

Women and Gender Equity Directorate
 Briefing Notes – Fall Session 2021
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CONFIDENTIAL**TAB 1
Fall 2021****Session Briefing Note****Review of RCMP Sexual
Assault Investigations**Women and Gender
Equity Directorate
Justice

Recommended response:

- In March 2020, the Yukon Advocate Case Review, an initiative led by the Yukon Status of Women Council in partnership with Yukon RCMP, was terminated by RCMP National Headquarters due to privacy concerns.
- The Yukon Advocate Case Review was replaced by a national RCMP initiative called the Sexual Assault Investigation Review Committee. This committee is currently made up of representatives from the federal and territorial governments and the Yukon RCMP. Recruitment of members from community organizations that support victims of sexualized assault is ongoing. This group is continuing to function and review files.
- As the RCMP is our police service in the territory, we are limited in our ability to directly influence the national operational policies and procedures of the organization. Our opportunity to work together is in implementing the policing priorities that our government shares with the Yukon RCMP. One of the priorities for 2021-22 is to enhance prevention, investigation and enforcement activities related to violence against women, girls and the LGBTQ2S+ population.

Context—this may be an issue because:

- Questions whether Government of Yukon will reinstate the program were raised by the opposition in the Legislative Assembly on October 20, 2021
- Several media reports from February 10-15, 2020 highlighted women's organizations' concerns with the RCMP National Headquarters decision to terminate the Yukon Advocate Case Review.

Background:

Prepared for:
Minister McLean, Women and Gender Equity Directorate
Minister McPhee, Justice

Date prepared: January 16, 2019
Last Updated: October 21, 2021
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Session Briefing Note

TAB 1
Fall 2021

Review of RCMP Sexual Assault Investigations

Women and Gender
Equity Directorate
Justice

- On August 22, 2018, it was announced that the Yukon Status of Women Council's Yukon Advocate Review project was awarded project funding from Women and Gender Equality Canada to better understand how to improve legal system procedures to make it safer for victims to report sexualized assaults; to determine the factors that lead to convictions of sexualized assault; and to help create systemic change within Yukon's legal system so that fewer cases of sexualized assault are misclassified.
- The review committee was made up of liaisons from the Crown, and the Judiciary along with women groups, legal advocates, First Nations representatives and the project coordinator. Organizations from Watson Lake, Dawson and Whitehorse sat on the committee.
- The Yukon Advocate Case Review of sexualized assault cases began in September 2019. The committee met in November 2019 and February 2020. It was discontinued in March of 2020.
- After the Yukon Advocate Case Review was cancelled, the Yukon Status of Women Council sent a letter to Minister of Justice on July 6, 2020 requesting a meeting to discuss the RCMP's decision to terminate the project, and for a privacy impact assessment to be completed on the initiative. Minister of Justice responded to the letter and denied a request for a separate privacy impact assessment to the one completed by the RCMP. Women's organizations have expressed concern about the limited involvement of external advocates in the SAIRC.
- The Yukon Status of Women Council stated that they worked closely with Yukon RCMP on the development and implementation of the Yukon Advocate Case Review and that the partnership was working well before it was discontinued.
- A CBC story on March 24, 2021 reported that the Sexual Assault Investigations Review Committee (SAIRC) in Northwest Territories found that police were respectful and timely, but needed training on consent, rape myths, and levels of intoxication.

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Session Briefing Note

**Review of RCMP Sexual
Assault Investigations**

TAB 1
Fall 2021

Women and Gender
Equity Directorate
Justice

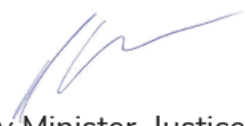
Approved by:

Nicole Morgan

Deputy Minister, Women's Directorate

October 25, 2021

Date



Deputy Minister, Justice

2021-10-21

Date

Prepared for:

Minister McLean, Women and Gender Equity Directorate

Minister McPhee, Justice

Date prepared: January 16, 2019

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Session Briefing Note

Sally and Sisters/Soeurs

TAB 109⁰⁰⁵

Fall 2021

Health and Social Services
Women and Gender Equity
Directorate

Recommended response:

- The Women and Gender Equity Directorate is pleased to provide funding of \$65,000 to the Yukon Aboriginal Women's Council to continue to operate the Sally and Sisters program from October 1, 2021 to March 2022. This funding will be recovered through Women and Gender Equality Canada.
- This funding is in addition to \$25,000 provided through the Prevention of Violence Against Aboriginal Women Fund in 2021-22 and again in 2022-23.
- Prior to the funding provided through the Women and Gender Equity Directorate, the Department of Health and Social Services was supporting the Sally and Sisters program, most recently by arranging nutritious lunches as part of its COVID-19 initiatives.
- Sally and Sisters addresses the immediate food security 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.
- The program fulfills an urgent need and is part of the Yukon's commitment to the Missing and Murdered Indigenous Women, Girls and Two-Spirit+ Strategy to work toward safe housing and freedom from poverty.

Context:

- The Women and Gender Equity Directorate's Supplementary Budget 2021-22 includes an additional \$65,000 to fund Yukon Aboriginal Women's Council (YAWC)

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Session Briefing Note

Sally and Sisters/Soeurs

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TAB 109

Fall 2021

Health and Social Services
Women and Gender Equity
Directorate

to operate the Sally & Sisters/Soeurs Program from October 1, 2021 until March 2022.

- This is in addition to the \$25,000 currently provided through the Prevention of Violence Against Aboriginal Women Fund in 2021-22 and \$25,000 in 2022-23.

Background:

- Sally & Sisters 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.
- The Whitehorse Food Bank was awarded funding through the Prevention of Violence Against Aboriginal Women (PVAAW) Fund to operate Sally & Sisters every year from 2012 – 21.
- From 2012- July 2020, Sally & Sisters provided meals on Monday and Friday to an average of 25 women and children. Meals were formerly prepared at the Salvation Army, then through the Whitehorse Emergency Shelter (Shelter) and served or distributed at the Whitehorse Food Bank.
- In the summer of 2020, COVID-19 public health measures caused the program to stop. Emergency food security needs of attendees were offset through distribution of take-out meals through the Shelter and other emergency food distribution.
- On November 1, 2020, the Shelter returned to in-house meal service for individuals staying at the Shelter only, impacting the provision of food to the Sally & Sisters program.
- Staff from Women and Gender Equity Directorate and Department of Health and Social Services worked to explore solutions with the coordinating committee, which includes representatives from the Yukon Anti-poverty Coalition, Salvation Army, and Yukon Aboriginal Women's Council.
- Beginning Tuesday, February 9, 2021, Health and Social Services arranged for the preparation and delivery of take-out meals from High Country Inn to the Sally & Sisters program on Tuesdays and Thursdays at the Whitehorse United Church.

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Session Briefing Note

Sally and Sisters/Soeurs


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Health and Social Services
Women and Gender Equity
Directorate

- The program increased to four days/week from March 15 – September 30, 2021.
- As of October 1, 2021 the Sally and Sisters program is operating from the Days Inn, four days a week, with lunch provision provided by its food services team. .
- The program does not operate on Wednesdays because women and children are supported by the Victoria Faulkner Women's Centre Community Kitchen program.
- According to program reporting, 83% of Sally & Sisters participants are of First Nations descent.
- Outcomes of the Sally and Sisters' program include access to emergency food, as well as creation of a network of support and increased safety nets for women and children.

Approved by:



Deputy Minister, Health and Social Services

October 20, 2021
Date Approved

Nicole Morgan

Deputy Minister, Women and Gender
Equity Directorate

October 25, 2021
Date Approved

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Briefing Note

Fall 2021

Domestic Violence Supports

Health and Social Services
Women and Gender Equity
Directorate
Justice

Recommended response:

- We are very saddened by what has occurred in Faro and our hearts go out to the families of the victims and the community. We know that domestic violence is a very real problem in the Yukon with rates nearly four times the national average.
 - Unfortunately, it doesn't affect us all equally: 80 percent of victims identify as women and Indigenous Yukoners are twice as likely to experience domestic violence as non-Indigenous Yukoners. Across the country, 25 percent of intimate partner homicide is committed against members of a visible minority in Canada.
 - We are committed to working with partners including the RCMP, First Nation governments, and equality-seeking organizations to improve services and supports for victims of domestic violence in the Yukon.
 - Confidential support can be accessed 24/7 from the transition homes in Dawson City, Watson Lake, and Whitehorse, no matter where you are in the territory. Trained staff are available to support victims to navigate their individual or family safety and connect to other services.
-

Context:

- Two people were killed and one critically injured by a shooter on October 26, 2021 in Faro. A 61-year-old man has been charged and is in police custody.
- RCMP confirmed that the initial call they responded to was about a "domestic dispute".

Background:

- In 2021-22, Government of Yukon is providing over \$2.7 million in funding annually to three transition homes in Yukon:
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CONFIDENTIAL**Briefing Note****Fall 2021****Domestic Violence Supports**

Health and Social Services
 Women and Gender Equity
 Directorate
 Justice

- \$1,682,701 to Yukon Women's Transition Home Society in Whitehorse;
 - \$395,420 to Dawson Women's Shelter in Dawson City, and
 - \$604,000 to Help and Hope for Families in Watson Lake.
- In person services for victims of domestic violence are limited in Faro.
- In 2012, the Government of Yukon began providing funding to the Yukon RCMP to facilitate the creation of a Specialized Response Unit (SRU) to investigate domestic violence and sexualized assault. The SRU was established in 2013 and continues to be staffed by three RCMP officers who work collaboratively with all partner and stakeholder agencies to address and investigate domestic violence and sexualized violence in Yukon communities.
- One of the 2021-22 Yukon policing priorities includes enhancing prevention, investigation and enforcement activities related to violence against women, girls and the LGBTQ2S+ population. These priorities are established through collaboration between the Department of Justice, the Yukon Police Council and community partners.
- Victims of intimate partner violence may access independent legal advice through the Independent Legal Advice Program at Victim Services. Independent lawyers provide advice on a variety of types of intersecting law including criminal, family, civil, immigration and employment related matters.
- Victims can seek court orders under the *Family Violence Prevention Act*.
- Under this Act, a victim can apply for an Emergency Intervention Order (EIOs), which are short term and deal with urgent situations. Emergency Intervention Orders have conditions that focus on immediate safety, such as removing an abusive partner from the home, directing no contact between the respondent and applicant, and imposing sole occupancy of a residence.

CONFIDENTIAL**Briefing Note****Fall 2021****Domestic Violence Supports**

Health and Social Services
 Women and Gender Equity
 Directorate
 Justice

- Emergency Intervention Orders (EIOs) can be heard in person or over the phone and granted by specially designated and trained Justices of the Peace within 24 hours of the application.
- Another tool under the *Family Violence Prevention Act* is a Victim Assistance Order, which is similar to an Emergency Intervention Orders, except they for a longer term and can provide additional conditions around property and finances. Victim Assistance Orders are heard by a judge of the Territorial Court
- Victim Services has offices located in Dawson City, Watson Lake and Whitehorse. Victim Services provides itinerant service to all other Yukon communities in person, by phone and through technology facilitated services. Staff members assist with safety planning and explore other options with clients such as protective orders under the *Family Violence Prevention Act*.
- Victim Service workers work with victims to develop ongoing safety plans, explore options for next steps and connect victims with supports and referrals, including legal advice if desired.
- Victim Services is available by phone, text, email and itinerant travel.
 Phone: 867-667-8500
 Toll free: 1-800-661-0408, extension 8500
 Email: victim.services@yukon.ca
- Yukon's *Missing and Murdered Indigenous Women, Girls and Two-Spirit Plus Strategy* includes action 2.5 on improving victim-centered and crisis-response supports for victims of gender-based violence.

