

VIOLENCE AGAINST WOMEN AND GIRLS IN FORT SASKATCHEWAN



November
2018

Gender-Based Analysis +

Building on women's strengths, engaging with men and challenging systemic and institutional barriers in Fort Saskatchewan

Violence Against Women and Girls

GENDER-BASED ANALYSIS +

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EXECUTIVE SUMMARY

The following is a summary of the findings from the 2018 Gender-based Analysis of Violence Against Women and Girls in Fort Saskatchewan.

BUILDING BRIDGES COALITION

A partnership of local and area socially-centered and enforcement focused agencies, programs and volunteer-based organization.

There is not a single country in the world that has achieved equality between women and men, girls and boys and Fort Saskatchewan is no exception. Women have higher levels of education in Fort Saskatchewan but are paid approximately 53 cents for every dollar earned by men. Women also carry greater role in domestic and community work including caring for children and volunteering their time.

Strengths in Fort Saskatchewan

The People and Organizations

The strengths in Fort Saskatchewan come from the organizations that support women and girls and from the many people who work for these organizations. There is a genuine desire to help people, to support one another and to work together to make access to supports and services as seamless as possible.

The City Council

In addition to the organizations that provide programs and services, City Council is also seen as a strength. The City is a key funder of supports and services and of a person whose job it is to walk alongside those who have experienced violence. This support is viewed as unique to Fort Saskatchewan and illustrates the political will to really make a difference.

The Women and Girls

Support groups such as Geese Collective and Dawn group are also key strengths in Fort Saskatchewan. These groups allow women to provide mutual support to one another, both emotionally and through information sharing. They help women know that they are not unique and that there are others who care for them.

The Opportunities

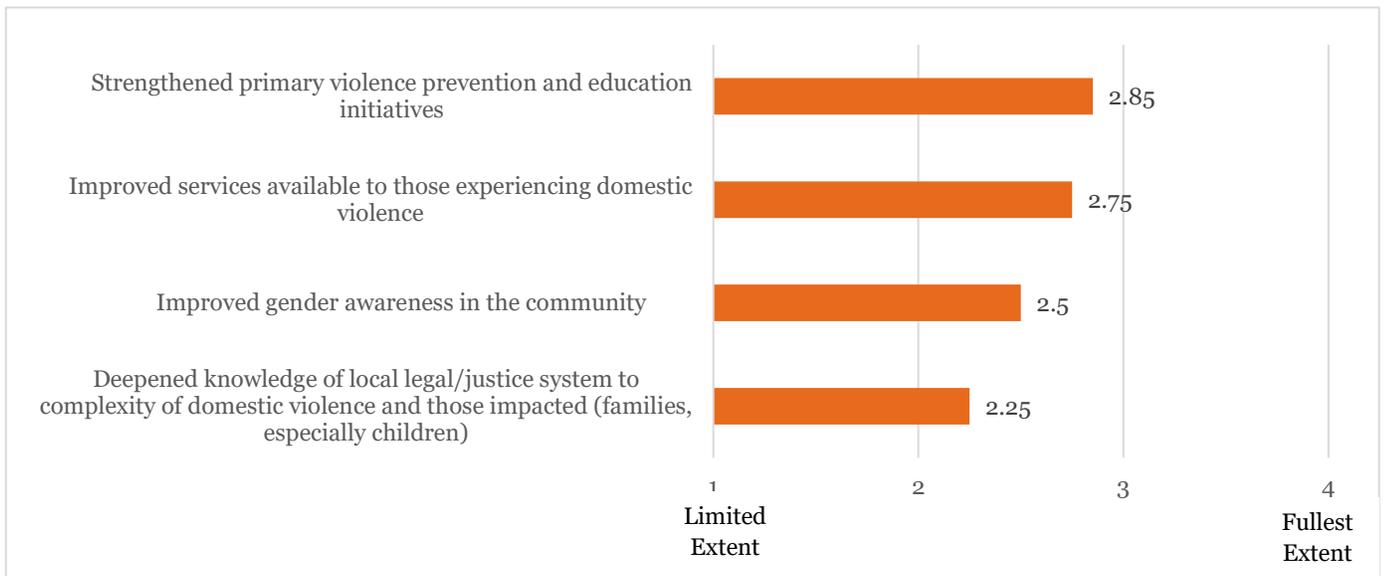
The unemployment rate in Fort Saskatchewan is lower than the province and the incomes are higher – particularly for men. At the same time the average house price is approximately \$40,000 less in Fort Saskatchewan than the province. This indicates that there are opportunities for economic prosperity in this community



Reducing Violence against Women and Girls takes time and effort

Overarching Results

Members of Building Bridges who responded to the survey feel that for the most part there is progress being made towards the achievement of outcomes identified in the previous gender-based analysis of violence against women and girls. The greatest achievement was in strengthening primary violence prevention and education initiatives while the area that needs the most work is deepening the knowledge of local legal/justice system to the complexity of domestic violence and those impacted.



Addressing Priority Issues

In addition to the identified outcomes, the previous gender-based analysis identified several priority issues to be addressed. There have been improvements in some of the areas but in many there continues to be much work to be done.

Areas that have seen improvement include:

- Provision of system navigators;
- Coordination between service providers; and,
- Advocacy within education system.

Areas where there has been minimal change include:

- Support for victims of psychological abuse;
- Availability of a local safe shelter;
- Availability of counselling;
- Accessible legal aid;
- Bureaucracy that retraumatizes;
- Need for both parents to provide consent for supports for children; and,
- Lack of affordable housing (although the cost of purchasing a house is less in Fort Saskatchewan, rent is higher).

Ongoing Needs

Those experiencing violence in Fort Saskatchewan continues to have needs that need to be met. These needs are organized as practical or strategic needs or strategic interests based on a long-standing gender analysis framework.

Practical Needs (those that are immediate and urgent) **include:**

- Affordable housing;
- Independent financial resources (not linked to husbands or partners);
- Local shelter space and more time to stay in the shelters
- More counselling options
- Improved legal aid
- Evening and weekend daycares
- Improved regional transit

Strategic Needs (those that concern groups of women or even all women though they do not necessarily challenge structures of power, institutional and cultural norms or historical belief systems) **include:**

- Ways to reduce isolation
- Information about available resources
- Psychological abuse to be taken seriously
- Timely, sufficient financial support
- System navigation support
- Consistency in supports
- Improved sensitivity of bureaucrats
- Ability to support children without consent from both parents

Strategic Interests (related to human rights and the challenging of structures of power. They are also concerned with the full empowerment of women and girls in all diversity) **include:**

- Less objectification of women
- Challenge to the stigma of family violence
- Change in attitudes around dominance of men over women
- Empowerment of women
- More equitable distribution of care and community responsibilities
- Change in culture that preserves attitudes and norms that foster inequality

Capacity in Fort Saskatchewan to Address Root Cause of Violence Against Women and Girls – Gender Inequality

Figure 1: Interaction Gender Integration Framework



For successful promotion of gender equality, organizations and institutions need strong:

- Organizational culture;
- Accountability;
- Political Will; and,
- Technical Capacity.

Organizations in Fort Saskatchewan have a moderate ability to promote gender equality in all four categories. Overall, they scored approximately 51% on the gender integration framework.

Recommendations

The following are the recommendations for moving forward on reducing violence against women in Fort Saskatchewan.

Capacity Building

Continue to facilitate educational opportunities addressing the issue of VAWG for both community members and service providers.

Collectively gather and openly publish local data relevant to 1) the social, political, and economic context of gender inequality in Fort Saskatchewan, 2) the salience of VAWG, and 3) the experience of VAWG by diverse groups of women and girls

Implement consistent gender auditing to monitor capacity for addressing gender inequality within local agencies, and through the programs and services they provide.

Prevention

Increase support to marginalized communities

Challenge harmful cultural norms

Increase focus on youth

Support to Survivors

Engage in policy dialogue and advocacy to address barriers to supports and services

Continue to increase coordination among service providers

Management

Develop a solid strategy that clearly articulates expected outcomes, how they connect to a reduction in violence against women and girls and activities that clearly contribute to the achievement of outcomes

Develop a performance measurement framework with indicators for each outcome in the logic model, collect baseline data, set targets, and work with local partners like the RCMP to collect the data. Ensure that indicators around the reduction of violence against women and girls is being collected.

“Not until the half of our population represented by women and girls can live free from fear, violence and everyday insecurity, can we truly say we live in a fair and equal world.”

– UN Secretary-General António Guterres

INTRODUCTION

Violence against women and girls (VAWG) is a form of gender-based violence which involves the use and abuse of power and control over another person¹. Women and girls are more likely to experience violence due to the inequalities they face in society².

In 2013, Families First Society in Fort Saskatchewan conducted a gender-based analysis of violence against women in their community focusing on the challenges and barriers that women and girls face in Fort Saskatchewan.

The report generated from the 2013 gender-based analysis identified four key areas for intervention for the reduction of violence. These included:

1. Gender Equity;
2. Violence Prevention/Education;
3. Legal/Justice System Capacity Building; and,
4. Policy Coordination.

Under each area were several strategic actions to be carried out including:

- Development and Implementation of Gender Capacity Assessment Tool for Building Bridges agencies;
- Conducting a Public Education/Awareness Campaign, including engagement with men and boys;
- Implementing a school-based primary violence prevention project;
- Enhancing existing programming;
- Implementing a work-place violence prevention strategy;
- Engaging vulnerable minority communities;
- Developing a government relations advocacy strategy (including affordable housing, transportation, child protection etc.;
- Providing training on violence and trauma for RCMP, local courts, lawyers etc.;
- Forming an advisory committee;
- Creating a platform for frontline workers to share and collaborate;
- Developing shared language, tools and protocols;
- Creating a 'Steadfast Connector' position; and,
- Developing partnerships with shelter system in Edmonton and Sherwood Park.

The expected outcomes for these initiatives were:

1. Increased level of gender awareness in Fort Saskatchewan
2. Strengthened primary violence prevention and education initiatives for school-aged children and youth and men
3. Deepened understanding of the root causes of domestic violence and those impacted by the local legal/justice system
4. Improved services of those experiencing violence by organizations and frontline workers.

¹ 2013 United Nations Commission on the Status of Women, Elimination and prevention of all forms of violence against women and girls

² Status of Women Canada, About Gender-Based violence, <https://www.swc-cfc.gc.ca/violence/strategy-strategie/gbv-vfs-en.html> (accessed June 28, 2018)

In 2015, Families First Society completed a developmental evaluation of the project to assess the successes in achieving the expected outcomes. The evaluation found that the immediate level outcomes, those concerned with increased or improved knowledge or skills, were achieved. The report however showed little evidence of changes in the intermediate level outcomes that deal primarily with changes in service provision, such as improved programming and supports for victims of violence, or changes in the ultimate outcome which is to reduce violence against women in Fort Saskatchewan.

This document seeks to deepen the understanding of gender inequalities in Fort Saskatchewan, analyze the extent to which current activities are supporting the achievement of gender equality and identify new activities that address the root causes of violence against women and girls.

What is Gender-based Analysis?

At its core, Gender-based Analysis or (GBA) is simply a good analytical tool. It is about understanding the unique challenges that individuals and groups of individuals face. GBA is a way of thinking and an “analytical tool used to assess how diverse groups of women, men may experience policies, programs and initiatives differently.”³ It is also a tool to understand both the inequities and inequalities that lead to gender-based violence as well as strategies to address these issues.

The foundation of GBA in Canada is based on the framework in Figure 1 developed by Status of Women Canada. Embedded in this framework is the notion of intersectionality. Intersectionality describes the interconnected nature of how identity factors such as race, class, sexual orientation, sex etc. apply to a given individual or group. Gender is the socially constructed perspective of what it means to be a man or a woman within the context of intersectionality as well as geography, time, and space. For example, what it means to be man working in construction in 2018 Fort Saskatchewan is not the same as what it means to be a man in from a mining community in the Andes in 1950.

