women reporting they had a Pap smear in the last three years.

Local Ottawa restaurant **Union Local 613** drew attention to the discrimination and harassment women working in the food industry face when their male food servers spent one shift wearing the same short skirts and high heels female servers are often asked to wear.

Personal Security

Sexual assault is one of the most under-reported crimes in Canada. Statistics Canada estimates that only one in 10 sexual assaults is reported to the police. Domestic violence is also under-reported, with only one in five incidents reported to the police.²⁹ Direct surveys of the population are the best way to estimate the actual crime rate for these offences. However, Statistics Canada only conducts a survey on violent crime once every five years. This survey does not sample a large enough segment of the population to provide reliable crime rates at the provincial or municipal level (with the exception of Ontario). For less populous provinces, there are no reliable estimates.

The 2014 *General Social Survey* found that 2.2% of adults in Canada had experienced a sexual assault in the past five years and that 3.9% had experienced violence from an intimate partner.³⁰ This equates to 18,300 incidents of sexual assault and 32,442 incidents of intimate partner violence over the past five years in Ottawa.

Kingston

Economic Security	Education	Health
1	15	1
Leadership	Security	Overall Rank
3	19	2

Economic Security

There is a relatively small employment gap in Kingston. However, the narrower gap is largely the result of lower than average levels of male employment. Women’s wages are higher than average in Kingston, resulting in a smaller wage gap. Women earn 79 cents on the male dollar overall, and women working full time earn 86 cents for every dollar earned by men working full time.³¹

Kingston has slightly below average rates of poverty: 13% of women and 11% of men live below the Low Income Measure.

Educational Attainment

Women in Kingston are more likely than men to have completed high school, college or university, and at 25%, women’s rates of college or CEGEP completion are higher than average. Men are more likely to have completed trades training and apprenticeships, with 11% of men and 5% of women having done so.

Leadership

Kingston has more women in leadership positions than any of the other cities surveyed, with women making up 43% of senior managers. Women fare below average, however, when it comes to politics, with women constituting less than one in four elected officials municipally. Women's levels of representation are particularly low among outlying regional townships.

Health

Life expectancy in Kingston is close to the Canadian average and, as is typically the case, women live slightly longer lives than do men (83 years on average compared to 78). Women are more likely than men to rate their health as good or excellent with 59% of women doing so, compared to 53% of men.

Women also report significantly lower levels of stress than men. Rates of screening for cervical cancer are above average, with 71% of women reporting they had a Pap smear in the last three years.

Feminist Legal Studies Queen's is a research group located at Queen's University. Its goals are to expand awareness and development of scholarship in feminist legal studies in Canada and internationally.

Personal Security

Sexual assault is one of the most under-reported crimes in Canada. Statistics Canada estimates that only one in 10 sexual assaults is reported to the police. Domestic violence is also under-reported, with only one in five incidents reported to the police.³² Direct surveys of the population are the best way to estimate the actual crime rate for these offences. However, Statistics Canada only conducts a survey on violent crime once every five years. This survey does not sample a large enough segment of the population to provide reliable crime rates at the provincial or municipal level (with the exception of Ontario). For less populous provinces, there are no reliable estimates.

The 2014 *General Social Survey* found that 2.2% of adults in Canada had experienced a sexual assault in the past five years and that 3.9% had experienced violence from an intimate partner.³³ This equates to 3,187 incidents of sexual assault and 5,650 incidents of intimate partner violence over the past five years in Kingston.

Oshawa

Economic Security	Education	Health
17	18	22
Leadership	Security	Overall Rank
25	21	24

Economic Security

The gap between men's and women's levels of employment is similar to the national average, with an employment rate of 68% for men and 60% for women. The gap widens for full time work, with only 43% of women employed full-time, compared to 61% of men. Women earn 68% of what men earn on average.

Oshawa has one of the lowest poverty rates in the country and the gap between men's and women's poverty is smaller than average, with 7% of men and 8.5% of women living below the Low Income Measure.

Educational Attainment

Women in Oshawa are more likely than men to have completed high school, college or university. Women's rates of college completion are higher than the national average, with 27% of women having completed college or CEGEP. Men are more likely than women to have completed trades training and apprenticeships (11% compared with 5%).

Leadership

Oshawa has the lowest percentage of women in senior management positions, with women making up only 29% of those ranks. Women fare even less well when it comes to political representation, making up 23% of elected officials in Oshawa and its outlying regions.

Health

Life expectancy in Oshawa is close to the Canadian average and, as is typically the case, women live slightly longer lives than do men (83 years on average compared to 79). Women in Oshawa are less likely than men to rate their health as very good or excellent (64% of women compared to 71% of men). Women are also more likely to report high levels of stress in their lives. Rates of screening for cervical cancer are above average, with 73% of women reporting they had a Pap smear in the last three years.

Durham Queer Parenting supports LGBTTTQQ parents in the Durham region looking for support and looking to meet with other families.

Personal Security

Sexual assault is one of the most under-reported crimes in Canada. Statistics Canada estimates that only one in 10 sexual assaults is reported to the police. Domestic violence is also under-reported, with only one in five incidents reported to the police.³⁴ Direct surveys of the population are the best way to estimate the actual crime rate for these offences. However, Statistics Canada only conducts a survey on violent crime once every five years. This survey does not sample a large enough segment of the population to provide reliable crime rates at the provincial or municipal level (with the exception of Ontario). For less populous provinces, there are no reliable estimates.

The 2014 *General Social Survey* found that 2.2% of adults in Canada had experienced a sexual assault in the past five years and that 3.9% had experienced violence from an intimate partner.³⁵ This equates to 6,979 incidents of sexual assault and 12,371 incidents of intimate partner violence over the past five years in Oshawa.

Toronto

Economic Security	Education	Health
10	21	14
Leadership	Security	Overall Rank
12	6	11

Economic Security

Employment rates in Toronto are in line with the national average as is the gap in men's and women's levels of employment, with an employment rate of 66% for men and 57% for women. The median wage gap is also average, with women earning 77% of what men earn overall. However, when only full-time workers are considered, Toronto goes farther than most cities in narrowing the gap, with full-time women workers earning 84% of the average full-time male income.³⁶

Toronto has higher than average levels of poverty. Women are slightly more likely than men to live below the low income measure, with 16% of women and 15% of men doing so.

Educational Attainment

Women in Toronto are more likely than men to have completed high school, college or university. Toronto has one of the most highly educated populations, coming second only to Ottawa, with 28% of women and men holding university degrees. Men are more likely than women to have completed trades training and apprenticeships (7% compared with 4%).

Leadership

Women make up 28% all elected officials in the City of Toronto and its outlying regional municipalities. Women fare better outside of politics, making up 36% of senior managers in the city.

Health

Life expectancy in Toronto is higher than the Canadian average and, as is typically the case, women live slightly longer lives (85 years compared to 80 for men). Men are more likely than women to rate their health as very good or excellent (60% of men compared with 56% of women). Men and women report equal levels of stress in their lives. Rates of screening for cervical cancer are average, with 66% of women reporting they had a Pap smear in the last three years.

Springtide Resources supports the **Women with Disabilities and Deaf Women's Program**. The program responds to community-identified needs to address barriers to service for abused women with disabilities and Deaf, deafened and hard of hearing women.

Personal Security

Sexual assault is one of the most under-reported crimes in Canada. Statistics Canada estimates that only one in 10 sexual assaults is reported to the police. Domestic violence is also under-reported, with only one in five incidents reported to the police.³⁷ Direct surveys of the population are the best way to estimate the actual crime rate for these offences. However, Statistics Canada only conducts a survey on violent crime once every five years. This survey does not sample a large enough segment of the population to provide reliable crime rates at the provincial or municipal level (with the exception of Ontario). For less populous provinces, there are no reliable estimates.

The 2014 *General Social Survey* found that 2.2% of adults in Canada had experienced a sexual assault in the past five years and that 3.9% had experienced violence from an intimate partner.³⁸ This equates to 111,377 incidents of sexual assault and 197,441 incidents of intimate partner violence over the past five years in Toronto.