Approved by:


Deputy Minister, Health and Social Services

November 15, 2021

Date

Prepared for:
 Minister McPhee, Health and Social Services and Justice
 Minister McLean, Women and Gender Equity Directorate

Date prepared: October 28, 2021
 Last updated: November 15, 2021
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CONFIDENTIAL**Briefing Note****Domestic Violence Supports****Fall 2021**

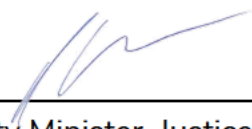
Health and Social Services
Women and Gender Equity
Directorate
Justice



Deputy Minister, Women and Gender
Equity Directorate

November 16, 2021

Date



Deputy Minister, Justice

November 15, 2021

Date

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Session Briefing Note

LGBTQ2S+ Action Plan

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Fall 2021

Women and Gender
Equity Directorate

Recommended Response:

- The Government of Yukon's LGBTQ2S+ Inclusion Action Plan represents a commitment across government to making programs and services more inclusive of LGBTQ2S+ Yukoners.
- The action plan is divided into nine sections with more than 100 actions: health care; education and youth; community and culture; inclusive governance; public facilities; Yukon government as a workplace; gender data; and tourism and culture. Many of the actions are already underway within existing budgets.
- We will continue to work closely with LGBTQ2S+ organizations as this plan is implemented to ensure we're on the right track. We will release a progress report after one year and a public survey to seek feedback after two years.

Context—this may be an issue because:

- The LGBTQ2S+ Action Plan was publicly released July 15, 2021.
 - No dedicated budget was announced with the Action Plan.
-

Background:

- A comprehensive public engagement took place during the winter of 2018/2019, including community dialogues, focus groups, online questionnaires, and surveys.
- The Government of Yukon received a report from QMUNITY (BC's Queer Resource Centre) in April 2019, which is available on Engage Yukon. The report contained over 70 recommendations based on what was heard from Yukoners and best practices in the area of LGBTQ2S+ inclusion.
- From these results, departmental policy and program leads across nine departments worked with Women's Directorate to draft the LGBTQ2S+ Action Plan.

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Session Briefing Note

LGBTQ2S+ Action Plan

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TAB 6
Fall 2021

Women and Gender
Equity Directorate

- Queer Yukon Society and All Genders Yukon Society reviewed the draft and final versions of the Action Plan.

Examples of work underway or already completed:

- Expanding coverage for gender-affirming therapies, procedures and surgeries.
- Providing operational funding for Yukon Pride Centre.
- Funding All Genders Yukon to offer mental wellness services.
- The creation of a gender neutral washroom in the Whitehorse Visitor Information Centre and a gender neutral washrooms and change room at CSSC Mercier.
- Passing the *Sexual Orientation and Gender Identity Protection Act* which bans conversation therapy in Yukon.
- Making LGBTQ2S+ awareness and inclusion training available to all Yukon government employees through our internal Yukon Learn website.

Approved by:

Nicole Morgan

October 5, 2021

Deputy Minister, Women and Gender Equity Directorate

Date

CONFIDENTIAL**TAB 7****Session Briefing Note****Fall 2021****Yukon Pride Centre**Women and Gender
Equity Directorate

Recommended response:

- The Yukon government is proud to work in partnership with Queer Yukon Society to establish the first Pride Centre in the territory, which will provide a safe, welcoming space for LGBTQ2S+ individuals and their families to gather, receive support, and access programming.
- The creation of a Pride Centre was one of the priorities the LGBTQ2S+ community shared with us during the public engagement and is one of the commitments made in the LGBTQ2S+ Inclusion Action Plan.
- The Pride Centre will serve the LGBTQ2S+ community, which has experienced discrimination and systemic barriers for far too long. Opening of this space is a historic milestone that the community can be very proud of.

Additional response:

- The Yukon government is committing \$500,000 in 2021/22 to support the operations of the Pride Centre (**not announced yet**).

Context—this may be an issue because:

- Queer Yukon Society is now renovating and operating out of the Pride Centre space.
- Other equality-seeking organizations may seek similar levels of operational funding.

Background:

- A Pride Centre was considered a high priority during the LGBTQ2S+ public engagement in 2018/19 (62% of respondents said that providing funding to support the development of an LGBTQ2S+ resource/community centre is extremely or very important).

Session Briefing Note**Fall 2021****Yukon Pride Centre**Women and Gender
Equity Directorate

- Queer Yukon submitted a proposal to the Women and Gender Equity Directorate in December 2020 to fund the Yukon Pride Centre at funding levels ranging from \$900,000 - \$1.3 million annually, totally \$4.2 million for 2021-24.
- In the 2021 Yukon general election, all three parties committed to financially support a Yukon Pride Centre.
- A three-year Transfer Payment Agreement with Queer Yukon is being finalized to support the establishment of a Pride Centre for \$500,000 for 2021-22, \$425,000 for 2022-23 and \$375,000 for 2023-24.
- Pride Centres exist throughout the country in many various forms, from small drop-in centres staffed by volunteers to large, multi-million-dollar service delivery organizations. These centres help to promote social acceptance, public education, and above all, provide a place for LGBTQ2S+ and their families to feel safe and access the supports and programs needed, which can support mental wellness and be a life-saving service.

Approved by:**Nicole Morgan****October 5, 2021**

Deputy Minister, Women and Gender Equity Directorate

Date

CONFIDENTIAL**TAB 8****Session Briefing Note****Fall 2021****Sexualized Assault Response Team** WGED, HSS, JUS

Recommended Response:

- Since SART was launched in Whitehorse in March 2020, we have worked hard to increase coordination of existing services, while also building public awareness of new services for all victims of sexualized assault.
- Key components of SART include the 24-hour, confidential, toll-free, Yukon-wide support line for all victims of sexualized assault; victim support workers available during the week and for after-hours support on weekends in Whitehorse; a roster of on-call physicians at the Whitehorse General Hospital specially trained to support victims of sexualized assault; and fast access to counselling at Mental Wellness and Substance Use Services.
- As we plan how to expand SART services to communities beyond Whitehorse, we will reach out to community partners, including First Nation governments, Indigenous women's organizations, and service providers. We will reach out to partners in communities and work together to address their unique needs.

Additional Response:

- Victims of sexualized assault living in communities outside Whitehorse can access the 24/7 toll-free support line and fast access to counselling through the Mental Wellness and Substance Use community hubs.

Context—this may be an issue because:

- The July 5, 2021 mandate letters include a commitment to expand the services of Yukon's SART to Yukon communities beyond Whitehorse.

CONFIDENTIAL**TAB 8****Session Briefing Note****Fall 2021****Sexualized Assault Response Team** WGED, HSS, JUS

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- Research and media reports show that public health measures have caused increasing rates of gender-based violence and decreasing calls for support during the pandemic, both in Canada and across the world.

Background:

- On December 5, 2017, the Government of Yukon committed to improve services for victims of violence and sexualized assault in the Yukon, and to foster more responsive and culturally relevant system response through the Sexualized Assault Response Team (SART).
- SART in Whitehorse was publicly announced on March 6, 2020, days before the World Health Organization declared a global pandemic.
- Better coordination of existing medical and victim services is supported by two Government of Yukon positions: SART Victim Support Coordinator and SART Clinical Coordinator. They work in partnership to ensure there is continuity of care and wrap-around services for victims of sexualized assault.
- Although COVID-19 has caused an increase in rates of gender-based violence in the Yukon and around the world, the number of victims reaching out for support to some agencies involved in SART was lower in 2020-21 than in previous years.
- An internal evaluation of SART was conducted by the Implementation Committee in September 2020, seeking input from all SART member agencies and other victim support agencies. This internal document is currently being used internally to improve SART implementation.
- The contract to develop communications materials for SART in May 2021 was awarded to Outcrop through a direct award of less than \$25,000.
- Critical next steps for SART in Whitehorse include:
 - SART member agencies continue to coordinate and organize inter-agency trainings;
 - Signing of the inter-agency SART protocol;
 - Continued outreach and engagement with Whitehorse-based First Nations; and,
 - Continued communications of SART services.

CONFIDENTIAL**TAB 8****Session Briefing Note****Fall 2021****Sexualized Assault Response Team** WGED, HSS, JUS

- Next Phases:
 - Internal research and analysis of data, jurisdictional scans, and best practices that can inform planning for SART expansion.
 - Expansion of SART services to communities beyond Whitehorse, which will be informed by the inter-agency Implementation Committee and the inter-agency Implementation Committee and the inter-agency Oversight Committee
- Rates of police-reported sexualized assault are three times higher in the Yukon than in the rest of Canada. The majority of sexualized assaults are not reported to the police.

Approved by:

Nicole Morgan

October 5, 2021

Deputy Minister, Women and
Gender Equity Directorate

Date

Deputy Minister, Justice

September 9, 2021

Date

Deputy Minister, Health and Social Services

September 9, 2021

Date

Prepared for:

Minister McLean, Women and Gender Equity Directorate

Minister McPhee, Justice & Health and Social Services

Date prepared: August 23, 2021

Date updated:

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CONFIDENTIAL**TAB 9****Session Briefing Note****Fall 2021****Yukon's Missing and Murdered
Indigenous Women, Girls, and Two-spirit+
People Strategy**

WGED, HSS, JUS

Recommended response:

- 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.
- Now, the Yukon Advisory Committee has created a technical working group to write the Implementation Plan for Yukon's MMIWG2S+ Strategy. Members of the technical working group include representatives from the Indigenous Women's Organizations, family members, and technical experts as required.
- All partners and signatories, including other levels of government, will have the opportunity to provide input to the Implementation Plan, including what work is already underway or planned for the future.

Additional response:

- Government of Yukon has allocated \$200,000 in 2021-22 to support an Accountability Forum in early 2022 for partners, signatories, and family members. Preliminary discussions have begun with the Yukon Advisory Committee in planning this event.

CONFIDENTIAL**TAB 9****Session Briefing Note****Fall 2021****Yukon's Missing and Murdered Indigenous Women, Girls, and Two-spirit+ People Strategy**

WGED, HSS, JUS

Context—this may be an issue because:

- 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*.
- The National Action Plan on MMIWG was released June 3, 2021.

Background:

- The Yukon Advisory Committee on MMIWG2S+ was created in 2015 and includes representatives of Government of Yukon, Yukon First Nations governments, all three Indigenous women's organizations, LGBTQ2S+ Yukoners, and an elder.
- The Women's Directorate co-chairs the ADM Committee on Truth and Reconciliation and an Interdepartmental Working Group with officials from many Yukon government departments.
- Yukon's MMIWG2S+ strategy outlines 31 actions under 4 pathways to guide action in response to the Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls:
 - Strengthening Connections & Supports;
 - Community Safety & Justice;
 - Economic Independence & Education; and
 - Community Action & Accountability.
- The Technical Working Group membership includes:
 - Gaye Hanson, representing Whitehorse Aboriginal Women's Circle
 - Debbra Greig, representing Yukon Aboriginal Women's Council
 - Catherine Richardson, representing Liard Aboriginal Women's Society
 - Lila Coroccan, representing family members
 - Isobel Bresse, representing family members
 - Debbie Groat, representing family members

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Indigenous Women, Girls, and Two-spirit+
People Strategy**

WGED, HSS, JUS

- Yukon First Nations will have the ability to contribute to the Implementation Plan through the Yukon Forum, Health Commission, and the Justice Commission.

Approved by:

Nicole Morgan

October 1, 2021

Deputy Minister, Women and Gender
Equity Directorate

Date

Deputy Minister, Justice

September 9, 2021

Date

Deputy Minister, Health and Social Services

September 9, 2021

Date

Session Briefing Note**Fall 2021****Supervised Housing – Women**

Justice

Women and Gender
Equity Directorate

Recommended response:

- The Government of Yukon is considering options to provide supervised, community housing for justice-involved women.
- Program models that are under consideration include gender-responsive, culturally appropriate and trauma-informed services and supports for women who do not require high security custodial care but need supportive, safe and supervised community housing.
- Any program developed will recognize the unique needs of women involved with the criminal justice system and will aim to support them as they transition from custody to the community; provide for an alternative to custody; or support their participation when accessing services through the Yukon's treatment courts.
- Discussions with our partners, local stakeholders and subject matter experts increases our understanding of how we can support the unique needs of justice-involved women in the Yukon.

Context:

- Supervised community housing supports for justice-involved men have been provided for over 20 years in the Yukon via non-government agencies. There is currently no equivalent service for justice-involved women in the territory.
- Concerns have been raised with respect to the recently established supervised community housing service for men, provided by the John Howard Society, which does not include services for women.

