



Published plans and annual reports 2017-2018: Ministry of the Status of Women

Plans for 2017-2018, and results and outcomes of all provincial programs delivered by the Ministry of the Status of Women in 2016-2017.

Ministry overview

Mandate

In January 2017, the government created the standalone Ministry of the Status of Women (MSW) to reinforce the government's commitment to advancing gender equality across Ontario.

The Ministry has a mandate to build a society free of violence against women and increase women's economic and social empowerment.

The Ministry works with other government ministries and broader sector partners to support women's economic and social empowerment, implement initiatives intended to protect women from violence and harassment, and ensure gender-based analysis is applied to government policies and programs.

Ministry contribution to priorities and results

The Ministry contributes to the key government priorities of "Reduced Poverty, Inequality and Exclusion" and "Strengthened Public Safety and Security".

In 2017-18, the Ministry plans to:

- continue to implement the Sexual Violence and Harassment Action Plan, assess medium to long-term outcomes and identify best practices
- work with the Ministry of Community and Social Services to lead an update of the Domestic Violence Action Plan as part of broader efforts to address gender-based violence, including a comprehensive, multiple ministry review of evidence and strategy development
- continue to implement Walking Together: Ontario's Long-Term Strategy to End Violence Against Indigenous Women, to ensure that it meets its intended goals, and provide advice to government on areas for further work
- lead the implementation of Ontario's Strategy to End Human Trafficking, working with other ministries
- ensure gender-based analysis is strengthened to support and inform the development and implementation of policies and programs across government

- lead the development of the first made-in-Ontario strategy to promote the economic empowerment of women at all economic levels, including developing plans to close the wage gap between men and women, with the Ministry of Labour, and supporting women in corporate leadership roles, with the Ministry of Finance
- drive progress in delivering entrepreneurship and employment training programs to low-income women and women who have experienced or are at risk of abuse in areas such as skilled trades and information technology (IT)
- continue to fund existing programs to prevent gender-based violence and improve supports for survivors
- continue to fund the Violence Against Women Learning Network to support professionals and service providers working on issues related to gender-based violence

Ministry programs and activities

The Ministry's Violence Prevention programs promote women's safety by supporting:

- domestic and sexual violence public education campaigns to change attitudes and mobilize communities to stop violence before it happens
- province-wide training for frontline workers in various sectors to help them intervene and/or improve support to women who are experiencing violence
- innovative projects to improve support for survivors of sexual violence and harassment
- culturally appropriate Indigenous programs to address the high rates of violence against Indigenous women
- the Creative Engagement Fund to challenge norms and change attitudes about sexual violence and harassment through artistic projects
- targeted programs to support initiatives for diverse and ethno-cultural populations and Francophone communities, the Violence Against Women Learning Network to support professionals and service providers working on issues related to gender-based violence
- the Language Interpreter Services Program to support the delivery of spoken and sign language interpreter services for victims of domestic and/or sexual violence, including human trafficking
- domestic Violence Community Coordinating Committees to implement sexual violence public education, training, system navigation and survivor engagement initiatives, in addition to domestic violence initiatives

The Ministry's Economic Empowerment programs promote women's economic security by supporting:

- employment training programs, including programs for skilled trades and IT, for vulnerable and low-income women to secure higher paying jobs
- entrepreneurship training programs to help vulnerable and low-income women start their own businesses
- the development of a government-wide approach to the economic empowerment of women of all income levels
- initiatives to close the gender wage gap and to promote the increased representation of women in business, including on boards and in senior executive roles in corporations

The section below illustrate the Ministry's key program commitments and expected results for 2017-18 that align with key government priorities.

Reduced poverty, inequality and exclusion

MSW's Key commitments for 2017-18

- promote women's economic empowerment by working in collaboration with the Ministries of Labour and Finance and other impacted ministries to launch targeted consultations with stakeholders, using the release of a public discussion paper to collect public feedback
- improve Gender diversity on boards by supporting the Ministry of Finance in developing a plan to implement the Gender Diversity on Boards in Canada: Recommendations for Accelerating Progress from Catalyst Canada. This work will include undertaking research and working extensively with partner ministries across government
- partner with the Ministry of Labour in the development of a strategy to close the gender wage gap
- strengthen gender-based analysis
- streamline Economic Security programs that are responsive to community-identified needs
- showcase Ontario's leadership on women's issues nationally and internationally by:
 - co-chairing the Federal Provincial Territorial Forum of Ministers Responsible for the Status of Women, hosting the 2017 annual meeting of Ministers
 - supporting government engagement with various United Nations Institutions, including Treaty Bodies such as The Convention on the Elimination of All Forms of Discrimination Against Women, and the Human Rights Council

