

# The Best and Worst Places to be a Woman in Canada 2019

The Gender Gap in Canada's 26 Biggest Cities

Katherine Scott





CCPA

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*The opinions and recommendations in this report, and any errors, are those of the authors, and do not necessarily reflect the views of the funders of this report.*



**ABOUT THE AUTHORS**

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The fifth edition of *The Best and Worst Places to be a Woman in Canada* is dedicated to Kate McInturff. It was her vision to look at gender equality trends in Canadian cities—as part of a larger agenda to advance women's rights and well-being. All of us at the CCPA are dedicated to continuing on with this important work.

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## Dedication to Kate McInturff

This past summer, we lost our colleague Kate McInturff, who was the creative force behind the CCPA's *Making Women Count* program and this publication.

Kate touched many lives with her intelligence, wit and passion for social justice—here in Canada and around the world. Kate's work in the areas of women's rights, pay equity, feminist economics and government accountability, among others, was always timely, informative and often very funny. She was able to expertly shift from relatable media pundit to feminist compatriot to policy advocate, passionately testifying to decision-makers about the economic policies that would lift women out of low incomes, narrow the wage gap and address gender-based violence.

The release of the fifth edition of *The Best and Worst Places to be a Woman in Canada* is a moment to remember our wonderful colleague and celebrate her remarkable legacy. Progress on gender equality may be slow—and painfully so at times. But as Kate argued, time and again, it is absolutely within reach.

This is also a moment to reflect on the work ahead. The 2019 federal election will be a telling bellwether of just how deep the political will is to keep moving on tangible, effective policy that will address the persistent gaps in women's personal and economic security.

To truly close the gap for women living in Canada we need sustained action. We need better funding for women's organizations. We need policy that targets discrimination against Indigenous and racialized women and women with disabilities. And we need decision-makers willing to put in the long-term work necessary to achieve change that lasts beyond the next election.

In her final blog, "Love and Spreadsheets," Kate called on us to always question, and not to be put off by decision-makers who are sympathetic but claim there is no money to end violence, to provide quality care or to fund women's organizations. Kate crunched the numbers: "Turns out there is money to be had for these things. Turns out that with a calculator, a passing knowledge of tax policy, and a big love of data, a woman can show you the money."

Kate's reflections on a lifetime of advocacy and action can be read on our blog, *Behind the Numbers*.

# Introduction

CLOSING THE GENDER gap is high on the federal agenda. The government has introduced proactive pay equity legislation, elevated Status of Women Canada to a full department and launched Canada's first feminist international assistance policy. And yet, as this report shows, while we have been making measured progress, women are still waiting for meaningful change in communities across the country. Years of effort to remove entrenched economic, cultural and social barriers to women's progress are not landing the results we all expected by now.

The World Economic Forum's (WEF) *Global Gender Gap Index* tells the national story. Canada eked out only meagre increases in its gender gap score between 2006 and 2016 averaging 0.15 percentage points a year. By 2015, our ranking had fallen from 19<sup>th</sup> to 30<sup>th</sup> place and then, in 2016, to 35<sup>th</sup> place. Canada turned this around by moving up the index to 16<sup>th</sup> place in 2017 and holding that position in 2018—the direct result of a boost in women's representation in the federal cabinet after the 2015 election.<sup>1</sup>

But a closer examination reveals uneven progress across the different factors that determine a country's place on the WEF gender index. Near perfect scores in the areas of health and educational attainment in Canada have not translated into notable progress on the economic front or in women's representation in leadership.

The CCPA's *Gender Gap Index* was created in 2014 to bring a local lens to the discussion of gender disparities across a range of areas related to basic rights. Modelled on established indicator frameworks such as the *Global*

*Gender Gap Index*, our index asks if men and women in Canada's 26 largest cities (i.e., with populations over 150,000) have relatively equal access to resources and opportunities fundamental to their well-being.

No single measure or index can hope to capture the complexity of women's lives, reflect the uniqueness of each community or provide a definitive accounting of a city's strengths and weaknesses with respect to gender equality. This report, by definition, does not address the conditions of women living in smaller communities, or rural or remote areas. And it does not address critical differences between women, such as Indigenous status, age or disability, that are vital to our understanding of women's inequality and experience of discrimination.

As signposts, however, indicator projects such as this one can help mark the areas where more attention is needed from our leaders, our policy-makers and our communities. They can dispel myths and flag contradictions. (Why, for example, with such high levels of education, do women continue to lag behind men economically?) And they can point the way toward progress and best practice—each path as unique as the cities in this report.

