



VitalSigns.



Gender Equality in Canada

Power



Introduction to Gender Equality in Canada

To create communities of true belonging, we need to advance gender equality across the country.

The COVID-19 crisis has exacerbated gender inequality.

For a just recovery from the pandemic, it is more pressing than ever to invest in women*, girls, Two-Spirit people and gender-diverse people.

THERE IS WORK TO DO

From a lack of representation in political and decision-making positions to persisting wage gaps, economic inequalities and staggering rates of gender-based violence, it's clear that we have work to do.

In 2019, Canada ranked only 11th among all countries for women's equality and well-being.¹

From coast to coast to coast, the women's movement and feminist organizations have a long and rich history of mobilization to advance gender equality in our country. As budgets get re-allocated to public health and economic programs in the wake of the pandemic, these organizations are most at risk of losing funding. There is an urgent need to fund organizations that work with the most marginalized. These organizations cannot and should not have to do this work alone. If Community Foundations of Canada is serious about creating communities where everyone belongs (and we are!), it's time we invest more meaningfully in a just recovery for all and a feminist future.

**References to "women" are inclusive of trans women.*

What we mean by "feminist future"

A vision of a world where all women, girls, Two-Spirit people and gender-diverse people have equal access to justice, opportunities, resources and decision-making. One where people have body autonomy and self-determination, and can live a life free from violence. A global community that benefits when those most impacted by oppression are lifted up. A decolonized future, a future where power is shared and where identity does not dictate life outcomes. We have a vision of the future where all identities are celebrated and are a source of joy and solidarity.

In the context of the pandemic, we need a clear vision of a just recovery and a path to get there, leaving no one behind.

TAKING THE PULSE: WHY NOW?

Alongside many community foundations and partners across Canada, Community Foundations of Canada (CFC) is [stepping up through our commitment](#) to Sustainable Development Goal (SDG) #5 Gender Equality as well as collaborating with the Equality Fund—an unprecedented multi-year initiative to advance gender equality in Canada, with support from the federal government. 2019 marked the first of a five-year collaboration with CFC and community foundations to deliver momentum for women’s movements and grants through the [Communities for Gender Equality](#) program.

At CFC, we are focusing our three-part *Vital Signs* report series on gender equality in Canada. Each report corresponds to a theme from the [2030 Agenda for Sustainable Development](#), and Women and Gender Equality Canada’s Gender Results Framework: Power, Peace and Planet. *Vital Signs* reflects the integration of the economic, social and environmental elements that are key to sustainable development, analyzed through the lens of gender equality.

.....
→ **READ:** [CFC’s Sustainable Development Goals Guidebook and Toolkit](#)
.....



Why power? And why does it need to shift?

Power is complex. There are many types of power at play in our world, for example, the ability to make decisions about our lives, the opportunity to change public policy, and how we pass on cultural traditions to the next generation and build resilient communities.

The data is consistent on one point: power is gendered. Women, girls, Two-Spirit people and gender-diverse people have less access to power than men and boys.

In the Power report, we pay particular attention to economic and political power in our communities. We explore leadership, employment, unpaid work and income, among other themes.

“Not everything that is faced can be changed, but nothing can be changed until it is faced.”

— JAMES BALDWIN



UNDERSTANDING THE EVIDENCE

Within each report—Power, Peace and Planet—we explore how different dimensions of inequality and privilege intersect and interact in people’s lives and identities. These dimensions include age, class, gender, race, Indigeneity, religion, immigrant status, sexual orientation and disability.

THE DATA CHALLENGE

Gender is commonly defined as it relates to the characteristics cultures apply to the concepts of “feminine” and “masculine.” These characteristics range from social roles to physical appearance. Gender identities include female, male, non-binary and gender non-conforming. The term “sex” is biological, but the term “gender” is a social construction.

Finding inclusive data that captures the experiences of trans and non-binary individuals is a challenge. For the most part, sources used in this report do not indicate inclusion of trans or non-binary individuals.

All Statistics Canada data is based solely on sex: “male” or “female” as designated on birth certificates. However, Statistics Canada has made a commitment to using gender—as self-identified—rather than biological sex in most social statistics programs. Look for this change in the 2021 Census!⁴

→ **TIP:** When collecting data, community foundations and others can adjust their surveys to allow more options in the “gender” box, asking people to self-identify and offering Two-Spirit, non-binary, trans and open fields.

Intersectionality

noun | ˌɪn(t)ərsɛkʃəˈnælədē |

The interconnected nature of social categorizations such as race, class and gender as they apply to a given individual or group regarded as creating overlapping and interdependent systems of discrimination or disadvantage.

This report is framed in the context of SDG #5 Gender Equality.

It also speaks to the interconnectedness of gender inequality and outcomes related to SDG #1 No Poverty, SDG #4 Education, SDG #8 Decent Work and Economic Growth and SDG #10 Reduced Inequality.



Looking in the Mirror

We can't talk about power without talking about the power of philanthropy and how it is created and distributed.

This includes examining dynamics of power and privilege within our own organization and network.

Through relationship building and engagement, we have received feedback about the lack of inclusivity in our community foundation network. We have heard from Black, Indigenous and people of colour across the country that they do not see themselves represented in the community foundation movement. It is our responsibility to change this and stay true to our purpose: to relentlessly *pursue a future where everyone belongs*.

The work of women of colour is the foundation of the women's movement, and we are committed to continuing our [journey of self-reflection](#) and unlearning. We want to better weave principles of anti-oppression, equity and intersectionality into our work.

In June 2020, in [an open letter in The Philanthropist](#), Senator Ratna Omidvar called on nonprofit leadership—including Community Foundations of Canada—to collect and voluntarily release diversity data on our workforce and boards. Her letter specifically suggests that nonprofits shouldn't wait for the government to legislate the collection of this data. We can take action now.

We will be doing this moving forward and making it publicly accessible. We are also committed to listening, learning and working with leaders in the women's movement who have been on the frontlines of the fight for gender equality for decades.

What's next?

It is our hope that the 2020 *Vital Signs* gender equality reports will be powerful tools that can enable our organization and network to raise our voices on this issue and further mobilize funding to women-led and women-serving organizations.

We are grateful to our partners and leaders in the sector whose decades of expertise made these reports feasible, and whose work makes a feminist future possible.

We look forward to working with community foundations across the country to examine power and privilege, and equip ourselves with the tools to make meaningful change.

→ **VISIT:** [The Learning Institute](#)

→ **READ:** [The Anti-Racism Toolkit](#)

→ **WATCH:** [Equity Lightning Talk with Leaders from the Black Communities During COVID-19](#)

Women and Poverty in Canada

Since the 1970s, women in Canada have been more likely than men to live on low income.

