

# Intersectional Feminist Recovery Agenda

## The Issue

Women, especially Indigenous, racialized and newcomer women shouldered disproportionate impacts during the COVID-19 pandemic.

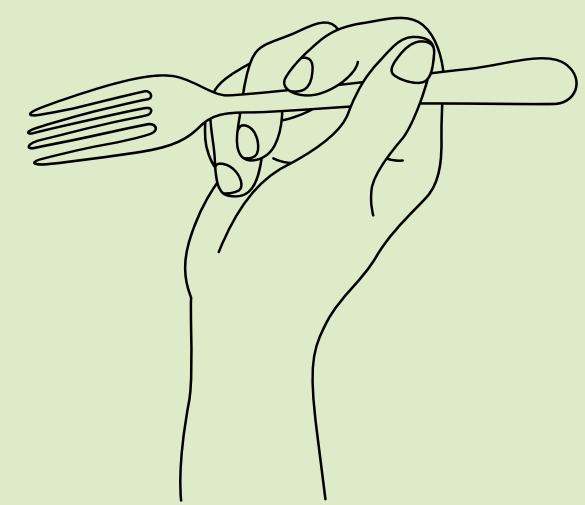
How can we rebuild a more gender-just society, post-pandemic?

## The Project

The Women's Centre set out, over 3 years, to develop a community-informed, feminist recovery agenda.

The agenda will equip us and our community to advocate for an equitable pandemic recovery.

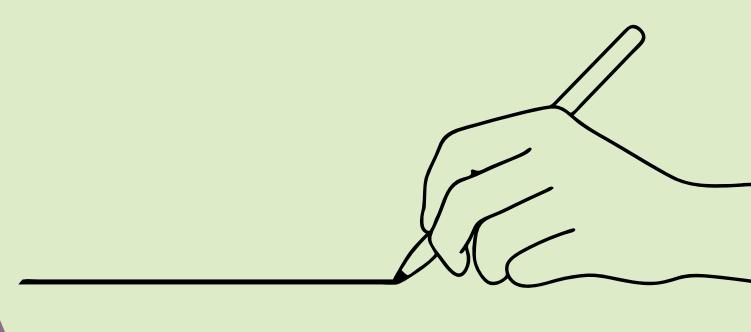
The project was funded by Women and Gender Equality Canada



## The Process

41 diverse women joined us in a meal to discuss their experiences of the pandemic, their solutions for systemic change, and develop an advocacy toolkit to affect that change.

We also worked with academic researchers and partnering organizations to support the agenda development.



## The Results

We collectively identified several areas for action towards a gender-just recovery:

- Increase Representation
- Prevent Gender-Based Violence
- Improve Housing for Women
- Improve Gender-Equity in the Workplace
- Improve Child Care Accessibility & Affordability
- Improve Financial Security



# WOMEN'S HOUSING NEED



01.

## THE STATUS OF WOMEN IN ALBERTA REPORT

The *Status of Women in Alberta* report captures the distinct experiences of housing need and homelessness for Albertan women.

- In Alberta, 1 in 10 women, and 1 in 4 female renters, were experiencing core housing needs in 2016.
- Women experience higher rates of homelessness in smaller cities across Alberta, including Red Deer (30.7%), Fort McMurray (36.6%), Grande Prairie (41.5%), Medicine Hat (55%), and Lethbridge (65.1%).
- In Calgary in 2021, 28% of people experiencing homelessness were women with 62% also identifying as Indigenous or racialized.

02.

## WHAT WE HEARD

Our *What We Heard* report highlights the community's strong calls for increased housing supports, especially and particularly for women experiencing domestic violence. These calls also include:

- An increase in emergency and domestic violence shelter spaces;
- Programs and support for when shelter spaces are at capacity;
- Proactive improvements to housing supports in preparation for large scale crises.

03.

## WHAT IS THE WOMEN'S CENTRE DOING?



The Women's Centre is taking steps to improve awareness and policy on the unique housing needs of women and gender-diverse folks in Calgary by:

- Convening sector leaders for improved system-functioning
- Deepening understanding amongst decision-makers
- Advocating for changes in male-centric policy and program design

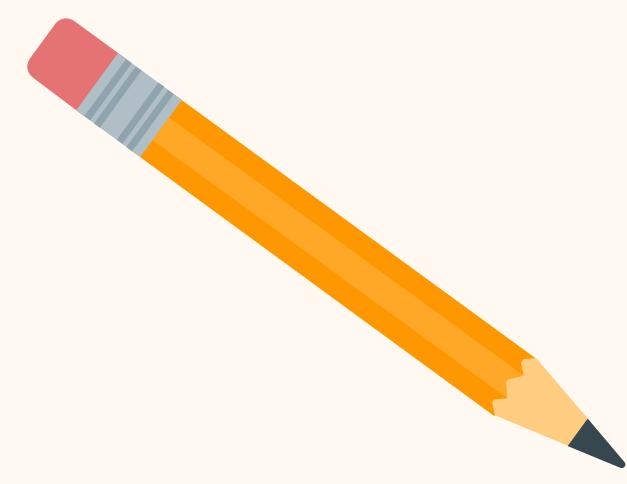
04.