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## **Gender disparities in Canadian cities**

Gender disparities exist across the country. Women are more likely to vote in local elections, but in large cities they make up only one-third of city councillors and only one in five mayors. In our workplaces, women make up 48% of all employees but only one-third of managers, most of them concentrated in middle management. That share hasn't changed in five years. Women earn less than men even when they have the same education, experience and work in the same field. Reports of sexual assault have been trending up, which is the result, in part, of increased attention generated by the #MeToo movement.

These national challenges play out at the local level in different ways. This year, the update of our indicator framework makes direct comparisons between 2017 and 2019 difficult. But the underlying indicator trends provide needed context for the individual cities. They help us answer questions like: Are things getting better? Is the gender employment gap getting smaller? Are women training in the science, technology, engineering and mathematics (STEM) fields? Are they achieving electoral success?

The fifth edition of our report shines a light on the cities in Canada where the gender gap is comparatively small (Kingston, St. John's and Victoria)

## The Rankings

<b>1.</b> Kingston, ON	<b>10.</b> Gatineau, QC	<b>18.</b> London, ON
<b>2.</b> St. John's, NL	<b>11.</b> St. Catharines-Niagara, ON	<b>19.</b> Quebec, QC
<b>3.</b> Victoria, BC	<b>12.</b> Saskatoon, SK	<b>20.</b> Windsor, ON
<b>4.</b> Hamilton, ON	<b>13.</b> Abbotsford-Mission, BC	<b>21.</b> Calgary, AB
<b>5.</b> Vancouver, BC	<b>14.</b> Oshawa, ON	<b>22.</b> Halifax, NS
<b>6.</b> Ottawa, ON	<b>15.</b> Winnipeg, MB	<b>23.</b> Regina, SK
<b>7.</b> Sherbrooke, QC	<b>16.</b> Kelowna, BC	<b>24.</b> Montreal, QC
<b>8.</b> Toronto, ON	<b>17.</b> Kitchener-Cambridge- Waterloo, ON	<b>25.</b> Edmonton, AB
<b>9.</b> Greater Sudbury, ON		<b>26.</b> Barrie, ON

and those cities where the gap is larger (Montreal, Edmonton and Barrie). Overall, the difference between first-place Kingston and last-place Barrie is 7.1 percentage points, suggesting that there is not a very large difference between the best place to be a woman in Canada and the worst.

That said, there is greater variation in performance within the index. The largest gender gap is in the leadership and political empowerment domain. This domain also has the widest range of scores (21.8 percentage points) and was a key factor pulling down the overall scores of Halifax, London and Montreal, and pulling up the overall scores of Sherbrooke, Victoria and Kitchener-Waterloo-Cambridge. When it comes to leadership, we still have a long way to go.

The education domain has the next largest gap, a reflection of the gender disparities that exist in women's representation in STEM fields. Toronto and Ottawa, for example, are both cities with an above-average proportion of female STEM graduates—though it is still low compared to the proportion of men in these fields—and smaller gender gaps compared to their peers. The gender gap in STEM graduates was very wide in Quebec, Sherbrooke and Barrie, pulling down those cities' respective scores in education.

There is also a significant difference in women's economic opportunity as measured by levels of employment, employment income and poverty relative to men. Thirteen percentage points separate top-ranked Gatineau, Kingston and St. John's and bottom-ranked Abbotsford-Mission, Kelowna and Barrie. By and large, Quebec cities do well in the economic domain, a reflection

of women's access to universal, low-fee child care in the province,<sup>2</sup> and the presence of large public sectors in the cases of Gatineau and Quebec City.

The personal security domain looks at the risk of gender-based violence that women face. Victimization research has shown that violence against women is a serious and persistent problem, particularly among Indigenous women, women with disabilities, those who identify as LGBTQ2+, and young people.

Our research reveals that Kelowna, Toronto and Hamilton have the lowest incidence of violence targeting women, as measured by the number of incidents per 100,000 population. The risk was highest in Kitchener-Waterloo-Cambridge, which reported the highest rate of criminal harassment, followed by Winnipeg, Gatineau and Regina.

The smallest gender gap and the smallest spread in scores was in the health domain. Only 4.3 percentage points separate the top-ranked city and the bottom-ranked city. This finding speaks, in part, to the impact and value of Canada's public health care system.

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## Women's community in action

One of the goals of *The Best and Worst Places to be a Woman in Canada* is to provide a platform for groups and organizations in these cities to talk about the impact of gender disparities on everyone's quality of life. Women are already working in a range of areas to make their cities more prosperous, inclusive and welcoming for all. This work needs to be recognized and supported.

