

Women's Equality

ANNUAL REPORT

2023-2024

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Province of New Brunswick
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TRANSMITTAL LETTERS

From the Minister to the Lieutenant-Governor

Her Honour, The Honourable Brenda Murphy

Lieutenant-Governor of New Brunswick

May it please your Honour:

It is my privilege to submit the annual report of Women's Equality, Province of New Brunswick, for the fiscal year April 1, 2023, to March 31, 2024.

Respectfully submitted,



Honourable Lyne Chantal Boudreau
Minister

From the Deputy Minister to the Minister

Honourable Lyne Chantal Boudreau
Minister responsible for Women's Equality

Madam:

I am pleased to be able to present the annual report describing operations of Women's Equality for the fiscal year April 1, 2023, to March 31, 2024.

Respectfully submitted,



Judy Wagner
Deputy Minister

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MINISTER'S MESSAGE

I am pleased to present the 2023-2024 annual report for Women's Equality.

At Women's Equality, our goal is to empower all women to participate fully in society, make informed choices, and feel supported and respected. Achieving this is a collective effort, and together with our stakeholders, we are breaking down barriers and ensuring access to essential resources.

This year, we took significant steps forward:

- Pay equity: We introduced an online module and a guide to help employers develop pay equity plans, with 750 modules completed and 30 implementation plans submitted.
- Gender diversity inclusion training: Over 3,000 individuals across government received training, supported by 20 Gender-Based Analysis + Champions.
- Gender impact statement: We expanded our analysis of the gender and diversity impacts of provincial budget items, working with the Department of Finance and Treasury Board to increase public transparency.

I want to thank all the important people who are making this happen.

I appreciate your dedication and your commitment to the people of New Brunswick. The Women's Equality team keeps growing, and so is our visibility. Let's continue to work together to build an equitable and inclusive New Brunswick.



Honourable Lyne Chantal Boudreau
Minister responsible for Women's Equality

DEPUTY MINISTER'S MESSAGE

It is with great pride and a deep sense of responsibility that I present the 2023-24 annual report for Women's Equality, the first for our organization.

This report represents not only a milestone in our ongoing efforts but also a critical reflection of our commitment to creating an equitable, inclusive, and supportive environment for New Brunswickers across all sectors. This document highlights the progress we have made over the past year, the challenges we have faced, and the innovative steps we are taking to ensure that women's voices are heard, valued, and empowered.

Women's Equality is committed to embedding gender equality into all areas of our work, from policy development to service delivery. We have taken significant steps towards increasing representation, reducing barriers, and supporting initiatives that contribute to the advancement of women and 2SLGBTQIA+ individuals in society.

The road to full gender equality requires collective effort, and we are grateful for the collaboration and input from stakeholders who have joined us in this important journey.

We will continue to engage with other departments, partner organizations, and advocates to ensure Women's Equality is responding to the real needs in communities. Together, we will continue to break down the systemic barriers that prevent women from fully realizing their potential, and we will strive to build a more just and equitable future for all.

A handwritten signature in blue ink that reads "Judy Wagner". The signature is fluid and cursive, with the first letters of the first and last names being capitalized and prominent.

Judy Wagner
Deputy Minister

GOVERNMENT PRIORITIES

Strategy and Operations Management

The Government of New Brunswick (GNB) uses leading business practices to develop, communicate and review strategy. This provides the Public Service with a proven methodology to execute strategy, increase accountability and continuously drive improvement.

