

Women and Gender Equity Directorate

Briefing Notes – Fall Session 2023

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Recommended response:

- Since the spring session, 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:
 - Supporting the Yukon Advisory Committee on MMIWG2S+ in developing and releasing an Implementation Plan to accompany Yukon's Missing and Murdered Indigenous Women, Girls and Two-Spirit+ Strategy;
 - our government's inclusion action plan for 2SLGBTQIA+;
 - supporting Justice with the engagement and planning for the expansion of Sexualized Assault Response Unit services beyond Whitehorse to Yukon communities; and
 - Finalizing Yukon's bilateral agreement under the National Action Plan to End Gender-Based Violence.
- 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:
 - Modernizing the Yukon Advisory Council on Women's Issues Act to broaden the scope of this council, increase inclusivity and clarify the mandate; 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 Directorate is working diligently and efficiently – mindful and encouraged by the fact that their daily work moves 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:

- There have been several high-profile stories in the media that involve the Women and Gender Equity Directorate. These include the Yukon Women's Coalition calls for additional core funding as part of the National Action Plan on Gender-Based Violence negotiations as well as the implementation of both Yukon's Strategy on Missing and Murdered Indigenous Women, Girls and Two-Spirit+ People and the LGBTQ2S+ Inclusion Action Plan.
 - The opposition could have questions on progress on the above.
 - A list of the WGED's accomplishments since the last session can provide additional information to the opposition and convey the team's progress on many issues.
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Background:

LGBTQ2S+ Inclusion Action Plan accomplishments

- New staff member hired to oversee implementation of the LGBTQ2S+ Inclusion Action Plan.
 - This project coordinator has done significant outreach to members of Yukon's 2SLGBTQIA+ community – including attending pride celebrations this past summer.
 - In late summer the WGED launched a territory-wide targeted community survey for 2SLGBTQIA+ Yukoners and allies to gauge progress on the Action Plan and find out if any priorities have shifted or need to be added.
 - Project coordinator worked closely with Queer Yukon on the survey and WGED will release a What We Heard document with survey results in the near future.
 - As of July 2023, progress of action items in the 2021 LGBTQ2S+ Action Inclusion Plan included: 17 complete, 52 underway/ongoing, 30 not started, five requiring status updates.
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- 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 – accomplishment

- 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 supported development of the RFP to recruit contractors to carry out two engagements on expanding SART to Yukon communities. One engagement was focused on reaching community service providers and the other on reaching victims.
- WGED supported Justice in review of engagement and the What We Heard report in the fall.
- 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

- In July 2023, Minister of WGED, on behalf of the Government of Yukon and the Minister of Women and Gender Equality Department, on behalf of the federal government, signed a bilateral funding agreement and an implementation plan.
- WGED led this work on behalf of the Government of Yukon in partnership with the departments of 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).

MMIWG2S+ Implementation - accomplishments

- The Yukon Advisory Committee released the Implementation Plan for the MMIWG2S+ Strategy in May/June of 2023.
- The document was first released to MMIWG2S+ families in four Yukon communities in late May, then to the public on June 6th and then presented to partners, contributors and signatories on June 7th at a technical forum for review.
- The Implementation Plan details objectives, milestones, timelines and proposes leads for 32 action items identified through the Strategy and subsequent priority action items document.
- 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.
- The WGED provided secretariat and communications support for the release of the Implementation Plan.
- 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.
- The WGED also supported the development of a tracking document for YG departments, partners and signatories to regularly provide progress updates.

- A summary of the Government of Yukon's progress will be provided at the 2nd Annual Accountability Forum October 16 to 18, 2023.

Other accomplishments related to mandate letter items

MACWAGE

- In August 2023, the *Minister's Advisory Council on Women and Gender Equity* (MACWAGE) regulations were approved by Cabinet.
- Recruitment of new members will begin in the fall of 2023.
- 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

- We continue to promote the training.
- 268 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.

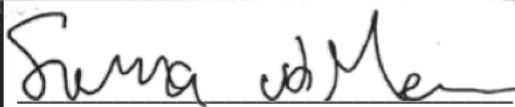
Work with stakeholders on gender-based violence prevent programming for young men and boys.

- Work is beginning on this mandate letter item.
- Built into the NAP-GBV bilateral agreement with the federal government to conduct a sector program review and engagement plan.

Other accomplishments

- Completed PVAAW funding award process and awarded \$25,00 each in funding to two recipients: Carcross Tagish First Nation and Whitehorse Aboriginal Women's Circle.
- Successfully maintaining administration of existing WGED funding programs to women's and gender-equity seeking organizations including the timely release of core funding.

Approved by:



Deputy Minister, Department

October 4, 2023

[Date approved]

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

WGED, JUS

Recommended response:

- The Government of Yukon is committed to taking action to address the crisis of missing and murdered Indigenous women, girls, and Two- spirit+ people. We continue to approach this work in the spirit of decolonization and in partnership with Yukon First Nations and Indigenous women's organizations.
- We are now reviewing the Yukon Advisory Committee's Implementation Plan that was released on June 6, 2023, to determine current work underway, remaining gaps, and where Yukon government can lead or support implementation.
- The Government of Yukon appreciates the work of the Yukon Advisory Committee and acknowledges the dedication and commitment in producing the Changing the Story to Upholding Dignity and Justice Strategy, Priority Action Items Document and Implementation Plan. We look forward to working with our partners to explore the objectives of the Implementation Plan.

Additional response:

- The Yukon Advisory Committee released the Implementation Plan to accompany Yukon's MMIWG2S+ Strategy and hosted a Technical Forum to introduce partners, contributors and signatories to the Plan in June 2023.
- 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 Government of Yukon looks forward to hosting a second Accountability Forum from October 16 to 18, 2023 and bringing together families and survivors with partners and contributors.

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

WGED, JUS

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 take action for the implementation of *Changing the Story to Upholding Dignity and Justice: Yukon's MMIWG2S+ Strategy* in December 2020. An associated implementation plan was released in June 2023.
- While there is alignment between some of the priorities of the National Action Plan to End Gender Based Violence: Yukon Implementation Plan 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 and commitment to implementation as well as dedicated financial resources will be needed.

Background:


- The Yukon Advisory Committee on MMIWG2S+ was created in 2015 and includes representatives of the Government of Yukon (YG), Yukon First Nations governments, all three Indigenous women's organizations, 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*, which was released on December 10, 2020, in 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;

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

WGED, JUS

- Community Safety and Justice;
 - Economic Independence and Education; and
 - Community Action and Accountability.
- Input from Yukon First Nations on the first draft of the Implementation Framework was sought through the Yukon Forum, Council of Yukon First Nations Health Commission, Justice Commission, and First Nations Education Commission.
 - The 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 will host a second Accountability Forum for families on October 15 to 17, 2023, bringing together families and survivors with partners and contributors.
 - A third day has been added to the 2023 Accountability Forum, with a focus on family and survivors, allowing more time to hear and appreciate their stories. There will also be emphasis on learning from best practices. 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

October 4, 2023

Date approved

Deputy Minister, Justice

Date approved

Expansion of SART Services

JUS, 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.
- After more than three years of intense collaborative work, Whitehorse SART agencies have signed the first SART protocol in the Yukon to make this network of services sustainable in Whitehorse.
- We are committed to expanding SART services to Yukon communities. Engagements to begin this process took place in spring and summer of 2023 with First Nations governments, Indigenous women's organizations, service providers and victims of sexualized violence.
- A "what we heard" document is anticipated to be shared with communities in early 2024. This will help to expand services in a way that responds to communities' needs and priorities.

Additional Response:

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

Expansion of SART Services

JUS, WGED

Context - this may be an issue because:

- The July 5, 2021 mandate letters include a commitment to expand the services of the Yukon's SART to Yukon communities beyond Whitehorse.
- Two separate but coordinated engagements took place this summer, and community members and service providers may be looking for updates and publication of "what we heard" documents.

Background:

Expansion

- Engagement with First Nations governments, rural service providers and victims occurred in the spring and summer. The engagement results will be reported back to the communities with a "what we heard" report in October and November.
- Engagement is being supported by consulting groups and the contracts have been awarded through two public procurement processes:
 - Rumsey Consulting led the engagement with First Nations governments, Indigenous women's organizations and service providers; and
 - Ipsos and Sisco led the sensitive engagement with victims of sexualized violence.
 - Rumsey Consulting will combine the results of the two engagements into the final "what we heard" document.
- The Council of Yukon First Nations is a member of the engagement working group for the expansion of Sexualized Assault Response Team (SART) services and assisted in ensuring the engagement occurred in a culturally responsive way.

Whitehorse SART

- SART in Whitehorse was officially launched March 6, 2020.
- There are three main components of SART: victim support, legal/criminal justice services, and medical services. Services are available for victims of all genders, ages and sexual orientations.
- Coordination of existing medical and victim services is supported by two Government of Yukon positions: the SART Victim Support Coordinator and the SART Clinical

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Fall 2023

Expansion of SART Services

JUS, WGED

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.
- 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.
- Current Whitehorse SART member agencies include:
 - Government of Yukon 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 Transition Home.
- SART is based on the core principles of:
 - victim's choice;
 - dignity and respect;
 - preventing system re-traumatization;
 - cultural safety; and
 - access, equity and inclusion.