Figure 1: Government of Canada GBA + Process



Source: 1: Status of Women Canada

Conducting a GBA+ for Violence Against Women and Girls in Fort Saskatchewan is about looking at the needs and issues of different groups of women and girls in Fort Saskatchewan, challenging assumptions about the issue or about those groups, researching and gathering facts to gain a deeper understanding of the needs and issues affecting groups of individuals and making recommendations based on that knowledge.

³ Status of Women Canada, Gender-Based Analysis Plus, <https://www.swc-cfc.gc.ca/gba-acs/index-en.html> (accessed November 11, 2018)

Methodology

In order to complete this analysis several steps were employed including:

- Review of Families First Fort Saskatchewan documents related to VAWG since the 2013 GBA+;
- Development of an analysis framework based on leading practices in the field of VAWG;
- Capacity building of Building Bridges members in the area of GBA+;
- Initial interviews with key stakeholders involved in prevention and support
- Literature review around the issues of VAWG;
- Survey of Building Bridges members to assess their perceptions of progress made since the 2013 GBA+ and their current strengths and challenges in promoting gender equality; and,
- Focus groups with various women and girls of diverse backgrounds and with diverse experiences in VAWG.

There were a few challenges in executing the GBA+ for this study which impacted the reliability of the data and/or the ability to keep to the proposed schedule.

1. It was difficult to organize focus groups due to:
 - a. Summer break;
 - b. One identified group is not actually a formal group and doesn't meet;
 - c. Seniors did not want to participate;
 - d. Scheduling of the focus groups took longer than anticipated.
2. After three reminders, only 35% of Building Bridges members responded to Part A of the survey and 31% answered part B.
3. Data from the RCMP detachment in Fort Saskatchewan on VAWG or domestic violence calls is not easily available and has not been used as an indicator for the monitoring of the work to-date.

KEY CONCEPTS

Sex	a set of biological attributes associated with physical and physiological features
Gender	the socially constructed roles, behaviours, expressions and identities of individuals.
Gender Roles	A range of behaviors and attitudes that are generally considered acceptable, appropriate, or desirable for people based on their actual or perceived sex or sexuality
Gender Equity	the process of being fair to women and men
Gender Equality	The equal valuing by society of both the similarities and the differences between women and men, girls and boys, and the varying roles and responsibilities they choose to play
Gender Mainstreaming	A strategy towards realizing gender equality. It involves the integration of a gender perspective into the preparation, design, implementation, monitoring and evaluation of policies, regulatory measures and spending programs, with a view to promoting equality between women and men and combating discrimination
Intersectionality	The interconnected nature of how identity factors such as race, class, sexual orientation, sex etc. as they apply to a given individual or group
Violence against Women and Girls (VAWG)	<p>Any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life.</p> <p>Violence against women shall be understood to encompass, but not be limited to, the following:</p> <p>(a) Physical, sexual and psychological violence occurring in the family, including battering, sexual abuse of female children in the household, dowry-related violence, marital rape, female genital mutilation and other traditional practices harmful to women, non-spousal violence and violence related to exploitation;</p> <p>(b) Physical, sexual and psychological violence occurring within the general community, including rape, sexual abuse, sexual harassment and intimidation at work, in educational institutions and elsewhere, trafficking in women and forced prostitution;</p> <p>(c) Physical, sexual and psychological violence perpetrated or condoned by the State, wherever it occurs.⁴</p>

⁴ Declaration on the Elimination of Violence against Women, <http://www.un-documents.net/a48r104.htm> Retrieved August 17, 2018

STRATEGIC CONTEXT

International

Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)

In 1979 the UN General Assembly adopted CEDAW. It defines discrimination against women and sets up an agenda to end the discrimination. According to the convention, discrimination against women is “...any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field.”⁵ Countries that have ratified the Convention are legally bound to put it into practice. Canada ratified CEDAW on December 10th, 1980. Regarding violence against women, CEDAW acknowledges that violence against women is not a root problem but occurs because of other forms of discrimination and is one of the more extreme forms of discrimination.

National

It’s Time: Canada’s Strategy to Prevent and Address Gender-Based Violence

The Government of Canada announced a new Gender-based Violence Strategy. The Strategy will be led by a Gender-based Violence Knowledge Centre housed in Status of Women Canada and will be based on three pillars:

- Prevention;
- Support for Survivors and their Families; and,
- Promoting Responsive Legal and Justice Systems

Provincial

FAMILY VIOLENCE HURTS EVERYONE: A FRAMEWORK TO END FAMILY VIOLENCE IN ALBERTA (2012)

Alberta Status of Women is working to keep more women and girls safe while aiming to undo the problems that underline the violence. These plans are either under way or planned for 2016:

- Work with other ministries to put in place the Family Violence Framework
- Be part of the process of the national inquiry on Missing and Murdered Indigenous Women and Girls
- Help to develop a proposal with the City of Edmonton for the United Nations Safe Cities Initiative

⁵ www.un.org/womenwatch/daw/cedaw/cedaw.htm

ANALYSIS FRAMEWORK

The framework being used for this gender-based analysis draws on both the Moser Framework and the Harvard Framework. The Moser Framework is used to analyze women’s practical needs and strategic interests. Practical needs are concrete and immediate such as housing or safety. Strategic interests are those that are embedded in power dimensions of society. The Harvard Framework examines the effects of interventions on reproductive, productive and community roles of men and women in Fort Saskatchewan. It concentrates on women’s and men’s activity profiles, and the differences in access to and control over resources.

The framework for the Fort Saskatchewan Violence against Women and Girls Analysis will use five tools to gain a deeper understanding of the underpinning of violence against women and girls in the community. The first three tools analyze the current state of violence against women and girls while the last two tools analyze the impact of past and potential interventions.

Tool 1: Activity Profile (Gender Roles)

Activity	Women	Men	Intersectional Factors
Reproductive			
Productive			
Community			

Tool 2: Gender Needs Analysis

Practical Needs of Victims of Domestic Violence	Strategic Needs of Victims of Domestic Violence

Tool 3: Access and Control Profile

	Access		Control	
	Women	Men	Women	Men
Resources				
Employment				
Cash				
Housing				
Education/Training				
Supports and Services				

WHAT IS VIOLENCE AGAINST WOMEN AND GIRLS?

Violence against women and girls (VAWG) is a global issue resulting from unequal power relations between men and women. Describing the problem as ‘violence against women and girls’ rather than ‘gender-based violence’, ‘domestic violence’ or ‘family violence’ calls attention to women’s disproportionate representation as victims. Some women are particularly vulnerable to violence, especially young women, senior women,⁶ refugee and migrant women, indigenous women,⁷ women with disabilities, and women who identify as LGBTQ.⁸ VAWG cuts across race, gender, ability, sexual orientation and class among many more systems of inequality.⁹

VAWG takes many forms. It can include physical, emotional, sexual and spiritual abuse. It can include sexual assault, harassment or exploitation. It can also include threats of harmful treatment.¹⁰ The consequences of this violence can include death, injury, chronic pain, emotional trauma, anxiety and depression. VAWG affects the well-being of victims, their families, and their communities. It hinders the ability of women and girls to fully participate in society, especially affecting their success in school and the labor market. It also has enormous costs for the health care, social service, and legal systems.¹¹ It affects all children who are victimized by seeing violence against their mothers. This can often result in aggressive behavior, post-traumatic stress disorder, poor academic achievement, and poor socialization. These children are more likely to reproduce these behaviors with their partners.¹²

Canada’s commitment to address the issue of VAWG is enshrined in international agreements such as the Convention for the Elimination of All Forms of Discrimination Against Women (CEDAW) and the UN Declaration on the Elimination of Violence Against Women. VAWG continues to be a persistent and ongoing problem in Canada, and Alberta has one of the highest rates among provinces and territories.¹³ While there are laws that prohibit this violence, there is more that needs to be done to prevent it.

⁶ Marta Burczycka and Shana Conroy, “Family violence in Canada: A statistical profile, 2016,” Juristat, January 17, 2018, <https://www150.statcan.gc.ca/n1/en/pub/85-002-x/2018001/article/54893-eng.pdf?st=8A7KZnd7>

⁷ Shannon Brennan, “Violent victimization of Aboriginal women in the Canadian provinces, 2009” Juristat, May 17, 2011, <https://www150.statcan.gc.ca/n1/en/pub/85-002-x/2011001/article/11439-eng.pdf?st=NUnN-UTq>

⁸ Jodi-Ann Brzozowski, Andrea Taylor-Butts, and Sara Johnson, “Victimization and offending among the Aboriginal Population in Canada,” Juristat, June 2006, <https://www150.statcan.gc.ca/n1/en/pub/85-002-x/85-002-x2006003-eng.pdf?st=IH4r-FCP>; “International Day for the Elimination of Violence Against Women 25 November,” United Nations, accessed November 19, 2018, <http://www.un.org/en/events/endviolenceday/>

⁹ J. Chen, “Intersectionality Matters: A guide to engaging immigrant and refugee communities in Australia.” Multicultural Centre for Women’s Health, Melbourne, accessed November 19, 2018, <http://www.mcwh.com.au/downloads/Intersectionality-Matters-Guide-2017.pdf>

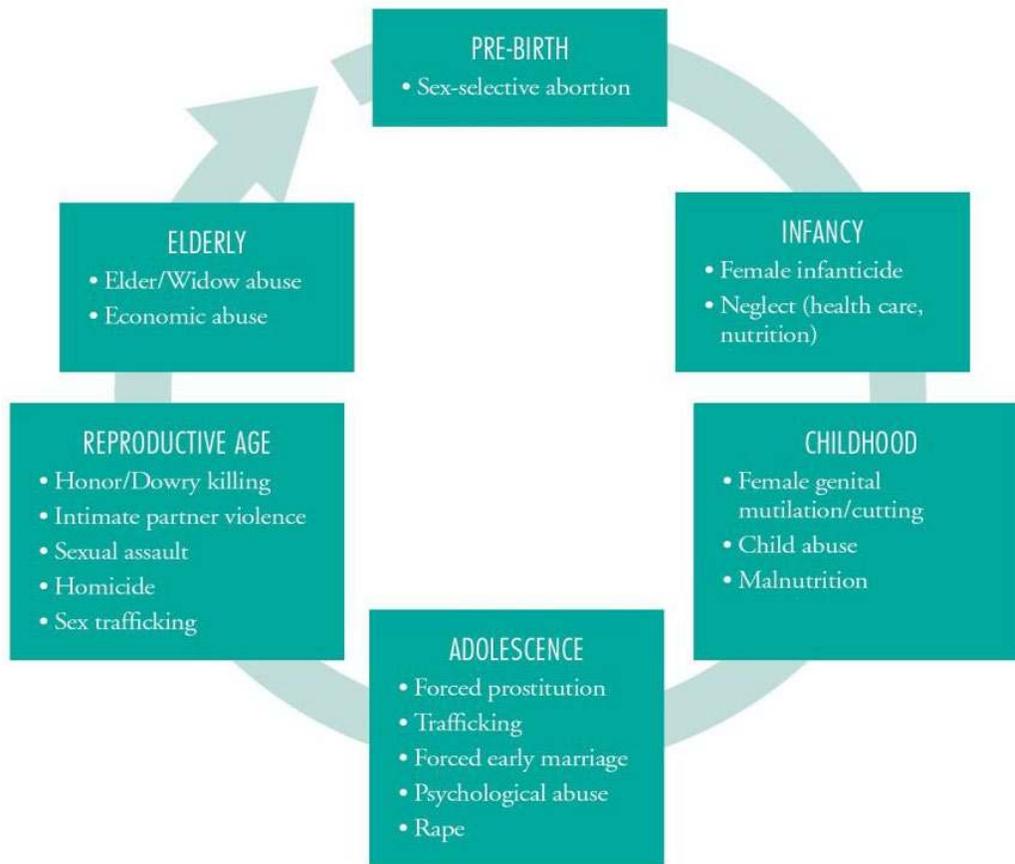
¹⁰ “Preventing Violence Against Women and Girls,” Status of Women, Government of Alberta, accessed November 19, 2018, <https://www.alberta.ca/violence-against-women.aspx>

¹¹ “Ending Violence Against Women,” UN Women, accessed November 19, 2018, <http://www.unwomen.org/en/what-we-do/ending-violence-against-women>; “Violence Against Women and Girls Fact Sheet” Alberta Council of Women’s Shelters accessed November 19, 2018 <https://acws.ca/sites/default/files/documents/ViolenceagainstWomenandGirlsFactSheet2003.pdf>

¹² “Child Abuse/Children Exposed to Family Violence,” Alberta Human Services, accessed November 19, 2018, <http://www.humanservices.alberta.ca/documents/PFVB0379-children-exposed-to-family-violence-booklet.pdf>;

¹³ “Family Violence Hurts Everyone: a framework to end violence in Alberta,” Alberta Human Services, modified November 1, 2013, <https://open.alberta.ca/publications/6466378#summary>

Figure 2: Types of Violence Against Women and Girls by Life Cycle Stages



Adpated from Watts and Zimmerman, 2002 and Shane and Ellsberg, 2002, in Ellsberg & Heise, 2005

COMMUNITY PROFILE

Population

- The population of Fort Saskatchewan saw exception growth between 2006 and 2016 with a growth of 64%. The province meanwhile had a growth rate of 24% over the same period.
- Average age in Fort Saskatchewan is slightly younger than the province as a whole at 36.3 years compared to 37.8 years.