Hamilton

Economic Security	Education	Health
13	19	7
Leadership	Security	Overall Rank
13	8	13

Economic Security

Employment rates in Hamilton are slightly below the national average. However, women’s employment rates (including full-time employment) fall further behind the average than do those of men. The news is better when it comes to wages, with both men and women bringing home higher than average wages and a smaller than average gap in men’s and women’s paycheques.

Hamilton’s poverty rates are just below the national average. The gap in poverty levels for men and women is also typical, with 11% of men and 13% of women living below the Low Income Measure.

Educational Attainment

Women in Hamilton are more likely than men to have completed high school, college or university. Women’s rates of college completion are higher than average, with 23% of women having completed college or CEGEP. Men are more likely to have completed trades training and apprenticeships (11% compared with 5% among women).

Leadership

Women make up one in four city councillors in Hamilton. When regional municipalities are taken into account that percentage inches up to 28%. Women fare better outside of politics, making up 35% of senior managers in the city.

Health

Life expectancy in Hamilton is close to the Canadian average and, as is typically the case, women live slightly longer lives than do men (83 years on average compared with 78 for men). Men are slightly more likely than women to rate their health as very good or excellent and women are slightly more likely to report high levels of stress in their lives (23% compared with 22% among men). Rates of screening for cervical cancer are average, with 68% of women reporting they had a Pap smear in the last three years.

The SACHA sexual assault center in Hamilton will host the **Hamilton Feminist Zine Fair** in November. The fair celebrates and creates spaces for marginalized groups to have discussions about feminism through do-it-yourself publishing.

Personal Security

Sexual assault is one of the most under-reported crimes in Canada. Statistics Canada estimates that only one in 10 sexual assaults is reported to the police. Domestic violence is also under-reported, with only one in five incidents reported to the police.³⁹ Direct surveys of the population are the best way to estimate the actual crime rate for these offences. However, Statistics Canada only conducts a survey on violent crime once every five years. This survey does not sample a large enough segment of the population to provide reliable crime rates at the provincial or municipal level (with the exception of Ontario). For less populous provinces, there are no reliable estimates.

The 2014 *General Social Survey* found that 2.2% of adults in Canada had experienced a sexual assault in the past five years and that 3.9% had experienced violence from an intimate partner.⁴⁰ This equates to 14,185 incidents of sexual assault and 25,145 incidents of intimate partner violence over the past five years in Hamilton.

St. Catharines-Niagara

Economic Security	Education	Health
16	9	9
Leadership	Security	Overall Rank
23	2	19

Economic Security

Employment levels are below the national average for both men and women living in St. Catharines-Niagara; however, the gap between men's and women's employment levels is smaller than average. Women's levels of full-time employment are the lowest of any of the 25 cities included here, with 36% of women holding full-time jobs. Employment earnings are below the national average for both men and women. However, the wage gap is smaller than average, with women earning 75% of what men earn.

Women's poverty rates are higher than average in St. Catharines and the gap in men's and women's levels of poverty is larger than average, with 9% of men and 15% of women living below the Low Income Measure.

Educational Attainment

Women in St. Catharines are more likely than men to have completed high school, college or university. Women's rates of college completion are slightly higher than average, with 23% of women having completed college or CEGEP. Men are more likely (13%) to have completed trades training and apprenticeships than women (6%).

Leadership

Women make up only 13% of city councillors in St. Catharines, holding two out of 13 seats. They have only slightly better representation among regional municipalities, constituting 20% of elected officials among the outlying areas of the city. The city fares better when it comes to women's representation among management positions, with women making up 33% of senior managers in the city.

Health

Life expectancy in St. Catharines is close to the Canadian average and, as is typically the case, women live slightly longer lives than do men (83 years on average to men's 78). Women are more likely than men to identify their health as good or excellent, with 60% of women doing so. Men and women report similar levels of stress in their lives. Rates of screening for cervical cancer are below average, with 61% of women reporting they had a Pap smear in the last three years.

Personal Security

Sexual assault is one of the most under-reported crimes in Canada. Statistics Canada estimates that only one in 10 sexual assaults is reported to the police. Domestic violence is also under-reported, with only one in five incidents reported to the police.⁴¹ Direct surveys of the population are the best way to estimate the actual crime rate for these offences. However, Statistics Canada only conducts a survey on violent crime once every five years. This survey does not sample a large enough segment of the population to provide reliable crime rates at the provincial or municipal level (with the exception of Ontario). For less populous provinces, there are no reliable estimates.

The 2014 *General Social Survey* found that 2.2% of adults in Canada had experienced a sexual assault in the past five years and that 3.9% had experienced violence from an intimate partner.⁴² This equates to 7,672 incidents of sexual assault and 13,600 incidents of intimate partner violence over the past five years in St. Catharines.

Kitchener-Cambridge-Waterloo

Economic Security	Education	Health
22	24	8
Leadership	Security	Overall Rank
1	24	12

Economic Security

Employment levels are significantly higher than average in Kitchener-Cambridge-Waterloo, but so is the gap in women’s and men’s representation in the workforce, with 72% of men working compared to 64% of women holding jobs. The city continues to have one of the larger wage gaps of the 25 cities measured: women make 66% of what men make overall.

Women’s poverty rates are higher than average in Kitchener-Cambridge-Waterloo and the gap in men’s and women’s levels of poverty is larger than average, with 11% of men and 17% of women living below the Low Income Measure.

Educational Attainment

Women and men have very similar levels of education in Kitchener-Cambridge-Waterloo; there is less than a 1% difference in the number of men and women who hold university and high school degrees. Women’s rates of college completion are higher than men’s, with 21% of women and 17% of men having completed college or CEGEP. Men are more likely to have completed trades training and apprenticeships (10%) than women (4%).

Leadership

Women make up just under a third of city councillors in each of the three towns, doing slightly better in Waterloo than in Cambridge or Kitchener. The outlying municipalities see an even wider gap, with only one woman sitting in North Dumfries and one in Woolwich. The city outperforms the national average outside of politics, with women making up 39% of senior managers in the region.

Health

Life expectancy in Kitchener-Cambridge-Waterloo is just above the Canadian average and, as is typically the case, women live slightly longer lives than do men (84 years on average to men's 80). Women are more likely than men to rate their health as very good or excellent (65% compared with 56%). Men are also more to report high levels of stress in their lives. Rates of screening for cervical cancer are below average, with 63% of women reporting they had a Pap smear in the last three years.

Personal Security

Sexual assault is one of the most under-reported crimes in Canada. Statistics Canada estimates that only one in 10 sexual assaults is reported to the police. Domestic violence is also under-reported, with only one in five incidents reported to the police.⁴³ Direct surveys of the population are the best way to estimate the actual crime rate for these offences. However, Statistics Canada only conducts a survey on violent crime once every five years. This survey does not sample a large enough segment of the population to provide reliable crime rates at the provincial or municipal level (with the exception of Ontario). For less populous provinces, there are no reliable estimates.

The 2014 *General Social Survey* found that 2.2% of adults in Canada had experienced a sexual assault in the past five years and that 3.9% had experienced violence from an intimate partner.⁴⁴ This equates to 9,259 incidents of sexual assault and 16,413 incidents of intimate partner violence over the past five years in Kitchener-Cambridge-Waterloo.

London

Economic Security	Education	Health
2	16	21
Leadership	Security	Overall Rank
4	16	3

Economic Security

Employment rates in London are below the national average for both men and women. The gap in employment levels is smaller than average, largely because men’s levels of employment lag farther below the national level than do women’s employment levels. The wage gap is smaller than average overall, with women earning 77% of what men earn in the city.

London has among the highest levels of poverty among women of the 25 cities studied, with 20% of women living below the Low Income Measure. However, London is also one of the only cities where at 22% men’s poverty rates exceed those of women.

Educational Attainment

Women in London are more likely than men to have completed high school, college or university. At 24%, women’s rates of college and CEGEP completion are slightly higher than the national average. Men are twice as likely to have completed trades training and apprenticeships (10%) as women (5%).

Leadership

Women are outnumbered two to one on London's city council. When the adjacent regional municipalities are taken into account women's share of elected positions rises to 31%. London has done better than most of the cities measured here in closing the gap in professional leadership, with women making up 38% of senior managers in the city.

