

Women and Gender Equity Directorate
Briefing Notes – Spring Session 2023
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Response to CASA

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Context:

- The Yukon Liberal Caucus and the Yukon NDP Caucus signed a new Confidence and Supply Agreement on January 31, 2023, that will remain in effect through the passage of the Mains of the 2025-2026 budget, until an election is called. Much of the CASA has connections to the work and broad mandate of WGED. Some key links are outlined below.

Background:

- WGED has identified the following work the department is involved in that relates to several of the initiatives noted in the CASA.

Health Care:

- The allocation of an additional \$2 million in each of the next three budgets to enhance recruitment and retention of new healthcare professionals across the Yukon.
 - The SART expansion to communities throughout the Yukon, in the context of a nation-wide shortage of health professionals, especially nursing staff will be an important component to consider and navigate.
- The creation of a refundable tax rebate covering up to \$8,000 per year for fertility treatment and surrogacy expenses for eligible Yukoners for up to a maximum of five years.
 - The Yukon has a relatively large, and growing, population of citizens identifying as 2SLGBTQIA+ and this community may seek coverage for medical travel related to fertility treatments. Providing funding for fertility treatments for this community would support some of the actions to make health care more inclusive for 2SLGBTQIA+ Yukoners outlined in the 2021 LGBTQ2S+ Inclusion Action Plan.
- Directly supporting Yukon First Nations to design and implement additional government funded land-based healing programs.
 - Supports the *Changing the Story to Upholding Dignity and Justice: Yukon's MMIWG2S+ Strategy* through action 1.5 Community and Land-based Infrastructure and Programming: Invest in community and land-based infrastructure, programming including aftercare and development of facilities and camps in order to ensure options are available that align with community priorities.

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Education:

- Provide a one-year training plan program for Educational Assistants and Teachers on Call by 2024 in collaboration and consultation with the Yukon Association of Education Professionals, Learning Disabilities Association of Yukon, and Autism Yukon.
 - Ability is an identity factor included in Gender Inclusive Diversity Analysis. There are currently limited job requirements and resources for training for EAs.
- Commit to an additional annual investment of \$1 million for mental health outcomes for youth.
 - 2SLGBTQIA+ Canadians experience higher rates of mental health issues, including depression and suicide, related to life stress and discrimination. 2SLGBTQIA+ Canadians also experience higher rates of homelessness, especially youth, and interpersonal violence, in comparison to the general population.
 - *Changing the Story to Upholding Dignity and Justice: Yukon's MMIWG2S+ Strategy* identifies several actions that apply to this objective. They are: 1.4: Community-based Mental Wellness Support, 1.6: Indigenous Children and Families, 3.1: Leadership, Education and Training Programs, 4.7: 2SLGBTQIA+ Advocacy and Public Education.

Affordability:

- Review Social Assistance rates. Begin public engagement in the summer of 2023.
 - Women and 2SLGBTQIA+ Canadians are disproportionately impacted by poverty. Single-parent families are predominantly led by women in the Yukon. Increasing affordability helps to reduce the adverse impacts of poverty on women, children and 2SLGBTQIA+ Yukoners.
 - Other identity factors like disability and Indigeneity can also make people more vulnerable to inflation. As a result, *Changing the Story to Upholding Dignity and Justice: Yukon's MMIWG2S+ Strategy* includes an action specific to addressing poverty: 3.6 Safe Housing and Freedom from Poverty: Appropriately and safely meet the needs of Indigenous women, girls, and Two-spirit+ people which includes the provision of gender-specific options for safe and affordable housing, food, clothing, and other essentials.

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- Provide funding to the City of Whitehorse to replace fare-generated revenue and make public transit free in Whitehorse. A working group comprised of one Yukon NDP MLA and one Yukon Liberal MLA will be established to work jointly with the City of Whitehorse to achieve this.
 - Reliable, affordable and safe transportation is one of the priorities of MMIWG2S+ in the Yukon and has been an ongoing critical issue in the community for many years.
 - The Yukon Women's Coalition Taxi Safety Report outlines specific recommendations. The City of Whitehorse has committed to several steps to improve the Vehicle for Hire bylaw however, the Yukon Status of Women has been vocal saying the amendments do not go far enough.
 - In August 2020, WGED provided funding the Yukon Women's Coalition to pilot a sexualized assault and awareness and prevention training for local taxi drivers. 15 drivers from two companies took the training.

Housing:

- Maintain the limit on rent increases tied to inflation (based on CPI for Whitehorse) with a minimum of 2% and a maximum of 5% annually for the duration of the Agreement.
 - Women and 2SLGBTQIA+ Canadians are disproportionately impacted by poverty. Single-parent families are predominantly led by women in the Yukon. Increasing affordability helps to reduce the adverse impacts of poverty on women, children and 2SLGBTQIA+ Yukoners.
 - Other identity factors like disability and Indigeneity can also make people more vulnerable to inflation. As a result, Changing the Story to Upholding Dignity and Justice: Yukon's MMIWG2S+ Strategy includes an action specific to addressing poverty: 3.6 Safe Housing and Freedom from Poverty: Appropriately and safely meet the needs of Indigenous women, girls, and Two-spirit+ people which includes the provision of gender-specific options for safe and affordable housing, food, clothing, and other essentials.

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- Immediately eliminate no-cause evictions, instead allowing evictions based on reasonable grounds including non-payment of rent, property damage, or occupation by the landlord or a family member of the landlord. This clause will be legislated into the Residential Landlord and Tenant Act following a review of the Act.
 - Some groups are more likely to be impacted by homelessness including Indigenous people and 2SLGBTQIA+.

Reconciliation with First Nations

- Within six months, seek consent from Yukon First Nation Chiefs to initiate a discussion with the Premier and the Leader of the Yukon NDP on the United Nations Declaration on the Rights of Indigenous Peoples.
 - *Changing the Story to Upholding Dignity and Justice: Yukon's MMIWG2S+ Strategy* includes an action specific to addressing UNDRIP: 1.8 International Agreements on Rights: Explore options to consider the application of the United Nations Declaration on the Rights of Indigenous People (UNDRIP) in the context of Yukon's Final Agreements, other modern treaties, and the evolving relationship with First Nation governments without agreements.
- Continue to meet the commitment to Yukoners made at the time of devolution by continuing the development of successor mining legislation in partnership with Yukon First Nations. The Yukon Liberal Government and the Yukon NDP Caucus are committed to developing and implementing such legislation during the term of this Agreement subject to meaningful consultation with Yukon First Nations.
 - WGED has been providing and will continue to provide advice to EMR on integrating Gender Inclusive Diversity Analysis into the work on successor mining legislation.
 - *Changing the Story to Upholding Dignity and Justice: Yukon's MMIWG2S+ Strategy* includes an action specific to mining: 3.4 Resource Extraction and Major Infrastructure Projects: Eliminate violence related to development projects in both workplaces and communities. Increase the workforce capacity, mitigate negative impacts, and improve the positive benefits for Indigenous women and Yukon communities.

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Communities and the Environment

- Continue to work with Yukon First Nations, communities, and local businesses to develop low-cost transportation options for people traveling throughout the Yukon.
 - Ensuring access to low-cost transportation has been identified as a barrier to delivering SART services in Yukon communities.
 - Changing the Story to Upholding Dignity and Justice: Yukon's MMIWG2S+ Strategy includes an action specific to transportation: 2.8 Transportation and Communication.
- Promote the Yukon Remote Work Policy to encourage and support Government of Yukon employees to work remotely from Yukon communities where operationally feasible.
 - Changing the Story to Upholding Dignity and Justice: Yukon's MMIWG2S+ Strategy includes an action specific to ensuring Indigenous women can access economic independence.

Approved by:

Mary Cameron

February 27, 2023

Deputy Minister,

Date approved

Women and Gender Equity Directorate

Session Briefing Note**Yukon Aboriginal Women's
Council - Remuneration**Women and Gender
Equity Directorate

Recommended response:

- It has recently been brought to our attention that a contract to perform executive functions was signed between the Yukon Aboriginal Women's Council and a member of the Board of Directors for the fiscal year 2022 for a maximum total of \$80,000.
- The Societies Act does allow directors to be paid by a society, as long as a majority of directors are not paid, and the society's bylaws permit this. As such, this contract does not contravene the Societies Act, but may contravene YAWC's bylaws. Government representatives have communicated this to YAWC's administration, with options to remedy the situation.
- YAWC is an independently managed NGO that receives partial funding from the Government of Yukon's Women and Gender Equity Directorate for its programs to support Indigenous women, girls and gender diverse people and their families in Yukon and Northern British Columbia.

Additional response:

- The Women and Gender Equity Directorate verified that YAWC was in good standing with Yukon Corporate Affairs Registry prior to entering into a contractual agreement or processing payments to this organization.
-

Context—this may be an issue because:

- In late February 2023, it came to the minister's attention that YAWC has had a contract in place with the president of the board of the

Session Briefing Note**Yukon Aboriginal Women's
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Yukon Aboriginal Women's Council to provide executive functions for the fiscal year 2022, for a maximum total of \$80,000.

Background:

- The Women and Gender Equity Directorate has a total of five transfer payment agreements with YAWC for fiscal year 2022/2023, totaling \$486,101.
- The Financial Administration Manual indicates that departments must ensure the recipient is a legal entity in good standing with the power to contract. The majority of not-for-profit organizations are established under the Societies Act. Before making a decision to fund, departments should check any local not-for-profit organization applicant with the Corporate Affairs Registry, verify its correct legal name and ensure the organization is in good standing. The Women and Gender Equity Directorate followed the above steps prior to entering into TPAs with YAWC.
- As per the Societies Act under Management Responsibility Statement, YAWC states that management prepares financial statements in accordance with Canadian generally accepted accounting principles, and that financial statements should be considered by management to present fairly the Council financial position and results of operations.
- As per the March 31, 2022 financial statement, a contract to perform executive functions was signed between the Council and a Member of the Board of Directors for fiscal year 2022 for a max total of \$80,0000.
- As per YAWC's constitution and bylaws, no employee or contractors of the society may be a director of the society, and no director shall be remunerated for being or acting as a director, but a director shall be reimbursed for all expenses necessary. The YAWC constitution and bylaws also state that a majority of the directors of a society must not receive or be entitled to receive remuneration from the society or subsidiary of this society under contract of employment or contracts for service, other than remuneration for being a director.

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**Yukon Aboriginal Women's
Council - Remuneration**

Women and Gender
Equity Directorate

Approved by:

Mary Cameron

Deputy Minister, Women and Gender Equity Directorate

March 1, 2023

Date approved

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Funding requests

Women and Gender
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Recommended response:

- We recognize and value the critical contribution made by equity-seeking organizations in the Yukon in supporting women, their children, and 2SLGBTQIA+ Yukoners.
 - We know that NGOs are struggling with rising costs and staff shortages, and that conversations need to happen to discuss sustainable levels of core funding.
 - I am committed to meeting with women's organizations this year to develop a sustainable way forward, and to work together on the implementation of the Yukon's National Action Plan on Gender-Based Violence.
 - I look forward to sitting down with the staff of equity-seeking groups to discuss how we can continue to support their vital work, while supporting National Action Plan goals in the Yukon.

Additional Response:

- Women and Gender Equality (WAGE) Canada has announced that four years of funding will be available for provinces and territories to implement the National Action Plan to end Gender-Based Violence and the Yukon is currently planning for bilateral negotiations.
- The Yukon's bilateral agreement will be tailored to the Yukon's context and priorities with the aim of preventing gender-based violence.
- We will take into consideration the need to stabilize funding for women and 2SLGBTQIA+ organizations as well as our mandate letter priorities. Once an implementation plan is negotiated,

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Funding requests

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money will be added in a supplementary budget and flow to organizations.

Context - this may be an issue because:

- Equity-seeking organizations are public about their struggles to retain staff, maintain programming and continue to support those most in need. Organizations continue to make funding requests and are advocating for an increase in core funding.
- In February, 2023, the Women's Coalition wrote a letter to the minister asking for approximately 1.3 million dollars to stabilize core funding to women's organizations, with an additional consideration for Queer Yukon, as well as a formal working relationship with Yukon government on rolling out the National Action Plan to End Gender-based Violence.
- In November, 2022, the executive director of the Yukon Status of Women Council wrote to the minister to express interest in working together to support the implementation of the National Action Plan on Gender-Based Violence. The letter noted that core funding is needed to ensure wrap-around services for survivors.
- In August, 2021, Victoria Faulkner Women's Centre (VFWC), Les essentielles, Yukon Women in Trades and Technology (YWITT) and Yukon Status of Women Council (YSWC), sent a letter to the minister outlining their need for increased core funding to help off-set the high cost of office rental, inflation, and to be able to compete with the public sector for staff resources.

Background:

- The Government of Canada has announced the National Action Plan to end Gender-Based Violence. The Yukon's allocation for this plan is approximately 16 million over 4 years, beginning in fiscal year 2023-24. The Yukon is in the pre-planning stages with Women and Gender Equality (WAGE) Canada. Formal

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negotiations on the Yukon's Implementation Plan will **begin this summer**. (See TAB 15: National Action Plan to End Gender-based Violence) for further information.

In 2023-24, the Women and Gender Equity Directorate is providing funding to equity-seeking organizations as follows:

- Women's Equality Fund - \$197,000 per year in ongoing operational funding to four non-Indigenous women's organizations, including:
 - Victoria Faulkner Women's Centre: \$55,000
 - Yukon Status of Women Council: \$49,000
 - Yukon Women in Trades and Technology: \$49,000
 - Les EssentiElles: \$44,000
- Indigenous Women's Equality Fund - \$600,000 in operational and capacity development funding to three Indigenous women's organizations:
 - Liard Aboriginal Women's Society: \$200,000
 - Whitehorse Aboriginal Women's Circle: \$200,000
 - Yukon Aboriginal Women's Council: \$200,000
- Prevention of Violence against Aboriginal Women - \$200,000.
- Women's Community Project funding – \$10,000.
- Women's Advocate – funding of \$100,000 to Victoria Faulkner Women's Centre includes
- Women's Legal Advocate - \$93,000 to Skookum Jim Friendship Centre.
- A Safe Place – \$95,000 is budgeted for the A Safe Place program, which is currently under review.
- Sally & Sisters/Soeurs - \$168,000 to Yukon Aboriginal Women's Council.
- Program Coordination/Delivery at the Whitehorse Affordable Family Housing Complex - \$76,500 to the Yukon Anti-Poverty Coalition.
- Sexualized Assault Support Line - \$60,000 is being provided to an external partner organization to host the Sexualized Assault Support Line.

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- Queer Yukon - \$375,000 is being provided in operational funding and an additional \$15,000 to support the Gender Gear program in partnership with Health & Social Services
- Yukon Aboriginal Women's Council - \$116,000 to coordinate the family involvement in the forum on the Yukon MMIWG2S+ Strategy.
- Yukon Aboriginal Women's Council - \$100,000 to coordinate research in support of updating the record, action item 2.7 from Yukon's MMIWG2S+ Strategy.

Approved by:

Mary Cameron

Deputy Minister,
Women and Gender Equity Directorate

March 9, 2023

Date

Session Briefing Note**Spring 2023****Federal Funding
Yukon Indigenous Women's
Organizations**Women and Gender
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Recommended response:

- We are pleased that the federal government recognizes the important work undertaken by the Yukon Aboriginal Women's Council through its recent announcement of \$402,157 for this organization. This funding will allow YAWC to increase its ability to prevent and address gender-based violence (GBV) against Indigenous women, girls and 2SLGBTQIA+ people in the Yukon and northern British Columbia.
- While funded by Women and Gender Equality Canada (WAGE), the funding for YAWC is from a separate stream of funding targeted to building Indigenous organizational capacity. It is unrelated to the funds to be negotiated in Yukon's bilateral agreement under the National Action Plan to End Gender-Based Violence.

Additional Response:

- The Yukon is currently planning for bilateral negotiations with Women and Gender Equality (WAGE) Canada to implement the National Action Plan to end Gender-Based Violence.
- I remain committed to meeting with women's organizations this year to develop a sustainable way forward, and to work together on the implementation of the Yukon's National Action Plan on Gender-Based Violence.

Context - this may be an issue because:

- On March 9th MP Brendan Hanley, on behalf of the Honourable Marci Ien, Minister of Gender Equality and Youth, announced up to \$402,157 for the Yukon

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Aboriginal Women's Council as part of funds that the Government of Canada has committed to increase effort to end gender-based violence.

- Gender and sexual orientation equity seeking organizations have been publicly advocating for increased core funding and a working relationship with Yukon Government on rolling out the Yukon's plan under the National Action Plan to End Gender Based Violence (NAP-GBV).
- While the funding for the Yukon Aboriginal Women's Council is under a separate Women and Gender Equality Canada (WAGE) funding stream aimed at increasing Indigenous capacity, there may be confusion that this funding announcement is part of Yukon's Implementation Plan under the NAP-GBV. Bilateral negotiations on NAP-GBV are planned for the summer for 2023.

Background:

- The Government of Canada has announced the National Action Plan to end Gender-Based Violence. The Yukon's allocation for this plan is approximately 16 million over 4 years, beginning in fiscal year 2023-24. The Yukon is in the pre-planning stages with Women and Gender Equality (WAGE) Canada. Formal negotiations on the Yukon's Implementation Plan will begin this summer. (See TAB 15: National Action Plan to End Gender-based Violence) for further information.
- Concurrently, Government of Canada has committed to increasing Indigenous organizational capacity as part of the National Action Plan to End Gender-Based Violence, and in support of the objectives of the National Inquiry into Missing and Murdered Indigenous Women and Girls. The funding for the Yukon Aboriginal Women's Council falls under this commitment and is separate from the funding available through the Canada-Yukon bilateral agreement, yet to be negotiated.
- The Government of Canada is in discussion with other Indigenous Women's organizations on furthering organizational capacity and there may be future announcements.

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**Federal Funding
Yukon Indigenous Women's
Organizations**

Women and Gender
Equity Directorate

Approved by:

Mary Cameron

Deputy Minister,

Women and Gender Equity Directorate

March 14, 2023

Date

Application of SART Protocol in Schools

Spring 2023

Recommended response:

- The Government of Yukon takes allegations of student-to-student sexualized assault very seriously. Education staff work with partners to ensure incidents are investigated and addressed promptly and appropriately.
- Students and staff can access supports through the Sexualized Assault Response Team (SART).
- The SART team provides victim-centred, trauma-informed services and supports for victims of sexualized violence to people of all ages, genders, and sexual orientations, including children and youth, and their families.
- Children or youth can access any of the SART agencies, either through the SART support line, or directly through one of the partner agencies, including Victim Services, Whitehorse General Hospital, RCMP and Mental Wellness Substance Use Services.
- These agencies have committed to provide care in line with SART principles outlined in the recently signed protocol, and to coordinate services in a manner consistent with the victim's choice.

Context - this may be an issue because:

- On March 22, the leader of the third party raised the issue of sexualized assaults in schools and how they are dealt with. She called on the government to establish a specific policy on student-to-student sexualized assaults.
- The leader of the third party also referenced a case involving a former high school student who wrote a letter outlining an issue they faced, to all party leaders and expressed the lack of support from the Government of Yukon.

Application of SART Protocol in Schools

Spring 2023

Background:

- In May of 2022, school counsellors attended an information session on SART services and how to respond, resulting in regular collaboration in support of students.
- SART provides victim support, legal and criminal justice services and medical services based on the wishes of the victim.
- SART is victim-led and any referrals and sharing of information would only be done with the consent of the victim unless it involved a child in need of protection. Each case is unique. Incidents are assessed and addressed on a case-by-case basis.

SART in the context of children and youth:

- The SART Protocol has a section specifically focused on children and youth.
- SART principles prioritize a victim-centered and trauma-informed approach and coordinates services in a manner consistent with the victim's choice.
- Agencies have a duty to report when a child is in need of protective intervention as defined by the *Child and Family Services Act*.
- Children and youth have more limited options in terms of confidential service exploration.

SART in the school environment:

- In the event a school, the Department of Education or a school council, makes a request for support to a SART agency, the responding agency provides their service and offers to make referrals to other SART agencies.
- With the consent of a young person and/or family, a school may become involved in a collaborative planning process to support safety, health and well-being within the school environment.
- SART is victim-led and any referrals and sharing of information is only done with the consent of the victim.