Figure 3: Population Growth (2006 - 2016)

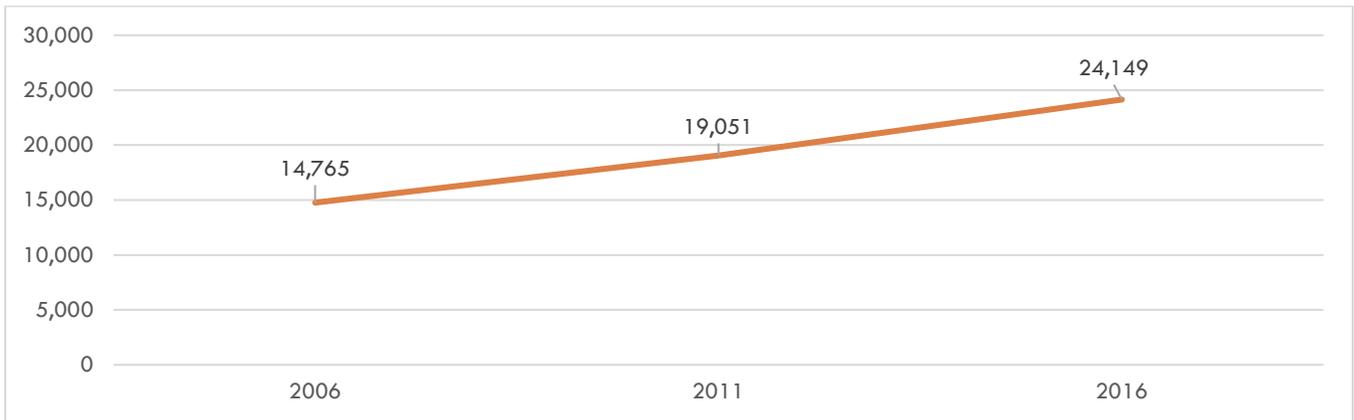
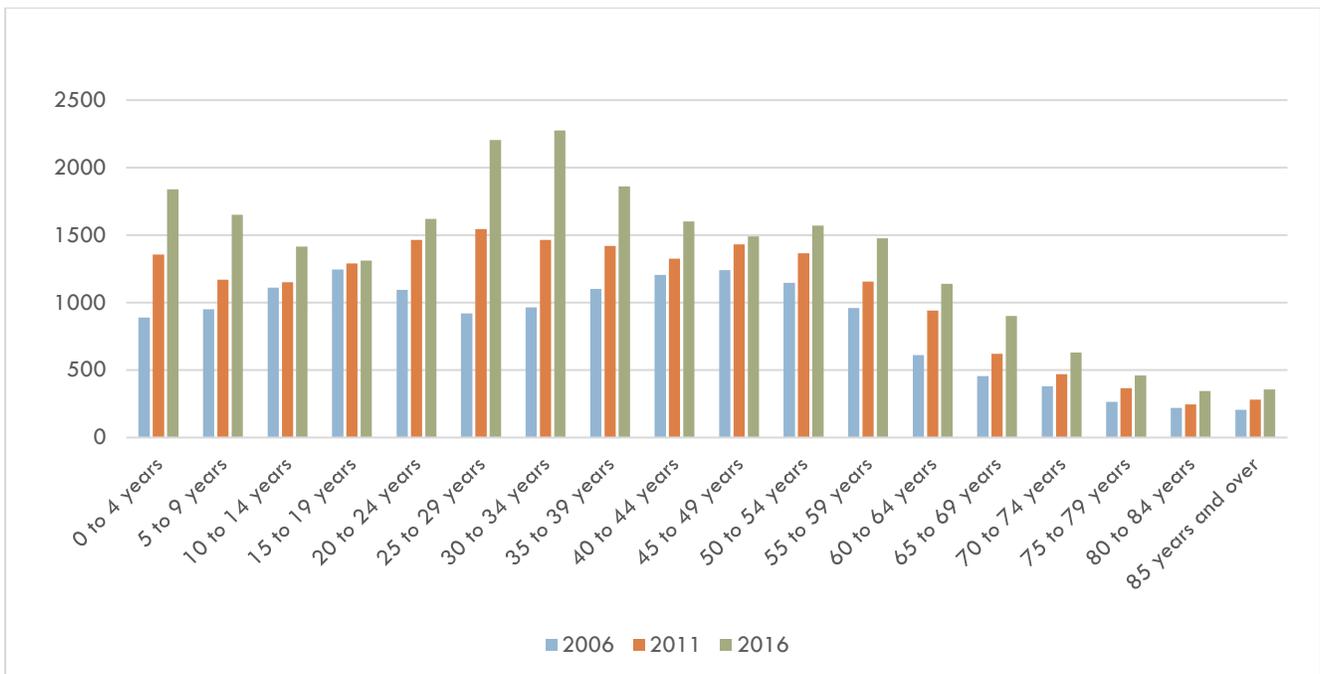


Figure 4: Age of Population (2006 - 2011)



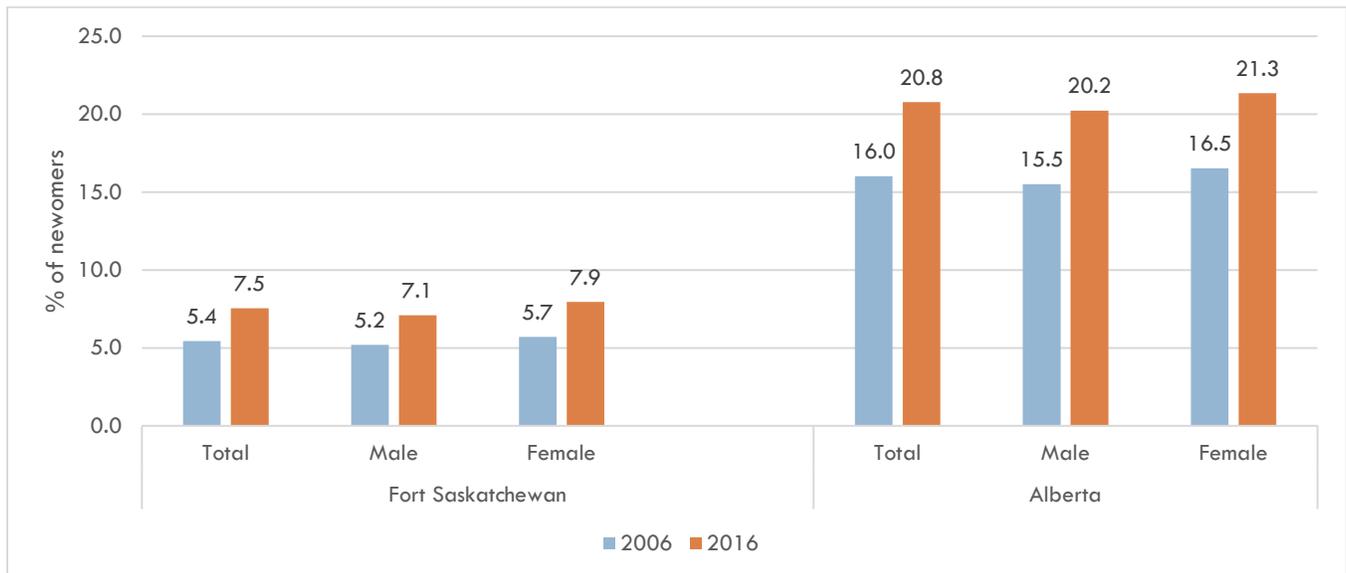
Immigrant Populations

- Approximately 7% of Fort Saskatchewan is made up of immigrants compared to 23% across Alberta.
- The largest group of immigrants in Fort Saskatchewan is Asian at 41% of the total immigrant population. 47% of the Asian immigrants are from the Philippines.
- Over the past 10 years the newcomer population has grown by approximately 2% in Fort Saskatchewan compared with 5% across the province.

Table 1: Immigrant Population by Region

Region	Fort Saskatchewan			Alberta		
	Total	Male	Female	Total	Male	Female
Asia	41%	39%	43%	54%	52%	55%
Europe	39%	39%	39%	22%	23%	22%
United States	9%	9%	8%	4%	3%	4%
Latin America and the Caribbean	7%	9%	6%	9%	9%	9%
Africa	3%	2%	4%	11%	11%	10%
Oceania and other places of birth	1%	2%	1%	1%	1%	1%

Figure 5: Percentage of Population who are Newcomers to Canada



Indigenous Population

- Fort Saskatchewan has the same proportion of Indigenous residents as the province at 6%.
- The largest group of indigenous people in Fort Saskatchewan is the Metis at 69%. Across the province the largest group are the First Nations.

Table 2: Indigenous Population

Aboriginal Identity	Fort Saskatchewan			Alberta		
	Total	Male	Female	Total	Male	Female
First Nations	30%	29%	32%	54%	53%	54%
Métis	69%	71%	68%	45%	46%	45%
Inuk (Inuit)	1%	1%	0%	1%	1%	1%

Marital Status

There are slightly more individuals who are married or living common law in Fort Saskatchewan at 64% than in the province at 60%.

