

Women and Gender Equity Directorate

Legislative Briefing Notes

Fall 2025 Sitting

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Funding to equity-seeking organizations

Women and Gender
Equity Directorate

Recommended response:

- In 2025-26, the Women and Gender Equity Directorate will provide \$3.2 million in operational and project funding to organizations that advance the equity of all genders and sexual orientations
- Operational funding includes \$800,000 in time-limited operational funding as part of the National Action Plan to End Gender-Based Violence. This is based on recommendations from the Women's Coalition.
- I am looking forward to working with the Government of Canada to extend funding for the National Action Plan to End Gender-Based Violence, and to collaborating with the Sector on implementation of this agreement.

Additional response:

- We recognize the important role that equity-seeking organizations and Yukon First Nations governments play to advance gender equity, reduce gender-based violence, and build safer communities.

Context—this may be an issue because:

- Indigenous women's organizations and women's organizations have made several public requests for increased and long-term funding in recent years and how government is using the National Action Plan to End Gender-Based Violence funding.
- Indigenous women's organizations have asked for additional investments to support the implementation of the MMIWG2S+ strategy.

Background:

Session Briefing Note

TAB 01
Fall 2025

Funding to equity-seeking organizations

Women and Gender Equity Directorate

- Yukon signed a four-year bilateral funding agreement with Canada (2023-27) under the 10-year National Action Plan to End Gender Based Violence plan (2023-33).
- Under this agreement, Canada will invest close to \$16.4 million over four years to implement the plan in the Yukon. Yukon is cost-matching this amount.
- WGEd is leading the Yukon government's involvement in the national action plan, in collaboration with the departments of Justice and Health and Social Services.
- In 2025-26, Yukon updated the implementation plan for the final two years of the agreement. The directorate allocation now includes time-limited operational funding for gender-equity-seeking organizations and the Yukon First Nations Violence Prevention Fund.
- In fiscal year 2023-24, the Directorate entered into two-year agreements with existing partners to support projects within two NAPGBV pillars.
- Highlights of the \$3.1 million in funding for 2025-26 include:
- \$2 million in operational funding for eight gender-equity seeking organizations, including Indigenous women's organizations and Queer Yukon.
- \$1 million for projects and direct service delivery.
- Overall investment of \$1.1 million to support organizations and initiatives for accountability and implementation of Yukon's Missing and Murdered Indigenous Women, Girls, and Two-Spirit+ People Strategy.

Approved by:

Sierra van der Meer

November 27, 2025

Deputy Minister, WGEd

Date Approved

National Action Plan to End Gender-Based Violence – Yukon's implementation

Women and Gender Equity Directorate,

Recommended response:

- I look forward to working with the Government of Canada to secure an extension to the National Action Plan to prevent Gender Based violence.
- The Women and Gender Equity Directorate will continue to work with the stakeholders to identify opportunities to implement NAP-GBV funding.

Additional response:

- Yukon is currently in year three of its four-year implementation plan for the National Action Plan to End Gender-Based Violence.
- The Women and Gender Equity Directorate and the departments of Justice and Health and Social Services continue to collaborate, along with external partners, to implement the various initiatives outlined in the action plan.

Context—this may be an issue because:

- The National Action Plan to End Gender-Based Violence is a high profile, national initiative. Indigenous women's organizations and women's organizations have asked how government is using the National Action Plan to End Gender-Based Violence funding.
- The Yukon continues to experience some of the highest rates of gender-based violence in Canada, with disproportionate impacts on Indigenous women, girls and Two-Spirit+ individuals.

Background:

National Action Plan to End Gender-Based Violence – Yukon's implementation

Women and Gender Equity Directorate,

- The Government of Canada provides \$16.4 million to Yukon over four years to support implementation efforts in the territory. The Government of Yukon matches the Government of Canada's financial contribution with existing spending on related initiatives.
- For 2025-26, federal funding is allocated between departments as follows:
 - Department of Justice - \$1.86 million per fiscal to support prevention, intervention, specialized care, trauma healing for justice-involved Yukoners and First Nations responses to gender-based violence.
 - Department of Health and Social Services - \$800,000 per fiscal to increase operational funding to transition homes and support high substance-use and mental health housing programs.
 - Women and Gender Equity Directorate - \$1.46 million per fiscal to enhance operational funding for gender-equity-seeking organizations and support initiatives led by Yukon First Nations working to end gender-based violence in the territory.