Session Briefing Note**Fall 2021****Supervised Housing – Women**

Justice

Women and Gender
Equity Directorate

Factual background:

- Supervised community housing has been available for justice-involved men in the Yukon since the mid-1980s. Through a contract service provider, men have accessed housing, programs and community supports as an alternative to custody or a tool to support discharge planning and community reintegration.
- Fifteen years ago, the Salvation Army provided beds for justice-involved women. Since then, this gap in service has been filled intermittently through various solutions. These have included attempts by the Elizabeth Fry Society to set up housing, as well as the funding of two beds in the home of a retired social worker. Neither of these options exist currently for justice-involved women in the Yukon.
- Case managers at the Whitehorse Correctional Centre and the Justice Wellness Centre work with clients to address immediate housing needs. However, no 24/7 supervised housing is available for justice-involved women who present a higher risk or who are vulnerable and need a structured, supervised and supportive environment.
- In August 2020, the Government of Yukon invited agencies and organizations to submit options for housing locations and program models.
- Some of the community partners and stakeholders engaged to date include Challenge Disability Resource Group, Council of Yukon First Nations, the Safe at Home Society, John Howard Society Pacific, Yukon Anti-Poverty Coalition, Women's Transition Home and Betty's Haven.
- The July 5, 2021 Mandate Letter for Ministers McPhee and McLean included the requirement to “establish a program to provide supportive community housing to justice-involved women that will be gender-responsive, culturally sensitive and trauma informed, with support from the Women and Gender Equity Directorate”.

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Session Briefing Note

Supervised Housing – Women

⁰²⁴
TAB 10

Fall 2021

Justice
Women and Gender
Equity Directorate

Policy / Legal Advice

- The Department of Justice and the Women and Gender Equity Directorate are working together on Cabinet and Management Board Submissions to seek program approval and funding for supervised community housing for justice-involved women in Whitehorse.

Approved by:



Deputy Minister, Justice

August 30, 2021

Date

Nicole Morgan

Deputy Minister, Women and Gender
Equity Directorate

September 1, 2021

Date

Session Briefing Note**Fall 2021****Name and Formal Mandate
update**Women and Gender
Equity Directorate

Recommended response:

- In order to reflect the important work of advocating and supporting women and people of all genders and sexual orientations, the Women's Directorate will now be known as the Women and Gender Equity Directorate.
- This change better reflects the current scope of work of the Directorate and the community it works with. It also reflects our understanding of gender beyond the binary definition of male and female.
- The Directorate remains committed to supporting and advocating for women and girls, supporting women's organizations, and working towards the elimination of gender-based violence.

Context - this may be an issue because:

- Discussions in 2017 with women's organizations on expanding the name and mandate of the Women's Directorate were met with a negative response.
- On two separate occasions in July 2021, stickers were posted on the Directorate's door suggesting that supporting Trans, non-binary and Two-Spirit people leads to silencing women.

Background:

- Minister McLean's mandate letter of July 5, 2021 provides direction to change the name of the Women's Directorate to "Women and Gender Equity Directorate".
- The Government of Yukon LGBTQ2S+ Inclusion Action Plan, released July 15, 2021, includes direction to "update the name and mandate of the Women's Directorate", including an action to "change the department's name and update the mandate to better reflect the work being done that is gender inclusive and in support of LGBTQ2S+ Yukoners" in the first year.

Session Briefing Note**Fall 2021****Name and Formal Mandate
update**Women and Gender
Equity Directorate

- In 2018, the federal government changed the name of the Status of Women Canada to Women and Gender Equality. Other provincial and territorial governments have also changed their names including Newfoundland and Labrador (Office of Women and Gender Equality) and British Columbia (Gender Equity Office).
- The Directorate works across government to advise and support the application of an intersectional lens which considers identity factors such as gender, sexual orientation, ethnicity, culture, language, age, ability, education, income, geography, citizenship, etc.
- A substantial portion of major initiatives which the Directorate has led in the last five years include action on LGBTQ2S+ non-discrimination.

Approved by:

Nicole Morgan

October 5, 2021

Deputy Minister, Women and Gender Equity Directorate_____
Date

CONFIDENTIAL**TAB 12****Session Briefing Note****Fall 2021****Taxi Safety**Women and Gender
Equity Directorate

Recommended response:

- Safe transportation has been a critical issue in our community for many years. It is clear that more work needs to be done to ensure that women – and all Yukoners – can get where they need to safely.
- Yukon Aboriginal Women's Council was awarded \$39,170 from the Crime Prevention Victim Services Trust Fund for a Taxi Safety Education Project. YAWC will work collaboratively with the taxi industry and organizations serving Yukoners that are at greater risk of becoming victimized. This project will also offer training to taxi drivers, building upon the voluntary driver training offered by Bylaw Services of the City of Whitehorse.
- 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:

- There were several media stories January 29 - February 4, 2021 in Yukon News, Whitehorse Star, and CBC that highlighted several recent incidents of women experiencing harassment or inappropriate behavior from taxi drivers.
- The Yukon Status of Women's Council and the Yukon Women's Coalition launched a public survey in February 2021 asking people to share their experiences taking taxis in Whitehorse. The survey was offered in both English and French and was available for approximately seven days. **Results have not yet been released.**

Background:

- There have been at least six media stories about incidents of sexualized assault and harassment involving taxi drivers since 2006.

CONFIDENTIAL**TAB 12****Session Briefing Note****Fall 2021****Taxi Safety**Women and Gender
Equity Directorate

- After a taxi driver was accused of assaulting two women in 2017, local women's groups presented a letter signed by members of the Yukon Women's Coalition to Whitehorse City Council asking for amendments to the Vehicle for Hire Bylaw to improve taxi safety.
- Following this letter and presentation, City Council approved amending the Vehicle for Hire Bylaw to improve taxi safety. Amendments included hardwiring cameras so that they would capture footage up to 30 minutes after the ride ended; the length of time the footage would be stored (168 hours); and that the footage must be provided to Bylaw Services upon request.
- Women's groups questioned the efficacy of the cameras in taxis after Bylaw Services discovered that some taxis were operating with malfunctioning cameras in 2018. The City responded that the cameras in taxis are hard-wired to the vehicle's battery, and that there is a \$2,500 fine in place if the cameras are tampered with or disabled.
- 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 has stated that it does regular checks with taxi companies to ensure bylaw compliance.
- In August 2020, the Women and Gender Equity Directorate provided \$2,047 to Yukon Women's Transition Home Society, on behalf of the Yukon Women's Coalition, to pilot the delivery of sexualized assault prevention and response training to interested taxi drivers (based on material developed in Newfoundland and 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.
- In January 2020, the Women and Gender Equity Directorate reached out to the Yukon Women's Coalition to explore the need for additional funding for the remainder of the 20-21 fiscal year, but they declined as they felt they could not complete a project before March 31st.

CONFIDENTIAL**TAB 12****Session Briefing Note****Fall 2021****Taxi Safety**Women and Gender
Equity Directorate

Approved by:

Nicole Morgan

October 5, 2021

Deputy Minister, Women and Gender Equity Directorate

Date

Session Briefing Note**Fall 2021****Yukon Advisory Council on
Women's Issues (YACWI)**Women and Gender
Equity Directorate

Recommended Response:

- We value the advice and recommendations that the Yukon Advisory Council on Women's Issues has provided to the Government of Yukon since its inception in 1992. However, much has changed in the last 30 years, including the scope and capacity of the Directorate, the emergence of equality-seeking community organizations, and our understanding of gender.
- In recognition of this, we have updated the name of the Women's Directorate to the Women and Gender Equity Directorate and plan to also update the name of YACWI.
- We have also worked with Council members to review the function and focus of YACWI in the current Yukon context. We gathered input from women's organizations, LGBTQ2S+ organizations, current and past YACWI members. This will inform next steps for YACWI.
- We are also continuing to advertise and recruit new members that will bring expertise and representation to this Council. I encourage Yukoners who are passionate and actively working towards gender equality to consider putting their name forward.

Context - this may be an issue because:

- The July 5, 2021 mandate letter included direction to change the name of the Women's Directorate to "Women and Gender Equity Directorate"
- There are currently 5 vacancies on YACWI.
- On August 3, 2021 MLA Yvonne Clark wrote a letter to Minister McLean regarding concerns about vacancies on YACWI, meetings, and the annual forum.

Session Briefing Note**Fall 2021****Yukon Advisory Council on
Women's Issues (YACWI)**Women and Gender
Equity Directorate

Background:

- YACWI is comprised of eight members appointed by the Commissioner in Executive Council. At least 50 percent of the members are from rural areas and at least 25 percent must be members of Yukon First Nations. Members that represent women's organizations are also required
- The Council is mandated to meet four times each year in Whitehorse and in Yukon communities, and their annual report is tabled each year in the Yukon Legislature.
- The Council was established by the Yukon Council on Women's Issues Act in May 1992 to:
 - Develop public awareness of the issues affecting the status of women;
 - Promote and change of attitudes within Yukon so that women may enjoy equality of opportunity;
 - Encourage discussions and expressions of opinion of Yukon residents on issues affecting the status of women;
 - Review policies, programs, and legislation affecting women, as directed by the Minister;
 - Advise the Minister with respect to such issues as the Minister may refer to the Council for its consideration;
 - Advise the Minister with respect to such issues as the Council considers advisable; and
 - Encourage organizations and groups that promote the equality of women.
- Since 2018, it has become increasingly evident that the council is challenged to fulfill its legislated mandate.
- A revisioning process was proposed by the Women and Gender Equity Directorate. YACWI members reviewed the process in January 2020 and provided feedback.
- Colette Acheson was hired in August 2020 to support the revisioning by engaging with YACWI, women's organizations, LGBTQ2S+ organizations, and the Minister in order to make recommendations.
- A final report was shared with YACWI in January 2021.

Session Briefing Note

Fall 2021

**Yukon Advisory Council on
Women's Issues (YACWI)**

Women and Gender
Equity Directorate

Approved by:

Nicole Morgan

October 5, 2021

Deputy Minister, Women and Gender Equity Directorate

Date

Session Briefing Note**Fall 2021****Prevention of Violence against
Aboriginal Women (PVAAW)**Women and Gender
Equity Directorate

Recommended response:

- Violence against women is a critical issue that our Government takes very seriously. In order to help address this, the Women and Gender Equity Directorate provides funding through the Prevention of Violence against Aboriginal Women Fund for community-based projects that directly support and prevent violence against Indigenous women.
- Applicants can apply for up to \$25,000 for a one-year project or \$50,000 for a two-year project. Projects are assessed by an independent adjudication panel of Yukon First Nations women based on the criteria of the fund.
- This year, funding has been approved for Champagne and Aishihik First Nation, the Watson Lake Elders Society, Yukon Aboriginal Women's Council, Kluane First Nation, Teen Parent Access to Education Society, and Victoria Faulkner Women's Centre. These projects are designed and developed by and for Indigenous women.

Context - this may be an issue because:

- There has been a decline in the number of applications submitted to PVAAW in recent years.
- The next call out for 2022-23 applications will be in October 2021, with a deadline of November 2021.
- In 2021, two organizations did not receive funding for their application: the Yukon Aboriginal Women's Council for their application for "Medicine on the Land", and the Fetal Alcohol Syndrome Society Yukon for their application for "Ladies Night".

Session Briefing Note**Fall 2021****Prevention of Violence against
Aboriginal Women (PVAAW)**Women and Gender
Equity Directorate**Background:**

- 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 provides training and support to representatives on the application process, answers questions, and provide recommendations on project applications prior to final submission. During COVID, online training was developed and provided to organizations that requested it, instead of the past practice of travelling to communities.
- Organizations are able to apply for funding for the same project in subsequent years, as long as the organization and the project meet the fund criteria.
- For 2021-22, \$75,000 was awarded to First Nations/organizations in rural communities and \$125,000 was awarded to organizations in Whitehorse. For 2020-21, \$100,000 was awarded to First Nations in rural communities and \$75,000 was awarded to organizations in Whitehorse.
- The Women and Gender Equity Directorate has committed to review the PVAAW fund as an action item in Yukon's *Murdered and Missing Indigenous Women, Girls, and Two-spirit+ Strategy*, in order to ensure that the fund is effective and reflective of the findings of the National Inquiry.