### Leadership

Women are taking on leadership roles in the public and private sectors, helping to build up community resources while serving those in need. Local women's organizations such as West Central Women's Resource Centre in Winnipeg, *Centre des femmes du Haut-Saint-François* in the Sherbrooke area, and *Afrique au Féminin* in Montreal provide a place for women to gather, receive support and work for meaningful change in their communities.

When it comes to promoting women in the public and private sectors, groups like Women and Politics London are working hard to increase the number of women in leadership positions. Women's Advocacy Voice of Edmonton (WAVE) is another group promoting women's participation in civic life that also provides advice to city council.



## Violence

Every city struggles with stubbornly high rates of sexual and domestic violence. In the past year, we have seen positive change as a result of the combined efforts of women's organizations, researchers and journalists, with several police services such as in London and Ottawa undertaking reviews of unfounded sexual assault cases and introducing systemwide changes to improve procedures and protocols, including victim support.

Organizations such as SARA for Women in Abbotsford-Mission are working on the frontline to provide safe refuge and resources for women. In Oshawa, more than 30 service providers collaborate through the Violence Prevention Coordinating Council to proactively support women at risk of or experiencing violence. The *Centre d'aide aux victimes d'actes criminels de l'Outaouais* and the *Centre d'intervention en abus sexuels pour la famille* in Gatineau are working with the local police service to revise protocols and procedures for working with victims of sexual assault.

Equity Watch in Halifax is looking specifically at sexual harassment in the workplace. The organization is advocating for better regulations in this area and supporting those who have been bullied, harassed or discriminated against at work.

## Education and Economic Security

Organizations such as Women Building Futures in Edmonton and the YWCA Saskatoon are working to close the sizeable gender gap in the trades and technical fields. They are doing this, in part, by supporting groups such as Indigenous women, who face some of the steepest barriers to educational and economic success.

Canada Learning Code is working in communities such as Kingston to help women master new technologies through specialized programming and mentorship. The YWCA offers similar programming to girls in Cambridge, encouraging their interest in science, technology, engineering and math.

Women's Enterprise Skills Training in Windsor targets newcomer and racialized women with programs to tackle barriers to employment and self-sufficiency. The organization provides settlement support and fosters leadership opportunities for young women.

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## Health

Women’s groups in St. Catharines-Niagara and Victoria are encouraging women’s physical health and well-being in different ways. The Underdogs Boxing Club uses recreational boxing to empower individuals, providing specialized programming for those who have experienced trauma. In Victoria, the Support Network for Indigenous Women and Women of Colour provides a vehicle to advocate for reproductive justice and serves as a support network to reduce isolation and access needed care.

## Diversity

Statistics Canada does not collect data on non-binary individuals (people who do not identify exclusively as male or female), although efforts are underway to see a category other than male/female in the next census. In the community, organizations such as Ten Oaks in Ottawa and Calgary’s Handsome Alice Theatre offer a venue for LGBTQ2+ youth and artists, respectively, to express themselves, develop their talents and find community.

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## Pushing for better data

One of our goals with *The Best and Worst Places to be a Women in Canada* is to help spur a national conversation about the challenges many women face and the solutions that are working to address those challenges at the local level. Ultimately, we want every community to be the best place to be a woman in Canada.

In this process, we need to push for better information that can illuminate the scope of gender inequality in all of its diversity. In other words, we need to tackle the data gaps that silence and render invisible too many women in our communities.

The most obvious problem with our data deficit is that we don’t have the evidence to flag important problems, to make good decisions, to evaluate the impact of different policies and programs, or to take action to eliminate life-damaging disparities.

Reinstating the long form census was a critical first step to filling the data gap. But the challenge is much greater and demands concerted effort and funding from all levels of government. This includes supporting efforts to assert “data sovereignty” among Indigenous peoples, through the work of organizations such as the First Nations Information Governance Centre,<sup>3</sup>

as well as actively engaging historically marginalized communities in the production and use of information.

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We can't be complacent. Around the world, women's rights and women's voices are under attack. There are reasons yet to march, gaps yet to be closed. This report provides a measure of those gaps. But importantly, it also points out signs of progress and celebrates the unquestionable strength of women working to make theirs the best city in Canada to be a woman.

# St. John's

Economic Security	Education	Health
3	4	4
Leadership	Security	Overall Rank
13	8	2

## Economic Participation and Security

St. John's economy has struggled in the aftermath of the collapse in oil prices in 2014, the unwinding of major investment projects, and fiscal austerity and tax hikes that have followed. These economic challenges have eroded the economic security of the entire community.