Health

Life expectancy in London is in keeping with the Canadian average and, as is typically the case, women live slightly longer lives than do men (83 years on average to men's 79). Women are less likely than men (57% compared with 64%) to rate their

health as very good or excellent. Men and women report similar levels of stress in their lives. Rates of screening for cervical cancer are below average, with 62% of women reporting they had a Pap smear in the last three years.

Emergence is a student-run initiative at Western University that showcases artistic works by and about members of the queer community and their allies. The Festival brings together visual artists, filmmakers, poets, dancers, painters and performers to create a festival that celebrates queerness in all its creative permutations.

Personal Security

Sexual assault is one of the most under-reported crimes in Canada. Statistics Canada estimates that only one in 10 sexual assaults is reported to the police. Domestic violence is also under-reported, with only one in five incidents reported to the police.⁴⁵ Direct surveys of the population are the best way to estimate the actual crime rate for these offences. However, Statistics Canada only conducts a survey on violent crime once every five years. This survey does not sample a large enough segment of the population to provide reliable crime rates at the provincial or municipal level (with the exception of Ontario). For less populous provinces, there are no reliable estimates.

The 2014 *General Social Survey* found that 2.2% of adults in Canada had experienced a sexual assault in the past five years and that 3.9% had experienced violence from an intimate partner.⁴⁶ This equates to 9,322 incidents of sexual assault and 16,525 incidents of intimate partner violence over the past five years in London.

Windsor

Economic Security	Education	Health
18	22	24
Leadership	Security	Overall Rank
24	12	25

Economic Security

Women in Windsor have the lowest rates of employment of any of the 25 cities surveyed, with just over half the adult female population (53%) holding jobs. Men's employment rates are also well below the national average. The gap in employment levels is slightly wider than the national average. Earnings also fall below average, however they do so for both men and women. Women's incomes are 74% of men's incomes on average.

Women in Windsor have the highest levels of poverty of any of the 25 cities included in this study, with nearly one in four women (24%) living below the Low Income Measure. Windsor also has one of the biggest gaps in poverty levels, with men's poverty rates falling well below those of women at 15%.

Educational Attainment

Women in Windsor are more likely than men to have completed high school, college or university. The share of women with university degrees is below the national average, while the share of women with college or CEGEP degrees is just above average. Men are twice as likely as women (10% compared with 5%) to have completed trades training and apprenticeships.

Leadership

Windsor has only one woman on city council. The outlying regions fare slightly better, boosting women's representation among elected officials to 23%. Men outnumber women two to one among senior managers.

Health

Life expectancy in Windsor is in keeping with the Canadian average and, as is typically the case, women live slightly longer lives (83 years on average to men's 79). Women in Windsor are among the least likely among the cities surveyed to rate their health as good — with just over half (52%) doing so. Nearly a third of women report high levels of stress in their lives (29%). Rates of screening for cervical cancer are average, with 66% of women reporting they had a Pap smear in the last three years.

Milk & Vodka is a music variety and spoken word radio show, focusing on music by women and topics on feminism, activism, and current events. Milk and Vodka airs on CJAM 99.1 FM

Personal Security

Sexual assault is one of the most under-reported crimes in Canada. Statistics Canada estimates that only one in 10 sexual assaults is reported to the police. Domestic violence is also under-reported, with only one in five incidents reported to the police.⁴⁷ Direct surveys of the population are the best way to estimate the actual crime rate for these offences. However, Statistics Canada only conducts a survey on violent crime once every five years. This survey does not sample a large enough segment of the population to provide reliable crime rates at the provincial or municipal level (with the exception of Ontario). For less populous provinces, there are no reliable estimates.

The 2014 *General Social Survey* found that 2.2% of adults in Canada had experienced a sexual assault in the past five years and that 3.9% had experienced violence from an intimate partner.⁴⁸ This equates to 6,152 incidents of sexual assault and 10,906 incidents of intimate partner violence over the past five years in Windsor.

Barrie

Economic Security	Education	Health
20	5	19
Leadership	Security	Overall Rank
9	15	16

Economic Security

Employment levels are higher than average in Barrie and the gap in men’s and women’s levels of employment is slightly larger than average. The gap in incomes is one of the largest of the 25 cities, with women earning 62 cents on the male dollar.

Poverty levels are below the national average in Barrie and the gap in men’s and women’s levels of poverty is about average, with 10% of men and 12% of women living below the Low Income Measure.

Educational Attainment

Women in Barrie are more likely than men to have completed high school, college or university, though the share of women and men who hold university degrees (15% and 12% respectively) is well below the national average. At 26%, women in Barrie are much more likely to hold college degrees than the national average (20%). Men are more than twice as likely as women to have completed trades training and apprenticeships (12% and 5% respectively).

Leadership

Only two of 11 municipal councillors in Barrie are women. Women fare slightly better in the adjacent regional municipalities, making up a third of elected officials in the outlying areas. Barrie performs better than average in promoting women into senior management, with women making up 36% of senior managers in the city.

Health

Life expectancy in Barrie is in keeping with the Canadian average and, as is typically the case, women live slightly longer lives (83 years on average to men's 78). Just over half of women in Barrie (51%) rate their health as good (compared to 59% of men). This is the lowest share of women reporting good health of the 25 cities surveyed. Women are more likely to identify high levels of stress in their lives than are men, with 23% of women doing so (compared to 19% of men). Rates of screening for cervical cancer are average, with 68% of women reporting they had a Pap smear in the last three years.

Personal Security

Sexual assault is one of the most under-reported crimes in Canada. Statistics Canada estimates that only one in 10 sexual assaults is reported to the police. Domestic violence is also under-reported, with only one in five incidents reported to the police.⁴⁹ Direct surveys of the population are the best way to estimate the actual crime rate for these offences. However, Statistics Canada only conducts a survey on violent crime once every five years. This survey does not sample a large enough segment of the population to provide reliable crime rates at the provincial or municipal level (with the exception of Ontario). For less populous provinces, there are no reliable estimates.

The 2014 *General Social Survey* found that 2.2% of adults in Canada had experienced a sexual assault in the past five years and that 3.9% had experienced violence from an intimate partner.⁵⁰ This equates to 3,653 incidents of sexual assault and 6,476 incidents of intimate partner violence over the past five years in Barrie.

Winnipeg

Economic Security	Education	Health
12	14	13
Leadership	Security	Overall Rank
21	22	20

Economic Security

Employment levels are close to the national average in Winnipeg, as is the gap in men's and women's access to employment. The wage gap is slightly smaller than average, with women earning 75% of what men earn.

Poverty levels are higher than average for both men and women, with 14% of men and 15% of women living below the low-income measure.

Educational Attainment

Women in Winnipeg are more likely than men to have completed high school, college or university. Educational levels overall are close to the national average at every level except in the area of trades training, which men and women in Winnipeg are less likely than average to have completed. The gap in trades training is typical, with men in Winnipeg being almost twice as likely to have completed trades training and apprenticeships.

Leadership

Women make up a quarter of city councillors on Winnipeg council and in adjacent municipalities. They fare slightly better when it comes to professional representation, with women making up 33% of senior managers in the city.

Health

Life expectancy in Winnipeg is just below the Canadian average and, as is typically the case, women live slightly longer lives (82 years on average compared to 78 for men). Women are slightly more likely than men to rate their health as very good or excellent (59% compared with 57%). However, women are significantly more likely to report high levels of stress in their lives, with 27% doing so, compared to 19% of men. Rates of screening for cervical cancer are above average, with 76% of women reporting they had a Pap smear in the last three years.

Personal Security

Sexual assault is one of the most under-reported crimes in Canada. Statistics Canada estimates that only one in 10 sexual assaults is reported to the police. Domestic violence is also under-reported, with only one in five incidents reported to the police.⁵¹ Direct surveys of the population are the best way to estimate the actual crime rate for these offences.

The **West Central Women's Resource Centre** offers a range of programs to support women and their families, including drop-in, employment and re-settlement programs.

However, Statistics Canada only conducts a survey on violent crime once every five years. This survey does not sample a large enough segment of the population to provide reliable crime rates at the provincial or municipal level (with the exception of Ontario). For less populous provinces, there are no reliable estimates.

