

The Best and Worst Places to be a Woman in Canada 2015

The Gender Gap in Canada's 25 Biggest Cities

Kate McInturff
With Courtney Lockhart





CCPA

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Introduction

IT'S BEEN QUITE a year for women. Beyoncé put feminism up in lights, while *Time Magazine* tried to ban it.¹ Patricia Arquette's Oscar speech made pay equity the talk of the town. The Jian Ghomeshi scandal took the entire country through the tragic implications of sexual assault. The Twitter hashtag #beenrapedneverreported started with two Canadian journalists and exploded with the stories of millions of survivors worldwide.² Sexual assault on campus got a closer look from the media and university administrators.³ August bodies from Parliament to the Canadian Forces found themselves struggling to find the tools to address sexism, discrimination and violence among their ranks.⁴

Many in Canada have responded to these news stories with surprise and disbelief. Women outnumber men at university, so surely they must be bringing home the same kind of paycheque. The news is full of newly elected women premiers — how can there be a problem with women's political representation? Headline after headline is drawing attention to the issue of violence against women — that must be making a difference.

The reality is Canada has a gender gap. Even working full time, women continue to bring home 20% less than the men that work beside them. That includes women with university degrees.⁵ Aboriginal women, racialized women and immigrant women take home even less. Men outnumber women two to one among senior managers and three to one among elected officials.⁶ More than a million women report having experienced domestic

or sexual violence in the past five years alone.⁷ The rate of violent victimization triples for Aboriginal women and girls.⁸

This report is intended to provide an annual measure of the gaps that exist between men and women in communities across Canada. It is also a reminder that with the right choices and policies these gaps can be closed.

Governments, communities and individuals across the country are working to make women's lives better and to close the gaps in men's and women's well-being. Cities have much to learn from one another. Looking at which city fares the worst and best in terms of gender equality isn't about winning the cup, it's about identifying what works in one community and bringing it home to another – so that every city in Canada is a good place to be a woman.

How the Index Works

This report ranks each city based on a comparison of how men and women are faring in five different areas: economic security, leadership, health, personal security, and education. The report focuses primarily on the gap *between* men and women, rather than their overall levels of well-being. It does so in order to measure the difference between the access women and men have to the public goods available in their community, not the overall wealth of a community.

Statistics have their limits and the report reflects that. Statistical indicators have been chosen based on international best practices. Each indicator serves as a proxy for well-being. For example, levels of employment and pay stand in as a proxy for economic security. However, these indicators cannot paint the full picture of a lived life, nor can they fully capture differences between groups of women and transgender persons. To help get us there, this year's report takes a closer look at one city (Saskatoon) to provide a fuller picture of how a community is working to close its gaps and where it continues to struggle.

The Results

Once again, communities in Quebec fare better than cities in other provinces. The reasons for this are increasingly clear. The province of Quebec has put in place a number of policies that address the specific challenges that women face in balancing work and family life. These policies include subsidized child care, more generous parental leave benefits, and paternity leave. A comparison of the impact of these policies in Quebec and European

The Rankings

1. Victoria	10. Oshawa	19. Sherbrooke
2. Gatineau	11. Ottawa	20. Hamilton
3. Quebec City	12. Toronto	21. Saskatoon
4. Abbotsford-Mission	13. Kelowna	22. Windsor
5. Halifax	14. Regina	23. Calgary
6. London	15. St. John's	24. Edmonton
7. Vancouver	16. St. Catharines-Niagara	25. Kitchener-Cambridge-Waterloo
8. Barrie	17. Kingston	
9. Montreal	18. Winnipeg	

countries with similar policies demonstrates the strong correlation between them and women's access to work and better pay.⁹

There are 2.5 million more women in the workforce today than there were 30 years ago. Women continue to spend nearly twice as many hours as men do looking after the household and taking care of children and other family members. The combination of these factors means that women are facing a significant time crunch in their day. Yet stagnant male wages mean that households very much depend on women staying in paid work. When governments provide access to better paid parental leave, leave for both parents, and affordable child care, women and their families are better able to access paid work and ensure their financial stability. This is why most Quebec cities fare better in the rankings.

Cities like Gatineau and Victoria, where there is a large public sector employer, also come out on top – particularly in narrowing the wage gap and in promoting women into senior management positions. Women in Gatineau see the smallest gap in their pay, earning 87 cents on the male dollar. Women in Victoria come the closest to having the same level of employment as men, trailing them by a mere 3%. This happens for several reasons. Public sector employers are highly unionized and, as a result, have robust wage-setting processes. They have strong equity regulations in place – regulations which ensure that the employer must keep track of whether or not there are discriminatory gaps in pay and promotion. The public sector has a high level of transparency when it comes to rates of pay and promotion,

which ensures that employees themselves know where gaps in pay and promotion exist. The correlation between public sector employment and greater equality is evident not only in Canada but across high-income countries.¹⁰

Regions that depend on predominantly male industries tend to land at the end of this list, with Calgary, Edmonton and Kitchener-Cambridge-Waterloo taking up the bottom three spots. Men and women tend to work in different occupations across Canada. However, when a regional economy is dominated by the occupations where men work, without the same level of growth in the industries where women work, the gap in employment and pay gets bigger. Thus, while Edmonton can boast some of the highest wages in the country, it also has one of the biggest gaps in what men and women earn, with women who work full time bringing home \$16,000 less annually than men.

The construction industry and the mining, oil and gas sectors are two of the biggest employers in Alberta. Men hold 88% of the jobs in construction and 76% of the jobs in the extractive sector in Alberta.¹¹ There are fewer jobs available in female-dominated sectors like education and health care in the province. While there are a number of initiatives working to train women for jobs in predominately male industries, there has been very little change in the share of women holding jobs in mining and construction over the past decade. The shift of women into these sectors is happening very slowly. Without growth in the predominantly female occupational sectors, women will continue to find themselves underemployed. Without investment in the sectors that do the most to narrow the pay gap (e.g., education and nursing), women will continue to take home less money for the same amount of work.

Prairie cities Winnipeg and Saskatoon, as well as Eastern cities Halifax and St. John's, boast some of the smallest gaps in health. Two-thirds of women in Halifax and St. John's rate their health as good or excellent. Women in Winnipeg and Halifax are the most likely to have been screened for cervical cancer in the past three years. Women in these four cities are also the least likely to identify high levels of stress in their lives.

Women's levels of political representation are low in every region. Victoria is the only major city in which women outnumber men among city councilors. St. John's has no female city councilors at all. When all the regional municipalities that fall within the census metropolitan area are counted, Victoria still comes out on top — with women making up 45% of their elected officials. Hamilton is at the bottom of the pack, with women making up only 20% of elected officials.

Canadian cities have some challenges in common. Rates of sexual assault, harassment and intimate partner violence remain persistently high in Canada, changing little over the past 20 years. Over a million women report having experienced one of these forms of violence in the past five years. While it is an imperfect measure, the index relies on the only data available at the local level — police-reported crime rates — to capture the public safety issues that disproportionately affect women. The results clearly show a persistent problem that Canadian cities face in common. Even in the cities with the lowest levels of police-reported sexual assault and intimate partner violence (Kelowna and Abbotsford-Mission) the impact is still significant. Statistics Canada estimates that police-reported sexual assaults represent only 10% and police-reported intimate partner violence only 30% of actual incidents. Given this trend, it is likely that over 400 incidents of sexual and domestic violence occurred in each of these two small communities in the space of a year.

Canadian cities also share some of their achievements. Women's educational levels are higher than men's in every area except the trades. Out of the 25 cities examined, Ottawa had the most university graduates, with nearly one in three women holding a university degree. Women in Oshawa are the most likely to have completed a college or CEGEP degree. Sherbrooke has the biggest share of women in the trades, with 13% of women in the city having completed training or an apprenticeship.

It is also clear that Canadian cities share a common will to narrow the gap between women and men. Local initiatives, some of them highlighted below, are thriving across the country. They include a group of food servers in Edmonton who got tired of being asked to wear miniskirts at work, and an organization in Quebec City that ensures that Deaf women have access to perinatal care. What is needed now is the opportunity for those working at the local level to share their insights and experiences with each other and with decision-makers at all levels of government. By learning from each other, every Canadian city has the opportunity to make their hometown the best place to be a woman in Canada.

St. John's

Economic Security	Education	Health
12 th	3 rd	5 th
Leadership	Security	Overall Rank
24 th	3 rd	15 th

Economic Security

Overall employment rates in St. John's are higher than the national average. However, a significant gap remains (7%) between men's and women's employment. That gap widens when it comes to full-time jobs, with only 50% of women holding a full-time position, compared with 62% of men. Women working full time in St. John's earn 79% of what their male peers make.¹²

Just under 12% of women in St. John's live in poverty. This is 2% below the national average. There is almost no gap between men's and women's poverty rates.

Educational Attainment

Women in St. John's are more likely than men to have a high school, college or university degree. Nearly a quarter of women in St. John's have a college or CEGEP degree, several points higher than the national average. Men outnumber women in the trades with nearly twice as many men as women completing training and apprenticeships.

Leadership

Currently, no women sit as councillors on St. John's city council. If the smaller regional municipalities (which make up the census metropolitan area) are

taken into account, women constitute 20% of elected municipal officials. Women fare slightly better outside of politics, with 32% of senior management positions held by women.

Health

Both men and women in St. John's have life expectancies that are slightly below the Canadian average, with men living to age 77 and women to age 81 on average. The majority of the population rates their health as very good or excellent, though women are slightly more likely to do so. Women are also more likely to register high levels of stress in their lives (19%) compared to men (14%). Rates of screening for cervical cancer are above average, with 72% of women reporting they had a Pap smear in the last three years.

The Office to Advance Women Apprentices works to increase the numbers of women working in the skilled trades in Newfoundland and Labrador. The project includes a registry of women apprentices, mentorship programs to support women starting work in the trades, and employer incentive programs.

www.womenapprentices.ca

Personal Security

The rates of sexual assault and intimate partner violence reported to the police in St. John's are lower than the national average. Police recorded 85 incidents of sexual and domestic violence perpetrated against women in 2013 in St. John's. However, because 90% and 70% of all incidents of sexual and domestic violence respectively go unreported, these numbers do not reflect actual levels of violence. Police-reported levels of violence are also influenced by municipal police practices. The most accurate way to measure levels of sexual and domestic violence is through self-reporting surveys. The current surveys don't sample a large enough portion of the population to provide estimates at the municipal level. Provincially, 4% of the population of Newfoundland and Labrador reports having experienced domestic violence in the past five years.

Halifax

Economic Security	Education	Health
7 th	7 th	2 nd
Leadership	Security	Overall Rank
12 th	6 th	5 th

Economic Security

Employment rates are higher than average in Halifax and the gap between men's and women's employment levels is smaller than average. The gap in full-time employment rates is also smaller than average, with 47% of working women holding full-time jobs compared to 60% of men. The wage gap in Halifax is significant: women earn on average 70% of what men earn. Unusually, the wage gap doesn't close when only full-time workers are compared. Even then, full-time women workers still earn only 70% of what their male peers earn.¹³ This may contribute to women's higher rates of poverty in Halifax, which are higher generally than the national average: 15% of women live below the Low Income Measure, compared to 12% of men.

Educational Attainment

Women in Halifax are more likely than men to have a high school, college or university degree. More than a quarter of women (27%) in Halifax have a university degree, several points higher than the national average. Men outnumber women in the trades, with nearly twice as many men as women completing training and apprenticeships.

Leadership

Women make up one in four elected officials in Halifax, with four women councillors on the 17-seat city council. The gender gap is significantly smaller outside of politics, with women making up 37% of senior managers in the city.

Health

Life expectancy in Halifax is close to the Canadian average and, as is typically the case, women live slightly longer lives (83 years on average to a man's 78 years). Women are more likely to rate their health as being very good or excellent (66%), compared to men (59%). Men and women in Halifax are equally likely to report high levels of stress in their lives. Rates of screening for cervical cancer are above average, with 73% of women reporting they had a Pap smear in the last three years.

Art + Feminism Wikipedia Edit-a-thon: Last year, the Nova Scotia College of Art and Design participated in the international one-day "edit-a-thon." The event brings students, scholars and activists together to update and add entries to Wikipedia highlighting the work of women artists.

Personal Security

The rate of sexual assault reported to the police in Halifax is higher than average and the rate of intimate partner violence is just below average. Police recorded 209 incidents of sexual and domestic violence perpetrated against women in 2013 in Halifax. However, because 90% and 70% of all incidents of sexual and domestic violence respectively go unreported, these numbers do not reflect actual levels of violence. Police-reported levels of violence are also influenced by municipal police practices. The most accurate way to measure levels of sexual and domestic violence is through self-reporting surveys. The current surveys don't sample a large enough portion of the population to provide estimates at the municipal level. Provincially, 5.5% of the population of Nova Scotia reports having experienced domestic violence in the past five years.