Levels of employment have fallen in both the goods and service sectors and levels of unemployment have increased. In particular, the employment rate among men aged 15 to 64 has fallen from 76.2% to 71.1%, while the rate among women in this age group has edged up slightly to 71.9% over the same period. As a result, the employment gap between men and women has closed completely in St. John's.

Gender parity in employment is the key driver behind St. John's third place ranking on economic participation and security in the Gender Gap Index. On the key indicator of full-time employment, St. John's ranks first both with respect to the proportion of female workers aged 15 to 64 working full time (at 82.5%) and the full-time employment gender gap (at 94.5%).

At 71.1%, the female employment rate in St. John's stands just above the national average (70.6%), putting the city in 14<sup>th</sup> place among Canada's large cities.

High hours of employment have not translated into high average earnings. Though the average employment income of women in St. John's was \$33,830 in 2016, up from \$30,760 in 2012, women still only earn 71.5% of what men

earn (the Canadian average is 72.5%), putting the city in 16<sup>th</sup> place in our rankings. There is a long way to go to close the pay gap in St. John's. Women take home \$13,510 less per year than men.

The gender poverty gap is narrower. Overall, 14.3% of women live with low incomes (the sixth lowest rate among big cities) compared to 13.2% of men. Over the past five years, the gap has narrowed as women's poverty rates have fallen slightly and men's have increased, a reflection of larger employment trends in the city.

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## Educational Attainment

Today, young women are attending and graduating from colleges and universities at a greater rate than their male peers. And as a result, the gender gap in higher education has closed completely—in St. John's and across Canada.

In 2017, 44.2% of women aged 25 to 64 in St. John's were college graduates, several points higher than the national average (36.1%), while another 30.1% of women were university graduates, slightly shy of the Canadian figure (33.9%). The proportion of university graduates dropped between 2013 and 2017—by 5.7 percentage points among women and 3.6 percentage points among men—but this was partially offset by an increase in the share of college graduates.

St. John's ranks fifth and eighth among large cities in terms of the gender gap in educational attainment among college and university graduates. In both cases, the gap is in favour of women.

Men still outnumber women in the trades, with almost three times as many men as women completing training and apprenticeships.

Higher levels of education can lead to higher levels of employment and higher earnings. But important gaps remain that are linked to where women are concentrated in education and the labour market. According to the 2016 census, women accounted for only one in 10 (10.6%) post-secondary degree holders in science, technology, engineering and mathematics (STEM). In St. John's, the level was a bit higher: 12.2% of women graduates held STEM degrees or diplomas in 2016.

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## Leadership and Political Empowerment

St. John's sits in the middle of the cities measured in this study in the area of women's leadership and political empowerment, an improvement over recent years. In the St. John's metropolitan area, women make up one-third

(33%) of elected officials (including mayors and city councillors), close to the average for large cities (34%). The city itself has nearly equal numbers of men and women on council (six men and five women). Overall, St. John's ranks 13<sup>th</sup> on female representation in municipal leadership.

Outside of politics, women hold 37.6% of all management-level jobs. This represents an increase in women's share of management workers, even as the overall number of management jobs has declined among both men and women. Women's share of management jobs is greater than the national average (34.6%).

Women are represented among business owners, but men still dominate. With the downturn in employment in St. John's between 2013 and 2017, there was an uptick in the number of the self-employed, including those with paid help—an important indicator of economic security. Roughly four out of 10 self-employed workers (37.9%) engage paid help—one of the highest rates among large cities.

However, women's share of the self-employed with paid help fell over this period, from 30.8% to 28.2%. St. John's ranks 16<sup>th</sup> with respect to this measure of entrepreneurship. Overall, three in 10 self-employed women (29.7%) engage paid staff, which is above the national average of 21.8%.

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## Health

Both men and women in St. John's have life expectancies that are below the Canadian average—and the lowest among the large cities included in this study. According to the most recent data available, on average, men can expect to live to 77.4 years while women's average life expectancy is 82.0. The gap between the two is fairly large: women in St. John's can expect to live 4.6 years longer than men.

The majority of the population (aged 12 and older) rate their health as very good or excellent, though women are more likely to do so (65.1% of women compared to 59.9% of men). The gender gap actually widened between 2011 and 2016, as the increase in the proportion of women reporting very good or excellent health over this period was larger than the increase among men.

