

Environmental Scan of Gender Equality Seeking Organizations in Saskatchewan

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1 Executive Summary

The following is an executive summary of report of an environmental scan of equality-seeking organizations in the province of Saskatchewan prepared for Women and Gender Equality Canada (WAGE). The full report includes a description of how, through a situational analysis, content analysis of gender equality-seeking organizations, and interviews with organizational representatives, we identify and describe equality-seeking organizations within the region; depict the economic, social, and political landscape in which they operate; and provide an analysis of gaps, opportunities, and emerging issues relevant to WAGE's initiatives.

An overview of population demographics highlights some of the key issues related to gender inequities in this prairie province. Nearly half of Saskatchewan's population reside in the municipalities of Saskatoon and Regina, with the remainder of the population living in numerous small towns and villages as well as remote and rural areas throughout the Province. Poverty, food security, and housing are critical issues, related in part to a notable gender wage gap that reflects unequal participation in high quality, secure jobs. This is particularly the case in resource-based industries in Saskatchewan that, through intersecting forms of discrimination, negatively impact Indigenous women, women of colour and newcomer status, and those who identify as lesbian, gay, bisexual, transgender, queer or questioning, Two-Spirit, or non-binary (LGBTQ2S+). Childcare shortages act as a barrier to women's participation in the Saskatchewan labour force, particularly for those living in rural and remote communities, including Indigenous women in Northern communities. These factors, among others, contribute to Saskatchewan having some of the highest rates of intimate partner violence and sexual victimization in the country, and high infant mortality and adolescent pregnancy rates. Women in rural communities are particularly vulnerable due to the inaccessibility of support services, the majority of which are urban-based. And, while individuals who identify as LGBTQ2S+ are provided legal protection in Saskatchewan, there is evidence that such legal protections do not necessarily translate to a broader social acceptance, as anti-LGBTQ2S+ discrimination is evident throughout the Province.

In the environmental scan, fifty-three equality-seeking organizations were identified throughout the province, and interviews were conducted with representatives from thirteen of these organizations. Thematic analysis of the data collected from these interviews led to the identification of key issues, challenges, and linkages across organizations, organized into three sections, *Issues and Priority Areas*; *Challenges, Funding, and Supports*; and, *Linkages and Collaborations*. Distinct themes are subsumed within each section. The results of the scan are compelling, identifying gender-based violence (GBV) as a critical issue needing attention in Saskatchewan, an issue that is associated with marginalization and vulnerabilities resulting from multiple forms of intersectional oppression, including the systemic issue of poverty and poor employment opportunities for women. Valuable programs exist, however these are in high demand and typically centred in urban areas. Many rural and remote communities lack robust services of their own and the residents have limited access to services in urban areas, a barrier that has been further exacerbated by the recent closure of the provincial bus service. Two particularly salient issues identified by participants are a fear of resource depletion, and a desire to collaborate within and between organizations to more effectively provide specialized services to residents of regions lacking access to resources or reliable transportation to urban centres.

Most organizations in the Province operate within complicated conditions in which there is a high demand for their services and supports. Organizations are called on to use their already

strained resources to find creative ways to maintain their activities because of limited or inconsistent funding, or because available funding is too narrowly focused on research to support the broader organizational aims and operating costs. In some cases, organizations rely on donations and fundraising, as well as volunteer work, threatening their sustainability. The constant need to address crises and pressing concerns, along with issues related to funding models, means that longer-term thinking cannot be implemented. It was determined that funding opportunities and strategies that support existing activities and services would be critical in ensuring the continuation of many of these gender equality-seeking organizations. Increasing efforts are needed to promote acceptance of LGBTQ2S+ communities, as are stronger collaborations between provincial or urban organizations and rural, remote, and Indigenous community groups. Strengthened opportunities for collaboration between existing initiatives and existing organizations and associations would be central to successfully addressing these gaps.

This project produced numerous accounts of the unique challenges experienced by gender equality-seeking organizations operating in Saskatchewan. The findings suggest a need for further investigation into the disproportionately poor circumstances facing women throughout the Province, particularly in rural and Northern parts. Flexible funding that supports inter-organizational collaboration and can be used towards education and capacity-building are identified as key to addressing issues within Saskatchewan. Included in the report are findings related to the COVID-19 pandemic, that has further strained the resources and needs of these organizations.

2 Background

The province of Saskatchewan [SK] is unique in many ways, despite sharing some similar features with other prairie provinces, as well as rural and remote regions of Canada. In order to understand the context in which gender equality organizations conduct their work, it is helpful to be familiar with the demographics and geography of SK, along with key social, political, economic, local, and regional issues. In this report, the social, political, economic, local, regional, and geographic realities are examined to illuminate the context in which equality-seeking organizations within Saskatchewan operate. Next, the methods for data collection and analysis for conducting the environmental scan are described, followed by the thematic findings of the interviews with equality-seeking organizations. Finally, the Implications and Future Directions of the findings are highlighted, along with a concluding summary.

2.1 Demographic and Geographic Overview

Saskatchewan is a province in Western Canada with a population estimated at 1,181,987 as of the first quarter of 2020. Residents primarily live in the southern half of the province, with the northern half being more sparsely populated. The Province has many small towns and villages, with the largest municipalities being Saskatoon and Regina, two cities that collectively house approximately half of the provincial population. As of 2016, Canadians of European ethnicity comprise the majority of SK's population at 72.9%. 10.7% of the population identify as First Nations and 5.4% as Métis, and 10.8% identifying as non-Indigenous visible minorities, namely South Asian, Chinese, Black, and Filipino (Statistics Canada, 2019). This ethnic composition reflects significant

immigration and resettlement in recent in the past decade, with 112,490 immigrant and refugee newcomer residents making up 10.6% of the SK population in 2016 (Statistics Canada, 2019).

According to the 2019 report *How are Residents of Saskatchewan Really Doing?*, the province has seen tremendous economic prosperity in recent years, yet there are signs that this prosperity has not been universally felt, and poverty remains a critical issue. While the Saskatchewan economy has grown and median family incomes are now higher than ever, the income gap continues to increase with women taking home over \$16,000 less per year than men in 2014 (Smale, 2019). Employment rates have risen, but women are less likely to be given regular weekday hours, with about twice the percentage of women than men working less than 30 hours per week with few opportunities for more. The income gap is even wider for Indigenous peoples, with most Indigenous communities reporting a median income as low as less than one-third of that reported by other residents (Smale, 2019). In addition to Indigenous peoples, children, lone-parent families, older adults, and people with disabilities remain most at risk of poverty. Challenges associated with poverty includes heightened food insecurity, decreased access to safe and affordable shelter, and worse mental health overall. There is a continued failure on the part of the provincial government to provide adequate resources for supporting early childhood development, particularly to lone-parent families (Smale, 2019) and tuition fees for higher education have continued to climb, presenting a barrier to access, despite education being foundational for full participation in Canadian society.

At present, the premier of Saskatchewan is Scott Moe of the centre-right Saskatchewan Party, that holds a majority government. The official opposition is the New Democratic Party of Saskatchewan, holding a minority of seats in the Legislation. All federal constituencies in Saskatchewan are currently occupied by members of the Conservative Party of Canada. While various local, regional, and global factors have contributed to the economic, political, and social well-being of the province at the present, a number of disparities that exist within the province in recent years can be connected to the policies associated with governance by conservative, right-wing governments. As such, this is an important obstacle to consider when exploring the equity-seeking organizations working in the province.

A summary of the provincial regions facilitates understanding of the variation that exists across the Province in terms of employment, economic well-being, and population make-up, and provides context to the specific issues described in the following sections.

Far North East

- Most low-income earners are under 17
- Rate of employment is very low
- Less common for people to have any sort of educational certificate
- Significant Indigenous population

Far North West

- 29.6% of low-income earners are under 17
- 21.8% are over 65
- 43% are Indigenous

North Central

- In Prince Albert – 1 NDP MLA
- In Birch Hills and Shellbrook - slightly higher than average 65+ population
- In Prince Albert – 30.5% of low-income earners are under 17
- Average 67% employment rate
- In Prince Albert – nearly 40% Indigenous population

North East

- About 25% low-income earners are 65+
- In Hudson Bay – employment is below 50%
- Low employment throughout – about 55%
- Slightly higher Indigenous populations

North West

- About 16.3% of low-income earners are 65+
- In Battleford and North Battleford – Indigenous population is over 20%
- In Unity and North Battleford – Asian population is over 10%
- In Unity and North Battleford – Immigrant population is over 10%

Central East

- In Canora – 31.3% of low-income earners are over 65
- In Canora – under 50% are employed
- In Kamsack – 41.9% of low-income earners are under 17
- Average 59% employment rate
- Kamsack and Yorkton have over 10% Indigenous populations

Central West

- Average 60.9% employment rate
- Biggar, Delisle, and Langham have over 10% Indigenous populations
- Kindersley has over 10% Asian population
- Kindersley has over 10% Immigrant and non-citizen populations
- Rosetown also has a slightly higher than average Immigrant population

Regina

- 6 SKP MLAs and 5 NDP MLAs
- 18% of low-income earners are below 17
- University degree more common (31.1%)
- 15.7% Asian population
- 10.1% Indigenous population
- Almost 20% immigrant population

Saskatoon

- 9 SKP MLAs and 5 NDP MLAs
- Almost 20% of low-income earners are below 17
- University degree more common (33.9%)
- 17.3% Asian population
- 11.6% Indigenous population
- Almost 20% Immigrant population

South East

- Low-income is often 65+
- In Oxbow – higher than usual unemployment rate
- Higher Indigenous population
- In Estevan – higher Immigrant population – 12% Asian population
- In Oxbow – higher Immigrant population – 12.9% Asian population

South West

- Low-income earners tend to be 65+
- High Asian population
- Higher than usual Immigrant population

2.2 Economic Participation and Prosperity

The gender wage gap in Saskatchewan is notable and persistent. Women's average income is approximately \$16,000 less per year than men in 2014, and women tend to have precarious employment, that does not have regular schedules, are part time, or lower in pay (Smale, 2019). While women are more likely to have a tertiary education than men in the province (The Conference Board of Canada, 2020), recent statistics have shown an hourly wage difference of \$4.88 between women and men in the province (Global News, 2019). Women in SK's two largest cities were recently deemed to be chronically underpaid and unemployed in comparison to many other cities in Canada (Canadian Civil Liberties Association, 2016). These economic disparities reflect women and men's varied distribution across different sectors of the economy, with men frequently occupying positions in the higher paying resource sector (CBC News, 2019). Women and visible minorities, including people with lower levels of education and skill, are overrepresented in the lower income levels (Stevens, 2017), and Indigenous women are reported to experience a significantly higher wage gap (CBC News, 2019).

One of the most notable disparities can be found in the mining industry that makes up a substantial sector of the SK economy. Women make up 14% of all people working in mining in the province, despite accounting for 47% of the total labour force (Mining Industry Human Resources Council, 2015). Women are not enjoying the same prosperity as men from working in such resource-based industries, nor are Indigenous peoples. Systemic gender bias is one contributor to women's worse economic outcomes, as are intersecting barriers related to racial and cultural identity (CBC News, 2019). While there is ample evidence that gender inclusivity is economically beneficial (Innovation Saskatchewan, 2019), efforts to address the gender imbalance in mining and related industries have only emerged more recently (Innovation Saskatchewan, 2019), the case in the technology sector (Star Phoenix, 2018).

A detriment to women's participation in the labour force is the inadequacy of the childcare system in the Province. There has been a piecemeal approach to childcare over the past decades, ensuring insufficient number of childcare spaces and lack of regulation and funding for childcare (Carlberg and Budney, 2019). Licensed childcare spaces satisfy only 18% of the demand among children aged 5 and under, despite that 70% of mothers of children in this age group work in SK. This results in a significant reliance on extended family and unlicensed childcare. Families located in rural and remote communities, along with Indigenous families, lone-parent families, and those that include shift, contract, or seasonal workers, are particularly limited in childcare options (Carlberg and Budney, 2019). As a result, women's employment potential is compromised, as is early childhood development, particularly for children who are already vulnerable (Carlberg and Budney, 2019). Carlberg and Budney (2019) recommend the creation of childcare spaces in day cares that employ "qualified and properly remunerated educators and caregivers" to meet childcare demands, which can benefit early childhood development and enable greater labour force participation by women (p. 9). These policies would serve to improve the living standards of low and average-income families and boost the national economy substantially.

In terms of more general efforts to address poverty and promote the economic well-being of all individuals in the province, an increase in of the minimum wage in SK was introduced on October 1 of 2020. This will see the minimum wage increase to \$11.45 per hour, which reflects a small increase from the prior rate, but does not change the fact that SK has the lowest minimum wage of any province or territory in Canada (Retail Council of Canada, 2020). While calls have been made for a \$15 minimum wage in the province, particularly by the leader of the opposition New Democratic Party, the Saskatchewan Party government maintains that such an increase would be detrimental to small businesses and family-owned farms (Stevens, 2017). It is estimated that there are 16,200 minimum wage workers in the province plus 96,000 workers who earn below the \$15 per hour mark, the majority of whom are women (Stevens, 2017). Minimum wage positions are typically in the retail, accommodation, and food service industries, which tend to be occupied by women, visible minorities, and people with lower education and skill levels. An increased minimum wage could benefit women and those from marginalized backgrounds, and help address the persistent wage gap.

Further to calls for a higher minimum wage, evidence suggests that the actual level of the living wage is higher than \$15 in most communities. At the top end, a living wage to support a family of four in Regina, the capital and second largest city in the province, was \$16.95 an hour in 2016 (Canadian Centre for Policy Alternatives, 2016) and is likely to have climbed even higher since then. This significant gap between the minimum wage and the wage needed to meet a family's basic needs along with government transfers and after-tax deductions prohibits families from engaging in work, recreational, and community activities, as well as saving for the future (Canadian Centre for Policy Alternatives, 2016). Statistics show that women are more likely to receive wages below the living wage, with 29% of working women in Regina falling making less than the living wage amount, whereas this was the case for only 20% of men (Canadian Centre for Policy Alternatives, 2016). Evidence suggests that introduction of a living wage could help address the wage gap between men and women as it specifically benefits those in low paying jobs (Canadian Centre for Policy Alternatives, 2016). Implementation of a living wage is a step towards addressing poverty (Advisory Group on Poverty Reduction, 2015), with various benefits for all people in the province.