Government Priorities

In 2023-24, the Government of New Brunswick's vision was for a vibrant and sustainable New Brunswick. To make progress towards this vision, the focus was on the following government priorities:

- Energize private sector
- Vibrant and sustainable communities
- Affordable, responsive and high-performing government
- Dependable public health care
- World-class education, and
- Environment

HIGHLIGHTS

During the 2023-2024 fiscal year, Women's Equality focused on these government priorities through:

- Implementing *Weaving Our Voices Together: New Brunswick's Path to Safety for Indigenous Women, Girls and 2SLGBTQQA+ People*.
- Signing of the four-year *Canada-New Brunswick Transfer Agreement on the National Action Plan to End Gender-Based Violence* representing an investment of \$16.3 million from 2023 to 2027 and the roll out of New Brunswick's Year 1 Implementation Plan.
- Signing of the *Canada-New Brunswick Contribution Agreement on Crisis Hotlines Responding to Gender Based Violence*. Through this agreement, the province received a transfer of \$700,000 over three years in support of existing gender-based violence crisis hotlines experiencing a rise in call volumes due to the COVID-19 pandemic.
- Expansion of Community-Based Sexual Violence Services from 5 to 13 communities, increasing investment from \$1 million to \$1.8 million.
- Providing Gender Based Analysis Plus (GBA+) training to 1028 GNB employees and Gender Diversity Inclusion (GDI) training to 1037 GNB employees.
- Increasing the number of impact reports in the 2024 Gender Impact Statement to 49 up from 40 in 2023. 53% of the 49 impact reports conducted indicated that no GBA+ was undertaken at any stage of the development process, down from 68% in 2023. This shows a 15% improvement of departmental GBA+ consideration.
- Reaching 175 high school girls and gender diverse youth from Dieppe, Bouctouche and Sussex with three (3) Career Exploration events in Trades and Technology. These events focus on mentorship to combat gender stereotypes while promoting non-traditional career sectors.
- Reaching 167 Indigenous high school students from Pillick (Kingsclear), Sitansisk (St. Mary's) First Nation, Esgenoôpetitj (Burnt Church), Natoaganeg (Eel Ground), and Metepenagiag (Red Bank) with two (2) Career Exploration for Indigenous Youth events. These events use mentorship to promote in-demand careers.
- Presenting six (6) people with the Minister's Award for Excellence in Championing Gender Equality (VIVE Awards).
- Providing training to over 800 public servants and individuals who work with victims of violence, including staff from both Regional Health Authorities, Social Development, and the justice system like crown prosecutors and court officers. Training topics included how to recognize various forms of gender-based violence and how to better support survivors.
- Publishing three (3) Equality Profile public reports about income, sexual violence, and domestic and intimate partner violence from a gender equality research lens. These reports educate New Brunswickers about issues impacting women and gender-diverse people across the province and equip stakeholders with accessible disaggregated data.

PERFORMANCE OUTCOMES

Outcome # 1

Signing of the bilateral agreement on the National Action Plan to End Gender-Based Violence and implementation of New Brunswick's year one initiatives. New Brunswick's approach is a collaborative plan between various provincial government departments and community partners, investing \$2.9 million in 2023-24 under four key themes, including: delivering specialized training, improving public awareness, enhancing public programming, and expanding supports for individuals directly affected by gender-based violence.

The National Action Plan to End Gender-Based Violence is a 10-year Federal, Provincial, Territorial action plan with funding for four years. The vision of the National Action Plan is "A Canada free of gender-based violence. A Canada that supports victims, survivors and their families, no matter where they live".

Why is it important?

Gender-based violence has a profound impact on many New Brunswickers who have been subjected to gender-based violence as well as to society in general and has an economic cost. The National Action Plan funding provides the opportunity to enhance existing resources and programs while addressing some of the gaps by developing new programs. Investing in the prevention of gender-based violence through education and awareness can help stop gender-based violence from happening before it even starts and also works to prevent further gender-based violence through intervention programs.

Overall Performance

The National Action Plan defines outcomes as part of an Expected Results Framework. The outcomes are part of a collective national reporting structure. Provinces will contribute to reporting on shorter term outcomes using indicators predetermined by Women and Gender Equality Canada. The long-term and ultimate outcomes are measured at the population level using national databases and are the responsibility of the federal government. The National Action Plan funding also provides for more robust supports for victims and survivors and helps support professionals through training so they can provide the best trauma informed services as possible.

Initiatives or projects undertaken to achieve the outcome

In Year 1, investments supported training to over 800 public servants and individuals who work with victims of violence including staff from both Regional Health Authorities, Social Development, and the justice system like crown prosecutors and court officers. Training topics included how to recognize various forms of gender-based violence and how to better support survivors.