Approved by:



Deputy Minister, Women & Gender Equity
Directorate



Deputy Minister, Justice

November 23, 2023

Date

November 23, 2023

Date

Session Briefing Note**National Action Plan to End
Gender-Based Violence**

WGED

HSS, 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 initiatives to address gender-based violence in the Yukon.
- We look forward to working with our partners in the NGO sector, other Government of Yukon departments, Yukon First Nations and Government of Canada to enhance prevention and response efforts towards ending gender-based violence.
- We are aware of the need for additional funding and capacity to address the high rates of gender-based violence in Yukon. As a result, we will ensure that project funding is available to women's and 2SLGBTQIA+ organizations that make up the NGO GBV sector within the Yukon while we complete an engagement and program review to determine gaps, opportunities and options to stabilize the sector.

Additional response:

- There is a central role for women's and 2SLGBTQIA+ organizations with respect to implementing the National Action Plan to End Gender-Based Violence within the Yukon and we will work closely with these organizations.

Session Briefing Note

National Action Plan to End Gender-Based Violence

WGED
HSS, JUSTICE

Context—this may be an issue because:

- A joint news release between Government of Yukon and Government of Canada announcing details of the bilateral funding agreement and Yukon Implementation Plan was published October 11, 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 in February 2022.
- During an information session on July 27, 2023 with the NGO gender-based violence sector and WGED, HSS and Justice representatives, questions were raised regarding why WGED intended to conduct a program review and engagement and what the scope of the review would encompass.
- The opposition and the third party have questioned whether the Yukon Women's Coalition were 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:

- Planning is underway for a joint event in partnership with Canada in November 2023. Following this, the Yukon's implementation plan on the National Action Plan to End Gender-Based Violence will be posted on the federal government's website and Government of Yukon will provide a link to it on Yukon.ca.
- Yukon's implementation plan includes a program review and stakeholder engagement in the first 12 months of the agreement to ensure that all of the gender-equity seeking organizations in the territory have the opportunity to inform where to focus efforts to end gender-based violence in the Yukon.

Session Briefing Note

National Action Plan to End Gender-Based Violence

WGED
HSS, JUSTICE

- The letter from several members of the Yukon Women Coalition that was sent to Minister McLean in February 2022 was used to inform project funds that will be available for the duration of the program review and stakeholder engagement. Organizations that make up the Yukon Women's Coalition, the coalition itself as well as other organizations that receive annual funding from the Women and Gender Equity Directorate can access project-funding for years 1 and 2 of the agreement. The amount of funding available to these organizations exceeds the 1.3m a year that was requested by the coalition in February 2022. In year 1, \$2,074,000 is available to the gender-equity seeking sector and \$1,950,000 in year 2. This makes up 49% of the funding from Canada for years 1 and 2.
- Project funding is being provided for year 1 and 2 of the agreement as there is an identified need to work with all stakeholders on a program review to understand gaps and strategic investments for the future. Increases to core funding will be determined following the program review and stakeholder engagement.
- 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 will be made public along with the Yukon's agreement.
- The results of every jurisdiction's implementation plans will be made public in an annual report on national progress toward the National Action Plan to End Gender-based Violence objectives as well as the outcomes included in the Expected Results Framework.
- Due to the need to secure the Yukon's funding under this agreement as efficiently as possible, formal negotiations took place between the Government of Yukon and the federal government in May 2023.
- Officials from WGED, HSS, and JUS worked together to identify priorities from the NAP that align with Yukon's priorities, including the 12 priorities released by YAC from Yukon's MMIWG2S+ Strategy.
- Yukon's implementation plan includes 16 actions:

Session Briefing Note

National Action Plan to End Gender-Based Violence

WGED

HSS, JUSTICE

-
- 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).
- Yukon's agreement with Canada is for approximately \$4 million/year for 4 years beginning in 2023-23.
 - 25% of federal funding must be directed towards gender-based violence prevention. Yukon's implementation plan has dedicated over 40% of the funding to increasing prevention efforts.
 - Contributions are based on a 50-50 cost share split, which includes in-kind and existing contributions from provincial/territorial governments.
 - In February 2023 the Women's Coalition requested increased core funding for several Yukon women's and 2SLGBTQIA+ organizations as well as a formal working relationship with Yukon government on the roll out of the National Action Plan to End Gender-Based Violence. They also requested clarification on funding for implementation of the plan and on the National Action Plan on Missing and Murdered Indigenous Women, Girls and 2SLGBTQIA+ People.
 - Organizations 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.
 - 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.

Session Briefing Note

National Action Plan to End Gender-Based Violence

WGED
HSS, JUSTICE

- The 5 pillars of the NAP are:
 - Support for survivors and their families
 - Prevention
 - Promotion of responsive legal and justice systems
 - Support for Indigenous-led approaches and informed responses
 - Social infrastructure and enabling environments
- In 2021-22, engagement was held with Indigenous organizations across Canada on Pillar 4: Indigenous led approaches. In Yukon, engagement was held with Yukon Advisory Committee on MMIWG2S+.

Approved by:

____Sierra van der Meer____

Deputy Minister, WGED

____2023-10-17____

[Date approved]

________

A/Deputy Minister, Justice

____2023-10-20____

[Date approved]

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Deputy Minister, Health and Social Services

____2023-10-23____

[Date approved]

Session Briefing Note

2SLGBTQIA+ Inclusion

TAB 5

Spring 2023

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, this fall we launched 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 or need to be added.

Additional response:

- The Women and Gender Equity Directorate has a project coordinator who is overseeing the implementation and reporting of the LGBTQ2S+ Inclusion Action Plan.
- WGED 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, community perception, and target areas of ongoing or emerging concerns.

Context—this may be an issue because:

Prepared for:
Minister McLean, Women and Gender Equity
Directorate

Date prepared: August 18, 2023
Last Updated: October 4, 2023
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Session Briefing Note

2SLGBTQIA+ Inclusion

TAB 5

Spring 2023

Women and
Gender Equity
Directorate

- Across North America, there is an increase in transphobic and homophobic rhetoric, and discriminatory policies. The Yukon's 2SLGBTQIA+ community is experiencing an increase in minority stress and concerns with their safety. Allies are also very concerned about the misinformation and dangerous rhetoric being spread in the Yukon.
- Progress has been slower than expected in completing the action items, and implementation continues to be an issue. As of July 2023, only 16 per cent of the actions were complete.

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.
- Each department involved in the Inclusion Action Plan created their own actions and committed to completing them within the five-year timeline.
- The survey was reviewed by Queer Yukon, YG's internal Pride resource group and the action plan's internal policy review group before its release.
- 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 HIV pre-exposure prophylaxis (PrEP) and post-exposure prophylaxis (PEP) free of charge.

Prepared for:
Minister McLean, Women and Gender Equity
Directorate

Date prepared: August 18, 2023
Last Updated: October 4, 2023
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2SLGBTQIA+ Inclusion

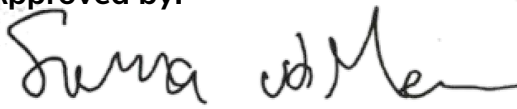
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Spring 2023

Women and
Gender Equity
Directorate

- 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.
- 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.
- As of July 2023, progress of action items included: 17 complete, 52 underway/ongoing, 30 not started, five requiring status updates.

Approved by:



October 4, 2023

Deputy Minister, WGED

[Date approved]

Prepared for:
Minister McLean, Women and Gender Equity
Directorate

Date prepared: August 18, 2023
Last Updated: October 4, 2023
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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 06

Fall 2023

Women and Gender
Equity Directorate

Recommended response:

- We value the advice and recommendations that the Yukon Advisory Council on Women's Issues has provided to the Government of Yukon since its inception in 1992.
 - However, much has changed in the last 30 years, including the scope and capacity of the Directorate, the emergence of equality-seeking community organizations, and our understanding of gender.
 - In recognition of this, we 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.

Session Briefing Note

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

TAB 06
Fall 2023

Women and Gender
Equity Directorate

- These changes were developed after years of work with Council members to review the function and focus of YACWI in the current Yukon context. We gathered input from women's and 2SLGBTQIA+ organizations, and current and past YACWI members.
- 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 amended Act includes two sub-committees, one on gender equity with a focus on equity for women, and one on gender equity with a focus on gender diversity and equity for individuals who may face discrimination because of their sexual orientation.
- 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.
- There are currently **three** 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 eight vacancies on the council and the Act requires a minimum four members and two members on each subcommittee. The Act will come into force once members are recruited and appointed to both subcommittees.

Session Briefing Note

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

TAB 06
Fall 2023

Women and Gender
Equity Directorate

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 will begin in the fall of 2023.
- 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 YAWCI remains unchanged, with \$18,500 to support the work of the council, and \$28,000 to support an annual forum.

Approved by:

Sierra van der Meer
Deputy Minister,
Women and Gender Equity Directorate

October 25, 2023
Date

Session Briefing Note

Response to CASA

Women and Gender
Equity Directorate

Recommended response:

- While the Women and Gender Equity Directorate does not have any direct CASA commitments, I look forward to partnering with my colleagues in other departments where there are intersections with the interests of women, girls and 2SLGBTQIA+ Yukoners.
- Women and Gender Equity works across government to integrate Gender Inclusive Diversity Analysis, or GIDA, into the development of policies, programs and within decision-making processes.