The 2014 *General Social Survey* found that 2.2% of adults in Canada had experienced a sexual assault in the past five years and that 3.9% had experienced violence from an intimate partner.⁵² This equates to 14,363 incidents of sexual assault and 25,462 incidents of intimate partner violence over the past five years in Winnipeg.

Regina

Economic Security	Education	Health
19	10	18
Leadership	Security	Overall Rank
14	14	18

Economic Security

Regina has the highest rates of women’s employment among the 25 cities studied. The gap in men’s and women’s employment levels, however, is wider than the national average. Wages are also higher than average, and for working women in Regina the gap in their wages is smaller than usual, with women earning 73 cents on the male dollar.

Regina has lower than average levels of poverty and the gap in men’s and women’s poverty is close to average, with 8% of men and 10% of women living below the Low Income Measure.

Educational Attainment

Women in Regina are more likely than men to have completed high school, college or university. Men are more than twice as likely to have completed trades training and apprenticeships (13% compared with 6% among women).

Leadership

Regina has the lowest level of women’s participation in elected office of the 25 cities surveyed. Women hold two out of 11 elected seats on city council in Regina. When the outlying regional municipalities are considered, women

make up an average of 17% of elected officials. Regina performs better than average outside of the political arena, with women making up 39% of senior managers.

Health

Life expectancy in Regina is just below the Canadian average and, as is typically the case, women live slightly longer lives (82 years on average to men's 77). Men are more likely than women to rate their health as very good or excellent (66% compared to 60%). Women are more likely to report high levels of stress in their lives (24% compared to 14% among men). Rates of screening for cervical cancer are average, with 66% of women reporting they had a Pap smear in the last three years.

Personal Security

Sexual assault is one of the most under-reported crimes in Canada. Statistics Canada estimates that only one in 10 sexual assaults is reported to the police. Domestic violence is also under-reported, with only one in five incidents reported to the police.⁵³ Direct surveys of the population are the best way to estimate the actual crime rate for these offences. However, Statistics Canada only conducts a survey on violent crime once every five years. This survey does not sample a large enough segment of the population to provide reliable crime rates at the provincial or municipal level (with the exception of Ontario). For less populous provinces, there are no reliable estimates.

The 2014 *General Social Survey* found that 2.2% of adults in Canada had experienced a sexual assault in the past five years and that 3.9% had experienced violence from an intimate partner.⁵⁴ This equates to 4,296 incidents of sexual assault and 7,615 incidents of intimate partner violence over the past five years in Regina.

Saskatoon

Economic Security	Education	Health
23	12	5
Leadership	Security	Overall Rank
16	25	21

Economic Security

Saskatoon has higher than average levels of employment for both men and women. The gap in men's and women's employment levels, however, is wider than the national average, with 74% of men and 64% of women holding jobs in the city. Wages are higher than average in the city, but the wage gap is also larger than average, with women earning 63 cents on the male dollar.

Saskatoon has lower than average levels of poverty and a smaller than average gap in the poverty rates of men and women: 11% of men and 12% of women live below the Low Income Measure.

Educational Attainment

Women in Saskatoon are more likely than men to have completed college or university. Women outnumbered men significantly at the college level, with 20% of women and 12% of men having completed a college or CEGEP degree. Saskatoon is the only city of the 25 studied where men are more likely than women to hold a high school degree. But men are twice as likely as women to have completed trades training and apprenticeships (14% compared with 7%).

Leadership

Women make up a third of elected officials municipally in Saskatoon and the outlying regional districts. The city falls below the average in closing the gap in professional leadership, with women holding 31% of senior management positions.

Health

Life expectancy in Saskatoon is in keeping with the Canadian average and, as is typically the case, women live slightly longer lives (83 years on average to 78 for men). Women are slightly more likely than men to rate their health as very good or excellent (63% compared with 61%), and they are just as likely as men (19%) to report high levels of stress in their lives. Rates of screening for cervical cancer are above average, with 71% of women reporting they had a Pap smear in the last three years.

Iskwewuk E-wichiwitochik (Women Walking Together) is a Saskatoon based organization whose work included a commemorative art installation to honour the lives of missing and murdered Indigenous Women of Canada and the United States; to acknowledge the grief and torment families of these women continue to suffer; and to raise awareness of this issue and create opportunity for broad community-based dialogue on the issue.

Personal Security

Sexual assault is one of the most under-reported crimes in Canada. Statistics Canada estimates that only one in 10 sexual assaults is reported to the police. Domestic violence is also under-reported, with only one in five incidents reported to the police.⁵⁵ Direct surveys of the population are the best way to estimate the actual crime rate for these offences. However, Statistics Canada only conducts a survey on violent crime once every five years. This survey does not sample a large enough segment of the population to provide reliable crime rates at the provincial or municipal level (with the exception of Ontario). For less populous provinces, there are no reliable estimates.

The 2014 *General Social Survey* found that 2.2% of adults in Canada had experienced a sexual assault in the past five years and that 3.9% had experienced violence from an intimate partner.⁵⁶ This equates to 5,428 incidents of sexual assault and 9,623 incidents of intimate partner violence over the past five years in Saskatoon.

Calgary

Economic Security	Education	Health
15	25	23
Leadership	Security	Overall Rank
22	5	23

Economic Security

Employment levels are significantly higher than average for both men and women in Calgary. However, the gap in employment levels is one of the largest of the 25 cities measured, with 75% of men and 66% of women holding jobs. The same is true of incomes, which are higher than average, but women, even those working full-time, earn only 65% of what men earn in the city.⁵⁷

Calgary has one of the lowest levels of poverty among the 25 cities and is one of the few cities where men's poverty rates exceed those of women: 8% of men and 6% of women in Calgary live below the Low Income Measure.

Educational Attainment

Women in Calgary are more likely than men to have completed high school, college or university. Women in Calgary are among the most educated of the 25 cities, with 28% holding university degrees. Men are more than twice as likely as women to have completed trades training and apprenticeships (11% compared with 5%).

Leadership

Women hold only two of the 15 elected seats on Calgary's city council. They fare better in some of the outlying municipalities, making up 35% of elected officials on average. The city comes in second to last among the 25 cities in this study when it comes to promoting women into senior management, with women holding only 29% of these positions.

Health

Life expectancy in Calgary is above the Canadian average and, as is typically the case, women live slightly longer lives (84 years on average to men's 80). Men are slightly

more likely than women to rate their health as very good or excellent (67% compared with 64%), and women in Calgary are slightly more likely than men to report high levels of stress in their lives (22% compared with 19%). Rates of screening for cervical cancer are above average, with 71% of women reporting they had a Pap smear in the last three years.

Women Together Ending Poverty is a diverse group of women working to understand the root causes of poverty, and to empower women to take action around the root causes of poverty.

Personal Security

Sexual assault is one of the most under-reported crimes in Canada. Statistics Canada estimates that only one in 10 sexual assaults is reported to the police. Domestic violence is also under-reported, with only one in five incidents reported to the police.⁵⁸ Direct surveys of the population are the best way to estimate the actual crime rate for these offences. However, Statistics Canada only conducts a survey on violent crime once every five years. This survey does not sample a large enough segment of the population to provide reliable crime rates at the provincial or municipal level (with the exception of Ontario). For less populous provinces, there are no reliable estimates.

The 2014 *General Social Survey* found that 2.2% of adults in Canada had experienced a sexual assault in the past five years and that 3.9% had experienced violence from an intimate partner.⁵⁹ This equates to 25,473 incidents of sexual assault and 45,156 incidents of intimate partner violence over the past five years in Calgary.

Edmonton

Economic Security	Education	Health
25	23	4
Leadership	Security	Overall Rank
15	23	22

Economic Security

Employment levels are significantly higher than average for both men and women in Edmonton. However, the gap in employment levels is among the largest of the 25 cities studied, with 75% of men and 65% of women holding jobs. The same is true of incomes, with higher than average wages but a larger than average pay gap: women earn 59 cents on the male dollar in Edmonton.

Edmonton has the lowest level of poverty of the 25 cities included here, and there is a smaller than average gap between men's and women's levels of poverty, with 5% of men and 6% of women living below the Low Income Measure.