An example of a coordinated response:

- A parent or school staff calls the Sexualized Assault Support Line (SASL) to seek support for a child or youth with the consent of the young person and/or family.
- The SASL would assess the safety and immediate needs of the victim such as:
 - if the child is still at risk of harm,
 - if medical care is needed; or

Application of SART Protocol in Schools

- if the victim wishes, request a Sexualized Assault Examination Kit at the Whitehorse General Hospital.
- If the SASL has a reason to believe the child may need protective intervention, the incident is reported to Family and Children Services (FCS).
- SASL would offer a referral to Victim Services. If the victim consents, Victim Services would offer its service options.
- With the victim or caregiver's consent, Victim Services would provide support by working with the school and the Department of Education to create a safety plan for the child during school hours.
- Victim Services would coordinate meetings and information sharing with the school and the Department of Education to create a safety plan and ensure access to support at school from arrival to departure, including recess and lunch time.
- Victim Services would offer support such as accompaniment if the victim wished to report the assault to the RCMP and referral to the Independent Legal Advice program for legal advice.
- Victim Services would offer referrals to other services such as priority access to counselling for the child and parent through the Child, Youth and Family Treatment Team at Mental Wellness and Substance Use Services or other services, including culturally appropriate services if the family is Indigenous.
- In the event a report to the RCMP leads to charges, Victim Services would offer support in navigating the legal system by:
 - providing court updates;
 - preparing for trial;
 - accompaniment to meetings with the Public Prosecution Service Canada;
 - helping to access testimonial aid in the event of a trial; and
 - offering support to write a Victim Impact Statement in the event of a sentencing.
 - Victim services would provide ongoing support based on the needs and wishes of the family, caregiver, and victim.
- Each case is very unique and there is no one way that cases are handled. Incidents that involve only minors are assessed and addressed on a case-by-case basis.
- There is further information available on the Youth Support page of the SART website: <https://yukon.ca/en/sartyukon/support-youth-who-experienced-sexualizedized-assault>

Application of SART Protocol in Schools

Spring 2023

Whitehorse SART protocol:

- The Whitehorse SART protocol has been approved and signed by partner agencies.
- Educational materials about the protocol for front-line workers are being developed and will be available in the spring on sartyukon.ca.
- Current Whitehorse SART member agencies include: Government of Yukon; Health & Social Services, Mental Wellness and Substance Use Services and Community Health Programs; Department of Justice and Victim Services; Women and Gender Equity Directorate; Public Prosecution Services of Canada; RCMP "M" Division; Yukon Hospital Corporation; and Yukon Women's Transition Home.
- SART is based on the core principles of: victim's choice; dignity and respect; preventing system re-traumatization; cultural safety; and access, equity and inclusion.
- SART in Whitehorse was officially launched March 6, 2020.
- Coordination of existing medical and victim services is supported by two Government of Yukon positions: the SART Victim Support Coordinator and the SART Clinical Coordinator. They work in partnership to ensure there is continuity of care and wrap-around services for victims of sexualized violence.
- Current priorities for SART in Whitehorse include: exploring opportunities for additional medical and forensic care options for victims; focusing on reducing barriers to services for youth victims; continuing outreach and engagement with Whitehorse-based First Nations and youth-serving agencies; SART member agencies continuing to coordinate cross-agency trainings; and continued communications of SART services.

Session Briefing Note**Spring Session 2023****Student to Student Harm in Schools****Education**

Value:

- The health, safety and well-being of students and staff is our first priority.

Recommended response:

- There is a need to proactively and responsively address concerns of student-to-student harm.
- There is a clear expectation that all members of the school community must not engage in bullying, abusive or other unacceptable behaviors, as outlined in our Safe and Caring Schools Policy.
- Peer-to-peer harm is taken very seriously, and we commit to examining the need for a stand-alone policy to address this issue.
- If a serious incident occurs at school, we follow emergency plans and response protocols. This includes working with the RCMP and other agencies as well as providing support to families involved.
- We have developed communication guidance to support school administrators in providing clear and consistent communication to families.

Additional response:

- School staff promote respectful and positive behaviours by providing welcoming and positive spaces for teaching and learning.
- Few children come to school intending to be disruptive – it is up to the adults in the school to be sensitive to the signs that a student may become dysregulated and demonstrate escalated behaviours.
- Staff use Violence and Threat Risk Assessment training to recognize signs and respond appropriately.

Session Briefing Note**Spring Session 2023****Student to Student Harm in Schools**Education

Resources and Supports:

- We are focusing on training and onboarding to:
 - support staff in building connection with students;
 - identify risks, signs of trauma, unhealthy social and bullying behaviours; and
 - respond with effective supports and redirecting behaviours.
 - We share resources with staff and students and families about restorative practices to strengthen school communities.
-

Context—this may be an issue because:

- Dysregulated behavior, violence and threats occurring in schools is an issue of concern.
-

Background:

The Department of Education promotes respectful and safe school environments in the following ways:

- Working closely with government and non-government partners to promote safe schools and response to concerns of safety;
- Safe and Caring Schools Policy;
- Student Protection Policy;
- Sexual Orientation and Gender Identity Policy;
- Non-violent Crises Intervention training; and
- Available cyberbullying resources and presentations with guest speakers.

Training and supports for staff

- The department supports school staff after incidents through: consultation with School Community Consultant; Employee and Family Assistance Program (EFAP, or short term counseling); and support and collaboration from the RCMP and other medical and other government and non-government agencies.
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Student to Student Harm in Schools

Education

- The department has a Safe and Caring Schools Support Plan that outlines the training offered to school staff to support them.
- Nonviolent Crisis Intervention training is an example of effective industry-standard training that is widely available to school-based staff to prevent and respond to students who are demonstrating escalated behaviours.
- Training in the Violence Threat Risk Assessment Protocol (VTRA) is offered by Department of Education every two years.
- Training for school VTRA teams was held at the end of March 2021 via virtual means from the North American Centre for Threat Assessment and Trauma Response (NATCAR).
- Through the collective agreement, we work with YAEP at the *Positive Behaviour Intervention Support and Classroom Diversity Committee* to develop these supports for Yukon schools.

Process for dealing with 'incidents of concern'

- The department has a 'Workplace Risk Assessment and Safety Plan Procedure' in place for dealing with incidents that occur which indicate that a student's actions may be a risk to staff or other students.
- Under the procedure, such incidents are first reported to the school principal, who investigates the incident using the 'Workplace Risk Assessment'.
- If it is determined that the incident involved a serious threat such as a threat to harm or kill, the 'Violence Threat Risk Assessment Protocol' is used to address the incident. This activates the involvement of community partners to deal with the issue, including the RCMP, Student Support Services, and Health and Social Services.
- If the principal determines that there is otherwise a risk of injury to staff or other students then the Workplace Risk Assessment and Safety Plan Procedure is followed and the appropriate plans and resources are put in place to support the school, staff, and students to address and deal with the issue.
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Approved by:

Session Briefing Note

Spring Session 2023

Student to Student Harm in Schools

Education

Mary Cameron

03/07/2023

Deputy Minister, Department of Education

Date approved

Session Briefing Note

Statistics Canada – Gender-related Homicide of Women and Girls

TAB 7
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Women and Gender
Equity Directorate

Recommended response:

- The newly released analysis by Statistics Canada on gender-related homicide of women and girls in Canada continues to demonstrate that the territories have some of the highest rates of gender-related homicides in Canada.
- The new data shows that between 2011 and 2021, there were 1,125 police-reported gender-related homicides of women and girls in Canada. Most of these crimes were perpetrated by an intimate partner.
- Indigenous Peoples continue to be overrepresented as victims and persons accused of crime due to the well-established impact of settler-colonialism and its intergenerational impacts.
- Statistics like these are deeply disturbing and a stark reminder of the significant work that is needed to address gender-based violence in the Yukon and across Canada. Yukon's support of the implementation on the National Action Plan to end Gender-Based Violence is a critical step in changing this narrative. With a focus on prevention and the implementation of Yukon's MMIWG2S+ strategy, we must continue to take concrete action.

Additional response:

- There was a 14 per cent increase in homicides of women and girls between 2020 and 2021, the highest rate recorded since 2017.
- Rates of gender-based violence increase in times of crisis and because of COVID-19, women and girls were more likely to spend

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Statistics Canada – Gender-related Homicide of Women and Girls

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additional time in private residences with violent partners, family members or acquaintances.

Context—this may be an issue because:

- On April 5, 2023, Statistics Canada released a publication on gender-related homicides of women and girls in Canada.

Background:

- *Gender-related homicide of women and girls in Canada* report details:
 - These stats represent cleared or solved homicides only. Key findings include:
 - The statistics show a recent increase in gender-related homicide of women and girls.
 - The territories and the Prairie provinces reported the highest rates.
 - Two-thirds of gender-related homicides involved an intimate partner as the accused.
 - Six in 10 gender-related homicides of women involves victims aged 35 years and older.
 - One-third of gender-related homicides of women and girls are motivated by anger, frustration, or despair.
 - One in five people accused of gender-related homicide died by suicide.
 - 21% gender-related homicides of women and girls involved an Indigenous victim, who represent 5% of the Canadian population. Nearly one-in four of these are women and girls aged 18 to

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Statistics Canada – Gender-related
Homicide of Women and Girls

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Equity Directorate

Approved by:

Mary Cameron

Deputy Minister, Women and Gender Equity Directorate

April 6, 2023

Date approved

Session Briefing Note

Domestic Violence Supports

TAB 8
Spring 2023

Women and Gender
Equity Directorate

Recommended response:

- We are committed to working with partners including the RCMP, First Nation governments, and equality-seeking organizations to improve services and supports for victims of domestic violence in the Yukon.
- People of any gender, culture or sexuality may be the victims of domestic violence. We know that 80 percent of domestic violence victims identify as women and Indigenous Yukoners are twice as likely to experience domestic violence than non-Indigenous Yukoners.
- Domestic and sexualized violence are some of the most under-reported crimes. Victims of these types of crimes often experience unique barriers to accessing support because of the intimate and complex nature of the crimes.

Additional response:

- Support can be accessed 24/7 from the transition homes in Whitehorse, Dawson City and Watson Lake, no matter where you are in the territory. These services are confidential and are operated by trained staff who can support victims to navigate their safety along with that of their children, and to access other services.
- The Government of Yukon made amendments to the *Employment Standards Act* in 2020, to ensure that victims of domestic and sexualized violence can access the supports they choose and have access to short-term paid leave and long-term unpaid leave.

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Domestic Violence Supports

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Context—this may be an issue because:

- There are a range of services available to people facing or fleeing violence offered by different Yukon government departments, NGOs, and federal agencies. It can be difficult to find this information summarized in one easy to access location.
- On April 5, 2023, Statistics Canada released a publication on gender-related homicides of women and girls in Canada. The stats point to disproportionately high rates in the territories and for Indigenous women and girls.
- In April 2023, a CBC news story titled *The ex-wives club*, highlighted multiple women who experienced abuse from a partner who had a known history of intimate partner violence and assault convictions. One of the victims **lives in the Yukon** and the article questioned why there is no mechanism in place to warn women **about men with a history of these types of crimes**.
- Domestic Violence Disclosure Schemes, often known as Clare's Law, provide a mechanism for police to disclose a person's history of abusive behaviour to those who may be at risk. Versions of Clare's Law have been passed or come into force in several Canadian provinces, including Newfoundland and Labrador, Alberta and Saskatchewan. At present, there is no comparable law in the Yukon.
- In 2021, in Faro, two people were killed and one critically injured related to domestic **violence**. **One of the victims** had filed an Emergency Intervention Order from the accused under the *Family Violence Protection Act* in 2021.

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Background:

- Emergency Intervention Orders (EIOs) are short term and deal with urgent situations. Emergency Intervention Orders have conditions that provide immediate safety, such as removing an abusive partner from the home, directing no contact between the respondent and applicant and imposing sole occupancy of a residence.
- Emergency Intervention Orders (EIOs) can be heard in person or over the phone and granted by specially designated and trained Justices of the Peace within 24 hours of the application. Victim Assistance Orders are heard by judge of the Territorial Court at a hearing date that is set by the Court.
- Victims of intimate partner violence may access independent legal advice through the Independent Legal Advice Program at Victim Services. Independent lawyers provide advice on a variety of types of intersecting law including criminal, family, civil, immigration and employment related matters.
- Victim Services has offices in Whitehorse, Dawson City and Watson Lake and provides itinerate service to all other Yukon Communities as well as Atlin and Lower Post.
- Victim Services provides victims of gender-based violence: crisis support; legal system navigation; court information and support; accompaniment; safety planning; assistance with protection orders; access to Victims of Crime Emergency Fund and cell phones; Independent Legal Advice Program and; referrals to other services.
- Family Information Liaison Unit (FILU) provides support, information, system navigation, accompaniment, and cultural support to families of Murdered and Missing Indigenous Women, Girls and Two spirit= People (MMIWG2S+).
- Yukon's Missing and Murdered Indigenous Women, Girls and Two-Spirit Plus Strategy includes action 2.5 on improving victim-centered and crisis-response supports for victims of gender-based violence.
- In 2012, the Government of Yukon began providing funding to the Yukon RCMP to facilitate the creation of a Specialized Response Unit (SRU) to investigate domestic violence and sexualized assault. The SRU was established in 2013 and continues

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to be staffed by three RCMP officers who work collaboratively with all partner and stakeholder agencies to address and investigate domestic violence and sexualized violence in Yukon communities.

- The Domestic Violence Treatment Option Court (DVTO) is a specialized court to respond to Intimate Partner Violence. The Justice Wellness Centre manages the participants in this court. The DVTO, which was created in 2000, is run by the Yukon Territorial Court.
- Resources for Victims:
 - Sexualized Assault Support Line (844-967-7275) – provides information for victims, friends, family, and service provides 24/7.
 - Victim Services – safety planning and crisis support, emergency fund for fixing home safety features such as broke windows or locks, referrals to other services.
 - Women's Transition Home/ Kaushee's Place and Betty's Haven in Whitehorse – emergency shelter and second-stage housing for women, women-identifying, and children experiencing violence.
 - Dawson City Women's Shelter – emergency shelter for women, women-identifying, and children experiencing violence.
 - Help and Hope For Families in Watson Lake - emergency shelter and second-stage housing for women, women-identifying, and children experiencing violence.
 - Ross River Safe House – Safe house, for women and children, childcare, drop-in services, counsellors, trauma counsellors, weekly sewing get togethers, drumming, computer access, free Wi-Fi.
 - Mental Wellness and Substance Use Services – counselling services.
 - Independent Legal Advice program – free legal advice for victims of violence.
 - Public Prosecution Service of Canada – witness support, criminal prosecution.

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- Skookum Jim Friendship Centre Women's Legal Advocate – provides services for women who require advocacy and support to navigate and make decisions on issues that have legal implications.
 - Victoria Faulkner Women's Centre Women's Advocate – helps individuals assess their options at times of crisis. Provides assistance with basic financial, legal, social, housing and employment and liaises between women and governmental agencies and/or community organizations.
 - The Government of Yukon Victim Services webpage has a full list of contact information for various shelters, services and related agencies for victims. There is also a page that leads victims through emergency steps if they are in an abusive situation, as well as a page designed for people supporting victims of domestic violence. Pages can be accessed from here: <https://yukon.ca/en/legal-and-social-supports/supports-victims-crime>.

Yukon's MMIWG2S+ People Strategy Spring 2023

Recommended response:

- The Government of Yukon is committed to taking action to address the crisis of missing and murdered Indigenous women, girls, and Two-spirit people. We continue to do this work in a decolonized way, in partnership with Yukon First Nations and Indigenous women's organizations.
- We are now taking the time to review the Priority Action Items document released in December 2022 to determine related work underway, remaining gaps, and where we can play a role.
- The Government of Yukon appreciates the work of the Yukon Advisory Committee and acknowledges the urgency of the 12 Priorities. We look forward to working with our partners in achieving the objectives that have been described.

Context - this may be an issue because:

- The Government of Yukon, along with federal, municipal, and First Nation government leaders, committed to take action for the implementation of Changing the Story to Upholding Dignity and Justice: Yukon's MMIWG2S+ Strategy on December 10, 2020.
- The National Action Plan on MMIWG was released June 3, 2021. National media coverage has focused on the need for urgent action.
- In December 2022, some Members of Parliament (NDP) called for international oversight by the United Nations' Special Rapporteur on the Rights of Indigenous Peoples for Canadian police forces' responses to MMIWG.

Background:

- The Yukon Advisory Committee on MMIWG2S+ was created in 2015 and includes representatives of the Government of Yukon, Yukon First Nations governments, all three Indigenous women's organizations, LGBTQ2S+ Yukoners, and an elder.

Yukon's MMIWG2S+ People Strategy Spring 2023

- The Yukon Advisory Committee on MMIWG2S+ worked closely with Yukon First Nations, Yukon Indigenous women's groups, and family representatives to finalize Changing the Story to Upholding Dignity and Justice: Yukon's MMIWG2S+ Strategy, which was released on December 10, 2020 in ceremony at the Kwanlin Dūn Cultural Centre.
- Yukon's MMIWG2S+ Strategy outlines 31 actions under four pathways to guide action in response to the Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls:
 - Strengthening Connections & Supports;
 - Community Safety & Justice;
 - Economic Independence & Education; and
 - Community Action & Accountability.
- Input from Yukon First Nations on the first draft of the Implementation Framework was sought through the Yukon Forum, Council of Yukon First Nations Health Commission, Justice Commission, and First Nations Education Commission.
- The Women and Gender Equity Directorate co-chairs the ADM Committee on Truth and Reconciliation with Aboriginal Relations, which, among other items, is mandated to provide leadership and coordination to Yukon government's contribution to implementation of Yukon's MMIWG2S+ Strategy.
- It is a priority for the Yukon Advisory Committee to complete the remainder of the implementation plan. A technical meeting of partners and contributors in the fall of 2023 is also being planned.
- A third day has been added to the 2023 Accountability Forum, with a focus on family and survivors, allowing more time to hear and appreciate their stories. There will also be emphasis on learning from best practices and opportunities to connect to the land. The budget for the Accountability Forum is \$217,000, an increase of \$67,000 from 2022-23.

Expansion of SART Services

Spring 2023

Recommended Response:

- We know that only a small percentage of victims of sexualized violence seek formal supports or services. The Sexualized Assault Response Team, or SART, is working continuously to lower barriers so that more victims can access services when they need them.
- After more than three years of intense collaborative work, the Whitehorse SART agencies have signed the first SART protocol in the Yukon to make these services sustainable and permanent.
- We have committed to expanding services to Yukon communities outside of Whitehorse.
- To expand services in a way that responds to communities' needs and priorities, engagements will take place this spring and summer with First Nations governments, Indigenous women's organizations, service providers as well as victims.

Additional Response:

- Early components of SART's service expansion include SART cross-agency training being made available to front-line workers from communities outside Whitehorse and updating the services inventory for the communities.
- Victims of sexualized violence living in communities can access the 24/7 toll-free support line and get priority access to counselling through the Mental Wellness and Substance Use community hubs.
- Available services also include Victim Services, community health centres and hospitals, First Nations governments, the RCMP and women's shelters or safe houses where available.

Expansion of SART Services

Spring 2023

Context - this may be an issue because:

- The July 5, 2021 mandate letters include a commitment to expand the services of Yukon's SART to Yukon communities beyond Whitehorse.
- The RFP to recruit contractors to engage with First Nations government and service delivery agencies received media attention. Those contracts have now been awarded and engagement will begin this spring.

Background:

Expansion

- Preparation is underway for engagement with First Nations governments, rural service providers and victims. The engagement results will be reported back to the communities with a "What we heard report" in the Fall.
- Engagement is being supported by contractors, the contracts have been awarded through two public procurement processes:
 - Rumsey consulting, is leading the engagement with First Nations governments, Indigenous women's organizations and service providers; and
 - Ipsos is leading the sensitive engagement with victims of sexualized violence with trauma-informed and culturally appropriate methods.
- The Council of Yukon First Nations is a member of the engagement working group for the expansion Sexualized Assault Response Team (SART) services and will help us ensure we are delivering the engagement in a culturally responsive way.

Whitehorse SART Protocol

- The Whitehorse SART protocol has been signed by the partner agencies. It will be available on sartyukon.ca this spring.
- Educational materials about the protocol for front-line workers have been developed and will be available in the spring on sartyukon.ca.
- Current Whitehorse SART member agencies include:
 - Government of Yukon;
 - Health & Social Services, Mental Wellness and Substance Use Services and Community Health Programs;

Expansion of SART Services

Spring 2023

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- Department of Justice and Victim Services;
 - Women and Gender Equity Directorate;
 - Public Prosecution Services of Canada;
 - RCMP “M” Division;
 - Yukon Hospital Corporation; and
 - Yukon Women Transition Home.
 - SART is based on the core principles of:
 - victim’s choice;
 - dignity and respect;
 - preventing system re-traumatization;
 - cultural safety; and
 - access, equity and inclusion.

SART general

- SART in Whitehorse was officially launched March 6, 2020.
- There are three main components of SART: victim support; legal/criminal justice services; and medical services.
- Services are available for victims of all genders, ages and sexual orientations.
- Coordination of existing medical and victim services is supported by two Government of Yukon positions: the SART Victim Support Coordinator and the SART Clinical Coordinator. They work in partnership to ensure there is continuity of care and wrap-around services for victims of sexualized violence.
- Current priorities for SART in Whitehorse include:
 - exploring opportunities for additional medical and forensic care options for victims;
 - focusing on reducing barriers to services for youth victims;
 - continuing outreach and engagement with Whitehorse-based First Nations and youth-serving agencies;
 - SART member agencies continuing to coordinate cross-agency trainings; and
 - continued communications of SART services.
- The number of victims accessing key SART services in Whitehorse is slowly increasing with the improved public awareness of available services including the 24/7 support line, weekend victim support workers and 24/7 on-call physicians at

Expansion of SART Services

Spring 2023

Whitehorse General Hospital.