On the other hand, women were more likely to report high levels of stress in their daily lives (15.2%) compared to men (11.6%). These rates were the lowest among large cities even though the gender gap widened in St. John's between 2011 and 2016 as the proportion of women reporting a great deal of stress increased.

## Gender Justice Record Card Series

**St. John's Status of Women Council (SJSWC)** has launched a **new series of report cards** that will track and report on the Newfoundland and Labrador government's progress in addressing gender inequality across the province. The first [interim report card](#) looks at the Minister of Justice's committee on violence against women and girls, noting concerns with the lack of resources and staffing, exclusion of voices from northern Indigenous communities and rural areas, and the absence of a concrete action plan and ministerial accountability for change. Those at highest risk of violence are neither mentioned nor prioritized in the committee's October 2018 [progress report](#). The SJSWC along with the St. John's Native Friendship Centre (SJNFC) and the Provincial Action Network on the Status of Women (PANSOW) are calling once again for the establishment of a provincial task force on gender-based violence. The SJSWC will be releasing report cards in other areas as well, including child care, economic equality, support for women's organizations, and missing and murdered Indigenous women and girls.

Rates of screening for cervical cancer are above average, with 71.9% of women reporting they had a Pap smear in the last three years.

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## Personal Security

The rates of sexual assault and intimate partner violence reported to the police in St. John's are slightly higher than the average for big cities. However, St. John's had much lower levels of criminal harassment targeting women, putting the city in 4<sup>th</sup> place among large cities. Overall, St. John's placed eighth as a safe place for women to live in Canada.

In 2017, almost 500 people were victims of intimate partner violence (including violence committed by a spouse, common-law partner or dating partner), with women making up the vast majority of victims (78.7%). St. John's ranked 14<sup>th</sup> among the 26 large cities in this study with respect to its rate of intimate partner violence targeting women (at 443.19 per 100,000 population).

Women made up an even larger share of the victims of sexual assault (85.6%). The police-reported rate of sexual assault among women was 102.45 per 100,000 population, giving St. John's a rank of 18<sup>th</sup> among large cities. The unfounded rate for police-reported sexual assaults in St. John's was 8% over the 2010–14 period, compared to 19% nationally.<sup>4</sup> The Royal Newfoundland Constabulary does regular audits of its reporting and procedures. To date, no sexual assault cases have been reopened or files identified as incorrectly classified.<sup>5</sup>

# Halifax

Economic Security	Education	Health
5	10	7
Leadership	Security	Overall Rank
26	18	22

## Economic Participation and Security

Halifax has experienced modest economic growth in recent years thanks to ongoing shipbuilding work and growth in services. In 2017, 72.7% of women aged 15 to 64 were employed, just shy of the men's employment rate of 73.9%. The resulting employment gap is very narrow (98.3%), placing Halifax sixth among large cities.

The employment gap has grown smaller over the last five years even as the rate of employment among men and women fell by 1.2 and 2.3 percentage points, respectively. Like in St. John's, the loss of employment among Halifax men has led to a smaller gender gap.

The proportion of women holding full-time jobs is also relatively high (and above the national average) in Halifax at 77.4%, and the gap with men is relatively small at 88.5%.

Women take home \$10,830 less per year than men. Overall, women's earnings in Halifax are \$30,670, just above the national average of \$29,000. The earnings gap is 73.9%, which places Halifax in the middle of the pack on this indicator. As employment incomes increased between 2012 and 2016, the gender gap narrowed.

Despite increases in average earnings, tax data show that poverty rates have gone up for both men and women since 2012. In 2016, 17.4% of women and 16.0% of men lived in poverty in Halifax. This reflects the quality of employment and low wages on offer in Halifax as well as the low levels of



income support available to the poorest residents. Nova Scotia, for example, currently has the lowest minimum wage in Canada. The poverty gap was 92.0% in 2016, slightly smaller than the gap of 90.1% reported in 2012.

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## Educational Attainment

Halifax has one of the highest post-secondary attainment rates in Canada: 71.3% of those aged 25 to 64 have at least some post-secondary education, and 37.6% of this age group hold a university degree or certificate.

One of the most notable changes has been the steady increase in the numbers of women with university degrees at both the bachelor's and graduate levels. Women in Halifax are now more likely than men to have a college or university degree. More than three in 10 women aged 25 to 64 (32.7%) in Halifax have a college, CEGEP or trade diploma, while four in 10 women (41.3%) hold university degrees.

In 2017, women aged 25 to 64 made up almost half of all college graduates in Halifax and 56.0% of university graduates. Men, however, continue to outnumber women in the trades by a ratio of roughly two-and-a-half to one.