## WHAT CAN YOU DO?

Take action in your community by building an advocacy campaign that highlights the gendered disparity of housing need!

Our Community Advocacy Toolkit provides a starting point for advocacy, with ideas, suggestions and tips on how to create effective change.





## Access to Education and Employment



Women's access to education and training is fundamental to their ability to secure stable employment. As a result, unemployment rates are linked to educational levels.

For women, barriers to education include finances, time and domestic and caregiving responsibilities.

Removing barriers for women to access skill upgrading and training is necessary for advancing their economic participation, especially and particularly for racialized and Indigenous women.

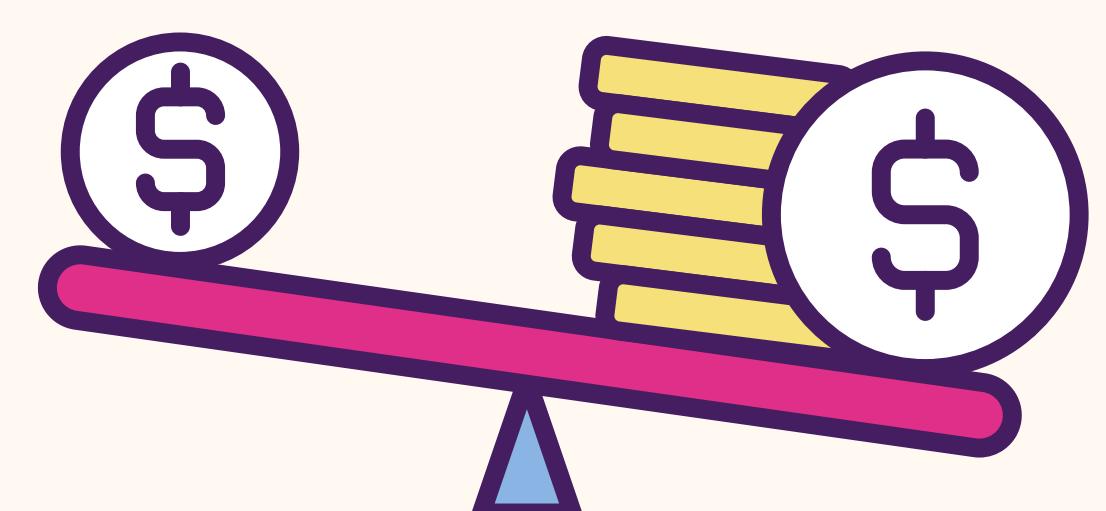
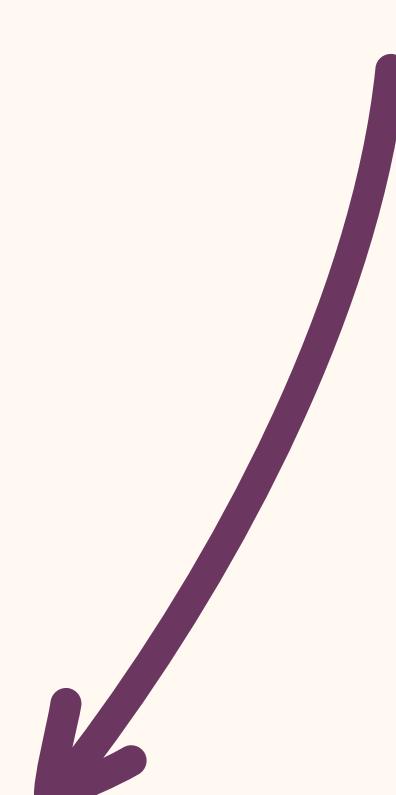


# GENDER-EQUITY IN THE WORKPLACE



## Affordable Quality Childcare and Parental Leave

Insufficient access to affordable childcare remains one of the greatest barriers to participation for Albertan women. Gender-equitable workplaces must prioritize affordable childcare and flexible parental leave to ensure women's economic participation.



## Wage Equality

In Alberta, women earn 86 cents per every dollar that men earn. This pay gap is far greater when considering the experiences of visible minority groups, including Arab and Indigenous women who have some of the lowest earnings in the province.

Women, and racialized women in particular, are overrepresented in minimum wage work and are vulnerable to workplace exploitation due to understaffing and increased workloads.

Wage equality for women is also addressing workplace conditions and power imbalances within employment.

# AFFORDABLE AND ACCESSIBLE CHILDCARE

## What Does It Look Like?



...  
**Significant Reduction in  
Childcare Fees**



...  
**Expansion of Childcare  
Spaces**



...  
**More Opportunities to  
Build Family and  
Community Supports**



...  
**Improved Working Conditions,  
Benefits, and Wages for  
Childcare Educators**



...  
**Greater Participation and  
Advancement of Women in  
the Workforce**