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

Session Briefing Note

Response to CASA

Women and Gender
Equity Directorate

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.

- The Government of Yukon has started work to look into this tax rebate.
- **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.
- **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.

Session Briefing Note

Response to CASA

Women and Gender
Equity Directorate

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.
- **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.**

Session Briefing Note

Response to CASA

Women and Gender
Equity Directorate

- 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.

Session Briefing Note

Response to CASA

Women and Gender
Equity Directorate

- 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.
 - *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.

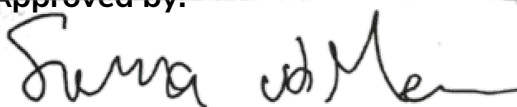
Session Briefing Note

Response to CASA

Women and Gender
Equity Directorate

- 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: _____



August 31, 2023

Deputy Minister,

Date approved

Women and Gender Equity Directorate

Fall Briefing Note

Funding to Equality Seeking Organizations

TAB 08
Fall 2023

Women and Gender
Equity Directorate

Recommended response:

- We are grateful for the work that all equality-seeking organizations do in Yukon to reduce gender-based violence and build safer communities.
- This fiscal year, Women and Gender Equity Directorate has a confirmed budget for gender-equity seeking organizations of \$2,190,500 in operational and project funding. This budget does not include any funds through the Yukon's bilateral funding agreement with Canada on the National Action Plan to End Gender-Based Violence, which will be subject to supplementary budget debate and approval. There is an additional \$175,000 for crisis hotline funding (See Tab 13: Crisis Hotlines).
- A great deal of programming is offered through this funding and it ranges from drop-in meals and peer-support, violence prevention projects, women's advocacy support, legal system navigation, programming for residents of the Whitehorse Affordable Housing Complex, supports for victims of sexualized assault, programming for 2SLGBTQIA+ Yukoners and 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.

Recommended response:

- We recognize increased demands for service and the clear request from NGOs for sustainable and appropriate long-term funding. We are committed to continuing this work with community partners and the Government of Canada, as the bilateral funding agreement for the

Fall Briefing Note

Funding to Equality Seeking Organizations

TAB 08
Fall 2023
Women and Gender
Equity Directorate

National Action Plan to End Gender-Based Violence is rolled out (See Tab 4: National Action Plan to End Gender Based Violence).

- We are committed to continuing conversations with equity-seeking organizations about the most effective ways to provide services, address gender-based violence, and advance equity. We know there is a need to maintain multiple entry points to services to reduce barriers for those seeking support.

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, there is an expectation amongst the NGO community that increases to operational funding be provided.

Background:

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

Fall Briefing Note

Funding to Equality Seeking Organizations

TAB 08
Fall 2023

Women and Gender
Equity Directorate

- Women's Equality Fund - \$197,000 per year in ongoing operational funding to four non-Indigenous women's organizations, including:
 - Victoria Faulkner Women's Centre: \$55,000
 - Yukon Status of Women Council: \$49,000
 - Yukon Women in Trades and Technology: \$49,000
 - Les EssentiElles: \$44,000
- Indigenous Women's Equality Fund - \$600,000 in operational and capacity development funding to three Indigenous women's organizations:
 - Liard Aboriginal Women's Society: \$200,000
 - Whitehorse Aboriginal Women's Circle: \$200,000
 - Yukon Aboriginal Women's Council: \$200,000
 - Programming supported by the Indigenous Women's Equality Fund includes culturally relevant community supports and programs, healing programs, programs for Residential School survivors and those suffering intergenerational effects, Indigenous-centered gender empowerment programs, programs to address addictions and lateral violence, food security programs, and education, research, and advocacy programs.
- Prevention of Violence against Aboriginal Women - \$200,000.
 - Programming provided as part of the Prevention of Violence against Aboriginal Women fund includes projects developed by and for Indigenous women. This funding is available to NGOs, First Nations and women's organizations.
- Women's Community Project funding – \$10,000.
- Women's Advocate – funding of \$100,000 to Victoria Faulkner Women's Centre.
- Women's Legal Advocate - \$93,000 to Skookum Jim Friendship Centre.
- A Safe Place – \$95,000 is budgeted for the A Safe Place low-barrier food program.
- Sally & Sisters/Soeurs food program - \$168,000 to Yukon Aboriginal Women's Council.

Fall Briefing Note

Funding to Equality Seeking Organizations

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Equity Directorate

- Program Coordination/Delivery at the Whitehorse Affordable Family Housing Complex - \$76,500 to the Yukon Anti-Poverty Coalition to enable the delivery of supportive family programming at the Whitehorse Affordable Family Housing Complex.
- Sexualized Assault Support Line - \$60,000 is being provided to an external partner organization to host the Sexualized Assault Support Line.
- Queer Yukon - \$375,000 is being provided in operational funding and an additional \$15,000 to support the Gender Gear program in partnership with Health & Social Services.
 - Programming supported by Queer Yukon includes providing community pride gathering spaces in three Yukon communities, drop-in programming, Gender Gear, health navigation services, peer support programs, education, advocacy and research programs.
 - The Women and Gender Equity Directorate is entering into year three of a three-year TPA with Queer Yukon Society in 2023-24. The funding allocations under this TPA are \$515,000 (2021-22), \$440,000 (2022-23) and \$390,000 (2023-24). These amounts include \$15,000 allocated for gender gear.
 - More money was allocated in 2021-22 to support the renovations and furnishings to establish the Whitehorse Pride Centre. The reductions between 2022-23 and 2023-24 are related to furnishing, programming, and salaries, specifically:
 - -\$5,000 Furnishings
 - -\$5,000 Programing
 - -\$29,000 Salaries
 - -\$11,000 Administrative Expenses
 - -\$50,000 TOTAL
- \$75,000 reduction from 2021-22 to 2022-23

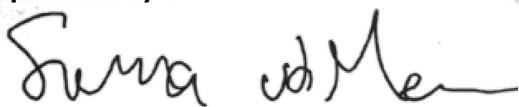
Fall Briefing Note

Funding to Equality Seeking Organizations

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Women and Gender
Equity Directorate

- -\$5,000 Community Engagement Honoraria
 - -\$43,000 Furnishings
 - -\$10,000 Programing
 - -\$125,000 Renovations
 - -\$14,000 Rent
 - +\$122,000 Salaries (increase)
- Yukon Aboriginal Women's Council - \$113,500 to coordinate the family involvement in the forum on the Yukon MMIWG2S+ Strategy. This represents an increase in funding to support the addition of a third day to the accountability forum.
 - Yukon Aboriginal Women's Council - \$100,000 to coordinate research in support of updating the record, action item 2.7 from Yukon's MMIWG2S+ Strategy.
 - 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.
 - \$175,000 for crisis hotline funding through an agreement with Woman and Gender Equality Canada.

Approved by:



Deputy Minister, Women and Gender Equity Directorate

October 4, 2023

Date

Fall Briefing Note**Fall 2023****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 \$197,000 per year via the Women's Equality Fund in operational support to four women's organizations in the Yukon.
- This funding goes to a diverse array of programming including drop-in services, advocacy work, public education on gender-based violence prevention.
- I am 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.

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 Yukon Implementation Plan and the signing of a bilateral funding agreement to end gender-based violence, there is an expectation amongst the NGO community that increases to operational funding will follow.
-

Fall Briefing Note**Fall 2023****Women's Equality Fund**Women and Gender
Equity Directorate

Background:

- In August 2021, Women's Equality Funding recipients wrote to the Minister of Women and Gender Equity requesting an increase from \$45,000 to \$85,000 per year for each organization. They also met with the Minister on October 4, 2021.
- The Women's Equality Fund was initiated in 2007 to support Yukon organizations in their work to advance women's equality.
- The fund is administered by the Women and Gender Equity Directorate and provided to each organization for operational 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.

Fall Briefing Note

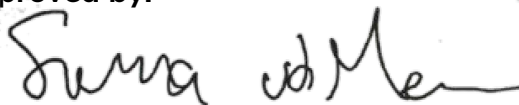
Fall 2023

Women's Equality Fund

Women and Gender
Equity Directorate

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

Approved by: _____



August 31, 2023

Deputy Minister, Women and Gender Equity Directorate

Date approved

Fall Briefing Note**Fall 2023****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 \$200,000 per year via the Indigenous Women's Equality Fund in operational support to three Indigenous women's organizations in the Yukon.
- There are three Indigenous women's organizations in Yukon:
 - Liard Aboriginal Women's Society: a non-profit, charitable Aboriginal organization providing culturally appropriate social development services and support in Kaska Traditional Territory.
 - 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 Aboriginal Women in Whitehorse, Yukon.
 - Yukon Aboriginal Women's Council: an organization that is dedicated to advancing the interests of Aboriginal women in Yukon.
- I am committed to continuing conversations, in partnership with my federal counterparts, with these organizations about their organizational needs, especially as the bilateral funding agreement for the National Action Plan to End Gender-based Violence is rolled out.

Fall Briefing Note**Fall 2023****Indigenous Women's Equality Fund**Women and Gender
Equity Directorate

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 Yukon Implementation Plan and the signing of a bilateral funding agreement to end gender-based violence, there is an expectation amongst the NGO community that increases to operational funding will follow.
-

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. With the negotiations of the bilateral funding agreement underway, new one year transfer payment agreements for 2023-24 were developed to provide maximum flexibility for the organizations in future years.
- 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.

