

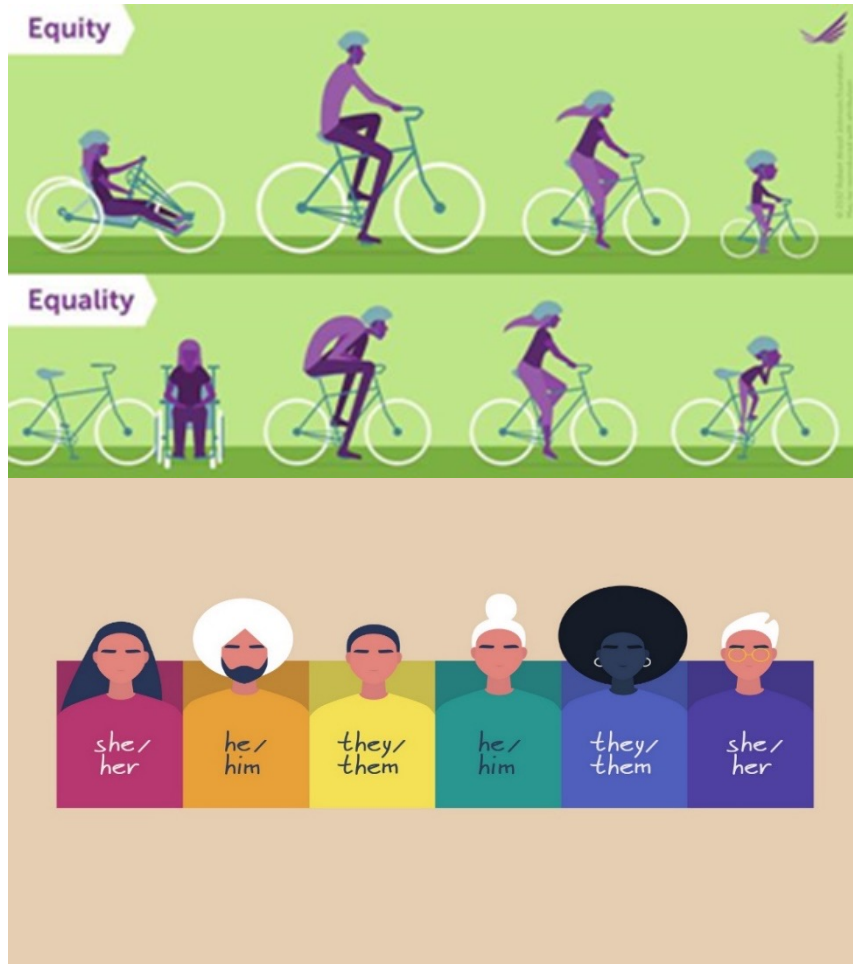


Inclusive Governance

Grace Lore, Parliamentary Secretary for Gender Equity

Introduction

Gender Equity in B.C.



Equity vs. Equality



Same Treatment



Equitable Treatment



The systemic barrier has been removed.
This is Equality.



Diversity and Representation – it matters who is at the table



GBA+ Gender Based Analysis Plus



GBA+ is making a difference

The ABC's of GBA+

What **A**ssumptions are you making?

Who could be left **B**ehind?