Approved by:**Nicole Morgan****October 5, 2021**

Deputy Minister, Women and Gender Equity Directorate

Date

CONFIDENTIAL**TAB 15****Session Briefing Note****Fall 2021****Domestic and Sexualized
Violence Leave**Community Services
Women and Gender
Equity Directorate

Recommended response:

- On July 8, 2021, we proclaimed amendments to the *Employment Standards Act* that entitle Yukoners to domestic violence and sexualized violence leave. The leave allows employees to access up to five days of paid and five days of unpaid leave if they experience domestic or sexualized violence.
- The leave protection also permits an employee to take up to 15 weeks of unpaid leave if they, their child, someone in their care, a family member, intimate partner, or close friend experience domestic or sexualized violence.
- We engaged directly with key stakeholders in January and February, 2021 on implementation. The Women and Gender Equity Directorate and Employment Standards branch coordinated to develop forms and education materials to support employees and employers to ensure sound information and understanding of rights and responsibilities. A key consideration is to ensure privacy and confidentiality so the leave policy does not inadvertently cause more harm to people experiencing violence.

Context:

- This may be an issue as the domestic and sexualized violence leave addition to the *Employment Standards Act* was proclaimed on July 8, 2021.

CONFIDENTIAL**TAB 15****Session Briefing Note****Fall 2021****Domestic and Sexualized
Violence Leave**Community Services
Women and Gender
Equity Directorate**Background:**

- The bill to amend the *Employment Standards Act* to add domestic and sexualized violence leave was passed in November of 2020.
- About 30 stakeholder groups were provided with a jurisdictional scan, a fact sheet and targeted questions about how the Yukon government can best implement the leave. This was extended by a week to encourage additional input.
- Feedback focused on the importance of confidentiality, privacy and safety, and providing training and information materials so employers and employees understand their rights and responsibilities.
- Amendments to the Canada Labour Code give all federal employees and employees of industries regulated by the federal government, up to 10 days of leave, and, after three months of employment, five days paid leave if they are the victims of family violence.
- Some jurisdictions offer both short term and long-term leave. These leaves are treated as separate entitlements under the legislation. Short term leave is measured in units of days and does not require that the employee get the consent of the employer (similar to a sick day). Long term leave is measured in units of weeks, requiring the employee to get the permission of the employer (similar to long-term sick leave). (See Table on the following pages for a cross-jurisdictional scan).

Table 1: Cross-Jurisdictional Scan for Domestic Violence, Family Violence, and Sexualized Violence Leave

Jurisdiction	Entitlements Under Canadian Acts			
	Eligibility	Unpaid leave in units of days	Unpaid leave in units of weeks	Paid Leave
Canada	Employees with three months of continuous employment for paid leave	5 days	N/A	5 days

Prepared for:
Minister Mostyn, Community Services
Minister McLean, Women and Gender Equity Directorate

Date prepared: August 9, 2021
Last Updated:
Page 2 of 4

CONFIDENTIAL**TAB 15****Session Briefing Note****Fall 2021****Domestic and Sexualized
Violence Leave**Community Services
Women and Gender
Equity Directorate

Jurisdiction	Entitlements Under Canadian Acts			
	Eligibility	Unpaid leave in units of days	Unpaid leave in units of weeks	Paid Leave
Yukon	All employees	Up to 5 days	Up to 15 weeks	Up to 5 days
British Columbia	All employees	Up to 10 days	Up to 15 weeks	N/A
Alberta	Employees who have been employed for at least 90 days with the same employer	Up to 10 days	N/A	N/A
Saskatchewan	Employees who have been employed by the same employer for at least 90 days	Up to 10 days	Up to 17 weeks	Up to 5 days
Manitoba	Employees who have been employed by the same employer for at least 90 days	Up to 10 days	Up to 17 weeks	Up to 5 days
Ontario	Employees who have been employed by the same employer for at least 13 consecutive weeks	Up to 10 days	Up to 15 weeks	The first 5 days
Quebec	N/A	N/A	26 weeks	Up to 2 days
Nova Scotia	Employees who have worked for the same employer	Up to 10 days	Up to 16 weeks	The first 3 days

CONFIDENTIAL**TAB 15****Session Briefing Note****Fall 2021****Domestic and Sexualized
Violence Leave**Community Services
Women and Gender
Equity Directorate

Jurisdiction	Entitlements Under Canadian Acts			
	Eligibility	Unpaid leave in units of days	Unpaid leave in units of weeks	Paid Leave
	for at least three months			
New Brunswick	N/A	Up to 10 days	Up to 16 weeks	The first 5 days
Newfoundland and Labrador	N/A	Up to 10 days	N/A	Up to 3 days
PEI	Employees who have been employed by an employer for a continuous period of three months or more	Up to 10 days	N/A	Up to 3 days
NT	N/A	Up to 5 days	Up to 15 weeks	Up to 5 days
NU	As of writing, no amendments are in place. NU is reviewing its legislation in its entirety.			

Approved by:_____
Deputy Minister, Community Services_____
Date_____
Nicole Morgan_____
[October 5, 2021](#)Deputy Minister, Women and Gender
Equity Directorate

Date

CONFIDENTIAL**#18****Session Information Note****Fall 2021****Impacts of Mining on
Indigenous Women, Girls
and LGBTQ2S+ people**Energy, Mines and
Resources
WGED
YWCHSB**Recommended response:**

- The Government of Yukon is taking steps to help prevent psychological injury and improve safety culture for Indigenous Women, Girls and LGBTQ2S+ people in the workplace and extractive industries.
- We have completed the new Workers Compensation Health and Safety Board Violence and Harassment Prevention Regulation; are participating in the Yukon Mineral Diversity & Inclusion Working Group and are working with Indigenous women's organizations, industry and regulatory bodies on implementing the Yukon's Missing and Murdered Indigenous Women and Girls Strategy.
- On a systemic level, we have further emphasized that all policy-making must include gender inclusive and diversity analysis in order to ensure progress pervades every corner of our work.

Additional response:

- The regulation came into force on September 4, 2021 and provides the minimum requirements for employers to prevent violence and harassment in their workplaces, including having a prevention policy and employee training.
- The development of new mining legislation is an important initiative that will consider community well-being and incorporate gender inclusive and diversity analysis.

CONFIDENTIAL**#18****Session Information Note****Fall 2021****Impacts of Mining on
Indigenous Women, Girls
and LGBTQ2S+ people**Energy, Mines and
Resources
WGED
YWCHSB**Context—this may be an issue because:**

- Liard Aboriginal Women's Society released a report on August 4, 2021 documenting the experiences of 22 Indigenous women and women of colour at mining camps in the Yukon and Northern B.C.
- The National Inquiry's final report includes a Deeper Dive section called: Resource Extraction Projects and Violence against Indigenous Women as well as Calls for Justice aimed specifically at extractive and development industries.

Background:**Violence and Harassment Prevention Regulation**

- To implement the new regulation, the Workers Compensation Health and Safety Board has published a guide on the prevention of violence and harassment in the workplace which is available either in print or on the website, www.wcb.yk.ca.
- In addition, we are delivering training sessions directly targeting employers and have published tools and templates to help employers talk with their workers about violence and harassment in the workplace.
- Results from the 2019 public and stakeholder engagement on regulations to prevent workplace violence showed strong support for a new regulation as a way to help prevent violence and harassment.
- As well, there was support for clarification about the requirement for workplace hazard assessments, and nearly all respondents agreed that workplaces should have measures to address prevention of violence and harassment.
- Enforcement can currently occur under the Occupational Health and Safety Act, although it does not contain provisions that specifically relate to preventing workplace violence and harassment.
- Yukon is the last jurisdiction in Canada to have a regulation in place to prevent workplace violence, and one of the last to have a harassment prevention measure.

CONFIDENTIAL**#18****Session Information Note****Fall 2021****Impacts of Mining on
Indigenous Women, Girls
and LGBTQ2S+ people**Energy, Mines and
Resources
WGED
YWCHSB**Work with Women's Organizations and Extractive Industries**

- The Yukon Mineral Diversity & Inclusion Working Group, led by Yukon Women in Mining, aims to promote an inclusive, diverse and progressive mining sector.
- Upon the completion of the Yukon's Missing and Murdered Indigenous Women and Girls Strategy implementation plan in early 2022, we anticipate working with Indigenous women's organizations, industry partners and regulatory bodies on implementing action item 3.4 to mitigate negative impacts and increase benefits of development projects for Indigenous women, girls and Yukon communities.
- The key findings from the Liard Aboriginal Women's Society's *Never Until Now* study, prepared by Dr. Sue Moodie, Lois Moorcroft and Aja Mason, are:
 - women's jobs are concentrated in typically low-paying and gendered roles with limited opportunities to advance;
 - working conditions often compromise their personal safety;
 - more than 70 per cent of women interviewed experienced gender and/or race harassment or discrimination;
 - there is an absence of clear or available grievance mechanisms to report incidents of harassment, discrimination and violence; and
 - workplaces provide ineffective prevention of race and gender harassment.
- Interviews were conducted between October 2020 and March 2021 with 22 Indigenous or racialized women who have worked in hard rock mining, exploration, and placer mining camps in both remote or road accessible locations in the Yukon or Northern BC.
- We conduct early, meaningful engagement with First Nations and communities during the planning stage of resource extraction projects to identify the potential effects of proposed activities before they are carried out.

CONFIDENTIAL**#18****Session Information Note****Fall 2021****Impacts of Mining on
Indigenous Women, Girls
and LGBTQ2S+ people**Energy, Mines and
Resources
WGED
YWCHSB

- If project effects can be mitigated, we recommend measures to reduce, control or eliminate them at these early stages. If the effects cannot be mitigated, we recommend that the project not proceed.
- The 2019 final report of the National Inquiry into Missing and Murdered Indigenous Women and Girls calls upon all governments and regulatory bodies to complete gender-based socio-economic impact assessments on all proposed projects as part of their decision making and ongoing monitoring of projects. Project proposals must include provisions and plans to mitigate risks and impacts identified in the impact assessments prior to being approved.

Approved by:


Deputy Minister
Department of Energy, Mines and Resources



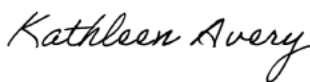
Date approved

Nicole Morgan

October 5, 2021

Deputy Minister
Women and Gender Equity Directorate

Date approved



President (A/President/CEO)
Yukon Workers Compensation Health
and Safety Board (YWCHSB)

Sept 8, 2021

Date approved

Value:

- We want to ensure that everyone feels safe and welcome in school.

Recommended response:

- To support students who identify as LGBTQ2S+, the Government of Yukon implemented a system-wide 'Sexual Orientation and Gender Identity Policy' for schools in 2012.
- We are working to ensure that all Yukon schools follow this policy and that all students are treated with the respect they deserve.
- We are updating this policy as part of Yukon government's work to modernize and improve services and policies for Yukon's LGBTQ2S+ communities, which in turn supports the department's inclusive education review.

Additional response:

- The Department of Education has reviewed and updated many of its curriculum and resources to ensure that they are inclusive of transgender and gender non-conforming students.
- 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.

Context—this may be an issue because:

- Some community advocates have campaigned for changes in Yukon schools to be more inclusive of transgender students.

CONFIDENTIAL**TAB SSS03****Session Briefing Note****Fall Session 2021****LGBTQ2S+ - SOGI Policy****Education**

- In the LGBTQ2S+ Inclusion Action Plan, released in July 2021, the Department of Education made a number of commitments, including to update the 'Sexual Orientation and Gender Identity Policy' within one year.

Background:

- The Sexual Orientation and Gender Identity Policy requires the development of school-based policies and strategies to ensure that LGBTQ2S+ students are treated with respect and dignity at school.
- The agreement that provides funding for the Catholic schools in Yukon accommodates religious instruction in the schools, but emphasizes that they are also publicly supported schools with the same responsibilities as other schools, including responsibilities outlined under the Sexual Orientation and Gender Identity Policy.