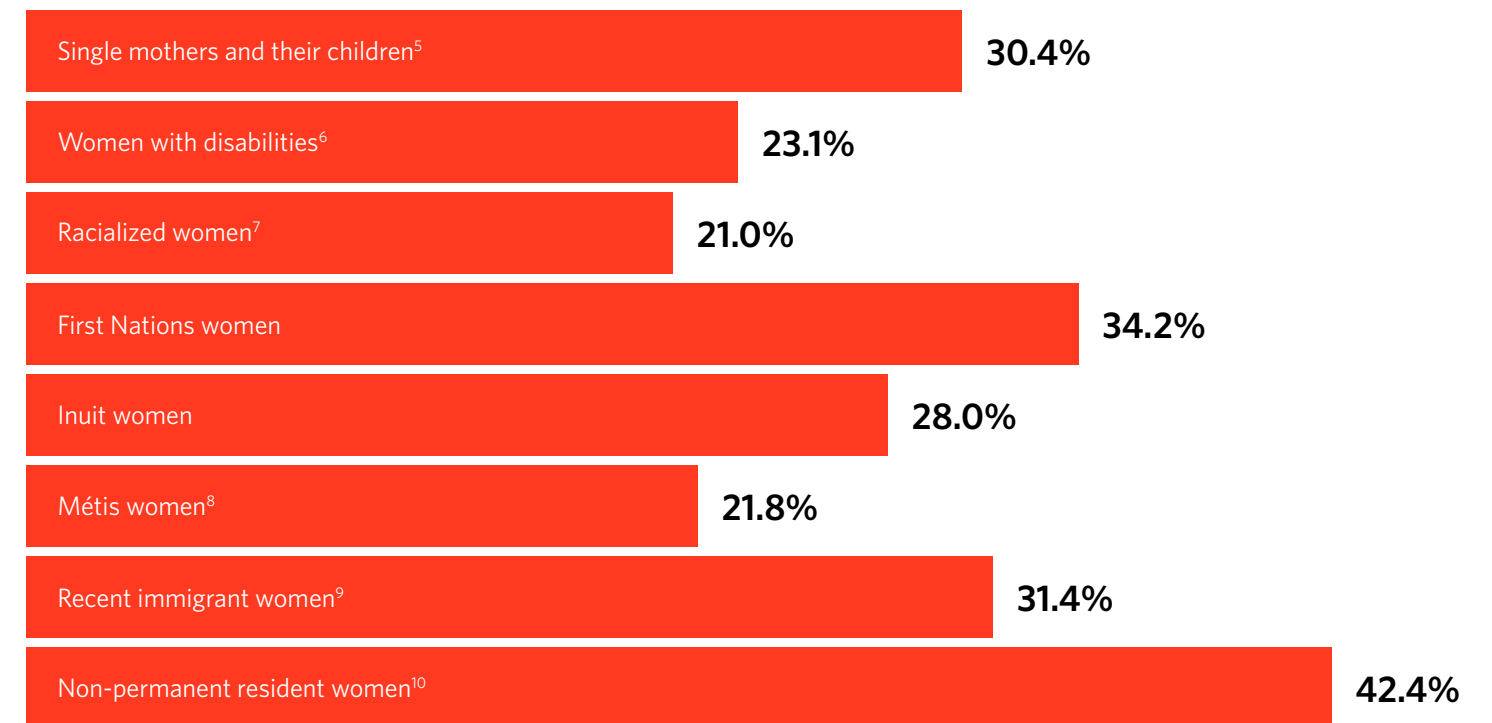
The latest research shows that women have been hardest hit by the pandemic and their return to work will be the slowest.³

The pandemic has pushed women further into financial precarity.⁴

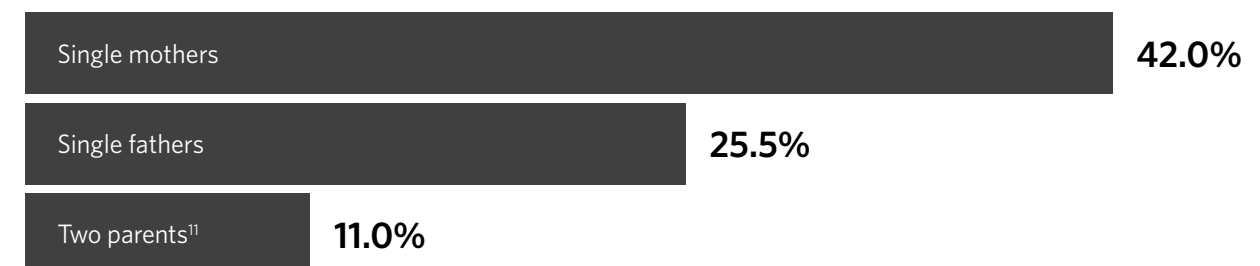
Poverty is an urgent and widespread issue in communities across Canada, and certain groups are more likely than others to live in scarcity. Not only are Canadian women more likely to live on low income, but women, girls, Two-Spirit people and gender-diverse people are more likely to live in poverty. Across all genders, newcomers, Black, Indigenous and people of colour, individuals living with disabilities, single parents and those living in small, rural or remote areas are more likely to experience poverty.

Prior to the pandemic, poverty rates were already much higher for many groups of women, compared to the national average of 14.9%.

POVERTY RATES FOR WOMEN



POVERTY RATES FOR CHILDREN IN FAMILIES WITH...



RACE-BASED DISCRIMINATION

Half of women who reported discrimination experienced it in their workplace or when applying for a job or promotion.¹²

WOMEN IN RURAL AND REMOTE AREAS

These women participate less in the workforce compared to urban women and are far more likely to work part-time and seasonally.^{13,14}

Only 15% of women in rural Ontario who have poor or intermittent access to transportation are employed.¹⁵

WOMEN 65+

The employment rate among senior women nearly doubled in the last decade.¹⁶

Population of women aged 65+ in Canada is projected to double between 2015 and 2056.¹⁷

1 in 3 of senior women 65+ who are single lives on a low income.¹⁸

Since the start of the COVID-19 pandemic, decades of gains in women's workforce participation have been lost. According to a new report from RBC published in April 2020, the employment rate of women dipped to 55% for the first time since the 1980s.¹⁹ Women are overrepresented in sectors with high percentages of lay-offs, such as hospitality and food services, retail trade and educational services, and sectors that put them directly in harm's way, such as caring and cleaning.

Over half of all female workers (56%) are employed in occupations involving the "5 Cs": caring, clerical, catering, cashiering and cleaning.²⁰ These jobs are undervalued, often precarious, and primarily filled by Black, Indigenous and people of colour.²¹ As childcare and educational opportunities vanished, women maintained or expanded caregiving commitments, forcing them out of the workforce.

Find more information and policy recommendations in Canadian Women's Foundation report [Resetting Normal](#).

