

Women and Gender Equity Directorate

Briefing Notes – Spring Session

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Recommended response:

- Since the start of the fall 2023 sitting, the Women and Gender Equity Directorate continues to make progress on several major initiatives that it is either leading or partnering with other departments, governments or organizations on. These include:
 - Completing negotiations for and the signing of Yukon's bilateral agreement under the National Action Plan to End Gender-Based Violence.
 - Under the NAP-GBV, the Directorate:
 - The funding call has now approved \$2.2 million over two fiscal years (2023-24 and 2024-25) in additional funding to 10 NGO organizations working to address gender-based violence in the Yukon;
 - Supported the Yukon Women's Coalition with \$120,000 over two fiscal years (2023-24 and 2024-25) and;
 - is completing a program review of the sector.
 - Supporting the Yukon Advisory Committee on MMIWG2S+:
 - in holding the second Accountability Forum for Yukon's MMIWG2S+ strategy in October of 2023 (the first Accountability Forum since release of the implementation plan in June 2023); and
 - in beginning the work to lead action and report on strategy implementation, including producing an annual report.
 - The Government of Yukon has now started work on __ (TBC) __ milestones included in the implementation plan.

- Completing the engagement on our government's inclusion action plan for 2SLGBTQIA+, with work now underway to produce a What We Heard report;
- Supporting the Department of Justice with the engagement and planning for the expansion of Sexualized Assault Response Unit services beyond Whitehorse to Yukon communities, with engagement now complete and work underway to:
 - produce a What We Heard report; and
 - action key learnings from the engagement including updating the website and training.
- In addition to this work, the Directorate has also made progress on items within my mandate as the Minister responsible for Women and Gender Equity:
 - Recruiting new members for the two sub-committees on the Minister's Advisory Council on Women and Gender Equity, (the Council was renamed and given a new mandate in the fall sitting); and
 - continuing to lead the implementation of Gender Inclusive Diversity Analysis.
- There are high expectations around all these initiatives – including the expectation to see concrete actions realized in a timely way.
- Though there is much work to do, the Women and Gender Equity Directorate is working every day to move the Yukon closer to one day having a territory where all Yukoners enjoy equal status, personal safety, and access to opportunities.

Context—this may be an issue because:

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- WGED is leading several wide-reaching and high-profile initiatives, including the National Action Plan to End Gender-based Violence, the Yukon's Strategy on Missing and Murdered Indigenous Women, Girls and Two-Spirit+ People and the LSBTQ2S+ Action Plan.
 - Equity seeking NGOs that are funded through WGED continue to highlight concerns about their funding levels and struggle to maintain services with rising demands and increasing costs.
-

Background:

LGBTQ2S+ Inclusion Action Plan accomplishments

- Since they were hired in May 2023, the project coordinator has done significant outreach to members of Yukon's 2SLGBTQIA+ community.
- In the fall of 2023, WGED held a territory-wide targeted community survey for 2SLGBTQIA+ Yukoners and allies to gauge progress of the action plan and find out if any priorities have shifted. We received 267 eligible responses.
- Project coordinator worked closely with Queer Yukon on the survey and WGED will release a What We Heard document with survey results later this spring.
- In 2023, we continued to strengthen the relationship with Queer Yukon through the outreach by our dedicated coordinator. WGED will also work with Queer Yukon to deliver results to the communities engaged in the survey.
- As of January 2024, progress of action items included: 17 complete, 53 underway/ongoing, 29 not started, five requiring status updates.
- The Yukon Advisory Committee on MMIWG2S+ has identified a milestone under the Yukon MMIWG2S+ Strategy's Implementation Plan to "implement the LGBTQ2S+ Inclusion Action Plan."

Expansion of SART services – accomplishments

- Justice is now the lead Yukon government department on the Sexualized Assault Response Team (SART) community expansion. WGED and HSS play a supporting role in coordination, policy development and communications.
- WGED continues to chair the Whitehorse SART Implementation Committee with representation from WGED, Justice, HSS, Yukon Hospital Corporation, Yukon

RCMP, Yukon Women's Transition Home Society, Public Prosecution Services of Canada, Kwanlin Dün First Nation and Physician representation.

- WGED continues to support Justice in review and design of the What We Heard report – now expected to be released in the spring of 2024.
- YAC – with secretariat support of WGED – identified milestones in Yukon's MMIWG2S+ Implementation Plan tied to SART – including the expansion of SART services to Yukon communities within 5 years.

NAP-GBV accomplishments

- A joint news release in partnership with Canada announcing details of the bilateral funding agreement was released on November 20, 2023. The Yukon's implementation plan on the National Action Plan to End Gender-Based Violence was posted on the federal government's website on December 21, 2023.
- WGED led negotiations on the bilateral agreement on behalf of the Government of Yukon in partnership with the departments of Justice and Health and Social Services.
- Yukon's implementation plan includes 16 actions:
 - 3 are existing Government of Yukon initiatives including SART, the Prevention of Violence Against Aboriginal Women Fund and implementation of Yukon's MMIWG2S+ strategy;
 - 13 are new; and
 - 6 are focused on increasing prevention efforts (4 new and 2 existing initiatives).
 - Work on the following initiatives is complete:
 - Capacity Building within the gender-based violence Sector – transfer payment agreement with Yukon Women's Coalition.
 - Enhanced funding for existing partners - victim supports.
 - Enhanced funding for existing partners – prevention.
 - Funding for women's transition homes.
 - Work on the remainder of the initiatives is in progress.

MMIWG2S+ Implementation - accomplishments

- The Yukon Advisory Committee released the Implementation Plan for the MMIWG2S+ Strategy in May/June of 2023.
- The Implementation Plan sets out objectives, milestones, timelines and proposes leads for 32 action items.
- The plan is the result of significant collaboration between the Committee's members to develop a guiding document that can support the Strategy's partners and signatories in realizing systemic change. The Committee also engaged with families and survivors of MMIWG2S+ to ensure the plan was centered on their voices and insights.
- After the plan's release, the WGED began the work of tracking actions for YG departments, and sharing progress with YAC, the RCMP and some federal partners.
- Highlights of the Government of Yukon's progress were provided at the 2nd Annual Accountability Forum October 16 to 18, 2023.
- The WGED provided secretariat and communications support for the release of the Implementation Plan and the fall accountability forum.
- The WGED also 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.

MACWAGE accomplishments

- In the 2023 spring sitting, the name of the Council was changed from the Yukon Advisory Council on Women's Issues to the Minister's Advisory Council on Women and Gender Equity.
- At this time, the mandate of the Council was expanded from a focus on women to include advising on issues relating to gender equity and equity for individuals who may face discrimination because of their sexual orientation.
- The updated mandate also allows the Council to review and advise on policies, programs and legislation from all Government of Yukon departments.

WGED accomplishment notes

WGED

- August 2023, the Minister's Advisory Council on Women and Gender Equity (MACWAGE) regulations were approved by Cabinet.
- Recruitment of new members is currently underway.
- Once recruitment is complete WGED will go back to Cabinet with recommendations for council members and a recommendation for proclamation. Once this is complete, the Act and regulation will come into force.

GIDA

- WGED continues to promote the training.
- More than 200 people have now taken the training.
- Women and Gender Equity Directorate continue to act as champion of GIDA at both communications and policy review committees.

Work with stakeholders on gender-based violence prevention programming for young men and boys.

- Work is beginning on this mandate letter item.
- WGED is supporting a project focused on men and boys in 2024-25 through NAP-GBV funding.

Approved by:

Deputy Minister, WGED

March 1, 2024

Date approved

Yukon's Missing and Murdered Indigenous Women, Girls and Two-Spirit+ People Strategy

WGED, Justice

Recommended response:

- The Government of Yukon is committed to addressing the crisis of missing and murdered Indigenous women, girls and Two- spirit+ people. We are approaching this work in the spirit of decolonization and in partnership with Yukon First Nations and Indigenous women's organizations.
- With the release of the Implementation Plan to accompany *Changing the Story to Upholding Dignity and Justice: Yukon's Missing and Murdered Indigenous Women, Girls and Two-Spirit+ Strategy*, significant accomplishments in the mandate of the Yukon Advisory Committee on MMIWG2S+ have been achieved.
- As the work within the MMIWG2S+ Strategy moves from planning to implementation, the Yukon Advisory Committee and the Yukon government are working to adapt the existing structures to focus on implementing the actions and milestones proposed, while remaining accountable to families and survivors.
- To advance the Yukon's MMIWG2S+ Strategy and 15-year Implementation Plan, all Yukon partners will need to provide leadership, prioritization, budget and resources. These partners include:
 - Government of Yukon;
 - First Nations governments;
 - Government of Canada;
 - RCMP;
 - municipalities; and
 - Indigenous women's organizations.
- The Yukon government has been reviewing the Yukon Advisory Committee's Implementation Plan that was released on June 6, 2023.

Yukon's Missing and Murdered Indigenous Women, Girls and Two-Spirit+ People Strategy

WGED, Justice

- We are identifying current work underway, remaining gaps and determining leads on Yukon government objectives. We look forward to working with our partners to explore the objectives of the Implementation Plan.
- The Government of Yukon is committed to supporting the next stages of this work and have dedicated two full-time positions within the Women and Gender Equity Directorate to support this work.
- This year, the following has been allocated to support the Yukon's MMIWGS2+ Strategy:
 - \$217,000 for the annual Accountability Forum on MMIWG2S+ and technical gathering(s) for partners and contributors to the strategy;
 - \$63,000 for the Yukon Advisory Committee to continue their important work; and
 - \$347,000 for the Indigenous Women's Equality fund.

Additional response:

- Like the Yukon's MMIWG2S+ Strategy, the Implementation Plan is a whole-of-Yukon plan and covers a 15-year period, from 2023-38.
- The Yukon Advisory Committee, with the support of the Government of Yukon, hosted a second Accountability Forum in October 2023 and brought families and survivors together with partners and contributors.
- Work is underway on the 2023–24 Annual Report for the Yukon Advisory Committee to be released in 2024.
- We appreciate the work of the Yukon Advisory Committee and acknowledge their dedication and commitment in producing the strategy, Priority Actions document and Implementation Plan.

Yukon's Missing and Murdered Indigenous Women, Girls and Two-Spirit+ People Strategy

WGED, Justice

Context—this may be an issue because:

- The National Action Plan on MMIWG was released June 3, 2021. National media coverage and stakeholders have focused on the need for urgent action.
- The Government of Yukon, along with federal, municipal and First Nation government leaders, committed to act on *Changing the Story to Upholding Dignity and Justice: Yukon's MMIWG2S+ Strategy* in December 2020. An associated implementation plan was released in June 2023, which proposes leads for several action items and milestones.
- While there is alignment between some of the priorities of Yukon's Implementation Plan under the National Action Plan to End Gender-Based Violence and Yukon's MMIWG2S+ Strategy, there is no dedicated Yukon government fund to support the MMIWG2S+ Strategy.
- As a Yukon-wide strategy, a multi-partner approach with shared commitment to implementation and dedicated financial resources across partners will be needed.

Background:

- The Yukon Advisory Committee on MMIWG2S+ (YAC) was created in 2015 and includes representatives of the Government of Yukon (YG), Yukon First Nations governments, three Indigenous women's organizations in the Yukon, 2SLGBTQIA+ Yukoners and an Elder.
- 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*, released on December 10, 2020, in a ceremony at the Kwanlin Dün Cultural Centre.
- YG's MMIWG2S+ Strategy outlines 31 actions under four pathways to guide action in response to *Reclaiming Power and Place: The Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls*.
 - Strengthening Connections and Supports.
 - Community Safety and Justice.
 - Economic Independence and Education.
 - Community Action and Accountability.

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Yukon's Missing and Murdered Indigenous Women, Girls and Two-Spirit+ People Strategy

WGED, Justice

- 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 Yukon Advisory Committee completed and released the Implementation Plan on June 6, 2023. A technical meeting of partners and contributors was also held on June 7, 2023, at the Haa Shagóon Hídi in Carcross.
- YG hosted a second Accountability Forum for families from October 16 to 18, 2023, bringing together families and survivors with partners and contributors.
- A third day was added to the 2023 Accountability Forum, with a focus on family and survivors, allowing more time to hear and appreciate their stories. There was also an emphasis on learning from best practices. To incorporate this important feedback, the Government increased the 2022–23 budget for the Accountability Forum to \$217,000, an increase of \$67,000.
- 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 YG's contribution to the implementation of the MMIWG2S+ Strategy.

Approved by:

Deputy Minister, WGED

February 13, 2024

Date approved

Deputy Minister, Justice

February 13, 2024

Date approved

National Action Plan to End Gender-Based Violence

WGED, Justice

Recommended response:

- Bilateral negotiations on the National Action Plan to End Gender-Based Violence are complete and we have signed an agreement with Canada that includes funding for four years to address gender-based violence in the Yukon.
- We are actively working with our partners in the NGO sector, across Government of Yukon departments, and with the Government of Canada to enhance prevention and response efforts to end gender-based violence.
- We had a productive meeting with the Women's Coalition in April to create a shared vision on how we can work together to implement the National Action Plan in Yukon.
- As part of Yukon's implementation plan to end gender-based violence, the Government of Yukon is providing over [\\$3.6 million in two fiscal years \(2023-24 and 2024-25\)](#) in additional funding to 13 non-governmental organizations that are working to address gender-based violence in the Yukon. [We have created a flexible, streamlined funding process with multi-year agreements that allow the sector to enhance existing or create new initiatives.](#)

Additional response:

- Our goal is to invest in meaningful actions to address gender-based violence in the territory, and to support the important work of the non-profit sector organizations.
- Because the agreement with Canada was not signed until midway

National Action Plan to End Gender-Based Violence

WGED, Justice

through 2023, much of the funding allocated for Year 1 was not spent. Canada has authorized the carry-forward of just over \$600,000 in funding for NGOs and \$1.3 million for projects within WGED and Justice for 2024-25.

Context—this may be an issue because:

- In February 2023, the Yukon Women's Coalition asked for increased core funding for Yukon women's and 2SLGBTQIA+ organizations and a central role in funding prioritization and implementation decisions.
- An information session was held on July 27, 2023, with the NGO gender-based violence sector and WGED, HSS and Justice representatives. At the session, NGOs raised questions about the program review and engagement, including scope and intent of the program review.
- A joint news release, in partnership with Canada, announcing details of the bilateral funding agreement was released on November 20, 2023. The Yukon's implementation plan outlining specific actions is available online.
- The Women's Coalition sent a letter in February 2024 and March 2024 requesting a more substantive role in the development and implementation of Yukon's implementation plan.
- The Opposition and the third party have questioned whether the Yukon Women's Coalition was consulted in the development of the Yukon's implementation plan and whether the organizations that make up the Coalition would receive increases to their core funding.

Background:

- Yukon's agreement with Canada is for approximately \$4 million/year for four years beginning in 2023-24.
- The following 13 NGOs received funding as part of Yukon's Implementation Plan

National Action Plan to End Gender-Based Violence

WGED, Justice

to end gender-based violence for 2023-24 and 2024-25.