Approved by:

Sierra Van der Meer

November 27, 2025

Deputy Minister, WGED

[Date approved]

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

Women and Gender
Equity Directorate

Recommended response:

- We are eager to continue working with all partners to implement the Yukon's Missing and Murdered Indigenous Women, Girls and Two-Spirit+ People Strategy.

Additional response:

- The first annual report released in 2024 has given us an invaluable snapshot of the work all strategy partners have underway. The directorate is currently working on the second annual report.

Context—this may be an issue because:

- Indigenous women's organizations have asked for additional investments to support the implementation of the MMIWG2S+ strategy.
- While there is some investment made via the Yukon's implementation plan under the National Action Plan to End Gender-Based Violence, there is no dedicated Yukon government fund to support implementation of the MMIWG2S+ strategy.
- Families and survivors have advocated for change for many years and want to see Yukon's strategy and implementation plan realized as soon as possible. They also want to stay at the forefront of the work.

Background:

- Women and Gender Equity Directorate is providing \$1.1 million to organizations to participate and lead initiatives for the implementation of the strategy. The directorate also plays a leading role in implementation as it provides ongoing communications, secretariat support.

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

Women and Gender
Equity Directorate

- The Yukon Advisory Committee was dissolved in Fall 2024, having completed its mandate to produce a strategy and plan for Yukon's MMIWG2S+ work and expecting a new structure to take its place to oversee implementation, accountability and leadership.
- The Yukon Advisory Committee included representatives of the Yukon government (YG), Yukon First Nations governments, three Indigenous women's organizations, 2SLGBTQIA+ Yukoners and an Elder.
- The committee worked release Yukon's strategy in December 2020 and the implementation plan in June 2023.
- Yukon's MMIWG2S+ strategy outlines 32 actions under four pathways to guide action in response to the National Inquiry's final report.
 - Strengthening connections and supports.
 - Community safety and justice.
 - Economic independence and education.
 - Community action and accountability.
- The Directorate has two full-time positions to support strategy implementation.

Approved by:

Sierra Van der Meer

November 27, 2025

Deputy Minister, WGED

[Date approved]

Recommended response:

- We look forward to engaging with Queer Yukon and the community to hear about their priorities.
- Queer Yukon is receiving \$375,000 in 2025-26.

Additional response:

- The five-year 2021-26 action plan is designed to help make Yukon government programs and services inclusive of 2SLGBTQIA+ Yukoners.
- The Women and Gender Equity Directorate is supporting departments to complete their actions and is exploring engagement options to inform the development of the next inclusion plan.
- The What We Heard report on progress on the LGBTQ2S+ Inclusion Action Plan was released in April 2025. It was based on feedback from 2SLGBTQIA+ community members and self-identified allies.

Context—this may be an issue because:

- The directorate leads the coordination of the LGBTQ2S+ Inclusion Action Plan and is providing \$375,000 to Queer Yukon for operational funding.
- The spring 2025 What We Heard report showed that while progress is being made, 2SLGBTQIA+ Yukoners and allies feel more work is needed to improve inclusion.
- The action plan will conclude in March 2026, and the WGED is working with community partners to plan out next steps.
- In recent years, across North America, there has been an increase in transphobic and homophobic rhetoric and discriminatory policies. These issues have spread to the Yukon and there have been public demonstrations both for and against gender diversity.

Background:

- The Yukon government is now using 2SLGBTQIA+ (Two-Spirit, lesbian, gay, bisexual, transgender, queer/questioning, intersex, asexual and others). LGBTQ2S+ is still being used when referencing the action plan.
- The LGBTQ2S+ Inclusion Action Plan was released in July 2021, following a comprehensive public engagement in 2018-19 led by QMUNITY and supported by Yukon 2SLGBTQIA+ organizations.
- The five-year plan includes more than 100 actions for nine areas of government to complete. The Women and Gender Equity Directorate oversees and supports progress on the action plan made by departments.
- Each department involved in the action plan created their own actions and committed to completing them within the five-year timeline.
- Data about the 2SLGBTQIA+ community in the Yukon and Canada is limited. However, Statistics Canada reports that 4.4 per cent of Canadians report being part of this community. If extrapolated to the Yukon, that translates to about 1,800 people.