LOOKING FORWARD

As businesses re-open, jobs data from May 2020 shows that gains are being made in male-dominated sectors faster.²² New research from Canadian Centre for Policy Alternatives shows that, under the July 2020 terms of the Canada Emergency Response Benefit (CERB), women account for the majority (57%) of those transitioning to EI who will receive less or nothing.²³

2SLGBTQ+*

(Two-Spirit, lesbian, gay, bisexual, transgender, queer/questioning)

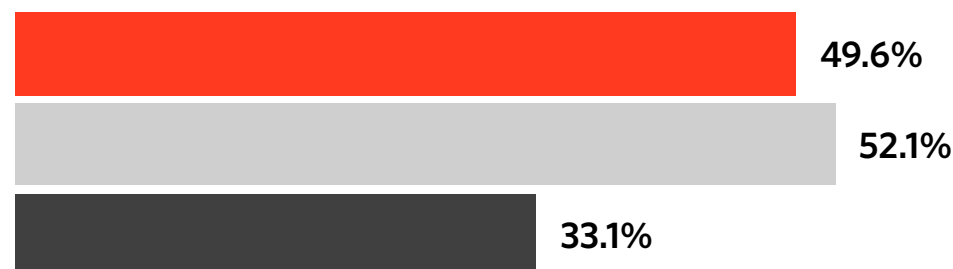
Discrimination against 2SLGBTQ+ people affects their employment status and earning potential.²⁴

- Among trans Ontarians, 13% say they were fired from a job for being trans (a further 15% were fired and believed it may have been because they were trans).²⁵
- Left out of Canada's poverty and employment stats, 2SLGBTQ+ information has been identified by Canadians as the biggest data gap in the census program.²⁶

25%-40% of Canadian homeless youth identify as 2SLGBTQ+.²⁷

WOMEN'S SHARE OF EMPLOYMENT IN FEBRUARY AND EMPLOYMENT LOSSES/GAINS, BY INDUSTRIAL SECTOR

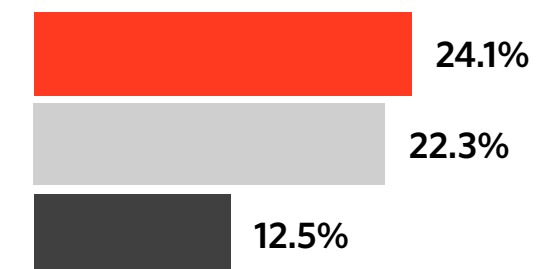
All industries



Services-producing sector



Goods-producing sector



*This report uses the acronym 2SLGBTQ+ except in cases where a research source used a different grouping of people (then the acronym from the original research is used).

Jobs, Wages & Opportunity

At present, women in Canada make on average 87 cents for every dollar that men make. Pay inequality increases as race and ability intersect with gender.

Can we imagine a future where work choices and pay are not limited by gender, race or ability?

Indigenous women make 65 cents for every dollar non-Indigenous men make.²⁸

Racialized women make 67 cents for every dollar non-racialized men make.²⁹

Newcomer women make 71 cents for every dollar non-newcomer men make.³⁰

Women with a disability make 54 cents for every dollar able-bodied men make.³¹

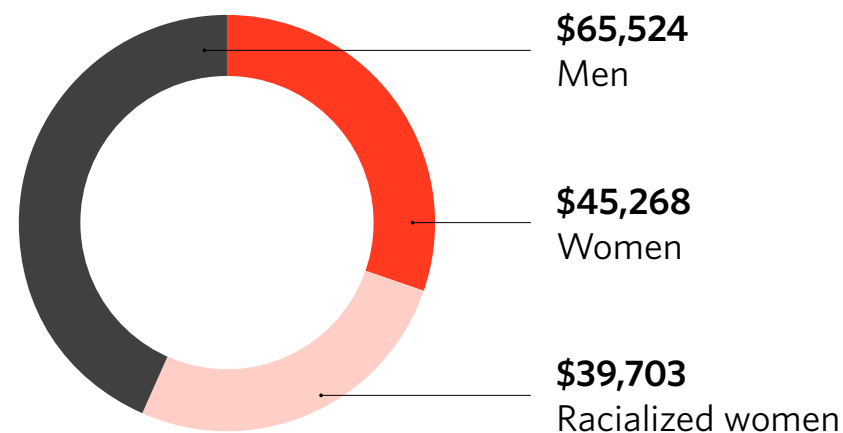
THE GENDER WAGE GAP

At the current rate of change, it will take 50 years before the gender wage gap disappears in Canada.³²

Women, girls and non-binary people play a vital role in the composition of the workforce in our communities. The data shows that women's education levels are also rising—especially for Indigenous, racialized and newcomer women. But employment in higher-paid jobs is not keeping pace. Why? Largely because of the types of occupations to which women and men have access.

→ **THE CARE PENALTY:** The care penalty is a term used to describe the fact that wages are consistently lower in sectors that are considered care work or traditionally women's work, including the nonprofit sector, healthcare sector and service sector for children and the elderly.³³

AVERAGE ANNUAL INCOME IN 2016 (among 25- to 54-year-olds)³⁴



AVERAGE NONPROFIT SENIOR LEADER SALARIES³⁵



Women working in male-dominated sectors

Women working in male-dominated sectors face harassment, few role models, inflexible schedules and limited advancement opportunities.

TRADES WORKERS

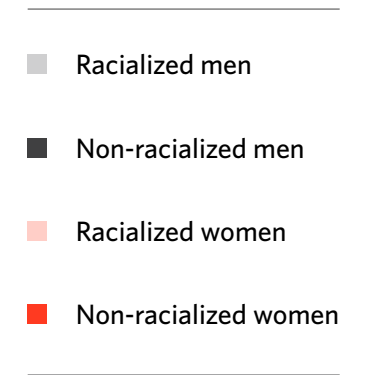
12%-14% wage gap between male and female apprentices in the industrial, electrical and construction trades.³⁶

LOW RETENTION

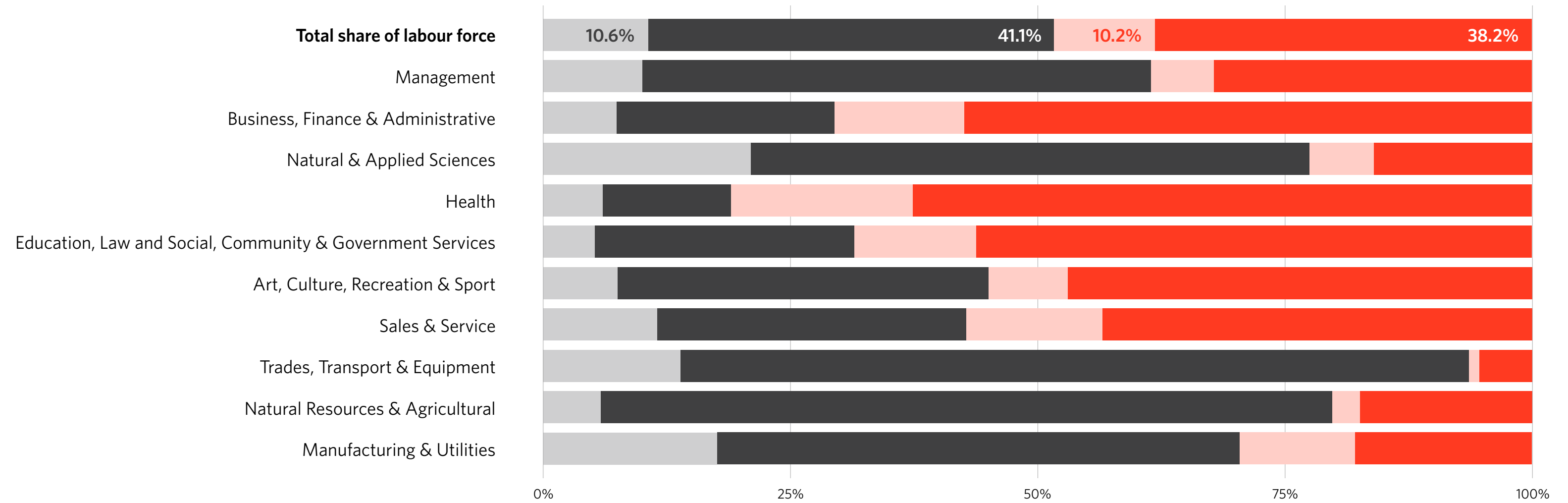
Women are substantially less likely than men to have a job related to their trade of study.