Quebec City

Economic Security	Education	Health
6 th	6 th	9 th
Leadership	Security	Overall Rank
3 rd	18 th	3 rd

Economic Security

Employment rates are higher than average in Quebec City and the gap between men's and women's employment levels overall is close to average, with 68% of men and 61% of women in the city working. The gap in full-time employment is smaller than average, with nearly 48% of women holding full-time jobs, compared to 59% of men. The wage gap in Quebec City is one of the smallest in Canada. Women in Quebec City take home 78% of men's earnings, a significant improvement on the national average (70%).

Poverty rates in Quebec City are slightly below average, with 12% of women living below the Low Income Measure, compared to 10% of men. That difference amounts to 8,000 more women living in poverty than men.

Educational Attainment

Women in Quebec City are more likely than men to have a high school, CEGEP or college degree. They are equally likely to have graduated from university. Levels of trades education are higher than average for both men and women in Quebec City, and the gap in those completing training and apprenticeships in the trades is smaller, with 20% of men and 12% of women doing so.

Leadership

Women make up one in three elected officials in Quebec City and the outlying regional municipalities. Quebec City comes in second only to Oshawa in closing the gap in senior management, with women making up 39% of senior managers.

Health

Life expectancy in Quebec City is close to the Canadian average and, as is typically the case, women live slightly longer lives than do men (84 and 79 years respectively). Women are more likely than men to rate their health as being very good or excellent, with 57% of men compared to 62% of women saying so. Women in Quebec City are also more likely than men to report high levels of stress in their lives (29% compared to 24%). Rates of screening for cervical cancer are below average, with 61% of women reporting they had a Pap smear in the last three years.

Comité d'aide aux femmes Sourdes de Québec (CAFSQ) works with Deaf women across Quebec, providing services, support and training. The organization grew out of an increasing awareness of the experiences of Deaf women with domestic violence. Since 1995, it has expanded considerably to include a range of activities from supporting the inclusion of Deaf women in city planning to ensuring that perinatal services are accessible to Deaf women.

<http://www.cafsq.org/fr/>

Personal Security

The rate of intimate partner violence reported to the police in Quebec City is higher than average. The police recorded 392 incidents of sexual and domestic violence perpetrated against women in 2013 in Quebec City. However, because 90% and 70% of all incidents of sexual and domestic violence respectively go unreported, these numbers do not reflect actual levels of violence. Police-reported levels of violence are also influenced by municipal police practices. The most accurate way to measure levels of sexual and domestic violence is through self-reporting surveys. The current surveys don't sample a large enough portion of the population to provide estimates at the municipal level. Provincially, 5.3% of the population of Quebec reports having experienced domestic violence in the past five years and 1.6% reports having experienced a sexual assault in the same period.

Sherbrooke

Economic Security	Education	Health
14 th	2 nd	19 th
Leadership	Security	Overall Rank
25 th	14 th	19 th

Economic Security

Employment rates are well below average in Sherbrooke. At 52% women's employment rates are the lowest of any of the 25 cities included in this study, leaving nearly half of the working-age female population out of the workforce. Full-time employment rates are equally low and the gap between men's and women's access to full-time employment is the second largest of the 25 cities. For those women that do have paid work, the wage gap is smaller than average. Women earn on average 76% of what men earn — a gap that narrows to 82% for full-time workers.¹⁴

One in five women in Sherbrooke live below the Low Income Measure, giving the city one of the highest poverty rates in the country. Men's poverty rates are also higher than average at 14%. However, this leaves the gap between men's and women's poverty rates at three times the national average.

Educational Attainment

Women in Sherbrooke are more likely than men to have a high school, college or university degree. Levels of trades education are higher than average for both men and women in Sherbrooke, and the gap in those completing training and apprenticeships in the trades is smaller, with 21% of men and 13% of women doing so.

Leadership

Sherbrooke is one of the few cities where women fare better in political representation than they do in professional leadership, though men still outnumber women in both areas. Women make up 29% of elected officials in Sherbrooke and its outlying regional municipalities. They make up 28% of senior managers.

Health

Life expectancy for women in Sherbrooke is slightly higher than the Canadian average, with men living to age 79 and women to age 85 on average. Women are slightly more likely than men to rate their health as very good or excellent (66% compared with 63%), nearly twice as likely to report high levels of stress in their lives (33% compared to 17%). Rates of screening for cervical cancer are below average, with 61% of women reporting they had a Pap smear in the last three years.

ConcertAction Femmes Estrie (CAFE) is a regional organization that supports women's and community organizations in the Eastern Townships. **CAFE** works in a plurality of areas including health, education, the fight against poverty and violence, social development and access to decision-making bodies.

www.concertactionfemmesestrie.org

Personal Security

The rate of intimate partner violence reported to the police in Sherbrooke is higher than average. Police recorded 89 incidents of sexual and domestic violence perpetrated against women in 2013 in Sherbrooke. However, because 90% and 70% of all incidents of sexual and domestic violence respectively go unreported, these numbers do not reflect actual levels of violence. Police-reported levels of violence are also influenced by municipal police practices. The most accurate way to measure levels of sexual and domestic violence is through self-reporting surveys. The current surveys don't sample a large enough portion of the population to provide estimates at the municipal level. Provincially, 5.3% of the population of Quebec reports having experienced domestic violence in the past five years and 1.6% reports having experienced a sexual assault in the same period.

Montreal

Economic Security	Education	Health
8 th	8 th	23 rd
Leadership	Security	Overall Rank
11 th	15 th	9 th

Economic Security

Employment rates in Montreal are in keeping with the national average, as is the gap in employment, with 58% of women employed compared to 66% of men. Women’s full-time employment rates are significantly lower than those of men, with 43% of women in Montreal holding full-time jobs compared to 57% of men. Wages in Montreal are lower than average, but the gap in men’s and women’s earnings is narrower, with women earning 77% of what men earn.

Montreal has higher than average rates of poverty, but a smaller than average gap between men’s and women’s levels of poverty, with 17% of women living below the Low Income Measure.

Educational Attainment

Women in Montreal are more likely than men to have completed high school, CEGEP or college. They are almost equally likely to have completed university (22% for men and 23% for women). Men are twice as likely to have completed training in the trades.

Leadership

Women make up less than one in three (31%) elected officials in Montreal and its regional municipal bodies. They fare slightly better outside of politics, with women making up 35% of senior managers.

Health

Life expectancy in Montreal is close to the Canadian average and, as is typically the case, women live slightly longer lives than do men (84 years on average compared to 79). Women are less likely than men to rate their health as very good or excellent, with 59% of men claiming good health compared to 56% of women. Women in Montreal are more likely to report high levels of stress in their lives (29% compared to 24%). Rates of screening for cervical cancer are below average, with 61% of women reporting they had a Pap smear in the last three years.

Marche Mondiale des Femmes: the 2015 World March of Women was launched in Montreal on March 8 this year. It is the fourth Marche Mondiale, which began in Quebec as the 1995 Women's March Against Poverty, organized by the Fédération des femmes du Québec, and is now a global event held once every five years.

www.mmfqc.org

Personal Security

The rate of intimate partner violence reported to the police in Montreal is higher than average. The police recorded 1,785 incidents of sexual and domestic violence perpetrated against women in 2013. However, because 90% and 70% of all incidents of sexual and domestic violence respectively go unreported, these numbers do not reflect actual levels of violence. Police-reported levels of violence are also influenced by municipal police practices. The most accurate way to measure levels of sexual and domestic violence is through self-reporting surveys. The current surveys don't sample a large enough portion of the population to provide estimates at the municipal level. Provincially, 5.3% of the population of Quebec reports having experienced domestic violence in the past five years and 1.6% reports having experienced a sexual assault in the same period.

Gatineau

Economic Security	Education	Health
3 rd	1 st	24 th
Leadership	Security	Overall Rank
5 th	21 st	2 nd

Economic Security

Employment rates are higher than the national average in Gatineau and the gap between women’s and men’s employment is smaller overall and smaller among full-time workers. Nearly half of working-age women in Gatineau work full time (49% in Gatineau compared to 43% nationally). Wages are higher than average in Gatineau and the city has the smallest gap in men’s and women’s earnings, with women earning 87% of what men earn.

Poverty rates are slightly below the national average in Gatineau, with 11% of men and 13% of women living below the Low Income Measure.

Educational Attainment

Gatineau comes the closest of the 25 cities studied to having parity in levels of education. Women in Gatineau are slightly more likely than men to have a high school, college or university degree. Women in Gatineau have higher than average levels of training in the trades, with 10% having completed an apprenticeship and/or trades training (compared to 15% of men).

Leadership

Women in Gatineau fare better than average when it comes to professional advancement, making up 38% of senior managers in the city. Women make up just under a third (32%) of elected officials at the municipal level.

Health

Life expectancy in Gatineau is close to the Canadian average and, as is typically the case, women live slightly longer lives than do men (82 years on average compared to 78). Women are more likely than men to rate their health as very good or excellent (61% compared to 55%), but twice as likely to report high levels of stress in their lives (31% compared to 15%). Rates of screening for cervical cancer are below average, with 62% of women reporting they had a Pap smear in the last three years.

Art entr'Elle brings professional artists and criminalized women together to produce artwork that reflects their experiences and identity. Established in 2009, the **Art Entr'Elles** collective expresses the challenges of the social reintegration of criminalized women and encourages critical reflection on the alternatives to imprisonment. The collective has mounted presentations of their work at several galleries and public events over the past five years.

Personal Security

The rates of sexual assault and intimate partner violence reported to the police in Gatineau are well below average. The police recorded 173 incidents of sexual and domestic violence perpetrated against women in 2013. However, because 90% and 70% of all incidents of sexual and domestic violence respectively go unreported, these numbers do not reflect actual levels of violence. Police-reported levels of violence are also influenced by municipal police practices. The most accurate way to measure levels of sexual and domestic violence is through self-reporting surveys. The current surveys don't sample a large enough portion of the population to provide estimates at the municipal level. Provincially, 5.3% of the population of Quebec reports having experienced domestic violence in the past five years and 1.6% reports having experienced a sexual assault in the same period.

Ottawa

Economic Security	Education	Health
4 th	17 th	15 th
Leadership	Security	Overall Rank
15 th	11 th	11 th

Economic Security

Ottawa has relatively high levels of employment and a smaller than average gap between men's and women's employment rates, which stand at 69% and 62% respectively. The wage gap for full-time work is also the smallest of the 25 cities studied, with full-time female workers earning 87% of what their male counterparts earn.¹⁵

Ottawa's poverty rates are below average, as is the gap between men's and women's levels of poverty, with 10% of men and 11% of women living below the Low Income Measure.

Educational Attainment

Ottawa is the most highly educated city among those included in the study. One in three women and men have completed a university degree. Women are slightly more likely than men to have completed college or high school. At 6% for men and 4% for women, rates of participation in apprenticeships and trades training are well below the national average.

Leadership

Ottawa comes in near the bottom of the rankings in terms of electing women to municipal bodies, with women constituting only 19% of elected officials

in the City of Ottawa and its outlying areas. Women fare far better outside of politics, making up 38% of senior managers in the city.

Health

Life expectancy in Ottawa is slightly higher than the Canadian average and, as is typically the case, women live slightly longer lives than do men (84 years on average compared to 80). Women are more likely than men to rate their health as very good or excellent (66% compared with 63%), and are slightly more likely to report high levels of stress in their lives (29% compared with 26% for men). Rates of screening for cervical cancer are below average, with 62% of women reporting they had a Pap smear in the last three years.

Personal Security

The rates of sexual assault and intimate partner violence reported to the police in Ottawa are more than double the average for the top 25 cities. The police recorded 445 incidents of sexual and domestic violence perpetrated against women in 2013. However, because 90% and 70% of all incidents of sexual and domestic violence respectively go unreported, these numbers do not reflect actual levels of violence. Police-reported levels of violence are also influenced by municipal police practices. The most accurate way to measure levels of sexual and domestic violence is through self-reporting surveys. The current surveys don't sample a large enough portion of the population to provide estimates at the municipal level. Provincially, 6.2% of Ontarians report having experienced domestic violence in the past five years and 2.4% report having experienced a sexual assault in the same period.