- Rates of police-reported sexualized assault are three times higher in the Yukon than in the rest of Canada. The majority of sexualized assaults are not reported to the police.
- While there may be interest in specific statistics related to services provided to victims of sexualized violence, sharing statistics of the relatively small number of victims receiving medical services can constitute sharing personal health information and would contravene the *Health Information Privacy and Management Act*.

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2SLGBTQIA+ Inclusion

Women and Gender
Equity Directorate

Recommended response:

- The Government of Yukon's work to improve inclusion and create equity in its programs and services for 2SLGBTQ1A+ Yukoners is well underway. In the first year since the action plan's release, this important initiative has already resulted in a number of changes.
- Some highlights of work underway or completed include a variety of new or updated training, new design standards for gender inclusive washrooms, and a new internal peer group for Government of Yukon employees who identify as 2SLGBTQ1A+ advocates.
- The Yukon government in partnership with Queer Yukon is working on a health care navigator position to help 2SLGBTQ1A+ Yukoners access safe, equitable, and timely health care services.
- We are monitoring progress of the action plan internally and will return to the community this summer to ensure we are still on track and to check in on any shifting priorities. We are excited to keep building on this momentum, in partnership with the 2SLGBTQ1A+ community.

Additional response:

- We are pleased that gender-affirming care services are now formally covered under the amendment to the Yukon's *Health Care Insurance Plan Regulation* that allows Yukoners to receive health insurance coverage for gender-affirming care in private facilities. We regret that this oversight occurred but are pleased that is now corrected and that 2SLGBTQ1A+ Yukoners can once again count on coverage for this critical affirming care.

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2SLGBTQIA+ Inclusion

Women and Gender
Equity Directorate

Context - this may be an issue because:

- There is no dedicated budget for the action plan. Most items are covered within existing department budgets; however, some initiatives do not have funding allocated.

Background:

- The acronym 2SLGBTQIA+ was used in news releases on gender affirming care in December 2022, and although there was no formal communication about the change, all of YG must now use this as the standard. It is now included in the Government of Yukon Style Guide. 2SLGBTQIA+ stands for Two-Spirit, lesbian, gay, bisexual, trans, queer/questioning, intersex and asexual. When referring to the LGBTQ2S+ Inclusion Action plan, LGBTQ2S+ will still be used.
- In July 2022, a legal opinion for Health and Social Services outlined that regulatory changes would be required to allow support for the additional gender-affirming care services announced in March, 2021. The oversight meant that the Yukon government did not have a mechanism to pay for non-insured services offered in other parts of Canada. This has been rectified as of December, 2022.
- The LGBTQ2S+ Inclusion Action Plan was released on July 15, 2021, following a comprehensive public engagement in 2018-19. Queer Yukon Society and All Genders Yukon Society reviewed the draft and final versions of the Action Plan.
- Of the actions outlined in the plan, approximately 12 are completed, 47 are underway/ongoing, 38 are not started, and 7 require status updates.
- The actions not yet started are the result of competing priorities for policy and program resources, partly attributed to COVID-19 response and recovery and staff capacity.

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2SLGBTQIA+ Inclusion

Women and Gender
Equity Directorate

- Examples of work underway or already completed:
 - Expanding health care insurance coverage for gender-affirming therapies, procedures and surgeries.
 - Providing HIV pre-exposure prophylaxis (PrEP) and post-exposure prophylaxis (PEP) free of charge.
 - Integrating inclusive language into the new official Government of Yukon communications style guide.
 - Incorporating gender-inclusive washroom and change room specifications and design guidelines into Yukon government Design Guidelines and Technical Standards Manual, to improve the gender-inclusivity of future renovations and new buildings.
 - Updating the official name and mandate of the Women and Gender Equity Directorate to reflect the work on LGBTQ2S+ inclusion and the spectrum of gender identity and expression.
 - Including pronouns in email signatures as a best practice for Yukon government employees who feel comfortable doing so.
 - Amended the Family Property and Support Act, which allows separated common-law spouses equal access to spousal support compared to married spouses.
 - Providing operational funding for Yukon Pride Centre.
 - Creation of a gender-neutral washroom in the Whitehorse Visitor Information Centre and gender-neutral washrooms and change room at CSSC Mercier.
 - Passing the Sexual Orientation and Gender Identity Protection Act, which bans conversation therapy in Yukon.
 - Making LGBTQ2S+ awareness and inclusion training available to all Yukon government employees through our internal YGLearn website.
 - Offering World Professional Association for Transgender Health mental health training to all Mental Wellness and Substance Use Services clinicians.

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Equity Directorate

- Government of Yukon continues to support three-year funding to Queer Yukon Society to establish a Pride Centre (\$500,000 in 2021-22, \$425,000 in 2022-23, and \$375,000 in 2023-24), in addition to \$15,000 a year provided for their gender gear program.

Approved by:

Mary Cameron
Deputy Minister, Women and Gender Equity Directorate

February 1, 2023
Date

Recommended response:

- On December 29, 2022, the Government of Yukon signed a Transfer Payment Agreement with Connective to provide the Supervised Women's Housing program.
- On February 22, 2023, the Government of Yukon opened the Supervised Women's Housing program with Connective.
- The programming will provide an alternative to custody and will support women to access services through the Yukon's treatment courts and will be the first program of its kind in the North.
- Connective is completing the hiring process for seven new staff and will begin their organization orientation and additional program training in the upcoming weeks.
- It is anticipated that acceptance of referrals to the women's program will start in Spring 2023.
- Information sessions of the new program have been scheduled in the following weeks for stakeholders and the judiciary.

Additional Response:

- Programming will be independently operated on the Whitehorse Correctional Centre property.
- Yukon Community Corrections is currently working with Connective to identify potential referrals and client needs.
- Connective has been operating a similar supervised housing program for men for the last two years, and this new facility will provide equivalent services for women.

Supervised Housing – Women

Spring 2023

Context:

- Supervised housing for justice-involved men is established in the territory, but no equivalent service exists for women involved in the criminal justice system.
 - Housing limitations within the Yukon create additional barriers for women involved in the criminal justice system.
-

Background:

- Supervised housing has been available for men in the Yukon since the mid-1980s. Through contract service providers, men have accessed housing programs and community supports as an alternative to custody, or as a tool to support discharge planning and community reintegration.
- Fifteen years ago, the Salvation Army provided beds for women. Since then, various solutions have filled this service gap intermittently. These have included attempts by the Elizabeth Fry Society to set up housing and Health and Social Services funding two beds in the home of a retired social worker. Unfortunately, neither of these options currently exist for women in the Yukon.
- Case managers at the Whitehorse Correctional Centre and the Justice Wellness Centre work with clients to address immediate housing needs.
- In August 2020, the Government of Yukon invited agencies and organizations to submit options for housing locations and program models.
- Some of the community partners and stakeholders engaged to date include Opportunities North (formally Challenge Disability Resource), Council of Yukon First Nations, Safe at Home Society, Connective, Yukon Anti-Poverty Coalition, Women's Transition Home.
- In January 2022, the Department of Justice received approval to proceed with the implementation of a 24/7, supervised housing pilot program for women with a budget of \$562,000 per year.
- In April 2022, Connective identified program funding shortfalls related to the projected operating costs for the women's supervised housing programs. These forecasts were linked to the increased costs Connective has realized when delivering similar community programs administered by the Department of Health and Social Services (HSS).

Supervised Housing – Women

Spring 2023

- Connective also identified challenges with recruiting and retaining staff at Justice-funded facilities. They observed that staff who were hired and trained to work at Justice facilities later moved to HSS-funded programs due to the significantly higher wages.
- Connective requested an increase of \$190,000 to the annual operating cost.
- To address this pressure, the Department of Justice requested and received approval for funding increases for 2023-24.
- On February 22, 2023, the Government of Yukon officially announced the Supervised Housing Program for Women to be located in the old Takhini Haven building at 25 University Drive in Whitehorse.

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Yukon Advisory Council on Women's Issues (YACWI)

Women and Gender
Equity Directorate

Recommended response:

- We value the advice and recommendations that the Yukon Advisory Council on Women's Issues has provided to the Government of Yukon since its inception in 1992.
 - However, much has changed in the last 30 years, including the scope and capacity of the Directorate, the emergence of equality-seeking community organizations, and our understanding of gender.
 - In recognition of this, we have tabled a bill this sitting to modernize YACWI and update the name, mandate, and membership to improve effectiveness and better align with the new name and mandate of the department.
 - These changes were developed after years of work with Council members to review the function and focus of YACWI in the current Yukon context. We gathered input from women's and 2SLGBTQIA+ organizations, and current and past YACWI members.
- I look forward to debating this bill and implementing these changes in partnership with the community.

Context - this may be an issue because:

- Proposed legislative changes remove functions of YACWI that are duplications with WGED or community organizations, as well as broaden membership eligibility criteria.
- There are currently four vacancies out of a total of eight seats on YACWI and appointments are on hold while the Act to Amend the Yukon Council on Women's Issues Act is debated in the house.

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Spring 2023

Yukon Advisory Council on Women's Issues (YACWI)

Women and Gender
Equity Directorate

Background:

- In December 2022, the Women and Gender Equity Directorate received approval to amend and modernize the legislation and regulations and rename the council the *Minister's Advisory Council on Women and Gender Equity* (MACWAGE).
- YACWI met four times in 2022-23 and has determined priorities for their term: child care for school-aged children, transportation between Yukon communities, and violence against Indigenous women.
- In 2021-22 YACWI met once, with the regular meeting schedule impacted by COVID.
- The Council is mandated to meet four times each year in Whitehorse and in Yukon communities. YACWI last met on March 8, 2023.
- The Council was established by the Yukon Council on Women's Issues Act in May 1992 to:
 - Develop public awareness of the issues affecting the status of women;
 - Promote and change of attitudes within Yukon so that women may enjoy equality of opportunity;
 - Encourage discussions and expressions of opinion of Yukon residents on issues affecting the status of women;
 - Review policies, programs, and legislation affecting women, as directed by the Minister;
 - Advise the Minister with respect to such issues as the Minister may refer to the Council for its consideration;
 - Advise the Minister with respect to such issues as the Council considers advisable; and
 - Encourage organizations and groups that promote the equality of women.
- In 2019, a revisioning process was proposed by the Women and Gender Equity Directorate. YACWI members reviewed the process in January 2020 and provided feedback.

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Yukon Advisory Council on Women's Issues (YACWI)

Women and Gender Equity Directorate

- Colette Acheson was hired in August 2020 to support the revisioning by engaging with YACWI, women's organizations, 2SLGBTQIA+ organizations, and the Minister in order to make recommendations.
- A final report was shared with YACWI in January 2021.
- In 2021-22, WGED began implementing recommended changes to communication and administrative processes.
- Implementation is ongoing and focus for 2023-24 will be implementing recommendations for improved communication to applicants and training opportunities for council members.
- The WGED will also support the council with transitioning to a new structure and mandate, pending assent of the bill and accompanying regulation.
- The 2023-24 budget for YACWI remains unchanged, with \$18,500 to support the work of the council, and \$28,000 to support an annual forum.

Approved by:

Mary Cameron

Deputy Minister,

Women and Gender Equity Directorate

March 16, 2023

Date

Session Briefing Note**Spring 2023****Prevention of Violence Against
Aboriginal Women**Women and Gender
Equity Directorate

Recommended response:

- Violence against women is a critical issue that our Government takes very seriously. In order to help address this, the Women and Gender Equity Directorate provides funding through the Prevention of Violence against Aboriginal Women Fund for community-based projects that directly support and prevent violence against Indigenous women.
- The Women and Gender Equity Directorate has committed to review and update the PVAAW fund, reflecting action item 2.6 in Yukon's Murdered and Missing Indigenous Women, Girls, and Two-spirit+ Strategy, to ensure the fund is effective, efficient and reflective of the Strategy.
- The next call for applications will be released in April 2023 for funding distribution in 2023-24 fiscal year.

Context - this may be an issue because:

- There has been a decline in the number of applications submitted to PVAAW in recent years.

Background:

- In 2022-23, only \$150,000 of the \$200,000 budgeted was awarded to applicants.
- Action Item 2.6: Violence Prevention and Response Programs: Review Violence prevention and response programs and services and associated funding programs in Yukon to improve sustainability, positive outcomes and alignment with First Nations needs.
- In recognition that Indigenous women experience disproportionate rates of violence, PVAAW was developed in 2004 to support Indigenous women's

Session Briefing Note**Spring 2023****Prevention of Violence Against
Aboriginal Women**Women and Gender
Equity Directorate

organizations, registered societies, and First Nation governments in developing projects to prevent violence.

- The Women and Gender Equity Directorate provides training and support to representatives on the application process, including answering questions and providing recommendations on project applications prior to final submission.
- During COVID, online training was developed and provided to organizations that requested it, instead of the past practice of travelling to communities. Organizations can apply for funding with the same project in subsequent years, as long as the organization and the project meet the fund criteria.
- Applicants can apply for up to \$25,000 for a one-year project or \$50,000 for a two-year project. Projects are assessed by an independent adjudication panel of Yukon First Nations women based on the criteria of the fund.
- For 2022-23, \$75,000 was awarded to First Nations in rural communities and \$75,000 was awarded to First Nations/organizations in Whitehorse. For 2021-22, \$125,000 was awarded to First Nations/organizations in rural communities and \$100,000 was awarded to organizations in Whitehorse.

Approved by:

Mary Cameron
Deputy Minister, Women and Gender Equity Directorate

February 1, 2023
Date

Session Briefing Note**Spring 2023****Sally & Sisters / A Safe Place**Women and Gender
Equity Directorate**Recommended response:**

- The Government of Yukon is reviewing the findings from the evaluation on the Sally and Sisters and A Safe Place programs for women and children. A meeting between government officials and the organizations involved took place in March to discuss how we can work together to fill remaining gaps.
- The Sally and Sisters program is currently operated by the Yukon Aboriginal Women's Council. It addresses the immediate food security and support needs for women and children in Whitehorse, offering them a place to gather, get support, and enjoy a healthy meal in a safe and sober environment.
- For the six years of its operation, A Safe Place, run by the Victoria Faulkner Women's Centre, was an invaluable resource for women and children experiencing insecure housing, food insecurity, and mental health issues in Whitehorse. The program ended in December 2021.

Additional response:

- The Sally and Sisters fulfills an urgent need and is part of the Yukon's commitment to the Missing and Murdered Indigenous Women, Girls and Two-Spirit+ Strategy to work toward safe housing and freedom from poverty.
- Women and children can currently access emergency meals, supports, and drop-in services through other programs at Victoria Faulkner Women's Centre, Yukon Aboriginal Women's Council, and the Whitehorse Emergency Shelter.
- We are committed to continuing conversations with equality-seeking organizations about the most effective ways to provide services,

Session Briefing Note

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Sally & Sisters / A Safe Place

Women and Gender
Equity Directorate

address gender-based violence, and advance equity. We know there is a need to maintain multiple entry points to service for marginalized populations.

Context—this may be an issue because:

- Victoria Faulkner Women's Centre suspended A Safe Place in December 2021, citing the impacts of COVID, difficulties recruiting staff, lack of funding for appropriate training and development, and concerns of organizational oversight of a weekend program.
 - Options for women and children to access emergency meals, supports, and drop-in services in Whitehorse remain limited. Equality-seeking organizations report that many women do not feel safe accessing the Whitehorse Emergency Shelter.
-

Background:

Sally and Sisters

- The Yukon government will support the Sally and Sisters program with \$168,000 during fiscal year 2023-24.
 - The Sally & Sisters/SOEURS program began in 2010 in response to women, particularly women with their children, not feeling safe attending food programs, which were offered by the Salvation Army in Whitehorse.
 - From 2012- July 2020, Sally & Sisters provided meals on Monday and Friday to an average of 25 women and children. Meals were formerly prepared at the Salvation Army, then through the Whitehorse Emergency Shelter (Shelter) and served or distributed at the Whitehorse Food Bank.
 - In the summer of 2020, COVID-19 public health measures caused the program to stop. Emergency food security needs of attendees were offset through distribution of take-out meals through the shelter and other emergency food distribution.
 - On November 1, 2020, the shelter returned to in-house meal service for individuals staying at the shelter only, impacting the provision of food to the Sally & Sisters program.
-

Session Briefing Note

Spring 2023

Sally & Sisters / A Safe Place

Women and Gender
Equity Directorate

- The program does not operate on Wednesdays because women and children are supported by the Victoria Faulkner Women's Centre Community Kitchen program.
- According to program reporting, 83% of Sally & Sisters participants are of First Nations descent.

A Safe Place:

- A Safe Place began as a joint program of Victoria Faulkner Women's Centre and Yukon Status of Women Council after the release of their report: *Repairing the Holes in the Net* in 2015. The report highlights how women's homelessness is a varied and complex issue and that mental health challenges and addictions are common among women who are looking for housing services in the North. Key themes include the need for a safe, low-barrier place for women and their children to receive meals and supportive services without stigma—i.e., meeting women where they are at.
- Program facilitators directed attendees to other agencies and supportive services; the largest number of referrals being to the Women's Transition Home, the Women's Advocate, and housing supports.
- The program offered facilitated drop-in programming and a nutritious hot meal to women and children experiencing homelessness, mental ill health, or intoxication between 5 p.m. and 8 p.m. on Friday, Saturday and Sunday.
- The majority of clientele identified as Indigenous women, comprising 76% of total attendance. Over half of attendees are women at risk of homelessness or experiencing absolute homelessness.
- A Friday meal is currently offered by VFWC.
- The monthly average of Whitehorse Emergency Shelter guests shows about 668 people identified as male compared to 220 who identified as female. In the last two fiscal years, there have not been any guests who identified as non-binary.

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Sally & Sisters / A Safe Place

Women and Gender
Equity Directorate

- Program attendance averaged 23 women and children each night. Staff report anecdotally that 2/3 of women and children are returning guests.

Approved by:

Mary Cameron
Deputy Minister, Women and Gender Equity Directorate

February 1, 2023
Date

Session Briefing Note

Women's Equality Fund

Spring 2023

Women and Gender
Equity Directorate

Recommended response:

- The work of Yukon women's organizations is critical to creating a more equitable society. These organizations provide direct services to women, girls, Two-Spirit, and gender-diverse people, as well as research, advocacy, public education, and programming.
- In recognition of this important work, the Women and Gender Equity Directorate provides a total of \$197,000 per year via the Women's Equality Fund in operational support to four women's organizations in the Yukon.
- This funding goes to a diverse array of important programming including drop-in services, advocacy work, and public education on gender-based violence prevention.
- I am committed to continuing conversations with these organizations about their needs, especially as we negotiate the bilateral funding agreement for the National Action Plan to End Gender-based Violence.

Context—this may be an issue because:

- On March 8, 2023, International Women's Day, the opposition tabled a letter from the Yukon Women's Coalition requesting increased core funding for member organizations and for Queer Yukon.
-

Session Briefing Note

Women's Equality Fund

Spring 2023

Women and Gender
Equity Directorate

Background:

- In August 2021, Women's Equality Funding recipients wrote to the Minister of Women and Gender Equity requesting an increase from \$45,000 to \$85,000 per year for each organization. They also met with the Minister on October 4, 2021.
- The Women's Equality Fund was initiated in 2007 to support Yukon organizations in their work to advance women's equality.
- The fund is administered by the Women and Gender Equity Directorate and provided to each organization for operational and maintenance costs, upon receipt of a three year workplan and budget.
- The fund can be used to cover operational costs of the organizations to achieve their mandates including:
 - administration;
 - rent;
 - wages;
 - phone, fax, telephone and internet;
 - bookkeeping and audits; and
 - program or project delivery.
- Organizations that receive core operating funds through the Women's Equality Fund also leverage grants and donations to fulfill their program's mandates in the areas of research, program delivery, education and advocacy.
- Specific programming provided by these organizations include drop-in meals and peer support, low-barrier access, individual and systemic advocacy, housing navigation, pre and post-natal support, public education on gender-based violence and on accessing trades, targeted programming to teens, research and input on Government of Yukon initiatives.
- Targeted programming for women living with disabilities, Black and racialized and newcomer women is currently not provided through this funding.

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Women's Equality Fund

Women and Gender
Equity Directorate

- Four organizations currently receive Women's Equality funding. Three-year (2022-25) Transfer Payment Agreements are in place with funding amounts per fiscal year as follows:
 - Victoria Faulkner Women's Centre: \$55,000
 - Yukon Status of Women Council: \$49,000
 - Yukon Women in Trades and Technology: \$49,000
 - Les EssentiElles: \$44,000
- Details of the budget and workplan are negotiated between the department and the organization.
- The Women's Equality Fund was initiated in 2007 by the Women and Gender Equity Directorate as a funding program to support Yukon's women's equity seeking organizations.
- In 2013, the fund was restructured from an applicant-driven fund to a targeted program with pre-identified Women's organizations. It is delivered through three-year Transfer-Payment Agreements (current 2022-23 to 2024-25). In 2018, three Indigenous Women's organizations were moved out of the Women's Equality Fund to an Indigenous Women's Equality Fund.
- The last increase to the Women's Equality Fund organizations was in 2022-23, when the annual TPAs increased by between \$4000 and \$5000 per organization.