- Dawson Women's Shelter.
 - Women's Transition Home.
 - Help and Hope for Families.
 - Yukon Status of Women Council.
 - Les Essentielles.
 - Victoria Faulkner Women's Centre.
 - Queer Yukon Society.
 - Whitehorse Aboriginal Women's Circle.
 - Liard Aboriginal Women's Society
 - Yukon Aboriginal Women's Society
 - Yukon Women in Trades and Technology.
 - Skookum Jim Friendship Centre.
 - Yukon Anti-Poverty Coalition.
- Organizations that requested increases to 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.
- The amount of funding available to these organizations exceeds what was requested by the coalition in February 2023. In year 1, \$2,074,000 is available to the gender-equity seeking sector and \$1,950,000 is available in year 2.
- The letter from several members of the Yukon Women Coalition that was sent to Minister McLean in February 2023 was used to inform the allocation of project funds that will be available for the duration of the program review and stakeholder engagement.
- Yukon's implementation plan includes a program review and stakeholder engagement to ensure that all the gender-equity seeking organizations and Yukon First Nations in the territory can inform future decisions on where to focus efforts to end gender-based violence in the Yukon.
- Organizations that make up the Yukon Women's Coalition, the Coalition itself, as

National Action Plan to End Gender-Based Violence

WGED, Justice

well as other organizations that receive annual funding from the Women and Gender Equity Directorate can access project-funding for years one and two of the agreement.

- Project funding is being provided to the organizations funded by WGED and increased operational funding to the transition homes funded by HSS for years one and two of the agreement. There is an understanding that WGED will work with stakeholders on a program review to understand funding priorities for the second half of the agreement (2025-27).
- Yukon's implementation plan includes 16 actions:
 - three are existing Government of Yukon initiatives including SART, the Prevention of Violence Against Aboriginal Women Fund and implementation of Yukon's MMIWG2S+ strategy;
 - 13 are new; and
 - six of the 16 actions are focused on prevention efforts (four new and two existing initiatives).
- Work on the following initiatives in Yukon's plan is ongoing:
 - Capacity Building within the gender-based violence Sector – transfer payment agreement with Yukon Women's Coalition.
 - Enhanced funding for existing partners – victim support.
 - Enhanced funding for existing partners – prevention.
 - Funding for women's transition homes.
- Work on the remaining initiatives is in progress and being led by the respective departments.
- Women and Gender Equality Canada, with input from the provinces and territories, have created an Expected Results Framework that makes up part of the agreement. This framework, and Yukon's agreement, are available online.
- The results of every jurisdiction's implementation plan will be made public in a cumulative annual report on national progress toward the objectives of the National Action Plan to End Gender-based Violence and the outcomes identified in the Expected Results Framework.

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National Action Plan to End Gender-Based Violence

WGED, Justice

- Twenty-five per cent of federal funding must be directed towards gender-based violence prevention. Yukon's implementation plan has dedicated over 40 per cent of the funding to increasing prevention efforts.
- Officials from WGED, HSS, and JUS worked together to identify priorities from the National Action Plan that align with Yukon's priorities, including the 12 priorities in the Yukon's MMIWG2S+ Strategy.
- Contributions are based on a 50/50 cost share split that recognizes in-kind and existing contributions from provincial/territorial governments as part of their 50 per cent obligation.
- In 2021-22, engagement was held with Indigenous organizations across Canada on Pillar 4: Indigenous-led approaches. In Yukon, engagement was held with the Yukon Advisory Committee on MMIWG2S+.
- 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 five pillars of the National Action Plan to end gender-based violence are:
 - support for survivors and their families;
 - prevention;
 - promotion of responsive legal and justice systems;
 - support for Indigenous-led approaches and informed responses; and
 - social infrastructure and enabling environments.

Approved by:

Deputy Minister, WGED

Date approved

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3 WGED

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Spring 2024

National Action Plan to End Gender-Based Violence

WGED, Justice

Deputy Minister, Justice

Date approved

Session Briefing Note

2SLGBTQIA+ Inclusion

TAB 04
Spring 2024
Women and
Gender Equity
Directorate

Recommended response:

- We are committed to creating a society that is inclusive and free of discrimination, where 2SLGBTQIA+ people can live, work, and play in safe and supportive communities.
- One of the ways we are supporting inclusion is through the LGBTQ2S+ Inclusion Action Plan, which was developed in partnership with the community and includes multiple actions for government to increase inclusion in its programs and services.
- As we committed to in the Inclusion Action plan, we held a territory-wide targeted community survey for 2SLGBTQIA+ Yukoners and allies in Fall 2023, to gauge progress of the action plan and find out if priorities have shifted.

Additional response:

- The Women and Gender Equity Directorate will use the results of the survey to draft a summary of progress to date and a What We Heard document. This will provide valuable feedback and help us understand perspectives in the 2SLGBTQIA+ community. It will also help us target areas of ongoing or emerging concerns.
- We received 267 eligible responses to the survey. We are currently analyzing the data. A final What We Heard document will be available by the end of Spring 2024 on Engageyukon.ca.
- This work began in 2018. The Women and Gender Equity Directorate has worked with Queer Yukon to help guide the development and

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2SLGBTQIA+ Inclusion

TAB 04
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Directorate

implementation of the action plan. In 2023, we continued to strengthen the relationship with Queer Yukon through the outreach by our dedicated coordinator. We will also work with Queer Yukon to deliver results to the communities engaged in the survey.

Context—this may be an issue because:

- In recent years, across North America, there has been an increase in transphobic and homophobic rhetoric, and discriminatory policies. The Yukon's 2SLGBTQIA+ community is experiencing an increase in distress and concerns with their safety. Allies are also very concerned about the misinformation and dangerous rhetoric being spread in the Yukon.
- As of January 2024, progress of action items included: 17 complete, 53 underway/ongoing, 29 not started, five requiring status updates.
- The survey was available on Engageyukon.ca from September 14, 2023 to October 27, 2023 and was reviewed by Queer Yukon, YG's internal Pride resource group and the action plan's internal policy review group before its release. The WGED also briefed the DMRC on this survey before it went public.
- Queer Yukon Society's three-year operational funding TPA expired on March 31, 2024.
- Although the Mains indicate that Queer Yukon's funding is reduced, the Yukon government has committed to funding QYS at 2023-24 level for this coming year.
- During this time, WGED will work across Government to look at a funding approach that reflects the services Queer Yukon provides across many mandates.

Prepared for:
Minister McLean, Women and Gender Equity
Directorate

Date prepared: October 4, 2023
Last Updated: January 12, 2024
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2SLGBTQIA+ Inclusion

TAB 04
Spring 2024
Women and
Gender Equity
Directorate

Background:

- The LGBTQ2S+ Inclusion Action Plan was released in July 2021, following a comprehensive public engagement in 2018-19 led by QMUNITY based in Vancouver and supported by local 2SLGBTQIA+ organizations in the Yukon.
- Each department involved in the Inclusion Action Plan created their own actions and committed to completing them within the five-year timeline.
- Some examples of the plan's successes to date include:
 - Passing the Sexual Orientation and Gender Identity Protection Act, which bans conversation therapy in the Yukon.
 - New building standards for gender inclusive washrooms.
 - Expanding health care insurance coverage for gender-affirming therapies, procedures and surgeries.
 - Providing coverage for comprehensive gender-affirming care and offering World Professional Association for Transgender Health mental health training to all Mental Wellness and Substance Use Services clinicians.
 - The creation of a new internal peer group for Government of Yukon employees who identify as 2SLGBTQIA+ or allies.

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2SLGBTQIA+ Inclusion

TAB 04
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Gender Equity
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- The Yukon Government has updated the acronym to center Two-Spirit and Indigenous identities and is now using 2SLGBTQIA+ (Two-Spirit, lesbian, gay, bisexual, transgender, queer/questioning, intersex, asexual and others).
- When referring to the LGBTQ2S+ Inclusion Action plan, LGBTQ2S+ will still be used for the time being.

Approved by:

Deputy Minister, WGED

Date approved

Prepared for:
Minister McLean, Women and Gender Equity
Directorate

Date prepared: October 4, 2023
Last Updated: January 12, 2024
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Session Briefing Note

Minister's Advisory Council on Women and Gender Equity (Formerly the Yukon Advisory Council on Women's Issues)

TAB 05
Spring 2024

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.
 - 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 modernized the legislation during the Spring 2023 sitting. The name of the council was updated to the Minister's Advisory Council on Women and Gender Equity. The mandate and membership were also updated to improve effectiveness and better align with the new name and mandate of the Directorate.
 - The updated Council structure created two sub-committees:
 - a sub-committee on gender equity with a focus on equity for women;
 - a sub-committee on gender equity with a focus on gender diversity and equity for individuals who may face discrimination because of their sexual orientation.
 - The purpose of the council is to review, and to advise on, policies, programs, and legislation from across Government of Yukon that may affect gender equity or equity for individuals who may face discrimination because of their sexual orientation.
 - 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

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Minister's Advisory Council on Women and Gender Equity (Formerly the Yukon Advisory Council on Women's Issues)

TAB 05
Spring 2024

Women and Gender
Equity Directorate

2SLGBTQIA+ organizations, and current and past YACWI members.

- Recruitment of new members to the Council and its sub-committees is underway and I look forward to working with the Council to ensure that gender equity is fully considered across Government of Yukon.

Context - this may be an issue because:

- The name of the council was changed from the Yukon Advisory Council on Women's Issues to the Minister's Advisory Council on Women and Gender Equity.
- The mandate of the council was expanded from a focus on women to include advising on issues relating to gender equity and equity for individuals who may face discrimination because of their sexual orientation.
- The updated mandate allows the council to review and advise on, policies, programs, and legislation from all Government of Yukon departments.
- There are currently two members who were on YACWI that are considered to have been appointed to the Minister's Advisory Council on Women and Gender Equity and would be eligible for appointment to the sub-committee with a focus on equity for women.
- There are ten vacancies on the council. The Act requires a minimum of four members and two members on each subcommittee. The Act will come into force once members are recruited and appointed to both subcommittees.

Background:

- During the Spring 2023 sitting, amendments to the YACWI Act were passed and it was renamed the *Minister's Advisory Council on Women and Gender Equity Act*.
- In August 2023, the *Minister's Advisory Council on Women and Gender Equity (MACWAGE)* regulations were approved by Cabinet.
- Recruitment of new members began in the fall of 2023.

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Minister's Advisory Council on Women and Gender Equity (Formerly the Yukon Advisory Council on Women's Issues)

TAB 05
Spring 2024

Women and Gender
Equity Directorate

- The Council is mandated to meet four times each year in Whitehorse and in Yukon communities. The Council last met in Whitehorse on September 22, 2023.
- The Council was originally established by the Yukon Council on Women's Issues Act in May 1992.
- With the recent modernization of legislation and the adoption of a regulation outlining criteria for membership in 2023, WGED will support the Council with the transition to a new structure and mandate and the creation of the two sub-committees. This includes liaising with other departments to receive and/or request advice from the Council.
- The 2023-24 budget for MACWAGE remains unchanged, with \$18,500 to support the work of the council, and \$28,000 to support an annual forum.

Approved by:

Deputy Minister, WGED

Date Approved

Session Briefing Note

TAB 06
Spring 2024

Response to CASA

Women and Gender
Equity Directorate

Recommended response:

- While the Women and Gender Equity Directorate does not have any direct CASA commitments, Directorate staff partner with other departments where there are intersections with the interests of women, girls and 2SLGBTQIA+ Yukoners.
- The Women and Gender Equity Directorate works across government to integrate Gender Inclusive Diversity Analysis, or GIDA, into the development of policies, programs and within decision-making processes, and provides advice and guidance to support GIDA capacity.

Context:

- The Yukon Liberal Caucus and the Yukon NDP Caucus signed a second 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 is 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 some will seek coverage for medical travel related to fertility treatments. Providing funding for fertility treatments would support some of the actions to make health care more inclusive for 2SLGBTQIA+ Yukoners outlined in the 2021 LGBTQ2S+ Inclusion Action Plan.
 - This CASA commitment is being address in two phases: Work is currently underway to subsidize travel costs by including eligible Yukoners who travel to access fertility treatments under the Insured Health Medical Travel Program. Amendments to the Travel for Medical Treatment Regulations are being drafted to achieve this.
 - The Department of Finance and Health and Social Services are exploring options that would support Yukoners with the cost of fertility treatments.
- 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.

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.

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- This commitment is in progress, anticipated completion is in the summer of 2025.
- EA training is now available on Moodle.
- Human Resources is creating a training inventory in YG Learn that education assistants and teachers on call will have access to. Anticipated completion is summer 2024.
- **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 and minority 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 2022 Yukon Women's Coalition Taxi Safety Report outlined 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.

- 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, young people, and 2SLGBTQIA+ people.

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.
 - YG initiated this conversation at the Leaders Retreat on March 31, 2023, at which time the First Nations Leaders that were present did not rule out a future discussion with YG while indicating that the Leader of the Yukon NDP should approach them directly about meeting with them.
 - In subsequent discussions with the ADM, Aboriginal Relations, the Premier advised that no further follow up action is required as the discussion at the Leaders Retreat fulfilled the CASA commitment.
- 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.

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- *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.

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:

Deputy Minister, WGED

Date approved

Funding to Equality Seeking Organizations

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.
- This fiscal year, Women and Gender Equity Directorate has a confirmed budget for gender-equity seeking organizations of \$3,366,331 in operational and project funding. This budget includes \$1,300,831 from the Yukon's bilateral funding agreement with Canada on the National Action Plan to End Gender-Based Violence and \$150,000 from the Crisis Hotline Funding Agreement.
- Programming offered through this funding 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 the implementation of Yukon's MMIWG2S+ strategy.
- There is separate funding for the Minister's Advisory Council on Women and Gender Equity, formally known as the Yukon Advisory Council on Women's Issues, \$18,500 to support the work of the council and \$28,000 to host a forum.

Further response:

- We recognize increased demands for service and rising costs are creating challenges for NGOs. We have clearly heard their requests for sustainable long-term funding. We are committed to working with our community partners to consider appropriate, sustainable, long-term

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Funding to Equality Seeking Organizations

Women and Gender
Equity Directorate

approach to funding so they can continue to do their work in the community.

Context—this may be an issue because:

- Indigenous women's organizations and women's organizations have made public 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.
 - With the finalization of the bilateral funding agreement and Yukon implementation plan to end gender-based violence, the NGOs that WGED funds expected increased operational funding.
-

Background:

This year 2024-25, Women and Gender Equity Directorate is providing funding to equality-seeking organizations as follows:

- Women's Equality Fund - \$207,000 per year in ongoing operational funding to four non-Indigenous women's organizations, including:
 - Victoria Faulkner Women's Centre: \$57,500
 - Yukon Status of Women Council: \$51,500
 - Yukon Women in Trades and Technology: \$51,500
 - Les EssentiElles: \$46,500

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Funding to Equality Seeking Organizations

Women and Gender
Equity Directorate

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- 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
 - 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 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 low-barrier food program – \$95,000 to Victoria Faulkner Women's Centre.
 - Sally & Sisters/Soeurs food program - \$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.