Women and Girls' Eyes on the Neighbourhood: Feeling Safe in Public Space: The project brought together women and girls in several Ottawa neighbourhoods to better understand their experiences of public spaces. The project, which was supported jointly by the City for All Women Initiative and the Pinecrest-Queensway Community Health Centre, used innovative and participatory research methods, including body mapping, to engage women and girls.
www.cawi-ivtf.org

Kingston

Economic Security	Education	Health
5 th	15 th	12 th
Leadership	Security	Overall Rank
22 nd	23 rd	17 th

Economic Security

There is a relatively small employment gap in Kingston. However, the narrower gap is largely the result of lower than average levels of male employment. Women's wages are higher than average in Kingston, resulting in a smaller wage gap. Women earn 79 cents on the male dollar overall, and women working full time earn 86 cents for every dollar earned by men working full time.¹⁶

Kingston has slightly below average rates of poverty: 13% of women and 11% of men live below the Low Income Measure.

Educational Attainment

Women in Kingston are more likely than men to have completed high school, college or university, and at 25%, women's rates of college or CEGEP completion are higher than average. Men are more likely to have completed trades training and apprenticeships, with 11% of men and 5% of women having done so.

Leadership

Women make up one in three senior managers in Kingston. The gender gap widens further in politics, with women constituting less than one in four

elected officials municipally. Women's levels of representation are particularly low among outlying regional townships.

Health

Life expectancy in Kingston is close to the Canadian average and, as is typically the case, women live slightly longer lives than do men (83 years on average compared to 78). Men and women are just as likely (66%) to rate their health as very good or excellent, but women in Kingston are more likely to report high levels of stress in their lives (29% compared with 20% among men). Rates of screening for cervical cancer are above average, with 71% of women reporting they had a Pap smear in the last three years.

Personal Security

The rates of sexual assault and intimate partner violence reported to the police in Kingston are higher than average. The police recorded 120 incidents of sexual and domestic violence perpetrated against

women in 2013. However, because 90% and 70% of all incidents of sexual and domestic violence respectively go unreported, these numbers do not reflect actual levels of violence. Police-reported levels of violence are also influenced by municipal police practices. The most accurate way to measure levels of sexual and domestic violence is through self-reporting surveys. The current surveys don't sample a large enough portion of the population to provide estimates at the municipal level. Provincially, 6.2% of Ontarians report having experienced domestic violence in the past five years and 2.4% report having experienced a sexual assault in the same period.

The Reelout Queer Film + Video Festival celebrates queer media arts in Kingston and the surrounding area through film and media events that focus on issues of sexuality, race, culture, religion, class, gender, ability, health and age. Reelout hosts an annual film festival and produces educational materials for schools and community organizations.

www.reelout.com

Oshawa

Economic Security	Education	Health
13 th	18 th	7 th
Leadership	Security	Overall Rank
4 th	25 th	10 th

Economic Security

Employment levels in Oshawa are close to the national average and the gap between men's and women's levels of employment is smaller than average, with an employment rate of 66% for men and 60% for women. Incomes are higher than average in Oshawa, with men's average wages (\$66,100 for a full-time worker) rising well above the national average. At an average \$38,500 per year for full-time work, however, women's incomes lag significantly behind men, leaving Oshawa one of the largest wage gaps among the 25 cities studied in this report.¹⁷

Oshawa has one of the lowest poverty rates in the country and the gap between men's and women's poverty is smaller than average, with 7% of men and 8.5% of women living below the Low Income Measure.

Educational Attainment

Women in Oshawa are more likely than men to have completed high school, college or university. Women's rates of college completion are higher than the national average, with 27% of women having completed college or CEGEP. Men are more likely than women to have completed trades training and apprenticeships (11% compared with 5%).

Leadership

Oshawa comes closer than any of the 25 cities studied in closing the gap between men and women in senior management positions, with women making up 44% of management ranks. Women fare less well when it comes to political representation, taking less than one in five (19%) elected positions in Oshawa and its outlying regions.

Health

Life expectancy in Oshawa is close to the Canadian average and, as is typically the case, women live slightly longer lives than do men (83 years on average compared to 79). Women in Oshawa are more likely than men to rate their health as very good or excellent (65% compared to 58%), and slightly less likely to report high levels of stress in their lives (19% compared with 21% among men). Rates of screening for cervical cancer are above average, with 73% of women reporting they had a Pap smear in the last three years.

Girls Can Fly: The Durham Flight Centre in Oshawa sponsors events aimed at encouraging women and girls to join the aviation industry. For their efforts, the flight centre was named “Most Female Pilot Friendly Training Center Worldwide” by the Women of Aviation Institute last year.

Personal Security

The rate of sexual assault reported to the police in Oshawa is higher than average. Data on the rate of intimate partner violence is not available. The police recorded 374 incidents of sexual assault perpetrated against women in 2012 in Oshawa (the most recent year for which data is available). Because 90% and 70% of all incidents of sexual and domestic violence respectively go unreported, these numbers do not reflect actual levels of violence. Police-reported levels of violence are also influenced by municipal police practices. The most accurate way to measure levels of sexual and domestic violence is through self-reporting surveys. The current surveys don't sample a large enough portion of the population to provide estimates at the municipal level. Provincially, 6.2% of Ontarians report having experienced domestic violence in the past five years and 2.4% report having experienced a sexual assault in the same period.

Toronto

Economic Security	Education	Health
9 th	21 st	21 st
Leadership	Security	Overall Rank
10 th	9 th	12 th

Economic Security

Employment rates in Toronto are in line with the national average as is the gap in men's and women's levels of employment, with an employment rate of 67% for men and 59% for women. The median wage gap is also average, with women earning 77% of what men earn overall. However, when only full-time workers are considered, Toronto goes farther than most cities in narrowing the gap, with full-time women workers earning 84% of the average full-time male income.¹⁸

Toronto has one of the highest rates of poverty of the 25 cities measured and the gap in men's and women's levels of poverty is larger than average, with 16% of men and 18% of women living below the Low Income Measure.

Educational Attainment

Women in Toronto are more likely than men to have completed high school, college or university. Toronto has one of the most highly educated populations, coming second only to Ottawa, with 28% of women and men holding university degrees. Men are more likely than women to have completed trades training and apprenticeships (7% compared with 4%).

Leadership

Women make up a third of all elected officials in the City of Toronto and its outlying regional municipalities. Women fare better outside of politics, making up 36% of senior managers in the city.

Health

Life expectancy in Toronto is higher than the Canadian average and, as is typically the case, women live slightly longer lives (85 years compared to 80 for men). Men are more likely than women to rate their health as very good or excellent (64% compared with 54%), and women in Toronto are slightly more likely to report high levels of stress in their lives (29% compared with 26% among men). Rates of screening for cervical cancer are average, with 66% of women reporting they had a Pap smear in the last three years.

Equity in Theatre aims to remedy gender inequities in the theatre industry. As well as promoting dialogue, the initiative generates greater awareness of and exposure to women theatre practitioners, and develops community-based action plans to help fix industry imbalances. This year, the Equity in Theatre group participated in a global “hack-a-thon” aimed at increasing the number of entries in Wikipedia that highlight the work of women working in theatre.

www.eit.playwrightsguild.ca

Personal Security

The rates of sexual assault and intimate partner violence reported to the police in Toronto are lower than average. The police recorded 2,253 incidents of sexual and domestic violence perpetrated against women in 2013 in Toronto. However, because 90% and 70% of all incidents of sexual and domestic violence respectively go unreported, these numbers do not reflect actual levels of violence. Police-reported levels of violence are also influenced by municipal police practices. The most accurate way to measure levels of sexual and domestic violence is through self-reporting surveys. The current surveys don't sample a large enough portion of the population to provide estimates at the municipal level. Provincially, 6.2% of Ontarians report having experienced domestic violence in the past five years and 2.4% report having experienced a sexual assault in the same period.

Hamilton

Economic Security	Education	Health
16 th	19 th	6 th
Leadership	Security	Overall Rank
23 rd	5 th	20 th

Economic Security

Employment rates in Hamilton are slightly below the national average. The gap between men's and women's employment rates, particularly in full-time employment, is bigger than average, with only 39% of women holding full-time jobs (compared to 64% of men). Men and women both bring home slightly larger than average paycheques, and the overall gap in incomes is typical, with women earning 72% of what men earn. However, the gap in full-time earnings is significantly bigger than the national average, with women's full-time incomes measuring just 69% of men's full time earnings.¹⁹

Hamilton's poverty rates are just below the national average. The gap in poverty levels for men and women is also typical, with 11% of men and 13% of women living below the Low Income Measure.

Educational Attainment

Women in Hamilton are more likely than men to have completed high school, college or university. Women's rates of college completion are higher than average, with 23% of women having completed college or CEGEP. Men are more likely to have completed trades training and apprenticeships (11% compared with 5% among women).

Leadership

Women make up one in four city councillors in Hamilton. Grimsby has no female councillors and Burlington has only one. Women fare better outside of politics, making up 35% of senior managers in the city.

Health

Life expectancy in Hamilton is close to the Canadian average and, as is typically the case, women live slightly longer lives than do men (83 years on average compared with 78 for men). Women are slightly more likely than men to rate their health as very good or excellent (58% compared with 56% of men), but they are more likely to report high levels of stress in their lives (24% compared with 18% among men). Rates of screening for cervical cancer are average, with 68% of women reporting they had a Pap smear in the last three years.

Hollaback Hamilton is a local chapter of an international movement to end street harassment. The group collects reports of street harassment and posts them on a city map. Hollaback has used these maps and reports to change public attitudes toward street harassment and to target areas where there are high levels of harassment.

hamiltonont.ihollaback.org

Personal Security

The rates of sexual assault and intimate partner violence reported to the police in Hamilton are lower than average. The police recorded 293 incidents of sexual and domestic violence perpetrated against women in 2013. However, because 90% and 70% of all incidents of sexual and domestic violence respectively go unreported, these numbers do not reflect actual levels of violence. Police-reported levels of violence are also influenced by municipal police practices. The most accurate way to measure levels of sexual and domestic violence is through self-reporting surveys. The current surveys don't sample a large enough portion of the population to provide estimates at the municipal level. Provincially, 6.2% of Ontarians report having experienced domestic violence in the past five years and 2.4% report having experienced a sexual assault in the same period.

St. Catharines-Niagara

Economic Security	Education	Health
20 th	9 th	22 nd
Leadership	Security	Overall Rank
14 th	8 th	16 th

Economic Security

Employment levels are below the national average for both men and women living in St. Catharines-Niagara. Women's levels of full-time employment are the lowest of any of the 25 cities measured here, with only 35% of women holding full-time jobs. Wages are also well below the national average for both men and women, but the gap in wages is typical, with women earning 74% of what men earn.

Women's poverty rates are higher than average in St. Catharines and the gap in men's and women's levels of poverty is larger than average, with 9% of men and 15% of women living below the Low Income Measure.

Educational Attainment

Women in St. Catharines are more likely than men to have completed high school, college or university. Women's rates of college completion are slightly higher than average, with 23% of women having completed college or CEGEP. Men are more likely (13%) to have completed trades training and apprenticeships than women (6%).

Leadership

Women make up only 13% of city council in St. Catharines, holding two out of 13 seats. They have slightly better representation among regional municipalities, constituting 22% of elected officials among the outlying areas of the city. The city fares better when it comes to women's representation among management positions, with women making up 37% of senior managers in the city.

Health

Life expectancy in St. Catharines is close to the Canadian average and, as is typically the case, women live slightly longer lives than do men (83 years on average to men's 78). At 54%, women and men are equally likely to rate their health as very good or excellent, though women in St. Catharines are more likely to

report high levels of stress in their lives (27%) compared to men (17%). Rates of screening for cervical cancer are below average, with 61% of women reporting they had a Pap smear in the last three years.

GUTS is a digital, volunteer-run Canadian feminist magazine and blog. The biannual magazine publishes literary essays and reviews, long-form journalism, interviews, fiction and new media to further feminist discourse, criticism and community engagement in Canada.

gutsmagazine.ca

Personal Security

The rates of sexual assault and intimate partner violence reported to the police in St. Catharines are lower than average. The police recorded 181 incidents of sexual and domestic violence perpetrated against women in 2013. However, because 90% and 70% of all incidents of sexual and domestic violence respectively go unreported, these numbers do not reflect actual levels of violence. Police-reported levels of violence are also influenced by municipal police practices. The most accurate way to measure levels of sexual and domestic violence is through self-reporting surveys. The current surveys don't sample a large enough portion of the population to provide estimates at the municipal level. Provincially, 6.2% of Ontarians report having experienced domestic violence in the past five years and 2.4% report having experienced a sexual assault in the same period.