Fall Briefing Note

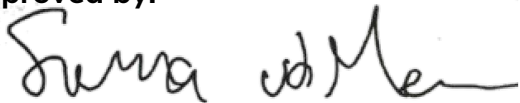
Fall 2023

Indigenous Women's Equality Fund

Women and Gender Equity Directorate

- 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
- 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.

Approved by:



August 31, 2023

Deputy Minister, Women and Gender Equity Directorate

Date approved

Session Briefing Note

Fall 2023

Food programs for women

Women and Gender
Equity Directorate

Recommended response:

- 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 currently operated by the Yukon Aboriginal Women's Council. It addresses the immediate food security and support needs for women and children in Whitehorse, offering them a place to gather, get support, and enjoy a healthy meal in a safe and sober environment.
- For the six years of its operation, A Safe Place, run by the Victoria Faulkner Women's Centre, was an invaluable resource for women and children experiencing insecure housing, food insecurity, and mental health issues in Whitehorse. The program was suspended by Victoria Faulkner due to staffing and related challenges in December 2021 and was scaled back during the 2022-23 fiscal year.
- A revised plan for food programming at the Victoria Faulkner Women's Centre has been developed. The program was relaunched in October 2023.

Additional response:

- 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 does not fill gaps in services such as providing a low-barrier environment or supports for people other than

Session Briefing Note

Fall 2023

Food programs for women

Women and Gender
Equity Directorate

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 repairs 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.
- We are committed to continuing conversations with equality-seeking organizations about the most effective ways to provide services, address gender-based violence, and advance equity. We know there is a need to maintain multiple entry points to service for 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.
- 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.

Background:

Sally and Sisters

- The Yukon government will support the Sally and Sisters program with \$168,000 during fiscal year 2023-24.

Session Briefing Note

Fall 2023

Food programs for women

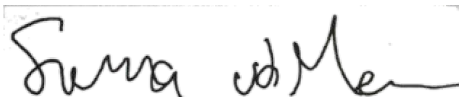
Women and Gender
Equity Directorate

- 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.
- Sally & Sisters is currently run by the Yukon Aboriginal Women's Council.

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.
- The monthly average of Whitehorse Emergency Shelter guests shows about 668 people identified as male compared to 220 who identified as female. In the last two fiscal years, there have not been any guests who identified as non-binary.
- Before the program was temporarily suspended in December 2021, attendance averaged 23 women and children each night. Staff report anecdotally that 2/3 of women and children are returning guests.

Approved by:



Deputy Minister, Women and Gender Equity Directorate

November 10, 2023

Date

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

Recommended response:

- Violence against women is a critical issue that our government takes very seriously. In order to help address this, the Women and Gender Equity Directorate provides funding through 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.
- In August, we were pleased to announce \$25,000 each to the Whitehorse Aboriginal Women's Circle and the Carcross/Tagish First Nation for one-year PIVA AW Projects and we will distribute the second year of two-year funding to Champagne and Aishihik First Nations (CAFN) and Skookum Jim Friendship Centre (SJFC), all for Indigenous-led gender-based violence prevention initiatives.
- 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.

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

Context - this may be an issue because:

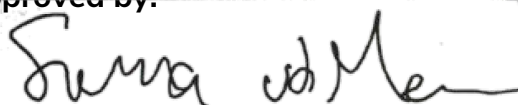
- There has been a decline in the number of applications submitted to PVAAW in recent years.
- The overall structure and fund allocation to the Prevention of Violence Against Aboriginal women fund will be part of the program review and engagement planned for year one of the Yukon Implementation Plan under the National Action Plan to End Gender-Based Violence.

Background:

- In 2023-24, only \$100,000 of the \$200,000 budgeted was awarded to applicants as no other eligible applications were received.
- 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.

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

- For 2023-24, \$25,000 each was awarded to two Yukon First Nations in rural communities, \$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.

Approved by:

October 4, 2023

Deputy Minister, Women and Gender Equity Directorate

Date

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

Recommended response:

- On October 14, 2022, alongside Parliamentary Secretary Jenna Sudds and in partnership with the federal government, I was pleased to announce \$500,000 to be allocated to the Yukon over the next 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. The ability of trained staff to listen and offer victims a choice of when or how to report violence is critical.
- Within this agreement, \$175,000 will flow to eligible organizations in 2023-24. Work continues with eligible organizations to determine funding priorities for this fiscal and future fiscal years.

Additional response:

- In 2022-23, funding supported upgrading communications equipment in eligible organizations. This funding went to the Canadian Mental House Association – Yukon to support four organizations in upgrading their phone systems.
- 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.

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

Context—this may be an issue because:

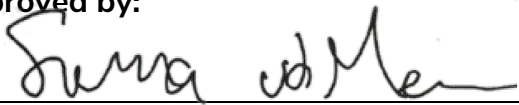
- Following the Crisis Hotline Funding announcement 2022, the Yukon Francophone Health Network raised concerns about the lack of bilingual services in crisis hotlines.
 - Eligible organizations have raised concerns that the amount of funding available is not sufficient to meet ongoing capacity needs or other emerging needs, such as transportation or permanent staffing.
-

Background:

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

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

- 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
- Activities to maintain safety and emergency precautions (i.e., PPE, cleaning supplies, rental of additional space).
- Last Fiscal year (2022-23) HSS managed the Transfer Payment Agreement with Canadian Mental Health Association. For 2023-24 and future years, WGED will manage agreements with the eligible organizations.

Approved by:

August 31, 2023

Deputy Minister, Women and Gender Equity Directorate

Date

Session Briefing Note**Fall 2023****Taxi Safety**Women and Gender
Equity Directorate

Recommended response:

- Ensuring safe transportation has been a long-standing issue in Yukon communities. A 2022 report released by the Yukon Women's Coalition reinforces that more work needs to be done to ensure that women – and all Yukoners – can get where they need to safely.
 - We are pleased to see that the City of Whitehorse is taking steps to improve taxi safety. However, we know that more work is needed in order for women, girls and Two-Spirit+ people to feel safe using taxi services.
 - Yukon's MMIWG2S+ Strategy includes an action item on providing safe transportation options. I look forward to working with the City of Whitehorse, Yukon Women's Coalition, and other partners on this.
-

Context - this may be an issue because:

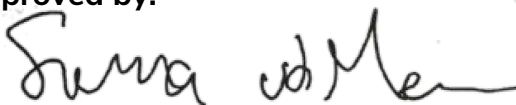
- Yukon Women's Coalition released a Whitehorse-focused Taxi Safety report in January 2022 with results from an online public survey that was conducted in February 2021, which received responses from 174 people, 92% of whom identify as women and 28% of whom identify as Indigenous. 62% of survey respondents reported experiencing gender-based violence incidents related to harassment, assault, threats or coercion.
 - The City of Whitehorse is launching 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.
-

Session Briefing Note**Fall 2023****Taxi Safety**Women and Gender
Equity Directorate

- 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 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:August 31, 2023

Deputy Minister, Women and Gender Equity Directorate

Date

Session Briefing Note

Fall 2023

Indicators of Gender Equity webpage

Women and Gender Equity Directorate

Recommended response

- We know that access to data broken down by diverse identity factors helps show us how unique populations experience policies and programs differently. This is important data for researchers, policy makers and non-profit organizations focused on advancing gender equity, and can help our government make more informed decisions.
- In 2016, to recognize the 30th year of the Women and Gender Equity Directorate, the Indicators of Yukon Gender Equality website was launched. It captured important information, statistics, a timeline and interviews with a diversity of Yukon leaders.
- The Women and Gender Equity Directorate worked closely with the Yukon Bureau of Statistics and eServices to move this information to a new Indicators of Yukon Gender Equity webpage on Yukon.ca. It includes several themes with data broken down by age, education, indigeneity, ethnicity, faith, gender, language, and migration status. As of 2023 this information is available on Yukon.ca at <https://yukon.ca/en/learn-about-gender-equity-yukon>.

Context—this may be an issue because:

- On April 27, 2022, the opposition asked about the status of the Indicators of Yukon Gender Equality website and when it would be updated. It was updated and relaunched on Yukon.ca in March 2023.

Background:

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

Session Briefing Note

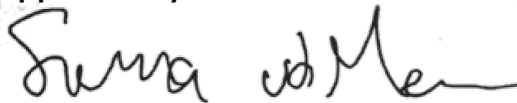
Fall 2023

Indicators of Gender Equity webpage

Women and Gender Equity Directorate

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

Approved by:



August 31, 2023

Deputy Minister, Women and Gender Equity Directorate

Date

Gender Inclusive Diversity Analysis (GIDA)

Women and Gender
Equity Directorate

Recommended response:

- Our government is committed to inclusiveness, equity, and respect for the diversity of all Yukoners. One way we demonstrate this is by integrating Gender Inclusive Diversity Analysis or GIDA into our decision-making processes.
 - The Women and Gender Equity Directorate supports the use of GIDA by providing training along with research, analysis, and support to other departments. The online GIDA training was updated in January 2022. Over two hundred and sixty public servants have completed the updated training.
 - 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.
-

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.
-

Gender Inclusive Diversity Analysis (GIDA)

Women and Gender Equity Directorate

- The Women and Gender Equity Directorate launched an updated GIDA action plan in 2022. This action plan will build on past successes and work to enhance the application of GIDA across government.
- 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. 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.