2.3 Leadership and Democratic Participation

In Saskatchewan, women are poorly represented in many levels of government and political leadership. At the provincial level, 15 of 61 Members of the Legislative Assembly (MLAs) were women in 2017 (Regina Leader-Post, 2018). While the New Democratic and Green Parties made efforts toward gender parity in the 2016 provincial election, the elected Saskatchewan Party ran only 21% women candidates (Global News, 2016). In the upcoming election this October, gender parity of candidates is being sought by the opposition New Democratic Party, with almost half of the nominees being women. This is far from the case for the incumbent Saskatchewan Party who have 18% women candidates (Regina Leader-Post, 2020). The Saskatchewan Party Executive Director believes that the lack of gender parity can be reduced to “who throws his or her hat in the ring, and what the members decided” (Regina Leader-Post, 2020), highlighting the lack of understanding of gender representation and barriers to women and LGBTQ2S+ people’s participation in politics.

At the civic level, the current Saskatoon City Council includes 6 women of 10 councillors and mayor following the 2016 election; however this gender balance may not continue, with 9 women of 30 candidates currently vying for city councillor positions and no women of 6 candidates running for mayor (CBC News, 2020a). In Regina, there is one woman running for mayor currently, and 9 women out of 31 running for councillor positions (CBC News, 2020b). With respect to gender and sexual diversity, there is little information available, but it has been noted that two there are two transgender persons running in the current provincial election (Regina Leader-Post, 2020), which would be important steps towards greater diversity in political officials if elected.

The gender imbalance that exists in the larger centres in SK is also evident across the province, with approximately 13% of women mayors in all municipalities (L. Brumwell, personal communication) and yet 90% of all city and town administrators are women. There is variation across Indigenous communities in terms of women’s representation in political leadership, with some notable female leaders, such as Tammy Cook-Searson in Lac La Ronge. However, one First Nation has only recently elected their first woman chief (Saskatoon Star Phoenix, 2020), highlighting that there have yet to be breakthroughs in women’s participation in many political regions. The discrepancy emphasizes the significant barriers that women face to participation in politics, despite playing a pivotal role in carrying out the everyday activities of local governments. The gender imbalance in much of contemporary politics in the Province reflects the socially conservative political culture and historical precedent of politics as a male-dominated arena (McGrane, 2006). Attention to women’s issues Provincially has not been at forefront of politics in most eras of 20th century, despite advances on gender issues in some specific instances.

More recently, the continued neglect of gender issues as a central focus can be seen in a vacancy of substantial duration in the Director position of the Saskatchewan Status of Women’s Office following the retirement of the last director in 2017 (CBC News, 2017). While the executive director position was filled recently, the optics of this vacancy suggest that the Provincial Government’s purported attention to gender issues in decisions related to policy, legislation, and programming is superficial. This example captures the sentiment that there needs to be symbolic changes in the Province in order to encourage women’s political participation and involvement including shifts in political language and climate that could make women feel more comfortable and better supported (Regina Leader-Post, 2018). Addressing the harassment and “social media vitriol” that women disproportionately face as politicians has also been reported as a necessary step to increasing participation (Regina Leader-Post, 2020). While concerns about these issues are likely factors

in women's decisions whether or not to become involved in politics, along with time constraints, gender bias appears to be the main barrier – that women are often not asked or encouraged to run and, when they do, they are not supported sufficiently (Regina Leader-Post, 2020).

2.4 Issues of Health and Well-being

There are a number of indicators that highlight the health issues and disparities that exist in the Province. For example, infant mortality rates, adolescent pregnancy rates, maternal health care, food insecurity, and HIV rates are prominent health issues in SK that are reflective of gender and class inequalities.

2.4.1 Child and Maternal Health

The infant mortality rate [IMR] in SK overall was higher than the national average at 5.8 per 1,000 births in 2015 (Statistics Canada, 2020). This rate varies across the province with certain regions seeing rates greater than 8 per 1,000, including what were delineated at the time of the study, the Sunrise, Heartland, Prince Albert, Prairie North Regional Health Authorities. While the province is no longer divided into smaller health authorities, it is helpful to recognize that a disproportionate number of infant mortalities occur in these regions of the province in comparison to others, including urban centres. Within Saskatoon, the most populous city in the province, there are disparities in infant mortalities across neighbourhoods, with the highest rate of 8.5 per 1,000 being reported for the most disadvantaged neighbourhoods (Saskatoon Health Region, 2017). The second highest rate was found in the least disadvantaged neighbourhoods, suggesting that there are a variety of socio-cultural factors that contribute to infant mortality rates in the city.

In addition to functioning as a health indicator, infant mortality along with the quality of preventive, maternal, and childcare and broader social conditions are recognized to be a measure of overall population health (Saskatoon Health Region, 2017). The higher-than-average provincial rate and variance across region and neighbourhoods speaks to broader health concerns that exist in SK, that is also reflected in the higher-than-average adolescent pregnancy rate in the province, at 45.9 per 1,000 among girls aged 15 to 19 years compared to a national average of 29.2 per 1,000 in this age group for 2006-2010 (Saskatchewan Prevention Institute, 2014). Variation exists across the province, with rates in the North being significantly higher at 129.5 per 1,000 for girls aged 15 to 19 years compared to 29.2 per 1,000 in the South in the same age group. This disparity reflects a number of differences between regions, with girls in the North being at greater risk for poverty, family and relationship issues, and mental health concerns (Saskatchewan Prevention Institute, 2014). While this report does not specify if Indigenous girls are at greater risk, a significant proportion of those who live in the northern areas of Saskatchewan are Indigenous, suggesting that culturally safe supports and resources are likely needed. Limited access to prenatal health services is also a concern in the North and rural regions of the province, that contributes to adverse outcomes for adolescent pregnancies, highlighting another area of need.

Strategies for enhancing the health of women who bear children and reducing the IMR were identified by the Saskatchewan Prevention Institute (2009), including the need to enhance the pre-conception health of women and provide effective pre-natal and post-natal care. Specific modifiable risk factors that have been identified include poverty, substance use, smoking, domestic violence, and inadequate access to prenatal psychosocial support, among other clinical supports.

Fragmented health service provision hinders health promotion, contributing to worse maternal and infant health outcomes (Saskatchewan Prevention Institute, 2009). Despite the value of these recommendations, the extent to which they have been implemented has not been assessed, we were unable to determine if existing services have been designed with the needs of those from at-risk groups in mind, including girls and women living in poverty and those from rural, remote, Indigenous communities.

Evidence suggests that gaps in maternal care persist. Specifically, the Sanctum Group has spoken out about the inadequate supports available to pregnant women who are vulnerable following the discovery of an abandoned infant in Fall 2019 in a Saskatoon recycling bin (CBC News, 2020c). The Sanctum Group is in the process of working with the provincial government to establish a four-person prenatal case management team that will support this population through a focus on increased supports and planning for life with the infant. In addition to this new initiative, The Sanctum Group provides residential care to women living with HIV/AIDS who are pregnant and new mothers (Sanctum Care Group, 2018). Through integrated care, focus is on supporting this population of women to plan for, and provide care for their infants, prevent HIV transmission, and avoid apprehension of the child. To date, the program has a 100% success rate in ensuring the health of the infants and avoiding their entry into the foster care system (Sanctum Care Group, 2018). Important steps have been taken more recently to address inadequacies in maternal health care and related services. These new initiatives, however, are specific to Saskatoon and there is no evidence that they will be expanded to provincial initiatives.

There are initiatives that have been taken recently to enhance maternal care on a provincial level. This includes efforts to improve access to culturally safe birth practices in SK through increased access to Indigenous midwives or care within women's communities. Nursing Professor, researcher, and trained midwife Angela Bowen is leading a research study along with the Federation of Sovereign Indigenous Nations and patient advisors with lived experiences to generate a 'made in Saskatchewan' model that incorporates traditional and cultural birthing practices (CBC, 2018a). This research is an essential step toward cultural safety in maternal care, particularly given the history of forced or coerced sterilizations of Indigenous women in the Province (CBC News, 2018b), as well as other care inadequacies. For example, many smaller communities lack hospitals or facilities suitable for childbirth, and health care services in larger centres do not necessarily integrate traditional knowledge and practices into routine care. While SK does not have a midwifery program at the present, there are midwives, Indigenous birth workers and doulas available in the province who have trained in other provinces (CBC, 2020d). Their availability increases the options available to women throughout the province, particularly Indigenous women who may view the hospital as a culturally inappropriate space for childbirth (CBC News, 2020d). A new Indigenous birth support worker program began in 2019 in Saskatoon, that aims to support Indigenous women from rural and remote areas of the province who come to the city for childbirth care (Star Phoenix, 2019a). The birth support workers will act as advocates for Indigenous women with health care providers and communicate with them in their language, along with offering general support.

2.4.2 Food Security

Another health concern in the Province is food insecurity, as evident in the high rates of food bank usage in SK that show a 76.8% increase in use between 2008 and 2016 (Food Banks Canada, 2016).

Food insecurity reflects the disparities that exist between the upper and lower classes (Hanson, 2011), with low and middle-income earners being at risk, along with those who receive government support or are without secure housing (Saskatchewan Food Costing Task Group, 2015). Other vulnerable groups, including children and lone-parent families, especially those that are female-headed and Indigenous, are the most likely to be food insecure (Saskatchewan Food Costing Task Group, 2015; Hanson, 2011). Food insecurity is reflective of broader socio-economic issues affecting women, including “inequitable opportunities in accessing higher education, employment, political leadership, and affordable housing” (Hanson, p. 53), highlighting food insecurity as an outcome of gender inequality, leading to significant implications for the mental and physical health of many women and children as insufficient quantity and quality of food is detrimental to birth outcomes, maternal health, and child development (Saskatchewan Food Costing Task Group, 2015). Food insecurity is further associated with several chronic diseases and mental health conditions, including anxiety, social isolation, depression.

In the Northern regions of the province, food insecurity is a particularly significant concern that commonly arises due to socio-economic issues and additional barriers to accessing appropriate food and nutrition. In a food costing study done in 2015, families living in the northern parts of Saskatchewan (more than 100 kilometres from Prince Albert) were estimated to need between \$255 (Northern Town) and \$440 (Far North) per week for food costs for a family of four, whereas the same family could spend as little as \$212 in a large city in the southern parts of the province (Saskatchewan Food Costing Task Group, 2015). Other barriers exist related to geography and transportation challenges, the high cost of food, traditional food practices, and the built environment, such as limited availability of grocery stores and healthy food (Hanson, 2011; Saskatchewan Food Costing Task Group, 2015). Such barriers facing the Northern population occur in combination with many of the same socio-economic issues facing those in the southern parts of the province to create similar and exacerbated poor health outcomes.

In order to address food insecurity, various recommendations have been made, many of which relate to the need to address poverty and income inequality. Both Food Banks Canada (2016) and Saskatchewan Food Costing Task Group (2015) indicated poverty reduction strategies as pivotal to ensuring that families and individuals can meet their nutritional needs along with others. As women have lower average wages and poorer career prospects, as well as being more likely to be the heads of lone-parent families, efforts to reduce poverty can contribute to improvements in issues such as food insecurity and promote greater gender equality.

2.4.3 Substance Use and HIV/AIDS

A health issue of particular concern in SK is the HIV infection rate that reflects broader issues related to sexuality, gender, poverty, racism, and colonialism. Saskatchewan has the highest HIV rate in Canada, fuelled by injection drug use. Rates of new infections of HIV in SK are more than twice the Canadian average, determined in 2017 to be 15.1 per 100,000 (Saskatchewan Ministry of Health Population Health Branch, 2017) and in 2018 to be 14.9 per 100,000 (Haddad et al, 2018). While in Canada, two thirds of all new cases were related to injection drug use in 2017. Canadian statistics indicate that of the new cases in 2018, 28% were among gay, bisexual and other men who have sex with men (gbMSM) or heterosexual sex (Haddad et al, 2018). Rates of HIV cases among women in SK appear to be fluctuating from year to year, with one report suggesting that 35% of new cases diagnosed in women in 2017 was down from 44% the previous year (Saskatchewan

Ministry of Health Population Health Branch, 2017), and another reporting increased rates in the female population in 2018 when compared with 2017 (Haddad et al, 2018). Many of the women represented in the new cases are young women of reproductive age (84% in 2016), whereas 45% of new cases in women were those under the age of 29 in 2017 (Saskatchewan Ministry of Health Population Health Branch, 2017). The risk factors in SK differ from many other provinces in Canada. Indigenous people are over-represented in new cases, with 79% of those newly diagnosed self-identifying as Indigenous (Saskatchewan Ministry of Health Population Health Branch, 2017). The greater risk faced by young women and those of Indigenous background reflect various socio-economic challenges and the intersection of gender with other marginalized statuses, particularly those related to colonization and the intergenerational trauma impacting many Indigenous people.

While the disproportionate rates of HIV/AIDS in SK are well established, and treatment of persons living with HIV/AIDS is quite effective, there remain significant stigma around the illness. In addition to the stigma of sexual orientation, particularly regarding gbMSM and transpeople, stigma can arise from the relationship of HIV/AIDS with injection drug use as well as being a contributing factor to people using substances as a way to dull their emotions (Saskatoon Star Phoenix, 2019b). There are a few organizations and initiatives aimed at addressing the HIV/AIDS rates in SK, along with services available through the health care system. As noted, supports are being provided by the Sanctum Group (2020) in Saskatoon, which operates a hospice for people living with AIDS and a home for women living with HIV who are pregnant to support them with their pregnancies and initial months of childcare. The former program targets at-risk HIV positive persons to promote proper care, along with end of life care for those with a palliative diagnosis. The latter program aims to prevent vertical transmission of HIV through pregnancy and childbirth, avert child apprehension, and facilitate bonding between infants and their mothers, some of whom have previously experienced substance misuse, violence, homelessness, and mental health issues (The Sanctum Group, 2020).