Table 3: Marital Status

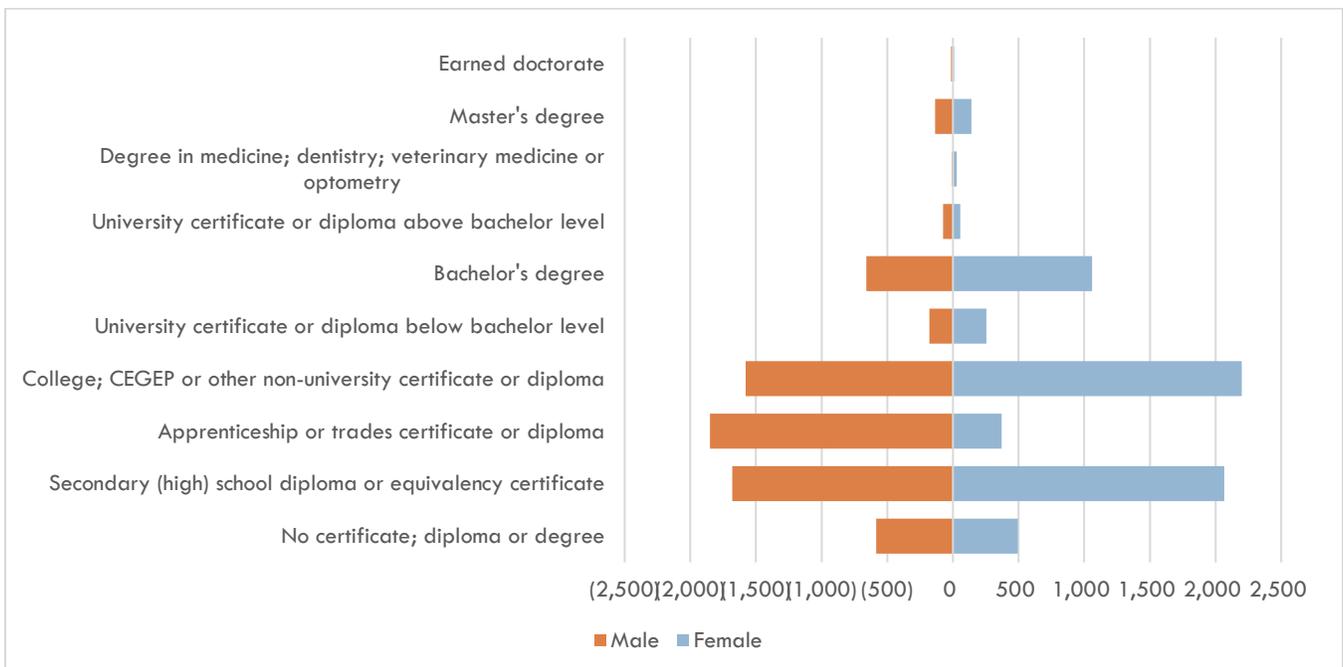
	Fort Saskatchewan			Alberta		
	Total	Male	Female	Total	Male	Female
Married or living common law	64%	63%	64%	60%	60%	60%
Not married and not living common law	36%	37%	36%	40%	40%	40%

Education

There are approximately twice as many women as men who have a College certificate or diploma or above but approximately 4 times as many men who have apprenticeship or trades certificates.

There are slightly more women than men whose highest level of education is high school and slightly more men than women who have not finished high school.

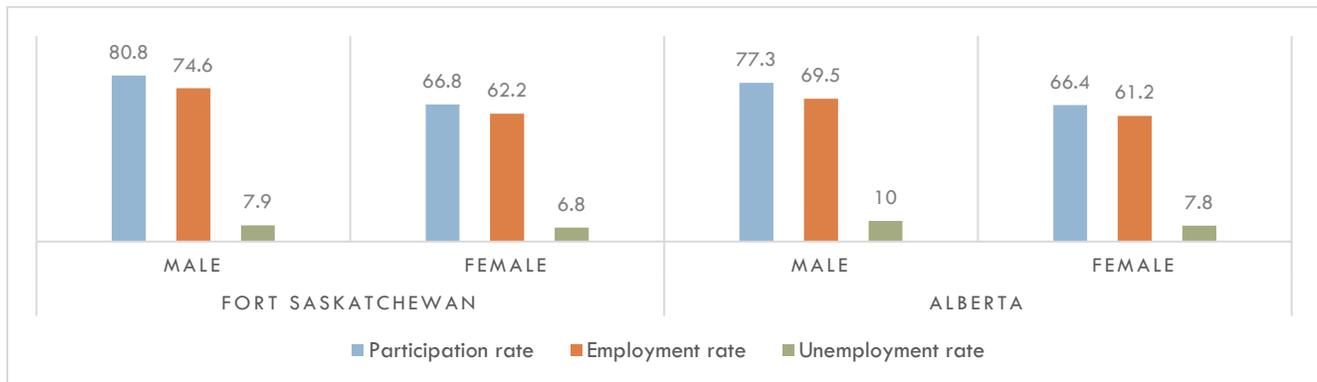
Figure 6: Educational Attainment



Employment

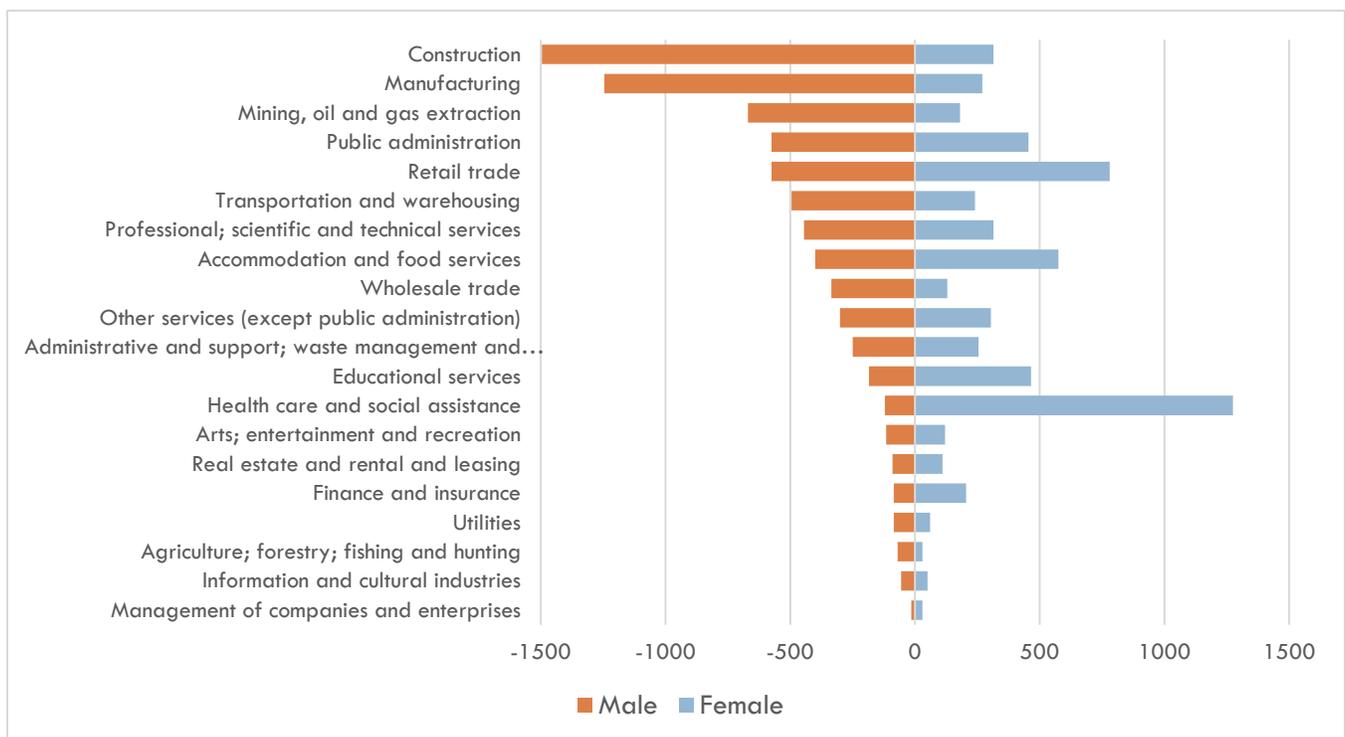
Both the participation and employment rates in Fort Saskatchewan are higher than across the province particularly for men. Participation rate refers to the number of individuals who are in the labour force while employment rate refers to the number of people in the labour force who have employment. For men, the employment rate is almost 75% in Fort Saskatchewan while across Alberta it is 69.5%, a difference of 5.5%. For women, the employment rate is only 1% higher in Fort Saskatchewan at 62% compared to 61%.

Figure 7: Employment Rates



The occupations that employ the most men in Fort Saskatchewan are construction and manufacturing. Employing approximately 2,750 individuals. For women, the highest occupation is health care and social assistance followed by retail trade.

Figure 8: Occupations

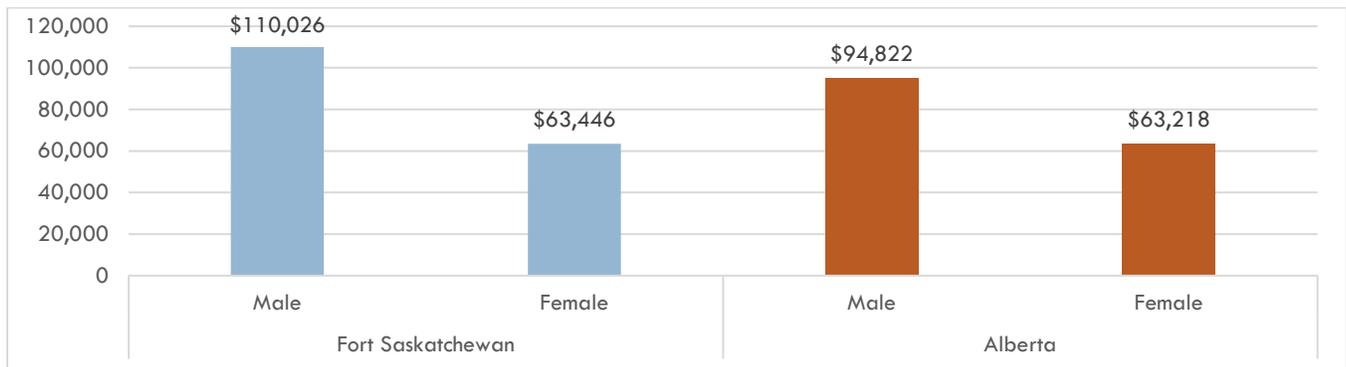


Income

Average Incomes

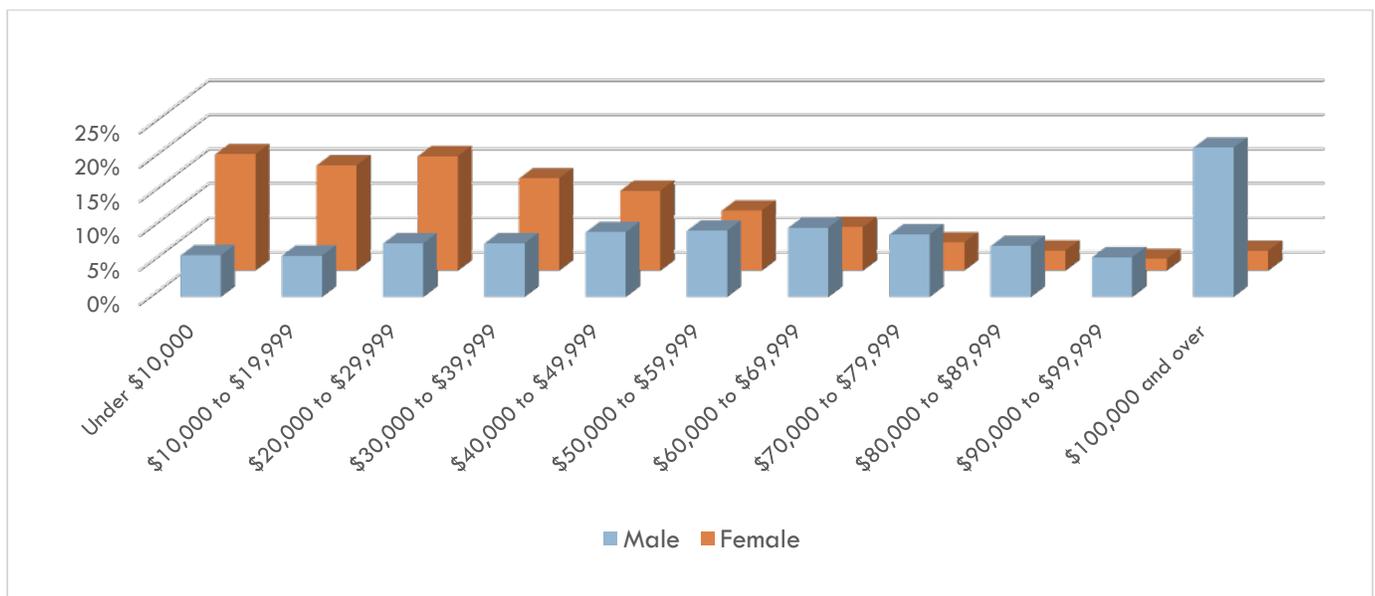
Overall incomes in Fort Saskatchewan are approximately \$10,000 more per year than in Alberta at \$92,000 compared to \$82,000. However, most of this variance is found in the income of men where the average income in Fort Saskatchewan is \$110,000 compared to \$95,000. For women, the average income is \$63,400 in Fort Saskatchewan compared to \$63,200 across Alberta. As a percentage this means that women in Fort Saskatchewan are making 58% of what men make compared to women across Alberta who make on average 67% of men (See Figure 9). This number is consistent with the types of jobs that women and men have in Fort Saskatchewan as shown in Figure 8.