Approved by:

Mary Cameron

March 16, 2023

Deputy Minister, Women and Gender Equity Directorate

Date approved

Session Briefing Note

Spring 2023

Indicators of Gender Equity webpage

Women and Gender Equity Directorate

Recommended response

- We know that access to data broken down by diverse identity factors helps show us how unique populations experience policies and programs differently. This is important data for researchers, policy makers and non-profit organizations focused on advancing gender equity, and can help our government make more informed decisions.
- In 2016, to recognize the 30th year of the Women and Gender Equity Directorate, the Indicators of Yukon Gender Equality website was launched. It captured an incredible amount of information, statistics, a timeline and interviews with a diversity of Yukon leaders.
- The Women and Gender Equity Directorate worked closely with the Yukon Bureau of Statistics and eServices to move this information to a new Indicators of Yukon Gender Equity webpage on Yukon.ca. It includes several themes with data broken down by age, education, indigeneity, ethnicity, faith, gender, language, and migration status. This information is now available on Yukon.ca at <https://yukon.ca/en/learn-about-gender-equity-yukon>.

Context—this may be an issue because:

- On April 27, 2022, the opposition asked about the status of the Indicators of Yukon Gender Equality website and when it would be updated.

Background:

- Since 2016, WGED has contracted the Yukon Bureau of Statistics to update data on the Indicators of Yukon Gender Equality website.

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Indicators of Gender Equity webpage

Women and Gender Equity Directorate

- In fall 2021, the Women and Gender Equity Directorate began working with eServices on migrating the website to Yukon.ca in order to align with the Government of Yukon visual identity and improve the visibility and sustainability of the content.
- The new page on Yukon.ca includes over 60 graphs under the following themes: Diverse Territory; Economic Equality and Employment; Education and Field of Study; Childcare and parenting, Violence and Safety; Physical Activity, Health and Wellness; and Leadership and Activism.
- The webpage will be complete by the spring 2023 and will be updated on an annual basis.
- Communications targeting public servants will be developed and launched when the webpage is finalized to promote the use of data broken down by diverse identity factors across government. This is one of the actions from the GIDA Action Plan 2022-25.
- Since Yukon.ca doesn't currently have the functionality to host the existing timeline and sound stories from the Indicators of Yukon Gender Equality website, the sound stories will remain available on Soundcloud. WGED promoted these interviews during Gender Equality Week September 19-23, 2022.
- On a national level, Statistics Canada launched the Gender, Diversity and Inclusion Hub in 2018 to ensure access to disaggregated data. The Centre for Gender, Diversity and Inclusion Statistics was created in 2019.

Approved by:

Mary Cameron

March 9, 2023

Deputy Minister, Women and Gender Equity Directorate

Date

Session Briefing Note

Spring 2023

Gender Inclusive Diversity Analysis (GIDA)

Women and Gender
Equity Directorate

Recommended response:

- Our government is committed to inclusiveness, equity, and respect for the diversity of all Yukoners. One way we demonstrate this is by integrating Gender Inclusive Diversity Analysis or GIDA into our decision-making processes.
- The Women and Gender Equity Directorate supports the use of GIDA by providing training along with research, analysis, and support to other departments. The online GIDA training was updated in January 2022. Over two hundred public servants have completed the updated training.
- Integrating GIDA is now a shared mandate letter commitment, led by Women and Gender Equity Directorate and supported by Executive Council Office and the Public Service Commission. The GIDA Action Plan outlines clear actions, outcomes, and indicators to guide this work over the next three years.

Context—this may be an issue because:

- On April 27, 2022, the 3rd party asked about GIDA and how WGED supports other departments to undertake an analysis, as well as the workload and capacity of the directorate to do this work.

Background:

- GIDA is an analytical process (or lens) used to understand how Yukoners experience policies or programs differently, so that we can work towards mitigating unequitable outcomes.
- The Women and Gender Equity Directorate launched an updated GIDA action plan in 2022. This action plan will build on past successes and work to enhance the application of GIDA across government.

Session Briefing Note**Spring 2023****Gender Inclusive Diversity
Analysis (GIDA)**Women and Gender
Equity Directorate

- Three of the ten actions items in the plan for 2022-2023 are complete and six are underway. Planning is underway for the 2023-2024 action items.
- In January 2023, ECO launched a new decision-making template that include an updated section on GIDA.

GIDA in Canada

- In 2015, the Government of Canada renewed its commitment to Gender-Based Analysis Plus (GBA+) and committed to ensuring that policy and legislation are sensitive to the different impacts that decisions can have on inclusion, equality, and diversity. In 2017, GBA+ was made mandatory for all budget proposals. In the 2018 federal budget, a government-wide Gender Results Framework was introduced. In order to ensure access to disaggregated data, the Government of Canada launched The Gender, Diversity and Inclusion Hub in 2018 and the Centre for Gender, Diversity and Inclusion Statistics was created in 2019.
- Some jurisdictions across Canada, such as British Columbia, have integrated GBA+ into policy and/or updated legislation to ensure gender and other diversity factors are considered and responded to.
- The FPT Strategic Planning Task Team GBA+ Sub-Group is currently updating a jurisdictional scan from 2015 of GBA+ work in each Canadian jurisdiction. The objective of the report is to create an inventory of GBA+ related initiatives, training, and resources that are currently available at the federal, provincial, and territorial levels. The report was presented to Ministers at the annual meeting in November 2022.

GIDA Best Practices

- There are 6 GIDA best practices for any policy, program, or project that are applied throughout various stages of an initiative:
 - Start early
 - Research
 - Developing Options and Considerations
 - Implementation Planning
 - Communications

Session Briefing Note

Spring 2023

Gender Inclusive Diversity Analysis (GIDA)

Women and Gender Equity Directorate

- Monitoring and Evaluation
- Engaging
- The best practices were identified by the Federal Provincial Territorial task team on GBA+. The task team is made up of representatives from Women and Gender Equality Canada along with the provincial and territorial departments that do similar work as Yukon Government's Women and Gender Equity Directorate.
- At each stage of any project, GIDA encourages consideration of diverse identity factors including:
 - Age
 - Indigeneity
 - Language
 - Ethnicity
 - Socioeconomic status
 - Education
 - Ability
 - Sexual Orientation
 - Migration status
 - Faith
 - Gender identity
 - Geography
 - Sex
- GIDA prompts public servants to explore whether any assumptions are being made, who could be left behind, who could be engaged with, what data is available and how equitable outcomes can be ensured.

Approved by:

Mary Cameron

Deputy Minister, Women and Gender Equity Directorate

February 1, 2023

Date

Session Briefing Note

National Action Plan to End Gender-Based Violence

Women and Gender
Equity Directorate

Recommended response:

- Yukon was proud to endorse the National Action Plan to End Gender-Based Violence at the 40th Annual FPT Meeting of Ministers responsible for the Status of Women on November 9, 2022.
- We are very aware of the need for additional funding and capacity to address the high rates of gender-based violence in Yukon.
- Bilateral negotiations will begin soon with Canada to determine details of the funding agreement, including territorial priorities for investment, especially those that align with Yukon's MMIWG2S+ Strategy. We look forward to working in partnership with Government of Canada in preventing and responding to gender-based violence.

Additional response:

- We are aware of requests to increase and stabilize funding to women's and 2SLGBTQIA+ organizations within the Yukon as part of the National Action Plan to end Gender-Based Violence. We are engaged in ongoing discussions with the Yukon Women's Coalition and these requests will be considered within Yukon's overall funding agreement negotiations.
- There is a central role for women's and 2SLGBTQIA+ organizations with respect to implementing the National Action Plan to End Gender-Based Violence within the Yukon and we will work closely with these organizations. The bilateral agreement with Woman and Gender Equality Canada will be negotiated between governments, beginning in 2023-24.

Session Briefing Note

National Action Plan to End Gender-Based Violence

Women and Gender
Equity Directorate

Context—this may be an issue because:

- Government of Canada announced \$539 million in Budget 2022 for the next 5 years to support the National Action Plan to end Gender-Based Violence. The Yukon Women's Coalition has asked for increased core funding for Yukon Women's and 2SLGBTQIA+ organizations and a central role in funding prioritization and implementation decisions.
-

Background:

- In January 2021, the FPT Ministers responsible for the Status of Women endorsed the Joint Declaration for a Canada Free of Gender-Based Violence, which included a common vision, principles, and goals for the National Action Plan (NAP).
- The vision of the National Action Plan is “a Canada free of gender-based violence. A Canada that supports victims, survivors, and their families, no matter where they live.
- The 5 pillars of the NAP are:
 - Support for survivors and their families
 - Prevention
 - Promotion of responsive legal and justice systems
 - Support for Indigenous-led approaches and informed responses
 - Social infrastructure and enabling environments
- In 2021-22, engagement was held with Indigenous organizations across Canada on Pillar 4: Indigenous led approaches. In Yukon, engagement was held with Yukon Advisory Committee on MMIWG2S+.
- Officials from WGED, HSS, EDU and JUS are working together to identify priorities from the NAP that align with Yukon's priorities, including the 10 priorities released by YAC from Yukon's MMIWG2S+ Strategy.

Session Briefing Note

National Action Plan to End Gender-Based Violence

Women and Gender
Equity Directorate

- In February 2023 the Women's Coalition requested increased core funding for several Yukon women's and 2SLGBTQIA+ organizations as well as a formal working relationship with Yukon government on the roll out of the National Action Plan to End Gender-Based Violence. They also requested clarification on funding for implementation of the plan and on the National Action Plan on Missing and Murdered Indigenous Women, Girls and 2SLGBTQIA+ People.
- Organizations requesting increased core funding include the Yukon Status of Women Council, Les Essentielles, Victoria Faulkner Women's Centre, Whitehorse Aboriginal Women's Circle, Yukon Women in Trades and Technology, Yukon Women's Transition Home Society, Dawson Shelter Society and Help and Hope for Families Society.
- \$529 million will flow through bilateral agreements to provincial and territorial governments, including a base plus per-capita amount.
- While the Yukon's implementation plan under the NAP-GBV is to be negotiated, WAGE has allocated up to approximately \$4 million/year for 4 years for the Yukon's bilateral agreement, beginning in 2023-24.
- 25% of federal funding must be directed towards gender-based violence prevention.
- Contributions will be based on a 50-50 cost share split, which can include in-kind and existing contributions from provincial/territorial governments.

Approved by:

Mary Cameron

Deputy Minister, Women and Gender Equity Directorate

March 9, 2023

Date

Session Briefing Note**Spring 2023****Funding to Crisis Hotlines**Women and Gender
Equity Directorate

Recommended response:

- On October 14, 2022, alongside Parliamentary Secretary Jenna Sudds and in partnership with the federal government, I was pleased to announce \$500,000 to be allocated to the Yukon over the next 4 years to support existing hotlines providing support to Yukoners experiencing gender-based violence.
- We know that crisis hotlines often act as the first – or maybe the only – point of access for victims. The ability of trained staff to listen and offer victims a choice of when or how to report violence is critical.
- In 2022-23, funding will support upgrading of communications equipment in the eligible organizations. We will continue to work with eligible organizations to determine funding priorities for future years.

Additional response:

- Victim Services has a dedicated bilingual victim services worker and can also access VictimLink to assist with translation while providing service. All Yukoners can also access VictimLink, a toll-free, multilingual, 24/7 service.
- In 2022-23, a total of \$75,000 will flow to Canadian Mental Health Association – Yukon to support four organizations in upgrading their phone systems. We will continue working with organizations to determine funding priorities for the duration of the agreement.

Session Briefing Note**Spring 2023****Funding to Crisis Hotlines**Women and Gender
Equity Directorate

Context—this may be an issue because:

- Following the announcement, the Yukon Francophone Health Network raised concerns about the lack of bilingual services in crisis hotlines.
 - Eligible organizations have raised concerns that the amount of funding available is not sufficient to meet ongoing capacity needs or other emerging needs, such as transportation or permanent staffing.
-

Background:

- The Government of Canada, through its Budget 2021, announced \$30 million over five years, starting in 2021-22, “so that crisis hotlines can serve the urgent needs of more Canadians and offer more robust services, resources, and supports to prevent the escalation of gender-based violence (GBV).”
 - Four organizations in Yukon were identified as providing crisis hotlines, all of whom currently hold a Transfer Payment Agreement with HSS or WGED:
 - Yukon Women’s Transition Home Society (including the Sexualized Assault Support Line)
 - Dawson Women’s Shelter
 - Help & Hope Society in Watson Lake
 - Canadian Mental Health Association – Yukon
 - The intended outcome of the funding is to help existing hotlines address the challenges coming out of the pandemic, including training, technology upgrades, enhancing communications, temporary staffing, and enhanced COVID safety measures.
 - Eligible activities for funding include:
 - Reviewing, adapting, or expanding existing service approaches
 - Developing communication and outreach strategies
 - Knowledge exchange and networking
-

Session Briefing Note

Spring 2023

Funding to Crisis Hotlines

Women and Gender
Equity Directorate

- Temporary staffing
- Developing and implementing new resources to better support responders (i.e. training, orientation, supports)
- Addressing technology gaps
- Developing and implementing recruitment/retention strategies
- Activities to maintain safety and emergency precautions (i.e. PPE, cleaning supplies, rental of additional space).

Approved by:

Mary Cameron

Deputy Minister, Women and Gender Equity Directorate

February 1, 2023

Date

Session Briefing Note

LGBTQ2S+ – Action Plan, SOGI Policy and Education Act Amendment Implementation

Education

Value:

- The health, safety, and well-being of students and staff is our first priority.

Recommended response:

- All students and staff in Yukon public schools have the right to feel safe and included.
- They also have the right to be treated with respect and dignity regardless of their sexual orientation, gender identity, ancestry, place of origin, ethnicity, citizenship, religion, age or ability.
- School authorities work with their entire school community to develop and implement proactive strategies that support the inclusion, respect and dignity of LGBTQ2S+ students and their families.

Additional Response: Christopher West

- The Department of Education did not, nor will we, invite and endorse Christopher West to speak to Yukon educators, at any school or professional development event.
- We do not support speakers for professional learning whose ideologies and positions do not uphold the principles in:
 - the *Education Act*;
 - the *Sexual Orientation and Gender Identity Policy*;
 - the *Safe and Caring Schools Policy*; and

Session Briefing Note

LGBTQ2S+ – Action Plan, SOGI Policy and Education Act Amendment Implementation

Education

- the Sexual Orientation and Gender Identity Protection Act, which bans conversion therapy.

Additional Response: Action Plan

- To further support LGBTQ2S+ students, the Government of Yukon will update its Sexual Orientation and Gender Identity Policy, which is a key part of the LGBTQ2S+ Action Plan.
- The department, in partnership with students, educators, and the LGBTQ2S+ community, is assessing revised timelines and resources needed to advance this work before the end of the 2022-23 school year.
- As Minister of Education and Women and Gender Equity Directorate, I am fully committed to implementing the LGBTQ2S+ Action Plan.

Additional response: Education Act Amendments

- In spring 2022, the Government of Yukon was pleased to support amendments to the Education Act to promote equity and non-discrimination and to ensure that all Yukon schools have safe spaces for LGBTQ2S+ students in the form of activities or organizations.
- At the beginning of the current school year all school counsellors were provided with information on the Education Act amendments, as well as copies of the Sexual Orientation and Gender Identity and Safe and Caring Schools policies.
- School administrators were provided with information about their legislative responsibilities, as well as reference materials and resources.

Session Briefing Note

LGBTQ2S+ – Action Plan, SOGI Policy and Education Act Amendment Implementation

Education

- Counsellors and administrators were also provided with local and national SOGI and Gender and Sexuality Alliance information
- Several Yukon schools have Gender and Sexuality Alliances and other LGBTQ2S+ initiatives.
- We will continue to encourage and support schools to meet their legal obligations to support LGBTQ2S+ students.

Context—this may be an issue because:

- The media has reported on Porter Creek GSA's concerns as outlined in their letter from October 11, 2022 which calls on government to immediately: 1. implement a modernized SOGI policy in Yukon Schools. 2. ensure that the provisions of Bill No. 304 are being adhered to in all Yukon Schools. 3. ensure that Christopher West is not permitted to speak to Yukon Educators. 4. provide 2SLGBTQIA+ Cultural training to Yukon Educators.

Background:

Christopher West

- In October 2022, Schools and Student Service Branch heard from a school principal regarding concerns that the Catholic Diocese of the Yukon allegedly put Christopher West's name forward for discussion for professional development session(s) in May 2023.
- On October 13, 2022, the Catholic Episcopal Corporation emailed the department indicating that "There was no decision made to invite Mr. West and he was neither contacted nor booked by the Catholic Episcopal Corporation to speak at any event."

LGBTQ2S+ Action Plan and SOGI

- Yukon schools have a number of universal, stand-alone washrooms available, and we are working to ensure that all school facilities have stand-alone or gender

Session Briefing Note

LGBTQ2S+ – Action Plan, SOGI Policy and Education Act Amendment Implementation

Education

neutral washrooms. Building standards have now been updated to ensure new schools will include gender inclusive washrooms.

- In the LGBTQ2S+ Inclusion Action Plan, released in July 2021, the Department of Education made a number of commitments, including to update the 'Sexual Orientation and Gender Identity Policy' within one year.
- The updates are intended to address policy issues such as use of a student's correct gender pronouns, update terminology to be trans-inclusive, address gender-identity inclusion in sports, and clarify points of contact and responsibilities at the department and school levels.
- On March 23, 2022, the opposition asked the Minister to commit to engaging with the school community to update the SOGI policy before the end of the current school year (June 2022) but work was delayed and is expected to be completed by the end of the 2022-2023 school-year.
- The SOGI Policy requires the development of school-based policies and strategies to ensure that LGBTQ2S+ students are treated with respect and dignity at all Yukon schools, which includes publicly funded Catholic schools.

Education Act

- Amendments to the Education Act make it a legal requirement for Principals to ensure that initiatives and activities in schools are inclusive of gender identity, gender expression, and sexual orientation.
- Education has not normally kept track of school-based strategies that support such initiatives, and an assessment is underway.
- The funding agreement for Catholic schools in Yukon accommodates religious instruction, but emphasizes that they are publicly supported schools with the same responsibilities as other schools, including following responsibilities outlined under SOGI Policy.

Approved by:

Mary Cameron

02/02/2023

Deputy Minister, Department of Education

Date approved

Session Briefing Note

Spring 2023

Community Safety Planning

Justice

Recommended response:

- The Government of Yukon continues to prioritize support for safer and stronger communities across the territory and has approved funding to support First Nations in their safety planning projects.
- We are committed to ongoing collaboration with the Government of Canada, First Nations governments and municipalities to support community safety planning processes and implement community safety initiatives.
- For Yukon First Nations in particular, we recognize that the development of community safety plans and initiatives must be specific to each community's unique circumstances.

Additional response:

- Phase One of the Community Safety Planning program has recently launched, which provides up to \$200,000 to each Yukon First Nation for community safety planning and for implementing priorities identified in the planning process to support safety in communities.
- We encourage interested Yukon First Nations to contact the Department of Justice with any questions on applying for this funding.
- Phase Two of the program will explore opportunities to expand community safety planning funding to municipalities, and we expect to be discussing this program expansion with municipalities this year.

Context:

- The Department of Justice is currently implementing Phase One of the Community Safety Planning funding program and working with Yukon First Nations to develop and submit applications to access available funding.
- Yukon First Nations governments and municipalities have expressed interest in community safety planning and implementing community safety initiatives.

Session Briefing Note

Spring 2023

Community Safety Planning

Justice

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- The Minister of Justice's 2021 mandate letter directed the Minister to enhance the Community Safety Planning program to ensure consistent funding to community safety planning activities across the Yukon and investigate how this approach might apply to municipalities and urban neighbourhoods in Whitehorse.
-

Background:

- In 2017, the Yukon Forum Action Plan prioritized "working with identified First Nations and the Government of Canada to support the development of Community Safety Plans within the Public Safety Canada framework."
- In December 2020, the Yukon Advisory Committee released Changing the Story to Upholding Dignity and Justice: Yukon's Missing and Murdered Indigenous Women, Girls and Two-spirit People Strategy (the Strategy).
- The Strategy includes an action item to: "Conduct community-based safety assessments designed by communities to identify factors contributing to the ongoing perpetuation of violence and unsafe conditions in each community" and "develop and implement Community Safety Plans that address these factors and conditions."
- The Department of Justice issued a news release on March 14, 2022, announcing that Phase One of a Community Safety Planning funding program would make funds available in 2022. The release committed to providing up to \$200,000 for each First Nation for community safety planning or related implementation work.
- In April and May 2022, the Department of Justice reached out to Yukon First Nations for input in developing the Community Safety Planning program guidelines and to receive updates on their current safety planning.
- Feedback from Yukon First Nations indicated that each First Nation is in different stages of community safety planning and implementation within their communities. Many expressed interests in accessing funding through the Community Safety Planning program.
- A community safety planning process was used at 405 Alexander Street to identify concerns of surrounding businesses, allied stakeholders, members of the public and shelter clients.

Session Briefing Note

Community Safety Planning

Spring 2023

Justice

Government of Canada – Aboriginal Community Safety Planning Initiative:

- In 2010, Public Safety Canada (PSC) created the Aboriginal Community Safety Planning (ACSP) initiative to support Indigenous communities in developing tailored approaches to community safety that reflect their concerns, priorities and unique circumstances, as well as funding for implementation.
- The ACSP initiative also addresses the Government of Canada's commitment to focusing on the high numbers of MMIWG2S+ people and enhance accessibility to restorative justice programming.
- The Department of Justice continues to engage with our federal partners on their ACSP initiative and explore other funding opportunities that may be complementary to our safety programs.