Another notable initiative is Prairie Harm Reduction's recent campaign to open a supervised consumption site in October of 2020. Along with offering harm reduction support services and family support programs within the community, the supervised consumption site will seek to minimize drug overdoses and other adverse effects (Global News, 2020). The Provincial Government has provided some funding to Prairie Harm Reduction to support case workers for their clients, but funding to support an emergency response paramedic for the safe consumption has come from community fundraising efforts. Given the profound and lasting effects of colonization of Indigenous people living in what is now SK, inclusive, respectful, and anti-racist services are essential (Global News, 2020). Thirty-eight First Nations communities also have harm reduction programs that are self-run, with a focus on delivery of culturally safe care (Global News, 2020). While these programs and services are important in addressing HIV/AIDS and related issues in the Province, more work needs to be done to prevent substance use and misuse, including greater access to mental health and addictions services, which in turn can lead to decreased HIV/AIDS transmission.

2.5 Gender-Based Violence and Access to Justice

Saskatchewan has some of the highest rates of intimate partner violence [IPV] and sexual assault victimization in the country (Faller et al., 2018; Sexual Assault Services of Saskatchewan [SASS], 2019). In a survey study of primarily women from around the province, violence against women in the form of sexual harassment, sexual violence, and physical violence was identified as prominent

concerns (McWhinney and Fletcher, 2019). Sexual violence arises from the oppressive systems that structure our society, including sexism, racism, heterosexism, and the legacy of colonialism (SASS, 2019). Women, including those who live with disability, immigrant and newcomer women, gender diverse people and other forms of marginalization face higher rates of sexual violence than women who are members of the dominant group, a reflection of multiple intersecting oppressions. Those who are marginalized also face barriers to seeking legal, health, and justice services and supports, which impacts reporting rates and contributes to revictimizations in those who do report (SASS, 2019; Saskatoon Star Phoenix, 2020a). Specifically, satisfaction with police services is low at 38.5%, with many reporting traumatic interactions when dealing with police, highlighting a need for service provision that adopts a trauma- and violence-informed approach (Saskatoon Star Phoenix, 2020a).

As well, there remains an atmosphere in which victims are not believed in the Province, which is reflected by the recent closure of a social media account, Victims Voices Regina, from which allegations of sexual harassment and assault were being shared anonymously to shed light on these issues (CBC News, 2020e). Sexual assault centres spoke out against the closure to emphasize that there is a need for such options given the social treatment of those affected by sexual violence, and the role that sharing one's story can have in healing and understanding. In order to address the culture in SK surrounding sexual violence, various recommendations have been made. For example, SASS (2019) identified four foundational components to guide action on sexual violence, which include challenging societal attitudes, improving supports and services, strengthening the response sexual violence survivors receive from the legal and justice systems, and collaborative efforts. Accordingly, much work is needed, particularly at the systemic level.

In addition to sexual violence, IPV is a prevalent concern in SK, with a rate of 666 per 100,000 people, which is over twice the national average (PATHS, n.d.). Of those who report being victimized by intimate partners in the Province, 81% are women, with a woman being killed by a partner or former partner once every four months on average over the course of 2012 to 2017 (PATHS, n.d.). Those women who are residing in the northern parts of SK are particularly at risk due to their geographic isolation and limited transportation options, socio-economic issues related to housing and other costs of living, and limited availability of crisis services. Specifically, IPV is an estimated 2.5 times higher among Indigenous women in comparison to non-Indigenous women in SK, with Northern SK being home to 6 of 10 communities deemed to have the highest rates of violence against Indigenous girls and women in Canada (Saskatchewan Ministry of Justice, 2018). Despite that IPV has been normalized by many residents of SK over the past several decades, attention to this issue is growing as the broader impacts are recognized. For example, IPV and violence in general has significant costs for all people in SK in terms of its impacts on victims, family members, and workplaces and demands on human services and health care (Saskatchewan Ministry of Justice, 2018). One study estimated that one domestic violence incident translates to \$112,000 in costs to the justice, social services, and health care systems, as well as the victim (The Circle Project Association, Inc., 2016, cited in Saskatchewan Ministry of Justice, 2018). Such recognitions are generating greater attention to such issue, but broader steps need to be made at the social-structural and cultural levels to promote gender equality and prevent IPV.

Recommendations for increased access to support services in rural communities for women experiencing IPV, including shelters, transportation, legal services, and confidential and anonymous supports (Forsdick-Martz and Sarauer, 2000) have yielded some recent improvements in some rural and Northern communities. For example, in 2019, the Athabasca Health Authority (now part of the

broader Saskatchewan Health Authority) opened a women's shelter on the Black Lake First Nation in the Far North to provide supports and services to women and children from Black Lake First Nation, Fond Du Lac Denesuline First Nation, Hatchet Lake First Nation, Stony Rapids, Uranium City, and Camsell Portage (Newswire, 2019). Before this shelter, the closest facility was more than 700 kilometres away in La Ronge and very inaccessible. This new shelter will provide crucial resources and supports to the women of these communities. A recent program was announced for Kindersley, a medium-small sized city in central SK that is currently without a women's shelter (Star Phoenix, 2020b). The new program will aim to prevent family violence through intensive early intervention support services. Through collaboration with community organizations, the Royal Canadian Mounted Police, and the Farm Stress Line, effort will be made to identify risk factors early on so that preventive measures can be put in place (Star Phoenix, 2020b). This last initiative is an example of the increasing recognition that greater attention is needed to issues related to IPV and family violence, that has been advocated for many years by a number of organizations throughout the province.

Along with recommendations for improved access to services, calls have been made to attend to the broader social context of IPV in SK, including addressing the social isolation faced by women in rural and Northern communities as well as poverty (Faller et al., 2018). Specific recommendations made following the Domestic Violence Death Review focus on prevention and include: increased awareness and education about healthy relationships and workplace responses to actual or suspected domestic violence, efforts by social agencies to take a visible stand and actions against domestic violence, greater recognition of its connection to mental health and substance abuse issues, increased access to programs within all communities, and enhanced resources to support prevention and intervention services (Saskatchewan Ministry of Justice, 2018). The Provincial Government response to this report and set of recommendations acknowledges the complex roots of violence and outlines plans for preventative action (Saskatchewan Government, 2019). It remains to be seen if these actions will be implemented in a meaningful way or translate into a formal action plan.

2.6 Acceptance of Gender and Sexual Diversity

The rights of people who identify as lesbian, gay, bisexual, transgender, queer or questioning, two spirit, or non-binary are legally protected in SK. For example, legalization of same sex marriage took place in 2004 (CBC News, 2014). There has been a shift towards greater recognition and acceptance of people with diverse gender identities. Specifically, the right to freedom of gender identity and expression is protected, including the right to live free from discrimination (Saskatchewan Human Rights Commission, 2016). Progress has been made in the ability for people to self-determine how their sex is identified on official identification. For example, transgender individuals have been able to adjust the sex registered on their birth certificate following surgery and physician verification (Starks, 2018). Up until recently, 'gender re-assignment' surgery remained a requirement to officially such changes, as well as continuance of verification by one physician and corroboration of another. However, in 2013-14, activist Laura Budd brought forward a challenge to the Human Rights Commission that the surgery requirement be removed, followed by a legal case against the SK government the next year (Starks, 2018). As a result of these efforts, a new policy was introduced in 2016, allowing adults to amend the sex that appears on their identification with no surgery requirement, although the change still needs the endorsement of a medical professional. Further changes were also made as of 2018 to enable individuals to have the sex removed from

their identification, which accounts for individuals who identify as intersex, two spirit, or non-binary (Starks, 2018). Rights to apply for gender re-designation have been extended to transgender children, with the support from a physician or psychologist that the child has the capacity to make such a decision, and without parental consent.

In addition to legal protection of rights, there are several organizations that aim to support people of diverse gender and sexual identity and expression. For instance, in Saskatoon, OUTSaskatoon offers support for all genders and sexual orientations, whereas in Regina the Saskatchewan Queer and Trans Youth Network aims to support young people, and Moose Jaw Pride has a strong presence in the community, as does Southwest Saskatchewan Pride in Swift Current. TransSask Support Services also serve the transgender and gender diverse communities provincially. Saskatoon Sexual Health offers inclusive health services to women and people of diverse gender identities related to sexual and reproductive health, while Gay and Lesbian Health Services of Saskatoon is focused on addressing health and social issues. While these and other organizations reflect the growing supports and services available to the gender and sexually diverse communities in the Province, there is a notable absence of such groups in many smaller communities.

Despite the legal rights afforded to gender and sexually diverse people, there is evidence to suggest that full acceptance and inclusivity is not necessarily present throughout the province. In a study of SK high school students' views of school climate related to lesbian, gay, bisexual, and queer [LGBQ] people, high rates of anti-LGBQ speech was reported, along with a perceived little intervention by students and staff to cease such speech (Morrison, McCutcheon, and Jewell, 2014). Overall, many students who participated believed that the school had an anti-LGBQ climate, which imposed negative consequences on gender and sexually diverse students, many of whom were victimized in terms of their academic, social, and extracurricular activities. While the sample included in this study was not representative of the whole province, Morrison and colleagues (2014) advocated for enhanced attention to this issue, including the development of a province-wide anti-LGBTQ curriculum and policy. Since that time, the SK Ministry of Education (2015) has made some progress made on this, creating a report with ideas to assist with gender and sexual diversity education, strategies for reducing discrimination, and improved understanding and supports for gender and sexual diversity in schools. Despite this important step, the impact of the report and its contribution to overcoming anti-LGBTQ2S+ climates in schools have not been studied.

A recent incident demonstrates the continuing discrimination faced by gender and sexually diverse people in SK. Namely, a girl who is transgender was physically assaulted by two youth in Moose Jaw this summer (CBC News, 2020f). This incident speaks to the lack of acceptance and inclusivity that some members of the LGBTQ2S+ community face in the province, including “unchecked, divisive, and dehumanizing’ discourse in public conversation” (CBC News, 2020f). Another high-profile incident in 2013 involved refusal by a bridal store to let a woman who is transgender try on wedding gowns (CTV News, 2013). In this case, the SK Human Rights Commission determined that the woman’s human rights had been violated and a settlement was mediated. In addition to these two prominent examples involving transgender people, there is evidence that heteronormativity is encountered on an everyday basis by people who are not heterosexual (CBC News, 2020g). Socially conservative attitudes persist, emphasizing the need for continued efforts to ensure the social acceptance of people with diverse gender and sexual identities in SK.

While legal changes have expanded the rights of transgender, intersex, two spirit, and non-binary people to change the sex marker showing on their identification, or have it removed if desired, there remains a requirement for a medical professional to support the application in terms of

its appropriateness or the applicant's mental competency (Starks, 2018). Such a requirement reflects the medicalization of people who are transgender, intersex, two spirit, or non-binary, through the suggestion that a medical professional can verify a person's gender identity. The necessity of physician verification reflects persistent stereotypes regarding gender diversity, the implication being that a person's choice to change one's sex identification could be related to mental illness, a passing whim, or for disingenuous reasons. There is a need for further attention and policy change informed by people within the gender diverse community to ensure inclusion and avoid medicalization of people who live with diverse gender identities.

In summary, there are many areas in which improvements can be made in SK to promote gender equality for girls, women, and people of diverse gender and sexual identities. Many of the issues highlighted reflect overlapping inequities related to the broader social, political, economic, and cultural conditions in which women and gender diverse people live, which are often left unaddressed in current governmental policies (McWhinney and Fletcher, 2019). There is a need for policymakers to focus on the continued inequality facing women and marginalized groups in the Province, and better support social justice and equality initiatives. Examples of this include addressing employment issues, such as low wages and job insecurity, and poverty, and improved availability of affordable housing, childcare, and health services (McWhinney and Fletcher, 2019). The work of gender equality seeking organizations in the province occurs within the context of these issues and others highlighted above. Action is needed in these areas to support the organizations tasked to do the essential work that supports girls, women, and people of diverse gender and sexual identities.

3 Methods

This environmental scan was conducted using a five-step approach, as per the Framework to Conduct Environmental Scan of Equality-Seeking Organizations provided by WAGE. These five steps were as follows:

1. A situational analysis to identify and outline salient factors impacting equality-seeking work within Saskatchewan. This situational analysis involved the systematic review of documents produced by various municipal, provincial, and non-profit organizations within the region so as to identify relevant key contextual realities and issues in the area, as well as to identify potential gaps and opportunities for equality-seeking work.
2. An Internet-based search and content analysis of the web presence of relevant equality-seeking organizations and initiatives including websites, social media, and online forums and chat groups.
3. Contact with representatives of relevant organizations and initiatives via phone and email so as to gain further information and obtain a clearer understanding of the context in which they operate.
4. Thematic analysis of the collected data so as to identify key issues and linkages as well as potential gaps and barriers.
5. The writing of a final report to communicate this scan's findings.

The situational analysis was conducted by identifying publications relevant to Saskatchewan and extracting relevant information on the socio-economic, political, cultural, and demographic context of the province. Searches of the Internet and academic databases available through the University of Saskatchewan were conducted between August 10 and September 15, 2020 to identify relevant publications. Results were reviewed for relevance by reading the initial sections of the source/website to assess fit with the focus of the environmental scan and to ensure it pertained to Saskatchewan. Any irrelevant sources were discarded. When publications with relevant information were identified, it was downloaded for inclusion in the Situational Analysis. Subsequently, relevant information was extracted and put into tables that were then drawn upon to capture the background and social, political, economic, and cultural context within which the gender-equality seeking organizations are working in the province. Identification of relevant organizations and initiatives began with the determining of criteria for inclusion and exclusion.