Figure 9: Average Employment Incomes for Full-Year, Full-Time Workers



As shown in Figure 10, there are more women earning approximately \$50,000 per year and under while men outpace women in incomes higher than \$50,000. The difference is particularly noticeable where 22% of men in Fort Saskatchewan are earning \$100,000 and over compared to 3% of women. As a percentage, there are also more men in Fort Saskatchewan earning over \$100,000 than in the province which has 13% of men in that category.

Figure 10: After Tax Income (2015 Dollars) of Men and Women



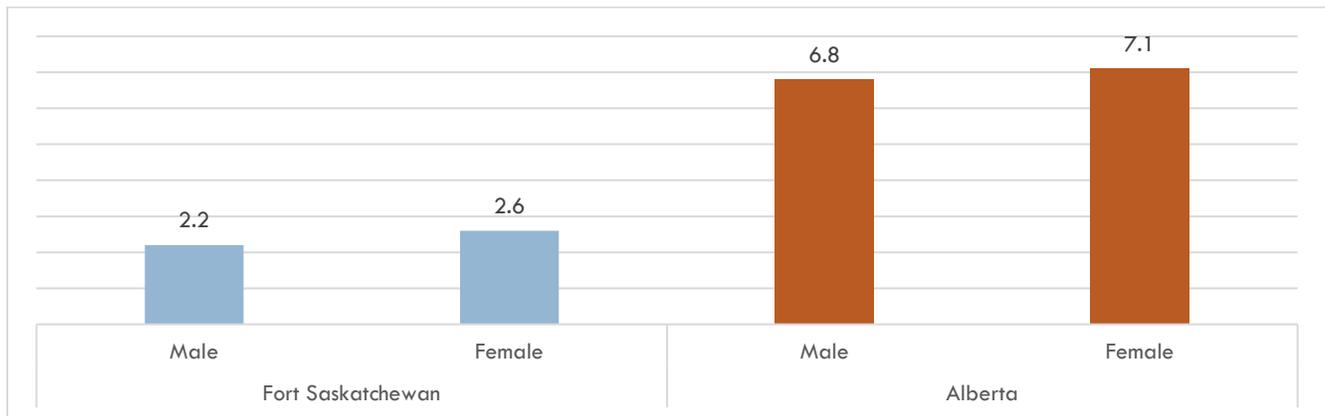
Lone Parent Families

According to Statistics Canada there are approximately 855 lone-parent families in Fort Saskatchewan. This is approximately 3.5% of the total population and is on par with the percentage of lone-parent families in the province. The average incomes of low-income families in Fort Saskatchewan is slightly higher than across Alberta at approximately \$83,000 compared to \$80,000.

Low Income

A smaller percentage of the population, both men and women, of Fort Saskatchewan is considered low-income than in the province (See Figure 11).

Figure 11: Prevalence of after-tax low income (%)



Housing

- The average value of homes in Fort Saskatchewan is about \$40,000 less than across Alberta while rental costs are almost \$200 per month more than across the province.
- There are about half as many people in subsidized housing in Fort Saskatchewan as the province.
- 5% fewer owners and tenants pay more than 30% of their income on shelter costs than in the province.

	Fort Saskatchewan	Alberta
Average Value of Dwellings	\$410,888.00	\$449,790.00
% of tenant households in subsidized housing	5.8%	10.4%
% of owner households with a mortgage	70.5%	65.2%
Percentage of owners and tenants paying 30% or more of income on shelter costs	16%	21%
Average monthly shelter costs for rented dwellings	\$1,445	\$1,279

WHAT HAS BEEN DONE SINCE THE LAST GENDER-BASED ANALYSIS

Over the past 5 years, many activities have been completed to achieve the outcomes identified (see Table 4) of each of the strategic areas of focus in the 2013 GBA+. These activities contributed primarily to changes in knowledge and skills of stakeholders, have led to behavioural changes particularly among service providers and, according to the theory of change of the violence against women and girls initiatives, should be contributing to a decrease in violence. One of the key initiatives was the 5th generation project referencing the generally understood principle that it will take 5 generations to eradicate family violence.

Table 4 is a logical depiction of the expected outcomes of the previous GBA+. This logic model was build using data from the previous GBA+ and through interviews and document reviews. Some of the outcomes were explicitly mentioned in the previous GBA+ while others were created to create a more complete depiction of the theory of change for the reduction of violence against women in Fort Saskatchewan.



Table 4: Logic Model 2013 GBA+

Long Term Outcome	Reduced Violence against Women and Girls in Fort Saskatchewan ¹⁴					
Strategic Pillar	Equity		Legal Justice Capacity Building	Prevention		Policy Coordination
Mid-term Outcomes	Increased commitment to gender equality by organizations and institutions	Strengthened roles of those impacted by family violence ¹⁵	Strengthened ability of legal and justice system to respond appropriately to VAWG issues	Strengthened primary violence prevention and education initiatives	Increased integration of gender, power and trauma impacts in parenting programs	Improve services available to those experiencing domestic violence
Short-term Outcomes	Increased awareness of gender issues ¹⁶ in Fort Saskatchewan	Increased awareness of opportunities to participate in 'change'	Increased knowledge of issues around violence against women and girls by those working in the legal and justice systems in Fort Saskatchewan	Increased knowledge of bullying and violence in the workplace and its impact by organizations in Fort Saskatchewan ¹⁷	Increased knowledge of the impacts of violence on children by programmers and parents	Increased knowledge about existing service gaps by Building Bridges and other partners

¹⁴ Workplace violence reports

¹⁵ Indicators participants as leaders of change, seniors reporting abuse

¹⁶¹⁶ Engaging men and boys from prevention LM

¹⁷ Policy share protocols outcomes

Specific activities undertaken to achieve these outcomes include:

GENDER EQUITY	
Increased commitment to gender equality by organizations and institutions	Spearhead a public awareness campaign on gender and domestic violence
	Implement FSFF Gender Capacity Assessment Tool throughout Building Bridges
Strengthened roles of those impacted by family violence ¹⁸	Dawn Group and Geese Collective
Other	Dadventures – designed by dads and for dads to create a space to explore, play and develop healthy relationships with their children and encourage healthy relationships within the community. The group also strives to change the definitions of masculinity and the perceived roles of men in the family and the community.
	Supporting Fatherhood Involvement – a curriculum-based program which addresses both the state of mind and relationship qualities that shape a father’s emotional connection with his family.
	Men Achieving Change – Providing support to men, giving them a place to talk, make friends and build a support network

LEGAL JUSTICE CAPACITY BUILDING	
Strengthened ability of legal and justice system to respond appropriately to VAWG issues	Gender/domestic violence/trauma sensitive training for RCMP, local courts, lawyers (drawing on ARC Framework)
	Education/awareness campaign to improve victim reporting and reduce stigma

PREVENTION	
Strengthened primary violence prevention and education initiatives	Roll out Workplace Violence Prevention program
	Enhance existing parenting programs to include gender awareness, power analysis/trauma
	Engaging men and boys, as well as vulnerable minority groups (immigrants, TFWs, etc)
	Fourth R – Increasing the capacity of adolescents to reduce risk behaviour that occur in the context of relationships including: <ul style="list-style-type: none"> • Violence/bullying/dating behaviour • Unsafe sexual behaviour • Substance abuse
	‘Engaging men and boys’ pilot possibly using Mentors in Violence Prevention Program (partnership with ACWS); alternatively targeted public awareness campaign.
	Pilot Family-Business Connect (using ACWS module and possibly linked to/as part of the Public Awareness Campaign in Gender Equity above)
	Advocacy on issues specific to women experiencing domestic violence (i.e. affordable housing, transportation, child protection)

¹⁸ Indicators participants as leaders of change, seniors reporting abuse

Other	<p>In School Mentoring – providing girls and boys with a role model and friend. The program strives to:</p> <ul style="list-style-type: none"> • Promote the importance of staying in school • Instill trust and self-confidence in order to make healthy decisions <p>Encourage leaderships skills and independent thinking</p>
	<ul style="list-style-type: none"> • In School Community Conferencing (Restorative Justice (RJ) in Schools) – improving students’ capacity for collective dispute resolution by introducing them to the structures of RJ conferencing and encouraging them to solve classroom problems for themselves.
	<p>Peace Keeping Circles – an 8-week curriculum focused on the prevention of problems that may arise in school settings.</p>
	<p>Take Back the Night</p>

POLICY COORDINATION	
Improve services available to those experiencing domestic violence	Steadfast Connector coordinating position within FSFF
	Create joint advisory committee of community members impacted by domestic violence for FSFF Status of Women grant.
	Develop tools for greater services coordination, awareness of services, shared learning (Family Violence Protocol)
	Hold frontline workers session to ‘map’ services, identify gaps, create opportunities for improved services, share/develop protocols/tools/knowledge
	Strengthen/formalize relationship with shelter system in Edmonton and Sherwood Park to ensure data sharing, service protocols, learning opportunities

FINDINGS

Key Strengths in the community of Fort Saskatchewan

Families' First Society and their staff – Families First Society was repeatedly highlighted as the greatest strength in Fort Saskatchewan in dealing with VAWG. The organization is seen as not only being a great support in accessing services to deal with immediate needs of families but also as a warm, inviting, friendly place to be. It is a place where families feel welcomed, accepted and supported. It is a place where feelings of isolation drift away. Families First is viewed by many as an organization that focusses on real relationship as opposed to service provider – client relationships. The result is that individuals and families feel they can trust staff at Families First and know that they are not alone.



Boys and Girls Club – The Boys and Girls Club was highlighted as a strength in both supporting youth and parents in Fort Saskatchewan. In addition to providing safe, supporting programming for youth, the Boys and Girls Club has supported families in accessing services from other providers in the City, including accompanying families to meetings with other service providers.

Support from the City – The City of Fort Saskatchewan funds City funds Jodi's position, which is a critical piece of the support provided by Families First Society and is reported to be a unique support given by a municipality in the fighting against VAWG. This support illustrates the level of political will in the community which is a key component in the ability to foster gender equality in a community.

Geese Collective – This support group was formed organically by women who have experienced domestic violence. The group is a place for mutual support, understanding and sharing of information and resources. It creates a support system which has been crucial for the overall wellbeing of both members and others seeking support in Fort Saskatchewan.

Ubuntu: I am because of you. Or, people are not people without other people.

Boyd Varty, TEDWomen 2013

DAWN – Family Violence can be very isolating. The DAWN group provides a space for victims of family violence to come together, learn about available supports and services and find mutual support from women with similar experiences. It is a space for women to feel that they are not alone in their experiences and to gain hope in a brighter future.

School System – The schools in Fort Saskatchewan provide space for discussing issues that concern youth including bullying and other forms of violence. They are helping to transform the culture that fosters inequality by working to help youth develop empathy, understanding and empowerment to change tradition gender roles.

Family Violence Protocol – A protocol has been developed and is being implemented by several service providers in Fort Saskatchewan to help identify VAWG. This protocol is a key component in the ability of the community to be able to provide timely support to victims of VAWG and their families.

Incomes and Expenses – Unemployment is lower in Fort Saskatchewan than in the province and average incomes in Fort Saskatchewan are higher than in the province. At the same time the cost of buying a house is approximately \$40,000 less. This indicates that Fort Saskatchewan has a strong economic wellbeing and good opportunities for people to make a living.