Canada's labour force

National data paints a picture of Canada's labour force as unbalanced when it comes to the gender and race of workers. For example, racialized women are highly overrepresented in lower-paid health, sales and service jobs. Non-racialized men are highly overrepresented in better-paid management, trade and natural resource occupations.



SHARE OF JOBS AMONG RACIALIZED AND NON-RACIALIZED WOMEN AND MEN³⁷



CANADIAN-BORN WOMEN HOLDING A UNIVERSITY DEGREE³⁸

50%
Racialized women

30%
Non-racialized women

Compared to non-racialized women, racialized women are more likely to have a post-secondary education and be employed in low-income jobs.

FIRST NATIONS WOMEN

There are fewer First Nations women in the labour force compared to First Nations men, but these women are less likely to be unemployed and more likely to have a post-secondary education compared to their male counterparts. The income gap has closed between Indigenous and non-Indigenous women with a university degree.

Inuit women are more likely to have a higher education and be employed than Inuit men, yet on average Inuit women still earn less than their male counterparts.

JUST RECOVERY

When we look forward, how do we imagine economic empowerment for women? Money is a tangible source of power, so how can philanthropy support decent work? Here are some ideas.

Investing in gender equality

Community foundation endowments and investment methods can be leveraged to move the needle on equality. [The Equality Fund](#), of which CFC is a partner, will offer gender lens investment products to all Canadians and organizations in fall 2020. Community foundations (and others) will have the opportunity to invest in products designed specifically to advance women's, girls' and non-binary people's leadership and well-being in Canada and around the world.

→ **HOW TO:** In partnership with [Canadian Women's Foundation](#) and [Equality Fund](#), we launched the *Principles for Feminist Funding* guide. This evergreen document outlines our early thinking around how we will strive to live out our values. These principles are a work-in-progress and express some of what we already do and areas we want to improve. We hope that community foundations, private foundations and individual donors can use this to help guide their decision-making and embed feminist principles into the core of their work. [Find it here.](#)

Reconciliation, Opportunity & Indigenous Women as Leaders

In order to address gender inequality, the concept of feminism must be challenged through a decolonial lens and be centred on the voices of First Nations, Métis and Inuit women.



When statistics are used to talk about Indigenous women and communities, they often paint a negative picture, and the voices of Métis, Inuit and First Nations women are left out. Each *Vital Signs* report in this series features the voice of an inspiring Indigenous leader from the field. Here, we hear from Carol Anne Hilton, Nuu chah nulth of the Hesquiaht Nation and CEO and Founder of [The Indigenomics Institute](#).

TOP BARRIERS REPORTED BY INDIGENOUS WOMEN BUSINESS OWNERS³⁹

- Access to equity or capital
- Access to financing

“Indigenomics is economics from an Indigenous worldview, centred on core values including respect, reciprocity, future value, relationship and connectedness.”

Indigenomics is about facilitating potential, and the potential of Indigenous women in the Indigenous economy is enormous.”

— CAROL ANNE HILTON
CEO and Founder
The Indigenomics Institute

How has colonization impacted Indigenous women’s role in community economies?

Women played a key role in the well-being of the economy through resource management, distribution systems, and the management of the household and extended family structures. When ceremonial systems were outlawed, it disrupted the spiritual and economic structures in which women played a key role. With the system of management externalized to provincial and federal governments came a decline in local Indigenous decision-making and authority.

What is your hope and vision for Indigenous women in the emerging Indigenous economy?

There is a growing army of Indigenous women entrepreneurs today. This steep incline of Indigenous entrepreneurs brings new economic and financial independence away from colonial structures. Entrepreneurship is an empowering pathway for Indigenous women to enrich their lives, strengthen families and participate in the development of communities. This is the new environment. When economically empowered Indigenous women succeed, it further serves to create economic opportunities for our communities, Nations and families. Entrepreneurship honours the resiliency, intelligence and innovation of Indigenous women.

How can philanthropy contribute to economic reconciliation?

Foundations can support by funding levers for Indigenous economic growth and inclusion, such as the 12 levers established by The Indigenomics Institute, including capital, trade, entrepreneurship, clean energy and social enterprise led by Indigenous people. Foundations can support increased Indigenous inclusion in decision-making around stewardship, risk assessment and long-term sustainability design in projects and development within Indigenous territories.

THE LORETTA SAUNDERS COMMUNITY SCHOLARSHIP FUND

Community foundations across Canada are finding innovative ways to support community members in creating a future where gender equality is a reality. Housed at the Community Foundation of Nova Scotia, The Loretta Saunders Community Scholarship Fund assists Indigenous women in Mi’kma’ki, Nunatsiavut and Atlantic Canada to further their studies. The 2019 recipient is Jocelyn Paul, a Mi’kmaq student completing a Master of Science degree in psychiatry research at Dalhousie University. Jocelyn plans to undertake a PhD and then serve her community as a clinical psychologist incorporating First Nations knowledge and culture.

The scholarship helps light the way for the increasing number of Indigenous women advancing their post-secondary education, as well as honour Loretta, an Inuk young woman who had been studying the issue of missing and murdered Indigenous women and girls (MMIWG) when her own life was violently taken. Jocelyn says, “While the tragic loss of Loretta fuelled much of the MMIWG movement across Nova Scotia and Canada, it also fuelled my personal desire to make a difference, as well as my research focus: Can associating closer with one’s First Nations culture buffer against poor psychological health elicited by racism and aggression? I believe that Loretta’s legacy lives on through this fund and its ability to help women and girls achieve their dreams.”

MEDIAN INCOME OF WOMEN WITH A UNIVERSITY DEGREE (aged 25 to 64)⁴⁰

\$49,947 Indigenous
\$47,742 non-Indigenous

The income gap has closed between Indigenous and non-Indigenous women with a university degree.

Women on the Frontlines of Care

Women do the majority of primary care for children and the elderly. On average, women do more unpaid work in the home than men.

This unequal burden of care is a key barrier to social, political and economic empowerment and leadership.

During the pandemic, the strain on women's health and unpaid work responsibilities has caused women to leave or give up paid work.

What does it take for a community to be healthy? For community members to feel a sense of belonging? Women, girls, Two-Spirit people and gender-diverse people take on much of the work that keeps our communities healthy and thriving. This work is most often unpaid or underpaid and under-valued. Yet, this work is powerful.