Approved by:

Sierra Van der Meer

November 27, 2025

Deputy Minister, WGED

[Date approved]

WOMEN AND GENDER EQUITY DIRECTORATE

2025-26 Supplementary Estimates No. 1



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Vote 11**WOMEN AND GENDER EQUITY DIRECTORATE**

MINISTER
Hon. L. Lang

DEPUTY MINISTER
S. van der Meer

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

SUMMARY (\$000s)	2025-26 VOTED TO DATE	SUPPLE- MENTARY NO. 1	2025-26 REVISED VOTE
Supplementary Amounts to be Appropriated			
Operation and Maintenance (Vote 11-1)	5,084	29	5,113
Capital (Vote 11-2)	0	0	0
Total Appropriations	5,084	29	5,113

Summary

Operation and Maintenance Expenditures

The Directorate has requested a net increase of \$29,000 in O&M funding.

115,000	carry-forward from 2024-25 - National Action Plan to End Gender-Based Violence (100% recoverable from Canada)
39,000	Provisional contingency for price and volume pressures
25,000	General contingencies to ensure compliance with financial authorities Lapse to allow for Health and Social Services' contribution to the Family Preservation Wellness Centre - under the National Action Plan
(100,000)	to End Gender-Based Violence
(50,000)	Decrease for a departmental transfer to Health and Social Services for additional support to the Dawson Women's Shelter - under the National Action Plan to End Gender-Based Violence
<u>29,000</u>	

Capital Expenditures

WGED has no capital budget

WOMEN AND GENDER EQUITY DIRECTORATE

2025-26 Supplementary Estimates No. 1

Operation and Maintenance Expenditures

Revenues

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Women and Gender Equity Directorate

DETAILS (\$000s)	2025-26 VOTED TO DATE	SUPPLE- MENTARY NO. 1	2025-26 REVISED VOTE
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Supplementary Amounts to be Appropriated**Operation and Maintenance (Vote 11-1)**

Policy and Program Development	5,084	29	5,113
Total Operation and Maintenance (Vote 11-1)	5,084	29	5,113
Total Appropriations	5,084	29	5,113

OPERATION AND MAINTENANCE EXPENDITURES

Policy and Program Development

The Directorate has requested a net increase of \$29,000 in O&M funding.

115,000	carry-forward from 2024-25 - National Action Plan to End Gender-Based Violence (100% recoverable from Canada)
39,000	Provisional contingency for price and volume pressures
25,000	General contingencies to ensure compliance with financial authorities
	Lapse to allow for Health and Social Services' contribution to the Family Preservation Wellness Centre - under the National Action Plan
(100,000)	(100,000) to End Gender-Based Violence
	Decrease for a departmental transfer to Health and Social Services for additional support to the Dawson Women's Shelter - under the
(50,000)	(50,000) National Action Plan to End Gender-Based Violence

29,000 Total change

Women and Gender Equity Directorate

REVENUES	2025-26	SUPPLE-	2025-26
	VOTED	MENTARY	REVISED
	TO DATE	NO. 1	VOTE
<u>TAXES AND GENERAL REVENUES</u>			
Total Taxes and General Revenues	0	0	0
<u>THIRD PARTY RECOVERIES</u>			
Total Third Party Recoveries	0	0	0
<u>RECOVERIES FROM CANADA</u>			
Operation and Maintenance			
Policy and Program Development			
NAPGBV	1,710	(35)	1,675
Total Recoveries From Canada	1,710	(35)	1,675
Total Recoveries	1,710	(35)	1,675
TOTAL REVENUES	1,710	(35)	1,675

REVENUES

Policy and Program Development

(150,000)	Reallocation of recoveries \$150,000 to Health and Social Services – National Action Plan to End Gender-Based Violence
115,000	NAPGBV Carry Forward from 2024-25
(35,000)	Total change

Operations and Maintenance

- Women and Gender Equity Directorate's 2025-26 budget is \$5,113,000, which is an increase of \$29,000 from the 2025-26 Main Estimates.
- Key changes are from the updated implementation plan of the National Action Plan to End Gender-Based Violence.
 - Transfer of \$150,000 to Health and Social Services to increase support for transition homes' operational costs.
 - Carry-forward of \$115,000 from 2024-25 projects. The funds will be used for the Yukon First Nations Violence Prevention Fund and supporting the Yukon Women's Coalition in implementing the recommendations from the ending gender-based violence sector program view.