Expected results

- development of a cohesive, government-wide approach to support economic empowerment of women at all levels
- achievement of a target of 40% women appointed to provincial boards and agencies and encouragement of a 30% target for private sector boards
- development of a strategy responsive to the recommendations of the Gender Wage Gap Steering Committee
- development of a framework that will ensure gender-based analysis is incorporated into government decision making.
- development of an amalgamated Women's Economic Security Program that will standardize wraparound supports designed to reduce barriers to program participation and training completion, focus on training to address labour market and skills gaps, and support women's economic and social empowerment
- strengthened leadership and promotion of Ontario's women's agenda across Canada
- increased understanding of the global context and best practices

Strengthened public safety and security

MSW's Key commitments for 2017-18

- update the Domestic Violence Action Plan and develop a performance measurement strategy
- support the Sexual Violence and Harassment Action Plan (SVHAP):
 - continue to implement SVHAP, assess the medium to long-term outcomes and identify best practices
 - review counselling and helpline services available to survivors of sexual violence

- support the Ending Violence Against Indigenous Women Strategy:
 - review existing programs and services available to Indigenous women experiencing violence (with other ministries).
 - provide sustained funding to support existing Indigenous-led public education campaigns
 - support better data collection and research on the prevalence of violence against Indigenous women
- lead the implementation of Ontario's Strategy to End Human Trafficking, including the *Anti-Human Trafficking Act, 2017*
- lead, with Indigenous partners, engagement of Indigenous peoples on human trafficking

Expected results

- updated action plan that reduces prevalence of domestic violence, promotes a gender-based violence free Ontario, and helps survivors feel safe and supported
- development of a performance measurement framework to track progress
- release of final public progress report on SVHAP
- completed counselling and helpline review with recommendations for improvement
- completed programs/services review
- continued support for Indigenous-led public education campaigns (e.g., Kizhaay Anishinaabe Niin – I am a Kind Man).
- implementation of Indigenous-led research initiative
- co-development of a performance measurement framework with Indigenous partners that will measure outcomes
- increased profile of the Strategy and awareness of human trafficking
- informed policy and program decisions in implementing the Strategy to End Human Trafficking so that diverse Indigenous perspectives can be reflected in future initiatives

Ministry planned expenditures 2017-18 (\$ Millions (M))

- Operating - 25.8
- Capital - 0.0
- **Total - 25.8**

Highlights of 2016-17 achievements

In January 2017, the government created the first standalone Ministry of the Status of Women, which is dedicated to the security, equality and empowerment of women and girls.

In 2016-17, the Ministry undertook a number of initiatives and delivered results that support the government's key priorities, including:

- promoting women's economic security by delivering employment and entrepreneurship training programs, and partnering with other ministries to promote increased representation of women in business and to close the gender wage gap
- co-leading the implementation of a range of initiatives under the government's Sexual Violence and Harassment Action Plan, Long-Term Strategy to End Violence Against Indigenous Women and Ontario's comprehensive Strategy to End Human Trafficking

Refer to Appendix for further details.

Ministry organization chart as of May 2017

- Minister of the Status of Women – Indira Naidoo-Harris
 - Parliamentary Assistant to the Minister of the Status of Women - Amrit Mangat
 - Parliamentary Assistant to the Minister of the Status of Women - Nathalie Des Rosiers
 - Deputy Minister - Maureen Adamson
 - Executive Assistant to the Deputy Minister - William Snowball
 - Assistant Deputy Minister - Lisa Priest
 - Strategy, Economic Initiatives and Outreach Director - Gillian Steve (Acting (A))
 - Policy and Stakeholder Relations Director - Stephanie Shatilla (A)
 - Regional and Corporate Services Division Assistant Deputy Minister (ADM) / CAO ^[1] - Maureen Buckley
 - Human Resources (HR) Branch Director ^[2] - Liborio Campisi
 - Corporate Finance Branch Director - Tony Marzotto
 - Regional Services and Corporate Support Branch Director - Neil Coburn
 - Corporate Policy and Planning Branch Director - Joanne Lorenzi (A)
 - Communications Branch Director ^[3] - Mike Semansky (A)
 - Legal Services Branch Director ^[4] - Peter Spencer (A)
 - Community Services I & IT Cluster CIO / ADM ^[5] - Soussan Tabari

(A) Denotes “Acting”

Detailed financial information

Table: Combined operating and capital summary by votes

Votes/Programs	Estimates 2017-18 \$	Change from Estimate 2016-17 \$	%	Estimate 2016-17 \$	Interim Actuals 2016-17 \$	Actuals 2015-16 \$
Operating Expense Ministry Administration Program	1,171,000	1,171,000	100.0	N/A	N/A	N/A
Status of Women Programs*	24,593,100	1,366,700	5.9	23,226,400	22,805,503	26,482,394
Total Operating Expense to be Voted	24,593,100	1,366,700	5.9	23,226,400	22,805,503	26,482,394
Statutory Appropriations	64,014	64,014	100.0	N/A	N/A	N/A
Ministry Total Operating Expense	25,828,114	2,537,700	10.9	23,226,400	22,805,503	26,482,394