Kitchener-Cambridge-Waterloo

Economic Security	Education	Health
21 st	24 th	17 th
Leadership	Security	Overall Rank
16 th	24 th	25 th

Economic Security

Employment levels are significantly higher than average in Kitchener-Cambridge-Waterloo, but so is the gap in women’s and men’s representation in the workforce, with 72% of men working compared to 64% of women. The city has one of the larger wage gaps of the 25 cities measured: women make 66% of what men make overall. That gap closes only slightly for full-time workers, with women earning 69% of what men bring home working full time.²⁰

Women’s poverty rates are higher than average in Kitchener-Cambridge-Waterloo and the gap in men’s and women’s levels of poverty is larger than average, with 11% of men and 16.5% of women living below the Low Income Measure.

Educational Attainment

Women and men have very similar levels of education in Kitchener-Cambridge-Waterloo; there is less than a 1% difference in the number of men and women who hold university and high school degrees. Women’s rates of college completion are higher than men’s, with 21% of women and 17% of men having completed college or CEGEP. Men are more likely to have completed trades training and apprenticeships (10%) than women (4%).

Leadership

Women make up just under a third of city councillors in each of the three towns, doing slightly better in Waterloo than in Cambridge or Kitchener. The outlying municipalities see an even wider gap, with only one woman sitting in North Dumfries and one in Woolwich. The gap is similar outside of politics, with women making up 33% of senior managers in the region.

Health

Life expectancy in Kitchener-Cambridge-Waterloo is just above the Canadian average and, as is typically the case, women live slightly longer lives than do men (84 years on average to men's 80). Women are more likely than men to rate their health as very good or excellent (65% compared with 59%), but they are also more likely to report high levels of stress in their lives (25% compared with 18% among men). Rates of screening for cervical cancer are below average, with 63% of women reporting they had a Pap smear in the last three years.

Personal Security

The rate of intimate partner violence reported to the police in Kitchener-Cambridge-Waterloo is higher than average. The police recorded 293 incidents of sexual and domestic violence perpetrated against women in 2013 in Kitchener-Cambridge-Waterloo. However, because 90% and 70% of all incidents of sexual and domestic violence respectively go unreported, these numbers do not reflect actual levels of violence. Police-reported levels of violence are also influenced by municipal police practices. The most accurate way to measure levels of sexual and domestic violence is through self-reporting surveys. The current surveys don't sample a large enough portion of the population to provide estimates at the municipal level. Provincially, 6.2% of Ontarians report having experienced domestic violence in the past five years and 2.4% report having experienced a sexual assault in the same period.

London

Economic Security	Education	Health
2 nd	16 th	25 th
Leadership	Security	Overall Rank
8 th	17 th	6 th

Economic Security

Employment rates in London are below the national average for both men and women. The gap in employment levels is smaller than average, largely because men's levels of employment lag farther below the national level than do women's employment levels. The gender gap widens when it comes to incomes, with women earning 67% of what men earn in the city. Full-time work makes a difference to that gap, with women's full-time earnings measuring 77% of men's earnings.²¹

London has the second highest level of poverty among women of the 25 cities studied, with 20% of women living below the Low Income Measure. However, London is also one of the only cities where at 22% men's poverty rates exceed those of women.

Educational Attainment

Women in London are more likely than men to have completed high school, college or university. At 24%, women's rates of college and CEGEP completion are slightly higher than the national average. Men are twice as likely to have completed trades training and apprenticeships (10%) as women (5%).

Leadership

Women are outnumbered two to one on London's city council. They fare worse on regional councils, taking up 25% of elected positions. London has done better than most of the cities measured here in closing the gap in professional leadership, with women making up 38% of senior managers in the city.

Health

Life expectancy in London is in keeping with the Canadian average and, as is typically the case, women live slightly longer lives than do men (83 years on average to men's 79). Women are less likely than men (60% compared with 70%) to rate their health as very good or excellent, and they are more likely than men to report high levels of stress in their lives (24% compared to 16%). Rates of screening for cervical cancer are below average, with 62% of women reporting they had a Pap smear in the last three years.

The Ontario Women's Justice Network (OWJN) promotes an understanding of the law with respect to violence against women, providing accessible legal information to women and their supporters in a way that reflects the diverse experiences and realities of women. OWJN contains information on relevant legal issues, including written law (legislation) and case law (court decisions).

owjn.org/owjn_2009

Personal Security

The rates of sexual assault and intimate partner violence reported to the police in London are higher than average. The police recorded 291 incidents of sexual and domestic violence perpetrated against women in 2013 in London. However, because 90% and 70% of all incidents of sexual and domestic violence respectively go unreported, these numbers do not reflect actual levels of violence. Police-reported levels of violence are also influenced by municipal police practices. The most accurate way to measure levels of sexual and domestic violence is through self-reporting surveys. The current surveys don't sample a large enough portion of the population to provide estimates at the municipal level. Provincially, 6.2% of Ontarians report having experienced domestic violence in the past five years and 2.4% report having experienced a sexual assault in the same period.

Windsor

Economic Security	Education	Health
18 th	22 nd	11 th
Leadership	Security	Overall Rank
21 st	22 nd	22 nd

Economic Security

Employment rates are well below average for both men and women in Windsor. The relatively small gap in employment levels is largely the result of men's particularly low levels of employment, with 59% of men and 54% of women holding a job in the city. The same is true of earnings, with both men and women bringing home smaller than average paycheques. Women earn 77% of what men earn in the city.

Women in Windsor have the highest levels of poverty of any of the 25 cities included in this study, with nearly one in four women (24%) living below the Low Income Measure. Windsor also has one of the biggest gaps in poverty levels, with men's poverty rates falling well below those of women at 15%.

Educational Attainment

Women in Windsor are more likely than men to have completed high school, college or university. The share of women with university degrees is below the national average, while the share of women with college or CEGEP degrees is just above average. Men are twice as likely as women (10% compared with 5%) to have completed trades training and apprenticeships.

Leadership

Windsor has only one woman on city council. The outlying regions fare slightly better, boosting women's representation among elected officials to 21%. Men outnumber women two to one among senior managers.

Health

Life expectancy in Windsor is in keeping with the Canadian average and, as is typically the case, women live slightly longer lives (83 years on average to men's 79). Men are slightly more likely than women (65% compared with 63%) to rate their health as very good or excellent, and just as likely as women to report high levels of stress in their lives (19%). Rates of screening for cervical cancer are average, with 66% of women reporting they had a Pap smear in the last three years.

Personal Security

The rate of intimate partner violence reported to the police in Windsor is higher than average. The police recorded 175 incidents of sexual and domestic violence perpetrated against women in 2013 in Windsor. However, because 90% and 70% of all incidents of sexual and domestic violence respectively go unreported, these numbers do not reflect actual levels of violence. Police-reported levels of violence are also influenced by municipal police practices. The most accurate way to measure levels of sexual and domestic violence is through self-reporting surveys. The current surveys don't sample a large enough portion of the population to provide estimates at the municipal level. Provincially, 6.2% of Ontarians report having experienced domestic violence in the past five years and 2.4% report having experienced a sexual assault in the same period.

Barrie

Economic Security	Education	Health
15 th	5 th	14 th
Leadership	Security	Overall Rank
9 th	16 th	8 th

Economic Security

Employment levels are higher than average in Barrie and the gap in men's and women's levels of employment is typical, with 72% of men and 64% of women holding jobs. The wage gap in Barrie is larger than average, with women earning 62 cents on the male dollar.

Poverty levels are below the national average in Barrie and the gap in men's and women's levels of poverty is about average, with 10% of men and 12% of women living below the Low Income Measure.

Educational Attainment

Women in Barrie are more likely than men to have completed high school, college or university, though the share of women and men who hold university degrees (15% and 12% respectively) is well below the national average. At 26%, women in Barrie are much more likely to hold college degrees than the national average (20%). Men are more than twice as likely as women to have completed trades training and apprenticeships (12% and 5% respectively).

Leadership

Only two of eleven municipal councillors in Barrie are women. Women fare slightly better in the adjacent regional municipalities, making up a third of

elected officials in the outlying areas. Barrie performs better than average in promoting women into senior management, with women making up 37% of senior managers in the city.

Health

Life expectancy in Barrie is in keeping with the Canadian average and, as is typically the case, women live slightly longer lives (83 years on average to men's 78). Women and men are equally likely (60%) to rate their health as very good or excellent, but women in Barrie are more likely to report high levels of stress in their lives (30% compared with 22% among men). Rates of screening for cervical cancer are average, with 68% of women reporting they had a Pap smear in the last three years.

Personal Security

The rates of sexual assault and intimate partner violence reported to the police in Barrie are higher than average. The police recorded 104 incidents of sexual and domestic violence perpetrated against women in 2013 in Barrie. However, because 90% and 70% of all incidents of sexual and domestic violence respectively go unreported, these numbers do not reflect actual levels of violence. Police-reported levels of violence are also influenced by municipal police practices. The most accurate way to measure levels of sexual and domestic violence is through self-reporting surveys. The current surveys don't sample a large enough portion of the population to provide estimates at the municipal level. Provincially, 6.2% of Ontarians report having experienced domestic violence in the past five years and 2.4% report having experienced a sexual assault in the same period.

Winnipeg

Economic Security	Education	Health
17 th	14 th	4 th
Leadership	Security	Overall Rank
17 th	13 th	18 th

Economic Security

Employment levels are higher than average in Winnipeg, however the gap in men's and women's access to employment is significant, particularly at the full-time level, with only 44% of women holding full-time jobs compared to 61% of men. The wage gap is also larger than average at the full-time level, with women earning 76% of what men earn working full time.²²

Women's poverty levels exceed the national average by nearly 4%, creating a larger than usual gap in men's and women's poverty, which stands at 13% and 16% respectively.

Educational Attainment

Women in Winnipeg are more likely than men to have completed high school, college or university. Educational levels overall are close to the national average at every level except in the area of trades training, which men and women in Winnipeg are less likely than average to have completed. The gap in trades training is typical, with men in Winnipeg being almost twice as likely to have completed trades training and apprenticeships.

Leadership

Women make up a quarter of city councillors on Winnipeg council and in adjacent municipalities. They fare slightly better when it comes to professional representation, with women making up 36% of senior managers in the city.

Health

Life expectancy in Winnipeg is just below the Canadian average and, as is typically the case, women live slightly longer lives (82 years on average compared to 78 for men). Men are more likely than women to rate their health as very good or excellent (65% compared with 55%), and women and men in Winnipeg are just as likely to report high levels of stress in their lives (20%). Rates of screening for cervical cancer are above average, with 76% of women reporting they had a Pap smear in the last three years.

Manitoba Moon Voices Inc. began four years ago. Today, it is the provincial member associate of the Native Women's Association of Canada. The organization states its mandate is, "To build a strong connection among Indigenous women, organizations and allies across Manitoba supporting a collaborative voice in support of each other while also delivering responsive, effective, and valued research, education, access to resource sharing, and advocacy at the local, provincial, national and international levels."

www.manitobamoonvoicesinc.ca

Personal Security

The rate of sexual assault reported to the police in Winnipeg is higher than average. The police recorded 440 incidents of sexual and domestic violence perpetrated against women in 2013 in Winnipeg. However, because 90% and 70% of all incidents of sexual and domestic violence respectively go unreported, these numbers do not reflect actual levels of violence. Police-reported levels of violence are also influenced by municipal police practices. The most accurate way to measure levels of sexual and domestic violence is through self-reporting surveys. The current surveys don't sample a large enough portion of the population to provide estimates at the municipal level. Provincially, 7.4% of Manitobans report having experienced domestic violence in the past five years.

Regina

Economic Security	Education	Health
19 th	10 th	8 th
Leadership	Security	Overall Rank
13 th	4 th	14 th

Economic Security

Regina has the highest rates of employment among the 25 cities studied. The gap in men's and women's employment levels, however, is wider than the national average, with 73% of men and 63% of women holding jobs in the city. Wages are higher than average, and for working women in Regina the gap in their wages is smaller than usual, with women earning 74 cents on the male dollar.

Regina has lower than average levels of poverty and the gap in men's and women's poverty is close to average, with 8% of men and 10% of women living below the Low Income Measure.

Educational Attainment

Women in Regina are more likely than men to have completed high school, college or university. Men are more than twice as likely to have completed trades training and apprenticeships (13% compared with 6% among women).

Leadership

Women hold two out of eleven elected seats on city council in Regina. When the outlying regional municipalities are considered, women make up an

average of 19% of elected officials. Regina performs better than average outside of the political arena, with women making up 38% of senior managers.

Health

Life expectancy in Regina is just below the Canadian average and, as is typically the case, women live slightly longer lives (82 years on average to men's 77). Women are more likely than men to rate their health as very good or excellent (63% compared to 57%), but they are also more likely to report high levels of stress in their lives (23% compared to 15% among men). Rates of screening for cervical cancer are average, with 66% of women reporting they had a Pap smear in the last three years.