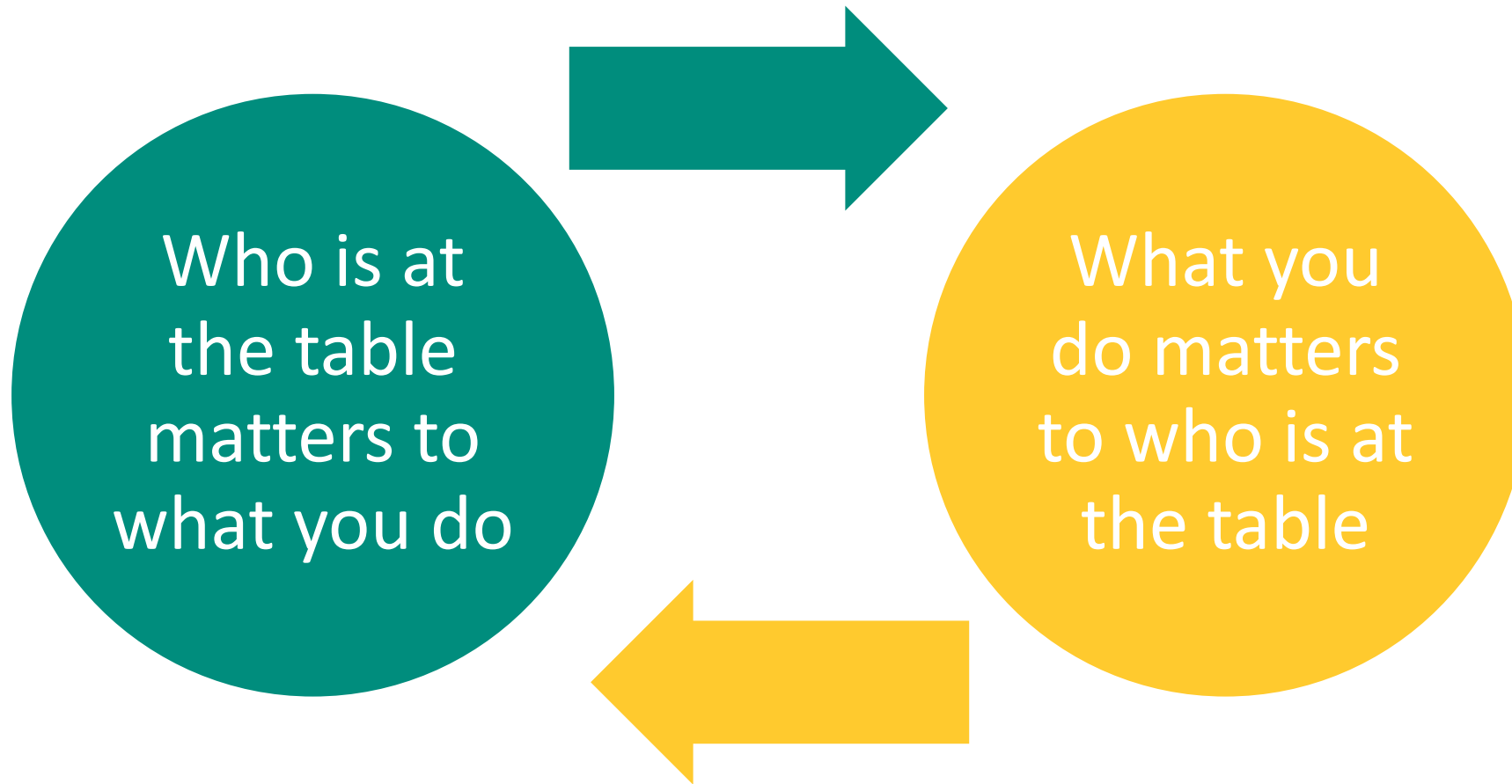
Who did you **C**onsult?

What **D**ata did you look at?

What **E**quity measures are you putting in place?



Our Work on Gender Equity



Gender Pay Gap

.....
B.C. has one of the
highest gender pay
gaps in Canada.
.....

women in B.C. earn

 **16.7%**
less than men

It is *not* just about gender
– Indigenous, racialized,
disabled, newcomer, and
2sLGBTQ+ face bigger gaps

Many root causes –
devaluing of women's
work, unpaid work,
discrimination, sector
concentration

Pay Transparency Legislation

**We're
consulting:**

private-sector business,

public sector,

labour unions,

non-profits,

equity-seeking organizations,

legal advocacy groups, and

Indigenous groups.

Pay Transparency Legislation

**We're
consult**

**Just one tool to
address the pay
gap!**

Indigenous groups.



Action plan to help end gender-based violence



Action Plan on Gender-Based Violence

We have committed to an action plan that is:

- Cross-government
- Cross-sectoral
- Builds on what we already know and what we have already heard
- Addresses root causes, acknowledges systemic inequities, supports survivors

Extensive consultations undertaken this year.



Action plan to help end gender-based violence

Restoring stable funding to sexual assault services.

Consultations on non-consensual disclosure of intimate images.

Sexual violence and misconduct policies at all public post-secondary institutions.

Investments in transition and safe homes, second stage housing and affordable housing spaces.

Annual funding to counselling, outreach and crisis support for survivors.

Funding to support over 400 victim service program.

Action plan to help end gender-based violence

Together
we can end
gender-based
violence



Thank you!