Educational Attainment

Women in Edmonton are more likely than men to have completed college or university. Edmonton has one of the biggest gaps in levels of trades training; men are three times as likely as women to have completed trades training and apprenticeships (15% compared with 5%).

Leadership

Edmonton has only one woman on its city council. Women fare better among some of the outlying municipalities, making up 31% of elected officials on average. The city performs similarly when it comes to promoting women into senior management, with women holding only 31% of these positions.

Health

Life expectancy in Edmonton is in keeping with the Canadian average and, as is typically the case, women live slightly longer lives (84 years on average to men's 79). Men are more likely than women to rate their health as very good or excellent (64% compared with 60%), and women are more likely than men to report high levels of stress in their lives (27% compared with 19%). Rates of screening for cervical cancer are average, with 67% of women reporting they had a Pap smear in the last three years.

@FeministYEG is dedicated to creating a network for organizing feminist action and communicating existing work that is going on in Edmonton.

Personal Security

Sexual assault is one of the most under-reported crimes in Canada. Statistics Canada estimates that only one in 10 sexual assaults is reported to the police. Domestic violence is also under-reported, with only one in five incidents reported to the police.⁶⁰ Direct surveys of the population are the best way to estimate the actual crime rate for these offences. However, Statistics Canada only conducts a survey on violent crime once every five years. This survey does not sample a large enough segment of the population to provide reliable crime rates at the provincial or municipal level (with the exception of Ontario). For less populous provinces, there are no reliable estimates.

The 2014 *General Social Survey* found that 2.2% of adults in Canada had experienced a sexual assault in the past five years and that 3.9% had experienced violence from an intimate partner.⁶¹ This equates to 24,290 incidents of sexual assault and 43,059 incidents of intimate partner violence over the past five years in Edmonton.

Kelowna

Economic Security	Education	Health
21	4	15
Leadership	Security	Overall Rank
18	1	17

Economic Security

Employment levels are slightly below the national average in Kelowna and the gap between the levels for men and women is the largest of the 25 cities measured, with 65% of men and 56% of women holding jobs. Women's full-time employment levels are among the lowest of the 25 cities, with only 38% of women in Kelowna holding full-time jobs. Wages are below average in Kelowna and the gap between men's and women's earnings is larger than the national average, with women earning 66% of what men earn.

Kelowna's poverty rates are close to the national average, but the gap between men and women is slightly larger than average, with 11.7% and 14.1% respectively living below the Low Income Measure.

Educational Attainment

Women in Kelowna are more likely than men to have completed high school, college or university. The share of women and men who hold university degrees is well below the national average, while the share of women and men who hold college degrees is above average. Women are considerably more likely to have completed a college degree (24%) than men (17%). Men are twice as likely to have completed trades training and apprenticeships, with 18% of men and 9% of women having done so.

Leadership

Kelowna is one of only a handful of cities that comes close to reaching parity among elected officials, with four out of nine elected seats on city council held by women. The city also does better than average in promoting women to leadership positions outside of politics, where they make up 37% of senior management.

Health

Life expectancy in Kelowna is just above the Canadian average and, as is typically the case, women live slightly longer lives (84 years on average to men's 79). Men are more likely than women to rate their health as very good or excellent (60% compared with 53%), and women are slightly more likely than men to report high levels of stress in their lives (25% compared with 22%). Rates of screening for cervical cancer are above average, with 71% of women reporting they had a Pap smear in the last three years.

The **Okanagan College Women's Resource Centre** provides students with resources, referrals, and a comfortable place to sit for a while. Its purposes include encouraging individuals of all genders to work toward gender equality and supporting women on campus to promote an environment where women are safe and where women's leadership will thrive.

Personal Security

Sexual assault is one of the most under-reported crimes in Canada. Statistics Canada estimates that only one in 10 sexual assaults is reported to the police. Domestic violence is also under-reported, with only one in five incidents reported to the police.⁶² Direct surveys of the population are the best way to estimate the actual crime rate for these offences. However, Statistics Canada only conducts a survey on violent crime once every five years. This survey does not sample a large enough segment of the population to provide reliable crime rates at the provincial or municipal level (with the exception of Ontario). For less populous provinces, there are no reliable estimates.

The 2014 *General Social Survey* found that 2.2% of adults in Canada had experienced a sexual assault in the past five years and that 3.9% had experienced violence from an intimate partner.⁶³ This equates to 3,624 incidents of sexual assault and 6,424 incidents of intimate partner violence over the past five years in Kelowna.

Abbotsford-Mission

Economic Security	Education	Health
24	13	25
Leadership	Security	Overall Rank
7	3	15

Economic Security

Employment rates are higher than average in Abbotsford-Mission and the gap between men's and women's levels of employment is slightly smaller than average, with 67% of men and 60% of women holding jobs. Wages in Abbotsford-Mission are below the national average and the city has the biggest gap in men's and women's earnings of any of the 25 cities measured, with women earning 57% of what men earn.

Poverty rates in Abbotsford-Mission are close to the national average, as is the gap in levels of poverty, with 12% of men and 14% of women living below the Low Income Measure.

Educational Attainment

Women in Abbotsford-Mission are more likely than men to have completed high school, college or university, but the share of women and men who hold university or college degrees falls below the national average. Women are considerably more likely to have completed a college degree (18%) than men (12%), while men are nearly twice as likely as women to have completed trades training and apprenticeships (15% compared with 8%).

Leadership

Abbotsford and Mission both come close to parity on their city councils, with women taking four out of nine elected seats on Abbotsford council and three out of seven seats in Mission. The gap appears to be more persistent for professional women outside of politics, where they make up 36% of senior managers.

Health

Life expectancy in Abbotsford-Mission is just above the Canadian average and, as is typically the case, women live slightly longer lives (84 years on average to men's 80). Men are less likely than women to rate their health as very good or excellent (55% compared with 61%), but women in Abbotsford-Mission are slightly more likely than men to report high levels of stress in their lives (19% compared with 17%). Rates of screening for cervical cancer are below average, with 64% of women reporting they had a Pap smear in the last three years.

The **Women's Resource Society of the Fraser Valley** is a feminist society providing safe refuge and community based resources for women and children. It promotes and supports women's efforts to achieve domestic, political, and social equality.

Personal Security

Sexual assault is one of the most under-reported crimes in Canada. Statistics Canada estimates that only one in 10 sexual assaults is reported to the police. Domestic violence is also under-reported, with only one in five incidents reported to the police.⁶⁴ Direct surveys of the population are the best way to estimate the actual crime rate for these offences. However, Statistics Canada only conducts a survey on violent crime once every five years. This survey does not sample a large enough segment of the population to provide reliable crime rates at the provincial or municipal level (with the exception of Ontario). For less populous provinces, there are no reliable estimates.

The 2014 *General Social Survey* found that 2.2% of adults in Canada had experienced a sexual assault in the past five years and that 3.9% had experienced violence from an intimate partner.⁶⁵ This equates to 3,256 incidents of sexual assault and 5,773 incidents of intimate partner violence over the past five years in Abbotsford-Mission.

Vancouver

Economic Security	Education	Health
14	20	2
Leadership	Security	Overall Rank
5	10	9

Economic Security

Levels of employment in Vancouver are slightly below the national average, as is the gap in women's and men's employment rates, with 64% of men and 58% of women holding jobs. The wage gap is typical of the national average, though it narrows significantly for full-time workers, with women earning 83% of what men earn working full time.⁶⁶

Poverty rates in Vancouver are just below the national average, as is the gap in men's and women's levels of poverty, with 12.8% of men and 13.4% of women living below the Low Income Measure.

Educational Attainment

Women in Vancouver are more likely than men to have completed high school, college or university. The share of women who hold university degrees (27%) is well above the national average and slightly higher than for men (26%). Men are twice as likely as women to have completed trades training and apprenticeships (10% compared with 5%).

Leadership:

Women hold five out of 11 elected positions in the City of Vancouver. When the outlying regional municipalities are considered, women make up 36% of elected officials on average. Women's representation among senior managers is similar, where they hold 35% of these positions in the city.