Personal Security

The rates of intimate partner violence and sexual assault reported to the police in Regina are lower than average. The police recorded 97 incidents of sexual and domestic violence perpetrated against women in 2013 in Regina. However, because 90% and 70% of all incidents of sexual and domestic violence respectively go unreported, these numbers do not reflect actual levels of violence. Police-reported levels of violence are also influenced by municipal police practices. The most accurate way to measure levels of sexual and domestic violence is through self-reporting surveys. The current surveys don't sample a large enough portion of the population to provide estimates at the municipal level. In Saskatchewan overall, 8.2% of people report having experienced domestic violence in the past five years.

Saskatoon

Economic Security	Education	Health
24 th	12 th	1 st
Leadership	Security	Overall Rank
20 th	20 th	21 st

Economic Security

Saskatoon has higher than average levels of employment for both men and women. The gap in men's and women's employment levels, however, is wider than the national average, with 74% of men and 65% of women holding jobs in the city. Wages are higher than average in the city, but the wage gap is also larger than average, with women earning 64 cents on the male dollar.

Saskatoon has lower than average levels of poverty and a smaller than average gap in the poverty rates of men and women: 11% of men and 12% of women live below the Low Income Measure.

Educational Attainment

Women in Saskatoon are more likely than men to have completed college or university. Women outnumbered men significantly at the college level, with 20% of women and 12% of men having completed a college or CEGEP degree. Saskatoon is the only city of the 25 studied where men are more likely than women to hold a high school degree. But men are twice as likely as women to have completed trades training and apprenticeships (14% compared with 7%).

Leadership

Women make up a third of elected officials municipally in Saskatoon and the outlying regional districts. The city falls below the average in closing the gap in professional leadership, with women holding 31% of senior management positions.

Health

Life expectancy in Saskatoon is in keeping with the Canadian average and, as is typically the case, women live slightly longer lives (83 years on average to 78 for men). Women are slightly more likely than men to rate their health as very good or excellent (63% compared with 61%), and they are just as likely as men (19%) to report high levels of stress in their lives. Rates of screening for cervical cancer are above average, with 71% of women reporting they had a Pap smear in the last three years.

Personal Security

The rate of sexual assault reported to the police in Saskatoon is higher than average. The police recorded 194 incidents of sexual and domestic violence perpetrated against women in 2013 in Saskatoon. However, because 90% and 70% of all incidents of sexual and domestic violence respectively go unreported, these numbers do not reflect actual levels of violence. Police-reported levels of violence are also influenced by municipal police practices. The most accurate way to measure levels of sexual and domestic violence is through self-reporting surveys. The current surveys don't sample a large enough portion of the population to provide estimates at the municipal level. In Saskatchewan overall, 8.2% of people report having experienced domestic violence in the past five years.

Calgary

Economic Security	Education	Health
10 th	25 th	20 th
Leadership	Security	Overall Rank
19 th	7 th	23 rd

Economic Security

Employment levels are significantly higher than average for both men and women in Calgary. However, the gap in employment levels is one of the largest of the 25 cities measured, with 75% of men and 66% of women holding jobs. The same is true of incomes, which are higher than average, but where women, even those working full-time, earn only 65% of what men earn in the city.²³

Calgary has one of the lowest levels of poverty among the 25 cities and is one of the few cities where men's poverty rates exceed those of women: 8% of men and 6% of women in Calgary live below the Low Income Measure.

Educational Attainment

Women in Calgary are more likely than men to have completed high school, college or university. Women in Calgary are among the most educated of the 25 cities, with 28% holding university degrees. Men are more than twice as likely as women to have completed trades training and apprenticeships (11% compared with 5%).

Leadership

Women hold only two of the 15 elected seats on Calgary's city council. They fare better in some of the outlying municipalities, making up 35% of elected officials on average. The city comes in second to last among the 25 cities in this study when it comes to promoting women into senior management, with women holding only 29% of these positions.

Health

Life expectancy in Calgary is above the Canadian average and, as is typically the case, women live slightly longer lives (84 years on average to men's 80). Men are slightly more likely than women to rate their health as very good or excellent (67% compared with 64%), and women in Calgary are slightly more likely than men to report high levels of stress in their lives (22% compared with 19%). Rates of screening for cervical cancer are above average, with 71% of women reporting they had a Pap smear in the last three years.

Knovo is an initiative aimed at ensuring that professional women in technology are fully represented in decision-making and leadership positions in Calgary's business community. Calgary's mayor recently commended the project, saying "Local initiatives like KNOVO...play an important role in helping us achieve our vision. Together, we can create an environment to close the gender equality gap."

www.knovo.ca

Personal Security

The rates of sexual assault and intimate partner violence reported to the police in Calgary are lower than average. The police recorded 549 incidents of sexual and domestic violence perpetrated against women in 2013 in Calgary. However, because 90% and 70% of all incidents of sexual and domestic violence respectively go unreported, these numbers do not reflect actual levels of violence. Police-reported levels of violence are also influenced by municipal police practices. The most accurate way to measure levels of sexual and domestic violence is through self-reporting surveys. The current surveys don't sample a large enough portion of the population to provide estimates at the municipal level. Provincially, 7.6% of Albertans report having experienced domestic violence in the past five years and 3.2% report having experienced a sexual assault in the same period.

Edmonton

Economic Security	Education	Health
23 rd	23 rd	18 th
Leadership	Security	Overall Rank
18 th	19 th	24 th

Economic Security

Employment levels are significantly higher than average for both men and women in Edmonton. However, the gap in employment levels is among the largest of the 25 cities studied, with 75% of men and 65% of women holding jobs. The same is true of incomes, with higher than average wages but a larger than average pay gap: women earn 59 cents on the male dollar in Edmonton.

Edmonton has the lowest level of poverty of the 25 cities included here, and there is a smaller than average gap between men's and women's levels of poverty, with 5% of men and 6% of women living below the Low Income Measure.

Educational Attainment

Women in Edmonton are more likely than men to have completed college or university. Edmonton has one of the biggest gaps in levels of trades training; men are three times as likely as women to have completed trades training and apprenticeships (15% compared with 5%).

Leadership

Edmonton has only one woman on its city council. Women fare better among some of the outlying municipalities, making up 31% of elected officials on

average. The city performs similarly when it comes to promoting women into senior management, with women holding only 31% of these positions.

Health

Life expectancy in Edmonton is in keeping with the Canadian average and, as is typically the case, women live slightly longer lives (84 years on average to men's 79). Men are more likely than women to rate their health as very good or excellent (64% compared with 60%), and women are more likely than men to report high levels of stress in their lives (27% compared with 19%). Rates of screening for cervical cancer are average, with 67% of women reporting they had a Pap smear in the last three years.

Personal Security

The rates of sexual assault and intimate partner violence reported to the police in Edmonton are higher than average. The police recorded 769 incidents of sexual and domestic violence perpetrated against women in 2013 in Edmonton. However, because 90% and 70% of all incidents of sexual and domestic violence respectively go unreported, these numbers do not reflect

actual levels of violence. Police-reported levels of violence are also influenced by municipal police practices. The most accurate way to measure levels of sexual and domestic violence is through self-reporting surveys. The current surveys don't sample a large enough portion of the population to provide estimates at the municipal level. Provincially, 7.6% of Albertans report having experienced domestic violence in the past five years and 3.2% report having experienced a sexual assault in the same period.

FED UP: The “feminist eatery database” was established by four university students in Edmonton who wanted to draw attention to sexism in the food service industry. The students hit a nerve with servers who flooded the website with stories of being asked to wear shorter, tighter, sexier clothes (a bikini in one instance) while working at local eateries. The project collects data from food servers, documents instances of sexism and provides recommendations for local restaurants whose servers report a supportive and sexism-free atmosphere. The group has also worked with restaurants to improve the climate for their servers.

fedupyeg.wordpress.com

Kelowna

Economic Security	Education	Health
25 th	4 th	13 th
Leadership	Security	Overall Rank
7 th	1 st	13 th

Economic Security

Employment levels are slightly below the national average in Kelowna and the gap between the levels for men and women is the largest of the 25 cities measured, with 65% of men and 56% of women holding jobs. Women's full-time employment levels are among the lowest of the 25 cities, with only 38% of women in Kelowna holding full-time jobs. Wages are below average in Kelowna and the gap between men's and women's earnings is larger than the national average, with women earning 66% of what men earn.

Kelowna's poverty rates are close to the national average, but the gap between men and women is slightly larger than average, with 11.7% and 14.1% respectively living below the Low Income Measure.

Educational Attainment

Women in Kelowna are more likely than men to have completed high school, college or university. The share of women and men who hold university degrees is well below the national average, while the share of women and men who hold college degrees is above average. Women are considerably more likely to have completed a college degree (24%) than men (17%). Men are twice as likely to have completed trades training and apprenticeships, with 18% of men and 9% of women having done so.

Leadership

Kelowna is one of only a handful of cities that comes close to reaching parity among elected officials, with four out of nine elected seats on city council held by women. The city also does better than average in promoting women to leadership positions outside of politics, where they make up 37% of senior management.

Health

Life expectancy in Kelowna is just above the Canadian average and, as is typically the case, women live slightly longer lives (84 years on average to men's 79). Men are more likely than women to rate their health as very good or excellent (60% compared with 53%), and women are slightly more likely than men to report high levels of stress in their lives (25% compared with 22%). Rates of screening for cervical cancer are above average, with 71% of women reporting they had a Pap smear in the last three years.

Personal Security

The rates of sexual assault and intimate partner violence reported to the police in Kelowna are well below average. The police recorded 55 incidents of sexual and domestic violence perpetrated against women in 2013 in Kelowna. However, because 90% and 70% of all incidents of sexual and domestic violence respectively go unreported, these numbers do not reflect actual levels of violence. Police-reported levels of violence are also influenced by municipal police practices. The most accurate way to measure levels of sexual and domestic violence is through self-reporting surveys. The current surveys don't sample a large enough portion of the population to provide estimates at the municipal level. Across all of British Columbia, 6.5% of people report having experienced domestic violence in the past five years and 3.6% report having experienced a sexual assault in the same period.

Abbotsford-Mission

Economic Security	Education	Health
22 nd	13 th	16 th
Leadership	Security	Overall Rank
2 nd	2 nd	4 th

Economic Security

Employment rates are higher than average in Abbotsford-Mission and the gap between men's and women's levels of employment is slightly smaller than average, with 67% of men and 60% of women holding jobs. Wages in Abbotsford-Mission are below the national average and the city has the biggest gap in men's and women's earnings of any of the 25 cities measured, with women earning 57% of what men earn.

Poverty rates in Abbotsford-Mission are close to the national average, as is the gap in levels of poverty, with 12% of men and 14% of women living below the Low Income Measure.

Educational Attainment

Women in Abbotsford-Mission are more likely than men to have completed high school, college or university, but the share of women and men who hold university or college degrees falls below the national average. Women are considerably more likely to have completed a college degree (18%) than men (12%), while men are nearly twice as likely as women to have completed trades training and apprenticeships (15% compared with 8%).

Leadership

Abbotsford and Mission both come close to parity on their city councils, with women taking four out of nine elected seats on Abbotsford council and three out of seven seats in Mission. The gap appears to be more persistent for professional women outside of politics, where they make up 36% of senior managers.

Health

Life expectancy in Abbotsford-Mission is just above the Canadian average and, as is typically the case, women live slightly longer lives (84 years on average to men's 80). Men are less likely than women to rate their health as very good or excellent (55% compared with 61%), but women in Abbotsford-Mission are slightly more likely than men to report high levels of stress in their lives (19% compared with 17%). Rates of screening for cervical cancer are below average, with 64% of women reporting they had a Pap smear in the last three years.

Personal Security

The rates of sexual assault and intimate partner violence reported to the police in Abbotsford-Mission are below average. Police recorded 57 incidents of sexual and domestic violence perpetrated against women in 2013 in Abbotsford-Mission. However, because 90% and 70% of all incidents of sexual and domestic violence respectively go unreported, these numbers do not reflect actual levels of violence. Police-reported levels of violence are also influenced by municipal police practices. The most accurate way to measure levels of sexual and domestic violence is through self-reporting surveys. The current surveys don't sample a large enough portion of the population to provide estimates at the municipal level. Across all of British Columbia, 6.5% of people report having experienced domestic violence in the past five years and 3.6% report having experienced a sexual assault in the same period.