Criteria for inclusion:

1. Organization operates primarily within Saskatchewan;
2. Organization undertakes non-profit activities;
3. Organization undertakes activities which work to advance equality or equity with respect to sex, sexual orientation, gender identity, and/or expression;

Criteria for exclusion:

1. Organization does not primarily operate within Saskatchewan;
2. Organization is in some way aligned with anti-feminist or other oppression-based frameworks.

Organizations and initiatives were identified through focused web searches using key terms. Results were reviewed for relevance by reading the initial sections of each source/website to assess their fit within the provided framework. Sources that appeared to meet the criteria for inclusion were added to a list for further review while those that did not meet the criteria for inclusion were discarded. These searches were also conducted between August 10 and September 15, 2020. A content analysis was performed by reviewing those websites identified as being in alignment with this project's criteria for inclusion. Pertinent information was extracted from said websites and summarized and recorded in an organizational chart created using Microsoft Excel. Requests for interviews were emailed to 31 organizational representatives from the larger list of 53 organizations identified in total. It was determined that priority should be given to those organizations that were

1. located in rural or remote regions of the province;
2. specific to LGBTQ2S+ communities;
3. specific to Indigenous or newcomer populations.

As well, three provincial associations were invited to participate because they could offer broader insight into member organizations and agencies across the province, as well as priority issues. Organizations that had previously received funding from WAGE were omitted from the recruitment process in favour of learning more about new and lesser-known organizations. It should be noted that, in some cases, organizations were identified late in the research process, meaning time did not allow for requests for interviews to be sent to these groups. These groups were nonetheless included in the organizations chart (Appendix E) and maps of the regions (Appendix D).

Of those invited, 13 organizations responded with interest and completed interviews. These organizations represented the pillars of Gender-Based Violence and Access to Justice, Gender Based Advocacy, and Economic Participation and Prosperity. Within these respective pillars, a diversity of interests were represented, including occupational trades and entrepreneurship; immigration; women in rural and remote areas; intimate partner violence and sexual assault; LGBTQ2S+ issues; and general gender-based advocacy. A list of participating organizations is provided in Appendix B. Interviews with interested organizations were held throughout September 2020. All interviews were informed by the use of a semi-structured interview guide (Appendix A) and completed via telephone due to physical distancing restrictions currently in place throughout the province. Some interviews were audio-recorded, while detailed notes were taken by the researchers for others for the purpose of later analysis. Organizations that could not be reached remained included in the organizational chart, but were noted to have not been interviewed.

The foremost challenge encountered during the data collection process was the limitations imposed by the COVID-19 pandemic. Many of the organizations contacted for interviews were in periods of transition, leading to difficulty with scheduling that were exacerbated by the necessity of conducting interviews remotely. It was noted by several representatives that, while their answers might be different during a “normal” year, COVID-19 currently demands most of their attention, suggesting that our findings may not be fully reflective of the typical Saskatchewan context but instead a unique “pandemic mentality.” However, such responses may also provide us with new insight into the emerging issues associated with the pandemic and should therefore be considered an opportunity. Thematic analysis of the collected data was conducted by the two researchers, who compiled emerging themes and significant statements, as well as potential linkages between organizations and sectors for final analysis. The findings of this thematic analysis are discussed in the next section.

4 Results

A number of themes emerged over the course of the interviews conducted for this environmental scan, with close analysis revealing common threads binding many of these themes together. We grouped the themes into three main categories: *Issues and Priority Areas*; *Funding, Supports, and Challenges*; and *Linkages and Collaborations*. Appendix C provides supporting quotations for each theme.

4.1 Issues and Priority Areas

4.1.1 Theme: Cycles of Poverty

As discussed above, poverty remains a critical issue within Saskatchewan. The income gap is particularly wide for women and Indigenous peoples, as well as children, lone-parent families, older adults, and people with disabilities. Furthermore, poverty and housing were identified as key issues by several organizations. One of the representatives we spoke with suggested that it is not a matter of providing housing so much as it is a matter of maintaining housing: “there’s always funding for the creation of housing, but very little for maintenance of housing in terms of staff and wraparound supports. You can’t eradicate homelessness by building more houses.” Another representative observed that “when shelters aren’t funded well, it’s hard to have people in place who can actually make a difference in the people’s lives who are coming to stay. It’s hard to take the time that is needed with clients.” Consequently, individuals living in poverty who find it “overwhelming to look after both themselves and their children” become trapped in a “vicious cycle” in which they are unable to overcome the various obstacles in their lives.

Representatives spoke of social service “red tape” as being another factor in the cycle of poverty. While various federal and provincial services exist to provide support to impoverished individuals, these services can at times be inaccessible due to the complexity of the application process, particularly for those who may not have been formally educated on how the process works. One example given was the Canada Emergency Response Benefit [CERB]. Two separate service organizations reported having clients who had applied for CERB without fully understanding how it would interact with their other benefits, resulting in those benefits being cut off. A third observed that formal supports can at times be intimidating or carry negative connotations in the mind of the individual, resulting in a reluctance to connect with systems designed to provide aid.

In the interest of improving employment opportunities and outcomes, organizations associated with Economic Participation and Prosperity spoke about the necessity of providing women, particularly women immigrants and women of colour, with mentorship and networking opportunities so as to empower and encourage them in their chosen fields. Representatives of two different organizations emphasized that women often lack chances to develop connections with those in the business community. As well as facilitating women to create networks with one another, these organizations were focused on connecting women with mentors who were already established in their communities. Such relationships were especially important for newcomer women who might lack Canadian work experience and recognition of their credentials from another country. Along with promoting individual professional development, there was recognition of the need for engagement of business and industry leaders to promote gender parity and a diverse workforce through specific initiatives, especially in non-traditional employment for women and Indigenous peoples such as mining, nuclear, and business. This is an area which is currently under-addressed in Saskatchewan: while organizations representing Economic Participation and Prosperity comprise approximately 18.9% of the organizations featured on our organizational chart, this is disproportionate with the need expressed by organizational representatives. Efforts are currently being made to expand employment opportunities for women and minorities in the Province, but further efforts are needed to see substantial increases and a decreased wage gap. No specific initiatives targeting the LGBTQ2S+ community were highlighted by organizations related to Economic Participation and Prosperity.

4.1.2 Theme: Unique Needs and Alienation in Rural and Remote Communities

One issue particularly unique to the Saskatchewan context is that of alienation in remote and rural communities. Saskatchewan's largest municipalities, Saskatoon and Regina, collectively house approximately half of the provincial population, with the remaining population centres rarely housing more than 10,000 residents. Consequently, there is a high density of organizations in the Central region of the province near Saskatoon and Regina and a service desert in the North, Far North, and South.

A key issue highlighted by a number of representatives is the lack of an adequate provincial bus service. This is the result the recent closure of the service by the Provincial government. It is necessary for some organizations to consider how to physically transport individuals to their service locations if they are coming from a remote or rural area. One representative reported that "this is especially an issue if someone relies on public transportation for medical issues. People are skipping medical appointments as a result." Another mentioned that while some shelters are seeking alternative methods of transit, these adaptations are imperfect: "some shelters are adapting, finding transport via medical buses, but the Saskatchewan Health Authority pushed back on that. Shelters are transporting people or RCMP are helping, but the budget makes it very difficult." In some cases, significant safety risks are being taken by women out of desperation to travel outside their community.

It is important to note that, while a stronger provincial transportation system might increase the accessibility of services located in urban areas, this alone would not necessarily address the needs of individuals living in remote and rural areas. One representative observed that while the definition of what "rural" is has become ambiguous in recent years due to telecommunications and easier transportation, "there are still differences, and that's not recognized. For example, there was a YWCA report that seemed done by a lot of city women, despite using the words 'rural and northern.'" One example provided of how rural and remote experiences might differ from those in urban areas was that of intimate partner violence (IPV), with one representative describing IPV in rural areas as often being based primarily around control of finances and mobility, resulting in a unique "colonial" gender dynamic between partners. Access to sexual and reproductive health care is also disproportionate across urban and rural communities, which poses significant barriers to women's well-being, including gender and sexually diverse individuals. Minimal access to childcare was also reported to be a barrier to health care access, along with employment potential.

In some cases, organizations based in an urban or semi-urban location sought to meet the needs of the broader catchment area because they knew of the need for their services and resources. For example, one representative described their organization as the only such group in the southwest of the Province that led them to cover an enormous amount of rural territory. The outcome of this is that the work is stretched very thin and there are related additional challenges to serving the added rural areas. In other cases, the complete absence of services and supports in rural and remote areas meant that the only options were in Regina or Saskatoon, placing additional demand on already under-resourced organizations.

4.1.3 Theme: Community-Driven Approaches to Addressing Inequality

Representatives of smaller organizations frequently described their organizations as following an emergent approach to determining priorities. Needs assessments are performed in "real time" with

the ultimate objective of being responsive to the communities they serve. One representative described their usual operations as being the building of “new pathways in which people who have lived gender-based violence can lead the way in which the services they want to receive are created,” while another described their motto as being “for community, by community.”

Representatives of larger organizations described a similarly community-driven approach, with the emphasis instead being placed on education. Several representatives framed education as being key to long-term systemic change, both as a form of advocacy and as a form of capacity-building: “Systemic change occurs when problems are no longer kept in the dark. People are made aware of it, and so help is made available. To accomplish this, education is needed.” The provincial associations interviewed described their role as being to develop educational materials and provide training, thereby allowing their member organizations to better focus their attentions on the emergent needs of the communities within which they are based, with the objective being the disruption of those values which currently permit inequality to exist and producing systemic change via a cascade effect.

In the case of one organization, the representative described how they developed educational resources related to sexual health for use in schools without targeted funding to do so because the need is so significant: “there is a demand among students and teachers aren’t supported to deliver the content... We will be releasing SK-specific resources for teachers in the near future.” Accordingly, like many other organizations, efforts were being made to address inequalities related to gender and sexuality on their own accord, rather than through funded initiatives supported by the Provincial government or other sources. In other cases, specific initiatives were supported by other organizations so that tailored resources could be developed based on an identified need. Fundraising efforts supported both specific initiatives and general work by some organizations, highlighting an asset, the community’s recognition of the value of their work.

A representative of a smaller rural-based organization expressed frustration with current approaches to equality-based education, both regarding the kinds of materials being provided and in the quality the training. For example, “a lot of the time, the government will do a report with a lot of colour, a lot of pictures, etc. and like 48 pages and that makes it impractical for printing, especially when about half the page is white space. A straightforward fact sheet can be more practical. That would be more helpful.” On the subject of training, criticism was levied at the neglect often faced by smaller communities: “women are often only able to travel to a limited degree. Only having events in major cities means many women can’t get to them ... if it’s in a place like Swift Current, Estevan, etc. then you might be more likely to get women to attend in person. When you get rural women together you can see that there are common issues between them.” These differing approaches to community-driven responses to inequality can therefore potentially be seen as emblematic of the divide between Saskatchewan’s urban and rural areas.

4.1.4 Theme: Pandemic-Related Emerging Issues

Poverty, rural alienation, community leadership and capacity-building describe the organizational priorities identified over the course of this project’s interviewed. A fourth sub-theme is those emerging issues which are unique to the context of the COVID-19 pandemic and which representatives identified as not being typical of a “normal” year. Many of these emerging issues can be understood as existing inequalities that have suddenly had particular attention cast on them rather than truly unique or new concerns. For example, as previously mentioned, two separate service organizations

described having a number of clients who have been struggling with losing their benefits after applying for CERB. While CERB was created to provide support for Canadians during COVID-19, the unexpected outcome of causing individuals to lose their benefits is a consequence of existing income inequalities within the province.

This link between pandemic-related emerging issues was noted by several participants. Of particular concern to one organization is the “shadow pandemic” of abuse, particularly for female immigrants and refugees unable to access culturally safe support services while confined to their homes. Another representative expressed regret that their LGBTQ2S+ organization had to close its drop-in centre: “COVID has taught us that people are isolated, and without a space to go to, that isolation increased.” While these issues may feel new in their urgency, it is apparent that they are themselves pre-existing conditions of living in an inequitable society and therefore deserve to be the subject of much careful attention by those working towards ending inequality. While specific attention was not drawn to women of other minority backgrounds, it is likely that the pandemic is exacerbating issues for those who are already the most marginalized, such as Indigenous women and girls from Northern SK and those facing poverty.

4.2 Challenges, Funding, and Supports

4.2.1 Theme: Sustainability Concerns and COVID-19/Pandemic Restrictions

Some organizational representatives talked about the challenges that they faced to maintaining the organization given the time required to carry out the activities and the minimal resources available. In some cases, organizations rely on volunteers to conduct some of their work or one or two individuals might be responsible for the entire operation of the organization. Such challenges meant that less time was spent on engaging women or people of diverse gender and sexual identities in the community, research, or growing the organization. In most cases, this challenge can ultimately be attributed to insufficient funding resources, although time is also a factor. A lack of operational funding was highlighted as a key challenge, as coverage for basic costs and staff positions was very limited. One representative summed up the issue: “The team is highly skilled, effective, and providing high-quality services, but not doing all that they can.” Funding-related issues are further elaborated below.

In the majority of interviews, the representatives of the various organizations discussed the need to adapt to the current pandemic restrictions. In some cases, it has created additional work or a slow down that leaves them “trying to play catch-up all the time.” As well, the pandemic has required a shift in the way that organizations conduct their usual activities, with many needing to shift workshops, classes, and activities to an online setting or put them on hold altogether. While some organizations found success in connecting virtually, this was not necessarily the case for those who respond to the needs of women of marginalized backgrounds. One representative worried that with the closure of community centres and facilities such as computer labs at other organizations they were not reaching their target demographic. There was concern that those who most need support during the pandemic might not be able to access it due to a lack of technology access and awareness of community events.