Unpaid care work includes childcare, household chores and caring for elderly parents. Many women in the care sector (childcare, healthcare, long-term and home care, shelters) are immigrants, migrants and racialized. In addition to lower wages and minimum benefits, as non-residents these workers may have less access to healthcare, have limited rights or be unable to reunite with their children abroad.

→ **READ:** An in-depth analysis of women in care in Canadian Women Foundation's [Resetting Normal](#) report.

CARING FOR ALZHEIMER'S AND DEMENTIA PATIENTS

Women who care for Alzheimer's and dementia patients spend an average of 28 hours per week providing this care. One quarter of these women also look after children.⁴¹

60%-70% of informal care for Alzheimer's and dementia patients is provided by women.

The amount of informal care for people with dementia in Canada between 2011 and 2031 is expected to double.

Women are more vulnerable to financial drain caused by caring for a loved one with dementia, compared to men.⁴²



Long-term care

Personal support workers (PSWs) who do the majority of work in long-term care homes and in home care are 90% women.⁴³ Many PSWs are racialized, immigrant, migrant and/or undocumented and working on part-time contracts without benefits. This one-on-one health support puts them at high risk for contracting COVID-19. The Alliance for Healthier Communities has been tracking COVID-19 deaths of PSWs in Ontario. The Alliance says limited access to personal protective equipment is a common thread in their stories and evidence of the systemic devaluing of care work.

→ **VISIT:** [Alliance for Healthier Communities](#)

Unpaid work

AVERAGE UNPAID WORK PER DAY⁴⁴



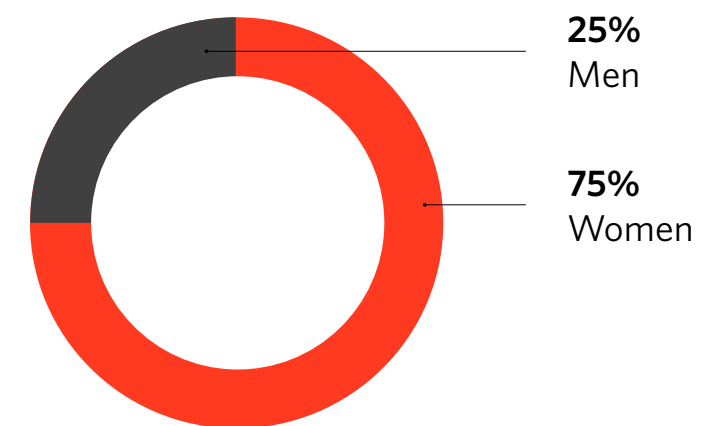
The share of Canadian families with both parents working full-time has more than doubled since 1980. Nevertheless, mothers continue to devote more time than fathers to childcare, household chores and caring for sick and elderly family members.⁴⁵

PARENTS WHO DID HOUSEWORK AND 8+ HOURS PAID WORK⁴⁶



The most common reason women take on part-time instead of full-time work is to dedicate time to caring for children.⁴⁷

PART-TIME WORKERS IN CANADA



Childcare

EMPLOYMENT GAP BETWEEN WOMEN AND MEN

Cities with expensive daycare fees have a larger gender gap in employment rates. Quebec City benefits from their province's low-cost childcare program.⁴⁸

12%
Toronto

2.6%
Quebec City

ACCESS TO REGULATED CHILDCARE SPACES

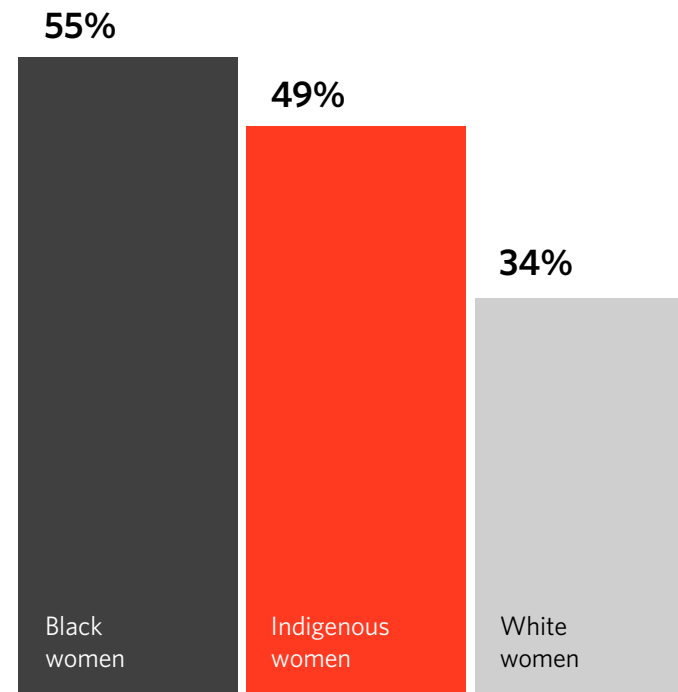
There is limited access to regulated childcare in rural, northern, remote and Indigenous communities.

29% of Canada's children aged 5 and under have access to a publicly regulated childcare space.

PANDEMIC CARE-SHARING

A recent study from Oxfam Canada found that low-income women and ethnic and racialized minorities experienced financial hardship due to increased unpaid care work during the pandemic.⁴⁹