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

Gender Inclusive Diversity Analysis (GIDA)

Women and Gender
Equity Directorate

- 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

Session Briefing Note

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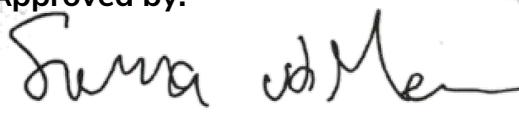
Fall 2023

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:



August 31, 2023

Deputy Minister, Department

[Date approved]

Session Briefing Note

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. 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 a number of 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.
- 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.

Session Briefing Note
Gender-related violence statistics

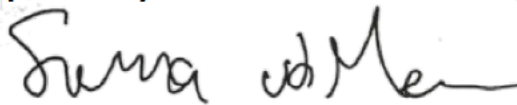
Women and Gender
Equity Directorate

- One of the major components of the Yukon's implementation plan is having a stronger focus on prevention. We have gone above and beyond the 25 per cent set out by Canada for funding to flow to 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.
- 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.

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, Women and Gender Equity Directorate

August 31, 2023

Date approved

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

Education

Gender Identity and Health Curriculum: refer to HOT05/CU02

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 be and feel safe in Yukon public schools.
- They also have the right to be treated with respect and dignity regardless of their sexual orientation, gender identity, ancestry, place of origin, ethnicity, citizenship, religion, age, or ability.
- School authorities work with their entire school community to develop and implement proactive strategies that support the inclusion, respect and dignity of 2SLGBTQIA+ students and their families.

Action plan:

- To further support 2SLGBTQIA+ students, the Department of Education updated its Sexual Orientation and Gender Identity, or SOGI, Policy, as outlined in the LGBTQ2S+ Inclusion Action Plan.
- In our work to implement and evaluate the updated SOGI Policy we will continue to engage with students, educators and other members of the 2SLGBTQIA+ community.

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

Education

- Schools are required to 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, which includes publicly funded Catholic schools.
- As part of our continued SOGI policy review, we will look at the best ways to support schools to implement the policy in schools.
- A recent 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 to create more inclusive schools for students and to support educators to implement the SOGI policy.
- As Minister of Education and Women and Gender Equity Directorate, I am fully committed to implementing the LGBTQ2S+ Inclusion Action Plan.

Education Act Amendments:

- In Spring 2022, the Government of Yukon was pleased to support amendments to the *Education Act* to promote equity and non-discrimination and to ensure that all Yukon schools have safe spaces for 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

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

Education

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.

Additional response—Christopher West:

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

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

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

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.

Background:

LGBTQ2S+ Inclusion Action Plan and SOGI Policy

- 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, but emphasizes that they are publicly supported schools with the

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

Education

same responsibilities as other schools, including following responsibilities outlined under SOGI Policy.

Christopher West

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

Approved by:

Mary Cameron

2023-09-06

Deputy Minister, Education

[Date approved]

Session Briefing Note

Community Safety Planning

Fall 2023

Justice

Recommended response:

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

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.
- Since the program launch in February 2023, there is growing interest in the Community Safety Planning program from our First Nations partners, and we encourage interested parties to contact the Department of Justice with any questions on applying for this funding.
- Phase Two of the program will explore opportunities to expand community safety planning funding to municipalities and local advisory councils.

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.

Session Briefing Note

Community Safety Planning

Fall 2023

Justice

- 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 item to: “Conduct community-based safety assessments designed by communities to identify factors contributing to the ongoing perpetuation of violence and unsafe conditions in each community,” and “develop and implement Community Safety Plans that address these factors and conditions.”
- The Department of Justice issued a news release on March 14, 2022, announcing that Phase One of a Community Safety Planning funding program would make funds available in 2022. The release committed to providing up to \$200,000 for each First Nation for community safety planning or related implementation work.
- In April and May 2022, the Department of Justice reached out to Yukon First Nations for input 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. Many expressed interests in accessing funding through the Community Safety Planning program.

Session Briefing Note

Community Safety Planning

Fall 2023

Justice

- 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-spirited 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.

Agreements

- To date, the Government of Yukon has signed one agreement under the Community Safety Planning program with Kluane First Nation.

Approved by:



Deputy Minister, Justice

2023-09-06

Date approved

Session Briefing Note

Fall 2023

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 is working to introduce a refundable tax credit for fertility treatments and include fertility treatments under Medical Travel.
- 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 three 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.

Session Briefing Note**Fall 2023****Gender and Reproductive Care**Health and Social
Services

- The Yukon Sexual Health Clinic and the Yukon Women's Midlife Clinic are supported by three Nurse Practitioners who receive funding from the department.

Abortion:

- Therapeutic (surgical) and medical (medication) pregnancy termination options are available to Yukoners at no cost.
 - Mifepristone 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.

Session Briefing Note**Fall 2023****Gender and Reproductive Care**Health and Social
Services

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

- Our government has committed to introducing a refundable tax credit for fertility treatments and surrogacy and subsidizing related travel under Medical Travel.
- We are working to make these financial supports available as quickly as possible, while recognizing initiatives of this size will take some time.
- Fertility treatments and procedures such as in vitro fertilization are not insured health services and are not eligible for coverage.
- Work is underway to develop amendments to support Yukoners who require medical travel for fertility treatments and surrogacy, as well as through the Department of Finance to develop a refundable tax credit.
- We look forward to providing an update to Yukoners once further information is available and necessary regulatory amendments have been completed.

Session Briefing Note

Fall 2023

Gender and Reproductive Care

Health and Social
Services

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.
 - 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.
- 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.

Session Briefing Note

Fall 2023

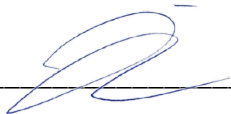
Gender and Reproductive Care

Health and Social
Services

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 menstrual products.
- We have also installed dispensers for free menstruation products in several Government of Yukon public washrooms and will continue to make products available moving forward.
- The Council of Yukon First Nations has provided a supply of menstrual products to several non-government organizations and is ensuring these products remain available for distribution.
- Yukon University's campus housing is working to make menstrual products available in communal bathrooms.
- The federal government has also announced that as of December 15, 2023, federally regulated employers will be required to make menstrual products available in the workplace at no cost.

Approved by:



Deputy Minister, Health and Social Services

August 22, 2023

[Date approved]

Housing Issues

Yukon Housing Corporation

Recommended response:

- There are challenges the Yukon's housing continuum, including:
 - a lack of affordable rental supply;
 - high house prices and mortgage rates; and
 - homelessness and a lack of access to housing with services.
- Exceptionally high building costs and rising interest rates are creating significant challenges for new housing projects, for both Yukon Housing Corporation and its partners.
- We continue working hard to move projects forward - through collaboration and strong partnerships - to provide relevant solutions to Yukoners' housing needs.

Additional response:

- Our government is seeking to increase housing options across the continuum and to make housing more affordable for Yukoners. (See [Tab #0](#))
- We continue to work to increase housing and land supply and to provide rental subsidies and support programs for homeowners to offer more affordable options for Yukoners.
- Following the 2022 Office of the Auditor General's (OAG) report, the Corporation and Department of Health and Social Services continue to progress implementing the OAG's recommendations. ([Tab #09](#))

Context:

- On a square footage basis, contractors' bids for YHC projects have more than doubled in the last two years alone.
- The rental vacancy rate in the Yukon for all building types is currently 2.2 per cent (YBS Spring Rental Survey).
- The Banks 5-year average mortgage interest rate increased from 4.75 per cent in February 2022 to 6.24 per cent in May 2023 (Weekly Updates).

Housing Issues

Yukon Housing Corporation

Background:

- In 2022-23, the Yukon Housing Corporation lapsed 34 per cent of its revised capital budget.
 - This was largely due to cancellation and scaling back of projects being supported through the corporation's loans and grants programs.
- New housing projects led by YHC's partners – including the Safe at Home Society and the Vimy Heritage Housing Society – continue to face delays.
- The 5th and Rogers RFP received only a single application. It is currently under review.

Approved by:



Colin McDowell
A/ President, Yukon Housing Corporation

September 8, 2023

Date approved

ENV #21 / EMR #36

Fall 2023

Session Briefing Note Our Clean Future Implementation

Environment and Energy,
Mines and Resources

Recommended response:

- Our Clean Future is the Government of Yukon's path to address the climate emergency.
- The strategy is continually being strengthened year after year as we assess our progress, review new research, consider the input of others and identify new and innovative solutions.
- We have committed to an ambitious target of reducing our emissions by 45 per cent below 2010 levels by 2030.
- We have also committed to ensuring the Yukon is highly resilient to the impacts of climate change by 2030, because we know the North will face climate impacts.

Additional response:

- It is important to look back on our progress to date and remain diligent in implementation when it comes to addressing climate change.
- We have legislated greenhouse gas emissions targets and associated reporting through the Clean Energy Act. (See EMR BN #31 / ENV #23)
- We launched the five-year Sustainable Canadian Agricultural Partnership this year which will enhance the agriculture sector's resiliency and adaptation to climate change. (See EMR BN # 20)
- In collaboration with Yukon's public utilities, we exceeded our target to install seven megawatts of renewable electricity capacity through the Micro-Generation program by 2030. (See EMR BN #37)
- We launched the Better Buildings program to offer affordable financing for energy retrofits on Yukoners' homes and buildings.