The pandemic had further contributed to a loss of revenue for organizations. Some were no longer charging for event participation or they were losing out on money from membership fees. In both cases, fees were often being waived because organizations did not want to charge for vir-

tual activities or membership given the hardships that many are facing at the present, as well the complexity of collecting money online. Those organizations that received sponsorship from businesses for events and conferences wondered if this would continue as time progressed, during the poor fiscal outlook. Thus, questions about the sustainability of the organization were heightened because of the pandemic and economic fallout.

4.2.2 Inconsistencies in Funding and Funding Models

Organizational representatives expressed a variety of concerns regarding funding, which can be categorized as being related to flexibility and the need for tangible returns, and inconsistencies in the way that funding resources are being implemented.

It was evident that funding was a struggle for many of the organizations, although some felt that they were stable in this regard. For example, a university-based organization believed that they were suitably funded through sponsorships, along with the resources from the larger national organization. In addition, organizations whose mandates included the provision of services received funds from the Provincial Government for some portion of their operational costs. Those that provided health care or housing services, or supported agencies that did, could count on funds directly from the Government or Health Authority. However, this funding did not necessarily cover the operational costs of the organization as a whole or staffing costs. Another issue with this type of funding was highlighted by a representative who noted that the annual funding cycle meant that the organization could not plan for the longer term. A similar sentiment was noted by another, who indicated that pursuing multi-year sponsorship and other funding would be a priority for that organization in the future. Organizations needed to identify other sources of funding to maintain their activities, including through donations and fundraising. One organization reported receiving an astounding 30 different contracts from numerous sources, highlighting the piecemeal nature of many organizations' funding.

In some cases, sponsorship from businesses or industry organizations provided a significant source of funding, but this was specific to employment and politically oriented groups, rather than those that addressed social issues such as GBV, poverty, harm reduction, health and well-being and marginalized groups. There were some concerns among those with sponsorships that funds could be reduced due to the current economic situation resulting from the COVID-19 pandemic. Along with sponsorships, these organizations and others, rely substantially on volunteers. Additional sources of funding came from membership fees, event registrations, and fundraising or donations. Community supports were a central factor in the success of the organization, that could then enable specific community needs to be addressed.

Several of the organizations also sought grants to support their work, including those offered by federal, provincial, civic, and organizational bodies. Some organizations had been successful in obtaining federal funding from WAGE/Status of Women Canada in the past, whereas others had been unsuccessful or had not identified any grant programs for which they were qualified. It was common for some organizational staff to spend a great deal of their time applying for funding from various sources, which added extra burden to their existing work and could be futile in some situations. In other cases, grants were specific to work that they would like to undertake because it would help inform the services and supports they offer. The eligibility requirements and project-specific nature of many funding opportunities were a deterrent for some organizations.

In terms of the nature of funding competitions, it was emphasized by some representatives

that operational funding is essential to the continuity of their organization. They questioned the shift over time from operational funding competitions, to grants that allowed for personnel costs, to grants that only support research or do not allow for existing personnel's wages to be paid. A representative summed this up: "Funding resources that are needed are for staff and operating costs, not tangents that you need to make a case for, but rather secure funding." One representative indicated "It is helpful to have access to funding that is not super targeted to one specific group [such as young women or Indigenous people]. For example, we want to promote inclusion of a broader age demographic." The current funding models were problematic in many cases for organizations that were provincial in scope or offered community services and resources that were high in demand, whereas those involved in service provision were more likely to secure operational funding from provincial sources.

4.2.3 Theme: Inflexibility in the Use of Funding

As explained above, some of the organizations ran into problems with securing funding for the activities that they wished to carry out towards their mandate. Often, the funding available was specific to service provision, research, or capacity building, which meant that longer term planning was difficult. One organization was particularly displeased with difficulties in acquiring funding for larger awareness initiatives aimed at influencing public discourse and bringing about a cultural shift in the Province. Specifically, the representative indicated the desire to develop a public awareness campaign to address widespread attitudes, belief, and myths about violence that they believed was essential to increasing public responses to the disclosure of violence or help seeking. However, because ascertaining tangible outcomes of such a campaign would be complicated, it was difficult to acquire funding.

As noted above, educational resources had been developed without specific funding by another organization because of the demand for them. The representative from this organization felt strongly about the need for follow-up on how these resources were utilized by educators in the future to ensure accountability but was without funding to do so. Another representative echoed these ideas: "They want proof that things are effective. When you're doing work that's mainly informational and educational, it's very hard to prove its effectiveness. Such criteria could stand to be adjusted. They're unrealistic for smaller groups." Accordingly, these organizations experienced the focus on short term outcomes as problematic, in that the educational initiatives were aimed at large-scale, qualitative change, rather than that which is easily measured.

4.2.4 Theme: Scarcity Mentality

Other challenges facing organizations related to inadequate funding and resources to support organizations in their specific fields of service provision, education, and research. Given the scarcity of resources, some organizations were "only able to do the minimum", as one representative stated. This representative believed that the demand for some services being so great meant that staff maintained a narrow focus on their own field or jurisdiction, rather than seeking to collaborate and pool resources to address broader issues. This sentiment was echoed by another representative who felt that "ongoing, deep, widespread support" was lacking due to overwhelming demand and little collaboration with other service providers. As such, limitations in resources had a significant impact on the functioning of organizations and the pursuit of collaborations. Another dimension of this

issue was the need for several organizations to work beyond their “official” boundaries. One representative described their organization as a hub that offered various frontline services, and that they were “all of the above” types of organizations. As a result, their resources were spread very thin.

4.3 Linkages and Collaborations

4.3.1 Theme: Collaborating with Other Organizations

A common sentiment across many of the organizations was the importance of collaboration. Some organizations were provincial branches within a broader national organization, while others participated in networks, provincial associations, or as partners with other organizations. For example, one representative spoke of the reliance on their “non-profit best friends” in carrying out their work, whereas another indicated that they counted on networking and communication with other service providers to determine the needs of the community. A representative from a health service organization described linkages to national federations and local and provincial organizations that were broadly focused on harm reduction, LGBTQ2S+ rights and supports, and newcomer supports. Similarly, another organization sought to connect marginalized demographics through their partnerships. Such partnerships allowed information and resource sharing, peer support, and joint advocacy.

One organizational representative captured the value gained from collaboration: “Nobody is an island and they have to share resources. How do they best meet the needs of the community if not by collaborating with each other?” Along with collaborations with like-minded organizations, some organizations partnered with other community associations and groups. For example, in an effort to reach women living in rural communities, one politically oriented organization had partnered with the SK Association of Rural Municipalities to co-host virtual events and recruit participants for some of their training workshops, and had plans to collaborate with the public library system for a future program. Advertising through community groups and at community centres was also a strategy used by another organization, but this had ceased due to the pandemic restrictions.

Future goals for collaboration were also expressed by some representatives. For instance, the belief that collaboration with other groups and organizations would yield valuable benefits was expressed across several interviews. Several representatives highlight the potential for broader system level change, along with maximization of resources and supports. Such ideas included making use of available space, sharing resources for human development and capacity building, and obtaining support for longer term planning and system level change.

4.3.2 Theme: A Desire to Come Together

While collaborations were essential to the work that many gender equality seeking organizations carry out in SK, some representatives indicated that it was difficult to come together with others outside of their group without supports and funding. One representative suggested funding for collaborative workshops and events, especially for smaller organizations, adding that there is a need for “more funding for action-based, interactive events to draw interest. Workshops/educational events should be purposeful.” Similarly, another representative suggested funding that was not specific to programming, so people could get together. A desire for further resources to engage community members and offer safe spaces for gathering was also expressed.

5 Implications and Future Directions

Based on the situational analysis, identification of gender equality-seeking organizations, and interviews with organizational representatives, a number of issues and priority areas have been identified. The following discussion summarizes these areas and highlights the implications for gender equality-seeking work at the present and into the future.

GBV remains a central concern and priority, even though a number of organizations are in place to serve women and gender non-conforming people within the Province. This is one area in which services exist in some rural communities, in addition to those located in urban areas. However, there are many rural communities that still lack women's shelters or transition housing, and thus many women are required to travel if such services are needed. Barriers to doing so stem from the closure of the provincial bus service formerly provided by the Saskatchewan Transportation Company [STC] in recent years. This closure was the result of the Provincial Government's decision to eliminate funding.

As a result of this closure, women seeking to leave abusive relationships are struggling to travel from their community to another one where they feel safer. The lack of safe transport has resulted in significant issues, such as women putting themselves and their children at risk or actually being assaulted by a stranger that they accepted a ride from. Similarly, the lack of bus service is impacting the ability to travel for health services and other supports. For example, women and gender diverse people might struggle to travel for health care services that are only available in urban settings, such as pregnancy termination and gender-affirming care. The vast nature of the Province and distance between many communities poses challenges, but increased availability of organizations and resources outside the main urban centres is urgently needed.

Some efforts are currently underway to address these needs. For example, there are new services and initiatives that have been developed to address service shortfalls, such as the new women's shelter in Black Lake in the Far North, and upcoming program in Kindersley in the Central West region of the province. Collaborations with existing organizations and associations will likely be central to the success of these initiatives. Collaborations between similar organizations and agencies within the community or provincial associations act as a link for information and resource sharing, as well as networking and research purposes. Such examples highlight the importance of collaborative efforts to meeting the needs of the community, maximizing funding, and working toward systemic change. Focus on programs and services for Indigenous women and girls is especially important, as is engagement with Indigenous communities in collaborations, given that the legacy of colonization continues to place Indigenous women at greater risk for poor economic, health and safety, particularly from IPV.

Another emerging issue related to GBV is the need for education and supports for newcomer women who might face barriers to reporting and accessing services. For example, education could help newcomer women to become more aware of what behaviours are unacceptable in Canada. Culturally informed services that emphasize confidentiality in the reporting process might encourage more newcomer women to come forward without fear of repercussions from their families and cultural communities. More broadly, there is a need for widespread recognition of GBV as a significant issue in SK. Emphasis was placed on how IPV and family violence are normalized in the Province, and the need to raise awareness of different types of violence and the broader impacts that it has on the community. Similarly, education is recognized to be important in order to address the high rates of sexual violence and the poor treatment received by those in the LGBTQ2S+

communities and women engaging with the police and courts.

Beyond these specific priority areas, it is clear that the high rates of GBV in the Province are connected to broader issues related to poverty and poor employment outcomes for women. Efforts to improve the employment opportunities for women in SK are likely to yield dramatic improvements in quality of life by giving opportunities for increased independence and capacity to pay for the costs of living for themselves and their children, in turn benefiting their health and well-being. Focus on women from marginalized backgrounds in employment and professional development initiatives is of particular importance because of the systemic barriers related to racialized status, English language proficiency and gender discrimination that they face. Efforts to encourage women's participation in non-traditional fields such as the mining and nuclear industries can expand employment opportunities and enable more equitable sharing of economic benefits.

Efforts to promote the economic engagement of women in SK will more likely be successful if accompanied by other broad measures to improve employment potential and benefits, in particular the availability of childcare. While some improvements have been made toward increased access to childcare, it remains high in demand, largely absent from rural and remote communities, and lacks consistency and flexibility for those precariously employed or engaged in shift work. It is essential that women's work receive fair compensation, as women remain over-represented in types of work that are poorly rewarded, leaving them struggling to afford the costs of living and poorly positioned for continued education or saving for the future. The low minimum wage in SK is a deeply problematic issue that reflects, and contributes to gender inequality. Efforts to implement a living wage would benefit everyone in SK by decreasing financial stress and contributing to enhanced health and well-being.

Priority was placed by informants on the need to address urban-rural disparities and barriers related to transportation and geography. Many rural and remote communities in the Province lack organizations, services, and supports that are specialized to specific gender equity issues. There is a high density of organizations in Regina and Saskatoon, and a reasonable number in the smaller cities of Moose Jaw, Swift Current, Prince Albert, and Yorkton. Some organizations are expected to serve a very large catchment area, while those in urban centres serve people from throughout the province. There are barriers to accessing services for many people, and organizations working beyond their boundaries to meet the needs of those who seek their services. In some cases, the constant need to address crises and pressing issues, along with issues related to funding models, means that longer-term planning cannot be done.

Improved supports and resources for existing organizations would enable them to continue their gender equality-seeking work. Limited operational funds were highlighted as a particular concern by several organizations, and one that impacts the quality and continuity of services and supports. While capacity building and research are important to many organizations, the high demand being placed on them means that they do not always have time for such activities. Many representatives indicated that their organizations are forced to go this route and apply for research to sustain the organization, despite the additional time burden to their other activities. In other cases, organizations are deterred from funding competitions because they do not think that they meet the eligibility criteria. There is a need for organizations to gain access to funding that is has the flexibility to support existing activities and staff, and that is not narrowly targeted at specific research studies or demographics. Funding that supports collaborations across organizations would be beneficial, as many organizations have already foster partnerships that allow resource and information-sharing and promote strategic thinking about system-level change. Grants that support collaborative initia-

tives would be beneficial in supporting the work already being done and fostering new avenues for working together. Funding opportunities and supports will be crucial to ensuring the continuation of many of these gender equality-seeking organizations.

6 Conclusion

This report outlines the environmental scan of gender equality-seeking organizations within the province of Saskatchewan. In this report, we identify and describe the equality-seeking organizations within the region, along with the economic, social, and political landscape in which they operate.

Data on gender equality-seeking organizations and the context in which they work was gathered data through focused Internet searches and by contacting various equality-seeking organizations and initiatives. 53 equality-seeking organizations were identified in total, with 13 organizational representatives interviewed. In addition to the interviews, data was gathered through a situational analysis of relevant literature, including academic research, government and policy reports, and lay perspectives (i.e., news articles and website content) and a content analysis of relevant websites was conducted, with information being recorded in an organizational chart. Data from the interviews completed by the organizational representatives was analyzed thematically to identify key issues and potential linkages between themes. The findings were organized into three central categories: *Issues and Priority Areas*; *Challenges, Funding, and Supports*; and *Linkages and Collaborations*, with each category possessing several themes.