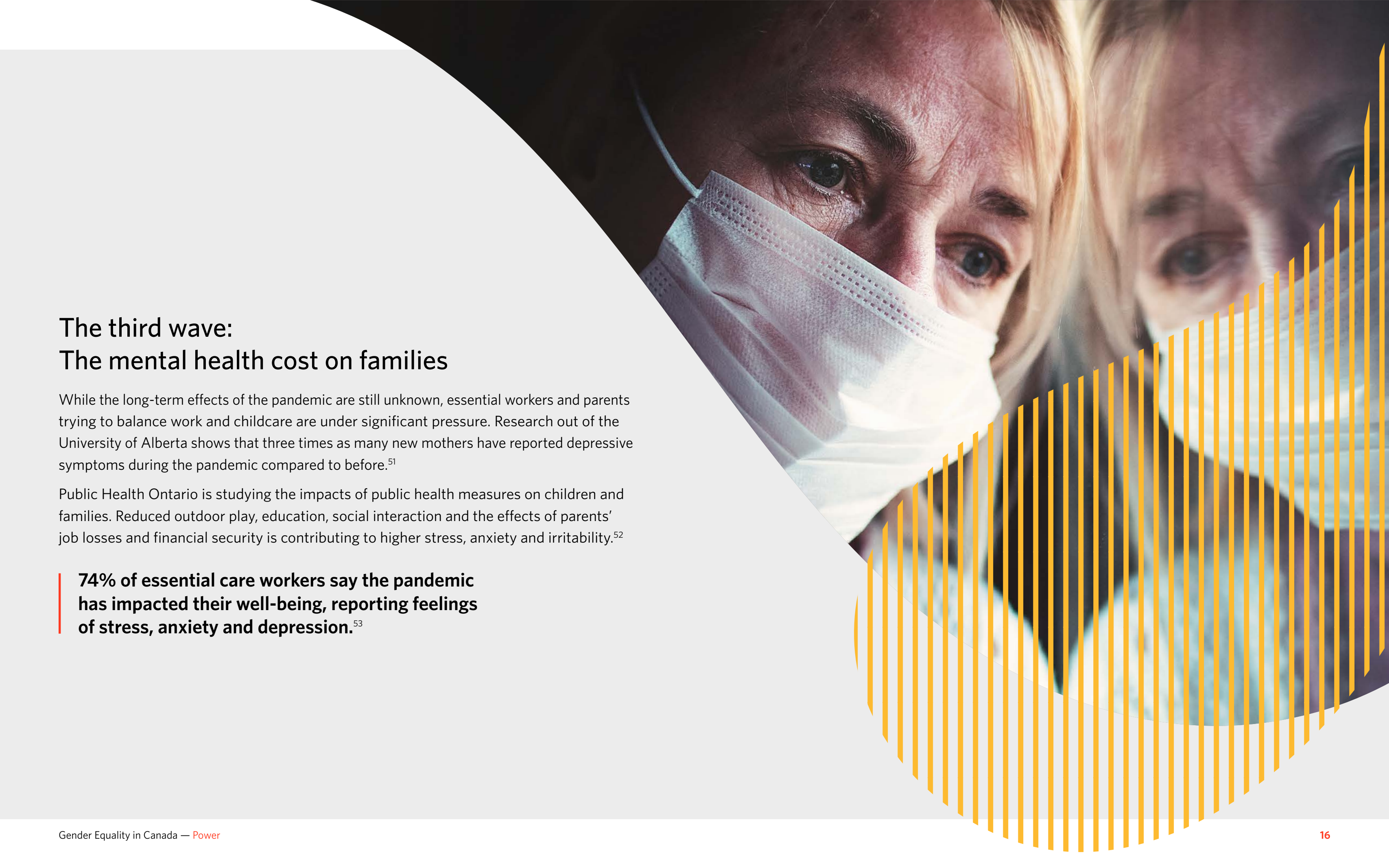
INCREASED HARDSHIP



→ **DID YOU KNOW?** Women reported spending the majority of their time cooking and preparing meals, and cleaning/sweeping/disinfecting, while men reported spending the majority of their time in leisure pursuits, doing paid work and on household management.⁵⁰

JUST RECOVERY

The Ontario Nonprofit Network received funding in summer 2020 from CFC's [Investment Readiness Program](#) to explore creating a financial investment fund for maternity and parental leave benefit top-ups for Ontario's nonprofit employees. Nonprofits would join the fund and provide top-ups to their employees as they take maternity and parental leaves. The self-sustaining fund would address the issue of significant income loss new parents experience when they take time off to care for their children and the lack of top-up benefits offered in Ontario's nonprofit sector, which particularly impacts [women workers](#). The pandemic has made the need for this project more urgent.



The third wave: The mental health cost on families

While the long-term effects of the pandemic are still unknown, essential workers and parents trying to balance work and childcare are under significant pressure. Research out of the University of Alberta shows that three times as many new mothers have reported depressive symptoms during the pandemic compared to before.⁵¹

Public Health Ontario is studying the impacts of public health measures on children and families. Reduced outdoor play, education, social interaction and the effects of parents' job losses and financial security is contributing to higher stress, anxiety and irritability.⁵²

74% of essential care workers say the pandemic has impacted their well-being, reporting feelings of stress, anxiety and depression.⁵³

Women as Leaders

When we think of a leader, who do we think of?

Canada's largest 250 companies are home to some of the widest gender disparities. Female top executives make \$0.68 for every \$1 their male colleagues make.⁵⁴

Canada ranks top among G20 and EU countries for the share of senior civil servants who are women.⁵⁵

Women and girls are underrepresented in institutional leadership roles such as heads of businesses, elected politicians and members of the "C-Suite" (Chief Officers).

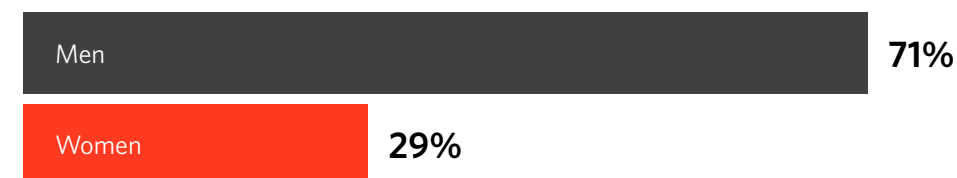
What happens when they are able to access positions of greatest power and visibility? All too often, they are targeted with personal attacks and discriminatory criticisms.

FEDERAL POLITICIANS

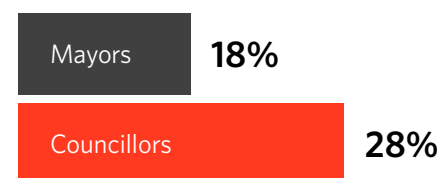
4x more male candidates than female candidates in federal parties' stronghold ridings (those they are highly likely to win) during the 2008, 2011 and 2015 elections.⁵⁶

3%-11% more money for men running for federal office, funded by their party and riding associations for their campaign.

FEDERAL MEMBERS OF PARLIAMENT ELECTED IN 2019⁵⁷



WOMEN HOLDING MUNICIPAL OFFICE ACROSS CANADA⁵⁸



Women in politics

Political leaders often take the brunt of anti-female attitudes. In Canada, harassment of women in politics—whether in the form of direct threats, implied threats, violent symbolic images or physical violence—plays a significant role in limiting women's political participation.⁵⁹

58% of female politicians on Parliament Hill have been the target of sexual harassment or misconduct.⁶⁰

WOMEN LEADING IN THE PANDEMIC

Around the world, countries led by women have had 6x less COVID-19-related deaths than others⁶¹ and may recover from recession faster.⁶² Women-led countries with strong pandemic responses include Finland, Germany, New Zealand and Taiwan. While we cannot say the gender of their leadership is the only reason they're doing better, we can certainly celebrate their achievements.

In Canada, we have many female Chief Medical Officers, like Dr. Theresa Tam federally and Dr. Bonnie Henry in B.C., the recent [YWCA Vancouver Women of Distinction Icon Award](#) recipient.