Approved by:**Nicole Morgan****09/08/2021**_____
Deputy Minister, Department of Education_____
Date approved

Session Briefing Note**Fall 2021****Midwifery – Health System
Integration**Health and Social
Services

Recommended response:

- Our government remains committed to moving forward with the integration of funded and regulated midwifery services into the Yukon's health care system, and we continue to work towards launching the midwifery program in late fall 2021.
- Successful implementation of midwifery takes the support of all our health care partners, First Nations and individuals with lived experience and we are pleased to be working with them to support this work.
- Our implementation plan for regulated and funded midwifery services is based on the recommendations of local and national experts, significant research, and feedback from the engagement processes that have been completed over the last few years.

Additional response:

- We expect to be hiring the first Registered Midwives this fall to support the late fall launch of services.
- We are working closely with the Yukon Hospital Corporation to ensure that, whether Registered Midwives are providing services in a home or in the hospital, they are able to work to their full scope of practice.
- Right now, Yukoners can get a referral to a midwife in another province or territory. The service is insured by our health care plan, but not currently provided in the territory. Yukoners can access midwifery services for up to 28 days before the birth and 7 days after.

Session Briefing Note**Fall 2021****Midwifery – Health System
Integration**Health and Social
Services

Context—this may be an issue because:

- Many are eager to see the implementation of the government's platform commitment to regulate, fund and integrate midwifery into the Yukon's health care system.
- There may also be concerns raised around the phased implementation plan and the lack of access to midwifery services in the Yukon from the coming into force of the *Midwifery Regulation* and the program launch.

Background:

- Support from the Canadian Association of Midwives (CAM), Health and Social Services midwifery consultants, extensive research, feedback from local health system partners and consideration for the Yukon's unique situation helped inform the decision to develop a Yukon government employee model of care and the implementation plan for the delivery of midwifery services in the Yukon.
- It is expected that the Midwifery Clinical Manager position will be posted in September 2021, with two additional midwifery positions posted in shortly after.
- The *Midwifery Regulation* under the *Health Professions Act* came into force on April 15, 2021. The decision to have the regulation come into force prior to program implementation and hiring of midwives related to enabling certainty for stakeholders as the program is developed, and also to benefit from the public safety aspect of ensuring only regulated midwives could practice.
- The only practicing midwife in the Yukon at the time confirmed that regardless of the regulation, she was not planning to provide services from April onward due to participation restrictions with her university bridging program.
- Until the program is launched, an interim policy (April 15, 2021 – April 14, 2022) has been created by HSS's Insured Health and Hearing Services branch to support Yukoners to access medical travel benefits to support accessing publically-funded midwifery services in another Canadian jurisdiction for the birth of their child.

CONFIDENTIAL**TAB 8****Session Briefing Note****Fall 2021****Midwifery – Health System
Integration**Health and Social
Services

- Yukon's first midwifery clinic will be co-located with the Bilingual Health Centre and Public Health at the current Whitehorse Health Centre at 9010 Quartz Road.

Approved by:September 22, 2021

Deputy Minister, Health and Social Services

[Date approved]

Session Briefing Note**Fall Session 2021****Universal Early Learning and Child Care Program**Education

Value:

- We are continuing to work with Yukon First Nations and other partners to enhance early learning and child care programming in Yukon, as we move toward a vision in which all children have access to affordable, high-quality early learning and child care opportunities.

Recommended response:

- Licensed child care became more affordable for Yukon families on April 1, 2021 with the introduction of the new Yukon Early Learning and Child Care Funding ELCC program.
 - The new ELLC Program reduces parent fees by up to \$700 per child per month for full-time participation in licensed child care programs and provides a minimum wage of over \$30 an hour to fully qualified educators.
 - The affordable child care program that we have implemented and will continue to work to improve, is providing significant savings and flexibility for parents and caregivers who are accessing licensed child care.
 - This work includes our commitment to review the *Child Care Act*; involving Yukon First Nations, partners and stakeholders, and communities going forward.
-

Session Briefing Note**Fall Session 2021****Universal Early Learning and Child Care Program**

Education

Context—this may be an issue because:

- The Putting People First report recommended the government work towards a fully-funded, universal early childhood education program for all children over the age of one.
- The Minister's Mandate letter commits to conduct a review of the *Child Care Act*.
- Chickadees Playschool, a non-licensed early learning program, has requested funding for its program.

Background:

- The Government of Yukon accepted the recommendation from the Putting People First report that it work towards a fully-funded, universal early childhood education program for all children over age one by:
 - transferring the mandate for early learning and child care services from Health and Social Services to Education;
 - moving towards universal access to early learning and child care for all Yukon families, including increasing the current subsidy system; and
 - increasing training opportunities for child care providers.
- Education and Health and Social Services collaborated to implement an affordable early learning and child care program in Yukon, effective April 1, 2021, and committed to work with partners and stakeholders on the continued development of the program.
- The Child Care Services Unit from Health and Social Services was transferred to Education, effective April 1, 2021, and is now called Early Learning and Child Care.
- The legislative changes necessary to formally transfer the mandate for early learning and child care from Health and Social Services to Education are complete.

Summary of New Universal Early Learning and Child Care Funding Model

- The new funding model came into effect on April 1, 2021, and the government budgeted a total of \$25,202,000 in 2021/2022 to support the new program.

Session Briefing Note**Fall Session 2021****Universal Early Learning and Child Care Program****Education**

- The Yukon Government will receive \$54.3 million in the next five years to further enhance the Universal Early Learning and Child Care Funding Model.
- All licensed operators had the choice to opt in to the new program within two years by signing Transfer Payment Agreements.
- As of June 1, 2021, every licensed operator in Yukon except one (Watson Lake Day Care) has opted in to the new program. Watson Lake Daycare opted to stay with the rural sustainability program.

Reduction in Parent Fees

- The government provides licensed operators who have opted into the new program with \$700 per month for each child in full-time child care, which must be fully and immediately applied to reduce the monthly payments made by parents (this is pro-rated for children in part-time child care).
- The new program also includes fee increase limits to ensure that fees charged to parents remain both sustainable and affordable, and in line with rates charged by other local providers delivering the same type of child care.

Reduction in Operational and Administrative Expenses for Operators

- The government provides additional funding to operators in reducing their operational and administrative expenses and to support program needs.

Funding for High-Quality Early Learning Environments

- The government provides funding to operators to support them in developing high-quality early learning environments.

Funding to Increase Wages for Early Childhood Educators

- The government provides funding to operators to be applied directly to increase the wages paid by operators to their early childhood educators.
- Wages for most early childhood educators employed by operators who opted into the new program increased effective April 1, 2021. Funding includes an additional payment of 12% of wage costs to operators for mandatory employment-related costs (e.g. CPP, EI, and WCB contributions).

CONFIDENTIAL**TAB EL08****Session Briefing Note****Fall Session 2021****Universal Early Learning and Child Care Program****Education**

- Wages for all early childhood educators employed by operators, who opted into the Universal Child Care program, received an additional increase effective August 1, 2021 with the \$1.35 increase to the minimum wage. Wages paid to each early childhood educator, before the addition to the wage enhancement, must be no less than minimum wage under the Employment Standards Act. Fully qualified Early Childhood Educators in Yukon must now make a minimum wage of just over \$30 an hour.
- On August 1, 2021, with the \$1.35 increase to minimum wage, to further support the operational costs of licensed child care operators and to ensure the provision of high-quality programming, the Government of Yukon provided programs with a one-time subsidy for increased operational funding to support the compensation of Early Childhood Educators at the expected minimum hourly wage.

Non-licensed programs

- Chickadees Playschool is a non-licensed, parent participation early learning program which has requested funding for operational expenses. Non-licensed programs are not eligible for funding under the ELCC funding model.
- The ELCC unit has engaged Chickadees Playschool in discussions to determine whether licensing their program is an appropriate approach in order to access funding under the ELCC funding model. At this time, the program determined that they prefer to not to pursue the licensing option.
- As a registered non-profit, there are a variety of other funding streams Chickadees Playschool may be able to access. Officials have informed the organization what other funding options may be available to them.

Approved by:**Nicole Morgan****10/1/2021**

Deputy Minister, Department of Education

Date approved

CONFIDENTIAL**TAB 124****Session Briefing Note****Fall 2021****COVID-19 Government Wide Note**Health and Social
Services**Recommended response:**

- Our government continues to follow the advice and recommendations of the Chief Medical Officer of Health.
- In response to this significant surge in COVID-19 cases in the territory and widespread community transmission in Whitehorse, our government re-instated a state of emergency on November 9, 2021.
- Declaring a state of emergency will allow temporary measures to be quickly implemented by the Chief Medical Officer of Health to rapidly decrease transmission and the protect the territory's healthcare capacity from becoming overwhelmed.
- New measures will be enforced through the *Civil Emergency Measures Act* on November 13, 2021, but Yukoners are strongly encouraged to follow these measures immediately.
- On October 15, 2021, we announced that all Yukon government employees and all frontline health care workers in the territory will be required to have at least one dose of a COVID vaccine by November 30, 2021. Mandatory vaccination will apply to all public servants, including teachers, as well as those who work in hospitals, long-term care homes, medical clinics and allied health care settings.
- The Government of Yukon is moving rapidly to implement the proof of vaccination requirement for designated settings, to align with the new recommendations from the acting Chief Medical Officer of Health.
- As of November 13, 2021, individuals will be required to provide proof that they have received two doses of an approved vaccine to access a designated setting. The list of designated settings is being finalized and will be made public before November 13, 2021.

Session Briefing Note**Fall 2021****COVID-19 Government Wide Note**Health and Social
Services

- It is expected that COVID-19 will present an endemic risk for many years to come. We are continuing to provide targeted public health measures to directly address COVID-19 where and when it emerges, and look at broader recommendations from the Chief Medical Officer of Health.
- Forging Ahead: Yukon's Continued Response to COVID-19 outlines our goals for ensuring the safety and well-being of Yukoners and how we will adapt to COVID-19 becoming a normal part of our lives.
- This plan includes the steps we are taking to limit the spread of disease, ensure Yukoners are connected to the social, mental and physical health supports and services they require, and move forward with our plan to help Yukoners to succeed.

Additional response:

- COVID-19 continues to have a disproportionate impact on our most vulnerable, including seniors, elders, and women, those with precarious or insecure housing, individuals living with chronic conditions, and unvaccinated individuals and those who do not yet have access to a COVID-19 vaccine.
- Our one government approach and close collaboration with communities, First Nations, local partners and non-government organizations allows us deliver the appropriate level of health and social care required to meet our community's needs and remain responsive to their concerns.
- Once a pediatric vaccine for individuals under the age of 12 is approved, our immunization teams will be ready to quickly reach this subset of the population.

CONFIDENTIAL**TAB 124****Session Briefing Note****Fall 2021****COVID-19 Government Wide Note**Health and Social
Services

- We are focused on reducing the number of people susceptible to COVID-19 and its variants through partnerships with First Nation governments and First Nations, increased vaccination, maintaining our testing capabilities and the capacity of our health and social care system, providing supports to our most vulnerable, and implementing targeted measures to the areas of highest risk.
-

Context—this may be an issue because:

- With the lifting of many public health measures on August 4, 2021 and the state of emergency on August 25, 2021, there is interest in the Yukon's plans for moving forward while COVID-19 continues to present a threat.
-

Background:

- The Yukon initially declared a State of Emergency on March 27, 2020. The initial State of Emergency ended on August 25, 2021.
 - The Yukon declared State of Emergency again on November 8, 2021.
 - Under the *Public Health and Safety Act*, the Chief Medical Officer of Health is responsible for monitoring, investigating, and responding to a communicable disease. The Act and the *Communicable Disease Regulations* provide the Chief Medical Officer of Health with a number of authorities to ensure the health and safety of Yukoners.
 - The Yukon's original reopening plan, *A Path Forward: Yukon's Plan for Lifting COVID-19 Restrictions*, was released on May 15, 2021 and was informed by the available evidence on COVID-19, risk assessments and timelines for developing and delivering a vaccine.
 - On March 5, 2021, an updated plan, *A Path Forward: Next Steps*, was released and outlined the thresholds for easing public health measures while also ensuring the health and safety of Yukoners.
-

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Services

-
- An endemic can be understood as the stable spread of a disease from person-to-person without significant exponential growth amongst a population; or, the presence of a disease within a population but at a rate that does not see widespread transmission.
 - Despite having one of the highest vaccination rates in Canada, the Yukon was one of the first jurisdictions in the world to see how quickly COVID-19 could spread amongst a highly vaccinated population.