Vancouver

Economic Security	Education	Health
11 th	20 th	3 rd
Leadership	Security	Overall Rank
6 th	10 th	7 th

Economic Security

Levels of employment in Vancouver are slightly below the national average, as is the gap in women's and men's employment rates, with 64% of men and 58% of women holding jobs. The wage gap is typical of the national average, though it narrows significantly for full-time workers, with women earning 83% of what men earn working full time.²⁴

Poverty rates in Vancouver are just below the national average, as is the gap in men's and women's levels of poverty, with 12.8% of men and 13.4% of women living below the Low Income Measure.

Educational Attainment

Women in Vancouver are more likely than men to have completed high school, college or university. The share of women who hold university degrees (27%) is well above the national average and slightly higher than for men (26%). Men are twice as likely as women to have completed trades training and apprenticeships (10% compared with 5%).

Leadership

Women hold five out of 11 elected positions in the City of Vancouver. When the outlying regional municipalities are considered, women make up 36%

of elected officials on average. Women’s representation among senior managers is similar, where they hold 35% of these positions in the city.

Health

Life expectancy in Vancouver is the highest of the 25 cities studied and, as is typically the case, women live slightly longer lives (86 years on average compared with 81 for men). Men are less likely than women to rate their health as very good or excellent (61% compared with 64%), and they are also slightly more likely than women to report high levels of stress in their lives (26% compared with 25%). Rates of screening for cervical cancer are above average, with 72% of women reporting they had a Pap smear in the last three years.

Personal Security

The rate of sexual assault is close to the average for the 25 cities studied and the rate of intimate partner violence reported to the police is lower than average. The police recorded 1,123 incidents of sexual and domestic violence perpetrated against women in 2013 in Vancouver. However, because 90% and 70% of all incidents of sexual and domestic violence respectively go unreported, these numbers do not reflect actual levels of violence. Police-reported levels of violence are also influenced by municipal police practices. The most accurate way to measure levels of sexual and domestic violence is through self-reporting surveys. The current surveys don’t sample a large enough portion of the population to provide estimates at the municipal level. Across all of British Columbia, 6.5% of people report having experienced domestic violence in the past five years and 3.6% report having experienced a sexual assault in the same period.

West Coast LEAF is dedicated to promoting women’s equality through the law. Current initiatives include the Older Women’s Dialogue project, which focuses on the law and social policy issues that impact the lives of older women in the Lower Mainland, an annual report card on B.C.’s progress in meeting the goals set out in UN human rights treaties, as well as work on disabilities, family law and violence against women.

www.westcoastleaf.org

Victoria

Economic Security	Education	Health
1 st	11 th	10 th
Leadership	Security	Overall Rank
1 st	12 th	1 st

Economic Security

The gap in men's and women's levels of employment is the smallest of the 25 cities measured, but this is largely the result of a lower than average employment rate among men. The same is true for wages, where a smaller than average gap between men's and women's wages is due in large part to men's wages coming in below the national average. Women earn 73% of what men earn overall, though the wage gap actually widens for full-time workers, with women earning 71% of what men earn working full time.²⁵

Rates of poverty are higher than average in Victoria, with 17.5% of men and 14.9% of women living below the Low Income Measure. Victoria is one of only a few cities where men's poverty rates exceed those of women.

Educational Attainment

Women in Victoria are more likely than men to have completed high school, college or university. The share of women who hold university degrees (26%) is above the national average and higher than men in Victoria (25%). Men are nearly twice as likely as women to have completed trades training and apprenticeships (13% compared with 7%).

Leadership

Victoria is the only city of the 25 studied where women outnumber men among elected officials. Women hold five out of nine seats on city council. Women also do better than average in adjacent municipalities, talking 45% of elected positions on average – the closest any region comes to parity. When it comes to professional leadership, the city performs less well, with women taking 37% of senior management positions.

Health

Life expectancy in Victoria is slightly above the national average and, as is typically the case, women live slightly longer lives (84 years on average to men's 80). Men are slightly less likely than women to rate their health as very good or excellent (62% compared with 63%), but women in Vancouver are slightly more likely than men to report high levels of stress in their lives (20% compared with 18%). Rates of screening for cervical cancer are average, with 66% of women reporting they had a Pap smear in the last three years.

Personal Security

The rates of sexual assault and intimate partner violence reported to the police in Victoria are close to the average for the 25 cities measured in this study. The police recorded 184 incidents of sexual and domestic violence perpetrated against women in 2013 in Victoria. However, because 90% and 70% of all incidents of sexual and domestic violence respectively go unreported, these numbers do not reflect actual levels of violence. Police-reported levels of violence are also influenced by municipal police practices. The most accurate way to measure levels of sexual and domestic violence is through self-reporting surveys. The current surveys don't sample a large enough portion of the population to provide estimates at the municipal level. Across all of British Columbia, 6.5% of people report having experienced domestic violence in the past five years and 3.6% report having experienced a sexual assault in the same period.

City in Focus: Saskatoon

By Courtney Lockhart

Economic Security	Education	Health
24 th	12 th	1 st
Leadership	Security	Overall Rank
20 th	20 th	21 st

Introduction

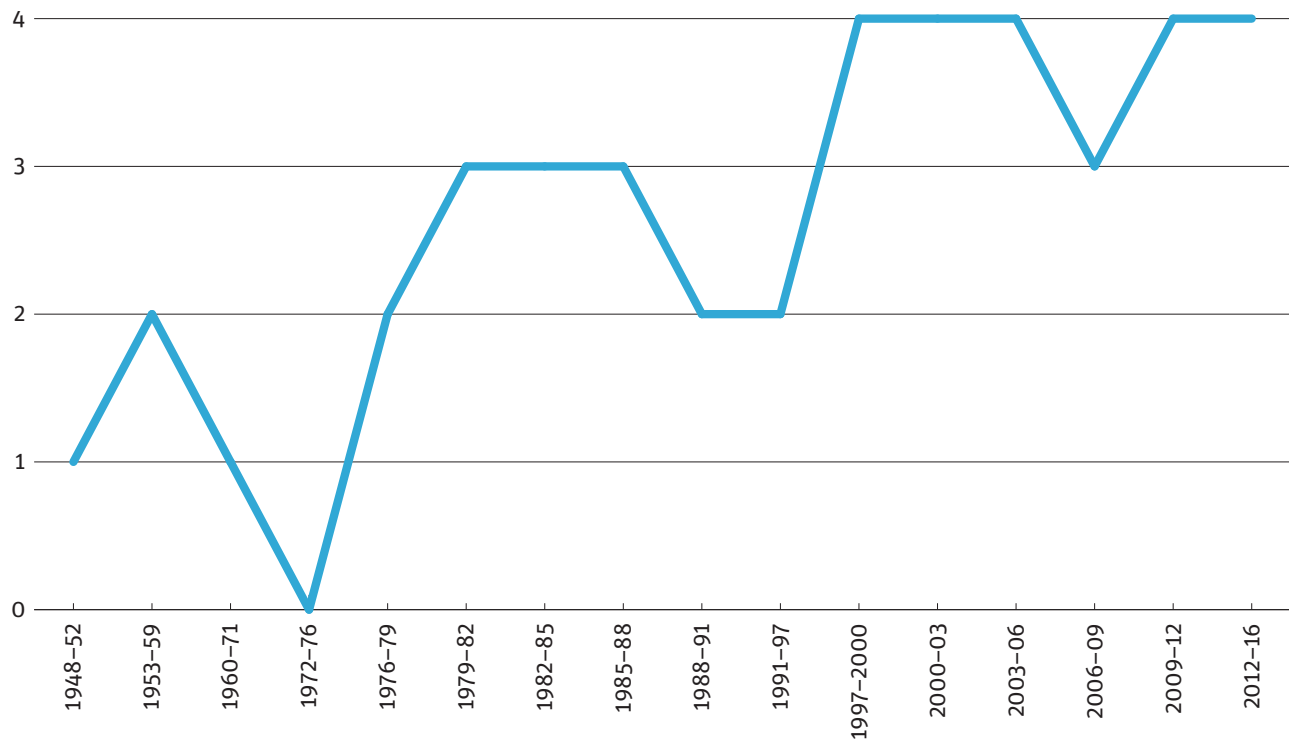
Saskatoon comes in 21st among the 25 Canadian cities in this year's list. While statistics give us a snapshot of the gender gap, there is a limit to what they can tell us about the diversity of women's lives in Saskatoon, the programs and policies that are working, the challenges that remain, and the differences between women that play an important role in their well-being.²⁶

This study elaborates on the categories used to assess the gender balance in Saskatoon and the 24 other cities measured: leadership, education, jobs and income, personal security, and health. It also examines in greater detail how people in Saskatoon are working to increase equality and opportunity for women in their community, and what other cities can learn from their experience.

Leadership

Compared to other Canadian cities, Saskatoon performs well when it comes to women's representation at the municipal level. Four of 11 current city councillors in Saskatoon are women, which is more or less where the gender split on council has come down over the past 15 years (see *Figure 1*).

FIGURE 1 Women on Saskatoon City Council (1948–2016)



Source City of Saskatoon Archives.

In 1945, the Town of Sutherland, now a neighbourhood in Saskatoon, elected Saskatchewan’s first female mayor, Florence McOrmond, who would serve two terms. Saskatoon elected its first female city councillor, Marjorie Walker, in 1947; she was widely supported on her platform to bring a woman’s viewpoint and opinion to city council. Since then, there has always been at least one woman elected to Saskatoon council.

Saskatoon proper has never elected a woman for mayor, and voters did not have the option before 1988, when Donna Birkmaier became the first woman to run albeit unsuccessfully for the top job.

Beyond the gender imbalance in the mayor’s office, there is also homogeneity along racial and age lines over the past 10 terms. The current mayor, Don Atchison, will be the longest-serving mayor in Saskatoon’s history when he finishes his term in 2016, having held the position for 13 years. There has never been a self-identified non-white mayor, and, with few exceptions, most of the city’s mayors and councillors have had roots in the United Kingdom.

Although in 2011, 9.3% of Saskatoon residents identified as Aboriginal, Indigenous communities remain under-represented, with no self-identified Aboriginal or Métis city councillors in the current administration.²⁷ However, there are other forms of leadership and governing bodies operating in the city. The Saskatoon Tribal Council employs over 250 people and represents approximately 11,000 First Nations people within a 200 km radius of Saskatoon and women have held important leadership positions in that body.

It is also important to recognize the varied political leadership expressed in Saskatoon and the greater Saskatchewan area. Idle No More, one of the largest grassroots movements in support of the rights of Aboriginal peoples in Canada, was founded by four Saskatchewan women (Jessica Gordon, Sylvia McAdam, Nina Wilson and

Sheelah McLean).²⁸

There is a tradition of women's leadership in this Prairie community beginning early in the 20th century, and a growing focus on mentorship. However, over the last decade, women's rates of civic leadership have been stagnant. The community needs to be more active in promoting and engaging women with

Feminist Summer Camp: In 2014, a Feminist Summer Camp in Saskatoon included weekly sessions on a range of topics from Indigenous feminisms to practical tips for organizing. The camp aimed to increase participants' understanding of the issues affecting women's empowerment and equality, and to provide them with the leadership skills to make change in their community.

feministsummercamp.weebly.com

an increased investment to represent diverse women.

There are efforts to empower working women outside of politics. Men still significantly outnumber women in senior management, holding 69% of these positions.²⁹ Business and Professional Women Saskatoon (BPW Saskatoon) has initiated a pilot project to implement the United Nations Women's Empowerment Principles in the workplace, marketplace and community. The organization has already received statements of support from five CEOs and organizations in the area.

Another group, International Women of Saskatoon (IWS), provides education, counselling and other settlement services for immigrant and refugee women, many of them from Pakistan, Bangladesh and China. However, the need for this help outweighs the group's ability to provide it, as Saskatoon continues to see more net international migration than Regina. There is a long wait list for the IWS Employment Training Program (work readiness), for example.

A continued challenge for women trying to enter the workforce in Saskatoon is the lack of affordable child care and transportation. Two-thirds of all families with children in Saskatoon have two working parents.³⁰ Individual child care centres report waiting lists with as many as 450 names and waiting times for an available space of up to two years.³¹ The average cost of child care for a toddler in Saskatoon is \$700 per month, or the equivalent of three months' salary for the average working woman in the city.³² Whether women are re-entering the workforce, going back to school or running for office, the lack of affordable child care continues to be a persistent barrier.