To increase public awareness, two projects were funded under Public Health to prevent child sexual harm by delivering materials directly to parents at vaccination clinics and providing materials and training to early childhood educators. Funds were also allocated to support the established Love Shouldn't Hurt campaign managed by the department of Justice and Public Safety.

In the area of public programming, funding provided materials and training to various schools for the 4th R program, which is a program to teach students about healthy relationships; supported

designated assisters to complete Emergency Intervention Orders; and funded children's programming in transition and second stage houses.

Under the area of individual support, funds were allocated to assist victims of violence in accessing necessary therapeutic counseling where they otherwise would not have been able to access services due to cost, having no benefits, or long wait times through the public system. Additionally, investments were made to develop and deliver training and programming to increase the wellbeing of frontline workers who interact with individuals impacted by gender-based violence. These efforts will decrease burnout and secondary trauma for workers.

Baseline: Baseline will be determined after Year 1 activities are fully complete in September 2024.

Target: Targets will be developed after Year 1 activities are fully complete in September 2024.

Actual: Results will be reported at a national level and are the responsibility of the federal government.

Outcome # 2

Weaving our Voices Together: New Brunswick's Path to Safety for Indigenous Women, Girls, and 2SLGBTQQA+ People is an action-oriented response to the National Commission of Inquiry into Missing and Murdered Indigenous Women and Girls. *Reclaiming Power and Place: The Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls* includes 231 individual Calls for Justice directed at all levels of governments, institutions, social service providers, industries, and all Canadians.

New Brunswick undertook a collaborative approach with the *New Brunswick Advisory Committee on Violence Against Indigenous Women*, Indigenous communities and organizations, and provincial government departments to develop 39 initial actions under the 5 key priority areas of Safety and Security, Health and Well-Being, Justice and Policing, Education and Employment, and Culture and Rights.

Primary goals have been set under each priority area identified for action with a vision to make New Brunswick a place where Indigenous women, girls, and 2SLGBTQQA+ people feel valued, respected, and safe and can live a life free of violence. The breadth and depth of the Calls for Justice stemming from the National Commission of Inquiry into Missing and Murdered Indigenous Women and Girls are significant and will take time to properly address. The ultimate outcome of *Weaving our Voices Together* is ending the tragedy of missing and murdered Indigenous women, girls, and 2SLGBTQQA+ people in New Brunswick.

Why is it important?

In the 2020 Speech from the Throne, the government of New Brunswick committed to taking action in response to the National Commission of Inquiry into Missing and Murdered Indigenous Women and Girls and supporting meaningful change towards ending the tragedy of missing and murdered Indigenous women, girls and 2SLGBTQQA+ people in New Brunswick.

Overall Performance

The provincial government has initiated or completed 37 of the 39 initial departmental actions toward addressing and implementing the Calls for Justice. These actions are considered a priority focus through engagement with Indigenous people in New Brunswick. A dedicated website was created for *Weaving our Voices Together* to share information publicly on progress towards the implementation of the goals, actions, and outcomes.

Weaving our Voices Together is an evergreen document that will continue to evolve and involve ongoing collaboration with Indigenous partners. As progress is achieved, initiatives and actions will be measured as to how they are fulfilling outcomes and will be used to help identify future work.

Initiatives or projects undertaken to achieve the outcome

In collaboration with other provincial departments and Indigenous partners progress has been made to date in several key areas of the *Weaving our Voices Together* framework, including:

- Launching the Indigenous Domestic and Intimate Partner Violence Outreach Program in partnership with select First Nation community-based Health Centres who host, staff, and deliver the Outreach Program to Indigenous women and 2SLGBTQIA+ individuals in their regions.
- Introducing and enacting the *Missing Persons Act* will assist law enforcement in their efforts to investigate missing persons in New Brunswick.
- Establishing mandatory Indigenous cultural awareness training modules for government of New Brunswick public servants. The training includes a component on violence against Indigenous women and girls and missing and murdered Indigenous women and girls.