Policy / Legal Advice

- Planning is underway for engaging with municipalities on Phase Two of the program, which would expand funding to municipalities. The Department of Justice anticipates seeking approval from the Cabinet Committee on Priorities and Planning to engage with municipalities and other stakeholders for the design and implementation of Phase Two of the program in 2023.
- Additional time will be required to consider the options for working with Local Advisory Councils (LACs). Constraints under the *Municipal Act* may limit options to fund LACs directly for community safety planning work.

Approved by:



Acting Deputy Minister, Justice

2023-02-01

Date approved

Session Briefing Note

Gender and Reproductive Care

Health and Social
Services

Government priority:

- The Government of Yukon is committed to supporting Yukoners in creating reproductive care plans and expanding access to sexual and reproductive health, and gender-affirming care.

Key messages:

- We are working to support Yukoners to access health and reproductive care and services by increasing access and supports to gender-affirming care, birth control, and period products.
- We released the *LGBTQ2S+ Inclusion Action Plan* in July 2021, and are implementing the recommendations of the *Putting People First* report.
- We continue to work with stakeholders and partners including the federal government, health care providers, the Yukon Medical Association, Yukon Registered Nurses Association, and Yukon First Nations to implement these initiatives.

Key facts:

- In 2023-24, we are partnering with Queer Yukon to provide funding equivalent to one FTE with funding offset by funds previously allocated to All Genders Yukon who are no longer operational.
- The Yukon Sexual Health Clinic and the Yukon Women's MidLife Health Clinic are supported by three Nurse Practitioners.
- The Yukon government and Council for Yukon First Nations signed a \$100K (\$100,000) Transfer Payment Agreement in March 2022 to deliver period products to Yukon schools and other venues, in

Session Briefing Note**Gender and Reproductive Care**Health and Social
Services

conjunction with federal funds administered by the Council of Yukon First Nations.

- During the 2022 calendar year, 53 Yukoners were diagnosed with syphilis, representing 121 infections per 100,000 people.
- Over 90% of those diagnosed had treatment either prescribed or administered within 30 days of diagnosis.
- The 2022 rate is seven times higher than the 2021 rate, 17 times higher than 2020 rate, and is the Yukon's highest rate of syphilis infections since at least 1979.

Abortion Access (U.S. Residents):

- In June 2022, the United States Supreme Court overruled the Roe v. Wade decision which protected the right to abortion under the Constitution of the United States.
- It is expected that many states will introduce new restrictions or bans, impacting pregnancy termination options in the coming months.
- Abortion rights currently remain protected under the Constitution of the State of Alaska.
- Therapeutic (surgical) and medical (medication) pregnancy termination options are available in the Yukon.
- Both options are covered for Yukoners under the Yukon Health Care Insurance Plan to eligible plan beneficiaries.

Session Briefing Note**Gender and Reproductive Care**Health and Social
Services

Birth Control:

- Coverage for birth control is currently available to youth enrolled in the Children's Drug and Optical Program, which is available to lower-income families with children 18 years of age and younger.
- Birth control is covered for social assistance recipients by Income Support Services.
- Some funding is also provided directly to the Yukon Sexual Health Clinic to support lower-income clients to receive birth control.

Fertility Treatments:

- In 2021, our government committed to expanding the support available to Yukoners undergoing fertility treatments such as subsidies to offset the cost of treatments.
- The 2023 Confidence and Supply Agreement commits to including fertility treatment in medical travel and to creating a refundable tax rebate for fertility treatments by 2025.
- As we are pursuing a refundable tax rebate approach, treatment for infertility has not been deemed an insured service.
- Currently, when a consult has been approved for initial fertility testing, medical travel will be approved to support an individual to access a consult with a fertility specialist at a publicly funded health facility.
- Physicians who perform intra-uterine insemination can also bill the Yukon Health Care Insurance Plan for this procedure with all other costs covered by the patient.

Session Briefing Note

Gender and Reproductive Care

Health and Social
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Gender-Affirming Care:

- The Yukon continues to lead country in advancing access to gender-affirming surgical and non-surgical procedures and services, and our commitment to providing this coverage has never wavered.
- On March 12, 2021, the Government of Yukon announced changes to significantly improve access to these services.
- Following this announcement, it was determined that additional work was required to ensure delivery and access to the additional services announced in March 2021 could be appropriately provided.
- We are pleased that in December 2022, the Government of Yukon completed the necessary regulatory amendments to allow Yukoners to receive health insurance coverage for gender-affirming care services that are not insured by other provinces and territories.
 - These changes do not impact services, such as fertility treatments, that are not insured services under the Yukon Health Care Insurance Plan.
- This addresses the gap Yukoners faced when accessing gender-affirming care offered in private facilities.
- Yukoners can now access services including tracheal shave, facial feminization, body contouring, vocal surgery and hair removal without having to pay out-of-pocket or in advance.
- We have been working with clients and providers to review requests for coverage and to provide updates on the status of applications. All files currently with Insured Health are moving through approvals, and some clients have already received services.

Session Briefing Note

Gender and Reproductive Care

Health and Social
Services

- The department recognizes the importance of these services for the transgender and gender diverse community, and we are pleased that this regulatory amendment enables Yukoners to now access this care.
- We continue to implement recommendations in the *LGBTQ2S+ Inclusion Action Plan* to enhance health equity in the territory.
- We remain committed to working with our partners, including community organizations, to advance gender-inclusive health and social care.
 - In June 2022, we supported Yukon counsellors from both government and non-government organizations to attend training from the World Professional Association for Transgender Health.
 - We have committed to providing \$471K (\$471,027) over three years in funding starting in 2023-24 to Queer Yukon to hire a health care navigator position to support 2SLGBTQIA+ Yukoners by removing barriers and helping to identify pathways to care.

Pap Tests:

- Pap tests can be completed by an individual's primary health care provider. Yukoners with questions about pap tests or cervical cancer screening should contact their primary health care provider.
- The Sexual Health Clinic and the Women's Midlife Clinic in Whitehorse offer a range of sexual and reproductive health services.
- Samples are sent to the Yukon Hospital Corporation and are then sent for processing by our lab partners in British Columbia.

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- I recognize that wait times for services and testing in other Canadian jurisdictions may be impacted by a variety of pressures.
- Our lab partners have recently introduced a new tool for processing pap tests, which will allow for results to be processed and completed faster.
- The Yukon recently transitioned to using liquid-based cytology, a new sample collection method that aligns with our lab partners in British Columbia.
- We expect results will now be returned to Yukon's primary care providers faster.
- Our government is committed to increasing access to preventative care and reducing the risk of developing cervical cancer.
- We expanded eligibility for the HPV vaccine, which is now publicly funded for all Yukoners between the ages of 9 and 26, HIV positive individuals, and other high-risk individuals between the ages of 9 and 25.
- The HPV vaccine can be administered at a local pharmacy without a prescription, through a Community Health Centre with an appointment, or for Grade 6 students during routine school-based clinics.

Period Products:

- All Yukon schools have been equipped with period products for the 2022-23 fiscal year through the \$100,000 transfer payment agreement to the Council of Yukon First Nations, federal funds and existing initiatives.

Session Briefing Note**Gender and Reproductive Care**Health and Social
Services

- This is a joint initiative between the Department of Health and Social Services, the Department of Education, and the Council of Yukon First Nations.
- Work is underway with the Department of Highways and Public Works to distribute period products in public washrooms in Government of Yukon buildings.
- The Council of Yukon First Nations has also provided period products to non-government organizations in Whitehorse.

Syphilis:

- The Yukon is seeing increasing rates of syphilis across the territory.
- Syphilis is spread through sexual contact and can cause serious, long-term health harms when left untreated.
- The Government of Yukon has launched a territory-wide campaign to raise awareness about the growing number of cases and to encourage Yukoners to get tested.
- We encourage all sexually active Yukoners to use protections and make testing a regular part of their sexual health routine.
- Yukoners can contact their health care provider or Community Health Centre to arrange testing and should call Yukon Communicable Disease Control at (867) 667-8323, if they have further questions.

Approved by:

Deputy Minister, Health and Social Services

February 27, 2023

[Date approved]

Session Briefing Note

Land-Based Healing

Health and Social
Services

Government priority:

- The Government of Yukon is committed to supporting culturally appropriate and safe options for mental wellness and substance use care in the Yukon.

Key messages:

- Land-based healing is an important part of mental wellness in the Yukon.
- Land-based infrastructure and programming has been identified as one of the 12 most pressing priorities in the Yukon Advisory Committee on Missing and Murdered Indigenous Women, Girls, and Two-spirit+ People's released *Priority Action Items for Changing the Story to Upholding Dignity and Justice: Yukon's MMIWG2S+ Strategy*.
- We are proud to support healing initiatives and continue to work with Yukon First Nations governments to explore future land-based healing initiatives.
- Mental Wellness and Substance Use Services staff in communities routinely support land-based programming in coordination with local First Nations governments upon invitation.
- The department also routinely incorporates land-based healing components into its youth programming and Intensive Treatment programs through Mental Wellness and Substance Use Services.
- Much of this work aligns with our commitments in the 2023 Confidence and Supply Agreement to directly support Yukon First Nations to design and implement additional government-funded land-based healing programs.

Session Briefing Note

Land-Based Healing

Health and Social
Services

Key facts:

- In 2023-24, we budgeted \$400K (\$400,000) for the Jackson Lake land-based healing program run by Kwanlin Dün First Nation.
- We have supported five existing land-based healing initiatives in the territory and will continue to work with First Nations governments and partners to support any new land-based healing initiatives.

Initiatives:

- Our government has a long history of funding the Jackson Lake land-based healing program run by Kwanlin Dün First Nation.
 - When requested, we provide clinical supports to Jackson Lake land-based healing program, including counsellors and nursing staff from Mental Wellness and Substance Use Services.
- In partnership with Kwanlin Dün First Nation's Jackson Lake Healing Camp, Mental Wellness and Substance Use Services and the Yukon Liquor Corporation supported the Fetal Alcohol Spectrum Society Yukon to hold a week long on-the-land camp for families living with fetal alcohol spectrum disorder.
- We are currently working with Liard River First Nation and Teslin Tlingit Council to collaborate on land-based healing initiatives.
- We are supporting the Hives for Watson Lake partnership with Liard First Nation, which uses therapeutic and mentorship beekeeping to engage community members in activities focused on harm reduction, mental health, life promotion, suicide prevention and increased community-nature connection.
- Our government is working with Tr'ondëk Hwëch'in to provide a land-based camp for youth involved with the Mental Wellness and Substance Use Services' Roots of Hope initiative.

Session Briefing Note

Land-Based Healing

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- The Government of Yukon is open to any other proposals brought forward by First Nations.
- The Trilateral Table on Health, which includes representatives from the Government of Canada, Yukon First Nations and the Government of Yukon, through the Yukon Treatment Centre Working Group, is exploring a trilateral partnership for the development of a Yukon First Nations-led Healing Centre that could provide for a sustainable, robust and comprehensive service model to meet the unique needs of Yukon First Nation citizens.

Approved by:



Deputy Minister, Health and Social Services

February 27, 2023

[Date approved]

Session Briefing Note

Yukon Housing Corporation

**Yukon Shelters (Dawson City
Men's Shelter and CYFN
Women's Shelter)**

Recommended response:

- Meeting the needs of vulnerable Yukoners across the territory with urgent housing needs is critical, and the entire community must come together to support them.
- That is why – alongside our federal partners – we are supporting Tr'ondëk Hwëch'in First Nation with the construction of a new men's shelter in Dawson. It will serve unhoused and precariously housed men and will provide on-site care along with addictions and mental health support.
 - It will be called Jëlë Zho, which means "Men's Shelter" in Hän. It will be a barrier-free shelter for adult men living in Dawson City. Two rooms will be available to those who have immediate housing needs, and there will also be two highly supported living units and six transitional housing units.
- Also, we are pleased to provide a suitable parcel of land to the Council of Yukon First Nations for a federally funded women's shelter in Whitehorse. This will provide much-needed support to women and children who are victims of violence.

Additional response:

- These housing projects represent our commitment to responding positively to the recommendations of the 2022 Report of the Auditor

Session Briefing Note

Yukon Housing Corporation

**Yukon Shelters (Dawson City
Men's Shelter and CYFN
Women's Shelter)**

General of Canada. The report stated that Yukon Housing Corporation and the Department of Health and Social Services needed to work together to support vulnerable Yukoners. This is one way we are making that happen.

- In a time of acute housing need, these shelters will respond to the challenges presented by the substance use health emergency and both chronic and episodic homelessness. These initiatives also will help us to complete the actions identified in Yukon's MMIWG2S+ strategy and the Safe at Home Plan to end and prevent homelessness.

Context—this may be an issue because:

- Canada Mortgage and Housing Corporation (CMHC) announced capital and O&M funding for two shelters in the NWT as well as for the Council of Yukon First Nations' application for this shelter in Whitehorse.

Background:**Tr'ondëk Hwëch'in First Nation - JëJë Zho - Dawson City Men's Shelter**

- Yukon Housing Corporation is supporting this project with \$900,000 through the Housing Initiatives Fund. The Department of Health and Social Services is providing \$125,000 for annual operating costs.
- Received \$491,290 under Reaching Home 2022-2024.
- The building is scheduled for completion in the Spring of 2023.

Session Briefing Note

Yukon Housing Corporation

**Yukon Shelters (Dawson City
Men's Shelter and CYFN
Women's Shelter)**

- The Housing Initiative Fund provides funding for new capital projects to support housing needs at all levels of the housing spectrum. Units funded under the Housing Initiatives Fund are designated as affordable housing for 20 years.
- The Jëlë Zho - Dawson City Men's Shelter project represents our continued commitment to collaborating with Yukon First Nations to promote, protect and enhance the well-being of Yukoners.
- The combination of the current substance-use health emergency and the COVID-19 pandemic have placed additional pressures on the local support network, demonstrating increasing need for affordable and supportive housing to help vulnerable Yukoners.

Council of Yukon First Nations (CYFN) project

- CYFN was successful in its proposal to CMHC, and work is underway to prepare for the construction of the facility in spring 2023.
- The shelter will be designed for Indigenous women with a variety of family sizes and children of all ages and genders who are victims of violence. The 15-unit facility will provide a total of 32 beds (five low barrier beds and 27 high barrier beds) that can be configured to accommodate variations in demand and family size.
- This safe and secure shelter will offer an environment that celebrates Yukon First Nations culture and promote women's self-determination.
- The building will meet CMHC sustainability targets and will be designed to support parenting.
- Council of Yukon First Nations (CYFN), Ta'an Kwäch'än Council and Kwanlin Dün First Nation are project leads. Yukon Housing Corporation, Health and Social Services, Community Services, and Energy Mines and Resources are working together to support CYFN's project.

Session Briefing Note

Yukon Shelters (Dawson City Men's Shelter and CYFN Women's Shelter)

Yukon Housing Corporation

- The Government of Yukon and CYFN are working together to finalize the land transfer agreement.
- CYFN published a news release on August 23, 2022 to announce the completion of the land transfer and related community notification to immediate neighbours.

Funding opportunity

- CMHC is providing \$13.1 million in capital funding from the National Co-Investment Fund to build two shelters in the north.
- The priority is for Indigenous groups and governments submitting collaborative projects.
- This is in line with priorities identified in the Canada-Yukon Bilateral Agreement to appropriately advance housing solutions across the housing continuum based on identified community needs. (See TAB #29)
- Funding programs for capital developments seldom provide for ongoing operations and maintenance funding but in this case Indigenous Services Canada is providing approximately \$1 million in long-term annual operating funding for the facility.

Approved by:



Justin Ferbey
President, Yukon Housing Corporation

January 31, 2023

Date approved

Session Briefing Note**Housing Issues**Yukon Housing Corporation

Recommended response:

- As we are aware, homelessness has far-reaching consequences that impact Yukoners. The substance use health emergency and the COVID-19 pandemic have only intensified these issues.
- Meanwhile, rental options are too few and often too expensive. Vacancy rates in the rental market have dropped to 0.8% - the lowest in years –a reality that influences the Yukon Housing waitlist.
- Down payment costs remain out of reach for many Yukoners, and homeownership may be less affordable as interest rates rise.
- Across government, we are working with stakeholders to develop new land parcels, increase housing stock, and rapidly increase housing supply while also responding to the findings of the 2022 Office of the Auditor General Report on Housing.

Additional response:

- We continue to enhance our Community Housing stock to support a full housing continuum - 47 new affordable units at 401 Jeckell, 10 units of affordable and supportive housing for seniors through Normandy Living and three new triplexes in Watson Lake, Mayo and Whitehorse demonstrate how we are responding to the 2022 Office of the Auditor General of Canada recommendations on housing.
- Partnership with Da Daghay Development Corporation for the construction of 98 new units is one of numerous housing examples that further support vulnerable Yukoners.
- Through our new approach to housing YG employees in communities, we aim to decrease the housing cost disparities in communities, further incentivize private sector investment in housing, and prioritize

Session Briefing Note**Housing Issues****Yukon Housing Corporation**

allocations of the government's existing staff housing units to meet critical needs for community well-being.

- Finally, as part of the response to the 2022 Office of the Auditor General of Canada recommendations on housing, we have expanded capital incentive programs to include land development for residential housing, while also enhancing our Community Housing stock.
-

Context—this may be an issue because:

- Since COVID-19, Yukoners have faced additional housing challenges including increased housing prices and low vacancy rates.
 - The recently declared substance use health emergency in the Yukon and closure of Chilkoot Trail Inn have added strain on the housing crisis.
-

Background:**Recent interest rate hikes**

- The Bank of Canada raised interest rates for an eighth time in January, bringing the Bank rate to 4.50%. At the start of 2022, that rate was 0.25 %. Rising debt costs will make it more challenging for homeowners to qualify for a mortgage and will increase monthly debt costs for existing homeowners and developers.

Housing Action Plan and Safe at Home Plan

- The 10-year Housing Action Plan (HAP) for Yukon was launched in 2015 and provides guidance on housing priorities for the territory.
 - A Housing Action Plan Implementation Committee (HAP – IC) made up of key housing stakeholders and partners from across the territory oversees its implementation.
 - The Safe at Home community-based Action Plan to End and Prevent Homelessness (Safe at Home) was launched in November 2017.
 - The Safe at Home plan was developed by the Government of Yukon, the City of Whitehorse, Kwanlin Dün First Nation, the Ta'an Kwäch'än Council, and a number of local NGOs.
-

Session Briefing Note**Housing Issues****Yukon Housing Corporation**

- The Safe at Home Society was awarded \$10 million under the Northern Carve-Out of the National Housing Co-Investment Fund, \$5 million in funding under the federal Rapid Housing Initiative 2.0, and \$1.02 million in funding from YHC's Housing Initiatives Fund - for a supportive housing project.

Land Development

- The Government of Yukon continues to support new land development to increase the supply of land available for housing development. This includes:
 - Government-led land initiatives in Whistle bend, as well initiatives to sell the 5th and Rogers site (See TAB #34) and old Macaulay Lodge site (See TAB #37);
 - First Nations land development projects – KDFN's Copper Ridge West (See TAB #35) and Range Point projects;
 - Private Sector land development project initiatives – the Tank Farm (See TAB #40).
- Community Services estimates an additional 1,476 new housing lots will come online by 2026, enough to accommodate 2,713 additional housing units.

New Housing Construction and partnerships with the Private Sector

- Yukon Housing Corporation offers several loans and grants programs (See TAB #4) to incentivize new housing construction – namely, the *Housing Initiative Fund* (See TAB #63), the *Developer Build Loan* (See TAB #59), and the *Municipal Matching Rental Construction Program* (MMRCP).
- These territorial-based programs complement new housing construction incentive programs under the National Housing Strategy, including the *National Housing Co-investment Fund* and the *Rapid Housing Initiative*.
- Finally, we provide subsidies to households living in private market housing through the *Canada Yukon Housing Benefit* (See TAB #57) and the *Rent Supplement* program.

Community Housing and the Most Vulnerable

- Yukon Housing Corporation and its partners continue to implement the new Community Housing Program, which aims to improve better client outcomes and fiscal resiliency (See TAB #58)
- Currently, YHC offers over 700 units through the Community Housing program in which eligible Yukoners pay 25% of their income for rent (rent-geared-to-income), we provide

Session Briefing Note**Housing Issues****Yukon Housing Corporation**

support to more than 80 households through our rent supplement program and more than 130 Yukoners through the Canada Yukon Housing Benefit.