Approved by:November 9, 2021

Deputy Minister, Health and Social Services

[Date approved]

CONFIDENTIAL**TAB #C5****Session Briefing Note****Fall 2021****Housing Issues**Yukon Housing Corporation

Recommended response:

- We are working on initiatives to create more Community Housing options that support the development of a full housing continuum across the Yukon.
- Community Housing is a vital community resource that support Yukon individuals and households who are facing housing affordability, availability and vulnerability.
- In November 2020, we launched the Canada Yukon Housing Benefit, a rental subsidy for low to moderate income households to help Yukoners with housing affordability.
- We are moving forward with the implementation of the federal Northern Carve Out, from the National Co-Investment fund, to build new housing for Yukoners.
- We offer capital incentive programs for partners to develop and increase housing options throughout the Yukon.
- Our new approach to housing for employees aims to decrease the housing cost disparities in communities, further incentivize private sector investment in housing, and prioritize the government's existing staff housing units to the critical needs for community well-being.
- We are guided by the Safe at Home Plan, the Housing Action Plan for Yukon, the Aging in Place Action Plan, and the Putting People First report to work with our partners on initiatives from housing with support services, to Community Housing, to private market rental, to home ownership.

Session Briefing Note**Fall 2021****Housing Issues**Yukon Housing Corporation

Additional response:

- We know that the Yukon is facing an acute housing shortage. We are seeing housing prices increase and vacancy rates drop, and we know that too many people are struggling to find adequate and affordable housing.
- That is why across government, we are working with stakeholders to develop new land parcels, increase housing stock, and to explore innovative approaches to help address housing supply solutions.

Context—this may be an issue because:

- Since the COVID-19 pandemic started, Yukoners have been facing housing challenges including increased housing prices and low vacancy rates.

Background:**Measures during COVID-19:**

- During the COVID-19 pandemic, housing prices in Whitehorse have continued to climb.

Housing Action Plan and Safe at Home Plan:

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

Session Briefing Note**Fall 2021****Housing Issues**Yukon Housing Corporation

- The Safe at Home Society, oversees implementation, under direction of the key stakeholders, and recently released a three-year progress report.
- The Safe at Home Society has submitted under the federal Rapid Housing Initiative 2.0 a 55-unit supportive housing project proposal.

Land:

- The Government of Yukon continues to make land available to support the construction of new housing for Yukoners. This includes land development work in Whistle Bend and in Yukon's communities, and work towards releasing the 5th and Rogers parcel in Whitehorse for future development.
- The Land Development Branch is implementing an integrated land development program to maintain lot inventories across the Yukon, support private sector development and support First Nations in developing their land for citizen housing.

Major investments in housing include:

- The Canada Yukon Housing Benefit, an eight year rent subsidy program to support low to moderate income Yukoners renting private market rental housing.
- \$4.5 million in funding for the Normandy project, currently under construction in Whitehorse. This project will be a privately owned senior's residence with some supports.
- \$18 million (over two years) for the design and construction of the 4th and Jeckell 47-unit mixed-income housing development in Whitehorse, and \$1.1 million to plan new Yukon Housing Corporation housing in Old Crow, Watson Lake and Carcross.
- \$5.77 million commitment (over two years, 2020-21 & 2021-22) to the Challenge Cornerstone project, in addition to funding already provided for purchase of the land and project development.
 - \$5.77 million as a capital grant
 - \$1.5 million through the Developer Build Loan
 - \$750 thousand for the purchase of their land;
 - \$500 thousand under Municipal Matching Rental Construction;
 - \$500 thousand under the Housing Initiatives Fund; and

Session Briefing Note**Fall 2021****Housing Issues**Yukon Housing Corporation

- \$150 thousand under the Victims of Violence Program.
- \$3.6 million annually under the Housing Initiatives Fund, which is in its fourth year.
- \$2.4 million will flow to Yukon through a Northern Housing Fund under the National Housing Strategy.
- \$6.9 million for First Nation Energy Efficiency Program and \$8.4 million for Community Housing retrofits under the Low Carbon Economy Fund (LCEF). The funding is provided on a 75% (Canada) - 25% (territory) cost-matching ratio between 2019 and 2023.
- \$4.1 million for the construction of a Housing First residence for vulnerable individuals (5th and Wood St.) in Whitehorse.
- Continued commitment by Government of Yukon toward the Municipal Matching Rental Construction program for new rental units.

Community Housing:

- We have an approved “Community Housing” program, which aligns with the National Housing Strategy, and includes a broader range of programs, and removes the stigma attached to social housing.
- We are improving our Community Housing program to enable more affordable and appropriate housing solutions for low-income Yukoners including direct provision of housing, rent subsidies and loans and grants programs.
- Currently, we offer over 700 homes through our social housing program in which eligible Yukoners pay 25% of their income for rent (rent-geared-to-income), support for 90 households through our rent supplement program and over 200 Yukoners through the Canada-Yukon Housing Benefit.
- Seniors are a priority for this government. We are working on the implementation of the Aging in Place Action Plan and, as we continue to modernize our community housing program, we will tailor our approach to meet the unique housing needs of seniors living in community housing.
- Yukon First Nation’s governments also offer community housing in many communities. To keep this housing in good repair we offer grant programs to help renovate and retrofit First Nations’ housing.

CONFIDENTIAL**TAB #C5****Session Briefing Note****Fall 2021****Housing Issues**Yukon Housing Corporation

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

- Four Housing Initiatives Fund intakes in June 2018, February 2019, January 2020, and January 2021 resulted in agreements for construction of more than XYZ total housing units (including approximately XYZ affordable housing units). The fourth intake closed on January 15, 2021, and is supporting 8 more shovel ready housing projects, totaling an estimated XYZ affordable housing units, and four housing project concepts that are under development.
- The Housing Initiative Fund 5th intake will occur between the middle of November 2021 to the middle of January 2022.
- Since its launch in 2015, the Municipal Matching Rental Construction Grant has supported the construction of over 300 new rental homes throughout the Yukon.
- In 2020-21, our homeownership loans, relaunched to focus on buying and building rural Yukon, have helped 14 Yukoners buy or build their first homes.

Approved by:

Mary Cameron
President, Yukon Housing Corporation

September 9, 2021

[Date approved]

Session Briefing Note**Fall 2021****Our Clean Future**Environment

Recommended response:

- We live in a world that is rapidly changing.
- Climate change is impacting ecosystems, harvesting, infrastructure, leisure activities, and other aspects of our lives.
- The Yukon's population is growing along with our need for reliable, affordable and renewable energy to continue to power our lives, our work and our economy.
- New economic opportunities are also emerging in the sustainable, green economy.
- Implementing the actions in *Our Clean Future* is our answer to the climate emergency and in recognition of the urgency of the climate crisis, we have increased the territory's greenhouse gas reduction target from 30 per cent to a 45 per cent reduction by 2030, compared to 2010 levels.

Additional response:

- We have already made substantial progress in taking action on climate change following the release of *Our Clean Future* in fall 2020.
- We released the first annual report on *Our Clean Future* on August 13, 2021 which outlines the status of all of the actions in the strategy and shares data on a number of key performance indicators, including updated greenhouse gas emissions data.
- We are currently working across departments to identify which *Our Clean Future* actions can be accelerated to meet our new 45 per cent by 2030 target for greenhouse gas reductions.

Session Briefing Note**Fall 2021****Our Clean Future**Environment

- We will also be working with experts and stakeholders across the territory through the new Yukon Climate Leadership Council to identify opportunities to reach this ambitious target.

Third response:

- We know the Yukon's road transportation sector is currently the largest emitter of greenhouse gas emissions. To support emissions reductions, we have already made progress by launching new clean transportation rebates – thus far issuing 31 rebates for zero emission vehicles and 197 rebates for electric bicycles.
- We are also making advancements in renewable transportation fuels.
- In order to reach Yukon's 2030 greenhouse gas reduction target, the use of renewable fuels for transportation is necessary. We will establish requirements to blend gasoline and diesel with renewable fuels beginning in 2025.
- We estimate that applying renewable fuel requirements in Yukon will achieve around 20 per cent of the necessary emissions reductions.
- We will engage with major fuel suppliers, users and work with our counterparts at the federal level to develop a new regulation for Yukon's own fuel blending requirements.
- Further progress on *Our Clean Future* actions include increasing our rebate for smart electric heating devices, launching the Youth Panel on Climate Change and supporting building and energy efficiency retrofits.
- We are also on track to set an intensity-based target for greenhouse gas emissions from Yukon's mining industry by the end of 2022.

Session Briefing Note**Fall 2021****Our Clean Future**Environment

Context — this may be an issue because:

- The first annual report on *Our Clean Future* was released on August 13, 2021. Yukoners will want to know the Government of Yukon's progress delivering on the commitments in the strategy.
 - The 2021 Confidence and Supply Agreement between the Yukon Liberal Caucus and the NDP Caucus committed to reducing greenhouse gas emissions by 45 per cent by 2030, compared to 2010, creating a Yukon Climate Leadership Council and a policy implementation committee that will report to the public every six months. There may be questions from the public and the Opposition as to how Government of Yukon plans to meet and support these commitments.
-

Background:Cost and economic impact

- The total cost to implement *Our Clean Future* over the next 10 years was estimated to be over \$500 million, including existing departmental expenditures and secured federal funding. Additional actions needed to achieve the new 45 per cent greenhouse gas reduction target are likely to result in additional costs.
- Over \$400 million of the original \$500 million investment will directly support economic development and recovery by investing in local renewable energy, infrastructure and building projects, encouraging purchases of green technologies such as zero emission vehicles and e-bikes, and supporting Yukon businesses and workers to develop new skills for the green economy.
- The implementation of *Our Clean Future* is taking place over three phases. At the end of each phase, we will review our progress and reassess spending for the upcoming phase to ensure our investments continue to align with our goals and priorities.
- Departments have budgeted over \$50 million for *Our Clean Future* initiatives in 2021-22. This amount is consistent with our original commitment to invest over \$500 million in climate change, energy and green economy initiatives over the next 10 years.

CONFIDENTIAL**#5****Session Briefing Note****Fall 2021****Our Clean Future****Environment**

- The Government of Canada's 2021-22 budget includes \$25 million for Yukon's climate change priorities, this is expected to go toward a combination of *Our Clean Future* initiatives and related renewable energy projects.
- *Our Clean Future* is estimated to create or support 115 jobs each year for retrofits to residential, commercial and institutional buildings, including installation of renewable heating systems.

Targets

- *Our Clean Future* sets several targets for 2030:
 - Yukon's greenhouse emissions will be 45 per cent lower than they were in 2010 (increased from 30 per cent by the Liberal-NDP agreement);
 - 97 per cent of the electricity on Yukon's main grid will be generated from renewable sources on average;
 - 30 per cent less diesel will be used to generate electricity in off-grid communities, compared to 2010;
 - 50 per cent of our heating needs will be met by renewable sources; and
 - Yukon will be highly resilient to the impacts of climate change.
- By 2050, Yukon's total greenhouse gas emissions will reach net zero. This aligns with the Government of Canada's announcement to legislate a national target of net zero emissions by 2050, with legally-binding five-year milestones.
- The current actions were estimated to get us three-quarters of the way to the 30 per cent greenhouse gas reduction target by 2030. We will support the Yukon Climate Leadership Council in their development of a plan to achieve the more ambitious 45 per cent target.
- Any gap to reaching the 45 per cent target after this work is completed will be closed over time as we learn which actions are working well, what can be improved, and as new technologies emerge over the next 10 years. This approach would be consistent with British Columbia and Canada.
- We expect that announcements in the new federal Strengthened Climate Plan including planned increases to the federal carbon price – will help Yukon get closer to our 2030 greenhouse gas reduction target. The increase to the federal carbon price will be reflected in updated modelling included in the first annual progress report.