Outcome # 3

Releasing the 3rd annual Gender Impact Statement in partnership with Finance and Treasury Board alongside the provincial budget. The intended outcome of the Gender Impact Statement is to increase transparency and accountability and report publicly on gender and other diversity impacts of provincial budget items.

Why is it important?

Gender-Based Analysis+ allows government to assess how diverse groups of people of all genders may be affected by policies, programs, services, and initiatives. The Gender Impact Statement uses a Gender-Based Analysis+ lens on the budget to promote accountability and transparency in fiscal planning while also increasing gender-responsive participation in the budget process by considering all genders and equity-deserving groups in the budget preparation. The Gender Impact Statement provides information about the Gender-Based Analysis+ impacts of specific measures in the budget.

Overall Performance

In 2022, New Brunswick was the first provincial jurisdiction to publish the gender and diversity impacts of the budget in a public document of this magnitude. In the 2024 Gender Impact Statement, Women's Equality collected information and drafted impact reports on 49 budget items, up from 40 in 2023, and 17 in 2022. 53% of the 49 impact reports conducted indicated that no Gender-Based Analysis+ was undertaken at any stage of the development process, down from 68% in 2023. This shows a 15% improvement of departmental Gender-Based Analysis+ consideration.

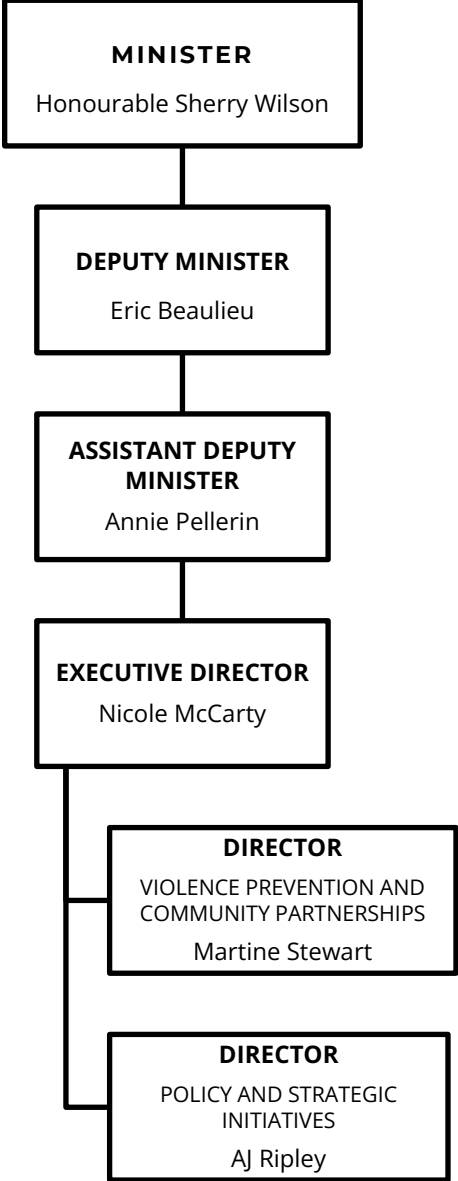
Initiatives or projects undertaken to achieve the outcome

- Presentations to senior leaders to outline Gender Impact Statement process, including objectives, timelines, and outcomes.
- Worked with Finance and Treasury Board to ensure that Gender-Based Analysis+ budget information was accessible and that departmental finance leads had consistent and accurate information to promote the use of Gender-Based Analysis+ when departments were developing their annual budget.
- Worked with departmental Gender-Based Analysis+ Champions to facilitate the effective application of Gender-Based Analysis+ and facilitated communication between Women's Equality and department leads to co-create robust impact reports for the Gender Impact Statement.

OVERVIEW OF DEPARTMENTAL OPERATIONS

Women’s Equality is mandated to promote gender equality and reduce systemic discrimination; provide advice and support on advancing equality to the minister responsible for women’s equality as well as to departments of government; and co-ordinate the implementation of the government’s actions and initiatives in the areas of women’s personal, economic, and social security.