- Starting in early 2023, YHC is introducing a mixed-income and mixed-use tenant's allocation policy to its Whitehorse buildings while providing tenants with appropriate partner supports to help them maintain housing.
- Work continues with the Safe at Home Society with the intent of allocating a percentage of units to individuals on the By-Name List.
- YHC is working to implement the Aging in Place Action Plan, which includes broadening programming to include Senior Supportive Housing Program as an option for seniors who require additional supports.
- YHC will be operating and maintaining a new 10-plex in Old Crow (See TAB #23);
- Finally, YHC and housing providers have recently completed or are currently making significant capital investments to expand the community housing stock, including:
 - The 401 Jeckell – 47-unit building (See TAB #19);
 - Three new triplexes in Mayo, Watson and Whitehorse (See TAB #21);
 - A new Housing First building in Watson Lake (See TAB #25); and
 - Duplexes in Carmacks, Dawson, Mayo, and Faro (See TAB #20).

Major investments in housing include:

- The Canada Yukon Housing Benefit, an eight-year rent subsidy program to support low to moderate income Yukoners renting private market rental housing (See TAB #57).
- Normandy Living was supported with approximately \$34.5 million from the Government of Canada through the Canada Mortgage and Housing Corporation, \$4.5 million from the Government of Yukon through the Yukon Housing Corporation, private investments of more than \$1.8 million, and \$500,000 in development incentives from the City of Whitehorse. (See TAB #38)
- \$21M for the design and construction of the 4th and Jeckell, a 47-unit mixed-income housing development in Whitehorse (See TAB #19).
- \$5.4M for the construction of three triplexes in Mayo, Watson Lake, and Whitehorse including \$3M of federal funding under the Rapid Housing Initiative - contributing nine units of housing options. (See TAB #21)
- \$400K in 2021-2022 for the design of the Watson Lake Housing First project which will be tendered in February 2023 (See TAB #25).

Session Briefing Note

Spring 2023

Housing Issues

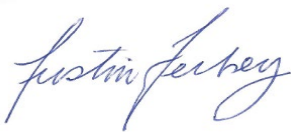
Yukon Housing Corporation

- Design work to support the housing needs in the communities of Teslin, Carcross and Dawson in 2022-2023.
- \$5.7M annually under the Housing Initiatives Fund (See TAB #63).
- \$6.9M for First Nation Energy Efficiency Program and \$8.4M for Community Housing retrofits under the Low Carbon Economy Fund (LCEF) provided on a 75% (Canada) - 25% (First Nations) cost-matching ratio between 2019 and 2024. (See TAB #60 & #61)
- \$4.1M for the construction of a Housing First residence for vulnerable individuals (5th and Wood St.) in Whitehorse.
- Continued commitment by Government of Yukon toward the Municipal Matching Rental Construction program for new rental units.

Affordable rental housing incentives (in partnership with the private market):

- Since its inception in 2019, the Housing Initiatives Fund (HIF) intakes have brought on line 361 units and 159 are under construction. (See Tab #63).
 - The sixth intake of the Housing Initiative Fund was launched in November 2022. The deadline to submit the application was February 3, 2023.
- The Municipal Matching Rental Construction Grant has supported the construction of over 126 new rental homes throughout the Yukon, ten of which are in progress.
- Since 2020, our homeownership loan program that focuses on providing financial support for the purchase and construction of building projects in rural Yukon, has helped 21 Yukoners to buy or build their first homes. 14 of these projects are completed.

Approved by:



Justin Ferbey
President, Yukon Housing Corporation

January 31, 2023

Date approved

Session Briefing Note

Our Clean Future Annual Report

Environment
Energy, Mines and Resources

Recommended response:

- We continue to make significant progress in the implementation of *Our Clean Future*.
- In September 2022, we released our second annual report. It outlines the progress we made in taking action on climate change in 2021.
 - Notably, in 2021, the Yukon Climate Risk Assessment was released and we saw a 12% decrease in our emissions when compared to 2020.
- Through this report we introduced five new actions and revised 13 existing actions to better meet our goals.
- *Our Clean Future* is an adaptive strategy, which means that we assess and adjust the actions we are taking year-over-year to stay on track to meet our long-term goals.
- We will continue to track and report our progress annually.

Additional response:

- Over the past year, we have advanced several key actions, such as:
 - Legislated greenhouse gas emissions reduction targets and associated reporting through the *Clean Energy Act*;
 - Received and analyzed the recommendations from the Yukon Climate Leadership Council ([Ref ENV #24 / EMR #34](#));
 - Established a standard method for determining the health of wetland ecosystems, and tracking baseline conditions to understand future changes;
 - Established a geohazard mapping program to understand risks to the Yukon's transportation corridors; and,
 - Enacted the single-use paper bag ban on January 1, 2023.

Session Briefing Note

Our Clean Future Annual Report

Environment
Energy, Mines and Resources

Third response:

- Although we have made progress on many of our commitments, there is still significant work required to meet our 45 per cent greenhouse gas emissions target reduction by 2030.
- We will continue to build on *Our Clean Future* as we learn more about climate change and introduce more actions. This will be reflected in future annual reports.
- We will also continue to work with experts, stakeholders and partner governments across the territory and beyond, to identify opportunities for new actions and to accelerate and intensify existing actions to reach our ambitious target.

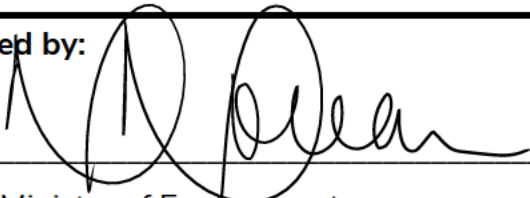
Context — this may be an issue because:

- Climate change is of high interest to Yukoners; they will want to know the government's progress in delivering on *Our Clean Future* commitments.

Background:

- *Our Clean Future* was released in September 2020 and is a 10-year strategy.
- *Our Clean Future* contains 136 actions to reduce greenhouse gas emissions by 2030 and supports the Yukon to be highly resilient to the impacts of climate change.


Approved by:



Deputy Minister of Environment

2023-02-01

Date approved



Deputy Minister of Energy, Mines and Resources

Feb. 1, 2023

Date approved

Joint Corporate Note Inflation and affordability

Finance
Executive Council Office

Recommended:

- All Yukon households are seeing their budgets stretched by elevated levels of inflation, with lower-income households often feeling the effects more than others.
- The government continues to assess how inflation is impacting Yukoners and several measures included in the 2023-24 Budget will help make life more affordable for Yukoners.
- In 2023–24, the government is extending the Inflation Relief Rebate Program, which provides a \$50 per month rebate on ATCO Electric and Yukon Energy utility bills for the April and May billing periods, along with an additional three months later in the year.
- Other measures in the 2023-24 Budget to help make life more affordable to Yukoners include funding for food in Yukon schools, the timber harvesting incentive to boost fuelwood supply, a quarterly top-up of \$150 to eligible recipients of the Yukon Senior Income Supplement, and a \$100 monthly increase to eligible Social Assistance recipients.

Additional response:

- This government already established a strong record of making life more affordable for Yukoners with almost \$10 million-worth of inflation relief made available in last year's budget.

Joint Corporate Note Inflation and affordability

Finance
Executive Council Office

-
- This included more funding for Food Network Yukon, a 10 per cent top up to the Pioneer Utility Grant and rebates on the purchase of firewood.
 - Yukoners are also receiving inflation relief from the federal government. This includes the accelerated Canada Workers' Benefit, the elimination of interest on student loans, a doubling of the GST tax credit, dental care and the Canada Housing Benefit for renters.

Context—this may be an issue because:

- Inflation has increased to decade highs in many countries, including Canada, which is experiencing the highest inflation in almost 40 years.
- Energy prices have been a significant driver and these prices are more obvious to consumers.
- Housing affordability has been a concern in the Yukon for several years.
- [March's rate of inflation in Yukon was the highest in Canada at 5.5 per cent vs 4.3 per cent nationally according to the Whitehorse Consumer Price Index.](#)

Background:

Key government initiatives addressing affordability in Yukon

Highlight of affordability spending in Budget 2023-24

- \$5.3 million to extend the Inflation Relief Rebate. Yukoners will receive a \$50 credit on their power bill in April and May and for an additional three months later in the year.

Joint Corporate Note Inflation and affordability

Finance
Executive Council Office

- \$300,000 for the Timber Harvesting Incentive program.
- \$1.5 million to increase monthly social assistance payments by \$100.
- Over \$800,000 to recipients of the Yukon Seniors Income Supplement.
- \$500,000 for food in schools.

This builds on previous programs to protect the affordability of Yukoners including

- Last year, the Government of Yukon announced almost \$10 million in new inflation relief measures targeted at vulnerable groups.
- The inflation relief rebate covered seven months at a total cost to Government of \$7.6 million. The inflation relief rebate automatically applied a \$50 credit to all residential and commercial ATCO Electric Yukon and Yukon Energy electricity bills.
- Yukoners on social assistance received a one-time payment of \$150.
- Seniors were supported by a 10 per cent top up in the Pioneer Utility grant and a one-time payment of \$150 to recipients of the Yukon Seniors Income Supplement.
- Yukoners who heat their homes with wood are eligible for a \$50 rebate per cord of fuel wood, this program is retroactive to April 1, 2022. Yukon also introduced the Timber Harvesting Incentive that gives commercial timber harvesters \$10 per cubic metre.
- The pilot program giving an extra \$500 per month to Extended Family Caregiver agreement caregivers and foster caregivers was extended to the end of the fiscal year.
- In June 2022, the Yukon government extended the Tourism Accommodation Sector Supplement and Tourism Non-Accommodation Sector Supplement programs, administered through Economic Development.

Yukoners are also supported by Federal Government affordability programs

Joint Corporate Note Inflation and affordability

Finance
Executive Council Office

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- Accelerated Canada Workers Benefit payments and new minimum entitlement starting in July 2023 (\$4 billion over six years, starting in 2022-23).
 - Making all Canada Student Loans and Canada Apprentice Loans permanently interest-free, starting in April 2023 (\$2.7 billion over five years and \$556.3 million ongoing).
 - **GST Tax Credit:** The GST tax credit will be doubled for six months in current benefit year. Additional payment will be provided in one lump-sum, before the end of the benefit year. Targeted to individuals and families with low incomes (below \$39,826, and gradually phased out above that level). Single Canadians without children would receive up to an extra \$234 and couples with two children would receive up to an extra \$467 this year. Seniors would receive an extra \$225 on average.

Inflation outlook

- The inflation rate in Whitehorse was 5.5 per cent in March, down from 7.0 in February, but 1.2 percentage points higher than the national inflation rate of 4.3 per cent. Whitehorse's inflation rate was the highest in Canada for fourth consecutive month.
- This ranking is a reversal from earlier in 2022 when Whitehorse had the lowest inflation in Canada. For 2022 as a whole, the relatively lower inflation at the beginning of the year and higher inflation at the end of the year cancelled out, and so, the annual inflation rate in Whitehorse was the same as the national rate: 6.8 per cent.
- It is natural that relatively lower inflation in Whitehorse is eventually followed by relatively higher inflation as prices in Whitehorse follow the national trend over the long term.

Joint Corporate Note Inflation and affordability

Finance
Executive Council Office

- The Bank of Canada has started to take a more aggressive approach to battling inflation by raising interest rates 4.25 percentage points since March 2022. The Bank's increase of 0.25 percentage point on January 25 brought the overnight rate to 4.5 per cent, the highest rate since early 2008. [This rate was maintained at the April rate announcement.](#)
- The housing market in the Yukon has stayed resilient the face of higher interest rates that have cooled markets in most other parts of Canada. Yukon was the only Canadian jurisdiction that saw residential sales in 2022 increase over 2021
- It wasn't until the fourth quarter until signs of cooling showed in the Yukon data, with average sales prices falling across all housing type. Compared with the end of 2021, prices were down by 1.2 per cent for single-detached, 3.9 per cent for duplexes, 11.4 per cent for condos, and 1.6 per cent for mobile homes.
- Most forecasters expect inflation in Canada will move towards historic norms over the next couple of years as supply chain problems subside and the effect of higher interest rates move through the economy. Canadian inflation is expected to decline from near 7 per cent in 2022, to between 3.5-4.0 per cent in 2023. Inflation in 2024 is expected to return to the midpoint of the Bank of Canada's target range of 1-3 per cent.
- Inflation in Whitehorse follows the national trend and therefore expected to fall to 3.8 per cent in 2023 and to 2.5 per cent in 2024.

INFLATION RELIEF ACROSS GOVERNMENT

Tourism and Culture:

COVID-19 Business Relief Programs

- In response to the COVID-19 pandemic, the Government of Yukon acted quickly and decisively by implementing one of the most robust business relief programs in the country, beginning with the Yukon Business Relief Program (YBRP) in

Joint Corporate Note Inflation and affordability

Finance
Executive Council Office

2020, which was open to any business from any sector that experienced at least a 30% revenue loss due to the pandemic.

- In that same year, Tourism and Culture (T&C) also launched the Tourism Relief and Recovery Plan (TRRP), which was reviewed and endorsed by the Yukon Tourism Advisory Board (YTAB) and industry.
- The TRRP committed \$15 million over three years to support the tourism sector and was focused on four key themes:
 - Providing tourism sector leadership;
 - Rebuilding confidence and capabilities for tourism;
 - Supporting the recovery of tourism industry operators; and
 - Refining the brand and inspiring travelers to visit.
- Through the TRRP, various financial support programs were rolled out during the course of the pandemic to sustain the tourism industry and prepare it for the eventual reopening of borders, including:
 - Tourism Accommodation Sector Supplement (TASS);
 - Tourism Non-Accommodation Sector Supplement (TNASS);
 - Culture and Tourism Non-profit Sector Supplement;
 - Great Yukon Summer (GYS) program;
 - Great Yukon Summer Freeze program;
 - ELEVATE program; and
 - A top-up to the Tourism Cooperative Marketing Fund (TCMF).

Community Tourism Destination Development Fund

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- In October 2022, the Department of Tourism and Culture announced the creation of the new Community Tourism Destination Development Fund, which is slated to run for an initial three-year term.
- The new annual funding program is available to local businesses, First Nations governments, First Nation Development entities, municipalities and not-for-profit organizations for projects that will improve tourism-related services and infrastructure.
- Projects can focus on infrastructure like accommodations, attractions, activities and amenities, and special consideration will be given to umbrella projects, where multiple organizations are working together.

Creative and Cultural Industries

- In November 2021, the Department of Tourism and Culture released *Creative Potential; Advancing the Yukon's Creative and Cultural Industries*, a 10-year strategy to support the growth and development of the creative and cultural industries in the Yukon.
- The CCIS identifies 4 strategic objectives and 22 key actions, which reflect input gathered through extensive public and sector engagement.
- We have identified 10 actions in support of pandemic recovery to be completed over three years as Phase 1 implementation, which includes:
 - Modernizing existing funding;
 - Offering new funding streams;
 - Industry branding and promotion;
 - Marketing and export strategies;
 - Workshops; and

Joint Corporate Note Inflation and affordability

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Executive Council Office

- Labour market supports.

In 2023-24, three new funding programs will provide \$450,000 annually to the creative and cultural sectors, including:

- Express Micro-grant;
- Indigenous Artists and Cultural Carriers Micro-grant; and
- Creative and Cultural Career Advancement Fund.

Additional Funding Programs

- Tourism and Culture also provides annual supports to the tourism and culture sectors through Transfer Payment Agreements (TPAs) with many NGOs across the Yukon and through a number of regular funding programs, including:
 - Advanced Artist Award;
 - Arts Fund;
 - Arts Operating Funds;
 - Cultural Industries Training Funds;
 - Culture Quest;
 - New Canadian Events Fund;
 - Touring Artist Fund;
 - Historic Properties Assistance Program;
 - Historic Resources Fund;
 - Museums Contribution Program;
 - Special Projects Capital Assistance Program (SPCAP); and

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- Tourism Cooperative Marketing Fund;

Yukon Development Corporation:

Inflation Relief Rebate

- The Inflation Relief Rebate provides \$50 per month to all non-government residential and commercial electricity customers to help ease the impacts of rising inflation.
- The IRR initially covered June, July, and August 2022, and was extended to cover October, November, and December 2022. The budgets for these were included in 2022-23 Supplementary Estimates.
- The IRR was subsequently extended for March, April, and May 2023. The budget in 2023-24 is comprised of:
 - \$2,056,000 for program costs in April and May 2023 (costs for March 2023 are included in the 2022-23 Supplementary Estimates #2).
 - \$3,246,000 for a further three additional months. We will continue to monitor inflation and costs of living, and we anticipate this will show on electricity bills next winter when electricity bills are typically higher.

Economic Development:

- Economic Development is in the process of developing a temporary paid sick leave program. Program criteria, including eligibility and duration, are currently being developed.

Energy, Mines and Resources:

Energy retrofits and funding to improve efficiency and offset costs

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- Our energy programs are successfully encouraging Yukon residents and local businesses to reduce their energy use, save money and choose low carbon options to live and move.
- Energy efficiency programs are available for the transportation sector, renewable heating sector, and the construction sector focusing on high efficiency buildings.
- For existing homes, the Energy Branch offers the Good Energy rebate program for high performance heating systems and upgrades to thermal enclosures including insulation and windows and high performance new homes. Taking these measures will save homeowners money on their energy costs.
- For commercial and institutional buildings, the Energy Branch offers rebates for greenhouse gas-reducing retrofits and renewable heating.
- For First Nation and municipal buildings, the Energy Branch offers retrofit and funding support through its Community Institutional Energy Efficiency Program.
- There are two current incentives for wood, one for harvesters and one to offset fuelwood costs:
 - In October 2022 we launched the timber harvesting incentive to provide registered Yukon timber harvesting businesses an incentive of \$10 per cubic metre of timber harvested or sold between April 1, 2022 and March 31, 2023. We have paid out \$163,000 to industry so far.
 - In September 2022, we launched a new firewood rebate to offset the increased costs of firewood for home heating. The rebate provides \$50 for each cord of firewood purchased, up to a maximum of 10 cords. As of February 14, 2023 we processed 586 applications, and paid out approximately \$69,850 in rebates for 1,389 cords of firewood.

Yukon Housing Corporation:

Projects under the Five-Year Capital Plan which support housing affordability and those in need include:

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- The 47-unit housing complex at 401 Jeckell Street in Whitehorse opened in January 2023. The building provides new homes to Yukoners, including 5 three-bedroom, 12 two-bedroom, 16 one-bedroom and 14 bachelor units;
- The Opportunities Yukon 45-unit Cornerstone Development in Whitehorse opened in summer 2022 and is providing supportive living and accessible housing;
- Triplex housing units in Watson Lake, Mayo and Whitehorse were completed in spring 2022 and are providing affordable homes to families in each of these communities;
- In Old Crow, the 10-Plex Mixed-Use Housing complex is under construction with expected completion in summer 2023; and
- The 10-Plex Housing First Project in Watson Lake is included in the Northern Carve-Out. Construction is anticipated to begin in 2023-24.

Other highlights from the plan

- More homes will be created for Yukon families in rural communities through the construction of three duplexes in Dawson City, Mayo, and Carmacks. These homes are on track for completion in summer 2023.
- The demolition of Macaulay Lodge in Whitehorse was completed in October 2022. Planning for the redevelopment of the site to support mixed commercial and residential use is underway.

Health and Social Services:

For 2022-23:

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-
- a one-time \$150 payment to social assistance recipients;
 - a one-time payment of \$150 to Yukon Seniors Income Supplement recipients;
 - a one-time 10 per cent additional payment to Pioneer Utility Grant recipients;
 - a six-month extension of \$500 per month to caregivers of children in out of home care; and
 - Committed \$100,000 to Yukon Anti-Poverty Coalition to continue to support food security across the territory.

For 2023-24:

- a quarterly top-up of \$150 to eligible Yukon Senior Income Supplement recipients; and
- a \$100 monthly increase to eligible Social Assistance recipients.

Public Service Commission: (no change from Fall BN)

Remote work policy in support of employees working in communities

- In fall 2021, the Yukon government introduced a new remote work policy to support employees to continue working remotely in the long term.
- Implementing the new remote work policy is an action in the Our Clean Future strategy, as people are supported to work from home and reduce their emissions by commuting less.
- The new remote work policy also enables employees to work remotely from Yukon communities outside of Whitehorse, in some circumstances.
- The Public Service Commission will strive to support more long-term remote work arrangements throughout the Yukon government where it makes sense, and will track data on long-term arrangements going forward.

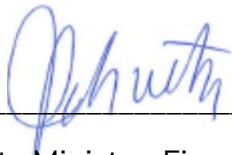
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Joint Corporate Note Inflation and affordability

Finance
Executive Council Office

Approved by:




April 24, 2023

a/Deputy Minister, Finance

Approved

2023 04 21



Deputy Minister, Executive Council Office

Approved

Truth and Reconciliation Commission – Update on Calls to Action

Executive Council
Office

Recommended response:

- Reconciliation is an ongoing process, and the Government of Yukon is continuing our work to respond to the Truth and Reconciliation Commission's Calls to Action.
- We are working collaboratively with First Nations to advance progress in key areas including health and social services, education, justice and heritage, through the Yukon Forum Joint Priority Action Plan.
- We are also working with Yukon First Nations to implement Yukon's *Missing and Murdered Indigenous Women, Girls and 2-Spirit+ People Strategy*, which will further advance reconciliation and address the Calls to Action.

Additional response:

- The Government of Yukon and Yukon First Nations governments are leaders in demonstrating a collaborative approach to reconciliation.
- At the Yukon Forum in November 2022, we discussed the approach to implementing and reporting on the Calls to Action with Yukon First Nations.
- We will continue our collaborative work to implement and report on the Calls to Action, including implementing the *Putting People First* recommendations for health and social services.