Session Briefing Note
Our Clean Future
Implementation

Environment and Energy,
Mines and Resources

- We established a geohazard mapping program to understand risks from climate change to the Yukon's transportation corridors.
- We advanced emergency preparedness by progressing on 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 on developing flood maps for all flood-prone Yukon communities. Flood maps for the Southern Lakes, Carmacks, and Teslin will be published this fall and in early 2024. The next communities for flood hazard mapping will be Old Crow, Ross River and Dawson/Klondike, with work occurring in 2024-25.
- We completed the installation of a biomass heating system at Elijah Smith Elementary School in May 2023.

Third response:

- Since the release of Our Clean Future in 2020, 43 actions have been completed, 87 are in progress and six are yet to begin.
- Although we have made progress on many of our commitments, there is still significant work required to meet our 45 per cent greenhouse gas emissions target reduction by 2030.
- We are working with industry to establish a mining emissions intensity target for quartz and placer mining operations.
- 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 work with experts, stakeholders and partner governments across the territory and beyond, to identify opportunities to accelerate and intensify our efforts to reach our ambitious targets.

ENV #21 / EMR #36

Fall 2023

Session Briefing Note Our Clean Future Implementation

Environment and Energy,
Mines and Resources

- We established the Yukon Climate Leadership Council to provide advice and perspectives to support us in meeting our greenhouse gas emissions targets. We are working to integrate the work of the Council directly into Our Clean Future and continue to implement existing actions that align with their recommendations.
- With the end of the second Yukon Youth Panel on Climate Change in 2022, we are exploring how to continue mentorship opportunities on climate change for the important voice of youth.

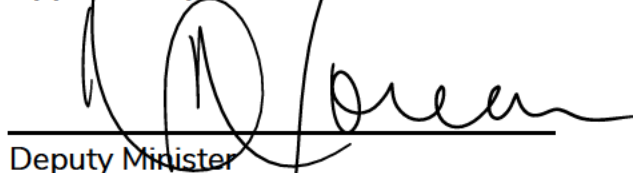
Context — this may be an issue because:

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

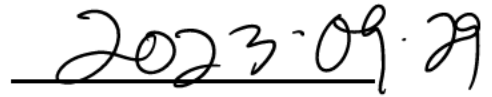
Background:

- Our Clean Future was released on September 14, 2020.
- Our Clean Future contains 136 actions to reduce greenhouse gas emissions and support the Yukon to be highly resilient to the impacts of climate change by 2030.
- The Our Clean Future 2020 Annual Report was publicly released on August 12, 2021. The 2021 Annual Report was publicly released on September 12, 2022.

Approved by:



Deputy Minister
Department of Environment



Date approved



September 29, 2023

Deputy Minister
Department of Energy, Mines and Resources

Date approved

Session Briefing Note

Inflation and Affordability (Corporate Note)

Recommended:

- All Yukon households continue to see their budgets stretched by higher prices, with lower-income households often feeling the worst effects.
- At the same time, our government continues to track inflation and its impact on Yukoners, so that we can take steps to ease the burden, as we have been doing for the last year.
- [The Government of Yukon continues to work hard to make life more affordable for Yukoners and has announced an extension of the temporary \\$150 Inflation Relief Rebate to reduce the impacts that inflation continues to have on Yukoners.](#)
- [All non-government residential and commercial electricity customers will see a \\$50 credit on their bills starting in November 2023 and running through December 2023 and January 2024.](#)
- Several other measures included in the 2023-24 Budget are helping to make life more affordable for Yukoners.
 - funding for food in Yukon schools;
 - the timber harvesting incentive and a support program for commercial fuelwood harvesters and retailers to boost the fuelwood supply;
 - a quarterly top-up of \$150 to eligible recipients of the Yukon Senior Income Supplement;

Session Briefing Note

Inflation and Affordability

(Corporate Note)

- o a \$100 monthly increase to eligible Social Assistance recipients;
 - o increasing the Yukon Child Benefit to \$867 per child and tying the benefit amount in future years to the rate of inflation; and
 - o a 10 per cent increase to monthly payments to caregivers with children in out of home care.
- The Government of Yukon has also made significant and ongoing financial investments in Early Learning and Child Care. The new Universal Child Care Program has reduced fees to less than \$10 per day on average.

Additional response:

- This government first established a strong record of making life more affordable for Yukoners with almost \$10 million-worth of inflation relief made available in last year's budget.
- This included more funding for Food Network Yukon, a 10 per cent top up to the Pioneer Utility Grant and rebates on the purchase of firewood.
- Yukoners are also receiving inflation relief from the federal government. This includes the accelerated Canada Workers' Benefit, the elimination of interest on student loans, a doubling of the GST tax credit, dental care and the Canada Housing Benefit for renters.

Session Briefing Note

Inflation and Affordability (Corporate Note)

Context—this may be an issue because:

- Inflation has fallen from many decade highs but remains elevated in Canada and in the Yukon.
- Energy prices remain elevated, and higher costs for food and shelter have become prominent drivers of overall inflation in recent months. These are all areas where higher prices are more obvious to consumers.
- Housing affordability has been a concern in the Yukon for several years.
- [While remaining above historic norms, inflation of 3.8 per cent in September matched the national figure and was the lowest year-over-year increase in the Whitehorse Consumer Price Index \(CPI\) since January 2022 \(3.7 per cent\).](#)

Background:

Key government initiatives addressing inflation in the Yukon

- 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.
- A significant portion of the Government of Yukon's Five-Year Capital Plan is allocated to housing and land development in order to continue to help address the supply side of the housing equation.
- Yukon Housing Corporation is investing across all parts of the housing continuum, including increase to supportive housing, subsidized Community Housing, and rental subsidy programs.
- This builds on previous programs to improve affordability for Yukoners under previous budgets.
- Last year, the Government of Yukon announced almost \$10 million in new inflation relief measures targeted at vulnerable groups.

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Inflation and Affordability (Corporate Note)

- The inflation relief rebate covered seven months at a total cost to Government of \$7.6 million. The inflation relief rebate automatically applied a \$50 credit to all residential and commercial ATCO Electric Yukon and Yukon Energy electricity bills.
- Yukoners on social assistance received a one-time payment of \$150.
- Seniors were supported by a 10 per cent top up in the Pioneer Utility grant and a one-time payment of \$150 to recipients of the Yukon Seniors Income Supplement.
- Yukoners who heat their homes with wood are eligible for a \$50 rebate per cord of fuel wood purchased from April 1, 2022 to March 31, 2023. Yukon also introduced the Timber Harvesting Incentive that gives commercial timber harvesters \$10 per cubic metre.
- The pilot program that gave an extra \$500 per month to Extended Family Caregiver agreement caregivers and foster caregivers was extended by 6 months to March 31, 2023.
- In June 2022, the Yukon government extended the Tourism Accommodation Sector Supplement and Tourism Non-Accommodation Sector Supplement programs, administered through Economic Development.

Yukoners are also supported by Federal Government affordability programs:

- Accelerated Canada Workers Benefit payments and new minimum entitlement started in July 2023 (\$4 billion over six years, starting in 2022-23).
- All Canada Student Loans and Canada Apprentice Loans became permanently interest-free starting in April 2023 (\$2.7 billion over five years and \$556.3 million ongoing).
- GST Tax Credit: The GST tax credit has doubled for six months in the current benefit year. Additional payment will be provided in one lump sum, before the end of the benefit year. Targeted to individuals and families with low incomes

Session Briefing Note

Inflation and Affordability (Corporate Note)

(below \$39,826, and gradually phased out above that level). Single Canadians without children will receive up to an extra \$234, and couples with two children will receive up to an extra \$467 this year. Seniors will receive an extra \$225 on average.

Government initiatives which are indexed to inflation:

- Higher inflation impacts various government of Yukon programs through indexation, (indexation is updated each April unless otherwise noted), including:
 - o Tobacco Tax is updated each January
 - 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)

Inflation outlook

- Following record annual inflation for Whitehorse of 6.8 per cent in 2022, the same increase seen nationally, monthly inflation has remained elevated in 2023. [September's inflation of 3.8 per cent was the lowest since January 2022 and matched the national increase. Prior to September, Whitehorse inflation had exceeded the Canadian figure for fourteen consecutive months.](#)

Session Briefing Note

Inflation and Affordability (Corporate Note)

- 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.
- Robust price growth in the CPI components of food, shelter and recreation, education and reading material have been key drivers of overall inflation in [2023](#). Stronger growth in these three components in the Whitehorse CPI, account for much of the difference between the overall levels of inflation for Whitehorse and Canada in recent months.
- The Bank of Canada continues to be aggressive in trying to get inflation under control. With a 0.25 percentage point increase in July, the Bank has raised the target for its overnight rate 4.75 percentage points since January 2022. At 5.0 per cent, the overnight rate is at its highest level since early 2001.
- Most forecasters still expect inflation in Canada will move towards historic norms over the next couple of years as the effect of higher interest rates move through the economy. Canadian inflation is expected to decline from near 7 per cent in 2022, to 3.5-4.0 per cent in 2023. Inflation in 2024 is expected to return to [within](#) the Bank of Canada's target range of 1-3 per cent.
- While inflation in Whitehorse has been stronger in recent months, it generally follows the national trend. Current expectations are for inflation to come in at 5.5 per cent in 2023, before falling to 2.5 per cent in 2024.