High-Level Organizational Chart – as at March 30, 2024



DIVISION OVERVIEW AND HIGHLIGHTS

Violence Prevention and Community Partnerships Unit

Overview

The Violence Prevention and Community Partnerships Unit is comprised of eight (8) employees including a director and seven policy and program advisors. The Unit focuses on sexual violence prevention and response, supports and services to women victims of gender-based violence, violence against Indigenous women, girls and 2SLGBTQQIA+people, community partnerships, public education and awareness and knowledge dissemination. It accomplishes this by contracting, funding and monitoring programs delivered by community agencies; consulting, developing and implementing programs, policies and legislation; creating linkages between government departments and community and supporting their initiatives; designing and delivering training to government and community; representing Women's Equality on interdepartmental committees and government on federal/provincial/territorial committees; identifying and analyzing emerging issues; and advising government.

Highlights

- Expansion of community-based sexual violence services from 5 to 13 communities.
- Actioning prevention of campus sexual violence in partnership with Women and Gender Equality Canada, Sexual Violence NB and the Department of Post-Secondary Education, Training and Labour.
- Undertaking, with Department of Social Development, an operational and service review of the domestic/intimate partner violence (DIPV) funded services including outreach, second stage and transition houses.
- Oversaw five bilateral agreements totalling an investment of over \$3.8 million to address gender-based violence in New Brunswick with financial support from Justice Canada and Women and Gender Equality Canada.
 1. *Preventing Domestic Homicide in Atlantic Canada Study – Atlantic Domestic Homicide Network and the Canadian Femicide Observatory for Justice and Accountability*
 2. *Improving Response to Sexual Violence in Public Post-Secondary Institutions*
 3. *Indigenous Domestic Intimate Partner Violence Outreach Services*
 4. *Supporting Gender-Based Violence Crisis Hotline Service*
 5. *New Brunswick Implementation Plan of the National Action Plan to End Gender-Based Violence*
- Provincial investment of \$4 million in violence prevention initiatives:
 - Domestic Violence Outreach Program
 - Second Stage Housing
 - Sexual Violence Framework
 - Violence Against Indigenous Women and Girls
 - Provincial Partnership in Action Forum
 - Community Action Fund
- Targeted initiatives to address violence against Indigenous women, girls and 2SLGBTQQIA+ people:

- Supported the creation of the Indigenous Sexual Violence Coordinator position at Sexual Violence New Brunswick to support capacity-building within Indigenous communities and organizations on service provision for survivors of sexual violence.
- Launched the Indigenous Domestic and Intimate Partner Violence Outreach Program in partnership with select First Nation community-based Health Centres who host, staff, and deliver the Outreach Program to Indigenous women and 2SLGBTQIA+ individuals in their regions.
- Provided specialized training to Indigenous domestic violence outreach workers and the staff of transition houses and shelters that will help them to support Indigenous women and their children.
- The Unit held its annual Provincial Partnerships in Action Forum, a two-day event bringing together over 100 representatives from the Domestic Violence sector and government departments. Day one focused on key conversations around crisis line response in New Brunswick. For this event, a portion of funds from the bilateral agreement on crisis lines supported a panel conversation and knowledge exchange on crisis line response best practices. Day two of the event focused on supporting survivors with complex needs and invited a series of presenters on the topics of trauma and mental health.
- Operationalized New Brunswick's Year 1 Implementation Plan of the National Action Plan to End Gender-Based Violence, a collaborative plan between various provincial government departments and community partners, investing \$2.9 million in 2023-24 under four key themes, including: delivering specialized training, improving public awareness, enhancing public programming, and expanding supports for individuals directly affected by gender-based violence.