Votes/Programs	Estimates 2017-18 \$	Change from Estimate 2016-17 \$	%	Estimate 2016-17 \$	Interim Actuals 2016-17 \$	Actuals 2015-16 \$
Capital Expense Ministry Administration Program	1,000	1,000	100.0	N/A	N/A	N/A
Total Capital Expense to be Voted	1,000	1,000	100.0	N/A	N/A	N/A
Statutory Appropriations	1,000	1,000	100.0	N/A	N/A	N/A
Ministry Total Capital Expense	2,000	2,000	100.0	N/A	N/A	N/A
Capital Assets Ministry Administration Program	1,000	1,000	100.0	N/A	N/A	N/A
Total Capital Assets to be Voted	1,000	1,000	100.0	N/A	N/A	N/A
Ministry Total Capital Assets	1,000	1,000	100.0	N/A	N/A	N/A
Ministry Total Operating and Capital Including Consolidation and Other Adjustments (not including Assets)	25,830,114	2,603,714	11.2	23,226,400	22,805,503	26,482,394

* Estimates, Interim Actuals and Actuals for prior fiscal years are re-stated to reflect any changes in ministry organization and/or program structure. Interim actuals reflect the numbers presented in the 2017 Ontario Budget.

Appendix: 2016-17 Annual Report

2016-17 Achievements

The Ministry's key activities and results for the 2016-17 fiscal year include:

- promoted women's economic security:
 - convened a Women in Business Steering Committee that informed the government's response to the recommendations from Catalyst Canada to increase the number of women on boards of provincial agencies and in the private sector
 - engaged with the Gender Wage Gap Working Group in support of the development of a strategy to close the gender wage gap
 - provided training to low-income women to assist them with acquiring better-paying jobs through the Women in Skilled Trades and Information Technology training program. Since 2003, more than 2,600 women have participated in this program

- helped low-income women develop skills needed to start and run a business through the Microlending for Women in Ontario program. Since 2012, more than 1,750 women have benefitted from training provided by this program
- provided training and specialized supports to low-income women through the Employment Training for Abused/At-Risk Women program to help increase their income-earning potential. Since 2006, more than 3,500 women have participated in this program
- implemented initiatives under Sexual Violence and Harassment Action Plan
 - increased awareness amongst elementary, secondary and post-secondary students and educators on how to intervene safely when they witness sexual violence and harassment
 - engaged with Ontario's Roundtable on Violence Against Women that provided advice on a number of initiatives across various ministries
- implemented the Long-Term Strategy to End Violence Against Indigenous Women:
 - with the Ministry of Indigenous Relations and Reconciliation (MIRR), continued the collaboration started by the Joint Working Group through the establishment of a new Executive Committee to End Violence Against Indigenous Women
 - with MIRR, hosted the fifth National Indigenous Women's Summit in Toronto on March 6-8, 2017, with approximately 250 to 300 participants from across Canada
 - increased awareness of the root causes of violence against Indigenous women and enhanced supports for Indigenous women experiencing violence and their families
 - expanded Kizhaay Anishinaabe Niin (I Am a Kind Man) program by increasing the number of Ontario Federation of Indigenous Friendship Centres, which deliver the program in different communities across the province, from 5 to 26
- co-led Ontario's Strategy to End Human Trafficking:
 - co-led the development of the Strategy with ministry partners, including the Ministry of Community Safety and Correctional Services and Ministry Community and Social Services
 - contributed to increasing the Strategy's profile and engaging stakeholders interest in its implementation
 - supported the introduction of the *Anti-Human Trafficking Act, 2017*

Table: Ministry interim actual expenditure 2016-17

	Ministry Interim Actual Expenditures (\$M) 2016-17*
Operating	22.8
Capital	0.0
Staff Strength** (as of March 31, 2017)	33.4

* Interim actuals reflect the numbers presented in the 2017 Ontario Budget.

** Ontario Public Service Full-Time Equivalent positions. Excludes seasonal, students and leaves of absence.

Updated: August 16, 2017

Published: August 16, 2017

Footnotes

- [1] [^](#)Administratively reports to Ministry of Citizenship and Immigration. Provides services to multiple organizations.
- [2] [^](#)Reports to ADM, Regional and Corporate Services Division, Ministry of Citizenship and Immigration and ADM, HR Service Delivery, Ministry of Government and Consumer Services.
- [3] [^](#)Reports to Deputy Minister (DM), Ministry of Tourism, Culture and Sport and DM, Corporate Communications and Associate Secretary of the Cabinet.
- [4] [^](#)Reports to DM, Ministry of Tourism, Culture and Sport and Assistant Deputy Attorney General, Ministry of the Attorney General.
- [5] [^](#)Reports to Corporate Chief Information and Information Technology Officer, Treasury Board Secretariat.