Higher levels of education can lead to higher levels of employment and higher earnings. But important gaps remain that are linked to where women are concentrated in education and the labour market. One in 10 female graduates in Halifax completed their degrees in a STEM field, the 11<sup>th</sup> highest proportion among large cities.

Overall, Halifax ranked 10<sup>th</sup> among large cities in terms of the gender gap in educational attainment.

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## Leadership and Political Empowerment

Halifax does poorly in our ranking with respect to women's leadership and political empowerment. Unlike other large city regions, the Halifax Regional Municipality is comprised of only one major municipality. Women currently make up 12% of elected officials (including the mayor and city councillors), well under the average for large cities (34%). Overall, Halifax ranks last on female representation in municipal leadership.

Outside of politics women fare better, holding 38.4% of all management-level jobs, which is above the national average of 34.6%. This represents a small increase in women's share of management jobs, even as the proportion of women engaged as managers did not change over the 2013–17 period.

## Opposing harassment in the workplace

**Equity Watch** formed in early 2018 after firefighter Liane Tessier finally received an apology from the Halifax Fire Service for years of harassment, bullying and discrimination. [Equity Watch](#) is working to promote workplaces that are free of bullying, harassment and discrimination by advocating for better governmental regulation of employment equity; encouraging the hiring, development and promotion of women, visible minorities, the disabled, and Indigenous peoples; monitoring bodies like the Human Rights Commission, whose job it is to uphold equity; and assisting individuals who have been bullied, harassed or discriminated against at work.

Women are represented among business owners, but men still dominate. Halifax has a below-average share of women among the self-employed with paid help (23.3%), down 3.8 percentage points from 2013. Halifax ranks 24<sup>th</sup> with respect to this measure of entrepreneurship. Overall, 17.0% of self-employed women aged 15 and older engage paid staff, which is below the national average of 21.8%.

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## Health

Life expectancy has improved in Halifax among both men and women and is close to the Canadian average. As is typically the case, women live slightly longer lives (83.3 years, on average, to a man's 79.2 years). Halifax ranks in the middle of large cities with respect to its gender gap in life expectancy.

Almost two-thirds of Haligonian women (64.4%) reported their health as being very good or excellent in 2016, an increase of 3.4 percentage points over 2011. The gender gap in self-reported good health favours women over men. Women, however, are more likely than men to report quite a bit of stress in their daily lives. At 21.5%, their rate of high stress is below the Canadian benchmark but has been trending up since 2011, widening the gap between women and men.

Rates of screening for cervical cancer are above average, with 72.8% of women reporting they were screened in the last three years, the second highest level among large cities.

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## Personal Security

The rate of intimate partner violence reported to the police in Halifax is slightly higher than the average for big cities and much higher than average for sexual assault. However, Halifax had lower-than-average levels of criminal harassment targeting women, ranking 11<sup>th</sup> among large cities. Overall, Halifax placed 18<sup>th</sup> as a safe place for women to live in Canada.

In 2017, over 1,000 people were victims of intimate partner violence (including violence committed by a spouse, common-law partner or dating partner), with women making up the vast majority of victims (78.6%). Halifax ranked 17<sup>th</sup> among the 26 large cities in this study with respect to its rate of intimate partner violence targeting women (at 446.63 per 100,000 population).

Women made up an even larger share of the victims of sexual assault (91.5%). Halifax's police-reported rate of sexual assault among women was 124.22 per 100,000 population, putting the city in 23<sup>rd</sup> place. The unfounded rate for police-reported sexual assaults in Halifax was 13% over the 2010–14 period compared to 19% nationally.<sup>6</sup>

# Quebec

Economic Security	Education	Health
7	24	19
Leadership	Security	Overall Rank
14	19	19

## Economic Participation and Security

Quebec City has enjoyed several good years of economic growth reflected here in its seventh place ranking in the economic domain. Rates of employment and employment incomes have increased for both women and men. In 2017, 78.3% of women aged 15 to 64 were engaged in the paid labour market, the highest rate of women's employment in Canada. Quebec City also boasts a small employment gender gap at 95.9%. The gap narrowed slightly between 2013 and 2017 as both women and men found employment in greater numbers in Quebec's strong labour market.

Four out of five (79.6%) female workers are employed full time, again one of the highest rates in Canada. As a result, Quebec also has one of the smallest gaps in full-time employment of any of the cities measured.