Key investments include:

- \$2 million in operational funding for eight gender-equity seeking organizations, including Indigenous women's organizations and Queer Yukon. It is an increase of \$820,000 in time-limited operational funding for women's organizations from 2024-25.
- \$1 million for projects and direct service delivery including the Yukon First Nation Violence Prevention Fund that supports implementation of the Missing and Murdered Indigenous Women, Girls, and Two-Spirit+ People Strategy.

Investment per strategy

- \$1.6 million for the Yukon's implementation of the Nation Action Plan to End Gender-Based Violence (NAP GBV)

Financial Summary

WGED

- \$1.2 million in investments to support implementation of Changing the Story to Upholding Dignity and Justice: Yukon's Missing and Murdered Indigenous Women, Girls and Two-Spirit+ People Strategy
 - \$600,000 for the Indigenous Women's Equality Fund, supporting the operations of Indigenous women's organizations and their role in leading the strategy's implementation
 - \$340,000 for accountability and implementation gatherings
 - 2 FTEs to support the accountability and implementation of Yukon's MMIWG2S+ strategy.
- \$495,000 in continued support for the coordination and implementation of the LGBTQ2S+ Inclusion Action Plan, including \$375,000 for Queer Yukon

Capital

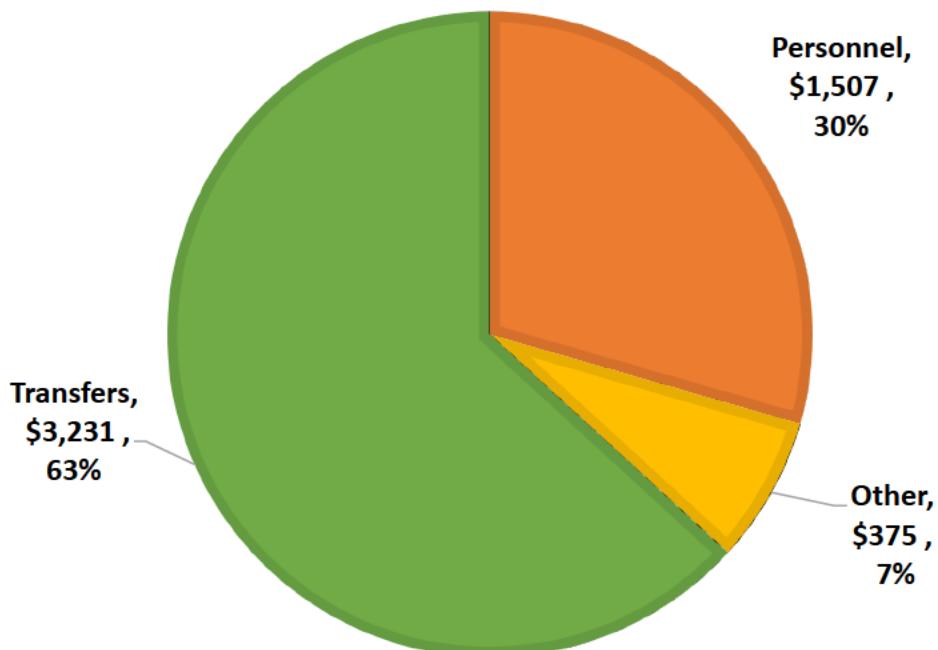
- WGED has no capital.

Recoveries

- \$1.6 in recoveries from Canada for the Nation Action Plan to End Gender-Based Violence
- \$100K in recoveries from Canada for the Crisis Hotline Agreement

WGED 2025-26 SUPPLEMENTARY 1 BUDGET BREAKDOWN BY ALLOTMENT

■ Personnel ■ Other ■ Transfers



Approved by:

Sierra Van der Meer

November 27, 2025

Deputy Minister, Department

[Date approved]

2025-26 Budget Speech

Tabling of the Women and Gender Equity Directorate Supplementary 1

Budget

Committee of the Whole

Minister Responsible for the Women and Gender Equity Directorate

Fall 2025

- Good afternoon.
- I am pleased to present the Supplementary Budget for Women and Gender Equity Directorate.