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Funding to Equality Seeking Organizations

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- Sexualized Assault Support Line - \$60,000 is being provided to an external partner organization to host the Sexualized Assault Support Line.
 - Queer Yukon - \$200,000 is being provided in operational funding.
 - Programming supported by Queer Yukon includes providing community pride gathering spaces in three Yukon communities, drop-in programming, Gender Gear, health navigation services, peer support programs, education, advocacy and research programs.
 - The budget will show that funding for Queer Yukon from the Women and Gender Equity Directorate has been reduced, but we are working with partners across government to ensure their funding will remain at consistent levels for 2024-25.
 - Yukon Aboriginal Women's Council - \$116,000 to coordinate the family involvement in the forum on the Yukon MMIWG2S+ Strategy.
 - \$620,415.50 from Yukon's implementation plan to end gender-based violence funding for prevention initiatives.
 - \$620,415.50 from Yukon's implementation plan to end gender-based violence funding for victim support initiatives.
 - \$60,000 to the Yukon Women's Coalition as part of Yukon's implementation plan to end gender-based violence funding.

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- Minister's Advisory Council on Women and Gender Equity, formally known as the Yukon Advisory Council on Women's Issues - \$18,500 to support the work of the council, and \$28,000 host a forum.
 - \$150,000 for crisis hotline funding through an agreement with Woman and Gender Equality Canada.

Approved by:

Deputy Minister, WGED

Date Approved

Session Briefing Note**Spring 2024****Women's Equality Fund**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 \$207,000 per year via the Women's Equality Fund in operational support to four women's organizations in the Yukon. This represents an increase of \$10,000. (See Tab 18 – Women's Community Project Fund)
 - This funding goes to a diverse array of programming including drop-in services, advocacy work, public education on gender-based violence prevention.
-

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.
 - With the finalization of the bilateral funding agreement and Yukon implementation plan to end gender-based violence, the NGOs that WGED funds expected increased operational funding.
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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.
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Equity Directorate

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- 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 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 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.
 - Four organizations currently receive Women's Equality funding. Three-year (2022-23 to 2024-25) 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

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Women's Equality Fund

Women and Gender
Equity Directorate

- Les EssentiElles: \$44,000
- In 2024-25 an increase to the Women's Equality Fund organizations will take place, representing an increase of \$2,500 annually per organization bring total funding levels to (2024-25):
 - Victoria Faulkner Women's Centre: \$57,500
 - Yukon Status of Women Council: \$51,500
 - Yukon Women in Trades and Technology: \$51,500
 - Les EssentiElles: \$46,500
- In 2022-23 an increase to the Women's Equality Fund organizations took place when the annual TPAs increased between \$4000 and \$5000 per organization.
- 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 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.

Approved by:

Deputy Minister, WGED

Date approved

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Indigenous Women's Equality Fund

Women and Gender
Equity Directorate

Recommended response:

- The work of Yukon Indigenous women's organizations is critical to creating a more equitable society. These organizations provide direct services to women, girls and Two-Spirit people, as well as undertaking research, advocacy, public education, and programming.
- In recognition of this important work, the Women and Gender Equity Directorate provides a total of \$600,000 per year in operational supports to three Indigenous women's organizations in the Yukon through the Indigenous Women's Equality Fund.
- There are three Indigenous women's organizations in the Yukon are:
 - The Liard Aboriginal Women's Society: a non-profit, charitable Indigenous organization providing culturally appropriate social development services and support in Kaska Traditional Territory.
 - The Whitehorse Aboriginal Women's Circle: a non-profit organization that provides culturally relevant programs and services that enhance, promote and foster the social, economic, cultural and political well-being of Indigenous women in Whitehorse, Yukon.
 - The Yukon Aboriginal Women's Council: an organization that is dedicated to advancing the interests of Indigenous women in Yukon.
- We are committed to continuing conversations with these organizations about their needs, especially as the bilateral funding agreement for the National Action Plan to End Gender-based Violence is rolled out.

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Indigenous Women's Equality Fund

Women and Gender Equity Directorate

Further response:

- We recognize increased demands for service and rising costs are creating challenges for NGOs. We have clearly heard their requests for sustainable long-term funding. We are committed to working with our community partners to consider appropriate, sustainable, long-term approach to funding so they can continue to do their work in the community.

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, which includes Indigenous Women's Organizations.
- With the finalization of the bilateral funding agreement and Yukon implementation plan to end gender-based violence, the NGOs funded by WGED expect increased operational funding.

Background:

- The fund is administered by the Women and Gender Equity Directorate and provides to each organization for operational costs, upon receipt of workplan and budget.
- The two-year transfer payment agreements were set to expire in March of 2023. As bilateral funding agreement negotiations were underway, new one-year transfer payment agreements for 2023-24 were developed to provide maximum flexibility for the organizations in future years. This approach will be used for 2024-25.
- The fund can be used to cover operational costs of the organizations to achieve

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Indigenous Women's Equality Fund

Women and Gender Equity Directorate

their mandates including:

- administration;
 - rent;
 - wages;
 - phone, fax, telephone and internet;
 - bookkeeping and audits; and
 - program or project delivery.
- Three organizations currently receive Indigenous Women's Equality funding. One -year (2023-24) Transfer Payment Agreements are in place with funding amounts per fiscal year as follows:
 - Laird Aboriginal Women's Society: \$200,000
 - Whitehorse Aboriginal Women's Society: \$200,000
 - Yukon Aboriginal Women's Council: \$200,000
- Work is underway with the organizations to finalize one-year agreements for 2024-25 at the same funding levels.
- Details of the budget and workplan are negotiated between the department and the organization.
- In 2018, three Indigenous Women's organizations were moved out of the Women's Equality Fund to a separate Indigenous Women's Equality Fund. They are funded at a higher rate than Women's Equality Fund organizations, with the aim of advancing equity for Indigenous women, girls and Two-Spirit+ people in the Yukon.
- These organizations will be receiving project funding in the first two years YG's Agreement with the Government of Canada on the National Action Plan to end Gender-Based Violence as follows:
 - Yukon Aboriginal Women's Council
 - YAWC's Elders-in-Residence and Counsellors-in-Residence Enhancement Initiative (victim support stream)
 - Rural Outreach Pilot Project, (prevention stream)
 - Whitehorse Aboriginal Women's Circle

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Fund**Women and Gender
Equity Directorate

- Developing overall safety and competency at WAWC, (victim support stream)
- Enhancing Cultural Programming, (prevention stream)
- Liard Aboriginal Women's Society
 - Stories from the Drum (prevention stream 2024-25)
 - Youth for Dignity, (prevention stream 2024-25)
 - Compassionate Inquiry Circles (victim support stream)

Approved by:_____
Deputy Minister, WGED_____
Date approved

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Food programs for women

Women and Gender
Equity Directorate

Recommended response:

- The Women and Gender Equity Directorate is pleased to support two food provision programs for women and children in Whitehorse. Sally and Sisters provides healthy lunches in a sober environment, while A Safe Place provides meals for women and children in a low-barrier setting.
- The Sally and Sisters program is 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.
- A Safe Place, run by the Victoria Faulkner Women's Centre, is an invaluable resource for women and children experiencing insecure housing, food insecurity, and mental health issues in Whitehorse. The program was suspended during COVID and was relaunched in October 2023 under a revised plan.

Additional response:

- 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 it is important to maintain multiple entry points when providing service for at-risk 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. The program was relaunched in October 2023.

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Food programs for women

Women and Gender
Equity Directorate

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- Options for women and children to access emergency meals, supports, and drop-in services in Whitehorse remain limited. The Whitehorse Emergency Shelter is not a safe place for women and children or a sober environment and therefore should not be considered as an option for addressing this need.
 - Sally and Sisters, while not a long-term solution to food insecurity, is running effectively and is overall a successful program that is providing meals in a safe and sober environment and connecting clients to other community resources and providing critical social support and companionship.
 - NGOs offering emergency food provisions consistently report running out of food and an overall lack of capacity to run the programs. The Sally and Sisters program has been an exception and overall is a successful and sustainable program but there are still food shortages. There are gaps in service, such as providing a low-barrier environment or supports for people other than women and their children. We are open to having further conversations with organizations about these issues.
 - Health and Social Services, with support from WGED, will be reaching out to stakeholders over the next year to develop recommendations for sustainable food programs that meet the needs of all community members and repair some of the gaps in services. We understand that the issue of food security stretches far beyond women and children and impacts people in all Yukon communities.
-

Background:

Sally and Sisters

- The Yukon government will support the Sally and Sisters program with \$168,000 during fiscal year 2024-25.
- 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.
- According to program reporting, 83% of Sally & Sisters participants are of First Nations descent.

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Food programs for women

Women and Gender
Equity Directorate

- Sally & Sisters is currently run by the Yukon Aboriginal Women's Council. It provides hot meals on Monday, Tuesday and Thursday, a snack bag on Wednesdays and a bagged lunch on Fridays. The program does not operate on weekends.
- From April 2023 to Sept 2023, about 2,160 meals were purchased for \$16.50 per meal. 1,426 were handed out during the programing hours and the vast majority of the remaining 734 meals were handed out as "pick up" meals in the afternoons.
- On average 2 to 3 clients are turned away each day. These numbers increase as the month goes on as social assistance is paid at the beginning of the month and the child tax benefit is paid at mid-month.

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.
- 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.

Approved by:

Deputy Minister, WGED

Date Approved

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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. To address this, the Women and Gender Equity Directorate provides funding through Prevention of Violence against Aboriginal Women fund for community-based projects that directly support and prevent violence against Indigenous women.
 - The PVAAW fund reflects an ongoing commitment and investment towards preventing gender-based violence, which impacts Indigenous women, girls and Two-Spirit+ people at disproportionately high rates.
 - 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 distribution of ongoing funding will be dependent on the review of the program in 2024, with planned distribution in 2024-25 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.
 - The overall structure and fund allocation to the Prevention of Violence Against Aboriginal women fund will be part of the program review and engagement planned for year one of the Yukon Implementation Plan under the National Action Plan to End Gender-Based Violence.
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Background:

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Prevention of Violence Against Aboriginal Women

Women and Gender
Equity Directorate

- In 2023-24, only \$100,000 of the \$200,000 budgeted was awarded to applicants as no other eligible applications were received. Two rural Yukon First Nations were awarded \$25,000 each; \$25,000 was awarded to a First Nations organization in Whitehorse; and \$25,000 was awarded to an Indigenous Women's organization for a total of \$100,000.
- *Changing the Story to Upholding Dignity and Justice in the Missing and Murdered Indigenous Women and Girls, Two-spirit + Strategy* has an 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 organizations, registered societies, and First Nation governments in developing projects to prevent violence.
- The Women and Gender Equity Directorate may provide training and support to representatives on the application process, including answering questions and providing recommendations on project applications prior to final submission if the funding mechanism remains the same after the program review.

Approved by:

Deputy Minister, WGED

Date Approved

Session Briefing Note**Spring 2024****Funding to Crisis Hotlines**Women and Gender
Equity Directorate

Recommended response:

- In 2022, in partnership with the federal government, we announced \$500,000 over four 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. Staff are trained to listen and offer victims a choice of when or how to report violence.
- Within this agreement, \$150,000 will flow to eligible organizations in 2024-25. Work continues with eligible organizations to determine funding priorities for this fiscal and future fiscal years.

Additional response:

- In 2023-24, funding supported initiatives such as upgrading communications equipment, developing and implementing new resources to better support responders, and supported to knowledge exchange and networking.
- Beyond the Crisis Hotline Funding Agreement, 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.

Context—this may be an issue because:

- Following the Crisis Hotline Funding announcement in 2022, the Yukon Francophone Health Network raised concerns about the lack of bilingual services in crisis hotlines.

Session Briefing Note**Spring 2024****Funding to Crisis Hotlines**Women and Gender
Equity Directorate

- 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.
 - 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 funding is intended to help existing hotlines address challenges coming out of the pandemic, including training, technology upgrades, increased 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
 - 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

Session Briefing Note

Funding to Crisis Hotlines

Spring 2024Women and Gender
Equity Directorate

- Activities to maintain safety and emergency precautions (i.e., PPE, cleaning supplies, rental of additional space).
- In 2022-23, Health and Social Services managed the Transfer Payment Agreement with Canadian Mental Health Association. For 2023-24 and future years, WGED is managing the agreements with the eligible organizations via individual agreements.

Approved by:_____
Deputy Minister, WGED_____
Date Approved

Session Briefing Note

Spring 2024

Taxi Safety

Women and Gender
Equity Directorate

Recommended response:

- Ensuring safe transportation has been a long-standing issue in Yukon communities. After a 2022 report released by the Yukon Women's Coalition it was reinforced that more work is needed to ensure women – and all Yukoners – can safely get where they need to go.
- We are pleased to see the City of Whitehorse amended their Vehicle for Hire Bylaw in 2023. These amendments address mandatory fully operational cameras and accessibility to recorded footage. We know that more work is needed for women, girls, and Two-Spirit+ people to feel safe using taxi services and this is a step in the right direction towards our commitments under the MMIWG2S+ Joint Declaration.
- Yukon's MMIWG2S+ Strategy includes an action item on providing safe transportation options. I look forward to continuing our work with the City of Whitehorse, Yukon Women's Coalition, and all our other partners on this.

Context - this may be an issue because:

- In February 2023, the Yukon Status of Women Council was interviewed by CBC discussing their concerns with how long recorded footage taken inside the vehicle is stored for and who gets to hold or access that footage.
- Yukon Women's Coalition released a Whitehorse-focused Taxi Safety report in January 2022 with results from an online public survey that was conducted in February 2021, which received responses from 174 people, 92% of whom identify as women and 28% of whom identify as Indigenous. 62% of survey respondents reported experiencing gender-based violence incidents related to harassment, assault, threats, or coercion.
- The survey found Indigenous women reported being harassed at almost three times the rate of non-Indigenous respondents — 39 per cent for Indigenous women compared to 13 per cent for non-Indigenous. The results found that 49% of Indigenous women reported feeling targeted when taking a cab, compared to 10% of non-Indigenous women.

Session Briefing Note

Spring 2024

Taxi Safety

Women and Gender
Equity Directorate

- The City of Whitehorse launched an awareness campaign on how to report issues with taxis. They have also increased the availability of Bylaw Officers to monitor the vehicle for hire rules with the addition of a few night shifts a month.

Background:

- The Yukon government has taken measures to select and support taxi companies who offer the safest services for staff and clients. Departments that use taxis to transport clients and partners have operational policies and practices in place, but there are limitations to ensuring safe transport such as continuity of drivers.
- In 2020, the Vehicle for Hire Bylaw was amended to require all taxis to have a global positioning system (GPS) and an emergency call button. The City of Whitehorse has stated that it does regular checks with taxi companies to ensure Bylaw compliance.
- In August 2020, the Women and Gender Equity Directorate provided \$2,047 to Yukon Women's Transition Home Society, on behalf of the Yukon Women's Coalition, to pilot the delivery of sexualized assault prevention and response training to interested taxi drivers (based on material developed in Newfoundland and Labrador and tailored to the Yukon).
- 15 drivers from two taxi companies received the training. Evaluations showed that taxi drivers were very satisfied with the training and want to learn more about how to better support their passengers.
- The Yukon Aboriginal Women's Circle developed and launched a taxi safety campaign in 2021.