Education

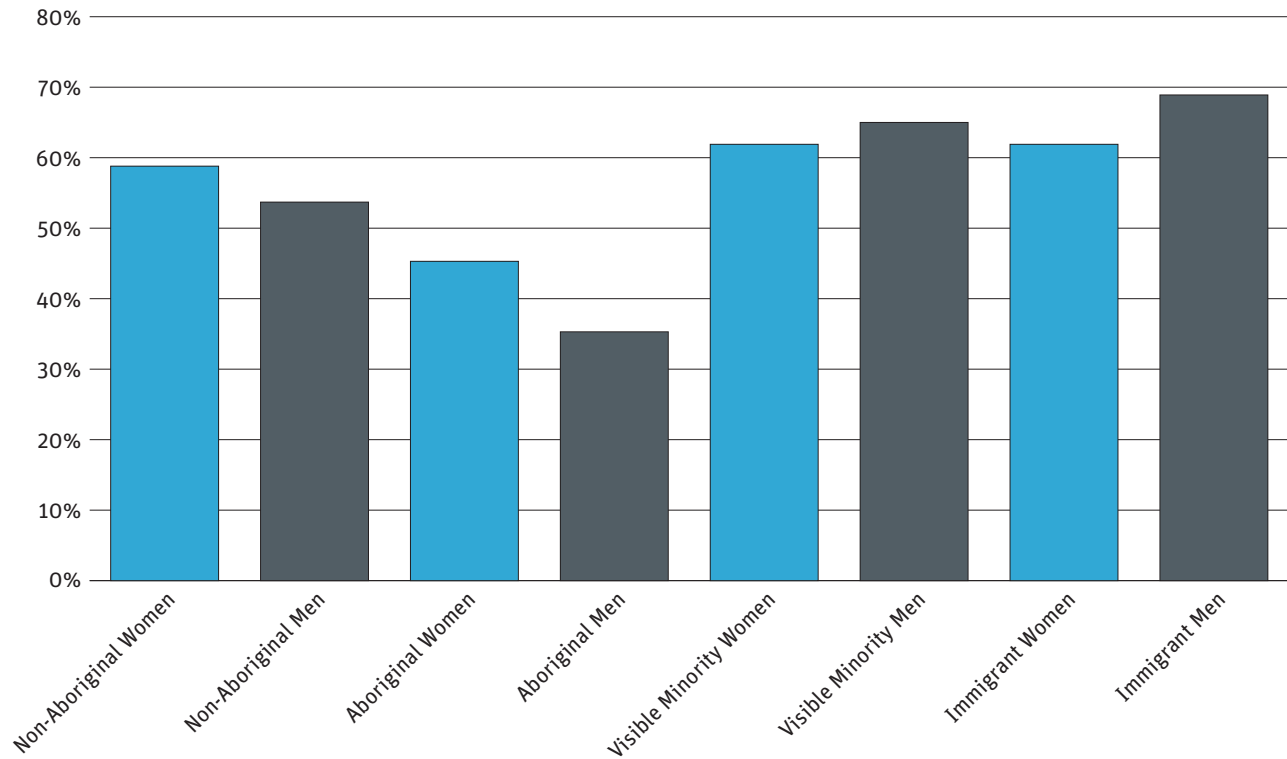
Saskatoon is the only large city in Canada where men are more likely than women to have completed high school. Youth leave school for a variety of reasons — the legal dropout age in Saskatchewan is 16 — but not completing a high school education can have a significant impact on economic well-being, more so for women. The wage gap between women and men without high school diplomas is the largest of any group. With average earnings of under \$18,000 a year for women in this group, the difference substantially affects the ability of women to provide for their basic needs.³³

When it comes to university education, Saskatoon falls in the middle of the group of 25 Canadian cities studied, with 23% of women completing a university degree at the bachelor's level or above.³⁴ Immigrant and visible minority women are more likely to have post-secondary education than non-immigrant or non-visible minority women. Aboriginal women are less likely to have completed post-secondary training. However, their rates of education are increasing and currently exceed those of Aboriginal men.³⁵

There are several organizations in Saskatoon dedicated to promoting the advancement of women in education. The Saskatoon chapter of the Canadian Federation of University Women awards scholarships to undergraduate and graduate women based on academic standing and financial need. They also offer a bursary to high school students. BPW Saskatoon also awards educational bursaries for women over 35 who are beginning or returning to post-secondary education and they continually have more applicants than awards.

However, the gaps across populations suggest that more targeted support could help address the current levels of inequality. The high levels of education among immigrant and visible minority women also suggests a

FIGURE 2 Share of Population with Post-Secondary Education



Source: National Household Survey 2011, Statistics Canada.

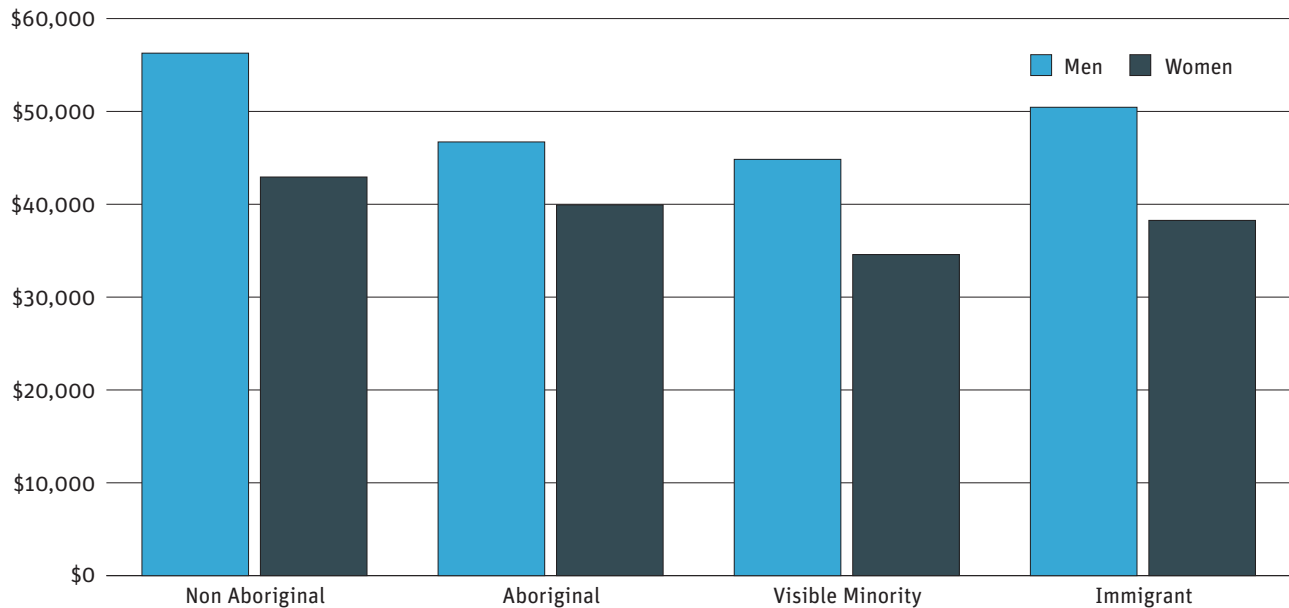
gap between education and access to work that could be bridged with more support for these communities.

Jobs and Incomes

Overall, men and women do similar work in Saskatoon, but they are not being paid the same wages. The top three occupations for women are the service industry, business and finance, and social and government services; men in Saskatoon are most likely to work in the service industry, social and government services, and the transport sector.³⁶

A wage gap exists across the majority of occupations in Saskatoon. In some instances this gap is significantly wider than the national average, which sees women earn 80% of what men earn working full time. For example, women who work in the sales and service industries in Saskatoon

FIGURE 3 Employment Income, Working Full Time, Full Year



Source National Household Survey 2011, Statistics Canada.

make 70 cents on the male dollar. Those who work in insurance, real estate and financial sales earn only 66% as much as their male counterparts.

The University of Saskatchewan is a major employer in the city. However, the pay gap in the city for university professors and post-secondary assistants, including research assistants, teaching assistants and lecturers, is also higher than the national average. Women who work in these occupations make 66 cents on the male dollar.³⁷ McMaster University in Hamilton, Ontario recently addressed its own gender wage gap by increasing the salaries of female academic staff so they matched male salaries — suggesting that eliminating the gap is well within the reach of other universities.³⁸

There are a few sectors in Saskatoon where the gender wage gap is smaller than the national average and these tend to be in the public sector and in unionized workplaces. For example, women make 92% of what men earn in social and community service professions. There is virtually no gender wage gap for secondary and elementary teachers in Saskatoon, a feature of the strength of teachers unions in this field.

As in most cities, the wage gap is both gendered and racialized in Saskatoon. As shown in *Figure 3*, the wages of Aboriginal women, racialized women and immigrant women all fall below the wages of their male counter-

parts and below the wages of non-Aboriginal women. Education cannot account for this pay gap; as we have seen, levels of education for racialized and immigrant women are higher than average in Saskatoon. This suggests the need for better tracking, regulation and redress of the wage gap.

Unemployment and poverty affects women in very different ways across the city. Nearly 10% of Saskatoon households are occupied by single-parent families and 90% of those single parents are female. Single mothers and their children experience one of the highest rates of poverty of any group in the city, with 36% of single-mother families living below the Low Income Measure.³⁹ Older women also experience disproportionately high rates of poverty in Saskatoon, with one in five (22%) elderly women living below the

Low Income Measure.⁴⁰

First Nations women and men experience much higher rates of poverty than the rest of the population, with nearly 40% living below the Low Income Measure.⁴¹ Recent immigrants are similarly over-represented in this group, with poverty rates at 30%.⁴²

Saskatchewan is one of the only Canadian provinces without a poverty action plan in place or in development.⁴³

The Saskatoon Anti-Poverty Coalition has developed its own plan for poverty in the city based on community consultation.⁴⁴ The plan, which has been cited as a model for the province, is notable for how it addresses the social inequalities that contribute to disproportionate rates of poverty among particular groups.⁴⁵

Avenue Community Centre makes trans progress:

When the new police station was being built in Saskatoon, the ACC sat on the diversity committee and recommended that gender neutral washrooms be built. This relatively small change would lead to much better representation of the diverse gender identities of the community. It is a significant policy improvement that includes gender variant individuals within civic and municipal policy.

avenuecommunitycentre.ca

Personal Security

In 2013, there were over 200 incidents of sexual assault and over a thousand incidents of intimate partner violence reported to the police in Saskatoon. However, Statistics Canada estimates approximately 90% of incidents of sexual assault and 70% of incidents of intimate partner violence are not reported,⁴⁶ and there is currently no data on the actual levels of these crimes at the city level. Provincially, 8.2% of adults report they have experienced

intimate partner violence in the past five years and 2.1% report they have experienced a sexual assault in the same period.⁴⁷

Rates of violence are different for different groups of women. The rate of violent victimization for Aboriginal women in the province is 23% higher than the national rate and 3.6 times greater than the rate for non-Aboriginal women in Saskatchewan.⁴⁸

Provincially, action has been taken to respond to the disproportionately high rate of missing and murdered Aboriginal women. In 2007, a joint committee of government, Aboriginal peoples, police and community groups in Saskatchewan found that 60% of long-term cases of missing women in the province were Aboriginal, although Aboriginal women make up only 6% of the population. The joint committee made many recommendations for how federal and provincial governments, and other law enforcement groups, could increase collaboration and partnerships to respond to missing persons reports in a more appropriate way.

The report called for enhanced local search and rescue resources and increasing collaboration with school divisions and First Nations and Métis communities when responding to missing person reports. It also recommended actions at the municipal level such as tools and services for families, and access to support networks with government agencies. The report further recommended that local police should make information about policy and practices more widely accessible, by establishing protocols with community agencies related to missing persons, for example.

Iskwewuk E-wichiwitochik (Women Walking Together): Iskwewuk E-wichiwitochik is a volunteer-led coalition committed to ending systemic violence against women through education and political action. They provide support to families of missing Aboriginal women, collaborate with organizations in the prevention of violence against women, and pay tribute to missing individuals. For its work, the initiative has received the Joanna Miller Peace Award, the Queen Elizabeth II Diamond Jubilee medal, and the Living in Harmony Award.

Health

Women and men generally have equal access to services and care in Saskatoon. Health disparities are more likely to be found between people in different economic groups. There are substantial differences in the health and well-being of those that reside in low- compared with high-income neighbourhoods, for example.⁴⁹

Saskatchewan has one of the highest HIV rates in Canada and young women are one of the high-risk populations. The *Saskatchewan HIV Strategy 2010–2014* was developed with community consultation to prevent the transmission of HIV and improve the lives of HIV-positive people.⁵⁰

The Avenue Community Centre (ACC) provides education, support services and improved access to health services for transgender and gender variant individuals in Saskatoon. The ACC recently worked with the public school division to provide diversity training to students about transgender, gender variants and sexuality. The group provided expertise and guidance on gender inclusivity for the Saskatchewan Human Rights Commission, and on outreaching to LGBTQ individuals in prison in partnership with provincial correctional and health services sections. Breaking the Silence is a program specifically for teachers to learn about LGBTQ issues and gender bullying in school. The ACC runs a sex-positive Sexual Health Clinic catered to queer individuals that provides anonymous HIV and STI testing.