- I would like to start by thanking the staff at Women and Gender Equity Department – as well as those working in equity-seeking organizations across the Yukon.
- The Directorate is leading or participating in several major initiatives, including the implementation of the National Action Plan to End Gender-Based Violence in partnership with the Government of Canada, advancing the work of Sexualized Assault Response Team (SART), the LGBTQ2S+ Inclusion Action Plan, and Yukon's MMIWG2S+ Strategy and Implementation Plan.
- Despite the progress we have made in the area of gender equality, societal and systemic inequalities still exist.
- Women and 2SLGBTQIA+ people continue to face disproportionately high rates of gender-based violence and sexualized assaults.
- Across Canada, 2SLGBTQIA+ people are twice as likely to experience sexualized assault, and 1.5 times more likely to experience a physical assault.
- Statistics Canada reported that in 2023, hate crimes motivated by sexual orientation rose by 69% from the previous year.

- They highlighted that 80% of incidents motivated by hate towards gender diverse people were violent assaults.
- We continue to see heartbreaking levels of gender-based violence in our territory.
- In 2024, Yukon's rate of family violence and intimate partner violence were the third highest in Canada, following Nunavut and Northwest Territories.¹
- Of all three territories, Yukon has the highest ratio of people who have been victims of sexualized and physical violence in general – over 50%.
- Indigenous women and girls, in the Yukon face significantly higher rates of gender-based violence.
- Most victims of sexualized and physical violence do not report it to the police.²
- Engaging men and boys is critical in transforming the culture that enables gender-based violence.
- We cannot change these grim statistics unless we support our men and boys in fostering a healthy idea of masculinity, and make them feel needed, supported, and respected in our communities.
- Changing norms, attitudes and behaviours to meaningfully prevent gender-based violence requires program investment that supports all Yukoners.
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- The Directorate's work is focused on three main areas.
- First, the department is a lead on major equity-related initiatives, and it works closely with other government departments and community partners.
- These initiatives currently include:

¹ Police-reported family violence and intimate partner violence, 2024 Released by Statistics Canada – October 28, 2025

² <https://yukon.ca/en/statistics-and-data/indicators-gender-equity-yukon/violence-and-safety>

- Implementation of the National Action Plan to End Gender-Based Violence and distribution of funding available through this plan;
 - Tracking the progress of the LGBTQ2S+ Inclusion Action Plan across the Yukon government;
 - Supporting the expansion of the Sexualized Assault Response Unit (SART); and
 - Supporting the implementation of the Yukon's MMIWG2S+ strategy within the government and beyond.
- Second, the department provides funding for equality-seeking community organizations.
- Finally, directorate staff research and analyze issues related to gender equity.
 - This includes advising on policy and legislation issues.
 - It also includes leading the integration of Gender Inclusive Diversity Analysis within the work of all Yukon government departments.
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- Women and Gender Equity Directorate's 2025-26 budget is \$5,113,000, which is an increase of \$29,000 from the 2025-26 Main Estimates.
- Key changes in the budget come from Yukon's updated implementation plan of National Action Plan to End Gender-Based-Violence for the 2025/26 and 2026/27
- We will transfer \$150,000 in recoveries in 2025-2026 to Health and Social Services to increase support to the Dawson Women's Shelter and the Council of Yukon First Nation's Family Preservation Wellness Centre.

- We are receiving \$115,000 in funding, carried forward from last fiscal year for the National Action Plan on Gender Based Violence.
- An increase of \$39,000 as a provisional contingency for price and volume pressures
- An increase of \$25,000 as general contingencies to ensure compliance with financial authorities.
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- Thank you for the opportunity to present the supplemental budget of the Women and Gender Equity Directorate.
- I'll be happy to answer any questions you may have.

Truth and Reconciliation Commission Executive Council – Update on Calls to Action Office

Recommended response:

- Reconciliation is an ongoing process and a shared responsibility of all governments and individuals in the Yukon.
- Advancing the Truth and Reconciliation Commission's Calls to Action is central to our government's commitment to reconciliation.
- We will continue to collaborate and work in partnership with Indigenous governments and groups on advancing the Truth and Reconciliation Commission's Calls to Action to create meaningful change and better programs and services for Yukon First Nations Peoples and all Yukoners.

Additional response:

- We are tracking our actions and initiatives in addressing the Truth and Reconciliation Commission's Calls to Action.

Context—this may be an issue because:

- It has been 10 years since the report and Calls to Action were published. The Official Opposition may ask for an update on the government's progress in addressing the Calls to Action.