Effectiveness of VAWG Programming Since 2013 GBA+

Progress on Identified Issues

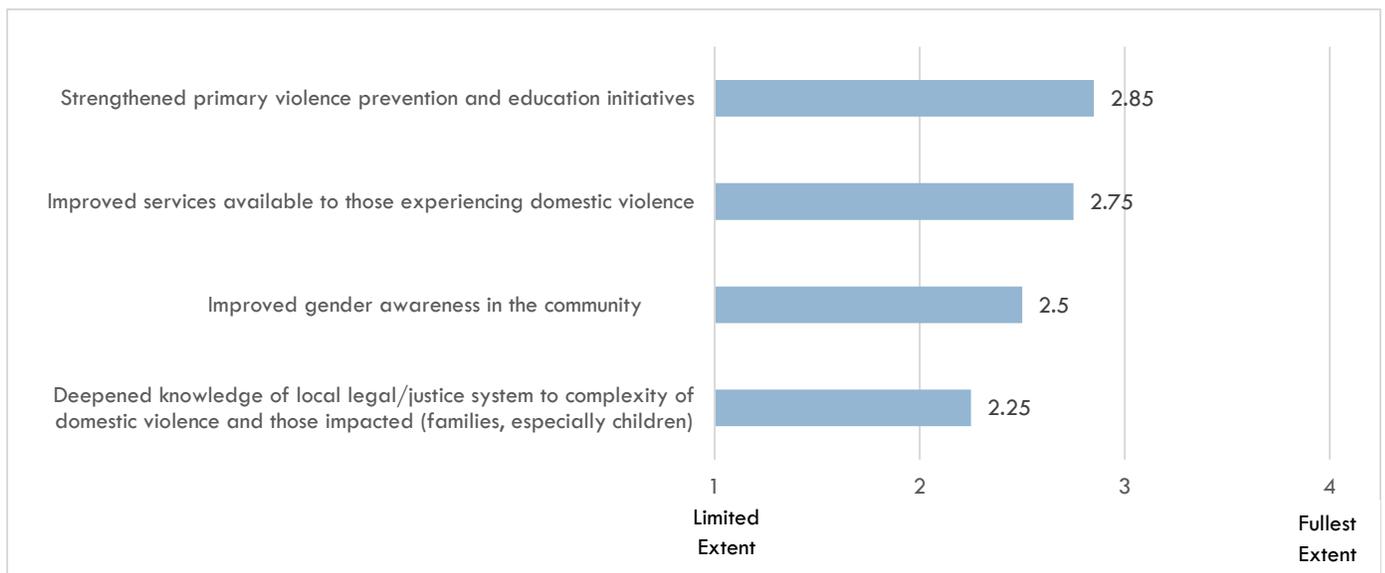
Issue	Progress	Comments
Support for victims of psychological abuse	Unresolved	<ul style="list-style-type: none"> Psychological abuse is not seen to be taken as seriously as physical abuse.
Lack of local safe shelter	Unresolved	<ul style="list-style-type: none"> Many shelters in the Edmonton area are full After 21 days victims must leave the shelters which is not enough time to find other arrangements. Overall lack of second stage shelters
Limited counselling options	Unresolved	<ul style="list-style-type: none"> It is difficult to find long-term counselling There is stigma attached to accessing counselling To access counselling through the school system requires a lot of time to advocate. There appears to be resistance in the schools to provide counselling for children
Legal aid is Edmonton-based	Unresolved	<ul style="list-style-type: none"> Legal aid does not have lawyers in Fort Saskatchewan therefore requiring families to go to Edmonton which has more cost and time associated with it Legal aid is still too expensive for many low-income families
Lack of system navigators	Improved	<ul style="list-style-type: none"> Women, especially in newcomer communities, need a trusting relationship with someone who can help them navigate the system to bridge from traditional family supports to formalized organizational supports Accessing supports requires lots of time to research what is available, and then to access the supports. There are sometimes waiting lists which make it so that support is not available when it is really needed.
Bureaucracy that retraumatizes	Unresolved	<ul style="list-style-type: none"> Justice system places the burden of proof on women more than men Women feel bullied, judged and intimidated There is a lack of accountability from service providers (system navigator helps hold other service providers accountable because they act as a witness)
Re-traumatization from both parents needing to provide consent for child supports	Unresolved	<ul style="list-style-type: none"> In some circumstances counselling and other services require consent from both parents. If one parent refuses, then you can try to get a court order which requires more time and more financial resources.

Lack of coherence between service providers	Improved	<ul style="list-style-type: none"> In general, there is coordination between service providers except for the local Fort Saskatchewan Hospital
Education system that doesn't advocate for healthy, safe relationships	Improved	<ul style="list-style-type: none"> 4th R and 5th Generation projects addressing this issue Needs to be more work done as there continues to be a lot of bullying in Fort Saskatchewan
Wealthy community ignores domestic violence as private matter/stigma	Unknown	<ul style="list-style-type: none"> Participants are not sure that this is in an issue as VAWG impacts women of all socio-economic backgrounds Women in relatively wealthy households similarly lack knowledge of resources, and require assistance Women in relatively wealthy households especially fear the loss of financial stability and increased social stigma
Lack of affordable housing	Unresolved	<ul style="list-style-type: none"> A major barrier for women leaving domestic violence situations as they cannot find affordable housing and the shelter stay is too short

Achievement of Expected Outcomes

Survey respondents feel that the work done over the past five years has most positively contributed to strengthening primary violence prevention through education initiatives and that overall services for those experiencing family violence have improved. Where work continues to be most needed is in working with legal/justice system to deepen knowledge of the complexities of those impacted by domestic violence (See Figure 12).

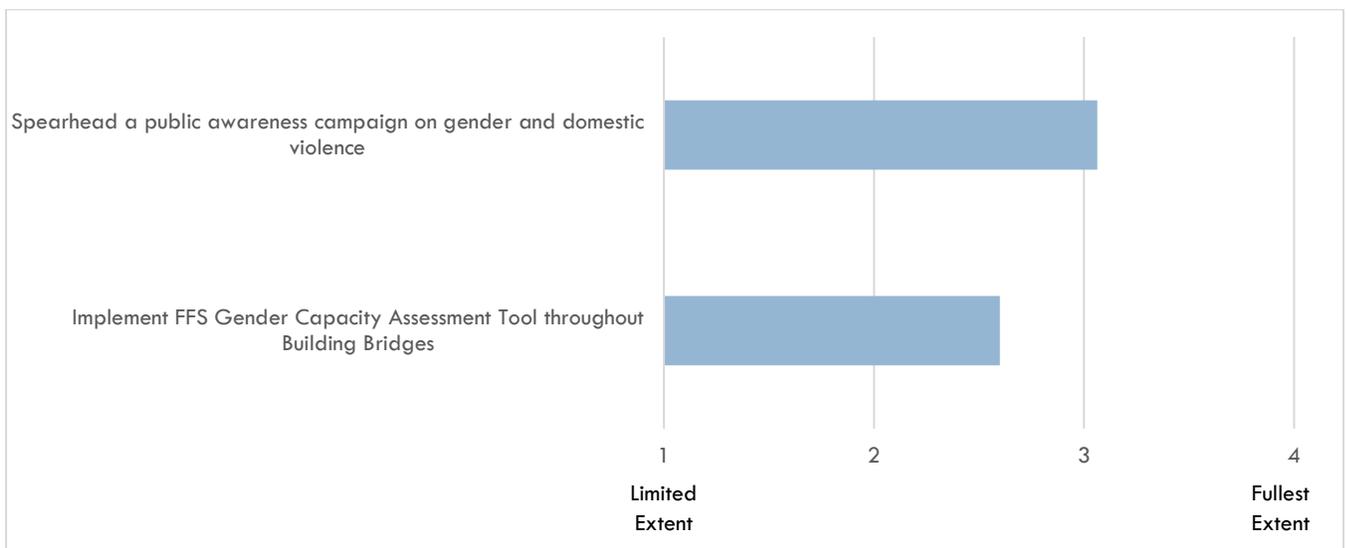
Figure 12: Achievement of Expected Outcomes Since 2013 GBA+



Promoting gender equity implies that activities undertaken will be about ‘leveling the playing field’ but not necessarily addressing issues of power and systemic transformation. As such, the activities focused on raising awareness in the community and assessing the capacity of Building Bridges members to promote gender equality.

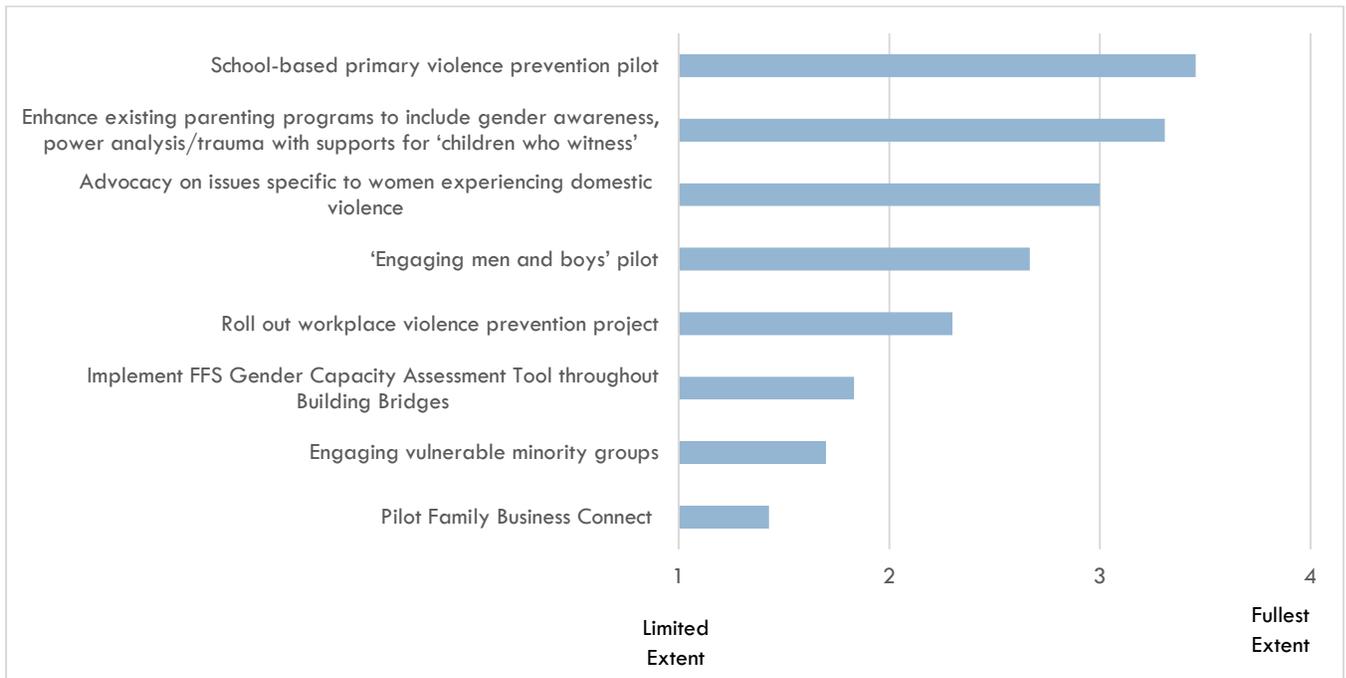
Survey participants felt that the public awareness campaigns contribute to reducing VAWG to a great extent, while the implementation of the capacity tool assessment contributed to some extent. This is consistent with the results from the capacity building tool which indicate that Building Bridges scored just over 50% on their ability to promote gender equality.