CONFIDENTIAL**#5****Session Briefing Note****Fall 2021****Our Clean Future****Environment**Progress

- The actions outlined below provide a snapshot of progress to date. The public annual report, released in summer 2021, provides official information on the status of all actions and progress indicators, including greenhouse gas emissions.
- *Our Clean Future* contains 131 actions, 104 of which are new commitments with deadlines. The remaining 27 actions are commitments to continue with existing successful initiatives.
- Of the 11 actions listed for completion in 2020, nine have been **completed**:
 - Increase the capacity in Yukon Wildland Fire to prevent wildfires and respond to extended fire seasons by investing in staffing in 2020 (CS).
 - Continue to provide rebates for residential, commercial and institutional biomass heating systems and smart electric heating devices and increase the current rebate for smart electric heating devices beginning in 2020 (EMR).
 - Provide rebates to encourage the purchase of electric bicycles for personal and business commuting beginning in 2020 (EMR).
 - Provide a rebate to Yukon businesses and individuals who purchase eligible zero emission vehicles beginning in 2020 (EMR).
 - Provide rebates to support the installation of smart electric vehicle charging stations at residential, commercial and institutional buildings in collaboration with Yukon's public utilities beginning in 2020 (EMR).
 - Create a Youth Panel on Climate Change in 2020 that will provide advice and perspectives to the Government of Yukon on climate change, energy and green economy matters that reflects the diversity of Yukon youth (ECO).
 - Incorporate support, where possible, for local food producers into the Government of Yukon procurement processes beginning in 2020 (HPW).
 - Incorporate fuel efficiency into purchasing decisions for Government of Yukon fleet vehicles beginning in 2020 to reduce greenhouse gas emissions and fuel costs (HPW).
 - Provide direction to the Yukon Utilities Board in 2020 to allow Yukon's public utilities to partner with the Government of Yukon to pursue cost-effective demand-side management measures (YDC).

CONFIDENTIAL**#5****Session Briefing Note****Fall 2021****Our Clean Future****Environment**

- While the remaining two actions due for completion in 2020 are in progress, the delay is due to limited resources or shifting priorities:
 - Update the Government of Yukon's procurement policies and standards in 2020 to better support sustainable and local procurement (HPW). Anticipated completion in December 2021 (HPW).
 - Implement a glacier monitoring program in 2020 to improve our ability to predict the impacts of glacier melt on hydrological systems and hydroelectricity generation (EMR). Anticipated completion in January 2022.
- There are 19 actions in *Our Clean Future* listed for completion in 2021, and three have already been completed:
 - Increase the Government of Yukon's participation in intergovernmental initiatives related to mine resiliency, low-carbon mining and innovation (EMR).
 - Improve modelling of the impacts of climate change on hydroelectricity reservoirs and incorporate this information into short, medium and long-term forecasts for renewable hydroelectricity generation (YEC).
 - Establish a partnership between the Government of Yukon, Yukon Energy Corporation and ATCO Electric Yukon that will collaborate on the delivery of energy and capacity demand-side management programs (EMR & YEC).
- Ministers receive an update on the progress of action items for our Clean Future at the half-way point of each calendar year.
- A 2017 Auditor General of Canada report was critical of the Government of Yukon on its climate action. *Our Clean Future* addresses the report's recommendations, including through the commitment to clear and transparent annual reporting.
- The *Our Clean Future* strategy was developed in partnership with Yukon First Nations, transboundary Indigenous groups, and Yukon municipalities over the course of three years. The Government of Yukon will continue to work collaboratively with Yukon First Nations on climate change initiatives, including through the new Yukon Climate Leadership Council.

Approved by:


Deputy Minister of Environment

2021.09.01

Date approved

Prepared for Minister Clarke
Department of Environment

Date prepared: September 1, 2021
Last Updated: N/A

Page 6 of 6

Supplementary Budget Speech

Minister Responsible for the Women and Gender Equity Directorate

Fall 2021

- Today I would like to present the Women and Gender Equity Directorate's Supplementary Budget for 2021-22.
- This budget is reflective of the work the Women and Gender Equity Directorate undertakes with our partners in order to advance gender equity throughout the Yukon.
- This department is small but mighty in the work they do.
- We have recently updated the name and formal mandate of the Directorate to better reflect the important work done to advocate for women, girls, and gender diverse individuals.
- The Directorate remains committed to supporting and advocating for women and girls, working towards the elimination of gender-based violence and supporting the government's efforts to integrate a gender and diversity lens on all decision making.
- We have now expanded their formal mandate to intentionally include sexual orientation. The new name and formal mandate also aligns with the understanding that gender is on a spectrum.

- There was only a nominal cost in changing the Directorate's name, which was covered within the existing budget.
- Our government is committed to furthering the equality of all citizens, and ensuring that we all have the opportunity to lead healthy, safe and fulfilling lives.
- The budget line items that I will discuss ensure that key projects in the community can be carried out.
- I would like to begin by highlighting some of those key projects and recent successes.

LBGTQ2S+

- It was very exciting to announce the LBGTQ2S+ Inclusion Action Plan this past summer.
- This Action Plan paves a path forward to end discrimination and improved inclusivity both within Government of Yukon services, and also for Yukon Government as an employer.
- It includes over 100 action items, representing programs and services in several key departments across government.
- I would like to highlight one action item in particular:

- “Work with LGBTQ2S+ community organizations towards the development of a Pride Centre.”
- A physical space was one of the top priorities the LGBTQ2S+ community shared with us during our public engagement, and it was an important action for Yukon government to support.
- We were told that having a physical space that can be used as a gathering place for education, programming, resources, and a place for community and connection should be a priority.
- That is why we are providing \$375,000 in operational funding for Queer Yukon Society to support the establishment of the Pride Centre – the first ever in Yukon.
- The opening of Yukon’s very first Pride Centre is a historic milestone that the LGBTQ2S+ community can be very proud of.
- We are pleased to work in partnership with all LGBTQ2S+ organizations in Yukon to help make this centre a reality.
- Queer Yukon is in the new space, and renovations are underway.
- They are now navigating when to open their doors more publicly and begin programming, while maintaining COVID precautions.
- I am proud that our government is committed to inclusiveness, equity, and a respect for diversity of all Yukoners.
- This is a major step on the journey towards a more inclusive society.

Sally & Sisters Funding

- Mr. Speaker, we know that we are still seeing the effects of the “shadow” or “echo pandemic” happening across Canada, even here in the Yukon.
- The long-term mental health impacts of COVID-19 on people is not yet fully understood.
- The pandemic has had an even greater impact on the safety and security of populations who may be marginalized, or face barriers to equality, including women, girls, and Two-Spirit+ people.
- While public health measures are necessary to keep us safe, they can sometimes have unintended consequences. Unfortunately, home is not always safe for everyone.
- Many people struggled to connect with important services, sometimes to even meet their basic needs like shelter or food.
- As Minister of the Women and Gender Equity Directorate, I am so grateful for the grassroots work of local Yukon organizations that create and run programs such as Sally & Sisters.
- That is why I am pleased that this year, the Women and Gender Equity Directorate will be providing an increase in funding of \$65,000 to the Yukon Aboriginal Women’s Council to continue the ‘Sally & Sisters’ Program.

- This funding will support the expansion of services from twice a week to four days a week.
- We are working in partnership with the Government of Canada on this program to support this important work.
- This funding for 2021-22 is recoverable from the Department of Women and Gender Equality Canada.
- Sally & Sisters is a critical service for so many women and children in our community. It has been in operation in Whitehorse for nearly 10 years, providing a safe environment to meet emergency needs for food security.
- Just as important, it provides a safe and sober environment for women and children to access peer support, referrals to services, and navigation of services.
- These are fundamental needs. These are not luxuries.
- As Minister of the Women and Gender Equity Directorate, I am so grateful for the grassroots work of local Yukon organizations that create and run programs such as Sally & Sisters.
- We will continue to work with local equality seeking organizations to increase accessibility to other sources of funding and to build opportunities for further collaboration.
- Thank you.

WOMEN AND GENDER EQUITY DIRECTORATE
2021-22 Supplementary Budget

POLICY AND PROGRAM DEVELOPMENT

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

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

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

PROGRAM SUMMARY (\$000s)	2021-22 ESTIMATE	2021-22 FORECAST	2020-21 ACTUAL
Amounts included in the Appropriation			
Operation and Maintenance (Vote 11-1)			
Policy and Program Development	3,017	3,457	2,769
Total Operation and Maintenance (Vote 11-1)	3,017	3,457	2,769
Capital (Vote 11-2)			
Policy and Program Development	0	0	0
Total Capital (Vote 11-2)	0	0	0
Total included in the Appropriation	3,017	3,457	2,769
Summary of Appropriation by Allotment			
Personnel	991	991	891
Other	369	369	265
Government Transfers	1,657	2,097	1,613
Total included in the Appropriation	3,017	3,457	2,769

Women and Gender Equity Directorate
Policy and Program Development \$3,017,000

2021-22 Supplementary #1

The 2021-22 Main Estimate for the Women and Gender Equity Directorate is \$3,017,000

The Revised Forecast for 2021-22 is \$3,457,000

The increase for Supplementary #1 is \$440,000

Program	Voted to Date	Change	Revised Vote	Description
OPERATIONS AND MAINTENANCE				
Policy and Program Development				
Personnel	991	0	991	
Other	369	0	369	
Government Transfers	1,657	440	2,097	Note 1
Total	3,017	440	3,457	
Recoveries from Canada				
Dept of Women and Gender Equality (WAGE)	347		347	
CAPITAL				
	0	0	0	

OPERATIONS AND MAINTENANCE

There is an overall increase of \$440,000 as follows:

1 Government Transfers - increase of \$465,000:

- increase of \$375,000 in operational funding for Queer Yukon Society to support the establishment of a Pride Centre. This will be a three year funding agreement with funding of up to \$375,000 in Year 1, \$425,000 in Year 2, and \$375,000 in Year 3. This will bring their total operational funding to \$500,000 for 2021/22.
- increase of \$65,000 for the Yukon Aboriginal Women's Council for the Sally & Sisters/Soeurs program. The program offers women and their children a safe and sober place to gather, get support, and enjoy a healthy meal. The request is for longer-term funding to expand the service to four days per week (from the current two days). The increase is to expand the service to four days per week from the current two days. The Whitehorse Emergency Shelter is no longer providing the food and the Whitehorse Food Bank is not able to provide space. Funding for 2021-22 and 2022-23 will be recoverable from Women and Gender Equality Canada. Recovery deferred to Period 7 until a signed agreement with WAGE Canada is complete.