Carbon Taxes and Grocery Prices

- The effect of the carbon tax on CPI has contributed to inflation, but only modestly and mostly through the direct effect on fuel prices.
- According to the Bank of Canada, the direct effect of carbon tax is adding 0.15 percentage points to inflation this year.

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Inflation and Affordability

(Corporate Note)

- An economist at the University of Calgary¹, estimates that accounting for indirect effects brings this impact to 0.2 percentage points.
- For food in particular, the entire \$65 per tonne carbon tax increases monthly spending on groceries by at most \$20 per month, and likely closer to \$5 per month after accounting for emissions allowances provided by the federal Output Based Allocation system.²
- Overall, food price increases appear to be predominantly driven by other factors as prices have increased across North America independent of the implementation of a carbon tax.
- In the US, with no carbon tax system in place, food prices have increased by 26 per cent since the carbon tax came into effect in Canada in January 2018. In Canada the increase has been a similar 28 per cent.
- Whitehorse recorded an 18 per cent increase in food prices since January 2018 while Urban Alaska reported a 28 per cent increase.

INFLATION RELIEF ACROSS GOVERNMENT

Programs currently in place:

Tourism and Culture:

Community Tourism Destination Development Fund

- In October 2022, the Department of Tourism and Culture announced the creation of the Community Tourism Destination Development Fund, which is slated to run for an initial 3-year term.
- The new annual funding program is available to local businesses, First Nations governments, First Nation Development entities, municipalities and not-for-profit

¹ Trevor Tombe

² Energy and Environmental Policy Trends: Indirect Carbon Tax Costs Reduced By Policy Design, Kent Fellows and Trevor Tombe, University of Calgary

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Inflation and Affordability (Corporate Note)

organizations for projects that will improve tourism-related services and infrastructure.

- Projects can focus on infrastructure like accommodations, attractions, activities and amenities, and special consideration will be given to umbrella projects, where multiple organizations are working together.

Creative and Cultural Industries

- In November 2021, the Department of Tourism and Culture released Creative Potential; Advancing the Yukon's Creative and Cultural Industries, a 10-year strategy to support the growth and development of the creative and cultural industries in the Yukon.
- The CCIS identified 4 strategic objectives and 22 key actions, which reflect input gathered through extensive public and sector engagement.
- We also identified 10 actions in support of pandemic recovery to be completed over 3 years as Phase 1 implementation, which includes:
 - Modernizing existing funding;
 - Offering new funding streams;
 - Industry branding and promotion;
 - Marketing and export strategies;
 - Workshops; and
 - Labour market supports.
- In 2023-24, 3 new funding programs will provide \$450,000 annually to the creative and cultural sectors, including:
 - Express Micro-grant;
 - Indigenous Artists and Cultural Carriers Micro-grant; and
 - Creative and Cultural Career Advancement Fund.

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Inflation and Affordability

(Corporate Note)

Additional Funding Programs

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

Yukon Development Corporation:

Inflation Relief Rebate

- The Inflation Relief Rebate (IRR) provides \$50 per month to all non-government residential and commercial electricity customers to help ease the impacts of rising inflation.
- The IRR was subsequently extended for March, April, and May 2023. The budget in 2023-24 is comprised of:

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Inflation and Affordability

(Corporate Note)

- \$2,056,000 for program costs in April and May 2023 (costs for March 2023 are included in the 2022-23 Supplementary Estimates #2).
- \$3,246,000 for a further 3 additional months. We will continue to monitor inflation and costs of living, and we anticipate this will show on electricity bills next winter when electricity bills are typically higher.

Economic Development:

Paid sick leave program

- 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 is available to employees regardless of whether their employer offers paid sick leave.

Energy, Mines and Resources:

Energy retrofits and funding to improve efficiency and offset costs

- Our energy programs are successfully encouraging Yukon residents and local businesses to reduce their energy use, save money and choose low carbon options to live and move.
- Energy efficiency programs are available for the transportation sector, renewable heating sector, and the construction sector focusing on high efficiency buildings.
- For existing homes, the Energy Branch offers the Good Energy rebate program for high performance heating systems and upgrades to thermal enclosures including insulation and windows, and high performance new homes. Taking these measures will save homeowners money on their energy costs.

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Inflation and Affordability

(Corporate Note)

- For commercial and institutional buildings, the Energy Branch offers rebates for greenhouse gas-reducing retrofits and renewable heating.
- Between January 1, 2018, and June 30, 2023, 176 high-performance retrofits to residential, commercial and institutional buildings have been completed across the territory.
- Innovative programs like the Better Buildings Program, combined with our Good Energy rebates, make energy retrofits more accessible and affordable for Yukoners.
- For First Nation and municipal buildings, the Energy Branch offers retrofit and funding support through its Community Institutional Energy Efficiency Program.
- To help increase the supply of firewood, we distributed \$315,000 to 33 Yukon businesses under the Timber Harvest Incentive program in 2022-23. We are offering this program for another year as it increased timber harvest volumes and prompted new harvesting businesses to emerge. No new applications have been received yet for this year, but we did not anticipate to see them until the fall when the businesses start operating again.
- The Government of Yukon and the Canadian Northern Economic Development Agency combined financial contributions to launch a new \$200,000 support program offering funding for commercial harvesters and retailers.
- The program will help forest sector businesses with the cost of purchases and repairs from local suppliers for harvest equipment, vehicles and trailers, personal protective equipment, and other equipment. For larger harvesting businesses, the funds can also be used for things like planning and administrative costs.
- Applicants have until March 31, 2024, to apply or until available funds are exhausted.

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Inflation and Affordability

(Corporate Note)

Yukon Housing Corporation:

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

- The 47-unit housing complex at 401 Jeckell Street in Whitehorse opened in January 2023. The building provides new homes to Yukoners, including 5 three-bedroom, 12 two-bedroom, 16 one-bedroom and 14 bachelor units.
- A Yukon Housing Corporation Housing Initiatives Fund recipient, Right On Property Group, has completed Boreal Commons, a new 87-unit rental development in Whitehorse's Whistle Bend neighbourhood. This large-scale housing project will help address the need for more rental housing in the Yukon, including for more affordable and accessible units.
- Normandy Living, the Yukon's first private seniors' supportive living community, has officially opened its doors in Whitehorse with 84 modern suites, including housing units for First Nations Elders and affordable units for low-income seniors.
- Triplex housing units in Watson Lake, Mayo and Whitehorse were completed in spring 2022 and are providing affordable homes to families in each of these communities.
- A 10-Plex Mixed-Use Housing complex in Old Crow is under construction.
- Construction of a 10-Plex Housing First Project in Watson Lake started in the summer 2023 and is expected to be completed by fall 2024;
- Two accessible duplexes in Mayo and Carmacks were completed this summer and are now available for YHC clients.

Other highlights from the plan

- More homes will be created for Yukon families in rural communities through the construction of three duplexes in Dawson City and Faro. These homes are on track for completion in summer 2024.

Session Briefing Note

Inflation and Affordability

(Corporate Note)

Health and Social Services:

- A 37.5 per cent top-up to eligible Yukon Senior Income Supplement recipients' monthly payment;
- a \$100 monthly increase to eligible Social Assistance recipients; and
- a 10 per cent increase to monthly payments to caregivers of children in out of home care.

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.
- 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:

Session Briefing Note

Inflation and Affordability

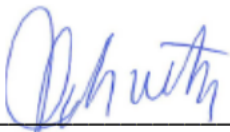
(Corporate Note)

- 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;
- 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:



Deputy Minister, Finance

October 26, 2023

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 more work to do, our efforts are resulting in meaningful change and creating better programs and services for all Yukoners.
- In honour of the National Day for Truth and Reconciliation this year, 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 our actions being taken across the Yukon government and in close collaboration with First Nations governments and organizations in areas including child welfare, health, education and justice.

Additional response:

- The Government of Yukon and Yukon First Nations 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 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.
- CASA 2023 contains a commitment to work with First Nations to continue to implement the TRC recommendations through targeted investment.

Truth and Reconciliation Commission – Update on Calls to Action

Executive Council
Office

- It is expected that the media and opposition will be interested in the fall 2023 public update, which will be the first comprehensive public update since 2016.