Health

Life expectancy in Vancouver is the highest of the 25 cities studied and, as is typically the case, women live slightly longer lives (86 years on average compared with 81 for men). Men are less likely than women to rate their health as very good or excellent (61%

compared with 64%), and they are also slightly more likely than women to report high levels of stress in their lives (26% compared with 25%). Rates of screening for cervical cancer are above average, with 72% of women reporting they had a Pap smear in the last three years.

The **Single Mothers' Alliance BC** is a grassroots non-profit community building, leadership and advocacy toolkit created and organized by single mothers for single mothers in BC. It aims to build capacity among single mothers and women to work together towards progressive social change.

Personal Security

Sexual assault is one of the most under-reported crimes in Canada. Statistics Canada estimates that only one in 10 sexual assaults is reported to the police. Domestic violence is also under-reported, with only one in five incidents reported to the police.⁶⁷ Direct surveys of the population are the best way to estimate the actual crime rate for these offences. However, Statistics Canada only conducts a survey on violent crime once every five years. This survey does not sample a large enough segment of the population to provide reliable crime rates at the provincial or municipal level (with the exception of Ontario). For less populous provinces, there are no reliable estimates.

The 2014 *General Social Survey* found that 2.2% of adults in Canada had experienced a sexual assault in the past five years and that 3.9% had experienced violence from an intimate partner.⁶⁸ This equates to 46,621 incidents of sexual assault and 82,647 incidents of intimate partner violence over the past five years in Vancouver.

Victoria

Economic Security	Education	Health
5	11	17
Leadership	Security	Overall Rank
2	18	1

Economic Security

The gap in men's and women's levels of employment is the smallest of the 25 cities measured, but this is largely the result of a lower than average employment rate among men. The same is true for wages, where a smaller than average gap between men's and women's wages is due in large part to men's wages coming in below the national average. Women earn 73% of what men earn overall, though the wage gap actually widens for full-time workers, with women earning 71% of what men earn working full time.⁶⁹

Rates of poverty are higher than average in Victoria, with 17.5% of men and 14.9% of women living below the Low Income Measure. Victoria is one of only a few cities where men's poverty rates exceed those of women.

Educational Attainment

Women in Victoria are more likely than men to have completed high school, college or university. The share of women who hold university degrees (26%) is above the national average and higher than men in Victoria (25%). Men are nearly twice as likely as women to have completed trades training and apprenticeships (13% compared with 7%).

Leadership

Victoria is one of the few cities of those studied where women outnumber men among elected officials. Women hold five out of nine seats on city council. Women also do better than average in adjacent municipalities, holding 42% of elected positions. When it comes to professional leadership, the city performs less well, with women taking 37% of senior management positions.

Health

Life expectancy in Victoria is slightly above the national average and, as is typically the case, women live slightly longer lives (84 years on average to men's 80). Men are slightly less likely than women to rate their health as very good or excellent (62% compared with 63%), but women in Victoria are slightly more likely than men to report high levels of stress in their lives (20% compared with 18%). Rates of screening for cervical cancer are average, with 66% of women reporting they had a Pap smear in the last three years.

Girls Rock Camp Victoria strives towards building a supportive community of self-identified girls and women by providing opportunities to learn, explore and empower themselves and each other through musical expression and education.

Personal Security

Sexual assault is one of the most under-reported crimes in Canada. Statistics Canada estimates that only one in 10 sexual assaults is reported to the police. Domestic violence is also under-reported, with only one in five incidents reported to the police.⁷⁰ Direct surveys of the population are the best way to estimate the actual crime rate for these offences. However, Statistics Canada only conducts a survey on violent crime once every five years. This survey does not sample a large enough segment of the population to provide reliable crime rates at the provincial or municipal level (with the exception of Ontario). For less populous provinces, there are no reliable estimates.

The 2014 *General Social Survey* found that 2.2% of adults in Canada had experienced a sexual assault in the past five years and that 3.9% had experienced violence from an intimate partner.⁷¹ This equates to 6,947 incidents of sexual assault and 12,314 incidents of intimate partner violence over the past five years in Victoria.

In Focus: Northern Community Models that Value Local Women

The Canadian Research Institute
for the Advancement of Women, FemNorthNet⁷²

Norway House: Healing Ourselves, Strengthening Women

NORWAY HOUSE IS a Cree First Nation community of about 7,000 people in northern Manitoba, 450 kilometres north of Winnipeg. It was part of an important transportation route during the 19th century and the site of a Hudson's Bay Company trading post during the fur trade. In the process of colonization, this community was encouraged to adopt the Catholic religion, a shift that reduced people's connection to Cree traditions, culture, and spirituality.

Indigenous women brought together a diverse group of women in this community for sharing circles. Within this safe space, women could share emotions and life experiences. By understanding the past, the impacts of losing identity and culture, and the impacts of residential schooling, women were offered a chance for renewal. The organizers hoped to begin a process of healing and to foster leadership skills among the women. Other goals were to help re-establish a lost identity, sacred ceremonies and the Cree language and the passing of local Indigenous knowledge to younger generations.

From a video *Nikan Iskewak*, women of Norway House who were part of the circles said:

“Given what we face as women, we need a safe place to release the negativity and to seek support so we are able to move forward as strong women.”

“In building women’s strengths, I have seen leadership in women evolve from the strength that they get from these circles. I have seen women become very strong from within and very confident in decision-making and also in living their day-to-day lives.”

“It makes my heart so glad to see some of our young girls begin to come forward and ask for a circle when they want support, but mostly to know that it’s there, that it’s there for them.”⁷³

For communities across Canada that have felt the adverse effects of colonialism, women’s sharing circles are a model that shows the need for communication and the transformative results of spaces that allows for healing. It is a model that other communities can easily adopt.

Thompson, Manitoba – Influencing Economic Diversification

Thompson is a city in northern, central Manitoba, 740 km north of Winnipeg. It sits on the territory of the Nisichawayasihk Cree Nation whose people historically gathered food and other resources from the land. In 1956 a major ore body was found and in 1957 the province and the International Nickel Co. of Canada, Ltd. (INCO) founded the community, naming it after the chair of the company, John F. Thompson.

The city’s official population is about 13,000, but as a service centre for the northern region — often called the Hub of the North — Thompson attracts close to 65,000 people a year as a regional trade and service centre. The city has the largest (and growing) Indigenous population of any city in Canada. It is also attracts many international immigrants.

In 2009 the City of Thompson signed an accord that recognized the traditional territory of the Nisichawayasihk Cree Nation and the many contributions of Indigenous people to the community. It was one of 13 cities across Canada that took part in a federal Urban Aboriginal Strategy to improve social and economic opportunities for Indigenous people living in urban centers.

The mine employs many people in Thompson, but few are women or Indigenous people. Those that have jobs with the mine tend to work in surface operations that are at risk of closure. In 2010, Vale, a Brazilian-based iron ore mining company that bought Inco Limited, announced plans to close the Thompson smelter and refinery in 2015 (later extended to 2018). With 500 jobs about to be lost, the community knew that something had

to be done to diversify the economy, create stable jobs and reduce dependence on the mining sector.

In response to Vale's announcement, the city created the Thompson Economic Diversification Working Group (TEDWG). Mining company Vale and more than 40 community organizations took part in discussions of how to diversify the local economy and create jobs.⁷⁴

FemNorthNet's goal was to introduce gender into the TEDWG discussions, and to help amplify voices of local women to address their needs and interests, which had often been unheard.

In February 2012, FemNorthNet's report *Women, Economic Development and Restructuring in Thompson* was tabled as a resource for the TEDWG discussions.⁷⁵ It tapped into diverse views from women who use social assistance, Indigenous women, women with disabilities, and youth. The report noted:

- women in Thompson were more likely to be employed than in the rest of Manitoba, but mainly in the service sector;
- they had low access to social programs like childcare, affordable housing, violence and crisis services, legal help and health care;
- they were a diverse population with diverse needs;
- many groups and individuals were working to improve women's situation and needed to participate in TEDWG;
- TEDWG needed to hear women's voices and take women's concerns into account.