This scan of the social, political, economic, and geographic context of the Province, existing gender equality-seeking organizations, and interview data collected with organizational representatives provides an overview of issues, gaps, opportunities, and emerging issues relevant to WAGE's initiatives. There are a number of organizations, services, and supports in the two urban centres in the Province, with some also available in smaller cities, and very few in rural and Northern communities. There is a need for greater attention to be paid to the disproportionately poor circumstances facing women in rural, remote, and Indigenous communities in the Province, particularly in regards to employment, poverty, health care, and prevention of GBV. While some improvements have been made in terms of access to services from within these regions, there remain many barriers related to geography, systemic racism, and poverty. Difficulty accessing safe and reliable transportation has recently arise as well due to recent bus closures, compromising the ability of women and gender diverse individuals to access supports related to GBV, health care, education, and training. The link between GBV and poverty means that professional development and improved economic opportunities for women may go a long way towards addressing these needs, with focus on engagement of women of minority backgrounds being especially important, along with facilitation of professional skills through language programs, network development, and mentorship.

Increased outreach and services are needed to support women living in poverty and at risk of poor health in various ways, including enhanced prenatal care, harm reduction initiatives, support of people with addictions and/or HIV/AIDS. While valuable programs exist, they are in high demand and typically centred in urban areas. These issues and others related to housing, food security, infant mortality, and adolescent pregnancy could also be addressed through broader social and economic initiatives, including enhanced social supports and programming, as well as efforts to address colonialism, racism, and gender discrimination across the Province. Greater participation

of women and gender and sexually diverse people in politics and policy development is called on as diversity in political representation is lacking in the Province. Such efforts can ensure attention is paid to issues of relevance to women and gender and sexually diverse communities and contribute to systemic change.

A unifying theme was a fear of resource depletion, with many organizations describing the challenges of maintaining operations while concerned about both funding and the restrictions of the COVID-19 pandemic. These concerns about sustainability have led organizations to either seek to maintain an overly-narrow focus in the hopes of conserving resources or to extend their services far beyond their “official” boundaries in the hopes of addressing as many gaps as possible. Both strategies have led to a dearth of accessible specialized services outside of urban areas. Many organizations identified a reliance on sponsorships, donations, and fundraising from multiple sources to continue their work. While this might be feasible to support specific initiatives or certain organizations, particularly those in urban settings, funding challenges result in limited continuity of programs and services, and an inability to plan for the long term.

Organizational representatives expressed a desire for inter-organizational collaboration, expressing great satisfaction with existing collaborations, and a firm belief in the value of community-directed action. Support is needed to enable the development of new services that address the gaps identified, particularly if access to such funding is made available to smaller organizations operating in rural, remote, and Indigenous communities. For existing services, flexible funding is recommended to support inter-organizational collaborations that can be used to enhance capacity-building initiatives. This is key to addressing issues of gender inequality including GBV and poverty within Saskatchewan.

7 Recommendations

1. Addressing poverty
 - (a) Improved employment opportunities for women throughout Saskatchewan
 - (b) Strengthen access to childcare services
 - (c) Support advocacy to address the low minimum wage
2. Responding to the needs in rural and remote communities
 - (a) Work with existing networks to strengthen the capacity to provide, or enable access to, services related to intimate partner violence (IPV) for women and gender non-conforming people in rural communities
 - (b) Enable opportunities to remove barriers to transportation
 - (c) Review of inconsistencies and existing challenges of service utilization within and between urban and rural/remote communities
3. Addressing gender-based violence (GBV)
 - (a) Enable activities to raise awareness and education throughout the province of how violence is normalized

- (b) Development of culturally informed services for newcomer women
 - (c) Support current and future educational initiatives regarding sexual health, including consent, contraception, and diversity in gender identity and sexuality.
 - (d) Explore opportunities to strengthen service provision for those in the LGBEQ2S+ community
4. Reconsider funding models
- (a) Flexible funding needed
 - (b) Explore different funding models, for example possibly funding operations of existing services
 - (c) Provide funding and resources to support collaborations across organizations

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Appendix A Interview Guide

Overview

WAGE is currently undertaking a series of environmental scans to develop an understanding of the organizations that are working to advance equality with respect to sex, sexual orientation, gender identity and expression across Canada; The aim is to identify and map their distribution across the province in order to recognize what services exist and highlight gaps, barriers, and opportunities to support better outcomes.

Initial Email Template:

Good morning,

My name is _____ and I am a researcher from the University of Saskatchewan. I am reaching out because I am gathering information on behalf of the federal government's Women and Gender Equality department about groups that are working to advance equality, particularly with respect to sex, gender, sexual orientation, and gender identity and expression. The hope is to document the different groups doing this important work to inform future funding of programs, resources, and supports by Women and Gender Equality Canada.

We are interested in learning more about your group. Would you or another member be willing to participate in an interview of approximately 30 minutes about the work that your group does? If you are willing, could you please let me know a date and time that works well for a telephone interview in the next two weeks, and the number to reach you at? Or, if there is someone else from your group that you feel is more appropriate to discuss this with, could you please let me know their name and contact information?

If you have any questions or concerns, I would be happy to discuss them by email or over the telephone. I look forward to hearing from you and learning more about your group's work!

Respectfully,

(name)

Interview Guide (telephone)

Hello,

This is [name] calling about the interview we arranged to discuss your group's work that advances equality. Is this still a good time to talk for about 30 minutes?

If YES, proceed. If NO, arrange a call-back date/time.

Thank you for taking the time to participate in this interview. I would like to ask you about your group's mission, the populations that you serve, and the programs and services that are offered. The reason for this interview is that I am part of a project that involves gathering information on groups working to advance equality with respect to sex, gender, sexual orientation, and gender identity and expression, including those seeking to improve the realities of diverse groups of women and LGBTQ2 communities. We are making a comprehensive list of the groups in SK doing this important work that will inform funding of programs, resources and supports by the Women and Gender Equality Department of the Government of Canada. [omit as needed].

Before we start, I was wondering if you would be okay if I tape-recorded the interview to ensure your thoughts are accurately recorded? No one will have access to the recording besides me and my co-researchers. If not, I will take detailed notes instead. [if relevant]

Section A: Basic information about organizations

[Most of these questions can be omitted unless we don't have info about the group already]

1. I was directed to you as someone doing work related to these areas, is this correct?

Yes No

If they answer YES, proceed to question 2.

If they answer NO state: ok, thank you for clarifying this information for me, do you know someone in your community doing this work?

Yes No

If they answer NO, thank them for their time.

If they answer YES, get the contact information of that other person: Great, do you have their email or other contact information so I may get in touch with them?

Name:

Email:

Phone number(s):

2. The first question I have is What is the full name of your group/organization?

3. Are you the main contact?

Yes No

If they answer YES, ask: Can I confirm your full name with proper spelling _____

*If they answer NO, ask: What is the name of the main contact/lead of the group/organization/network?
_____*

4. What (if any) is the best phone number that I can call for the organization/group/network/program etc.? _____
5. What (if any) is the best email where I can reach the organization/group/network/program etc.? _____
6. What (if any) is the main address where the group/network/program takes place?
7. Does the organization have a website or online web presence? If so, where can I find more information online?
8. Is your organization considered local, regional, or does your group span multiple communities or regions? Could you describe the boundaries of your catchment area?

Prompt for specific geography if the respondent can provide that level of detail.

9. What kind of organization would you say this is? *(list a few examples below to garner a specific response from the respondent). Circle all that apply.*
 - (a) Service organizations
 - (b) Women's organizations
 - (c) Advocacy groups
 - (d) Youth groups
 - (e) Community groups/networks
 - (f) Community Health Centres
 - (g) Religious-based groups
 - (h) Charities/Non-profits
 - (i) Band Councils
 - (j) Gay-Straight Alliances
 - (k) Shelters/Transition Houses
 - (l) Associations/Networks
 - (m) Resource Centres
 - (n) Businesses
 - (o) Other: _____

Section B: Information about organizational programs and services

10. Could you please tell me about your organization/group/network/program, such as what it aims to do, what kind of programs or services it offers, and what populations do you serve?
(Use clarifying prompts as needed: “you mentioned X, please tell me more” to gather information about programming related to advancing equality and work done by this organization)
11. Has your organization produced any reports regarding your work in the community? Such reports could be very helpful in providing me some of the kinds of information I am gathering in my scan.
If they do have reports ask: Would you be able to provide me a copy of these reports or direct me to a website where I can download them directly myself?
12. Similarly, are there any specific reports regarding this region, community, or catchment area that you rely on to ensure you are meeting the needs of the community? Such as reports produced by a municipal body or another organization?
If they do have such reports ask: Would you be able to provide me a copy of these reports or direct me to a website or personnel where I can obtain them directly myself?
13. In thinking about the work that your group does, do you feel that it focuses on promoting change at the individual-level, community-level, system-level, or at multiple levels?
Can you explain if and how such changes are being promoted? Can you think of specific examples?
14. When you think about the concept of system-level or “systemic change” to advance gender (or other forms of) equality, what does that mean to you?
(Use clarifying prompts such as: “you mentioned X, please elaborate”)
15. When you think of the on-the-ground work your group does every day, what are some of the key gender equality/equity issues and challenges experienced by the communities you serve?
16. Are there any gender equity networks in your community? Are you a part of these networks?
Explain why or why not.

Section C: Information on the context of the organization

17. How does your organization/group/network/program sustain itself? What are your current sources of funding?
18. Have you ever applied for or received funding from Women and Gender Equality Canada, formerly Status of Women Canada? *Why or why not?*
19. What kind of funding resources do you feel your organization/group/network/program needs?
Can you explain why that would be useful?

20. What are some of the biggest challenges your organization/group/network/program faces in your community? What are some of the gaps in programming/services/supports have you observed? Are there any priority issues that need to be addressed??
21. What kinds of supports does your organization/group/network/program need? What kinds of supports would you be looking for from a funder?
22. Is there anything else you'd like to share? Do you have any questions for me?

Thank you so very much for your time. This information will be very valuable for informing WAGE's funding program and development.

Appendix B Organizations that Participated in Interviews

#	Organization Name
1.	Canadian Advisory on Immigrant Women
2.	Equal Voice – Saskatchewan
3.	OUT Saskatoon
4.	Provincial Association of Transition Houses
5.	Saskatchewan Towards Offering Partnership Solutions to Violence
6.	Saskatoon Sexual Health
7.	Sexual Assault Services of Saskatchewan
8.	Society for Involvement of Good Neighbours
9.	STOPS to Violence
10.	Women in Mining and Women in Nuclear Saskatchewan
11.	Women’s Information Network of Saskatchewan
12.	Young Women in Business USask
13.	YWCA Regina

Appendix C Thematic Findings

C.1 Issues and Priority Areas

C.1.1 Theme: Cycles of Poverty

“The focus is primarily on individual level change, but also industry leaders and parent organizations. System level change requires commitment of the leadership, and the government’s role in encouraging diversity programs and support of women in non-traditional roles.” (Organizational Interview 11)

“We are trying to connect Aboriginal population to mining and nuclear industries, which is a gap trying to be addressed. But, it is difficult to connect with rural and remote populations” (Organizational Interview 11)

“Trying to promote women in business, especially in accounting and finance because majors are mostly male. There is a pay gap between men and women that needs to be addressed. One way of doing this is through well-supported and mentored women... Focus is on individual level change mostly, such as networking, mentorship, and efforts to arrange collaborations with members and local businesses in which they volunteer their services. (Organizational Interview 10)

“Priority issues are racism and systemic racism. For example, there are higher rates of unemployment among women immigrants, and transferring credentials can be difficult, along with a lack of Canadian job experience. Health concerns arise from poor working conditions, low pay, lack of sick leave, and heightened risk.” (Organizational Interview 8)

“Gaps in the services available currently from other organizations: nobody networks, or seeks to create employment networks for women. We are starting pairing program with younger women immigrants and mentors online.” (Organizational Interview 8)

Many feminized jobs (such as caring for people, service work, etc.) were cut back due to COVID-19, leaving women disproportionately unemployed (Organizational interview 5)

A vital service is the provision of youth housing and alternative spaces for when home is not safe, as well as building family and wraparound supports for when youth transition out of such housing (Organizational interview 1)

“Not specifically bricks and mortars. There’s always funding for the creation of housing, but very little for maintenance of housing in terms of staff support and wraparound supports. You can’t eradicate homelessness by building more houses” (Organizational interview 1)

“Shelters are always at the bottom of the totem pole. When shelters aren’t funded well, it’s hard to have people in place who can actually make a difference in the people’s lives who are coming to stay. It’s hard to take the time that is needed with clients” (Organizational interview 2)

Poverty is a vicious cycle, particularly for single mothers who become stuck on social services – it can be overwhelming to look after both themselves and their children, and it becomes easier to be on welfare than to overcome the obstacles in their lives (Organizational interview 2)

Providing assistance in regards to navigating applications for benefits and services (Organizational interview 1)

We need less red tape within the government – less red tape within social services (Organizational interview 2)

The government sometimes sends stuff to women’s groups to get input but doesn’t give them enough time. Last time, the turnaround was just impossible. They send out very long and complex documents and you’re supposed to respond to it far more quickly than they have the capacity to. If they want to involve women across the country in contributing to a report the United Nations, they should hold workshops on how these international mechanisms work and give women’s groups time to input their knowledge (Organizational interview 5)

Focus is on natural supports rather than formal supports, as a large number of people who have been victimized don’t go to formal supports or the police – thus, they rely on emotional decision-making balanced with evidence-based decision-making to facilitate a community approach – however, even with needs assessments, you only get info from folks prepared to connect with the systems (Organizational interview 6)