Approved by:

Deputy Minister, WGED

Date Approved

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.
 - Integrating GIDA is a shared mandate letter commitment, led by Women and Gender Equity Directorate and supported by the Public Service Commission. The GIDA Action Plan outlines clear actions, outcomes, and indicators to guide this work over the next two 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 a GIDA analysis, as well as the workload and capacity of the Directorate to do this work.
- The 2023 mandate letter included a commitment for WGED to continue to lead the implementation of GIDA with support from the Public Service Commission, a change from 2021 when Executive Council Office was also responsible for supporting GIDA.
- WGED staff presented on GIDA and how it can be used to Champagne Aishihik First Nations on January 8, 2024. The presentation was well received, and the staff plan on taking the GIDA training offered by the Government of Yukon.

Gender Inclusive Diversity Analysis (GIDA)

Women and Gender
Equity Directorate

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 inequitable outcomes.
- The Women and Gender Equity Directorate launched an updated GIDA action plan in 2022 for 2022-25. This action plan will build on past successes and work to enhance the application of GIDA across government.
- In January 2023, ECO launched a new decision-making template that includes 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 completed a jurisdictional scan of GBA+ work in each Canadian jurisdiction in 2022. The last was done in 2015. The objective of the scan 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.
- The Government of Canada is currently engaged in updating their GBA+ tool.

Gender Inclusive Diversity Analysis (GIDA)

Women and Gender
Equity Directorate

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
 - 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

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Spring 2024

Gender Inclusive Diversity Analysis (GIDA)

Women and Gender
Equity Directorate

- 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:

Deputy Minister, WGED

[Date approved]

Gender Related Violence Statistics

Women and Gender
Equity Directorate

Recommended response:

- Gender-based violence disproportionately impacts women, Indigenous women, Black and racialized women, transgender, and gender diverse peoples across the country.
- Gender-based violence is a significant and complex issue in the Yukon, with rates three to four times higher than the national average.
- Gender-related violence statistics continue to serve as a stark reminder of the significant work needed to address gender-based violence in the Yukon and across Canada. The Yukon's support of the implementation of 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 are many ongoing challenges to addressing rates of gender-based violence including the underreporting of violence, a lack of disaggregated data on violence, an increased demand for support services and, complex and intersectional factors contributing to violence including housing, poverty, addictions and mental well-being.
- Rates of gender-based violence increase in times of crisis and because of COVID-19, women and girls were more likely to spend additional time in private residences with violent partners, family members or acquaintances.

Gender Related Violence Statistics

Women and Gender
Equity Directorate

-
- Yukon's GBV-NAP plan will attempt to address some of these challenges and will include a central role for women's and 2SLGBTQIA+ organizations in the Yukon to support the implementation of the plan.
 - A major component of the Yukon's implementation plan is prevention. We have gone above and beyond the 25 per cent set out by Canada for funding prevention initiatives.
 - Statistics Canada data from 2021 shows 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 are overrepresented as victims and persons accused of crime due to the well-established impact of settler-colonialism and its intergenerational impacts.
 - Indigenous Women are four times more likely than non-Indigenous Women to be victims of violence.
 - The Yukon's MMIWG2S+ strategy provides 31 actions under four pathways to guide response to violence against Indigenous women:
 - Strengthening Connections and Supports
 - Community Safety and Justice
 - Economic Independence and Education; and
 - Community Action and Accountability.

Gender Related Violence
Statistics

Women and Gender
Equity Directorate

Context—this may be an issue because:

- The Yukon government has a signed agreement with Canada that includes initiatives to address gender-based violence in the Yukon.
- On April 5, 2023, Statistics Canada released a publication on gender-related homicides of women and girls in Canada.

Approved by:

Deputy Minister, WGED

Date approved

Spring Briefing Note

TAB 16
Spring 2024

Queer Yukon Funding, 2SLGBTQIA+ Inclusion

Women and
Gender Equity
Directorate

Recommended response:

- We are committed to supporting Queer Yukon Society and the essential services and programming it provides to 2SLGBTQIA+ Yukoners.
- Although there is a reduced budget amount for Queer Yukon in the 2024-25 budget under Women and Gender Equity, we are working with internal partners to ensure Queer Yukon Society's funding levels are consistent with the previous year.
- We continue to work closely with QYS to find long-term sustainable operational funding.

Context—this may be an issue because:

- Queer Yukon Society's three-year operational funding TPA with Women and Gender Equity expired on March 31, 2024.
- The funding for the 2024-25 fiscal year is significantly reduced.
- Previously, Queer Yukon Society held a three-year funding agreement with WGED, and this year, we are only entering into a 1-year agreement.

Background:

- Queer Yukon Society (QYS) offers their programs and services across the territory for 2SLGBTQIA+ Yukoners and their families. The organization has offices in Watson Lake, Dawson City, and Whitehorse.
- QYS is a relatively new NGO, and as of summer 2023 is the sole service-providing 2SLGBTQIA+ organization in the territory.

Prepared for:
Minister McLean, Women and Gender Equity Directorate

Date prepared: January 19, 2024
Last Updated: January 19, 2024

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Spring Briefing Note

TAB 16
Spring 2024

Queer Yukon Funding, 2SLGBTQIA+ Inclusion

Women and
Gender Equity
Directorate

- Queer Yukon Society and the Yukon Pride Centre offer essential and life-saving programs and services for 2SLGBTQIA+ Yukoners and their families, which fulfills a critical need not served by any other NGO or government entity.
- The Pride Centre in Whitehorse has a community space with a shared kitchen, mutual aid, laundry, drop-in services, computers, showers, library, and a wide range of programs. These programs range from direct service delivery, referrals, organizing events, and hosting peer support groups for 2SLGBTQIA+ community members, and parents and caregivers of 2SLGBTQIA+ youth. Dedicated community spaces and the current level of services did not exist for 2SLGBTQIA+ Yukoners prior to Government of Yukon's financial support for Queer Yukon.
- The Government of Yukon is in year three of the five-year LGBTQ2S+ Inclusion Action Plan.
- The ongoing work of Queer Yukon is linked to, and represents, several of the commitments made in the LGBTQ2S+ Inclusion Action Plan. Queer Yukon is also frequently called upon to help support and guide the Yukon government's work on 2SLGBTQIA+ inclusion, often within an advisory or consulting capacity.

Approved by:

Deputy Minister, WGED

February 5, 2024

Date approved

Prepared for:
Minister McLean, Women and Gender Equity Directorate

Date prepared: January 19, 2024
Last Updated: January 19, 2024

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Spring Briefing Note**Spring 2024****Women's Community Project Fund**

Women and Gender Equity Directorate

Recommended response:

- 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 are committed to ensuring our funding programs are effective and efficient.
- A careful review of the Women Community Project Fund showed the fund should be reconsidered.
- As of April 01, 2024, the fund will be retired, and the \$10,000 line-item transferred to the Women's Equality Fund (See Tab 09)

Context—this may be an issue because:

- Indigenous women's organizations and women's organizations have made public 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.
 - With the finalization of the NAP GBV bilateral funding agreement and Yukon implementation plan to end gender-based violence, there is an expectation amongst the NGOs funded by WGED that an increase in operational funding would be provided.

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Spring 2024

Women's Community Project Fund

Women and Gender
Equity Directorate

Background:

- The Women's Community Project Fund was created in 2016-17
- The Women's Community Project Fund was a top-up fund for women's community projects including training, organizational development, and program expenses.
- There was \$10,000 in funding available to applicants every year. Each applicant could receive up to \$1,000.

Approved by:

Deputy Minister, WGED

Date approved

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

Education

Gender Identity and Health Curriculum: refer to CU03

Value:

- It is a top priority to support healthy, active, safe, and caring learning environments in all Yukon schools.

Recommended response:

- All students, staff, and parents have a right to feel safe, and to be safe, in Yukon public schools.
- All people 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 2SLGBTQIA+ students and their families.
- The Department of Education values diversity in its school communities and wants to provide safe, welcoming, inclusive, and affirming learning environments for all students.
- Parents, guardians, and caregivers are encouraged to contact their child's school for information on how SOGI-Inclusive education is being implemented. This includes details about safe spaces, contacts, activities, and organizations that promote equality and non-discrimination in Yukon schools.

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

Education

Action plan response:

- To further support 2SLGBTQIA+ students, the Department of Education updated its Sexual Orientation and Gender Identity, or SOGI Policy, in August 2023, as outlined in the LGBTQ2S+ Inclusion Action Plan.
- In our work to implement and evaluate the updated SOGI Policy we continue to plan how to engage with students, educators, and other members of the 2SLGBTQIA+ community.
- As part of our continued SOGI policy review, we will look at the best ways to support schools to implement the policy in schools, including the development of templates for school-based procedures and guidelines to support the implementation of the SOGI policy.
- In the fall of 2023, a partnership between the department and ARC Foundation, a charitable foundation supporting SOGI inclusive educational practices in K-12 school settings, has been established to implement the tools and resources of the SOGI 1 2 3 program to help bring awareness to practices to create more inclusive schools for students and to support educators to implement the SOGI policy.
- Schools, with the support of the Department of Education, school councils and school boards and guidance of best practice from the ARC Foundation, must develop school-based procedures and guidelines under the umbrella of the Department of Education's SOGI Policy, to ensure that 2SLGBTQIA+ students are treated with respect and dignity at all Yukon public schools.

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

Education

- As Minister of Education and Women and Gender Equity Directorate, I am fully committed to the ongoing implementation the LGBTQ2S+ Inclusion Action Plan.

Catholic school parent concerns about textbook

- While Catholic schools have the right to provide religious education programs and lessons that teach Catholic values to their students, they do not have the right to provide teachings about sexual orientation or gender identity that are inconsistent with Yukon's laws and Department of Education policies.
- We thank the concerned parents for bringing forward their concerns and we can confirm that the matter is being addressed at the school level.
- There is no place for homophobic or transphobic teachings in our public school system.
- Catholic schools in Yukon are public schools, and Catholic educators are Yukon public servants. All schools and teachers must adhere to all Government of Yukon laws and policies.
- We remain committed to ensuring that our schools are safe spaces for all students and staff.

Education Act Amendments response:

- In Spring 2022, the Government of Yukon was pleased to support amendments to the Education Act to promote equity and non-

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

Education

discrimination and to ensure that all Yukon schools have safe spaces for 2SLGBTQIA+ students in the form of activities or organizations.

- At the beginning of the 2023-2024 school year the Department of Education provided professional development training to administrators and teachers on the requirements of the Education Act and the SOGI and Safe and Caring Schools policies.
- School administrators have been provided with information about their legislative responsibilities, as well as reference materials and resources.
- Counsellors and administrators have been provided with local and national SOGI and Gender and Sexuality Alliance information.
- Several Yukon schools have Gender and Sexuality Alliances and other 2SLGBTQIA+ initiatives.
- We will continue to encourage and support schools to meet their legal obligations to support 2SLGBTQIA+ students.

Context—this may be an issue because:

- There is considerable interest in the Yukon on how Yukon schools are offering safe and inclusive environments to 2SLGBTQIA+ students including interests regarding the SOGI policy's statement that "Administrators, staff and students will recognize people's correct pronouns, as declared by the individuals themselves. This requirement applies to students who have not made official changes to their name or gender in school records."
-

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

Education

Background:

LGBTQ2S+ Inclusion Action Plan and SOGI Policy

- There have been media requests, opposition questions and parental concerns regarding the SOGI policy's statement that "Administrators, staff and students will recognize people's correct pronouns, as declared by the individuals themselves. This requirement applies to students who have not made official changes to their name or gender in school records."
- Some people believe that a parent/guardian should be told by the school if their child is declaring to be called by the pronouns they choose to be recognized by. The policy does not speak to whether school staff must tell parents if a child wishes to use different pronouns or a different name but states that the *"Department of Education values diversity in its school communities and wants to provide safe, welcoming, inclusive and affirming learning environments for all students."*
- While we understand the importance of involving parents in the lives of their children, the issue at hand is a delicate one that must consider the human rights of students, particularly those who are transgender or nonbinary.
- The Department of Education has recently partnered with the ARC Foundation for their support with the implementation of SOGI inclusive practices in Yukon school through SOGI 1 2 3 and resources for teachers to implement more inclusive practices into their lesson plans and delivery of curriculum. SOGI 1 2 3 implementation in other provinces has been under increasing scrutiny.
- Training and resources shall be offered to all staff and further training to those identified staff members and counsellors to be sensitive and respond knowledgeably to 2SLGBTQIA+ students as well as students with 2SLGBTQIA+ family members. Identified staff and counsellors must receive training.
- We believe that schools should involve parents when there is a specific problem or issue that could impact the child's safety, wellbeing, or education.

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

Education

- 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-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 SOGI Policy.
- The recent updates to the SOGI Policy, announced in August 2023, are intended to address 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).

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.
- The funding agreement for Catholic schools in Yukon accommodates religious instruction while emphasizing that they are publicly supported schools with the same responsibilities as other schools, including following responsibilities outlined under SOGI Policy.

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;

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

- the Sexual Orientation and Gender Identity Policy;
- the Safe and Caring Schools Policy; and
- the Sexual Orientation and Gender Identity Protection Act, which bans conversion therapy.

Approved by:

Mary Cameron

2024-03-06

Deputy Minister, Education

[Date approved]

Session Briefing Note

Community Safety Planning

Recommended response:

- The Government of Yukon continues to prioritize support for safer and stronger communities across the territory through funding to support First Nations in their safety planning projects.
- We remain committed to ongoing collaboration with the Government of Canada, First Nations governments, and municipalities to support community safety and wellbeing processes and the implementation of associated initiatives.
- The Government of Yukon recognizes the unique nature of individual communities across the territory and understands that community safety and wellbeing plans and initiatives must be reflective of the individual needs of each community.

Additional response:

- Phase One of the Community Safety Planning program provides up to \$200,000 to each Yukon First Nation to support community safety planning and implementation of priorities identified during the planning process.
- The Community Safety Planning program launched in February 2023, and we continue to encourage interested parties to contact the Department of Justice with any questions or for support with applications to access this funding.
- Phase Two of the program will explore expanding community safety and wellbeing options for municipalities and rural Yukon.

Session Briefing Note

Community Safety Planning

Context:

- The Department of Justice has implemented Phase One of the Community Safety Planning funding program and is 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.
- 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.

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 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 on 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 a different stage of community safety planning and implementation within their communities.

Session Briefing Note

Community Safety Planning

Many expressed interests in accessing funding through the Community Safety Planning program.

- Community safety planning processes were used at the Whitehorse Emergency Shelter to identify concerns of surrounding businesses, allied stakeholders, members of the public and shelter clients. Results of this process and subsequent recommendations were released in the House of Wolf and Associates' report, *A Path Forward* and Vink Consulting's report *Whitehorse Emergency Shelter Evaluation*.

Government of Canada – Aboriginal Community Safety Planning Initiative:

- In 2010, Public Safety Canada created the Aboriginal Community Safety Planning 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 Aboriginal Community Safety Planning initiative also addresses the Government of Canada's commitment to focusing on the high numbers of missing and murdered Indigenous women, girls and two-spirit persons and enhance accessibility to restorative justice programming.
- The Department of Justice continues to engage with our federal partners on their Aboriginal Community Safety Planning initiative and explore other funding opportunities that may be complementary to our safety programs to better support Yukon First Nations.