In 2016, women's average employment incomes were more than \$4,000 higher than the Canadian benchmark (\$29,000) while men's incomes were roughly in line with the country average (\$40,000), resulting in a small earnings gap (81.6%). The gap narrowed in Quebec between 2012 and 2016 as women's earnings grew at a faster rate than men's (11.7% vs. 6.8%, respectively).

The greater level of equality in employment and wages can be attributed, in part, to the presence of public sector employment in the city. More than one in 10 jobs in the city are in public administration (11.5% compared to 5.2% nationally). The public sector consistently produces a narrower gap in

wages and employment for women (as well as for Indigenous and racialized groups). Quebec's diversified economy also provides opportunities across the goods and service sectors.

High employment rates and higher than average incomes have resulted in the lowest rates of poverty among big cities: in 2016, 10.5% of men and 11.8% of women lived with low incomes. At the same time, Quebec ranks 22<sup>nd</sup> with respect to the gender poverty gap (89.0%), five percentage points behind first-place Winnipeg. This finding suggests that there are still key groups of women not benefiting from Quebec's current prosperity.

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## Educational Attainment

In 2017, 78.1% of Quebec City residents were post-secondary graduates, the highest level reported among the large cities surveyed in this study. In particular, a large segment of the population aged 25 to 64 were college, CEGEP or trade school graduates (44.7%).

Women's rising educational attainment figures prominently in this story. The number of female university grads has continued to grow, rising from 31.4% of women in 2013 to 36.2% in 2017. Overall, women have closed the university gap and are now more likely to attend university than men. Men's share of college graduates is higher than women's, but the gap is narrow.

Involvement in the trades is higher in Quebec City than the Canadian average for both men and women. According to the 2016 census, 23.9% of men and 15.2% of women had completed training in a trade or apprenticeship program. Women's representation in STEM fields, however, is comparatively low at 9.1% (ranking 18<sup>th</sup>) and Quebec's gender gap in STEM graduates is comparatively large (again compared to the Canadian benchmark).

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## Leadership and Political Empowerment

The Quebec City region ranks 14<sup>th</sup> in the women's leadership and political empowerment domain. Women currently make up just over one-third (36%) of elected officials (including mayors and city councillors), close to the average for large cities (34%). The city itself has nearly equal numbers of men and women on council (11 men and 10 women). Overall, Quebec City ranks eighth on female representation in municipal leadership.

Outside of politics women held 36.8% of all management-level jobs in 2017, above the national average of 34.6% but lower than the share reported

## A gathering place for women in Saint-Sauveur

Centre des femmes de la Basse-Ville in the Saint-Sauveur neighborhood of Quebec City is a place where women can meet, exchange and work together to improve the living conditions of women, both individually and collectively. The centre offers a range of activities and opportunities for different women to connect, learn, seek assistance or take action on key local issues such as gender-based violence and the barriers facing newcomers. It also organizes community dinners, workshops on personal well-being (e.g., expression through dance), and the distribution of food and household goods to those in need, serving as a vibrant hub in Saint-Sauveur.

in 2013 (39.3%). There was no change in the proportion of women working in management occupations over this period—but an increase among men.

Women are represented among business owners, but men still dominate. Between 2013 and 2017, there was a notable decline in the number of the self-employed workers in Quebec City, including those with paid help. At 25.9%, Quebec City has a below-average share of women among the self-employed with paid help and this number is down 2.2 percentage points from 2013. Quebec City ranks 20<sup>th</sup> with respect to this measure of entrepreneurship. Overall, 16.9% of self-employed women aged 15 and older engage paid staff, which is below the national average of 21.8%.

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## Health

Residents in Quebec City enjoy high average life expectancies of 81.3 years for men and 85.2 years for women. As men's life expectancy has increased, the gender gap in this field has narrowed.

Quebec residents also report very good or excellent health. Three-quarters of Quebec men (74.2%) rate their health as very good or excellent, the highest level among big cities, up 13.7 percentage points between 2011 and 2016. With this increase the gender gap in reported good health has widened considerably.

In 2016, men were slightly more likely than women to report high levels of stress in their lives (23.4% vs. 22.7%). The proportion of women reporting high stress fell between 2011 and 2016, narrowing the gender gap. Quebec now has the smallest gender gap with respect to stress.

Rates of screening for cervical cancer are below average, with 61.1% of women reporting they had a Pap smear in the last three years. This rate

falls considerably short of the Canadian average and is among the lowest reported among large cities.

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## Personal Security

The rate of intimate partner violence reported to the police in Quebec City is slightly higher than the average for big cities, but there are much lower rates of reported sexual assault. The city has one of the highest levels of criminal harassment targeting women, putting it in 25<sup>th</sup> place in this category. Overall, Quebec City placed 19<sup>th</sup> as a safe place for women to live in Canada.