CONFIDENTIAL**TAB 26****Session Information Note****Fall 2021****Financial Summary**Women and Gender
Equity Directorate**Changes to the 2021-22 Budget:**

- The 2021-22 O&M Estimate for the Women and Gender Equity Directorate is \$3,017,000. This is an increase of \$321,000 from the 2020-21 Main Estimates:
 - Increase of \$300,000 for the Yukon Missing and Murdered Indigenous Women, Girls and Two-spirit+ People (MMIWG2S+) Strategy:
 - \$100,000 for research in support of updating the record;
 - \$100,000 for coordination of the MMIWG2S+ Strategy Forum;
 - \$100,000 for a Government Transfer with a NGO to coordinate the family involvement with the Yukon MMIWG2S+ Strategy Forum; and
 - Increase of \$30,000 in Government Transfers to Victoria Faulkner Women's Centre for the A Safe Place program to maintain funding at 20-21 levels;
 - Increase of \$34,500 in Government Transfers to the Yukon Anti-Poverty Coalition for Program Delivery/Coordination at the Whitehorse Affordable Family Housing Complex to maintain funding at 20-21 levels;
 - Increase of \$20,000 for Gender Inclusive and Diversity Analysis Training for contracts to develop training and tools;
 - Increase of \$25,000 for Collective Agreement Increases;

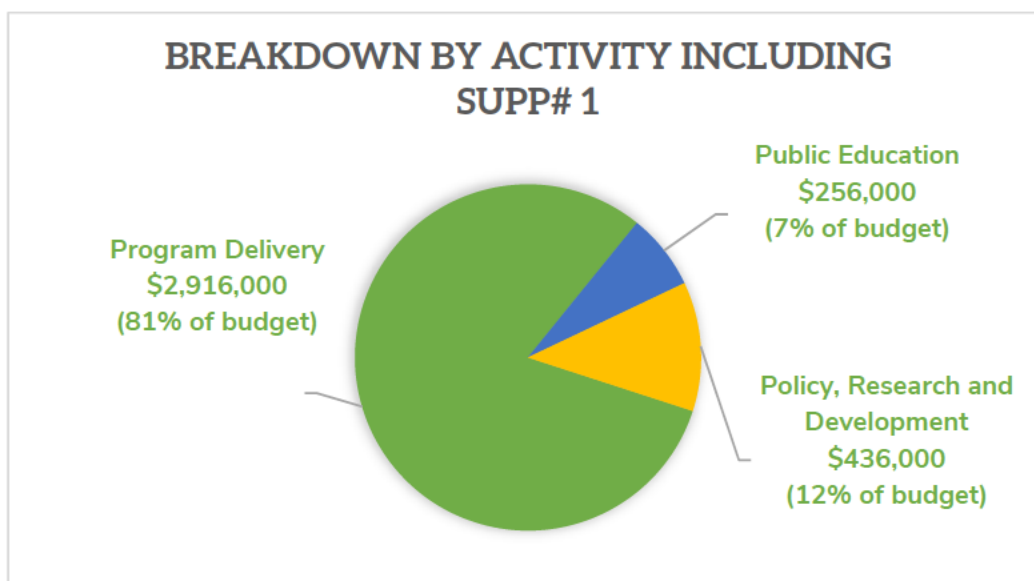
CONFIDENTIAL**TAB 26****Session Information Note****Fall 2021****Financial Summary**Women and Gender
Equity Directorate

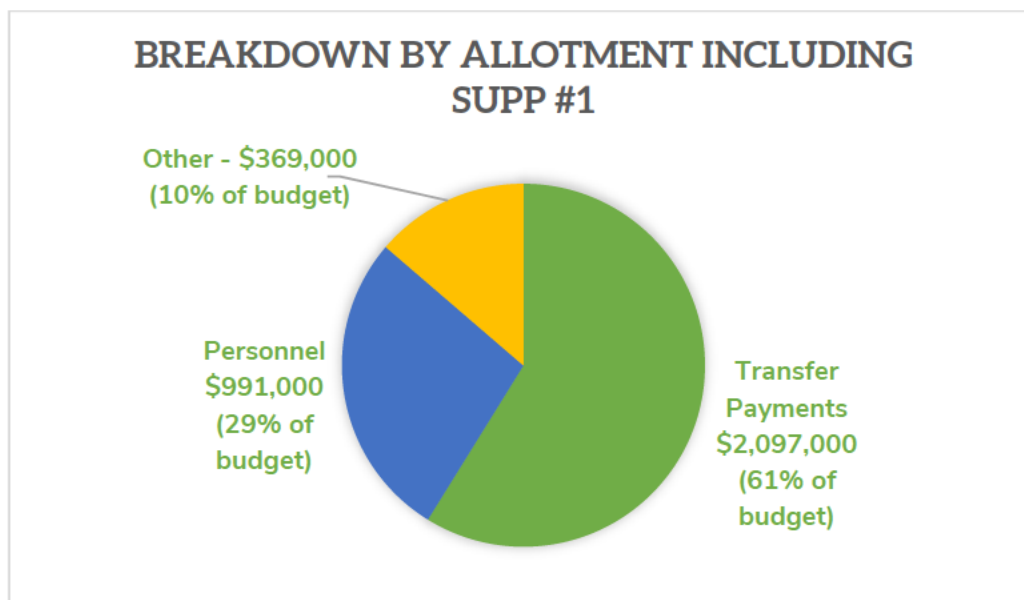
- Decrease of \$59,000 in Government Transfers for operational funding for Queer Yukon Society; and
- Decrease of \$30,000 for removal of one-time funding for the Yukon MMIWG2S+ Strategy from 2020-21.
- **Supplementary #1 budget increases** totaling \$440,000 as follows:
 - **Increase of \$375,000** in operational funding to Queer Yukon Society to support the establishment of a Pride Centre. This will be a three-year funding agreement with funding of up to \$375,000 in Year 1, \$425,000 in Year 2, and \$375,000 in Year 3. This brings the total operational funding to \$500,000 for 2021/22.
 - **Increase of \$65,000** to Yukon Aboriginal Women's Council for the Sally & Sisters/Soeurs Program. The increase is to expand the service to four days per week from the current two days. The Whitehorse Emergency Shelter is no longer providing the food and the Whitehorse Food Bank is not able to provide space. Funding for 2021-22 will be recoverable from Women and Gender Equality Canada.

CONFIDENTIAL**TAB 26****Session Information Note****Fall 2021****Financial Summary**Women and Gender
Equity Directorate

Background:

There are three activities in the Women and Gender Equity Directorate O&M budget:



CONFIDENTIAL**TAB 26****Session Information Note****Fall 2021****Financial Summary**Women and Gender
Equity Directorate**Approved by:****Nicole Morgan****October 25, 2021**

Deputy Minister, Women and Gender Equity Directorate

Date

Session Information Note**Fall 2021****Funding to Equality-Seeking Organizations**Women and Gender
Equity Directorate

Recommended response:

- We are grateful for the work that all equality-seeking organizations do in Yukon to reduce gender-based violence and build safer communities. This past year has shown us, more than ever, the critical importance of these services.
- This fiscal year, equality-seeking organizations are receiving a total of \$2,122,000 from the Women and Gender Equity Directorate in operational and project funding.
- As we continue to respond and recover from the pandemic, we need to continue to work together to develop community and culturally-appropriate responses to addressing gender equality. Our government will also continue to work in partnership with the Government of Canada on any future funding opportunities.

Context - this may be an issue because:

- Indigenous women's organizations publicly called on all parties to commit to long-term funding on April 11, 2021.
- Yukon Status of Women Council, Victoria Faulkner Women's Centre, Yukon Women in Trades & Technology, and Les EssentiElles requested an increase in funding to \$85,000 per organization through the Women's Equality Fund on August 6, 2021.

Background:

For 2021-22, Women and Gender Equity Directorate funding is as follows:

- Women's Equality Fund - \$197,000 per year in ongoing operational funding to four non-Indigenous women's organizations: Les EssentiElles, Victoria Faulkner Women's Centre, Yukon Status of Women Council, and Yukon Women in Trades and Technology.
- Indigenous Women's Equality Fund (IWEF) - \$600,000 in operational and capacity development funding to three Indigenous women's organizations: Liard Aboriginal

Session Information Note**Fall 2021****Funding to Equality-Seeking Organizations**Women and Gender
Equity Directorate

Women's Society, Whitehorse Aboriginal Women's Circle, and Yukon Aboriginal Women's Council. (\$347,000 from Canada and \$253,000 YG, including \$103,000 which was moved from WEF).

- Prevention of Violence Against Aboriginal Women - \$200,000 with an additional \$25,000 request in Supplementary #1 to bring the total to \$225,000.
- Women's Community Project funding – \$10,000.
- Women's Advocate – funding of \$100,000 to Victoria Faulkner Women's Centre includes \$70,000 for salary and \$30,000 for public education campaigns.
- Women's Legal Advocate - \$93,000 to Skookum Jim Friendship Centre
- A Safe Place – \$95,000 to Victoria Faulkner Women's Centre in 2021-22 to continue the A Safe Place program. Additional funding of \$25,000 from the Prevention of Violence Against Aboriginal Women fund increases the total funding to \$120,000.
- Program Coordination/Delivery at the Whitehorse Affordable Family Housing Complex - \$76,500 is being provided to the Yukon Anti-Poverty Coalition.
- Sexualized Assault Support Line - \$60,000 is being provided to an external partner organization to host the Sexualized Assault Support Line.
- Queer Yukon – A total of \$500,000 being provided in operational funding - \$125,000 in the original budget plus an additional \$375,000 for the Pride Centre in the Supplementary #1.
- \$100,000 will be provided via a transfer payment agreement with an NGO to coordinate the family involvement in the forum on the Yukon MMIWG2S+ Strategy.
- \$65,000 in Supplementary #1 for the Yukon Aboriginal Women's Council for the Sally & Sisters/Soeurs program.
- Please see attached appendix for information on other Government of Yukon funding that women's organizations will receive in 2021-22.

Approved by:Nicole Morgan

Deputy Minister, Women and Gender Equity Directorate

October 5, 2021

Date

Prepared for:

Minister McLean, Women and Gender Equity Directorate

Date prepared: August 6, 2018

Last Updated: September 27, 2021

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Funding Provided to Women's Organizations from the Government of Yukon 2021-22 (including Women and Gender Equity Directorate)

Organization	Dept Funded b	Amount	Start/End Dates	Project Description
Les EssentiElles	WGED	\$ 40,000	April 1/21-Mar 31/22	Women's Equality Fund
		\$ 40,000		

Liard Aboriginal Women's Society	WGED	\$ 200,000	April 1/21-Mar 31/22	IWEF
	WGED	\$ 10,000	Jun 15/21-Feb. 15/22	Technical Working Group on MMIWG2S+
	T&C	\$ 18,000	Dec 15/20-Jan 10/22	Traditional Kaska Drum making workshop
		\$ 228,000		

Queer Yukon Society	WGED	\$ 500,000	Apr. 1/21-Mar. 31/22	Queer Yukon Society
	Tourism & Culture	\$ 15,550	Dec 15/20-Aug 27/21	Building Pride in the Arts
	Tourism & Culture	\$ 15,000	June 21-Nov 15/21	Painting with Pride Outside
	ECO	\$ 75,000	July 1-Sept 30/21	COVID-19 Impact on Housing Hardship
		\$ 605,550		

Victoria Faulkner Women's Centre		\$ 3,900	May 16/21-Nov 13/21	Head Start
	Ec. Dev.	\$ 30,083	Jun 18/21-Dec 31/21	Consent Crew
	WGED	\$ 50,000	April 1/21-Mar 31/22	WEF
	WGED	\$ 100,000	April 1/21-Mar 31/22	Women's Advocate
	WGED	\$ 95,000	April 1/21-Mar 31/22	A Safe Place
	WGED	\$ 25,000	April 1/21-Mar 31/22	A Safe Place (PVAAW funding)
		\$ 303,983		

Whitehorse Aboriginal Women's Circle	WGED	\$ 200,000	April 1/20-Mar 31/21	IWEF
	WGED	\$ 8,000	Jun 15/21-Feb. 15/22	Technical Working group on MMIWG2S+
	WGED	\$ 25,000	April 1/21-Mar 31/22	Cultural Connections Peer Support
		\$ 233,000		

Yukon Aboriginal Women's Council	WGED	\$ 200,000	April 1/21-Mar 31/22	IWEF
	WGED	\$ 90,000	April 1/21-Mar 31/22	Sally and Sisters (PVAAW)
	WGED	\$ 25,430	Jun 15/21-Feb. 15/22	Technical Working group on MMIWG2S+
	Ec Dev	\$ 45,900	May 20/20 - Sep 30/21	Pre-employment to Leadership Training
	Justice	\$ 210,000	April 1/20 - April 15/23	Family information Liaison Unit Outreach

**Funding Provided to Women's Organizations from the Government of Yukon
2021-22 (including Women and Gender Equity Directorate)**

	Education	\$ 3,186	June 15 - Nov 19/21	Research Support Officer Wage Subsidy
		\$ 574,516		
Yukon Women in Trades and Technology				
	Education	\$ 262,691	April 1/21-Mar 31/22	Building Up
	WGED	\$ 45,000	Apr 1/21 - Mar 31/22	WEF
		\$ 307,691		
Yukon Status of Women Council				
	WGED	\$ 45,000	Apr 1/21 - Mar 31/22	WEF
		\$ 45,000		