Figure 13: Extent to which Gender Equity Activities Contributed to Reducing VAWG



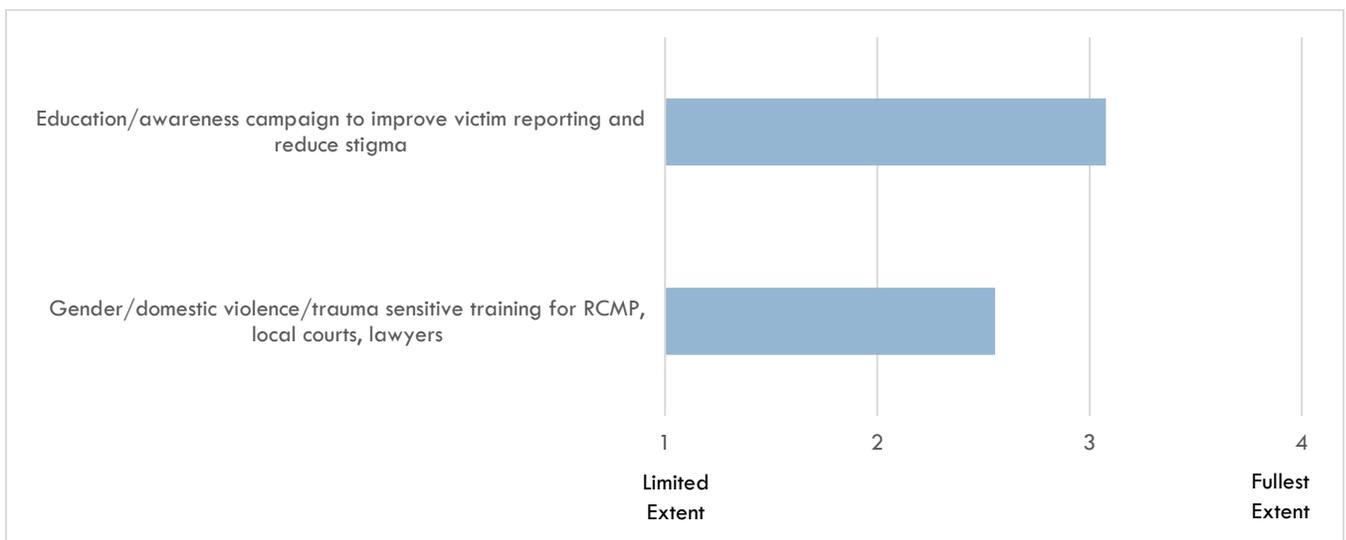
Survey participants feel that school-based violence prevention programs, enhanced parenting programs and advocacy work had the most impact on reducing VAWG within the violence protection/education activities. Engaging vulnerable minority groups and piloting family business connect had the least impact (See Figure 14).

Figure 14: Extent to which Violence Protection/Education Activities Contributed to Reducing VAWG



Survey participants feel that the education/awareness campaign to improve victim reporting and reduce stigma was more effective than the training offered to RCMP, local courts and lawyers. This is consistent with what was heard in focus groups as individuals who have been impacted by VAWG continue to feel that the legal/justice system is expensive, difficult to manage and at times retraumatizing.

Figure 15: Extent to which Legal/Justice Capacity Building Activities Contributed to Reducing VAWG



Needs of Those Experiencing Violence

Needs have been categorized following the work of Maxime Molyneux and Caroline Moser using what is commonly called the Moser Framework.

- Practical needs are those that are immediate and urgent. They often differ from one woman or girl to the next, though there may be trends in terms of who experiences these practical needs.
- Strategic needs are those that concern groups of women or even all women though they do not necessarily challenge structures of power, institutional and cultural norms or historical belief systems.
- Strategic Interests are related to human rights and the challenging of structures of power¹⁹. They are also concerned with the full empowerment of women and girls in all diversity. Empowerment can be defined as “enabling women to take an equal place with men, and to participate equally in the development process in order to achieve control over the factors of production on an equal basis with men”²⁰. In other words, men and women, in all their diversity, can live a life to their full potential.

Practical Needs

Needs/Issues	Experienced by whom
Lack of affordable housing	Low-income women
Lack of independent financial resources	Low-income women and women who were not significant breadwinners in household
Lack of shelter space	Women with emergency housing needs; Women with second stage or transitional housing needs; Children taken to shelters with their mothers
Limited time available in shelter (21 days)	Low-income women and women with limited social capital
Lack of counselling options (especially in schools)	Children and youth, boys and girls, who have experienced or witnessed violence; Women (especially low-income women)
Legal Aid is expensive and only in Edmonton	Low income women and families
Lack of services in general	Men who are victims of violence
Lack of daycares with evening and weekend hours	Parents with young children who do not have a large support network
Lack of consistent and affordable regional transit	Low-income women

¹⁹ Wafira (1995), *Gender Analysis Frameworks* p. 64

²⁰ *Ibid.* p. 92

Strategic Needs

Need	Experienced by whom
Isolation	Women experiences domestic violence particularly newcomers to Canada or those new to Fort Saskatchewan
Lack of knowledge of available resources	Women experiencing violence, particularly in controlling and isolated environments
Psychological abuse not taken seriously	Seniors, women and children who are experiencing psychological abuse
Timely, sufficient financial support	Low-income individuals including seniors
Support in system navigation and lack of coordination between service providers	Seniors, women and families with complex needs who need to access supports from multiple service providers
Lack of consistency in supports – one individual may get supports while another in similar circumstances does not	Individuals, particularly those needing housing supports
Bureaucracy that re-traumatizes (i.e. need to ‘prove’ that there is a need for support and supports that do not accurately reflect cost of living)	Women who need supports from Alberta Works or other government institutions
Requirements for both co-signers and consent from both parents	Women whose abusers want to continue to abuse by denying supports; Children whose access to services is hindered by this barrier

Strategic Interests

Need	Experienced by whom
Objectification of women particularly in industry and construction-related work places	All women, particularly acute for women and LGBTQ2 individuals employed in those work places
Stigma surrounding family violence	All women, particularly acute in newcomer, and wealthy women
Attitudes and norms of the dominance of men over women	All women, particularly vulnerable women with low incomes or low social capital
Disempowerment	Women whose voices are not heard and struggle to find and access supports and service
Unequal gender roles that create financial dependency for women	Women who are not primary bread-winner in the family, particularly those who do not have jobs.
Culture that preserves attitudes and norms that foster inequality	Everyone
Stereotypical gender roles (i.e. women continue to play reproductive roles while men have more productive roles resulting in fathers having more freedoms to ‘have fun’ than women and families being disrupted when fathers work out of town for long periods of time)	All women, particularly harmful in newcomer communities and for families where the father works away from Fort Saskatchewan Youth LGBTQ2 community

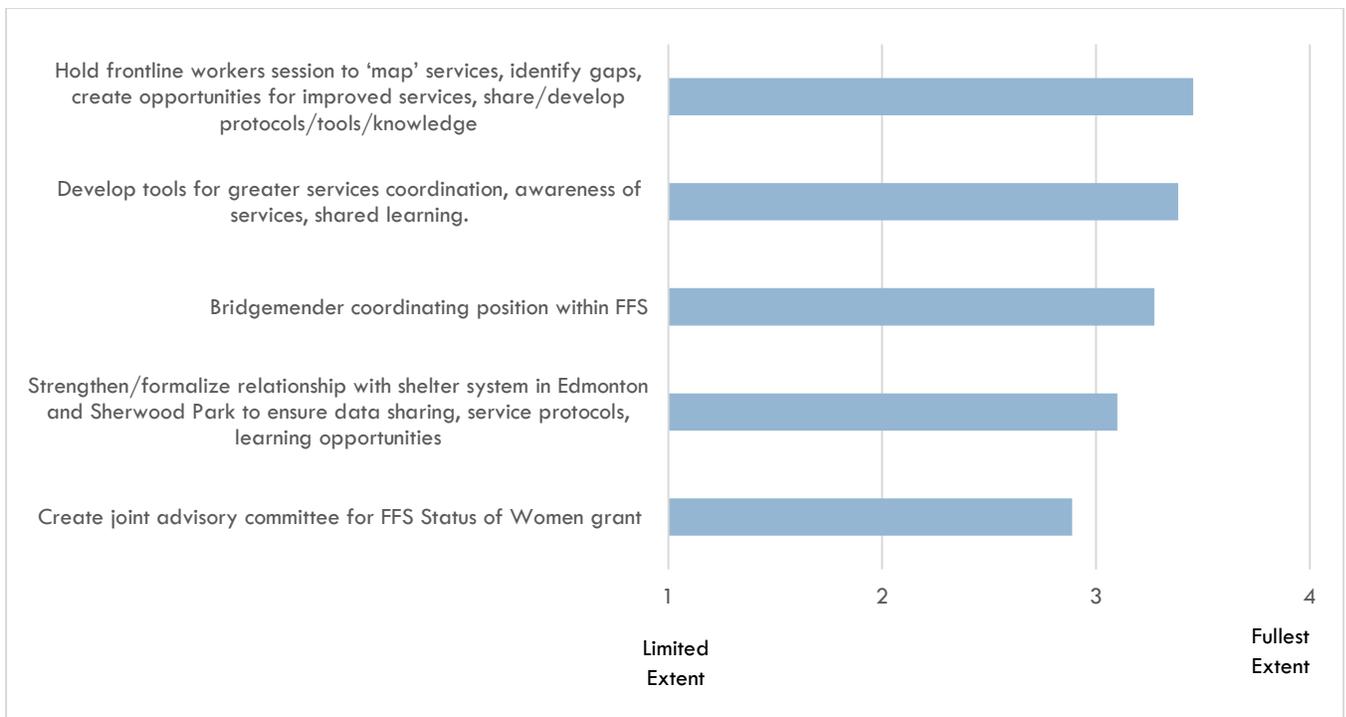
Management and Coordination of Prevention and Support Initiatives

At Families First you are always met with a good mood, a good smile and a hug.

Focus group member

Survey respondents feel that the activities designed to strengthen local policy coordination have contributed to a reduction in VAWG in Fort Saskatchewan. This was echoed by participants in focus groups who feel that overall, in Fort Saskatchewan, there was an improvement in the overall coordination of efforts among service providers combined with support from the Steadfast Connector. The coordination and Steadfast Connector have made accessing services in Fort Saskatchewan easier for those impacted by violence.

Figure 16: Extent to which Strengthening Local Policy Coordination Activities Contributed to Reducing VAWG



A key recommendation of the past GBA+ was for organization to conduct a gender audit and strengthen their ability to promote gender equality both within their organizations and in their programming.

The gender audit is based on the principal that organizations need 4 key components to be truly successful at promoting gender equality and the empowerment of women and girls these include:

Technical Capacity - Level of ability, qualifications and skills individuals in an organization need to carry out the practical aspects of gender integration for enhanced program quality, and level of institutionalization of gender equitable organizational processes.;

Organizational Culture - Norms, customs, beliefs and codes of behavior in an organization that support or undermine gender equality - how people relate; what are seen as acceptable ideas; how people are "expected to behave" and what behaviors are rewarded.;

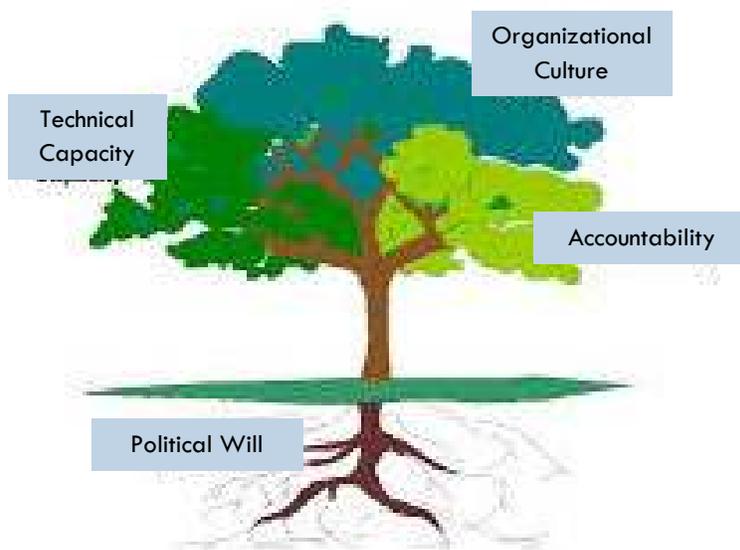
Accountability - Mechanisms by which an organization determines the extent to which it is "walking the talk" in terms of integrating gender equality in its programs and organizational structures.;

Political Will - Ways in which leaders use their position of power to communicate and demonstrate their support, leadership, enthusiasm for and commitment to working toward gender equality in the organization²¹

As part of the survey, respondents were asked to evaluate their organization's readiness to promote gender equality following the question in the original GBA+ Gender Audit Questionnaire. Overall, it appears that organizations in Building Bridges have a moderate level of capacity and need to continue to work towards improving both their internal and external capacities to promote gender equality and thus reduce VAWG in Fort Saskatchewan. On average the organizations who participated in the survey scored 2.6/5 or 51% on the gender audit (See Figure 18).