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) have 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

**Truth and Reconciliation Commission
– Update on Calls to Action**

Executive Council
Office

- 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

October 10, 2023

Date

Session Briefing Note (Corporate)**Fall 2023****2023-24 Supplementary Estimates #1**

Finance

Key Information

Recommended response:

- The 2023-24 Supplementary Estimates No. 1 forecasts an overall gross increase of \$132.7 million in O&M spending, with an offsetting increase of \$26.8 million in recoveries. The net increase in new O&M spending is forecast at \$105.9 million.
- Revenues are expected to increase by \$18.7 million, mainly to reflect an increase of \$2 million to the Canada Health Transfer and \$15 million for federal funding for Affordable Housing in the North.
- A large portion of the increase in O&M is for the new collective agreement between the Government of Yukon and Yukon Employee's Union. This new collective agreement was ratified in June and accounts for a \$36.9 million increase in O&M.
- The Supplementary Estimates also respond to several new or unanticipated challenges requiring funding. Some of these items include:
 - \$25.0 million for environmental care and maintenance work at the Minto Mine following the cessation of operations at the site in May, which will ensure that our environment remains protected;
 - \$19.6 million for wildland firefighting costs in response to the significant fire season experienced in the territory and which helped ensure the safety of Yukoners;
 - \$14.9 million in response to operational funding pressures at the Yukon Hospital Corporation to ensure that Yukoners have access to the health care services and supports they need;

Session Briefing Note (Corporate)**2023-24 Supplementary Estimates #1****Key Information**

- \$9.8 million in response to cost pressures for Insured Health to support the wellbeing of Yukoners; and
- \$1.9 million to support the Substance Use Health Emergency Strategy, and \$1.4 million for initiatives to support reconciliation with Yukon First Nations governments.
- The Supplementary Estimates also include a \$21.4 million capital allocation to support the development of a marine services platform in Skagway, which will create positive opportunities for Yukon's mining industry and its broader economy. We have identified offsetting adjustments based on timelines, loan program uptake, and the progress of various capital projects to accommodate this new project without any gross changes to capital spending.
- The Yukon government has maintained its surplus by making use of its contingency fund, included as part of Budget 2023-24. This \$50 million contingency fund helped shelter the government's fiscal position and allowed us to respond to emerging challenges throughout the year. The use of the contingency fund has allowed the government to present a revised surplus of \$3.6 million as part of these Supplementary Estimates.

Additional response:

- Changes in the Supplementary Estimates result in a revised year-end net debt of \$423.8 million.

Session Briefing Note (Corporate)

Fall 2023

2023-24 Supplementary Estimates #1

Finance

Key Information

- The use of the contingency fund will cover the following emergency cost pressures:
 - \$25 million for unplanned maintenance costs at the Minto mine;
 - \$19.6 million for increased wildland firefighting activity.
 - \$2.3 million for other emergency response measures, like the Village of Mayo evacuation in response to the Talbot Creek fire;
 - and \$1.9 million for Substance Use Emergency response.
-

Context—this may be an issue because:

- The 2023-24 Second Appropriation Act is tabled in the fall session and will be the subject of debate.
-

Background:

- Supplementary Estimates are used annually by a government to account for spending that is unforeseen at the time of tabling the annual Budget. It is common to have one or two spending updates throughout the fiscal year.
- They are tabled during the fall and spring sessions, debated and voted on in the legislature and provide departments with increased spending authority for O&M and Capital for the current fiscal year.

Approved by:



Deputy Minister, Finance

September 29, 2023

[Date approved]

WOMEN AND GENDER EQUITY DIRECTORATE

2023-24 Supplementary Estimates No. 1



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Vote 11
WOMEN AND GENDER EQUITY DIRECTORATE

MINISTER
Hon. J. McLean

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.

	2023-24 VOTED TO DATE	SUPPLE- MENTARY NO. 1	2023-24 REVISED VOTE
SUMMARY (\$000s)			

Supplementary Amounts to be Appropriated

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

Summary

Operation and Maintenance Expenditures

The Directorate has requested a net increase of \$2,165,000 in O&M funding.

95,000 Collective Agreement increase for 2023-24

1,895,000 GBV NAP for 2023-24

175,000 Crisis hotline for 2023-24

2,165,000

Capital Expenditures

WGED has no capital budget

WOMEN AND GENDER EQUITY DIRECTORATE

2023-24 Supplementary Estimates No. 1

Operation and Maintenance Expenditures

Revenues

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Women and Gender Equity Directorate

	2023-24 VOTED TO DATE	SUPPLE- MENTARY NO. 1	2023-24 REVISED VOTE
DETAILS (\$000s)			

Supplementary Amounts to be Appropriated

Operation and Maintenance (Vote 11-1)

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

OPERATION AND MAINTENANCE EXPENDITURES

Policy and Program Development

The Directorate has requested a net increase of \$2,165,000 in O&M funding.

95,000	Collective Agreement increase for 2023-24
1,895,000	GBV NAP for 2023-24 (100% recoverable from Canada)
175,000	Crisis hotline for 2023-24 - managed by HSS in 2022-23 (100% recoverable from Canada)
2,165,000	Total change

Women and Gender Equity Directorate

REVENUES	2023-24 VOTED TO DATE	SUPPLE- MENTARY NO. 1	2023-24 REVISED VOTE
<u>TAXES AND GENERAL REVENUES</u>			
Total Taxes and General Revenue	0		0
<u>THIRD PARTY RECOVERIES</u>			
Total Third Party Recoveries	0		0
<u>RECOVERIES FROM CANADA</u>			
Operation and Maintenance			
Policy and Program Development			
GBV NAP	0	1,895	1,895
Crisis Hotlines	0	175	175
Total Recoveries From Canada	0		2,070
Total Recoveries	0		2,070
TOTAL REVENUES	0		2,070

REVENUES

Policy and Program Development

1,895,000 GBV NAP for 2023-24 (100% recoverable from Canada)

175,000 Crisis hotline for 2023-24 - managed by HSS in 2022-23
(100% recoverable from Canada)

2,070,000 Total change

THAT this House urges the Government of Yukon to act on the recommendations of *Our Clean Future, Putting People First*, *Aging in Place Action Plan*, *Yukon's Missing and Murdered Indigenous Women, Girls and Two Spirit+ Strategy*, and the *Yukon Community Travel Project* by developing a collaborative public transportation solution in the territory.

Key messages:

- Providing safe, accessible transportation is a complex and wide-reaching issue and a collaborative approach is needed to address the barriers and create public transportation solutions throughout the Yukon.
- We recognize that transportation issues disproportionately impact Indigenous women, women facing gender-based violence, low-income women and children, 2SLGBTQIA+ Yukoners, Yukoners in our remote communities, people with disabilities, young people and other vulnerable Yukoners.
- Within the Government of Yukon, we continue to implement the recommendations in these reports.
- In June 2023, the Yukon Advisory Committee on Missing and Murdered Indigenous Women, Girls and Two-Spirit+ People released an implementation Plan to accompany *Changing the Story to Upholding Dignity & Justice: Yukon's MMIWG2S+ Strategy*.
- Transportation is identified under Path 2, relating to Community Safety and Justice, and creates an objective for safe, accessible, and affordable transportation services for Indigenous women, girls, and Two-Spirit+ people in need.
- In May 2023, we released the second *Aging in Place Annual Report*, which provided Yukoners with an update on the 56 recommendations in the Action Plan.
 - As of May 2023, a total of 22 of the recommendations are operational and the remaining 34 actions are in progress.

- In the coming weeks, we look forward to providing an update on the second Putting People First Annual Report.
 - In November 2022, a total of 70% of the 76 recommendations were either operational or in progress.
- As we implement these important recommendations, we continue to work closely with First Nations governments, communities, and health and social care system partners to address shared priorities and concerns.
- We are moving forward across government with addressing initiatives related to public transportation and intercommunity travel.
- Work on this is an interdepartmental initiative involving Health and Social Services, Justice, Economic Development, Women and Gender Equity Directorate, and Community Services. Collaboration and coordination of work is important to reduce redundancy and ensure current gaps are addressed.
- The implementation of those recommendations is also complimented by our work to support Yukoners to access care in their homes and home communities.
- Some actions to support this include expanding access to preventative treatments and increasing the number of Nurse Practitioners in the Yukon.
- We also continue to support the expansion of virtual care options such as virtual appointments with specialists, providing access to Home Health Monitoring services, and continuing to support a virtual exercise program to eligible individuals enrolled with the Chronic Conditions Support Program.
- Through the implementation of the *Putting People First* report and the *Aging in Place Action Plan*, the Department of Health and Social

Services is working with other levels of government to support the exploration of intercommunity and public transportation options.

- Some work undertaken to date includes:
 - Through the Department of Health and Social Services, we have provided funding to the City of Whitehorse to expand the Handy Bus to operate seven days per week and are supporting the City to purchase a second bus.
 - We have conducted a review of the Travel for Medical Treatment Program, including the Medevac Program.
- We also recognize some First Nations have established shuttle programs for use by First Nations residents.
- The Yukon Hospital Corporation and areas such as Community Nursing, Emergency Medical Services, and Continuing Care are working together to improve care transitions between different settings in the Yukon.
- The Department of Justice has also increased the Victims of Crime Emergency Fund for the next four years through funding received by Canada for the National Action Plan to End Gender-based Violence.
- Together, the Departments of Justice, Health and Social Services, and the Women and Gender Equity Directorate, are in the final stages of engaging with our SART partners, victims of sexualized assault and their families to identify the issues and options to expanding services to rural communities.
- Transportation and access to services for victims of sexualized violence is one of the issues identified in the engagement and is a high priority for the interagency group moving forward in designing the implementation plan.
- Funds have been identified within Yukon's Implementation Plan under the National Action to End Gender Based violence to support

transportation between Yukon communities for victims of gender-based violence.

- Moving forward, we are taking a whole of government approach to explore opportunities to address public and intercommunity transportation initiatives.