Background:

- Released in 2015, the Truth and Reconciliation Commission (TRC)'s report Honouring the Truth, Reconciling for the Future contains 94 Calls to Action on redressing the harms resulting from residential schools and creating better relations between the federal, provincial and territorial governments and Indigenous Peoples. There are 32 Calls to Action that relate directly to YG.
- YG and 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);

**Truth and Reconciliation Commission Executive Council
– Update on Calls to Action Office**

- 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).
- YG last reported on its progress to implement the TRC Calls to Action in fall 2023 through a status report and Pathways magazine. The magazine and report provided an update on the actions being taken across YG and in collaboration with YFN governments in areas including child welfare, health, education and justice.

Approved by:

KL

November 28, 2025

Deputy Minister, Executive Council Office

Date Approved

2025–26 Supplementary Estimates No. 1 – CORPORATE

Finance

Recommended response:

- By bringing these Supplementary Estimates to the Legislative Assembly for debate, we are providing transparency to the public about how the government is allocating taxpayer dollars.
- These Supplementary Estimates serve as an update on spending from the previous government, to fulfill the obligations and contracts already committed to by departments for the current fiscal year.
- We want to increase transparency and accountability around spending, rather than relying on special warrants for the remainder of the year.
- We look forward to bringing forward a budget this spring that we have had the opportunity to shape, and that is reflective of our priorities and commitments to Yukoners.

Contingencies

- Our guiding principle has been that these Supplementary Estimates will provide the resources needed by departments to take them to the end of the fiscal year, without requiring further changes or dependence on additional spending.
- There is a provisional contingency for price and volumes pressures, including inflation, increased demand for public services, and potential wage increases resulting from ongoing collective bargaining.
- There is also a general contingency to ensure compliance with financial authorities. These contingencies are included to ensure all departments remain within their voted budgets for the fiscal year given the potential for unforeseen pressures.

2025-26 Supplementary Estimates No. 1 – CORPORATE

Finance

Summary:

- The 2025-26 Supplementary Estimates No. 1 forecasts an overall gross increase of \$150.4 million in O&M spending, with an offsetting increase of \$8.3 million in recoveries. The net increase in O&M spending is forecast at \$142.0 million when accounting for recoveries.
- Capital adjustments in the Supplementary Estimates No. 1 reflect an overall increase of \$1.0 million in spending and a \$1.6 million increase in capital recoveries. This results in a net decrease in capital spending of \$594 thousand.
- Budgetary revenues are projected to increase by \$5.9 million, primarily due to a \$5.7 million increase in accrued interest on loans to the Receiver for Victoria Gold Corporation.
- The Government of Yukon continues to maintain a budgetary surplus forecast for 2025-26 of \$12.5 million, revised down from the \$82.0 million forecast in the Main Estimates.

FTEs:

- There is an increase of 71.2 FTEs or “Full-Time Equivalents” in the Supplementary Estimates. This is primarily for 57.3 FTEs in Education, including teachers, Educational Assistants, and other positions to provide enhanced support for students.
- This increase also includes 11.4 positions in Health and Social Services for both frontline and administrative positions, and small personnel additions to the Department of Justice (2 FTEs) and the Public Service Commission (0.5 FTEs).

2025–26 Supplementary Estimates No. 1 – CORPORATE

Finance

Borrowing:

- Total anticipated territorial borrowing was \$773.9 million in the 2025–26 Main Estimates, inclusive of \$400 million in long-term borrowing authorized in the First Appropriation Act 2025–26. We expect to proceed with the second tranche of this borrowing in the spring, using the remaining \$200 million authorized.
- Significant energy infrastructure pressures require an increase of \$100 million to the Yukon Development Corporation's short-term borrowing limit. This includes \$50 million authorized by the previous government, and an additional \$50 million being authorized by this government to address critical work in Mayo.
- Other factors include a decrease of \$966,000 in a loan payable by Yukon University and a \$3.15 million increase in accrued interest payable.
- Revised estimated total borrowing in 2025–26 is \$876.1 million. This leaves \$323.9 million available within the \$1.2 billion borrowing limit.

Context—this may be an issue because:

- The 2025–26 Second Appropriation Act will be tabled during the fall sitting.

Background:

- Supplementary estimates are introduced by the government to account for unforeseen spending at the time of tabling the annual Budget.

Approved by:

Katherine White

December 8, 2025

Deputy Minister, Finance

Date approved