Community groups and individual women began to participate in community discussions. The Thompson Neighbourhood Renewal Corporation (TNRC) held focus groups with women to hear their views on economic diversification and to gather information to create a women's leadership training program so women would have a voice in the community in the longer term. Those who participated identified gaps in women's community involvement; they spoke about the commonly held view that women are less credible as leaders, and recognized that women bring a different and important perspective to economic development issues.

This kind of feedback from local women led to the Thompson Women's Empowerment Workshop Guide based on the medicine wheel.⁷⁶ Four workshop modules helped women explore their emotional, mental, physical and spiritual well-being. It invited women to understand themselves, what they want in life, the importance of self-care and practical life tools

to achieve goals. The workshop allowed groups of women to share experiences, learn from each other, gain new skills, build on their strengths, and develop leadership skills and confidence to be part of community development. This leadership training continues to be offered through the Thompson Y's Women's Centre.

In 2013 TEDWG released a series of action plans and its final report. FemNorthNet members reviewed the process, outcomes, and recommendations and then gave its feedback, including pointing out ways to better engage with and represent marginalized and diverse women. This was summarized in a report called *Critical Reflections on Economic Planning in Thompson*. It examined how diverse women were included – or excluded – from the community process and outlined how women's viewpoints might have given TEDWG's conclusions a different shape.⁷⁷

Community leaders involved in the TEDWG process and in FemNorthNet, were able to bring an inter-sectoral, gendered way of looking at issues into the analysis, plans and community meetings held in Thompson. The city and various community organizations are now responsible for further developing and implementing the TEDWG plans. Our hope is that the concerns of diverse women will be more actively included and supported in future discussions to diversify the local economy.

Labrador West – Community Advisory Panel

Labrador West includes the nearby towns of Labrador City and Wabush City, NL. Because the Innu have been mostly displaced from this land, most of the people in Lab West are settlers, who are closely linked with the mining operations that have taken place there since the 1960s.

Like so many northern communities where resource extraction dominates the economy, the concerns and perspectives of women and many community organizations have not been part of local economic decision-making. This changed when the Iron Ore Company of Canada set up a Community Advisory Panel in 2006. It supported the Panel's work by paying for its two co- chairs. The company's aims with the Panel were to:

- improve its understanding of environmental, economic and social issues;
- work with the community to achieve shared sustainable development goals;
- address issues that people might identify.

The panel held regular meetings with people from community organizations, such as local women's groups, the Innu Nation and the towns of Labrador City and Wabush. It gave people in the community a chance to ask questions of the mining company. For example, a discussion about the large number of men's camps in town led to the company developing a Code of Conduct for men staying in those camps.

On ongoing basis, the panel has identified issues and set priorities for dealing with those issues. The lack of affordable housing was one of the main issues the panel dealt with. Discussions at the panel led to creation of the Labrador West Housing and Homelessness Coalition, which includes representatives from community organizations and the mining company.⁷⁸

The Community Advisory Panel had a focus on action. It used a consultant from outside the community at its meetings, and relied on networking and collaboration to get things done. It was a forum where groups could:

- learn about what others are doing in their community;
- identify community needs;
- build support;
- identify local, regional and provincial opportunities.

The IOC mining company left the Community Action Panel in 2015 when global demand for iron ore caused big job losses in Lab West.

Happy Valley-Goose Bay – Claiming Our Place

Happy Valley-Goose Bay (HV-GB) is a town of about 8,000 people inland from the eastern coast of Labrador. It is highly diverse, and includes Inuit and Innu people, settlers whose family roots go back to early days of the fur trade, and those who moved there more recently, including temporary foreign workers.

HV-GB is a service hub for Labrador, much like Thompson is for northern Manitoba. A resource-based economic boom is happening as more businesses and workers move to town to build the nearby hydro dam at Muskrat Falls, and as mining and exploration increase in the region.

In 2011, Environmental Impact Assessment hearings began on the massive, new hydro dam. From the start, it was clear that the voices and concerns of local women were going to be left out of the development agenda. The FemNorthNet project helped community partner, Petrina Beals from the

Mokami Status of Women Centre call attention to local women's concerns in submissions to the Panel. This was covered by the media.

Shortly after this, *Claiming Our Place* was launched in HV-GB with two main goals:

- raise local women's awareness of the large economic development projects in the region that impact their lives, well-being and the well-being of their community;
- develop women's ability to participate effectively in community discussions, planning meetings, and events about economic development, and create tools to amplify their voices.⁷⁹

Local women were invited to participate in Cha Chim hey Aqulth — Go the right way Creative Action Circles™ — an arts-based method developed by educator J'Net Cavanaugh, rooted in Indigenous knowledge and practices. Participants shared stories, spoke their ideas, and wove their stories and themes into a performance that honoured their cultures, developed confidence and led to leadership skills. It was considered the best method to build — and rebuild — connections between local Indigenous groups and non-Indigenous women. It also helped to uncover the relationships that women have with the natural world, and to encourage them to share their insights on the impacts of the dam.

More than 20 women met in HV-GB for the first Creative Action Circles™ training sessions in 2011.⁸⁰ The group included youth and grandmothers, northern Inuit, Innu, southern Inuit and diverse women from non-Indigenous groups. Women were trained to lead smaller circles with local women and to share their stories. They developed skills on note taking, setting an agenda for a workshop, planning a workshop, facilitating a group, collaborating with others, listening, and developing their own interests and abilities. The four-day workshop ended with a powerful Creative Action Showcase where the women invited family and friends to see them present their creative material.

In 2012 J'Net again worked with the team from *Claiming Our Place* to write up the findings from local discussions and to prepare for a public performance. The 2012 workshop was held in a central place in the town and welcomed women with an open door and meals. This helped to attract new women to work with the core group. Women had time to share stories and prepare for a public presentation. As the performance time drew closer, it became clear that some members of the community were hostile to this group

of women. It took courage and leadership skills for them to continue and to invite the community to their presentation.

In the next year, as women's confidence grew stronger, they organized another local public showcase in 2013. They issued statements to the media, were part of a video about their experiences, and called attention to how resource extraction changes the environment and disrupts vital relationships with nature and among people.

We hope these stories about community models that value diverse women help to inspire similar actions elsewhere.

Appendix A

Methodology

THIS GENDER EQUALITY index is modelled on global measures of gender equality produced by the World Economic Forum and the United Nations. Where possible it captures the gap between men's and women's well-being, rather than the overall wealth or health of a community. It also includes measures that capture the levels of gender-based violence experienced by women, and women's access to health care services.⁸¹

This index differs from international indices in that it collects data on violence against women, which none of the international indices has yet been able to do. The OECD's Social Institutions and Gender Index comes closest to capturing information about violence against women. However, it measures legislative and institutional changes, rather than rates of violence.

Indicators and Data Sources

The score for economic security is calculated based on four indicators: employment rate, full-time employment, median employment income, and poverty rate (measured as the percentage living below the Low Income Measure After Tax). Scores are calculated based on the female-to-male ratio for employment and incomes and the male-to-female ratio for poverty rates. The source of the statistics is the *Labour Force Survey* and the *Canadian Income Survey* (for the poverty measure).

The score for leadership is calculated based on two indicators: the ratio of women to men in senior management occupations, and the ratio of women to men in elected municipal government seats. Data on senior managers is taken from the *Labour Force Survey*. Data on municipal officials has been collected from individual municipal government websites. Because the boundaries of Census Metropolitan Areas (CMAs) include more than one municipal government, elected officials from all the municipalities within the CMA have been included.

The score for health is calculated based on four indicators: healthy life expectancy at birth, the ratio of women to men who report “very good or excellent” levels of health, the ratio who report “quite a lot” of life stress, and the percentage of women over age 15 who report they had a Pap smear in the last three years. The female-to-male life expectancies are adjusted by the standard Health-Adjusted Life Expectancy (HALE) measure to account for the expected difference in male and female life expectancies.⁸² The standard measures for sexual and reproductive health used by most international organizations include maternal mortality, contraceptive prevalence and/or unmet need for contraception. Unfortunately, this data is not available at the municipal level (or at the national level in the case of contraceptive prevalence). In lieu of these measures, cervical cancer screening or Pap smears are used. The data for all four indicators come from the *Canadian Community Health Survey*.