Policy and Strategic Initiatives Unit

Overview

The Policy and Strategic Initiatives Unit, comprising seven (7) employees including a director and six policy and program advisors, focuses on overseeing pay equity legislation and practices, promoting women in leadership and nontraditional careers, integrating Gender-Based Analysis+ and gender budgeting into decision-making and policymaking, creating gender disaggregated reports about issues facing New Brunswickers, and using social media and public reporting to educate on gender equality issues. The unit drives progress towards women's economic security and works to improve gender-responsiveness across government policies and programs. This is achieved through initiatives such as promoting family-friendly workplaces, reducing the gender wage gap, mentoring students in male-dominated career paths, promoting Gender-Based Analysis+ and educating about best practices, and providing tools to advance women in leadership roles.

Highlights

- Published three (3) Equality Profile public reports about income, sexual violence, and domestic and intimate partner violence from a gender equality research lens. These reports educate New Brunswickers about issues impacting women and gender-diverse people across the province and equip stakeholders with accessible disaggregated data.
- Representatives from 26 companies from the private sector completed the online pay equity training module.

- Hosted 3 Gender-Based Analysis+ Community of Practice meetings, including a Gender-Based Analysis+ in-practice training session, a presentation by Chanel Grenaway on Intersectional Gender Analysis as part of Gender Equality Week and a presentation by Julie Bartlett from the British Columbia Ministry of Indigenous Relations and Reconciliation on Indigenous Gender-Based Analysis+.
- Hosted 3 Gender-Based Analysis+ Champions Check-ins to connect with departmental Champions and provide updates as needed.
- Published the 2024 Gender Impact Statement alongside the provincial budget, increasing the number of impact reports to 49 up from 40 in 2023. 53% of the 49 impact reports conducted indicated that no Gender-Based Analysis+ was undertaken at any stage of the development process, down from 68% in 2023. This shows a 15% improvement of departmental Gender-Based Analysis+ consideration.
- Provided Gender Based Analysis+ training to 1028 GNB employees and Gender Diversity Inclusion training to 1037 GNB employees.
- Held the second annual, free, public webinar in partnership with Financial and Financial and Consumer Services Commission about building financial resilience. This webinar, attended by 103 participants, focused on the role credit and debt play in financial abuse.
- Increased public awareness through social media campaigns. Women's Equality reached 47,875 people/accounts on its English Facebook, representing a 242.5% increase over the previous fiscal year. Women's Equality gained 240 followers (up 147.4% over last fiscal year). Women's Equality's French Facebook reached 9,954 people/accounts (74.4% increase over the previous fiscal year) and gained 58 followers (up 75.8% over the previous fiscal).

FINANCIAL INFORMATION

This financial overview was prepared based on the best available information at the time of publication and therefore may not correspond exactly with the figures that will be subsequently published in GNB's Public Accounts.

**TABLE 1: ORDINARY EXPENDITURE
STATUS REPORT BY PROGRAM COMPONENT**

Fiscal Year Ending March 31, 2024 (\$000s)

ORDINARY PROGRAM	FINAL BUDGET	ACTUAL	VARIANCE (UNDER) OVER
Women's Equality	\$6,380	\$8,987	\$2,607

SUMMARY OF STAFFING ACTIVITY

Pursuant to section 4 of the *Civil Service Act*, the Secretary to Treasury Board delegates staffing to each Deputy Head for his or her respective department(s). Please find below a summary of the staffing activity for 2022-2023 for Women's Equality.

NUMBER OF PERMANENT AND TEMPORARY EMPLOYEES AS OF DEC. 31 OF EACH YEAR		
EMPLOYEE TYPE	2023	2022
Permanent	19	19
Temporary	7	7
TOTAL	26	26

The department advertised 3 competitions, including 1 open (public) competitions and 2 closed (internal) competitions.