DR. THERESA TAM
Chief Public Health Officer



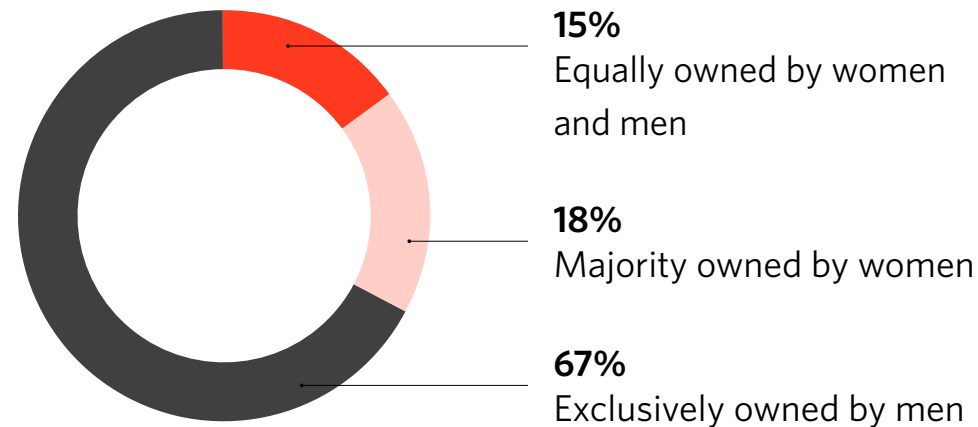
DR. BONNIE HENRY
Provincial Health Officer

Women-led government agencies and nonprofits are leading on the frontlines and looking forward by advocating for a feminist recovery. YWCA Canada released [A Feminist Recovery Plan for Canada](#), an 8-point plan to make the recovery equitable, with policy recommendations for all levels of governments.

WOMEN-OWNED BUSINESSES

Business ownership is a path to empowerment for many women.

PRIVATE ENTERPRISES IN CANADA⁶³



INDIGENOUS-OWNED BUSINESSES

51% of Indigenous-owned small and medium-sized businesses belong partly or wholly to women.⁶⁴

Indigenous women are starting businesses at twice the rate of Canadian women in general.

Victoria Foundation: Gender Equity Lab

When employment and poverty data for Greater Victoria showed that gender equality was slipping, the Victoria Foundation decided to further invest in gender-based equity programming related to economic opportunities and inclusion.

The Victoria Foundation teamed up with the Inclusion Project (with support from the VIATEC Foundation) to co-design and deliver the Gender Equity Lab—a series of focus groups convened around STEM professions (science, technology, engineering, math), trades, civil society and precariously employed youth. The project is ongoing and will result in prototypes for local solutions around advancing gender equity in employment and income.



Shifting Power Within

To have the greatest impact with philanthropy, we know that investing in women is a strategic choice.

By funding women-led and women-serving organizations, we can deliver double the impact—support decent work for female staff at these nonprofits and support the programming that serves women, girls, Two-Spirit people and gender-diverse people.

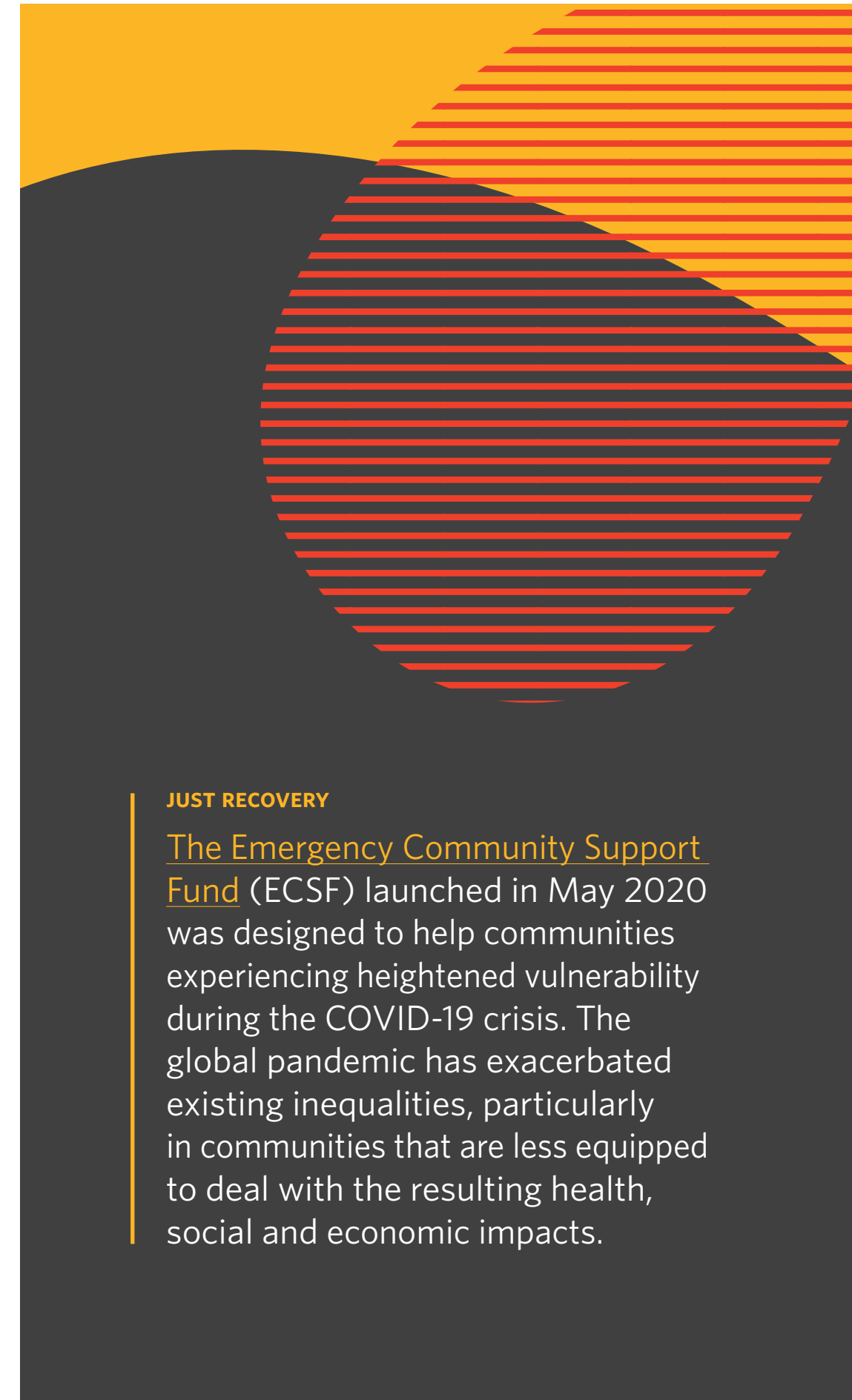
By listening to Black, Indigenous and people of colour leaders, we can change our grantmaking to be more inclusive and create deeper, more meaningful change.

THE NONPROFIT SECTOR

Women represent the vast majority of lower-level support workers in Canadian nonprofits.⁶⁵ Men in the nonprofit sector are more likely to work for larger organizations, where the pay rate is usually better.⁶⁶

62% of Canadian foundations report more men than women on their boards.⁶⁷

→ **HOW TO:** The Ontario Nonprofit Network has a dedicated arm of public policy advocating for decent work for women in the nonprofit sector. Covering a range of topics from pay equity to parental leave, they also have a [guide to compensation practices](#). [The G\(irls\)20 Girls on Boards program](#) places community-minded, motivated and trained young women (aged 18-25) on nonprofit governance boards in their communities across Canada. After completing online training and several months of coaching with a G(irls)20 approved coach, Young Directors begin their 1-year term on the board.