With regards to overall capacity in Fort Saskatchewan another finding was that there appears to be a lack of municipal data to support results-based management of programs and initiatives. The lack of data impacts the ability of organizations to both understand the depth and breadth of issues in the community as well as knowing to what extent these issues are being addressed. In particular, there is a lack of indicators and supporting data to gauge whether or not VAWG is decreasing in Fort Saskatchewan as a result of all of the work that is happening.

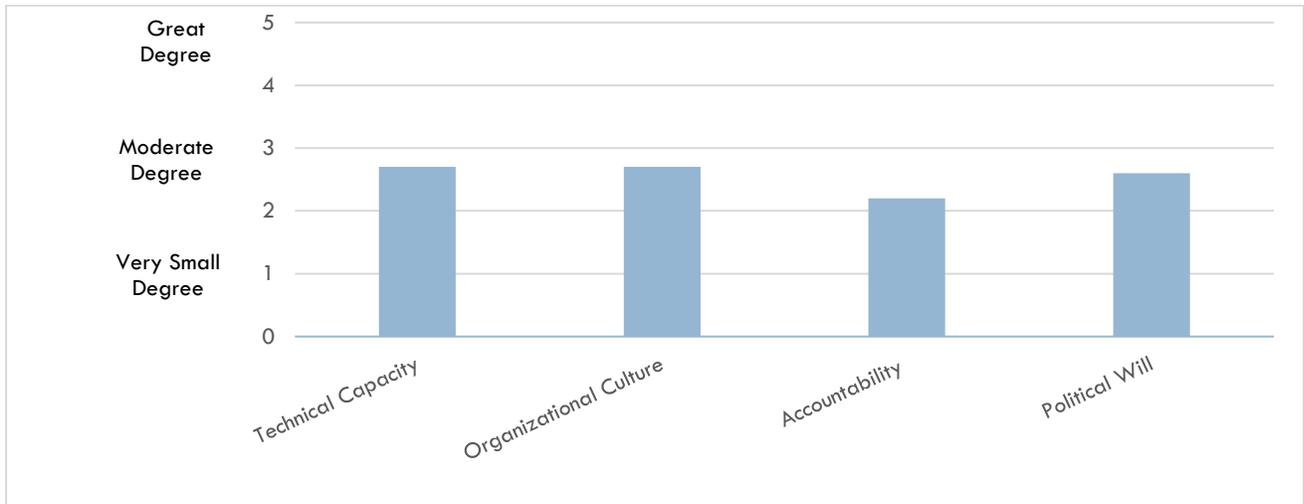
Figure 17: Interaction Gender Integration Framework



²¹ Interaction, The Gender Audit Handbook, p.13

Another finding is that in general Building Bridges members have a good understanding of the issues surrounding VAWG in the community. They understand many of the causes and effects of VAWG and how it impacts the community. However, there appears to be a misunderstanding around who is most impacted by VAWG. There is concern in the community that VAWG is disproportionately a newcomer issue and that the reasons why VAWG is happening is cultural. This, however, did not resonating with findings from this study.

Figure 18: Gender Audit Results from Survey



RECOMMENDATIONS

Capacity Building

Education

Continue to facilitate educational opportunities addressing the issue of VAWG for both community members and service providers: 1) myths and social stigma; 2) resources available and how to utilize those resources; and 3) tools for prevention

Understanding the Issues

Collectively gather and openly publish local data relevant to 1) the social, political, and economic context of gender inequality in Fort Saskatchewan, 2) the salience of VAWG, and 3) the experience of VAWG by diverse groups of women and girls

Monitoring Building Bridges Capacity

Implement consistent gender auditing to monitor capacity for addressing gender inequality within local agencies, and through the programs and services they provide.

Prevention

Increase Support to Marginalized Communities

Hire a staff person to liaise with newcomers, indigenous, and LGBTQ2+ communities in Fort Saskatchewan in order to better gauge local barriers, immediate needs, and strategic interests

Challenge Harmful Cultural Norms

Work with industry to create safe working environments for women and individuals from the LGBTQ2+ community and to create a Zero Tolerance policy for misogyny and the objectification of women

Increase Focus on Youth

Work with School Administration, School Boards and Government of Alberta to expand educational programs on healthy and safe relationships and changing attitudes and norms around traditional gender roles for youth and their families

Supporting Survivors

Engage in Policy Dialogue and Advocacy to Address Barriers to Supports and Services

Develop and implement a policy dialogue plan for Building Bridges focusing on persistent barriers to services.

Work with the Province of Alberta, the Government of Canada, and other funding agencies to ensure that women have adequate financial support

Work with schools to ensure that adequate counselling services, bullying prevention, and supports are available to children who have experienced or been exposed to violence

Advocate for improvements in availability, accessibility, and longevity of vital community resources including:

1. Regional transit services
2. Emergency and Second-Stage Shelters
3. Affordable Housing
4. Legal Aid
5. Mental health counselling

Coordination

Continue the work of the steadfast connector and other activities strengthening the flow and coordination among and between service providers.

Management

Strategy Development

Develop a solid strategy that clearly articulates expected outcomes, how they connect to a reduction in violence against women and girls and activities that clearly contribute to the achievement of outcomes

Monitoring and Evaluation

Ensure that performance indicators are measuring the achievement of outcomes as well as the completion of activities. Collect base line data and set targets for each of the indicators. Work closely with the RCMP and other service providers to collect and monitor data related to the reduction VAWG as the ultimate outcome.

APPENDIX A. BUILDING BRIDGES SURVEY

1. Did you participate in the 2013 GBA+ Analysis of Violence Against Women in Fort Saskatchewan?
 - a. Yes
 - b. No

2. Do you work in the area of violence against women and girls?
 - a. Yes
 - b. No

3. If yes, in what area do you work?
 - a. Prevention
 - b. Support for Survivors and their Families; and,
 - c. Promoting Responsive Legal and Justice Systems
 - d. Other (please explain)

4. To what extent were you aware that these were expected outcomes of the work of Families First Society and Building Bridges with regards to family violence?

	Awareness			
	Limited			Full
Gender Equity: Improved gender awareness in the community				
Violence Prevention/Education: Strengthened primary violence prevention and education initiatives				
Legal/Justice Capacity Building: Deepened knowledge of local legal/justice system to complexity of domestic violence and those impacted (families, especially children)				
Strengthen Local Policy Coordination: Improved services available to those experiencing domestic violence				

5. To what extent do you feel that these outcomes were achieved since the 2013 analysis

	Limited extent			Fullest extent
Gender Equity: Improved gender awareness in the community				
Violence Prevention/Education: Strengthened primary violence prevention and education initiatives				
Legal/Justice Capacity Building: Deepened knowledge of local legal/justice system to complexity of domestic violence and those impacted (families, especially children)				
Strengthen Local Policy Coordination: Improved services available to those experiencing domestic violence				

6. Each outcome had a number of activities associated with them. To what extent do you feel the activities have contributed to reducing Violence against Women in the community

Gender Equity

Activity	Limited Extent			Great Extent	Unsure
Implement FSFF Gender Capacity Assessment Tool throughout Building Bridges					
Spearhead a public awareness campaign on gender and domestic violence					

Violence Prevention/Education:

Activity	Limited Extent			Great Extent	Unsure
Implement FSFF Gender Capacity Assessment Tool throughout Building Bridges					
School-based primary violence prevention pilot (i.e. The Fourth R with junior/high school students)					
'Engaging men and boys' pilot possibly using Mentors in Violence Prevention Program (partnership with ACWS); alternatively, targeted public awareness campaign; build on efforts of CIAFV					
Roll out workplace violence prevention project (based on FCSSS module)					
Pilot Family Business Connect (using ACWS module and possibly linked to/as part of the Public Awareness Campaign in Gender Equity above)					
Enhance existing parenting programs to include gender awareness, power analysis/trauma as well as emphasis on supports for 'children who witness'					
Advocacy on issues specific to women experiencing domestic violence (i.e. affordable housing, transportation, child protection, mental health and addictions)					
Engaging vulnerable minority groups (immigrants, TFWs, etc.)					

Legal/Justice Capacity Building:

Activity	Limited Extent			Great Extent	Unsure
Gender/domestic violence/trauma sensitive training for RCMP, local courts, lawyers (drawing on ARC Framework)					
Education/awareness campaign to improve victim reporting and reduce stigma					

Strengthen Local Policy Coordination:

Activity	Limited Extent			Great Extent	Unsure
Create joint advisory committee for FSFF Status of Women grant (including women who have experienced domestic violence)					
Hold frontline workers session to 'map' services, identify gaps, create opportunities for improved services, share/develop protocols/tools/knowledge (work toward 'continuum of care')					
Develop tools for greater services coordination, awareness of services, shared learning.					
Steadfast Connector coordinating position within FSFF					
Strengthen/formalize relationship with shelter system in Edmonton and Sherwood Park to ensure data sharing, service protocols, learning opportunities					

7. Since the 2013 Gender-based Analysis of Violence Against Women in Fort Saskatchewan has your organization changed the way it addresses the root causes of violence or supports victims
 Yes
 No
 If Yes please explain:

8. Gender Mainstreaming

Organizational capacity was identified as key to the success of any initiatives that promote gender equality, including those that work in the area of family violence. The 2013 Gender-based Analysis of Violence against Women and Girls in Fort Saskatchewan introduced a checklist to determine the extent to which organizations in Fort Saskatchewan are 'ready' to promote gender equality within their organization and in their work.

Please answer the follow questions based on your perceptions of the organization where you work.

Technical Capacity	Very small degree	Small degree	Moderate degree	Good degree	Great degree
There is a person responsible for gender in my organization					
Staff have been trained to have the necessary knowledge and skills to carry out their work with gender awareness					
Program/project planning, implementation, evaluation and advisory teams in my organization consist of members who are gender sensitive					
Program/project planning, implementation, evaluation and advisory teams in my organization include at least one person with specific expertise and skills in gender issues					
Gender analysis is built into our program evaluation procedures					

Organizational Culture	Very small degree	Small degree	Moderate degree	Good degree	Great degree
Gender issues are taken seriously and discussed openly by men and women in my organization					
My organization has a reputation for integrity and competence in gender issues amongst leaders in the field of gender					
The working environment in my organization has improved for women over the past two years					
Staff in my organization are committed to the advancement of gender equality					
My organization has made significant progress in mainstreaming gender into our operations and programs					

Accountability	Very small degree	Small degree	Moderate degree	Good degree	Great degree
Data collected for programs and projects are disaggregated by sex					
The gender impact of projects and programs is monitored and evaluated					
My organization's programs and projects ensure the equal participation of, and benefit to, men, women, boys and girls (where appropriate).					
Gender awareness is included in job descriptions and/or in job performance criteria					

Political Will	Very small degree	Small degree	Moderate degree	Good degree	Great degree
The integration of gender equality in programs/projects is mandated by my organization					
My organization has a written gender policy that affirms a commitment to gender equality					
Senior management actively support and take responsibility for the implementation of our policy on gender equality (or for promoting gender equality if no policy exists)					
There has been an increase in the representation of women in senior management and Board positions in the past few years					
My organization has budgeted adequate financial resources to support our gender mainstreaming.					