C.1.2 Theme: Unique Needs and Alienation in Rural and Remote Communities

“The definition of what is rural is a little unclear and the effects of living rurally are less strong than they used to be because of telecommunications and easier transportation, but there are still differences, and that’s not recognized. For example, there was a YWCA report that seemed done by a lot of city women, despite using the words “rural and northern” (Organizational interview 5)

Childcare for rural women – there are supports for women in the city, but it hasn’t been fully addressed for women in rural and farming areas (Organizational interview 5)

“Education is still a thing and there’s a difference in resources available for Northern, Rural, and Reserve communities” (Organizational interview 5)

Food security – with climate change and difficulties in the United States, there’s always danger with the food supply – there are initiatives within local communities such as greenhouses in the North but it’s difficult to “live off the land” in the present day, especially when it comes to fruits and vegetables – people in the cities should embark on similar initiatives so we’re not so totally dependent on the outside – “there are even stores in rural communities that will raise prices on welfare check day” (Organizational interview 5)

Women are often only able to travel to a limited degree. Only having events in major cities means many women can’t get to them. You can’t have it too rural, because if it’s too small no one will go

there, but if it's in a place like Swift Current, Estevan, etc. then you might be more likely to get women to attend in person. When you get rural women together you can see that there are common issues between them (Organizational interview 5)

Southwest Saskatchewan Pride is the only Pride group in the southwest and consequently covers an enormous amount of rural territory – the work is stretched very thin and they face a lot of challenges with bringing inclusivity to rural areas (Organizational interview 7)

Southwest Saskatchewan is an absolutely huge geographical space and there aren't a lot of hubs/large centres. There are incredibly few resources for closeted kids in rural Saskatchewan. Anything that can be provided that can increase awareness, visibility, and education would be fantastic. (Organizational interview 7)

We tend to look at IPV as traditional marital relationships but in rural areas it's often also based around control of money and lack of mobility – “colonial” gender dynamics (Organizational interview 6)

“Abortion access is provided in Saskatoon or Regina or if doctor-prescribed elsewhere, but transportation and childcare are barriers.” (Organizational Interview 13)

“In rural communities, they are lacking services in places; in others, there is room in shelters, but no inter-city bus service. For example, it is no longer possible to go to Moose Jaw from Regina or another community [when they want to leave the city their partner lives in]. ... There have been stories of women hitchhiking with infants to shelters elsewhere, or using facebook or craigslist to find a ride and then being assaulted. Some shelters are adapting, finding transport via medical buses, but the Saskatchewan Health Authority pushed back on that. Shelters are transporting people or RCMP are helping, but the budget makes it very difficult... In urban centres, the shelters are underfunded and full.” (Organizational Interview 12)

Saskatchewan's transportation system is lacking. There's a bus, but it's limited in its route. This makes services less accessible, particularly in Winter. When providing services, they often have to address how to physically get people there, and there are sometimes rural clients who have to come to Yorkton for things like income assistance. A lack of a transportation service can provide another obstacle that can be difficult for people to navigate (Organizational interview 5)

“Transportation remains an issue for many rural towns because the government cut bus services. This is especially an issue if someone relies on public transportation for medical issues. People are skipping medical appointments as a result”(Organizational interview 5)

A lack of a provincial bus system really limits access to supports (Organizational interview 6)

C.1.3 Theme: Community-Driven Approaches to Addressing Inequality

“There is a need to address the intergenerational nature [of violence/abuse and] break the cycle via education through the core curriculum. As well, public awareness in multiple languages [is impor-

tant, as is] neighbour, friends, families' awareness of warning signs" (Organizational Interview 12)

"SK has the highest rate of IPV/domestic homicide in Canada, places in Northern SK especially. The issues are complex, but there is a normalization of domestic violence/IPV in SK. Many think minor violence or that which is not physical violence isn't domestic violence or IPV. There is a generational normalization. Public awareness is needed of its different forms, training in the workplace showed that people weren't familiar with different types of abuse." (Organizational Interview 12)

"We offer educational initiatives, including programming and resources for school-aged youth, people with intellectual disabilities, and newcomers, as well as professional development for health care providers and allied health professionals." (Organizational Interview 13)

"It is important to start thinking of women as politicians. Political roles are service positions! ...Also, promoting awareness of parental issues, sensitivity training, pay, harassment, etc. for those working in politics so that women who are working in the field can do so without discrimination." (Organizational interview 9)

"In the new year, we will be starting a book club that will use stories to inspire people to promote women's engagement in politics. We are creating a reading list and will use the public library system to distribute the books to different communities in the province. As well, we hope to have author involvement, authors joining the discussion as volunteers. We are looking for funding to support the program." (Organizational interview 9)

Systemic change occurs when problems are no longer kept in the dark – people are made aware of it, and so help is made available – to accomplish this, education is needed (Organizational interview 2)

As a network, they seek to increase capacity and raise awareness through developing educational material and providing advocacy work and training so that members don't have to do that work themselves (Organizational interview 3)

"Stats Canada puts out a lot of information, but how do you pick what's important?" (Organizational interview 5)

"A lot of the time, the government will do a report with a lot of colour, a lot of pictures, etc. and like 48 pages and that makes it impractical for printing, especially when about half the page is white space. A straightforward fact sheet can be more practical. That would be helpful" (Organizational interview 5)

"A lot of media covers local issues and that's all they put out. There are often claims that women have made little progress. This network serves as a point of history or continuity. Saying no progress has been made demoralizes people. What supports women? Maintenance and enforcement. What we do is look at all the different layers of peoples lives, including looking at government programs and really highlighting and supporting those that are sometimes taken for granted" (Organizational interview 5)

“Habits are very hard to break. Without consistent education, it’s damn near impossible. It requires being willing to step out of your comfort zone as opposed to waiting and potentially missing an opportunity” (Organizational interview 7)

“People don’t know who to ask or are not comfortable asking, but if you approach the topic with them, you’ve broken down that barrier. I would rather have uncomfortable conversations than have them perpetuate their own behaviour ... when the questions are happening then learning is happening and change can happen” (Organizational interview 7)

“There is a lack of some health services, such as significant wait times for gender affirming care in SK, so we have sought to address this at clinic.” (Organizational interview 13)

“Additional sexual health educators are needed in the province, as there is a demand among students and teachers aren’t supported to deliver the content... We will be releasing SK-specific resources for teachers in the near future. We met with the deputy ministers of education and health previously [about this] to proposed a review of the current health curriculum and accountability on whether it is being implemented as outlined, and they support it but no changes have been made based on [our recommendations] or funding for what we are working on. It is important to account for the unique SK context” (Organizational Interview 13)

“We meet the needs of the public in real time” (Organizational interview 1)

“We’re building new pathways in which people who have lived gender-based violence can lead the way in which the services they want to receive are created” (Organizational interview 1)

Needs are determined through community surveys and “temperature reads” – “for community, by community” – “nothing about us without us” (Organizational interview 1)

Priorities are needs-based – members help them determine what is most urgent/critical, or they work with similar organizations who have already started projects to piggyback or readapt something for the SK context to avoid having to create something from scratch (Organizational interview 3)

They aim to be responsive to the community and try to meet their needs as they occur, particularly in the provision of leadership, programs, and services that empowers communities themselves (Organizational interview 4)

Work is emergent (Organizational interview 6)

Because of how well-represented the region is by their board, they can just ask “what is needed?” and hold a kind of think tank. They consider what has broad appeal and is doable, and once they reach a consensus, they begin the process of planning (Organizational interview 7)

C.1.4 Theme: Pandemic-Related Emerging Issues

“I am very concerned about the ‘shadow pandemic’ and the heightened risk for sexual abuse and abuse of women more broadly. It’s worsening [due to the pandemic restrictions] and women immigrants and refugees are at risk because of lower education level, lack of understanding of consent, and likelihood of accepting violence. There is a need for specialized supports that recognize conservative cultural norms, such as reporting programs that are confidential, because women might worry about bringing shame to their family.” (Organizational Interview 8)

“Generally, the pandemic impacts include issue with employment, home life, social networks, and health. There is concern that the pandemic is increasing inequalities and exacerbating pre-existing issues. As well, the shadow pandemic refers to domestic violence and how the pandemic is worsening the situation for women facing abuse because they are confined to homes.” (Organizational Interview 8)

Many people are having issues with CERB and having benefits cut off (Organizational interview 1)

“A number of clients applied for CERB and didn’t tell social services and now they’re being cut off from social services. They’ll be told they can reapply for social services October 20th, but that doesn’t help with October rent.” (Organizational interview 2)

“COVID has taught us that people are isolated, and without a space to go to, that isolation increased” (Organization interview 1)

C.2 Challenges, Funding, and Supports

C.2.1 Theme: Sustainability Concerns and COVID-19/Pandemic restrictions

“Sustainability is a challenge. We have a volunteer board, and our conference is our primary source of revenue but it had to be moved to a virtual conference this year. We have industry sponsors, but need longer term funding to maintain organization.” (Organizational Interview 11)

“We are unhappy with the shift from operational funding to project-based funding with staff... to the last call where [the grant] couldn’t be used to fund current staff ... it is impractical to not fund current staff and operating expenses... Funding resources that are needed are for staff and operating costs, not tangents that you need to make a case for, but rather secure funding” (Organizational Interview 12)

Operational funding is needed for the executive director position, support staff, and costs such as rent and lights. Funding precarity impacts continuity of services. (Organizational interview 13)

“The team is highly skilled, effective, and providing high-quality services, but not doing all that they can” (Organizational Interview 13)

“It has become more difficult this year to attract a membership and encourage students to sign up. There is no fee this year with hosting virtual events and delivering everything online. (Organizational Interview 10)

“It’s more complicated to run events because few want to come because of fear, but it is okay if they follow protocols, but hard to get people out” “We have received positive feedback on our programs but hard to advertise because no community centres are open or not all women have access to technology. We have lots of volunteers though. With the Open Door Society closed, many are lacking resources and technology.” (Organizational Interview 8)

Their response has felt like “trying to play catch-up all the time” (Organizational interview 4)

They used to put on events, but those had to be cut out due to COVID – when people are able to get together again, it would be nice to do that once more (Organizational interview 5)

C.2.2 Theme: Inconsistencies in Funding and Funding Models

Provincial government provides portion of funds for some, particularly when organization provides services (health care, GBV supports and resources)

Sponsorships mostly obtained by business-related organizations. Hard for some to get sponsors now for organization because of pandemic.

Fundraising and donations support some organizations to some extent

Some have applied for WAGE / Status of Women Canada grants, and even held them in the past, but none currently hold a grant.

One stated they are not qualified for government support or the calls are out of scope or not current.

“It is helpful to have access to funding that is not super targeted to one specific group [such as young women of Indigenous people]. For example, we want to promote inclusion of broader age demographic – don’t dismiss older women with professional and life experience whose kids are grown.” (Organizational interview 9)

Some are watching for funding competitions, others disillusioned with possibility, others unaware or not interested. Grant-based – through both federal and provincial grants – but also a great deal of fundraising (Organizational interview 1)

About 30 different contracts from numerous sources (Organizational interview 2)

While some organizations report stable funding, others report applying everywhere they can and feeling a lack of resources for the projects they’d most like to undertake

No paid employees, all volunteers – everything they do is based on whatever sponsorship dollars

the community is willing to give – get a grant from the city every year- not a huge budget (Organizational interview 7)

C.2.3 Theme: Inflexibility in the Use of Funding

“They want funding for widespread public awareness campaigns to address widespread attitudes/beliefs/myths about violence and to improve public responses to disclosures or when seeking help from service agencies. However, this is hard to get funding for because it lacks tangible returns. It’s hard to say ‘within [x] years, this is absolutely going to change.’ The government likes quick results, meaning they have to look into small, quick, tangible things” (Organizational interview 3)

“They want proof that things are effective. When you’re doing work that’s mainly informational and educational, it’s very hard to prove its effectiveness. Such criteria could stand to be adjusted. They’re unrealistic for smaller groups” (Organizational interview 5)

C.2.4 Theme: Scarcity Mentality

There’s a lack of specialized support, meaning many people are only able to do the minimum – this is especially a problem when it comes to supporting rural communities (Organizational interview 3)

Folks work in “silos” – competencies, expertise, and resources are not always used or shared – folks hunker down and only do what they can within their communities and expertise becomes isolated (Organizational interview 3)

The expectation from the government is that they WOULD collaborate, but the reality is that folks are overwhelmed from crisis after crisis, leading to extremely long wait times. They lack the opportunity to provide ongoing, deep, widespread support, leading to a scarcity mentality (Organizational interview 3)

Sexual violence differs from domestic violence, but ministries often conflate the two. While there’s some overlap, there are specific needs and people with specific skillsets are required. They would like to create a standard for when counselling is being provided due to sexual violence being a very specific kind of trauma. (Organizational interview 3)

Many organizations claimed “all of the above” when asked what kind of organization they were.

A community centre first, but a community centre that happens to provide education, frontline support, advocacy, shelter, and whatever else is needed (Organizational interview 1)

Operating as a kind of hub that provides many kinds of frontline services (Organizational interview 1)

They try hard, but there’s not enough of them to meet all of the needs – people spread the word but it’s not the same – just not enough (Organizational interview 7)

C.3 Linkages and Collaborations

C.3.1 Theme: Collaborating with Other Organizations

Most of the organizations belonged to larger networks, associations, or partnerships with other organizations. This was viewed as a way to share resources and coordinate efforts to meet the needs of their target population and work toward social change.