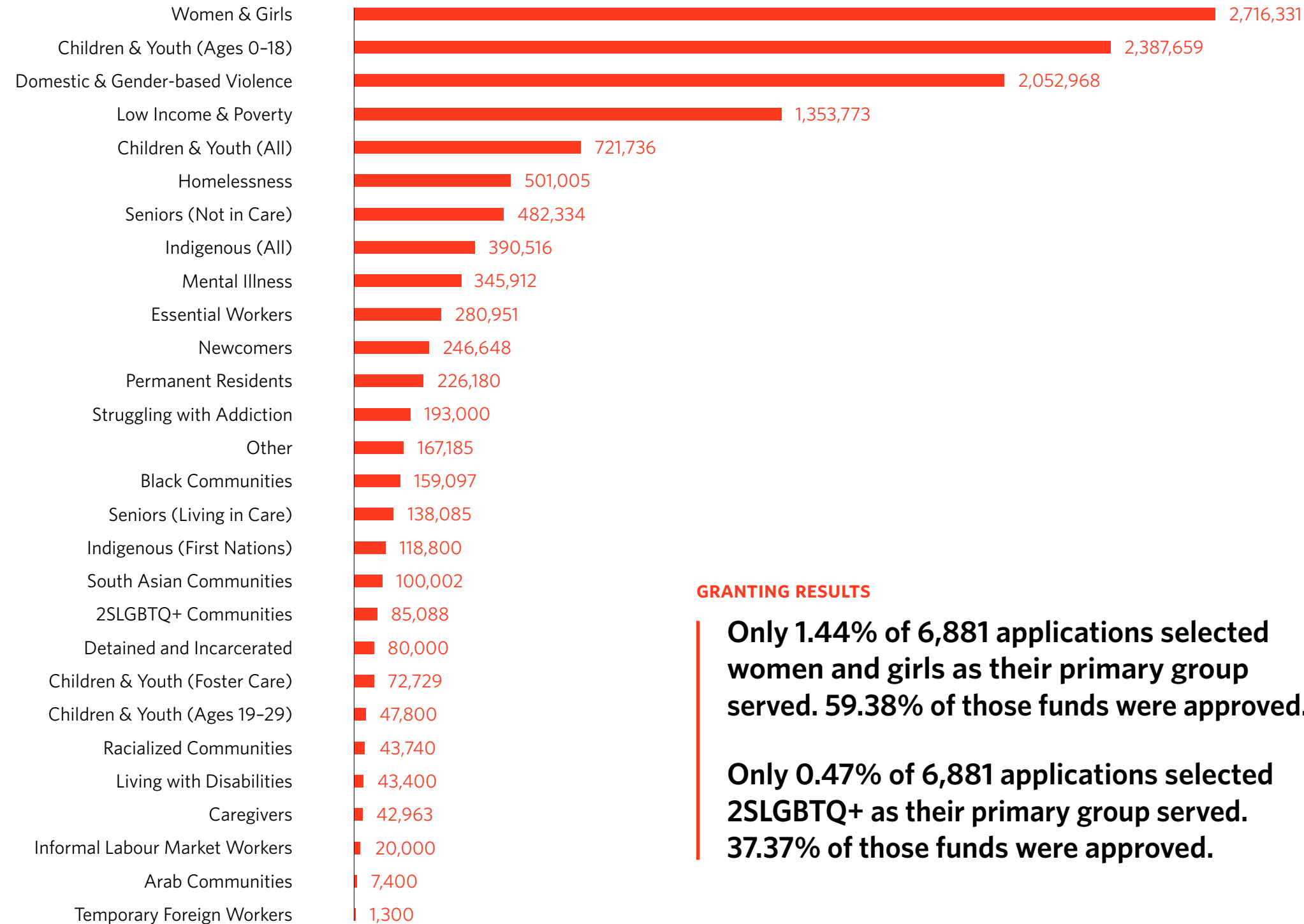


JUST RECOVERY

[The Emergency Community Support Fund](#) (ECSF) launched in May 2020 was designed to help communities experiencing heightened vulnerability during the COVID-19 crisis. The global pandemic has exacerbated existing inequalities, particularly in communities that are less equipped to deal with the resulting health, social and economic impacts.

The data in the graph below is broken down to show which group it listed as the primary recipient. The graph illustrates areas that have a high degree of intersecting identities with women and girls (i.e. youth and people experiencing gender-based violence) and also shows areas that have more limited intersectionality (i.e. caregiver and temporary foreign workers).

ECSF GRANTS THAT LISTED WOMEN AND GIRLS AS THE PRIMARY GROUP SERVED



GRANTING RESULTS

Only 1.44% of 6,881 applications selected women and girls as their primary group served. 59.38% of those funds were approved.

Only 0.47% of 6,881 applications selected 2SLGBTQ+ as their primary group served. 37.37% of those funds were approved.

LEARNING

The majority of organizations selected multiple identity groups for each project. This is a testament to the expert work of the sector, whose COVID-19-responsive programs strategically impacted multiple intersecting communities. We learned that to effectively measure impact we must take an intersectional approach to groups served. While funding rates of communities impacted by oppression were high, proportionally we had a low number of applications that selected women and girls as their community served. This trend is also a pattern for applications that selected 2SLGBTQ+, Black, Indigenous and people of colour as the primary group served. We can do better. Through ECSF we have seen that equity is measured not only by the applications we receive and fund, but also by the extent of our outreach and deepened relationships. Embedding equity into every stage of the grantmaking process is essential for a truly just recovery.

For access to more data on ECSF granting, click [here](#).

→ **HOW TO:** Vancouver Foundation recently released commitments to taking action on racial justice, which includes commitments to systemic change such as investing in Black, Indigenous and racialized communities through their programs and grantmaking. Further commitments include changes in their discretionary funding and advocacy on changes to CRA guidelines that prevent foundations from funding non-qualified donees.

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ALISON SIDNEY
National *Vital Signs* Lead

ANDREA DICKS
MIRANDA HASSELL
GENEVIÈVE VALLERAND
AMANDA WATKINS
Contributing authors,
CFC's *Vital Signs* Team

JUNIPER GLASS
Lead Author & Researcher

DANIEL BELBAS
Research Associate

CERTO CREATIVE
Design

ANDREA GUNRAJ
BETH MALCOLM
MAI NGO
BETH WORONIUK
Lead Consultants & Reviewers



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Community Foundations of Canada (CFC) is the national network for 191 community foundations from coast to coast to coast, driving local solutions and national systems-level change on the issues that matter most. Together we are relentlessly pursuing a future where everyone belongs.

VitalSigns

Vital Signs is a national program led by community foundations and coordinated by Community Foundations of Canada that leverages community knowledge to measure the vitality of our communities and support action towards improving our quality of life.

Collaborating partner:



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Within each report—Power, Peace and Planet—we explore how different dimensions of inequality and privilege intersect and interact in people's lives and identities.

- Read the [Vital Signs Peace](#) report to learn more about how safety and violence is experienced by women, girls, Two-Spirit people and gender-diverse people.
- Read the [Vital Signs Planet](#) report to learn more about how women, girls, Two-Spirit people and gender-diverse people are impacted by and leading during a climate crisis.



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