Abortions are available for women by referral from one of the city's three sexual health clinics, a community clinic, or a family doctor.

Conclusions

While Saskatoon did not fare well in this year's list of best and worst places to be a woman, the city and its residents are leading by example when it comes to challenging gender discrimination and systemic oppression of women, Indigenous and racialized communities, and transgender people.

Many of the organizations consulted for this study are encouraged by the initiatives already underway and expanding in their community. Cities across Canada have much to learn from Saskatoon, for example:

- the importance of mentoring and fostering women's civic leadership;
- how prioritizing women's health can support a healthier community overall;
- the benefits of a growing culture of inclusivity, and acknowledgment of women's varied experiences (e.g., trans and gay women);
- the importance to young women of having diverse women leading in their community and being respected for it;
- the great capacity of women's organizations to respond to community needs that are not being met elsewhere.

On the other hand, women in Saskatoon also face challenges common to the rest of the country. These include a lack of proper funding for some of the initiatives listed in this study, poor data about women's lives in all their diversity, a lack of affordable child care, the need for more affordable transportation, and a persistent gender gap in pay and employment opportunities. Aboriginal women face significant and specific barriers related to gender and race. The efforts of resilient Aboriginal leaders who are challenging these structural barriers and violence would benefit from more (and more relevant) community-based research.

There are other voices in Saskatoon that need to be heard. We still do not know very much about women in the surrounding rural communities, for example. There is also significant data missing on the impact of race, ability and age on the discrimination women face. Policies that do not recognize the interplay of various aspects of a woman's identity will not create full solutions.

Appendix A

Methodology

THIS GENDER EQUALITY index is modelled on global measures of gender equality produced by the World Economic Forum and the United Nations. Where possible it captures the gap between men's and women's well-being, rather than the overall wealth or health of a community. It also includes measures that capture the levels of gender-based violence experienced by women, and women's access to health care services specific to them.⁵¹

This index differs from international indices in that it collects data on violence against women, which none of the international indices has yet been able to do. The OECD's Social Institutions and Gender Index comes closest to capturing information about violence against women. However, it measures legislative and institutional changes, rather than rates of violence.

This index is intended to be a tool to measure change over time. It is also meant to be a model that improves upon existing practice and responds to criticism. To that end, this edition differs in several ways from last year's report, as detailed below.

Indicators and Data Sources

The score for economic security is calculated based on four indicators: employment rate, full-time employment, median employment income, and poverty rate (measured as the percentage living below the Low Income Meas-

ure After Tax). Scores are calculated based on the female-to-male ratio for employment and incomes and the male-to-female ratio for poverty rates. The sources of the statistics are the Labour Force Survey and the Canadian Income Survey (for the poverty measure).

The score for leadership is calculated based on two indicators: the ratio of women to men in senior management occupations, and the ratio of women to men in elected municipal government seats. Data on senior managers is taken from the Labour Force Survey. This represents a change from the previous index, which used the National Household Survey data. NHS data is only collected every five years; the switch to the Labour Force Survey allows for better year-to-year comparisons. Data on municipal officials has been collected from individual municipal government websites. Because the boundaries of Census Metropolitan Areas (CMAs) include more than one municipal government, elected officials from all the municipalities within the CMA have been included. This is a change from last year's index, which only included the elected officials in the largest municipality within the CMA.

The score for health is calculated based on four indicators: healthy life expectancy at birth, the ratio of women to men who report “very good or excellent” levels of health, the ratio who report “quite a lot” of life stress, and the percentage of women over age 15 who report they had a Pap smear in the last three years. The female-to-male life expectancies are adjusted by the standard Health-Adjusted Life Expectancy (HALE) measure to account for the expected difference in male and female life expectancies.⁵² The standard measures for sexual and reproductive health used by most international organizations include maternal mortality, contraceptive prevalence and/or unmet need for contraception. Unfortunately, this data is not available at the municipal level (or at the national level in the case of contraceptive prevalence). In lieu of these measures, cervical cancer screening or Pap smears are used. The data for all four indicators come from the Canadian Community Health Survey.

The score for education is calculated based on four indicators: the female-to-male ratio of those who have completed high school, college or CEGEP, trade training, and university (at the bachelor's level or above). The data is taken from the National Household Survey.

The score for personal security is calculated based on three indicators: rates of criminal harassment, sexual assault, and intimate partner violence. The data for all three indicators comes from the Uniform Crime Reporting Survey (UCR). The UCR is compiled by Statistics Canada from police-reported data. Police-reported data is used here in the absence of self-reported data,

which is much more accurate. Statistics Canada estimates that 90% of the incidents of sexual assault and harassment and 70% of the incidents of intimate partner violence are never reported to the police.⁵³ Further, differences in how police forces record incidents and charge perpetrators can create differences between recorded levels of violence that have nothing to do with the actual levels of crime. However, the only current survey of self-reported incidence of sexual assault and intimate partner violence is the General Social Survey on Victimization, which is only performed once every five years and which does not sample a sufficient portion of the population to provide estimates at the municipal level or even at the provincial level (for all but the most populous provinces).

Calculating the Scores

For each indicator the data is converted into a ratio in order to measure the gap between men and women in each area for each community. For example, median employment incomes in Toronto are \$37,280 for men and \$28,690 for women. The ratio of female incomes to male incomes is 0.77 (with 1.0 representing equality).

The exceptions to this rule are the rates of violence and the rates of cervical cancer screening, where the indicator measures prevalence rather than the gap between men and women. Unlike the *Global Gender Gap* reports, this report does not truncate the scores when they reach the equality benchmark of 1.0. Rather, women's higher rates of education at the college and university levels, for example, mean that in these categories the ratio might reflect an advantage for women. For example, three thousand more women than men in St. John's have completed a university degree, thus the ratio for that indicator is 1.24 in St. John's.

The scores are otherwise calculated based on the standard set by the *Global Gender Gap* reports. The standard deviation for each indicator is calculated. The impact of a 1% point change is calculated by dividing 0.01 by the standard deviation for each indicator. The resulting values for each indicator within a category are then used as weights, with indicators that have wide variations having lower weights and those with narrow variations having higher weights. This offsets the unintended consequence of an indicator having a larger impact on the score simply because it varies further from the average. The score or ratio for each indicator is multiplied by the weight. The resulting weighted scores are added up for each indicator within a single category to produce the score for that category. For example, there is a

relatively wide variation in the ratio of women to men in elected office (ranging from .82 to .20). There is less variation in the ratio of women to men in senior management (ranging from .77 to .38). Thus the weight assigned to the result for each city for elected officials is smaller (0.34) and the weight assigned to the result for senior managers is greater (0.66).

The weighted scores within each of the five categories are added together to produce the score for each category. The resulting five scores are then averaged to produce the overall score for each city. Those scores produce the final rankings.

Appendix B

Sources

Economic Security

Percentage in full-time work (female to male ratio), 2013: “CAN-SIM Table 282-0129: Labour force survey estimates (LFS), by census metropolitan area based on 2011 census boundaries, sex and age group, annual.” Ottawa: Statistics Canada.

Employment rate (female to male ratio), 2013: “CAN-SIM Table 282-0129: Labour force survey estimates (LFS), by census metropolitan area based on 2011 census boundaries, sex and age group, annual.” Ottawa: Statistics Canada.

Percentage in Low-Income Measure after tax (female to male ratio), 2012: “CAN-SIM Table 206-0004: Canadian Income Survey (CIS), persons in low income, Canada, provinces and census metropolitan areas (CMAs), annual.” Ottawa: Statistics Canada.⁵⁴

Median employment income (female to male ratio), 2012: “CAN-SIM Table 111-0024: Labour income profile of taxfilers, by sex, annual.” Ottawa: Statistics Canada.

Leadership

Management Occupations (female to male ratio): Labour Force Survey. Custom Dataset. Ottawa: Statistics Canada.

Elected municipal officials (female to male ratio): individual municipal city records.

Health and Well-Being

Healthy life expectancy at birth (adjusted for health life expectancy) (female to male ratio), 3 yr average 2007–09: “CAN SIM Table 102-4307: Life expectancy, at birth and at age 65, by sex, three-year average, Canada, provinces, territories, health regions and peer groups occasional (years).” Ottawa: Statistics Canada.

Perceived health good or excellent (female to male ratio), 2013: “CAN SIM Table 105 0501: Health indicator profile, annual estimates, by age group and sex, Canada, provinces, territories, health regions (2012 boundaries) and peer groups.” Ottawa: Statistics Canada.

Perceived life stress high (female to male ratio), 2013: “CAN SIM Table 105 0501: Health indicator profile, annual estimates, by age group and sex, Canada, provinces, territories, health regions (2012 boundaries) and peer groups.” Ottawa: Statistics Canada.

Pap test in last three years (% of female population ages 15+): *Canadian Community Health Survey 2012*. Ottawa: Statistics Canada.

Security

Police reported intimate partner violence, 2013 (female victims as % of female population ages 15+): Custom data set. *Incident-based Uniform Crime Reporting Survey*. Ottawa: Statistics Canada.

Police reported sexual assault 2013 (female victims as % of female population ages 15+): Custom data set. *Incident-based Uniform Crime Reporting Survey*. Ottawa: Statistics Canada.

Police reported criminal harassment 2013 (female victims as % of female population ages 15+): Custom data set. *Incident-based Uniform Crime Reporting Survey*. Ottawa: Statistics Canada.

Education

High school diploma or equivalent (female to male ratio): *2011 National Household Survey*. Ottawa: Statistics Canada.

Apprenticeship or trades certificate or diploma (female to male ratio): *2011 National Household Survey*. Ottawa: Statistics Canada.

College, CEGEP or other non-university certificate or diploma (female to male ratio): *2011 National Household Survey*. Ottawa: Statistics Canada.

University certificate, diploma or degree at bachelor level or above (female to male ratio): *2011 National Household Survey*. Ottawa: Statistics Canada.

Appendix C

The Numbers

	Sub-Index Score					Final Score	Rank
	Economic	Education	Leadership	Health	Security		
St. John's, Newfoundland and Labrador	0.829	1.072	0.398	0.966	0.961	0.845	15
Halifax, Nova Scotia	0.856	1.043	0.496	0.977	0.952	0.865	5
Québec, Quebec	0.858	1.048	0.609	0.962	0.935	0.882	3
Sherbrooke, Quebec	0.816	1.083	0.390	0.954	0.943	0.837	19
Montréal, Quebec	0.850	1.039	0.502	0.951	0.942	0.857	9
Gatineau, Quebec	0.886	1.087	0.565	0.948	0.929	0.883	2
Ottawa, Ontario	0.885	1.014	0.475	0.956	0.949	0.856	11
Kingston, Ontario	0.873	1.020	0.435	0.959	0.920	0.841	17
Oshawa, Ontario	0.819	1.009	0.589	0.966	0.898	0.856	10
Toronto, Ontario	0.839	0.999	0.523	0.953	0.950	0.853	12
Hamilton, Ontario	0.814	1.006	0.430	0.966	0.957	0.835	20
St. Catharines-Niagara, Ontario	0.778	1.038	0.487	0.953	0.951	0.841	16
Kitchener-Cambridge-Waterloo, Ontario	0.776	0.966	0.460	0.955	0.916	0.814	25
London, Ontario	0.890	1.017	0.529	0.943	0.935	0.863	6
Windsor, Ontario	0.799	0.987	0.438	0.960	0.928	0.823	22
Barrie, Ontario	0.816	1.052	0.524	0.958	0.938	0.858	8
Winnipeg, Manitoba	0.806	1.026	0.459	0.966	0.947	0.841	18
Regina, Saskatchewan	0.784	1.036	0.490	0.963	0.958	0.846	14
Saskatoon, Saskatchewan	0.763	1.032	0.448	0.980	0.930	0.830	21
Calgary, Alberta	0.794	0.952	0.452	0.954	0.952	0.820	23
Edmonton, Alberta	0.766	0.977	0.458	0.955	0.933	0.818	24
Kelowna, British Columbia	0.728	1.055	0.543	0.959	0.969	0.851	13
Abbotsford-Mission, British Columbia	0.773	1.027	0.642	0.955	0.964	0.872	4
Vancouver, British Columbia	0.832	1.000	0.552	0.974	0.950	0.862	7
Victoria, British Columbia	0.890	1.035	0.659	0.961	0.948	0.899	1

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