Context—this may be an issue because:

- The Yukon government (YG) previously made public its intention to fulfill its commitments to the Truth and Reconciliation Commission's (TRC) Calls to Action.
- The Calls to Action were a topic at the November 29, 2022 Yukon Forum.

Background:

- The TRC report, *Honouring the Truth, Reconciling for the Future*, was released in June 2015. It contains 94 Calls to Action focused on redressing the harms resulting

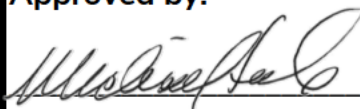
Truth and Reconciliation Commission – Update on Calls to Action

Executive Council
Office

from Residential Schools and creating better relations between the federal, provincial and territorial governments and Indigenous Peoples. Thirty-two of the Calls to Action relate directly to YG.

- YG and Yukon First Nations (YFNs) collaborate on addressing the Calls to Action through the Yukon Forum Joint Priority Action Plan.
- YG has taken steps to address the Calls to Action, including:
 - establishing the position of Assistant Deputy Minister of First Nations Initiatives at the Department of Education, signing an agreement to establish a YFN School Board, and entering into education agreements with all YFNs (speaks to Calls 7 and 10 directed to the Federal government);
 - supporting Indigenous athletes and the North American Indigenous Games (Call 88);
 - implementing the YFN Procurement Policy (relates to Call 92) and the Representative Public Service Plan: *Breaking Trail Together* (relates to Call 7);
 - working with YFNs and Yukon Indigenous women's groups to implement Yukon's *Missing and Murdered Indigenous Women, Girls and 2-Spirit+ People Strategy* (MMIWG2S+ Strategy) (relates to Call 41);
 - participating at the Trilateral Table on the Wellbeing of YFN Children and Families to address gaps for culturally appropriate parenting programs (Call 5); and
 - receiving input from YFNs on Health and Social Services programming through the Mental Health Advisory Committee (relates to Call 19).

Approved by:



Deputy Minister, Executive Council Office

February 6, 2023

Date

Session Briefing Note

Corporate Note – Budget Highlights

TAB 30
FIN TAB# 27
Spring 2023
Finance

Recommended response:

- In 2023-24, the Yukon continues to demonstrate its robust position nationally with population and economic growth among the strongest in the country.
- Budget 2023-24 delivers spending initiatives aimed at making life more affordable for Yukoners while also including several inflation relief measures to help combat the rising cost of goods.
- This budget continues to invest in the Yukon's health and social system and includes investments in new and expanded health services through the implementation of *Putting People First*. This includes addressing the substance-use health emergency and supporting the mental health of Yukoners.
- It delivers on our commitment to support a green economy with investments outlined in *Our Clean Future*.
- There are also strategic investments in infrastructure, particularly in housing for the most vulnerable. Other investments in housing include funds for land development, investments in housing projects in Dawson City, Watson Lake and Teslin, subsidies and supports for renters and funding for various affordable and community housing projects.
- Like in previous budgets, Budget 2023-24 continues to build relationships and further reconciliation with Yukon First Nations.

Session Briefing Note

Corporate Note – Budget Highlights

TAB 30
FIN TAB# 27
Spring 2023
Finance

Additional response:

- The Yukon government is delivering on its commitment to grow a strong and resilient economy while ensuring robust, sustainable fiscal management.
- A surplus of 2.49 per cent of expenditures serves as a prudent fiscal management tool and demonstrates the ability of the government to address unforeseen events without going into a deficit.
- The fiscal summary includes a \$50 million contingency for presently undefined expected expenditures in 2023-24. This will not affect the Yukon's forecast fiscal position and allows the government to remain transparent about potential pressures.

Context—this may be an issue because:

- The 2023-24 Main Estimates will be debated during the March 2023 legislative session.
-

Background:

- The 2023-24 Main Estimates include a surplus of \$48.2 million and year-end debt of \$374.8 million.
- Total revenue is expected to be \$1.58 billion in 2023-24. This is an increase of \$115.2 million or 7.3 per cent from the 2022-23 Main Estimates.
- Forecast O&M expenditures total \$1.45 billion, with O&M recoveries offsetting this amount by \$130.9 million. This is an increase of 2.6 per cent in net O&M expenditures from the 2022-23 Main Estimates.


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Corporate Note – Budget Highlights

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Finance

- Forecast capital expenditures total \$483.8 million with recoveries of \$164.5 million. This is a 9.9 per cent decrease in net capital expenditures from the 2022-23 Main Estimates. This represents a reduction of \$63 million from last year's capital budget. This reduction reflects a sustainable approach to budgeting in the territory following elevated capital spending over the last two years, which helped stimulate Yukon's economy during the pandemic.
- There are 5,332.0 FTEs in the 2023-24 budget, which is a decrease of 89.1 FTEs from 2022-23.

Approved by:



a/Deputy Minister, Department

February 23, 2023

Approved

Session Briefing Note

Corporate Note – Fin/HPW 2022-23 Supplementary Overview

**TAB 31
FIN TAB#28
Spring 2023**

Recommended response:

- Overall, the changes outlined in the Supplementary Estimates #2 show a government that continues to make sure Yukoners and our economy remain healthy as we emerge from the pandemic while also responding to new and emerging challenges.
- Inflation continues to have an impact on Yukoners, as well as an impact on government projects. Several changes included as part of this Supplementary Estimates are in response to higher costs or work progressing faster than planned.
- The capital budget has no overall gross change in this Supplementary Estimates, but this is not because no adjustments were made. Major projects are still getting the resources they need to reach completion, but other projects were decreased to reflect timelines and funds were reallocated accordingly.
- The increase of \$37.5 million for the Department of Highways and Public Works is being offset by deferrals and offsets in other projects.

Session Briefing Note

Corporate Note – Fin/HPW 2022-23 Supplementary Overview

**TAB 31
FIN TAB#28
Spring 2023**

Additional response:

- The largest expenditures are on three important capital projects, accounting for \$53.8 million altogether.
- The first is the replacement of the Nisutlin Bay Bridge. This increase covers higher costs and an accelerated schedule. The additional work on this project results in an increase of \$35.8 million as part of this Supplementary Estimate.
- We also provided additional funding for building the Carmacks Bypass, which is part of the Yukon Resource Gateway Program. Work in this area makes up \$11.8 million of the Capital increase.
- The third project is the construction of the Dempster Fibre Line, which will open a second fibre optic link instead of relying just on one, and so give Yukoners more reliable access to the internet as well as necessary redundancy. This project includes a proposed increase of \$5.7 million.

Session Briefing Note

Corporate Note – Fin/HPW 2022-23 Supplementary Overview

**TAB 31
FIN TAB#28
Spring 2023**

- These increases are offset by decreases in capital. The most significant reductions can be seen in the Yukon Housing Corporation. This is largely the result of revised timelines for various projects and initiatives as well as lower uptake in application-based programs, but also accounts for the housing and building cycle as Normandy Living, Cornerstone and the 47-unit 4th and Jeckell facility are all ready and taking in clients and we are now shifting towards building new relationships for potential future projects.

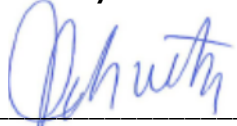
Context—this may be an issue because:

- The 2022-23 Supplementary Estimates #2 is tabled in the spring session and will be the subject of debate.

Background:

- Opposition may request an explanation for the changes included as part of the Supplementary Estimates #2.


Approved by:



a/Deputy Minister, Finance

March 02, 2023

Approved



Deputy Minister, HPW

March 02, 2023

Approved

Session Briefing Note

Spring 2023

Financial Summary

Women and Gender
Equity Directorate

Changes to the 2023-24 Budget:

- There is an overall increase of \$117,000 from the 2022-23 Mains with key budget changes as follows:
 - An increase of \$50,000 in personnel
 - An increase of \$67,000 to support the Yukon MMIWG2S+ Strategy - Accountability Forum – Addition of a third day
 - An increase of \$20,000 to support the Yukon MMIWG2S+ Strategy - ongoing discussions with partners and contributors
 - An increase of \$5,000 for the Yukon Advisor Council on MMIWG2S+
 - A decrease of \$50,000 in operation funding to Queer Yukon as per funding agreement
 - An increase of \$25,000 to Yukon Aboriginal Women's Council – Sally & Sisters/Soeurs program to maintain existing funding levels
- Internal transfer of \$100,000 to coordinate research in support of updating the record, action item 2.7 from Yukon's MMIWG2S+ Strategy.

Context—this may be an issue because:

On February 28, 2023 the Women's Coalition wrote a letter to Minister McLean requesting an increase of funding to eight women's organizations, totaling \$1.3 million, and a request for core funding consideration for Queer Yukon. This letter was tabled in the Legislative Assembly.

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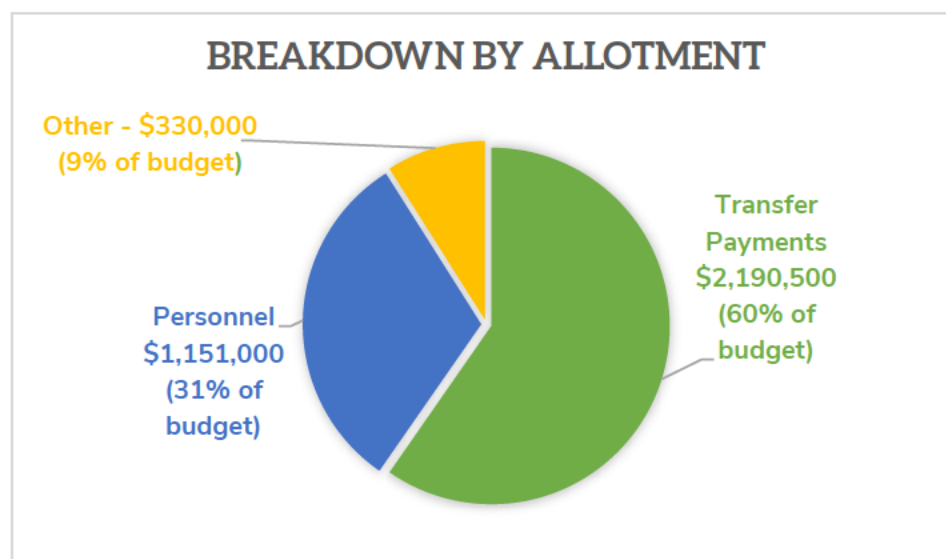
Spring 2023

Financial Summary

Women and Gender
Equity Directorate

Background:

The breakdown by allotment is as follows:



- The 2023-24 budget does not reflect any potential funds from Women and Gender Equality Canada (WAGE) through the National Action Plan to End Gender-Based Violence. Negotiations will begin in the spring of 2023 and any additional funds will be allocated to the WGED budget through a 2023-24 supplementary budget process.
- Up to approximately \$4 million/year for the next 4 years may be available under the Yukon's Implementation Plan for the National Action Plan to End Gender-Based Violence.

Approved by:

Mary Cameron
Deputy Minister, Women and Gender Equity Directorate

March 16, 2023
Date

Session Briefing Note

Funding to Equality Seeking Organizations

TAB 33
Spring 2023
Women and Gender
Equity Directorate

Recommended response:

- We are grateful for the work that all equality-seeking organizations do in Yukon to reduce gender-based violence and build safer communities. The pandemic has certainly shown us both the critical importance of these services, and their ability to be flexible in the face of changing community needs.
- This fiscal year, equality-seeking organizations are receiving a total of \$2,190,500 from the Women and Gender Equity Directorate in operational and project funding.
- A great deal of programming is offered through this funding and it ranges from drop-in meals and peer-support, violence prevention projects, women's advocacy support, legal system navigation, programming for residents of the Whitehorse Affordable Housing Complex, supports for victims of sexualized assault, programming for 2SLGBTQIA+ Yukoners and implementation of Yukon's MMIWG2S+ strategy.
- As we continue to respond and recover from the pandemic, we recognize the increased demands for service and the clear request from NGOs for sustainable and appropriate long-term funding. We are committed to continuing this work with community partners and the Government of Canada, as we negotiate the bilateral funding agreement for the National Action Plan to End Gender-Based Violence.
- We are committed to continuing conversations with equity-seeking organizations about the most effective ways to provide services, address gender-based violence, and advance equity. We know there is a need to maintain multiple entry points to service for marginalized populations.

Session Briefing Note

Funding to Equality Seeking Organizations

TAB 33
Spring 2023
Women and Gender
Equity Directorate

Context—this may be an issue because:

- Indigenous women's organizations and women's organizations have made requests for increases in funding.
 - On April 11, 2021, Indigenous women's organizations publicly called on all parties to commit to long-term funding.
 - On August 6, 2021, women's organizations wrote a letter to Minister McLean requesting an increase of funding in the Women's Equality Fund to \$85,000 per organization.
 - On February 28, 2023 the Women's Coalition wrote a letter to Minister McLean requesting an increase of funding to eight women's organizations, totaling \$1.3 million, and a request for core funding consideration for Queer Yukon.

Background:

In 2023-24, Women and Gender Equity Directorate is providing funding to equality-seeking organizations as follows:

- Women's Equality Fund - \$197,000 per year in ongoing operational funding to four non-Indigenous women's organizations, including:
 - Victoria Faulkner Women's Centre: \$55,000
 - Yukon Status of Women Council: \$49,000
 - Yukon Women in Trades and Technology: \$49,000
 - Les EssentiElles: \$44,000
- Indigenous Women's Equality Fund - \$600,000 in operational and capacity development funding to three Indigenous women's organizations:
 - Liard Aboriginal Women's Society: \$200,000
 - Whitehorse Aboriginal Women's Circle: \$200,000
 - Yukon Aboriginal Women's Council: \$200,000

Session Briefing Note

Funding to Equality Seeking Organizations

TAB 33
Spring 2023
Women and Gender
Equity Directorate

- Programming supported by the Indigenous Women's Equality Fund includes culturally relevant community supports and programs, healing programs, programs for Residential School survivors and those suffering intergenerational effects, Indigenous-centered gender empowerment programs, programs to address addictions and lateral violence, food security programs, and education, research, and advocacy programs.
- Prevention of Violence against Aboriginal Women - \$200,000.
 - Programming provided as part of the Prevention of Violence against Aboriginal Women fund includes projects developed by and for Indigenous women. This funding is available to NGOs, First Nations and women's organizations.
- Women's Community Project funding – \$10,000.
- Women's Advocate – funding of \$100,000 to Victoria Faulkner Women's Centre.
- Women's Legal Advocate - \$93,000 to Skookum Jim Friendship Centre.
- A Safe Place – \$95,000 is budgeted for the A Safe Place program, which is currently undergoing review.
- Sally & Sisters/Soeurs - \$168,000 to Yukon Aboriginal Women's Council.
- Program Coordination/Delivery at the Whitehorse Affordable Family Housing Complex - \$76,500 to the Yukon Anti-Poverty Coalition to enable the delivery of supportive family programming at the Whitehorse Affordable Family Housing Complex.
- Sexualized Assault Support Line - \$60,000 is being provided to an external partner organization to host the Sexualized Assault Support Line.
- Queer Yukon - \$375,000 is being provided in operational funding and an additional \$15,000 to support the Gender Gear program in partnership with Health & Social Services.
 - Programming supported by Queer Yukon includes providing community pride gathering spaces in three Yukon communities, drop-in programming, Gender

Session Briefing Note

Funding to Equality Seeking Organizations

TAB 33
Spring 2023
Women and Gender
Equity Directorate

Gear, health navigation services, peer support programs, education, advocacy and research programs.

- The Women and Gender Equity Directorate is entering into year three of a three-year TPA with Queer Yukon Society in 2023-24. The funding allocations under this TPA are \$515,000 (2021-22), \$440,000 (2022-23) and \$390,000 (2023-24). These amounts include \$15,000 allocated for gender gear.
- More money was allocated in 2021-22 to support the renovations and furnishings to establish the Whitehorse Pride Centre. The reductions between 2022-23 and 2023-24 are related to furnishing, programming, and salaries, specifically:
 - -\$5,000 Furnishings
 - -\$5,000 Programing
 - -\$29,000 Salaries
 - -\$11,000 Administrative Expenses
 - -\$50,000 TOTAL
- \$75,000 reduction from 2021-22 to 2022-23
 - -\$5,000 Community Engagement Honoraria
 - -\$43,000 Furnishings
 - -\$10,000 Programing
 - -\$125,000 Renovations
 - -\$14,000 Rent
 - +\$122,000 Salaries (increase)
- Yukon Aboriginal Women's Council - \$116,000 to coordinate the family involvement in the forum on the Yukon MMIWG2S+ Strategy. This represents an increase in funding to support the addition of a third day to the accountability forum.

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Funding to Equality Seeking Organizations

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Spring 2023
Women and Gender
Equity Directorate

- Yukon Aboriginal Women's Council - \$100,000 to coordinate research in support of updating the record, action item 2.7 from Yukon's MMIWG2S+ Strategy.
- Yukon Advisory Council on Women's Issues - \$18,500 to support the work of the council, and \$28,000 host a forum.

Approved by:

Mary Cameron
Deputy Minister, Women and Gender Equity Directorate

March 9, 2023
Date

WOMEN AND GENDER EQUITY DIRECTORATE

To advance equitable economic, legal, and social outcomes of all genders and sexual orientations and advance the integration of intersectional considerations throughout government

**Budget Briefing Book
2023-24**

WOMEN AND GENDER EQUITY DIRECTORATE

POLICY AND PROGRAM DEVELOPMENT

To advance equitable economic, legal, and social outcomes of all gender and sexual orientations and advance the integration of intersectional considerations throughout government

To promote gender equitable outcomes and inclusion of all sexual orientations:

- by providing policy development and research within government legislation, policy, and programs and by leading the application of gender inclusive diversity analysis;
- through strategic leadership of interdepartmental initiatives to advance equity of all genders and sexual orientations; and
- through the provision of financial and programming support to organizations and community-based initiatives that advance the equity of all genders and sexual orientations.

PROGRAM SUMMARY (\$000s)	2023-24 ESTIMATE	2022-23 FORECAST	2022-23 ESTIMATE	2021-22 ACTUAL
Amounts included in the Appropriation				
Operation and Maintenance (Vote 11-1)				
Policy and Program Development	3,672	3,555	3,555	3,112
Total Operation and Maintenance (Vote 11-1)	3,672	3,555	3,555	3,112
Capital (Vote 11-2)				
Policy and Program Development	0	0	0	0
Total Capital (Vote 11-2)	0	0	0	0
Total included in the Appropriation	3,672	3,555	3,555	3,112
Summary of Appropriation by Allotment				
Personnel	1,151	1,101	1,101	947
Other	330	379	379	122
Government Transfers	2,191	2,075	2,075	2,043
Total included in the Appropriation	3,672	3,555	3,555	3,112

WGED - Policy and Program Development	\$3,672,000
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FUNDING DISTRIBUTION AND DESCRIPTION

The Estimate for 2023-24 for WGED is \$3,672,000 and consists of:

\$ 1,151,000 Personnel	9.2 FTEs: 7.2 Indeterminate, 2.0 Term 1.0 Director, 1.0 Manager, Finance & Admin, 1.6 Policy Analysts, 1.0 Senior Advisor on Indigenous Women's Equity, 1.0 Senior Communications Analyst, 1.0 Finance/Admin. Asst., .6 - Dept'l Records Officer/Admin. Asst., 1.0 Term Senior Advisor on MMIWG, National Inquiry, 1.0 Term Project Coordinator (LGBTQ2S+ Strategy)
\$ 330,000 Other	This includes in and out-of-territory travel, honoraria, contracts, repairs and maintenance, entertainment, rental expense, office supplies, advertising, program materials, communications, training, computer workstations, and printing
\$ 2,190,500 Government Transfers	
\$ 100,000	Victoria Faulkner Women's Centre - Women's Advocate
\$ 95,000	Victoria Faulkner Women's Centre - A Safe Place
\$ 93,000	Skookum Jim Friendship Centre - Women's Legal Advocate
\$ 76,500	Yukon Anti-Poverty Coalition - Whitehorse Affordable Family Housing Program Delivery/Coordination
\$ 600,000	Indigenous Women's Equality Fund
\$ 197,000	Women's Equality Fund
\$ 200,000	Prevention of Violence against Aboriginal Women Fund
\$ 10,000	Women's Community Projects
\$ 375,000	Queer Yukon Society
\$ 60,000	Yukon Women's Transition Home Society - Sexualized Assault Support Line
\$ 116,000	Yukon Aboriginal Women's Council - MMIWG2S+ Strategy Accountability Forum - Family Involvement
\$ 168,000	Yukon Aboriginal Women's Council - Sally & Sisters/Soeurs
\$ 100,000	Yukon Aboriginal Women's Council - Update the Record

KEY BUDGET CHANGES FROM 2022-23
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There is an **overall increase of \$117,000** from the 2022-23 Mains with key budget changes as follows:

An **increase of \$50,000** in personnel

An **increase of \$67,000** to support the Yukon MMIWG2S+ Strategy for the Accountability Forum

An **increase of \$20,000** to support the Yukon MMIWG2S+ Strategy - ongoing discussions with partners and contributors

An **increase of \$5,000** to support the Yukon Advisory Council on MMIWG2S+

A **decrease of \$50,000** to Queer Yukon as per the funding agreement

An **increase of \$25,000** to Yukon Aboriginal Women's Council - Sally & Sisters/Soeurs program to maintain existing funding levels

WOMEN AND GENDER EQUITY DIRECTORATE

POLICY AND PROGRAM DEVELOPMENT

To promote gender equitable outcomes and inclusion of all sexual orientations:

- by providing policy development and research within government legislation, policy, and programs and by leading the application of gender inclusive diversity analysis;
- through strategic leadership of interdepartmental initiatives to advance equity of all genders and sexual orientations; and
- through the provision of financial and programming support to organizations and community-based initiatives that advance the equity of all genders and sexual orientations.