Pursuant to sections 15 and 16 of the *Civil Service Act*, the department made the following appointments using processes to establish merit other than the competitive process:

APPOINTMENT TYPE	APPOINTMENT DESCRIPTION	SECTION OF THE CIVIL SERVICE ACT	NUMBER
Specialized Professional, Scientific or Technical	An appointment may be made without competition when a position requires: <ul style="list-style-type: none"> • a high degree of expertise and training • a high degree of technical skill • recognized experts in their field 	15(1)	0
Equal Employment Opportunity Program	Provides Indigenous Peoples, persons with disabilities and members of a visible minority group with equal access to employment, training and advancement opportunities.	16(1)(a)	0
Department Talent Management Program	Permanent employees identified in corporate and departmental talent pools, who meet the four-point criteria for assessing talent, namely performance, readiness, willingness and criticalness.	16(1)(b)	1
Lateral transfer	The GNB transfer process facilitates the transfer of employees from within Part 1, 2 (school districts) and 3 (hospital authorities) of the Public Service.	16(1) or 16(1)(c)	1
Regular appointment of casual/temporary	An individual hired on a casual or temporary basis under section 17 may be appointed without competition to a regular properly classified position within the Civil Service.	16(1)(d)(i)	1
Regular appointment of students/ apprentices	Summer students, university or community college co-op students or apprentices may be appointed without competition to an entry level position within the Civil Service.	16(1)(d)(ii)	0

Pursuant to section 33 of the *Civil Service Act*, 0 complaints alleging favouritism were made to the Deputy Head of Women's Equality and 0 complaints were submitted to the Ombud.

SUMMARY OF LEGISLATION AND LEGISLATIVE ACTIVITY

Women's Equality had no legislative activity during this fiscal year.

SUMMARY OF OFFICIAL LANGUAGES ACTIVITIES

Introduction

In 2023-2024, Women's Equality continued to fulfill its obligation under the *Official Languages Act* and was committed to actively offering and providing quality services in both Official Languages. Below are associated activities that were carried out on an ongoing basis during the year.

Focus 1

Ensure access to service of equal quality in English and French throughout the province:

- All Women's Equality communications and services are provided in both Official Languages or, where applicable, in the preferred language of the recipient or user.
- Ongoing consultation and discussions between human resources consultants and managers to ensure the department best meets the linguistic profile requirements. Linguistic profiles are all completed and reviewed on a needed basis.

Focus 2

An environment and climate that encourages, for all employees, the use of the Official Language of their choice in their workplace:

- All Women's Equality employees have the opportunity to work in the Official Language of their choice and are actively encouraged to do so.
- All employees received their performance review in the language of their choice. Managers also review the Language of Work and Language of Service policies with their employee to ensure they understand their right to work in their language of choice, as well as their obligation to provide an active offer of service in both Official Languages.
- Provided second-language training to employees who met the requirement of the Second-Language Training Policy. One employee received second language training in 2023-2024.
- Policy and Guidelines on the Language of Work are available to all employees and includes detailed information on official languages.

Focus 3

Ensure that new and revised government programs and policies took into account the realities of the province's Official Language communities (promotion of Official Languages):

- Government continues to ensure that official bilingualism is included as a fundamental value of the public service and is clearly included in the Code of Conduct of the employees of the Public Service.

Focus 4

Ensure Public Service employees have a thorough knowledge and understanding of the *Official Languages Act*, relevant policies, regulations, and the province's obligations with respect to Official Languages:

- Ensured orientation was provided to all new employees, which included information about the *Official Languages Act* and the policies and regulations governing their interaction with respect to Official Languages. They are asked to sign and send confirmation to Human Resources upon completion.
- Current employees are required to read the Official Languages policies as part of their annual performance review.
- Continue to remind all employees of their responsibility to provide an active offer of service in both Official Languages.

Conclusion

Women's Equality did not have any Official Languages complaints for fiscal 2023-2024.

SUMMARY OF RECOMMENDATIONS FROM THE OFFICE OF THE AUDITOR GENERAL

Women's Equality did not receive any recommendations from the Office of the Auditor General for the current reporting year and the previous year.

REPORT ON THE *PUBLIC INTEREST DISCLOSURE ACT*

As provided under section 18(1) of the *Public Interest Disclosure Act*, the chief executive shall prepare a report of any disclosures of wrongdoing that have been made to a supervisor or designated officer of the portion of the public service for which the chief executive officer is responsible.

Women's Equality did not receive any disclosure(s) of wrongdoing in the 2023-2024 fiscal year.