Agreements

- To date, the Government of Yukon has signed two agreements under the Community Safety Planning program with Kluane First Nation and Vuntut Gwitchin First Nation.
- The Department of Justice continues to work with additional communities on their community safety related concerns.

Approved by:

Deputy Minister, Justice

February 6, 2024

Date approved

Session Briefing Note

Spring 2024

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 sexual and reproductive care and services.
- We remain committed to implementing action items from the 2021 *LGBTQ2S+ Inclusion Action Plan* as well as recommendations from the *Putting People First* report.
- As part of the 2023 Confidence and Supply Agreement, our government has committed to providing support for fertility treatments and surrogacy.
- 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:

- Starting in 2023-24, we have provided \$471K (\$471,027) over 3 years to Queer Yukon to hire a health care navigator position to support 2SLGBTQIA+ Yukoners by removing barriers and helping to identify pathways to safe, inclusive, and supportive gender-affirming care.
- The Yukon Sexual Health Clinic and the Yukon Women's Midlife Clinic are supported by 3 Nurse Practitioners who receive funding from the department.

Session Briefing Note

Gender and Reproductive Care

Spring 2024

Health and Social
Services

Abortion:

- Therapeutic (surgical) and medical (medication) pregnancy termination options are available to Yukoners at no cost.
 - Medical Termination (Mifegymiso) is available in Dawson City, Watson Lake and in Whitehorse via the Opal Clinic.
 - Surgical abortions are performed at Whitehorse General Hospital.
- Pregnancy termination options are available up to 15 weeks plus 3 days of pregnancy. For pregnancies over this threshold and up to 24 weeks, services are available through the British Columbia Women's Hospital, which are covered through the Yukon Health Care Insurance Plan or by Non-Insured Health Benefits.
- In 2018, our government publicly funded Mifegymiso for medication abortions.
 - Mifegymiso is a Health Canada approved combination product containing mifepristone and misoprostol that are taken in sequence.

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.
- The Yukon Sexual Health Clinic also provides a variety of conception control products to clients of the clinic.

Session Briefing Note

Gender and Reproductive Care

Spring 2024

Health and Social
Services

- Our government is committed to supporting Yukoners in accessing sexual and reproductive health care and will continue to assess access to birth control.
- The development of a new program will require careful planning, research, and engagement with Yukoners and our health system partners.

Fertility Treatments:

- Fertility treatments and procedures such as in vitro fertilization are not insured health services and are not eligible for coverage.
- Work is currently underway to include eligible Yukoners who travel to access fertility treatments under the Travel for Medical Treatment Program.
- Options that would support Yukoners with the cost of fertility treatments are being explored.
- We are working to make these supports available as quickly as possible, while recognizing initiatives of this size will take some time.
- We look forward to providing an update to Yukoners once further information is available.

Gender-Affirming Care:

- The Yukon continues to demonstrate leadership in advancing access and coverage for gender-affirming care and in supporting 2SLGBTQIA+ Yukoners.
- We have completed necessary regulatory amendments to allow Yukoners to receive health care insurance coverage for gender-affirming care services that are not insured by other provinces or territories.

Session Briefing Note

Gender and Reproductive Care

Spring 2024

Health and Social
Services

- These changes do not impact services that are not insured health services under the Yukon Health Care Insurance Plan.
- Yukoners can access services including tracheal shave, facial feminization, body contouring, vocal surgery and hair removal without having to pay out-of-pocket or in advance.
- For Yukoners seeking testosterone therapy, the Chronic Disease and Disability Benefits Program provides coverage for injectable testosterone.
 - If a patient is interested in a topical testosterone gel, their primary health care provider may submit an appeal to the Director of Insured Health Services with a rationale demonstrating this as a preferred treatment method.
- We remain committed to working with our partners, including community organizations, to advance gender-inclusive health and social care.
- We continue to implement recommendations in the *LGBTQ2S+ Inclusion Action Plan* to enhance health equity in the Yukon.
- 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.

Period Products:

- Through a funding partnership between our government, the Council of Yukon First Nations, and the Government of Canada, all Yukon schools have been equipped with free period products.
- Free period products are available in many Government of Yukon washrooms and we are in the process of making products available in

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Gender and Reproductive Care

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all Government of Yukon buildings in Whitehorse and across all Yukon communities.

- The Council of Yukon First Nations has provided a supply of period products to several non-government organizations and is ensuring these products remain available for distribution.
- The Council of Yukon First Nations is providing cabinets and period products to Yukon First Nations offices.
- Yukon University's campus housing has made period products available in communal bathrooms.
- As of December 15, 2023, federally regulated employers are required to make period products available in their workplaces at no cost.

Syphilis:

- The Yukon is seeing increasing rates of syphilis across the territory.
- Syphilis is spread through sexual contact or other activities involving direct skin-to-skin contact with a syphilis sore or rash.
- Syphilis can cause serious, long-term health harms when left untreated.
- Worldwide there is also an increase in congenital syphilis, which has been identified in the Yukon.
- Early detection and treatment of syphilis in pregnancy can help to prevent more severe outcomes of congenital syphilis.
- The Department of Health and Social Services and the Chief Medical Officer of Health are working on a coordinated approach to address syphilis, including:
 - a territory-wide campaign to raise awareness about the growing number of cases and encourage Yukoners to get tested;

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- alerting health care providers to treatment guidelines and screening recommendations;
 - examining new testing options; and
 - organizing a response group through Yukon Communicable Disease Control.
- We encourage all sexually active Yukoners to use protection and make testing a regular part of their sexual health routine.
- Routine screening for people without symptoms involves a blood test, and for those with symptoms may also involve a swab of a sore or ulcer if present.
- Treatment is highly effective, often with just one dose of an antibiotic.
- Yukoners can contact their health care provider, Community Health Centre or Yukon Communicable Disease Control to arrange testing or if they have further questions.

Approved by:_____
Deputy Minister, Health and Social Services_____
January 31, 2024_____
[Date approved]

Session Briefing Note

Expansion of SART Services

Spring 2024Justice, WGED

Recommended response:

- The Sexualized Assault Response Team, or SART, continues to work to lower barriers and provide safe, wrap-around supports for victims of sexualized violence in Whitehorse.
- We are committed to expanding Sexualized Assault Response Team, or SART, services to Yukon communities. Engagements to initiate this process took place in the summer and fall of 2023.
- Working with First Nations governments, Indigenous women's organizations, rural service providers and victims of sexualized violence, the engagements identified the level of awareness of existing services, available resources, what is working well, barriers and challenges to accessing supports, and options to better support victims.
- A What We Heard document has been shared with key partners, stakeholders, and the public. Over the next several months the Departments of Justice, Health and Social Services and Women and Gender Equity Directorate will work with its partners to analyze the findings and develop an action plan to collaboratively support victims of sexualized assault and expand resources in communities outside of Whitehorse.

Additional response:

- The Government of Yukon is working in partnership with other SART service providers to analyze the findings and recommendations, draft a list of priorities and required resources, and develop next steps to proceed with expansion.
- Work is already underway in many areas to improve services to victims, including:

Session Briefing Note

Expansion of SART Services

Spring 2024

Justice, WGED

- enhancing public communication to increase understanding of sexualized violence and awareness of existing services to support victims, such as the 24/7 toll-free support line and priority access to counselling through the Mental Wellness and Substance Use community hubs;
 - cross-agency training for front-line workers in communities outside Whitehorse; and
 - bolstering transportation options for victims who need to access services outside their communities.
- Additional priorities will be compiled into a more comprehensive list with recommendations based on a full analysis.
- 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.

Context:

- Both the 2021 and 2023 mandate letters include a commitment to expand the services of the Yukon's SART to Yukon communities beyond Whitehorse.
- There are strong connections and cross-over priorities with the Substance Use Health Emergency Strategy, Missing Murdered and Indigenous Women, Girls and Two Spirit Plus People Strategy, and Yukon's plans in relation to the National Action Plan to end Gender-based Violence.
- The 2023 Confidence and Supply Agreement includes a commitment to develop a low-cost transportation option for people travelling throughout the Yukon.
- A public awareness campaign on SART and sexualized violence ran for three months from January 1st to the end of March 2024.

Session Briefing Note

Expansion of SART Services

Spring 2024

Justice, WGED

Background:

- Engagement with First Nations governments, rural service providers and victims occurred in the summer and fall 2023. The initial findings from the engagement with First Nations governments and services providers were reviewed with communities in November 2023 to ensure completeness of the report prior to finalization.
- Engagement was conducted by:
 - Rumsey Consulting, who led the engagement with First Nations governments,
 - Indigenous women's organizations and service providers; and
 - Ipsos and Sisco, who led the engagement with victims of sexualized violence.
 - Rumsey Consulting combined the results of the two engagements into a final What We Heard document.

Whitehorse SART

- SART in Whitehorse was officially launched March 6, 2020, and is based on the core principles of:
 - victim's choice;
 - dignity and respect;
 - preventing system re-traumatization;
 - cultural safety; and
 - access, equity and inclusion.
- Current Whitehorse SART member agencies include:
 - Government of Yukon Department of Health and Social Services, Department of Justice and Women and Gender Equity Directorate;
 - Public Prosecution Service of Canada;
 - RCMP "M" Division;
 - Yukon Hospital Corporation; and
 - Yukon Women's Transition Home.
- Whitehorse SART agencies' responses to victims are guided by the Whitehorse SART protocol. The protocol is the first of its kind in Yukon and endeavors to make the network of services sustainable in Whitehorse.
- The Whitehorse SART protocol has been signed by the partner agencies and is available on sartyukon.ca. Educational materials about the protocol for front-line workers have been developed and are also available on sartyukon.ca.

Session Briefing Note

Expansion of SART Services

Spring 2024

Justice, WGED

SART – General information

- 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.
- Available services include a 24/7 support line, weekend and weekday victim support workers, 24/7 on-call physicians at Whitehorse General Hospital and rapid access to counselling through Mental Wellness and Substance Use Services Hubs.
- While the Yukon Advocate Case Review project was not implemented, the RCMP Sexual Assault Investigations Review Committee is currently being led by the Yukon RCMP in line with national direction. Government of Yukon representatives take part in case reviews of sexualized assault investigations, through this committee.

Forensic Care

- Different jurisdictions across Canada may have differing definitions of 'forensic care' based on the services they provide. In the Yukon there are three options for care when someone presents to a health care facility: medical care (available in all communities), forensic care, and forensic care with a sexual assault evidence kit (SAEK).
- Forensic care involves a forensic examination, which may include the completion of a sexual assault evidence kit, toxicology kit, and the writing of a forensic report for the purpose of collecting evidence or information which may be used in court.
- Forensic care, including sexual assault evidence kits, is available at Yukon Hospitals in Whitehorse, Dawson City, and Watson Lake. Specialized SART services, such as pediatric care, are currently only available at Whitehorse General Hospital. This is due to the need for specialized training and legal protocols.
- The clarification to provide forensic kits only at Yukon hospitals does not signal a reduction in care for victims of sexualized assault. All community health centres continue to offer standardized clinic-based care to support victims. This ensures that individuals seeking medical care in the aftermath of such an assault have access to the services they need, right in their community.

Session Briefing Note

Expansion of SART Services

Spring 2024

Justice, WGED

- For those victims who opt for forensic care as part of their journey through the criminal justice system, there is transportation support in place to assist them in accessing these services. Forensic care is available primarily in Whitehorse, and ongoing efforts are focused on evaluating how to expand access to SART services to all Yukoners, wherever they may reside.
- Although forensic care is not available directly in community health centres, this does not diminish the commitment to providing comprehensive care and support to victims. The ongoing project to expand SART services across the Yukon aims for every individual to have the support they need in times of crisis.

Training

- The Sexualized Assault Response Team (SART) undertook cross agency training in fall and winter 2023. This training included the following.
 - Cultural safety and awareness training for SART agencies and partners.
 - Documentation for counsellors working with victims of sexualized violence training.
 - Responding to online sexualized violence training.
 - Responding to 2SLGBTQIA+ victims training.
 - A victim's path through the criminal justice system training.
- Over the past 12 months, we have been providing additional training opportunities to service providers. These opportunities included the following.
 - Responding to Children and Youth training – approximately 140 participants across the Yukon attended.
 - Cultural Safety Training – approximately 100 participants across the Yukon attended one of four sessions.
 - Violence and Language training – 80 participants attended in Whitehorse.

Approved by:

_____	April 15, 2024
Deputy Minister, Justice	Date approved
_____	April 16, 2024
Deputy Minister, WGED	Date approved

WOMEN AND GENDER EQUITY DIRECTORATE

**Budget Briefing Book
2024-25**

WOMEN AND GENDER EQUITY DIRECTORATE

SUMMARY

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.

SUMMARY (\$000s)	2024-25 ESTIMATE	2023-24 FORECAST	2023-24 ESTIMATE	2022-23 ACTUAL
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Summary

Amounts to be Appropriated

Operation and Maintenance (Vote 11-1)	5,475	5,837	3,672	3,260
Capital (Vote 11-2)	0	0	0	0
Total Appropriations	5,475	5,837	3,672	3,260

Financial Summary

Amounts to be Appropriated

Operations and Maintenance (Vote 11-1)				
Policy and Program Development	5,475	5,837	3,672	3,260
Total Appropriations	5,475	5,837	3,672	3,260

Summary of Expense by Category

Personnel	1,478	1,497	1,151	998
Other	631	550	330	257
Government Transfers	3,366	3,790	2,191	2,005
Total Expenses	5,475	5,837	3,672	3,260

SUMMARY**\$5,475,000****FUNDING DISTRIBUTION AND DESCRIPTION**

The Estimate for 2024-25 for WGED is **\$5,475,000** and consists of:

\$ 1,478,000	Personnel	12.2 FTEs: 9.2 Indeterminate, 3.0 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., 2.0 Senior Advisors on MMIWG2S+, 1.0 LGBTQ2S+ Project Coordinator , 2.0 (Senior Advisor & Communications) for the National Action Plan to End Gender Based Violence
\$ 631,000	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
\$ 3,366,000	Government Transfers	
\$ 620,000		National Action Plan to End Gender Based Violence - Prevention Fund
\$ 620,000		National Action Plan to End Gender Based Violence - Victim Support Fund
\$ 600,000		Indigenous Women's Equality Fund
\$ 207,000		Women's Equality Fund
\$ 200,000		Prevention of Violence against Aboriginal Women Fund
\$ 200,000		Queer Yukon Society
\$ 168,000		Yukon Aboriginal Women's Council - Sally & Sisters
\$ 116,000		Yukon Aboriginal Women's Council - MMIWG2S+ Accountability Forum
\$ 150,000		Crisis Hotline
\$ 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
\$ 77,000		Yukon Anti-Poverty Coalition - Whitehorse Affordable Family Housing Complex
\$ 60,000		National Action Plan to End Gender Based Violence - Yukon Women's Coalition
\$ 60,000		Yukon Women's Transition Home Society - Sexualized Assault Support Line