The score for education is calculated based on four indicators: the female-to-male ratio of those who have completed high school, college or CEGEP, trade training, and university (at the bachelor’s level or above). The data is taken from the *National Household Survey*.

The score for personal security is calculated based on three indicators: rates of criminal harassment, sexual assault, and intimate partner violence. The data for all three indicators comes from the *Uniform Crime Reporting Survey* (UCR). The UCR is compiled by Statistics Canada from police-reported data. Police-reported data is used here in the absence of self-reported data, which is much more accurate. Statistics Canada estimates that 90% of the incidents of sexual assault and harassment and 70% of the incidents of intimate partner violence are never reported to the police.⁸³ Further, differences in how police forces record incidents and charge perpetrators can create differences between recorded levels of violence that have nothing to do with the actual levels of crime. However, the only current survey of self-reported incidence of sexual assault and intimate partner violence is the *General Social Survey on Victimization*, which is only performed once every five

years and which does not sample a sufficient portion of the population to provide estimates at the municipal level or at the provincial level.

Calculating the Scores

For each indicator the data is converted into a ratio in order to measure the gap between men and women in each area for each community. For example, median employment incomes in Toronto are \$37,700 for men and \$29,000 for women. The ratio of female incomes to male incomes is 0.769 (with 1.0 representing equality). The exceptions to this rule are the rates of violence and the rates of cervical cancer screening, where the indicator measures prevalence rather than the gap between men and women.

Unlike the *Global Gender Gap* reports, this report does not truncate the scores when they reach the equality benchmark of 1.0. Rather, women's higher rates of education at the college and university levels, for example, mean that in these categories the ratio might reflect an advantage for women. For example, 3,000 more women than men in St. John's have completed a university degree, and so the ratio for that indicator is 1.24 in St. John's.

The scores are otherwise calculated based on the standard set by the *Global Gender Gap* reports. The standard deviation for each indicator is calculated. The impact of a 1% point change is calculated by dividing 0.01 by the standard deviation for each indicator. The resulting values for each indicator within a category are then used as weights, with indicators that have wide variations having lower weights and those with narrow variations having higher weights. This offsets the unintended consequence of an indicator having a larger impact on the score simply because it varies further from the average. The score or ratio for each indicator is multiplied by the weight. The resulting weighted scores are added up for each indicator within a single category to produce the score for that category. For example, there is a relatively wide variation in the ratio of women to men in elected office (ranging from .78 to .21). There is less variation in the ratio of women to men in senior management (ranging from .74 to .4). Thus the weight assigned to the result for each city for elected officials is smaller (0.35) and the weight assigned to the result for senior managers is greater (0.65).

The weighted scores within each of the five categories are added together to produce the score for each category. The resulting five scores are then averaged to produce the overall score for each city. Those scores produce the final rankings.

Appendix B

Sources

Economic Security

Percentage in full-time work (female to male ratio), 2014: CANSIM *Table 282-0129*: Labour force survey estimates (LFS), by census metropolitan area based on 2011 census boundaries, sex and age group, annual. Ottawa: Statistics Canada.

Employment rate (female to male ratio), 2014: CANSIM *Table 282-0129*: Labour force survey estimates (LFS), by census metropolitan area based on 2011 census boundaries, sex and age group, annual. Ottawa: Statistics Canada.

Percentage in Low-Income Measure after tax (female to male ratio), 2013: CANSIM *Table 206-0041*: Low income statistics by age, sex and economic family type, Canada, provinces and selected census metropolitan areas (CMAs), annual. Ottawa: Statistics Canada.⁸⁴

Median employment income (female to male ratio), 2013: CANSIM *Table 111-0024*: Labour income profile of tax filers, by sex, annual. Ottawa: Statistics Canada.

Leadership

Management Occupations (female to male ratio) 2014: Labour Force Survey. Custom Dataset. Ottawa: Statistics Canada.

Elected municipal officials (female to male ratio): individual municipal city records.

Health and Well-Being

Healthy life expectancy at birth (adjusted for health life expectancy) (female to male ratio): CANSIM *Table 102-4307*: Life expectancy, at birth and at age

65, by sex, three-year average, Canada, provinces, territories, health regions and peer groups occasional (years). Ottawa: Statistics Canada.

Perceived health good or excellent (female to male ratio), 2014: CANSIM *Table 105 0501*: Health indicator profile, annual estimates, by age group and sex, Canada, provinces, territories, health regions (2012 boundaries) and peer groups.” Ottawa: Statistics Canada.

Perceived life stress high (female to male ratio), 2014: CANSIM *Table 105 0501*: Health indicator profile, annual estimates, by age group and sex, Canada, provinces, territories, health regions (2012 boundaries) and peer groups. Ottawa: Statistics Canada.

Pap test in last three years (percentage of female population ages 15+): Canadian Community Health Survey 2012. Ottawa: Statistics Canada.

Security

Police reported intimate partner violence, 2014: Custom data set: Statistics Canada, Incident-based Uniform Crime Reporting Survey.

Police reported sexual assault 2014: Custom data set: Statistics Canada, Incident-based Uniform Crime Reporting Survey.

Police reported criminal harassment 2014: Custom data set: Statistics Canada, Incident-based Uniform Crime Reporting Survey.

Education

High school diploma or equivalent (female to male ratio): 2011 National Household Survey. Ottawa: Statistics Canada.

Apprenticeship or trades certificate or diploma (female to male ratio): 2011 National Household Survey. Ottawa: Statistics Canada.

College, CEGEP or other non-university certificate or diploma (female to male ratio): 2011 National Household Survey. Ottawa: Statistics Canada.

University certificate, diploma or degree at bachelor level or above (female to male ratio): 2011 National Household Survey. Ottawa: Statistics Canada.

Appendix C

The Numbers

	Sub-index score					Final Score	Rank
	Economic	Education	Leadership	Health	Security		
St. John's, Newfoundland and Labrador	0.863	1.072	0.471	0.992	0.951	0.870	8
Halifax, Nova Scotia	0.838	1.043	0.501	0.982	0.944	0.862	10
Québec, Quebec	0.877	1.048	0.511	0.988	0.947	0.874	4
Sherbrooke, Quebec	0.863	1.083	0.466	0.986	0.955	0.871	7
Montréal, Quebec	0.857	1.039	0.551	0.977	0.946	0.874	6
Gatineau, Quebec	0.878	1.087	0.500	0.973	0.932	0.874	5
Ottawa, Ontario	0.861	1.014	0.452	0.982	0.938	0.849	14
Kingston, Ontario	0.897	1.020	0.591	1.006	0.934	0.890	2
Oshawa, Ontario	0.802	1.009	0.367	0.970	0.931	0.816	24
Toronto, Ontario	0.850	0.999	0.495	0.979	0.953	0.855	11
Hamilton, Ontario	0.819	1.006	0.490	0.988	0.950	0.851	13
St. Catharines-Niagara, Ontario	0.802	1.038	0.414	0.986	0.965	0.841	19
Kitchener-Cambridge-Waterloo, Ontario	0.760	0.966	0.640	0.987	0.922	0.855	12
London, Ontario	0.895	1.017	0.561	0.972	0.939	0.877	3
Windsor, Ontario	0.777	0.987	0.396	0.969	0.946	0.815	25
Barrie, Ontario	0.764	1.052	0.509	0.973	0.940	0.848	16
Winnipeg, Manitoba	0.822	1.026	0.436	0.982	0.931	0.839	20
Regina, Saskatchewan	0.776	1.036	0.484	0.973	0.943	0.842	18
Saskatoon, Saskatchewan	0.756	1.032	0.474	0.990	0.917	0.834	21
Calgary, Alberta	0.806	0.952	0.419	0.969	0.955	0.820	23
Edmonton, Alberta	0.731	0.977	0.475	0.992	0.927	0.820	22
Kelowna, British Columbia	0.760	1.055	0.468	0.977	0.966	0.845	17
Abbotsford-Mission, British Columbia	0.751	1.027	0.543	0.966	0.958	0.849	15
Vancouver, British Columbia	0.807	1.000	0.574	0.996	0.946	0.865	9
Victoria, British Columbia	0.875	1.035	0.656	0.973	0.936	0.895	1

Notes

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