“The Association is made up of 24 member agencies related to intimate partner violence and domestic violence shelters for women, which provides opportunities for peer support, current research and practice related to counselling. Advocacy at the provincial and national level is done on behalf of member agencies. The association has monthly meetings of members to share promising practices, concerns, etc.” (Organizational interview 12)

“We have live online events with women in Montreal and Regina as there are shared experiences among women immigrants in both places – women in both places can participate live online... We just have the collaboration with women in Montreal and Regina at the present, but are working on expanding partnership to include women at University of British Columbia and some in Nova Scotia.” (Organizational interview 8)

“We are linked to national federations and local organizations that are focused on similar equity issues, such as LGBTQ2+ rights and supports, harm reduction, newcomer supports. As well, we have a close relationship with similar organization in Regina, but no provincial network or similar centres in smaller communities in SK.” (Organizational Interview 13)

“We have been partnering with Saskatchewan Association of Rural Municipalities to conduct online programs, including campaign training, mentorship, political awareness, etc. A recent Zoom and phone workshop drew 100 to 140 people, which is much more than in person events. There are also geography and environment issues that are barriers to rural women’s participation.” (Organizational interview 9)

They depend on their “non-profit best friends” (Organizational interview 1)

Rather than any specific reports, they rely on networking and communication with other service providers to determine the needs of the community – social services, other NPOs, mobile crisis, the health region, etc. (Organizational interview 2)

SIGN has a powerful and present relationship with partners throughout the community – nobody is an island and they have to share resources. How do they best meet the needs of the community if not by collaborating with each other? (Organizational interview 4)

They work very collaboratively with other community agencies and partner agencies in Yorkton and around the area (Organizational interview 4)

They serve as a network for circulating information to help individuals and women’s groups connect

with one another, which includes hosting events and workshops (Organizational interview 5)

Southwest Saskatchewan Pride works very broadly with other marginalized demographics – for example, the Swift Current Newcomer Welcome Centre is a very important partner (Organizational interview 7)

“Sharing resources is important, as there is so much to tackle. Collaborate and give people breathing room. Plant a seed, water it, and let it grow – this is guiding the Book Club. Enhancing participation can’t be forced.” (Organizational interview 9)

Support beyond money would also be beneficial. Actually having people present in the conversation and playing an active role would help because funders typically have a different vantage point and might be able to better inform a systems map from their line of sight (Organizational interview 6)

Resources for human development and capacity building within the sector – bringing in new things, different ways of enacting trauma-informed practice (Organizational interview 6)

C.3.2 Theme: A Desire to Come Together

“We want to partner with community centres to reach the target population and use available space there. (Organizational interview 8)

“We are trying to work on policy when we are able to, and working with other organizations. Collaborations will make us stronger, including local organizations focused on gender inclusivity and harm reduction” (Organizational interview 13)

Workshops and events are an impetus for encouraging groups to come together; it would be nice for the government to provide funding for such things again, especially as smaller organizations often don’t have things they can apply for when it comes to standard grants (Organizational interview 5)

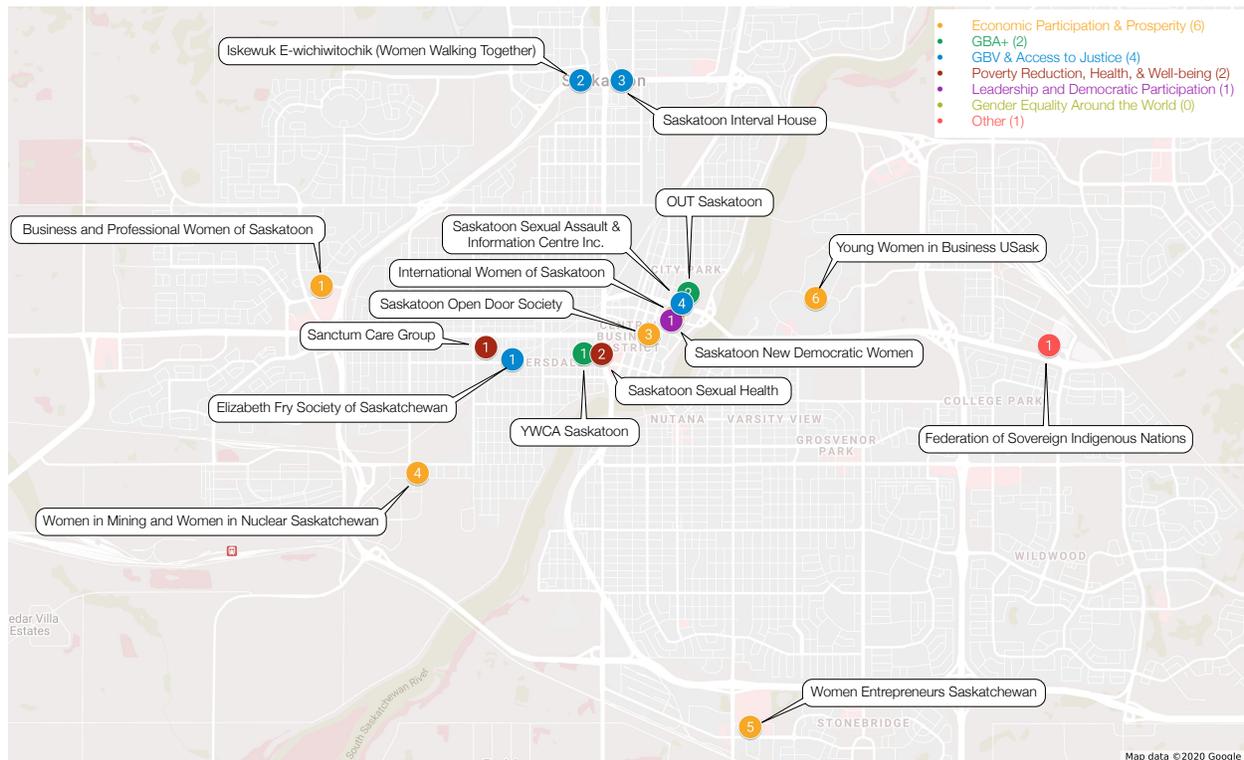
More funding for action-based, interactive events to draw interest. If you’re just doing a thing where women get together and feel good, and they might as well go to a bowling league. Workshops/educational events should be purposeful, especially if they cost money to attend (Organizational interview 5)

Non-programmatic funding – just the resources for people to gather once people can get together again (Organizational interview 6)

ENORMOUS need for funding for a drop-in centre – cities with drop-in centres get a tremendous amount of visits and simply having a space where queer people can feel safe to gather and be seen can be critical – while they’ve partnered with the United Church in the past, there is a discomfort associated with queer people gathering in a church; they don’t feel safe – a neutral space would be incredibly valuable – and you get a lot from being seen and from body language that you don’t necessarily get vocally, so it would be better than a 1-800 number (Organizational interview 7)

Appendix D Gender Equality Seeking Organizations in Saskatchewan

D.1 Saskatoon Gender Equality Seeking Organizations



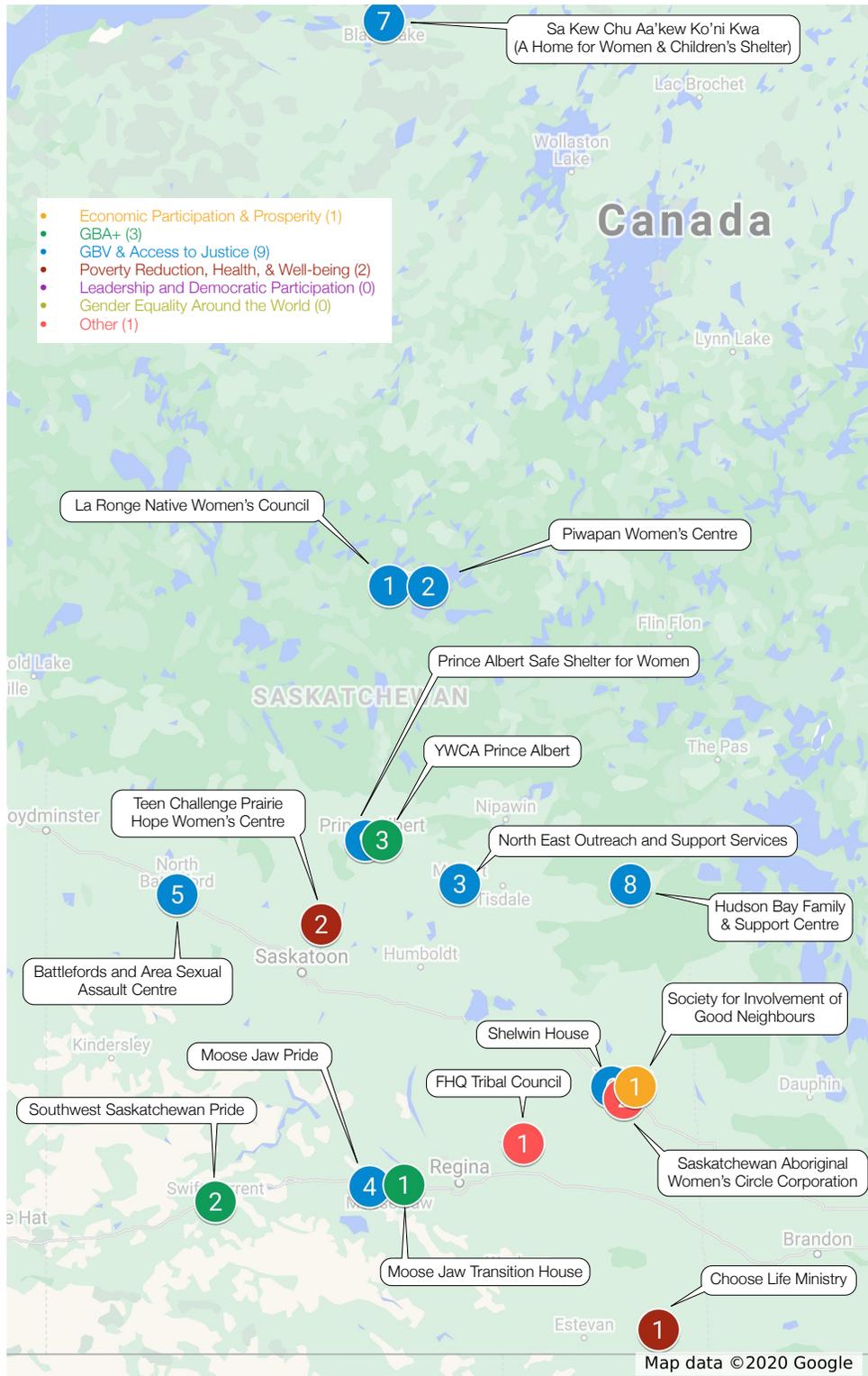
Saskatoon Gender Equality Seeking Organizations			
Location	Pillar	#	Organization
Saskatoon	Economic Participation & Prosperity	1	Business and Professional Women of Saskatoon
		2	International Women of Saskatoon
		3	Saskatoon Open Door Society
		4	Women in Mining and Women in Nuclear Saskatchewan
		5	Women Entrepreneurs Saskatoon
		6	Young Women in Business USask
	GBA+	1	YWCA Saskatoon
		2	OUT Saskatoon
	GBV & Access to Justice	1	Elizabeth Fry of Saskatchewan
		2	Iskewuk E-wichiwitochik (Women Walking Together)
		3	Saskatoon Interval House
		4	Saskatoon Sexual Assault & Information Centre Inc.
	Poverty Reduction, Health, & Well-being	1	Sanctum Care Group
		2	Saskatoon Sexual Health
	Leadership and Democratic Participation	1	Saskatoon New Democratic Women
-	Gender Equality Around the World	-	-
	Other	1	Federation of Sovereign Indigenous Nations

D.2 Regina Gender Equality Seeking Organizations



Regina Gender Equality Seeking Organizations			
Location	Pillar	#	Organization
Regina	Economic Participation & Prosperity	1	Women Entrepreneurs Saskatchewan
		2	Dress for Success Regina
		3	SGEU Women's Committee
	GBA+	1	African Canadian Resource Network
		2	Canadian Advisory on Immigrant Women
		3	Regina Immigrant Women Centre
		4	Saskatchewan Queer and Trans Youth Network
		5	Women's Information Network of Saskatchewan
		6	YWCA Regina
	GBV & Access to Justice	1	Provincial Association of Transition Houses and Services
		2	Regina Sexual Assault Centre
		3	Saskatchewan Towards Offering Partnership Solutions to Violence
		4	Sexual Assault Services of Saskatchewan
-	Poverty Reduction, Health, & Well-being	-	-
-	Leadership and Democratic Participation	1	Saskatchewan New Democratic Women
-	Gender Equality Around the World	1	Status of Women Office
-	Other	-	-

D.3 Gender Equality Seeking Organizations outside of Regina and Saskatoon



Gender Equality Seeking Organizations outside of Regina and Saskatoon

Location	Pillar	#	Organization
Yorkton	Economic Participation & Prosperity	1	Society for Involvement of Good Neighbours
Moose Jaw	GBA+	1	Moose Jaw Transition House
Swift Current		2	Southwest Saskatchewan Pride
Prince Albert		3	YWCA Prince Albert
La Ronge	GBV & Access to Justice	1	La Ronge Native Women's Council
La Ronge		2	Pjwapan Women's Centre
Melfort		3	North East Outreach and Support Services
Moose Jaw		4	Moose Jaw Pride
North Battleford		5	Battlefords and Area Sexual Assault Centre
Yorkton		6	Shelwin House
Black Lake		7	Sa Kew Chu Aa'kew Ko'ni Kwa (A Home for Women & Children's Shelter)
Hudson Bay		8	Hudson Bay Family & Support Centre
Prince Albert		9	Prince Albert Safe Shelter for Women
Glen Ewen	Poverty Reduction, Health, & Well-being	1	Choose Life Ministry
Hague		2	Teen Challenge Prairie Hope Women's Centre
-	Leadership and Democratic Participation	-	-
-	Gender Equality Around the World	-	-
Fort Qu'Appelle	Other	1	FHQ Tribal Council

Appendix E Organizations Chart

(See attached spreadsheet “OrganizationsChart.xlsx”)