KEY BUDGET CHANGES FROM 2023-24

There is an **overall increase of \$1,803,000** from the 2023-24 Mains with key budget changes as follows:

An **increase of \$327,000** in Personnel

An **increase of \$300,000** in Other

An **increase of \$1,176,000** in Transfer Payment Agreements

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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)	2024-25 ESTIMATE	2023-24 FORECAST	2023-24 ESTIMATE	2022-23 ACTUAL
Amounts included in the Appropriation				
Operation and Maintenance (Vote 11-1)				
Program Delivery	4,832	5,161	3,171	2,773
Public Education	372	407	232	277
Policy, Research, and Development	271	269	269	210
Total included in the Appropriation	5,475	5,837	3,672	3,260
Summary of Appropriation by Allotment				
Personnel	1,478	1,497	1,151	998
Other	631	550	330	257
Government Transfers	3,366	3,790	2,191	2,005
Total included in the Appropriation	5,475	5,837	3,672	3,260

Program Delivery**\$4,832,000****FUNDING DISTRIBUTION AND DESCRIPTION**

\$ 1,478,000 Personnel	12.2 FTEs: 9.2 Indeterminate, 3.0 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., 2.0 Senior Advisors on MMIWG2S+, 1.0 LGBTQ2S+ Project Coordinator, 2.0 (Senior Advisor & Communications) for the National Action Plan to End Gender Based Violence
\$ 338,000 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
\$ 3,016,000 Government Transfers	
\$ 620,000	National Action Plan to End Gender Based Violence - Prevention Fund
\$ 620,000	National Action Plan to End Gender Based Violence - Victim Support Fund
\$ 600,000	Indigenous Women's Equality Fund
\$ 207,000	Women's Equality Fund
\$ 200,000	Queer Yukon Society
\$ 168,000	Yukon Aboriginal Women's Council - Sally & Sisters
\$ 116,000	Yukon Aboriginal Women's Council - MMIWG2S+ Strategy Accountability Forum
\$ 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
\$ 77,000	Yukon Anti-Poverty Coalition - Whitehorse Affordable Family Housing Complex
\$ 60,000	National Action Plan to End Gender Based Violence - Yukon Women's Coalition
\$ 60,000	Yukon Women's Transition Home Society - Sexualized Assault Support Line

KEY BUDGET CHANGES FROM 2023-24

There is an **overall increase of \$1,661,000** with key changes as follows:

An **increase of \$56,000** in personnel adjustments and collective agreement increases

An **increase of \$271,000** (2.2 Term FTEs) to support the National Action Plan to End Gender Based Violence

An **increase of \$298,000** in Other to support the National Action Plan to End Gender Based Violence

A **decrease of -\$175,000** to the Queer Yukon Society

A **internal transfer (increase) of \$10,000** from Public Education to Program Delivery

A **decrease of -\$100,000** for the MMIWG2S+ Update the Record Project

An **increase of \$1,301,000** in Transfer Payments for the National Action Plan to End Gender based Violence

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

		Comparable			
		2024-25	2023-24	2023-24	2022-23
PROGRAM SUMMARY (\$000s)		ESTIMATE	FORECAST	ESTIMATE	ACTUAL
Amounts included in the Appropriation					
Operation and Maintenance (Vote 11-1)					
Program Delivery		4,832	5,161	3,171	2,773
Public Education		372	407	232	277
Policy, Research, and Development		271	269	269	210
Total included in the Appropriation		5,475	5,837	3,672	3,260
Summary of Appropriation by Allotment					
Personnel		1,478	1,497	1,151	998
Other		631	550	330	257
Government Transfers		3,366	3,790	2,191	2,005
Total included in the Appropriation		5,475	5,837	3,672	3,260

Public Education	\$372,000
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FUNDING DISTRIBUTION AND DESCRIPTION

Other	\$ 22,000	This includes contracts, advertising, program materials, and printing
Government Transfers	\$ 350,000	\$200,000 - Prevention of Violence against Aboriginal Women Fund \$150,000 - Crisis Hotlines

KEY BUDGET CHANGES FROM 2023-24
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There is an **overall increase of \$140,000** with key changes as follows:

An **increase of \$150,000** from the Federal Crisis Hotline Funding Agreement

A **budget transfer (decrease) of -\$10,000** from Public Education to Program Delivery

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)	2024-25 ESTIMATE	2023-24 FORECAST	2023-24 ESTIMATE	2022-23 ACTUAL
Amounts included in the Appropriation				
Operation and Maintenance (Vote 11-1)				
Program Delivery	4,832	5,161	3,171	2,773
Public Education	372	407	232	277
Policy, Research, and Development	271	269	269	210
Total included in the Appropriation	5,475	5,837	3,672	3,260
Summary of Appropriation by Allotment				
Personnel	1,478	1,497	1,151	998
Other	631	550	330	257
Government Transfers	3,366	3,790	2,191	2,005
Total included in the Appropriation	5,475	5,837	3,672	3,260

FUNDING DISTRIBUTION AND DESCRIPTION

Other **\$ 271,000** Includes in-territory travel, honoraria, contracts, entertainment, rental expense, program materials, Minister's Advisory Council on Women and Gender Equity (MACWAGE)

KEY BUDGET CHANGES FROM 2023-24

There is an **overall increase of \$2,000** with key budget changes as follows:

An **increase of \$2,000** 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.

FINANCIAL SUMMARY (\$000s)	2024-25 ESTIMATE	2023-24 FORECAST	2023-24 ESTIMATE	2022-23 ACTUAL
Amounts to be Appropriation				
Operation and Maintenance (Vote 11-1)				
Program Delivery	4,832	5,161	3,171	2,773
Public Education	372	407	232	277
Policy, Research, and Development	271	269	269	210
Total Operation and Maintenance (Vote 11-1)	5,475	5,837	3,672	3,260
Capital (Vote 11-2)	0	0	0	0
Total Capital (Vote 11-2)	0	0	0	0
Total Appropriations	5,475	5,837	3,672	3,260
Summary of Expense by Category				
Personnel	1,478	1,497	1,151	998
Other	631	550	330	257
Government Transfers	3,366	3,790	2,191	2,005
Total Expenses	5,475	5,837	3,672	3,260

Capital

\$0

FUNDING DISTRIBUTION AND DESCRIPTION

KEY BUDGET CHANGES FROM 2023-24

No changes from 2023-24

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WOMEN AND GENDER EQUITY DIRECTORATE

FINANCIAL SUMMARY (\$000s)	2024-25 ESTIMATE	2023-24 FORECAST	2023-24 ESTIMATE	2022-23 ACTUAL
Revenues				
Recoveries from Canada				
Operation and Maintenance	2,020	2,070	0	582
Subtotal from Canada	2,020	2,070	0	582
Total Revenues	2,020	2,070	0	582

RECOVERIES FROM CANADA

Operation and Maintenance				
Policy and Program Development				
Women and Gender Equality Canada				
National Action Plan to End Gender Based Violence	1,870	1,895	0	0
Crisis Hotlines	150	175	0	75
Prior Years' Recoveries	0	0	0	507
Total Recoveries from Canada	2,020	2,070	0	582
TOTAL REVENUES	2,020	2,070	0	582

Revenues/Recoveries

\$2,020,000

FUNDING DISTRIBUTION AND DESCRIPTION

Recoveries **\$2,020,000** Recoveries from Canada

KEY BUDGET CHANGES FROM 2023-24

There is an **overall increase of \$2,020,000** with key budget changes as follows:

Federal Funding Agreements

\$1,870,000 National Action Plan to End Gender Based Violence

\$150,000 Crisis Hotline Agreement

Session Briefing Note

Corporate Note – Budget Highlights

TAB# 27
Spring 2024
Finance

Recommended response:

- The Government of Yukon is committed to supporting Yukoners and communities while delivering strong, sustainable fiscal management.
- The Yukon's economy is returning to normal with inflation falling, tourism rebounding, and growth in wages leading to higher consumer spending.
- This budget will benefit all Yukoners by providing significant investments in health care, education, and housing, and will ensure that Yukoners have opportunities to thrive in a vibrant and sustainable economy:
 - An additional \$15.3 million in funding is included to support the operations of the Yukon Hospital Corporation and another \$30 million is directed towards our Insured Health services system.
 - \$4.4 million will help increase the number of educational support staff and wellness professionals in our schools and create a learning environment that is inclusive and responsive to the diverse needs of our students.
 - \$101 million in capital is dedicated for land development, housing, education and health care.
 - This year's budget also delivers on our commitment to environmental stewardship, demonstrated through more than \$55 million allocated to support existing and new actions identified in *Our Clean Future*.

Session Briefing Note**Spring 2024****Corporate Note – Budget Highlights**

Finance

Embargoed until day of budget tabling

- Through Budget 2024-25, the government will continue to lay the foundation for the territory's new health authority. We will also provide funding to implement the *Substance Use Health Emergency Strategy* in coordination with our partners.
- This budget includes strategic investments in infrastructure, particularly in housing for the most vulnerable. Investments in housing include projects in Watson Lake, Mayo, Faro and Dawson City and funding support for various affordable and community housing projects.
- Like in previous budgets, Budget 2024-25 continues to build relationships and further reconciliation with Yukon First Nations.
- Revenue growth continues to accelerate alongside record levels of recoveries. The Yukon's strong financial position continues to improve as we look towards the future.

Additional response:

- The Yukon government is delivering on its commitment to grow a strong and resilient economy while ensuring robust, sustainable fiscal management.
- A strong surplus will serve as a prudent fiscal management tool and demonstrates the ability of the government to address unforeseen events without going into a deficit.

Session Briefing Note

Spring 2024

Corporate Note – Budget Highlights

Finance

Embargoed until day of budget tabling

- The fiscal summary includes a \$50 million contingency for unforeseen pressures and emergencies. Including a contingency has been a proven method to offset the cost of expected but undefined expenditures that arise throughout the fiscal year while limiting their impact on the territory's fiscal position.

Context—this may be an issue because:

- The 2024-25 Main Estimates will be debated during the March 2024 legislative session.
-

Background:

- The 2024-25 Main Estimates include a projected surplus of \$119 million and net debt of \$488.8 million.
- Total revenue is expected to be \$1.69 billion in 2024-25. This is an increase of \$115.8 million, or 7.4 per cent, from the 2023-24 Main Estimates.
- Gross O&M spending is forecast at \$1.6 billion, reflecting a \$141.4 million or 9.7 per cent increase over 2023–24 Main Estimates. Approximately 12 per cent is recoverable from Canada and other partners, making the net impact \$88.6 million, or a 6.7 per cent net increase over 2023–24 Mains.
- Forecast capital expenditures total \$484.0 million with recoveries of \$171.3 million. Although gross capital expenditures are consistent with the previous year (\$483.8 million in 2023-24) increased recoveries result in a 2.1 per cent decrease in net capital expenditures from the 2023-24 Main Estimates.

Session Briefing Note

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Corporate Note – Budget Highlights

Finance

Embargoed until day of budget tabling

- There are 5,484.5 FTEs in the 2024-25 budget, which is an increase of 152.8 FTEs from 2023-24. Growth primarily for CASA Education commitments (61.0) and Health Human Resources commitments (11.5) as well as Putting People First (28.5).

Approved by:

February 28, 2024

Deputy Minister, Finance

Date Approved

Session Briefing Note

Corporate Note – Fin/HPW 2023-24 Supplementary Overview

HPW TAB#1

FIN TAB#28

Spring 2024

Embargoed until day of budget tabling

Recommended response:

- The changes outlined in the Supplementary Estimates No. 2 highlight the government's commitment to supporting the health and wellbeing of Yukoners and communities. The government will continue to make important investments to support our healthcare system, enhance public safety, and provide needed infrastructure across the territory.
- The 2023-24 Supplementary Estimates No. 2 forecasts an overall net increase of \$32.1 million in spending. This includes:
 - A \$61.0 million increase in gross O&M spending, with an offsetting increase of \$29.4 million in recoveries, and
 - Other than a small transfer of \$143,000 in the Yukon Legislative Assembly, there is no change in overall gross capital spending, and a small decrease of \$397,000 in recoveries.
- Changes in the Supplementary Estimates result in a revised forecast surplus of \$1.7 million and year-end net debt of \$444.5 million.
- The ability to remain in a surplus position despite an increase in spending is largely owed to significant infrastructure investments:
 - Infrastructure investments, which are mostly tangible capital assets, impact net debt when they are realized. However, as they are anticipated to provide benefits over many years, their

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Corporate Note – Fin/HPW 2023-24 Supplementary Overview

HPW TAB#1

FIN TAB#28

Spring 2024

Embargoed until day of budget tabling

impact on the surplus/deficit position is recognized over their expected life.

O&M

- In O&M, the most significant increases are for programs and initiatives in the Department of Health and Social Services:
 - \$25.6 million is required for Insured Health Services for physician claims, hospital claims, pharmacare and medical travel.
 - More than \$12 million in O&M spending will increase funding for the Yukon Hospital Corporation for unanticipated costs, which are partially a result of a global shortage of health care providers and work done to retain our valuable nurses.
- Some other significant items in the supplementary estimates include:
 - \$6.7 million to sustain initiatives aimed at strengthening justice and community safety within our territory.
 - \$4.1 million to cover costs for new teachers, educational assistants, learning assistant teachers and mental health and wellness counsellors, as well as Yukon University and Governance increases.
- The 29.4 million increases in O&M recoveries are mostly comprised of a \$25 million recovery expected to be received for work completed and underway at the Minto Mine, this year.

Session Briefing Note

Corporate Note – Fin/HPW 2023-24 Supplementary Overview

HPW TAB#1

FIN TAB#28

Spring 2024

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Capital

- In Capital, there is no significant change in overall expenditures, but there are increases in several projects which are offset by decreases in other areas:
 - Most of the increases are for the Dempster Fibre project, which will receive an additional \$18.4 million to support faster than anticipated progress during the year. This project will provide Yukoners with more reliable access to the internet as well as necessary redundancy.
 - There is also a \$14.6 million increase for the Nisutlin Bay Bridge Replacement project and a \$7.9 million increase for the Whitehorse airport taxiway improvements and runway replacement.
 - Finally, there will be an \$5.8 million increase is required for the Old Crow Health and Wellness Centre replacement and the Old Crow 10-unit mixed-use housing project.
- These increases are offset by a number of decreases in other capital projects to reflect revised timelines:
 - The most notable decrease is a \$21.3 million reduction for the Skagway Marine Service Platform project, which has been moved to 2025-26.

Session Briefing Note

Corporate Note – Fin/HPW 2023-24 Supplementary Overview

HPW TAB#1

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Spring 2024

Embargoed until day of budget tabling

- There is also an \$8 million decrease in Northern Carve Out funding, which is being deferred to 2024-25.
- Delays in some of the community projects under the infrastructure development funding will also see an additional \$7.7 million decrease in capital.

Additional Response:

- Revenues for 2023-24 are expected to decrease by \$14.9 million, mainly to reflect lower forecasts for tobacco and corporate income tax revenues and quartz mining royalties.

Context—this may be an issue because:

- The 2023-24 Supplementary Estimates #2 is tabled in the spring session and will be the subject of debate.