Summary of O&M Appropriation by Activity

PROGRAM SUMMARY (\$000s)	2023-24 ESTIMATE	2022-23 FORECAST	2022-23 ESTIMATE	2021-22 ACTUAL
Amounts included in the Appropriation				
Operation and Maintenance (Vote 11-1)				
Summary of Appropriation by Activity				
Program Delivery	3,171	3,005	3,005	2,802
Public Education	232	232	232	233
Policy, Research, and Development	269	318	318	77
Total included in the Appropriation	3,672	3,555	3,555	3,112
Summary of Appropriation by Allotment				
Personnel	1,151	1,101	1,101	947
Other	330	379	379	122
Government Transfers	2,191	2,075	2,075	2,043
Total included in the Appropriation	3,672	3,555	3,555	3,112

Women and Gender Equity Directorate - Program Delivery**\$3,170,500****FUNDING DISTRIBUTION AND DESCRIPTION**

\$ 1,151,000	Personnel	7.2 Indeterminate, 2.0 Term 1.0 Director, 1.0 Manager, Finance & Admin, 1.6 Policy Analysts, 1.0 Senior Advisor on Indigenous Women's Equity, 1.0 Senior Communications Analyst, 1.0 Finance/Admin. Asst., .6 - Dept'l Records Officer/Admin. Asst., 1.0 Term Senior Advisor on MMIWG, National Inquiry, 1.0 Term Project Coordinator (LGBTQ2S+ Strategy)
\$ 39,000	Other	This includes in and out-of-territory travel, entertainment, repairs and maintenance, rental expense, office supplies, communications, training, and computer workstations
\$ 1,980,500	Government Transfers	
	\$ 100,000	Victoria Faulkner Women's Centre - Women's Advocate
	\$ 95,000	Victoria Faulkner Women's Centre - A Safe Place
	\$ 93,000	Skookum Jim Friendship Centre - Women's Legal Advocate
	\$ 76,500	Yukon Anti-Poverty Coalition - Whitehorse Affordable Family Housing Program Delivery/Coordination
	\$ 600,000	Indigenous Women's Equality Fund
	\$ 197,000	Women's Equality Fund
	\$ 375,000	Queer Yukon Society
	\$ 60,000	Yukon Women's Transition Home Society - Sexualized Assault Support Line
	\$ 116,000	Yukon Aboriginal Women's Council - MMIWG2S+ Strategy Accountability Forum - Family Involvement
	\$ 168,000	Yukon Aboriginal Women's Council - Sally & Sisters/Soeurs
	\$ 100,000	Yukon Aboriginal Women's Council - Update the Record

0

There is an **overall increase of \$166,000** with key changes as follows:

An **increase of \$50,000** in personnel

A **decrease of \$50,000** for Queer Yukon Society as per the funding agreement

An **increase of \$41,000** to Yukon Aboriginal Women's Council - the Yukon MMIWG2S+ Strategy - Accountability Forum: Family Involvement

An **increase of \$25,000** for Yukon Aboriginal Women's Council - Sally & Sisters/Soeurs program to maintain existing funding levels

An **internal transfer of \$100,000** from Policy, Research, and Development: Yukon Aboriginal Women's Council - Update the Record Project

WOMEN AND GENDER EQUITY DIRECTORATE

POLICY AND PROGRAM DEVELOPMENT

To promote gender equitable outcomes and inclusion of all sexual orientations:

- by providing policy development and research within government legislation, policy, and programs and by leading the application of gender inclusive diversity analysis;
- through strategic leadership of interdepartmental initiatives to advance equity of all genders and sexual orientations; and
- through the provision of financial and programming support to organizations and community-initiatives that advance the equity of all genders and sexual orientations.

Summary of O&M Appropriation by Activity

PROGRAM SUMMARY (\$000s)	2023-24 ESTIMATE	Comparable		
		2022-23 FORECAST	2022-23 ESTIMATE	2021-22 ACTUAL

Amounts included in the Appropriation

Operation and Maintenance (Vote 11-1)

Summary of Appropriation by Activity

Program Delivery	3,171	3,005	3,005	2,802
Public Education	232	232	232	233
Policy, Research, and Development	269	318	318	77

Total included in the Appropriation

3,672	3,555	3,555	3,112
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Summary of Appropriation by Allotment

Personnel	1,151	1,101	1,101	947
Other	330	379	379	122
Government Transfers	2,191	2,075	2,075	2,043

Total included in the Appropriation

3,672	3,555	3,555	3,112
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Women and Gender Equity Directorate - Public Education	\$232,000
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FUNDING DISTRIBUTION AND DESCRIPTION

Other	\$ 22,000	This includes contracts, advertising, program materials, and printing
Government Transfers	\$ 210,000	\$200,000 - Prevention of Violence against Aboriginal Women Fund \$10,000 - Women's Community Projects Fund

0

No key budget changes

WOMEN AND GENDER EQUITY DIRECTORATE

POLICY AND PROGRAM DEVELOPMENT

To promote gender equitable outcomes and inclusion of all sexual orientations:

- by providing policy development and research within government legislation, policy, and programs and by leading the application of gender inclusive diversity analysis;
- through strategic leadership of interdepartmental initiatives to advance equity of all genders and sexual orientations; and
- through the provision of financial and programming support to organizations and community-based initiatives that advance the equity of all genders and sexual orientations.

Summary of O&M Appropriation by Activity

PROGRAM SUMMARY (\$000s)	2023-24 ESTIMATE	2022-23 FORECAST	2022-23 ESTIMATE	2021-22 ACTUAL
Amounts included in the Appropriation				
Operation and Maintenance (Vote 11-1)				
Summary of Appropriation by Activity				
Program Delivery	3,171	3,005	3,005	2,802
Public Education	232	232	232	233
Policy, Research, and Development	269	318	318	77
Total included in the Appropriation	3,672	3,555	3,555	3,112
Summary of Appropriation by Allotment				
Personnel	1,151	1,101	1,101	947
Other	330	379	379	122
Government Transfers	2,191	2,075	2,075	2,043
Total included in the Appropriation	3,672	3,555	3,555	3,112

Women and Gender Equity Directorate - Policy, Research and Development	\$269,000
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FUNDING DISTRIBUTION AND DESCRIPTION

Other	\$ 269,000	Includes in-territory travel, honoraria, contracts, entertainment, rental expense, program materials, Yukon Advisory Council on Women's Issues (YACWI), and YACWI Forum
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There is an **overall decrease of \$49,000** with key budget changes as follows:

An **internal transfer of \$100,000** to Program Delivery: Yukon Aboriginal Women's Council - Update the Record Project

An **increase of \$26,000** to support the Yukon MMIWG2S+ Strategy - Accountability Forum

An **increase of \$20,000** to support the Yukon MMIWG2S+ Strategy - ongoing discussions with partners and contributors

An **increase of \$5,000** to support the Yukon Advisory Council on MMIWG2S+

WOMEN AND GENDER EQUITY DIRECTORATE

POLICY AND PROGRAM DEVELOPMENT

CAPITAL

To promote gender equitable outcomes and inclusion of all sexual orientations:

- by providing policy development and research within government legislation, policy, and programs and by leading the application of gender inclusive diversity analysis;
- through strategic leadership of interdepartmental initiatives to advance equity of all genders and sexual orientations; and
- through the provision of financial and programming support to organizations and community initiatives that advance the equity of all genders and sexual orientations.

PROGRAM SUMMARY (\$000s)	2023-24 ESTIMATE	2022-23 FORECAST	2022-23 ESTIMATE	2021-22 ACTUAL
Amounts included in the Appropriation				
Operation and Maintenance (Vote 11-1)				
Summary of Appropriation by Activity				
Program Delivery	3,171	3,005	3,005	2,802
Public Education	232	232	232	233
Policy, Research, and Development	269	318	318	77
Total included in the Appropriation	3,672	3,555	3,555	3,112
Capital (Vote 11-2)	0	0	0	0
Total included in the Appropriation	3,672	3,555	3,555	3,112
Summary of Appropriation by Allotment				
Personnel	1,151	1,101	1,101	947
Other	330	379	379	122
Government Transfers	2,191	2,075	2,075	2,043
Total included in the Appropriation	3,672	3,555	3,555	3,112

Women and Gender Equity Directorate - Capital	\$0
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FUNDING DISTRIBUTION AND DESCRIPTION

0

No changes from 2022-23

WOMEN AND GENDER EQUITY DIRECTORATE

REVENUES (\$000s)	2023-24 ESTIMATE	2022-23 FORECAST	2022-23 ESTIMATE	2021-22 ACTUAL
TAXES AND GENERAL REVENUES				
Total Taxes and General Revenues	0	0	0	0
RECOVERIES FROM CANADA				
Operation and Maintenance				
Policy and Program Development				
Women and Gender Equality Canada	0	507	490	437
Total Recoveries from Canada	0	507	490	437
TOTAL REVENUES	0	507	490	437

Women and Gender Equity Directorate - Revenues/Recoveries	\$0
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FUNDING DISTRIBUTION AND DESCRIPTION

0

All Federal Funding Agreements concluded March 31, 2023

2023-24 Budget Speech

Minister Responsible for the Women and Gender Equity Directorate

Spring 2023

Introduction

Good afternoon.

- It is my pleasure to present the Women and Gender Equity Directorate's Budget for 2023-24.
- This upcoming fiscal year will mark another significant year for the Directorate, which is both leading and partnering on several major initiatives, including advancing the work of Sexualized Assault Response Unit (SART), the LGBTQ2S+ Action Plan, and Yukon's MMIWG2S+ Strategy.
- All these initiatives, as well as the Directorate's ongoing policy work, support equity for women and gender-diverse individuals.
- With the ultimate goal of one day having a territory where all Yukoners enjoy equal status, personal safety and access to opportunities.

- The work underway at the Directorate right now is truly exciting – full of the potential to affect real change.
- And we are seeing similar exciting movement at the federal level.

- In particular, the WGED has recently welcomed:
 - Ottawa's commitment to provide funding to provinces and territories that will support efforts to implement the National Action Plan to End Gender-Based Violence (with bilateral negotiations to take place this coming fiscal);
 - the federal appointment of a special representative who will work towards establishing a National Indigenous and Human Rights Ombudsperson; and
 - the federal all-party committee on the Status of Women report on addressing violence against Indigenous women and girls in the context of resource development.

- In 2023-24, Yukon's Women and Gender Equity Directorate's total budget is \$3,672,000 (three million, six hundred, seventy-two thousand dollars).
- The Directorate's work is focused in three main areas.
- First, directorate staff research and analyze issues related to gender equity.
- This work includes researching and advising on key policy issues and developing legislation.
- It also includes leading the integration of Gender Inclusive Diversity Analysis within the work of all Yukon government departments.

- Second, the branch provides strategic leadership to other departments and partner organizations on major equity-related initiatives.
- This work includes such initiatives as the Sexualized Assault Response Unit (SART), the LGBTQ2S+ Action Plan, and Yukon's MMIWG2S+ Strategy.
- Finally, the branch advances equity in the territory through its funding of equality-seeking community organizations.
- With equity in mind, I wanted to take a moment to reflect on the importance of using inclusive language that affirm diverse gender identities.
- In 2021, we released the LGBTQ2S+ Inclusion Action Plan, and we continue to use that title to refer to this document.
- Language continues to evolve, and we are now using 2SLGBTQIA+ (Two-Spirit, Lesbian, Gay, Bisexual, Transsexual, Queer, Intersex, Asexual plus) to inclusively describe communities and organizations in the Yukon.
- I am excited now to highlight some of the Women and Gender Equity Directorate's work for you – and the budgetary decisions that we have made for 2023-24 that will support it.

Work with NGOs

- We are incredibly grateful for Yukon's non-profit equality-seeking organizations.

- These organizations play a critical role in supporting women and the 2SLGBTQIA+ communities in the Yukon.
- Their advocacy also helps ensure our territory remains on the path to equality for all Yukoners.
- Their programming is essential.
- It is also as diverse as the populations they serve.
- It includes advocacy programs, hot meals, skill-building and training, on-the-land healing camps and cultural supports, and providing safe spaces for communities to gather.
- Such organizations are vital in supporting community-driven health and well-being.
- And we are proud to offer them support through operational or project funding.
- This fiscal year, equality-seeking organizations are receiving a total of \$2,190,500 (two million, one-hundred and ninety-thousand and five hundred dollars) from the Women and Gender Equity Directorate in operational and project funding.
- This includes \$197,000 through the Women's Equity Fund in ongoing operational funding to four non-Indigenous women's organizations:
 - Victoria Faulkner Women's Centre;
 - Yukon Status of Women Council;
 - Yukon Women in Trades and Technology; and
 - Les EssentiElles.

- It also includes \$600,000 through the Indigenous Women's Equality Fund for operational and capacity development funding to three Indigenous women's organizations:
 - Liard Aboriginal Women's Society;
 - Whitehorse Aboriginal Women's Circle; and
 - Yukon Aboriginal Women's Council.
- In this coming fiscal year, we will also continue to support Queer Yukon. In 2023-24, supports will include \$375,000 for operational funding as well as \$15,000 for their gender-gear program.
- As we continue to recover from pandemic impacts, we recognize the increased demands for service and the clear request from NGOs for sustainable and appropriate long-term funding.
- We are committed to continuing this work with community partners and the Government of Canada, as we negotiate the bilateral funding agreement for the National Action Plan to End Gender-based Violence.

Intro to staff work and Directorate-led initiatives

- In 2023-24, \$1,151,000 (one million, one hundred, fifty-one thousand dollars) will go towards the Directorate's staff salaries.
- As I mentioned at the outset, a key area of work for Directorate staff is strategic leadership on major initiatives with other YG departments, as well as with non-government partner organizations.

- These relationships are critical in helping move forward key initiatives in partnership with NGOs.
- Staff are also involved on a daily basis on ongoing policy and legislative work.
- I'd like to take some time now then to bring your attention to some of this work that will continue into this coming fiscal year.

Gender inclusive diversity analysis

- Directorate staff are continuing to lead the integration of Gender Inclusive Diversity Analysis or GIDA into the government's decision-making processes.
- Integrating GIDA is a shared mandate letter commitment, led by Women and Gender Equity Directorate and supported by Executive Council Office and the Public Service Commission.
- The GIDA Action Plan, launched in 2022 outlines clear actions, outcomes, and indicators to guide this work over the next two years.
- Three of the ten actions items in the plan for 2022-2023 were completed and six are still underway.
- In the upcoming fiscal, the Directorate will play a key role in ensuring progress on the GIDA continues within the Yukon government.
- For 2023-24, this may include:
 - facilitating tailored training to interdepartmental committees and key units;
 - integrating GIDA into other Yukon government trainings such as The Art and Craft of Public Policy and Evaluation 101;

- creating guidelines and best practices on the government's collection of gender data;
 - integrating formal accountability mechanisms for GIDA in government decision-making processes; and
 - collaborating with Major Projects Yukon to integrate GIDA into YESAA process.
- In addition, in 2023-24 Directorate staff – in partnership with the Yukon Bureau of Statistics – will continue to update and improve the new Indicators of Yukon Gender Equity webpage and associated data on Yukon.ca.
 - The Directorate, the Bureau and E-services launched this content on Yukon.ca in early 2023 – after moving it from its previous boutique website.
 - The content now on Yukon.ca includes several themes with data broken down by age, education, Indigeneity, ethnicity, faith, gender, language, and migration status.
 - This data is an important tool for many researchers and non-government organizations.
 - It is also critical to supporting the integration of GIDA in our own work.

LGBTQ2S+ Action Plan

- We are committed to the vision of the Yukon as a place where everyone feels safe, welcome, valued, and celebrated – including 2SLGBTQIA+ communities.

- In addition to the funding, we provide to Queer Yukon, Directorate staff are continuing to lead work on the implementation of the government-wide LGBTQ2S+ Inclusion Action Plan.
- As many of you know, the Yukon government released this five-year Action Plan in 2021.
- This plan is focused on making government programs and services more inclusive and accessible to the lesbian, gay, bisexual, transgender, queer and 2-spirit plus communities.
- The plan includes over 100 action items, representing programs and services in several key departments across government.
- Since its 2021 release, we have made progress in several areas. This work has not been without its challenges.
- Despite some of the hurdles over the last few years, we are continuing the path forward for 2SLGBTQIA+ equity in programs and services.
- In summer, 2023, we will be returning to the community, as promised, to conduct targeted stakeholder feedback. This feedback will allow us to check in on any shifting priorities. The stakeholder feedback on the Action Plan is an important aspect of our commitment to, “nothing about us, without us.”
- Some highlights of the inclusion work underway or completed include:
 - insured health coverage of gender-affirming care;
 - an agreement with Queer Yukon to help fund a healthcare navigator position;
 - funding for the Pride Centre;

- a variety of new or updated training for Yukon government staff;
 - new design standards for gender-inclusive washrooms; and
 - a new internal peer group for Yukon government employees who identify as 2SLGBTQIA+ advocates.
- The Directorate is excited to keep building on this momentum, in partnership with 2SLGBTQIA+ communities.

MMIWG2S+ Strategy

- In the coming fiscal year, Directorate staff are also working towards significant movement on the Yukon's Murdered and Missing Indigenous Women, Girls and Two-Spirit Plus (MMIWG2S+) Strategy.
- This Strategy is the Yukon's path forward to creating safe and healthy communities in the territory where women, girls, and Two-Spirit + Yukoners are valued, respected and treated equitably with dignity and justice.
- As you may know, I am one of three co-chairs who sit on the Yukon Advisory Committee on MMIWG2S+ – alongside Chief Doris Bill and Ann Maje Raider.
- Together, in December 2022, we released an action plan to move the Strategy's 12 most pressing action items forward.
- We are now reviewing the Priority Action Items document released in December 2022 to determine related work underway, remaining gaps, and where the government can play a role.

- It is a priority for the Yukon Advisory Committee to complete the remainder of the implementation plan.
- A technical meeting of partners and contributors in the spring of 2023 is planned.
- And the Directorate will also play a key role in organizing the Strategy's second Accountability Forum, which will take place later in 2023.
- I will continue to work with my co-chairs - in partnership with First Nation governments, Indigenous women's organizations, RCMP, communities, and most importantly, with families and survivors – as we continue to move towards full implementation of the Strategy.
- This fiscal year, key initiatives for supporting Yukon's Missing and Murdered Indigenous Women, Girls and Two-spirit+ People (MMIWG2S+) Strategy include:
 - \$100,000 for updating the record, which is a key action item of Yukon's MMIWG2S+ Strategy;
 - \$217,000 for the Yukon MMIWG2S+ Strategy Forum, including a Transfer Payment Agreement with an NGO to coordinate involvement of family members of MMIWG2S+; and
 - \$20,000 to have ongoing discussions with partners and contributors on MMIWG2S+.
- We remain committed to moving forward on this critical initiative in the spirit of decolonization, truth and reconciliation.

Sexualized Assault Response Team

- A last area of work I'd like to touch on is the Directorate's ongoing work to support the implementation and expansion of the Sexualized Assault Response Team, or SART program.
- The statistic is grim: Yukon has one of the highest rates of sexualized violence in the country.
- Another grim truth: the vast majority of assaults are not reported to the police.
- The Government of Yukon launched the SART program in 2020 to offer victims of sexualized assault wrap-around emotional, medical and legal support.
- SART is based on the core principles of:
 - victim's choice;
 - dignity and respect;
 - preventing system re-traumatization;
 - cultural safety; and
 - access, equity and inclusion.
- Implementation of the program continues to gain momentum.
- Since its launch, the Directorate has worked closely with the departments of Justice and Health and Social Services – as well as partner organizations such as the RCMP and the Yukon Hospital Corporation – to increase coordination of existing services, while also

building public awareness of new services for victims of sexualized assault.

- Recently, the Whitehorse SART agencies approved the first SART protocol for the Yukon.
- And work is now underway to expand SART to Yukon communities.
- The Department of Justice is leading this work, with support from the Directorate and the Department of Health and Social Services.
- It's anticipated that engagements will take place in the spring and summer of 2023 to ensure that expansion happens in a way that responds to the needs and priorities in communities.
- Engagement will happen with First Nations governments, Indigenous women's organizations, service providers, as well as victims.
- Our staff remains committed to working closely with all partners to help support victims so they can access the services they need and want.

- Thank you very much for the opportunity to discuss some of the highlights of the Women and Gender Equity Directorate's budget with you.
- With that, I would be happy to answer any questions you may have.

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