Approved

Signature on file	February 29, 2024
_____ Deputy Minister, Finance	_____
Signature on file	February 28, 2024
_____ Deputy Minister, HPW	_____ Approved

Session Briefing Note**Spring 2024****Carbon Pricing
(Corporate Note)**Environment & Finance

Recommended response:

- Since its introduction in 2019, the Government of Yukon has been supportive of carbon pricing as a policy to help us reduce emissions and move toward our ambitious climate targets.
- The Department of Environment and the Department of Finance work closely to ensure that we take a balanced approach to carbon pricing in the territory, one which considers the need to reduce emissions as well as the fair return of carbon pricing revenues to Yukoners.
- Our two departments work together to coordinate with our federal counterparts to assess the implications of carbon pricing in the territory and to ensure the needs of the territory are recognized in national policy.
- This includes retaining control over how revenues are distributed back to Yukon individuals, municipal governments, Yukon First Nations and businesses.
- It also includes excluding carbon price from electricity generation or aviation, in recognition of the unique constraints of our northern jurisdiction.

Session Briefing Note**Spring 2024****Carbon Pricing
(Corporate Note)**Environment & Finance

Additional response:

- Carbon pricing is just one tool in our toolkit to address the climate emergency.
- We continue to implement Our Clean Future to reduce the Yukon's greenhouse gas emissions and, more broadly, to reduce the impact of the carbon levy on Yukoners.
- In December of last year, we announced 42 new actions under Our Clean Future as part of the third Our Clean Future annual report outlining the progress we have made on the strategy.
- Although we have made progress on many of our commitments, there is still significant work required to meet our target of reducing our emissions by 45 per cent by 2030
- Our government continues to stand by carbon pricing as sound, evidence-based policy on climate change, but we share concerns about equity; specifically, for those Yukoners who do not use heating oil for their homes.
- The policies in Our Clean Future, as well as carbon pricing, are intended to incentivize Yukoners to make the switch to low carbon energy sources, like electric heating or heat pumps. Despite this change to the federal carbon levy, Yukoners continue to lead the way to support this low carbon transition.

Session Briefing Note

Spring 2024

Carbon Pricing (Corporate Note)

Environment & Finance

-
- Ensuring that we utilize every policy lever at our disposal, including carbon pricing, is essential to meet our goals.
 - Together, we are finding solutions to reduce our emissions while strengthening our economy and supporting our industry partners.

Third response:

- The Yukon's carbon rebate is revenue-neutral. We are committed to both reducing carbon emissions in the territory and to returning all the federal government's revenues to Yukoners.
- Returning proceeds to individuals, municipal governments, Yukon First Nations, and businesses is a critical part of our approach to carbon pricing in the Yukon.
- We are returning 100 per cent of the federal carbon levy to these four rebate groups who receive more, on average, than they pay in carbon pricing levies.

Context—this may be an issue because:

- In October 2023, the federal government announced a temporary 3-year exemption for home heating oil from the federal carbon price, with the intention of helping Atlantic Canada in particular.
- While Atlantic Canada welcomed this change, the exemption has received considerable backlash. Most provincial governments (except for British Columbia) have called for extending the carbon price exemption to all home-heating fuels (including natural gas).

Prepared for Premier Pillai, Ministers Clarke and Silver
Departments of Environment and Finance

Date prepared: January 8, 2024
Last Updated: February 22, 2024
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Session Briefing Note**Spring 2024****Carbon Pricing
(Corporate Note)**

Environment & Finance

- Critics also argued that the exemption undermines the credibility of the carbon tax, and may weaken the incentives to switch to lower carbon heating options.

Background:

- The federal Draft Regulations Amending the Fuel Charge Regulations stipulate that all heating oil will be exempt from the fuel charge starting November 8, 2023, until April 2027.
- This means that light fuel oil consumption in all buildings, including residential, commercial, and institutional, will be exempt from the fuel charge.
- Nearly half (49.2% in 2022) of Yukon homes use oil-based heating.
- In Yukon, individuals, businesses, placer/quartz mining operations, Yukon First Nations governments and municipal governments are all eligible for a rebate for carbon pricing.
 - Individuals who live outside of Whitehorse receive a remote supplement, which was recently increased from 10 to 20% (and is now in line with the federal remote supplement for backstop jurisdictions including Alberta, Manitoba, Ontario, and Saskatchewan).

Approved by:

Michael Prochazka, Deputy Minister of
Environment

March 1, 2024

Date approved

Deputy Minister of Finance

February 26, 2024

Date approved

Prepared for Premier Pillai, Ministers Clarke and Silver
Departments of Environment and Finance

Date prepared: January 8, 2024

Last Updated: February 22, 2024

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Session Briefing Note

Inflation and Affordability

(Corporate Note)

Spring 2024

Finance

Recommended:

- Inflation has continued to improve in recent months, but all Yukon households continue to see their budgets stretched by elevated prices, with lower-income households often feeling the worst effects.
- The Government of Yukon continues to track inflation and its impact on Yukoners, so that we can take steps to ease the burden.
- As inflationary pressures continue to lessen, efforts to make life more affordable for Yukoners and to help industry are shifting from short-term assistance to measures with the potential to provide longer-term benefits, such as actions to improve home affordability.

Additional response:

- This year's Budget continues to support Yukoners by making sure they can access essential services at prices they can afford.
 - o The Budget includes massive investments to advance affordable housing projects across the Yukon. From the Housing First Project in Watson Lake, the Ryder Apartments in Whitehorse, and the Korbo Multiplex in Dawson, the Yukon government will be taking action to build more affordable homes for Yukoners, especially those in vulnerable situations.
 - o There is also over \$42 million in continued funding for early learning and child care in this Budget. This includes funding for the universal child care program, which has reduced child care fees to less than \$10 per day on average.

Session Briefing Note

Inflation and Affordability

(Corporate Note)

Spring 2024

Finance

- o We are also making life more affordable and leading the nation with our Yukon-wide dental program, which will see \$5.4 million in continued funding for 2024-25.
 - o To make sure that more people have the option of staying home when they are sick, we have extended the Temporary Paid Sick Leave and included the necessary funding to do so in this Budget. We have also extended the Interim Electrical Rebate, which will provide welcome relief from power bills to Yukoners across the territory.
- These are just a few examples of the many programs and initiatives that will continue to support Yukoners this year.
- The Yukon's minimum wage has also been responsive to price changes, as its annual change is tied to inflation in the year prior. After growing 6.8 per cent in 2023, the minimum wage is scheduled to grow a further 4.9 per cent to \$17.59 per hour as of April 1, 2024. The new minimum wage would represent the second highest wage in Canada, behind only Nunavut's minimum wage of \$19.00 per hour.
- Higher inflation impacts various Government of Yukon programs through indexation, including:
 - o Subsidies for medical travel
 - o The Yukon Child Benefit
 - o Social Assistance Payments
 - o Student Financial Assistance
 - o Seniors' benefits
 - o The Pioneer Utility grant

Session Briefing Note

Inflation and Affordability (Corporate Note)

Spring 2024

Finance

- o The Comprehensive Municipal Grant Regulation
- o The minimum wage
- o Residential rent caps
- o The tobacco tax rate

Context—this may be an issue because:

- Inflation has fallen from historical highs but remains elevated in Canada and in the Yukon.
- While improved, energy prices remain elevated, and food and shelter costs continue to be prominent drivers of overall inflation. These are all areas where higher prices are more obvious to consumers.
- Housing affordability has been a concern in the Yukon for several years.
- After more than a year of local inflation being among the highest in Canada, growth in the Whitehorse CPI trended down throughout 2023 and was once again below the national inflation in the last three months of 2023.
- Higher earnings were reported across most industries in 2023, and several industries reported earnings growth more than 2023's average inflation of 4.9 per cent. Even as some industries had earnings gains outpace inflation, earnings growth of 2.8 per cent in the industry total fell short of the overall increase in prices in 2023.

Background:

Inflation – Recent performance and outlook

- Early in the recovery from the COVID-19 pandemic, some price pressures were slower to materialize in the Yukon than in other parts of the country, as inflation for Whitehorse was amongst the lowest in Canada in the first half of 2022.

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Inflation and Affordability (Corporate Note)

Spring 2024

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- Robust price growth in the CPI components of food, shelter and recreation, education and reading material were key drivers of overall inflation in 2023.
- Actions taken by the Bank of Canada to rein in inflation by cooling the Canadian economy appear to be having the desired effects. The national labour market has softened, consumer spending has slowed, and real GDP has leveled out. Following ten increases in the overnight rate since March 2022, discussion among many analysts has shifted towards the timing of rate cuts.
- The Bank's efforts to tame inflation look to have set the stage for a soft landing for Canada, as inflation is trending down without an accompanying sharp downturn in economic activity. Weaker energy prices and improving supply chains have also helped contribute to a much-improved national inflation picture.
- Prior to the recent period of elevated inflation, prices in the Yukon had generally tracked close to the national trend. After averaging 3.9 per cent in 2023, the Bank expects national inflation to fall to 2.8 per cent in 2024 and 2.2 per cent in 2025. As price pressures continue to recede, a similar story is expected locally with growth of the Whitehorse CPI forecast to fall from 4.9 per cent in 2023 to 3.0 per cent in 2024 and 2.5 per cent in 2025.

PROGRAMS AND OTHER MEASURES THAT SUPPORT AFFORDABILITY

Projects under the Five-Year Capital Plan supporting housing affordability (Yukon Housing Corporation)

- The **Old Crow 10-Plex Mixed-Use Housing** facility will be completed and will be ready for residents to start moving in by March 2024.
- Construction of the **10-plex Housing First Project in Watson Lake** began in the summer of 2023. It is scheduled to be completed in the fall 2024.
- Construction of the **Faro and Dawson Duplex** projects started in summer 2023 and are scheduled to be complete in early 2024.

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Inflation and Affordability (Corporate Note)

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Finance

- The **Korbo Multiplex in Dawson** is in the design phase. This project will deliver approximately 34 new housing units.
- The old **Ryder Apartments in Whitehorse** was demolished in December 2023 and plans are underway to replace it with a new multi-family affordable housing complex. The project is in the design phase and is anticipated to deliver over 45 new units.

Universal Child Care Program (Education)

- Universal child care is available to all Yukon families using licensed child care spaces. The universal child care program has reduced fees to less than \$10 per day on average for families across the Yukon.

Dental Care program (Health and Social Services)

- The Yukon's Dental Program was launched in 2023 and provides \$1,300 per year in dental benefits to Yukoners without dental coverage. The program will cover dental treatments necessary to relieve pain and infection, prevent disease, treat cavities, and restore chewing and social function. It will also offer full coverage for preventive care, such as routine dental cleaning.

Paid sick leave program (Economic Development)

- On April 1, 2023, Economic Development launched the Paid Sick Leave Rebate. The program will run for two 12-month blocks:
 - April 1, 2023 to March 31, 2024; and
 - April 1, 2024 to March 31, 2025
- The Paid Sick Leave Rebate is a temporary program that offers up to 40 hours of paid sick leave to employees and self-employed Yukoners that earn less than the average private-sector wage of \$33.94/hour. The program includes all illnesses (and injuries not covered by any other Act, benefit, or program). The program is available to employees regardless of whether their employer offers paid sick

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Inflation and Affordability (Corporate Note)

Spring 2024
Finance

leave, though employees must use all paid sick leave available to them through their employer before they are eligible for the Paid Sick Leave Rebate.

Yukon Child Benefit (Finance)

- The Yukon Child Benefit provides monthly payments to modest and low-income households who have children under 18. The maximum benefit per child is now tied to inflation, starting in the 2023–24 budget year.

Yukon Seniors' Income Supplement (Health and Social Services)

- The Yukon Seniors' Income Supplement provides a monthly income supplement for eligible Yukoner senior's receiving Old Age Security (OAS) and the Guaranteed Income Supplement (GIS) from the federal government. This amount is adjusted for inflation in October each year.

Inflation Relief Rebate and Interim Electrical Rebate (Yukon Development Corporation)

- The Inflation Relief Rebate, a \$50 rebate that is automatically applied to electrical customers' bills, was a temporary measure to address inflation. The Inflation Relief Rebate was most recently applied to all ATCO Electric Yukon and Yukon Energy bills for November and December 2023 and January 2024.
- The Interim Electrical Rebate continues to provide residential electrical customers with a maximum rebate of \$22.62 per month based on the electricity they consume, up to 1,000 kilowatt hours (up to \$271.44 per year). This affordability measure has been extended to March 2025.

Other Government initiatives

Initiatives under Health and Social Services:

- Engagement on the Yukon's Social Assistance rates started in late summer 2023 with clients on Social Assistance.
- While the review is underway, the department is providing a \$100 monthly increase to eligible Social Assistance recipients.

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Inflation and Affordability (Corporate Note)

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- To offset inflationary cost of living increases and provide sufficient financial resources to meet the needs of children placed in their care, the department is providing a 10 per cent increase to monthly payments to caregivers of children in out of home care, on top of the annual indexed increase.
- During the 2023-24 fiscal year, a 16.46 per cent rate increase for community and extended family caregivers was provided. The rates are as follows:
 - o Whitehorse: \$46.86 per day
 - o Rural Communities: \$50.16 per day
 - o Old Crow: \$86.40 per day

Comprehensive Municipal Grant (Community Services)

- The Comprehensive Municipal Grant is how the Government of Yukon directly funds municipal governments. This core funding supplements municipal resources and pays for vital services, like the provision of fresh drinking water, the collection of solid waste and recycling, recreation programming and other services as required under the Municipal Act and other legislation.
- The high inflation seen in 2022 (6.8 per cent) will increase the grant payments to be provided in April 2024. This will result in a \$2.3 million increase for Yukon municipalities with overall contributions of over \$24.5 million for fiscal year 2024/25.

Energy retrofits and funding to improve efficiency and offset costs (Energy, Mines and Resources)

- 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 rebate programs are available for the transportation sector, renewable heating sector, and the construction sector focusing on high efficiency buildings.

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Inflation and Affordability (Corporate Note)

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Finance

- 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.
- Between January 1, 2018, and December 31st, 2023, 221 high-performance retrofits to residential, commercial and institutional buildings have been completed across the territory.
- Innovative programs like the Better Buildings Program that offer up-front funding, combined with our Good Energy rebates, make energy retrofits more accessible and affordable for Yukoners.

Support to the forestry industry (Energy, Mines and Resources)

- To help increase the supply of firewood, over the past two years the Yukon government has offered an incentive to timber harvesters. In 2022-23, the Government of Yukon distributed \$315,000 to 33 Yukon businesses. The program has contributed to an increase in timber harvest volumes.
- In fall 2023, the Government of Yukon and the Canadian Northern Economic Development Agency combined financial contributions to launch the \$200,000 Forestry Support Program. The program is helping to enhance operational safety and resilience by allowing commercial harvesters and retailers to purchase or repair things like harvest equipment, vehicles, trailers, and personal protective equipment.
- We have distributed over \$170,000 through this program and anticipate exhausting the funds by the application deadline of March 31, 2024.

Temporary Landlord Assistance Program (Economic Development)

- Vacancy rates in the local rental market remain very low. The Government of Yukon is committed to encouraging landlords to remain in the residential market. To help support this, the department of Economic Development introduced a temporary Landlord Assistance Program in November 2023.

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- The program is available to all Yukon residential landlords who rent out accommodations to which the Yukon's Residential Landlord and Tenant Act applies and who rented out accommodation in 2023. The program provides a one-time, per-unit payment of \$338 for 2023.

Government initiatives indexed to inflation

- Higher inflation impacts various Government of Yukon programs through indexation, (indexation is updated each April unless otherwise noted), including:
 - o Comprehensive Municipal Grant Regulation (with a one-year lag)
 - o The minimum wage
 - o Subsidies for medical travel
 - o Pioneer Utility grant
 - o Residential rent caps
 - o Seniors benefits (updated each October)
 - o Social Assistance Payments (updated each November)
 - o Student Financial Assistance (updated each school year)
 - o Tobacco Tax is updated each January
 - o Yukon Child Benefit (July)

Covid-19 and other temporary inflation relief measures no longer in place:

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. This began with the Yukon Business Relief Program (YBRP) in 2020, which was open to any business from any sector that experienced at least a 30 per cent revenue loss due to the pandemic.

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Inflation and Affordability (Corporate Note)

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- 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 Tourism Relief and Recovery Plan committed \$15 million over 3 years to support the tourism sector and was focused on 4 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).

Health and Social Services:

- 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;

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Inflation and Affordability
(Corporate Note)

Spring 2024
 Finance

- a 6-month extension of \$500 per month to caregivers of children in out of home care; and
- a commitment of \$100,000 to Yukon Anti-Poverty Coalition to continue to support food security across the territory.

Approved by:

February 28, 2024

 Deputy Minister, Finance

 Approved

Session Briefing Note
Our Clean Future
Implementation

Environment and Energy,
Mines and Resources

Recommended response:

- We recognize the urgency of the climate emergency and launched Our Clean Future in September 2020 to map our route forward.
- The Government of Yukon continues to make significant progress on implementing Our Clean Future. In December 2023, we released the third Our Clean Future annual report outlining the progress we made responding to climate change in 2022.
- The report announced the addition of 42 new actions to help us reach our climate goals. These new actions are a product of the important work of the Yukon Climate Leadership Council, the Yukon Youth Panel on Climate Change, Navius Research and the findings in the Climate Risk Assessment report.
- The 42 new actions implement 15 recommendations from the Yukon Climate Leadership Council and three recommendations from the Yukon Youth Panel on Climate Change.
- Additionally, several of the new recommendations put forward by the Yukon Climate Leadership Council align with existing Our Clean Future actions.
- We will continue to work together to advance our efforts to reduce emissions as we assess our progress year-to-year, consider new research and the input of others, and increase our resilience to climate change.
- We have also revised 19 existing actions to better align with our efforts to reduce the Yukon's greenhouse gas emissions and build a climate resilient territory.

Session Briefing Note
Our Clean Future
Implementation

Environment and Energy,
Mines and Resources

Additional response:

- As we continue to address climate change it is important for us to look back on our progress as we diligently work towards our objectives.
- We legislated greenhouse gas emissions targets and associated reporting through the Clean Energy Act in 2022.
- We installed electric vehicle chargers in every road-accessible community in the Yukon, enabling zero-emissions travel throughout the territory. (See EMR BN #29)
- We launched the five-year Sustainable Canadian Agricultural Partnership in 2023 which will enhance the agriculture sector's resiliency and adaptation to climate change.
- In collaboration with the Yukon's public utilities, we met our target to install seven megawatts of renewable electricity capacity through the Micro-Generation program by 2030. (See EMR BN #38)
- We launched the Better Buildings Program to offer affordable financing for energy retrofits to Yukoners' homes and buildings in 2022.
- We established a geohazard mapping program to understand risks from climate change to the Yukon's transportation corridors.
- We advanced emergency preparedness as we progressed the Community Wildfire Protection Plans for Dawson City, Mayo, Watson Lake, Beaver Creek, the Town of Faro and the Kluane Lake Region.
- We have begun work to develop flood hazard maps for all flood-prone Yukon communities. We expect to release flood maps for the Southern Lakes, Carmacks, and Teslin in 2024. Flood hazard mapping

Session Briefing Note
Our Clean Future
Implementation

Environment and Energy,
Mines and Resources

for Old Crow and Dawson and the Klondike Valley will begin in 2024 and 2025.

- In May 2023, we completed the installation of a biomass heating system at Elijah Smith Elementary School in Whitehorse.
- In January 2024, we passed an electric vehicle charging station regulation under the *Public Utilities Act* to allow First Nation governments, private businesses and municipalities to sell electricity through electric vehicle charging stations.

Third response:

- Of the original 136 actions released in Our Clean Future in 2020, we have completed 45 actions. Eighty-seven actions are in progress and four are yet to begin.
- The ambitious addition of 42 new actions in 2023 puts us on track to reduce the Yukon's emissions by 30 per cent by 2030; however, there is still significant work required to meet our target reduction of 45 per cent by 2030.
- We are working with industry to establish a path to implement the mining intensity target of a 45 per cent reduction in emissions per unit of production by 2035.
- We will continue to build on Our Clean Future as we learn more and implement new actions. This will be reflected in future annual reports.
- We will continue to find opportunities to reach our targets as we work with experts, stakeholders and partner governments across the territory and beyond.

Context — this may be an issue because:

ENV #1 / EMR #33

Spring 2024

Session Briefing Note

Our Clean Future Implementation

Environment and Energy,
Mines and Resources

- Climate change is of high interest to Yukoners and the government's progress in delivering on Our Clean Future commitments will be of interest.

Background:

- Our Clean Future was released on September 14, 2020 and now has 178 actions, of which 136 are original actions and 42 are new actions. These actions seek to reduce greenhouse gas emissions and support the Yukon to be highly resilient to the impacts of climate change by 2030 (see Appendix A).
- The Government of Yukon reports annually on progress for the implementation of Our Clean Future. Three Annual Reports have been published to date, with the latest report released on December 20, 2023.
- The Our Clean Future website was launched in December 2023, which shows our commitments and successes towards fighting climate change.
- On February 16, 2024, the Government of Canada released an update on design options being considered for the upcoming Clean Electricity Regulations. This regulation is one of the Government of Canada's central commitments towards transitioning Canada towards a net-zero electricity grid by 2035.
- Yukon will be exempted from the Clean Electricity Regulations as the territory's electricity grid is currently not interconnected with any other region and is therefore not regulated by North American Electric Reliability Corporation.

Approved by:

March 19, 2024

Deputy Minister
Department of Environment

Date approved

March 19, 2024

Deputy Minister
Department of Energy, Mines and Resources

Date approved

Housing Issues

Yukon Housing Corporation

Recommended response:

- Many Yukoners continue to face challenges across the housing continuum, including:
 - homelessness and a lack of access to housing with services;
 - a lack of affordable rental supply; and
 - high house prices and mortgage rates.
- Exceptionally high building costs and rising interest rates are creating significant challenges for both Yukon Housing Corporation and its partners.
- The corporation's new strategic plan, Creating Home, will help transform affordable housing service delivery through the adoption of a more client-centred and collaborative approach that integrates supports and leads to better outcomes for Yukoners.

Additional response:

- Across government, we are working with stakeholders to develop new land parcels, increase housing stock while also responding to the findings of the 2022 Office of the Auditor General Report on Housing.
- We continue to advance projects that provide new housing to meet Yukoners' needs.

Context:

- The combination of high rental costs, limited affordable housing options, and difficulties in securing mortgages, continue to be a challenge for many Yukoners.
-

Background:

General housing information in the Yukon

Homelessness

- At least 197 people were experiencing homelessness in the 2023 Whitehorse Point-in-Time Count. This included: 58% men; 38 % female; 4% other.

Housing Issues

Yukon Housing Corporation

Rental pricing

- As of October 2023, the median rent for units in Whitehorse in all types of buildings \$1,368. This is 5.1% higher than it was in October 2022. For rental units in buildings with three or more units, the median rent was \$1,250, and the vacancy rate was 1.2%. Within the renter population in Whitehorse:
 - 22.7% live in unaffordable housing;
 - 17.9% live in unsuitable housing; and
 - 10.5% live in inadequate housing.

Rental and vacancy rate, Yukon (YBS)

	April 2022	October 2022	April 2023	October 2023
Median rent (all types)	\$1,300	\$1,301	\$1,325	\$1,368
Vacancy rate (all types)	1.6%	1.7%	2.2%	1.9%

Housing Construction

- Residential building construction declined by 19.3% over the same period. There was \$81.9 million in residential building construction in Yukon in 2023. This figure represents a 7.5% decline from 2022.
- Labour shortages contribute to higher construction costs and are leading to lower residential construction output.¹

House prices

- Yukon Bureau of Statistics real estate reports show that average prices for single detached and condos have fallen for three consecutive quarters; however, house prices remain high and many Yukoners face affordability challenges due to rising mortgage rates.
- Average House Prices (YBS)

Type	Whitehorse Average House Prices		
	2022 Q3	2023 Q3	Change
Single-detached house	\$701,200	\$664,600	(-5.2%)
Condominium	\$459,400	\$426,600	(-7.1%)

¹ Northern Housing Report, 2023

Yukon Housing Corporation Accomplishments

Creating Home – YHC new strategic plan

- Creating Home is the corporation's new 5-year strategic plan that will transform affordable housing service delivery through the adoption of a more client-centred and collaborative approach that integrates supports and leads to better outcomes for Yukoners and communities.
- The plan draws on a recognized framework intended to re-design and transform health care delivery, called the Quadruple Aim, and adapts it to housing.
 - This innovative approach to housing delivery will lead to better outcomes by:
 - improving the client and provider experience
 - strengthening community wellbeing; and
 - contributing to a sustainable future
- Creating Home represents a significant shift in how Yukon Housing Corporation operates and delivers housing services.

Capital builds recently completed by YHC or partners:

- 60 units completed between 21/22 and 22/23 by YHC
- **February 2024** 10 units in Old Crow (with HPW)
- **March 2024** accessible duplex in Faro
- **January 2024** – 3-unit mobile home delivered and prepared for occupancy for RRDC staff to help improve social conditions in the community.
- **August 2023** – two accessible, affordable duplexes in Mayo and Carmacks, YHC
- **July 2023** – a 12-bed men's shelter, Jëje Zho, in Dawson City, Tr'ondëk Hwëch'in
- **May 2023** – 9-unit Elders' complex, Vuntut Gwitchin First Nation
- **January 2023** – 87-unit rental development in Whitehorse by Boreal Commons
- **January 2023** – 47-unit build for in Whitehorse YHC
- **December 2022** – 84-unit Seniors' Supportive Housing Facility, Normandy Living.
- **July 2022** – 45-unit multi-use building, Cornerstone: Opportunities Yukon
- **June 2022** – triplex in Whitehorse, YHC
- **Summer 2022** – 20-unit, Whistle Bend: Champagne and Aishihik First Nations
- **March 2022** – triplexes in Mayo and Watson Lake, YHC

Housing Issues

Yukon Housing Corporation

Underway or Upcoming housing capital projects for YHC and partners

YHC- Underway (12 units)

- 10-unit Watson Lake Housing First building
- 2-unit affordable duplex in Dawson

YHC – Upcoming (112+ units) Community housing:

- 34-unit building with 8 accessible units in Dawson
- 45+ unit building with 9 accessible units on 6th Avenue in Whitehorse (formerly Ryder Apartments)
- 10 units in Mayo
- 6-plex in Teslin
- 6-plex in Carcross
- 6-plex Haines Junction
- Accessible triplex in Whitehorse
- Accessible duplex in Ross River

Staff housing:

- Accessible duplex in Destruction Bay
- Accessible duplex in Pelly Crossing
- Duplex in Burwash Landing

Rent subsidy programs to make life more affordable for renters and seniors:

- July 2023, the corporation acquired an additional 16 units for lease from Normandy, for a total of 26 units to lease to YHC clients through its rent supplement program.
- Since 2020, the corporation has supported over 300 households pay rent through the Canada-Yukon Housing Benefit. As of April 2024, 177 clients are receiving monthly support.

Support for homeowners:

- March 2024 – CYHB Homeowners stream
- June 2023 the Yukon government launched an \$8.25 million flood recovery program for residents and businesses affected by flooding in the Klondike Valley. (Tab #19)

Housing Issues

Yukon Housing Corporation

- April 2023, YHC launched the expanded Yukon Home Ownership Program which provides mortgages for qualified households to build and buy their homes across the territory, including Whitehorse.
 - The program is currently under review and scheduled for revision in the coming year.
- In 2020, YHC launched the revised Home Repair Program to support low to moderate-income Yukon homeowners to remain in their homes and age in place by providing funding to address mobility requirements, repairs, or core housing needs.

Support for new residential land development 2023:

- June 2023, the Government of Yukon partnering with the Government of Canada and the City of Dawson to develop [four new residential lots in Dawson City](#).
- February 2023 – 120 lots, including single family, multi-family and townhouse lots in Whistle Bend made available through public lottery.
- March 2023 Government of Yukon partnered with Liard First Nation on developing 43 new residential lots on Frances Avenue in Watson Lake.
- March 2023 – 74 residential lots in Mayo and the Logan and Whistlebend subdivisions of Whitehorse made available through public lottery.
- November 2022, signed a loan agreement with Kwanlin Dün First Nation's (KDFN) arm's-length development corporation Chu Níkwän Limited Partnership (CNLP) for a new residential land development project at [Copper Ridge West in Whitehorse](#), the first large-scale residential land development on settlement land in the Yukon. An amended loan agreement was signed August 2023 with Chu Níkwän for the same development.

Approved by:

President, Yukon Housing Corporation

April 30, 2024

Date approved

Truth and Reconciliation Commission – Update on Calls to Action

Executive Council
Office

Recommended response:

- Reconciliation is an ongoing process and a shared responsibility of all governments and individuals in our society.
- Our government is deeply committed to advancing reconciliation through collaboration and partnership with Indigenous governments.
- While there is still work to do, our efforts are resulting in meaningful change and creating better programs and services for all Yukoners.
- In 2023, on the National Day for Truth and Reconciliation, we shared our progress toward addressing the Truth and Reconciliation Commission's Calls to Action through the release of the Pathways magazine and an accompanying report.
- The magazine and report provide an update on the actions being taken across the Yukon government and in close collaboration with First Nation governments and organizations in areas including child welfare, health, education and justice.

Additional response:

- The Government of Yukon and Yukon First Nation governments are leaders in demonstrating a collaborative approach to reconciliation.
- We will continue our collaborative work to implement and report on the Calls to Action, including through work on the Yukon Forum joint priorities and by implementing the *Putting People First* recommendations.

Context—this may be an issue because:

- The 2023 mandate letters include a commitment to fulfill the Truth and Reconciliation Commission's (TRC) Calls to Action.

Truth and Reconciliation Commission – Update on Calls to Action

Executive Council
Office

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 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) collaborated on addressing the Calls to Action under the 2017 Yukon Forum Joint Priority Action Plan and through other reconciliation initiatives, such as supporting the important work of the YFN-led Yukon Residential Schools and Missing Children Project.
- YG has taken additional 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 the 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

2024.02.02

Date