In 2017, almost 2,000 people were victims of intimate partner violence (including violence committed by a spouse, common-law partner or dating partner), with women making up the vast majority of victims (75.2%). Quebec City ranked 16<sup>th</sup> among the 26 large cities in this study with respect to its rate of intimate partner violence targeting women (at 441.30 per 100,000 population).

Women made up an even larger share of the victims of sexual assault (91.4%). Quebec City's police-reported rate of sexual assault among women was 74.80 per 100,000 population, putting it in third place among large cities. The unfounded rate for police-reported sexual assaults in Quebec City was 18% over the 2010–14 period compared to 19% nationally.

# Sherbrooke

Economic Security	Education	Health
11	20	24
Leadership	Security	Overall Rank
1	7	7

## Economic Participation and Security

Sherbrooke's economy has expanded over the past five years across a range of sectors, benefitting from "a mix of public infrastructure spending, private business investment, gains in disposable income, and healthy tourism activity."<sup>7</sup> The positive economic momentum has fuelled robust job gains since 2014.

We see this in the data. Levels of employment among women aged 15 to 64 increased by 10.1% between 2013 and 2017, reaching 74.7%, the fifth highest level among Canada's largest cities. Over this period, women's growth in employment outpaced the employment gains of men. As a result, women in Sherbrooke have closed the employment gap, up from 96.5% in 2013 to 100.4% in 2017. Sherbrooke now ranks fourth behind Gatineau, St. John's and Sudbury.

It is important to note, however, that there remains a sizeable full-time employment gap. In 2017, 71.3% of female workers had full-time employment, below the Canadian average of 74.8%. By contrast, 88.4% of male workers worked full time. Sherbrooke ranks 23<sup>rd</sup> out of 26 cities on this indicator.

The large contingent of female part-time workers is reflected in women's relatively low average employment income. At \$27,240, Sherbrooke women earn \$1,760 less than the national average of \$29,000, which puts the city in 23<sup>rd</sup> place in this specific ranking.



Strong earnings growth between 2012 and 2016 contributed to a narrowing of the gender gap by 2.6 percentage points. Women in Sherbrooke now earn 78.4% of what men earn overall—one of the smallest wage gaps in the country—which puts the city in fifth place in that ranking. In practical terms, women are taking home \$2,640 more than they did in 2012.

In spite of average wage gains, women continue to face high rates of poverty, with 17.3% living with low incomes compared to 15.8% of men in the city. Sherbrooke ranks 14<sup>th</sup> with respect to its gender poverty gap (91.3%)—an improvement from its 18<sup>th</sup> place ranking in 2012.

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## Educational Attainment

Women are strongly represented among college graduates in Sherbrooke. In 2017, more than 50% of graduates from college, CEGEP or a training program were women. The number of female college graduates has continued to grow, reaching 45.2% among all women aged 25 to 64 that year. This is the highest proportion reported among large cities.

The proportion of female university graduates also grew over the 2013–17 period by 3.9 percentage points, reaching 27.8%, but is still less than the Canadian benchmark (33.9%).

Sherbrooke has the highest proportion of trade graduates among large cities. One-quarter of all men aged 25–64 (25.9%) are trade graduates, and almost one-fifth of women (18.6%).

Higher levels of education can lead to higher levels of employment and higher earnings. But important gaps remain that are linked to where women are concentrated in education and the labour market. Women’s representation in STEM fields in Sherbrooke is relatively low (8.2%) and its gender gap is the largest among large cities.

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## Leadership and Political Empowerment

The Sherbrooke area ranks first in the women’s leadership and political empowerment domain. Women currently make up just over one-third (38%) of elected officials (including mayors and city councillors), above the average for large cities (34%). One-third of municipalities in the area have a female mayor (four out of 11). Overall, Sherbrooke ranks fourth on female representation in municipal leadership.

## #ellenapasditoui

**Centre des femmes du Haut-Saint-François** [La Passerelle](#) is a dynamic place where women of all ages and living situations can meet, inform each other, discuss and act collectively to improve the living conditions of women. Working with La Méridienne, a women's shelter, the centre's current project, #ellenapasditoui, aims to raise awareness about the impact of sexism and gender-based violence in everyday life and how bystanders can intervene to support victims. See their series of posters here: <http://lameridienne.ca/actualites-et-projets/elle-nas-dit-oui/>

Outside of politics, women held 39.2% of all management-level jobs in 2017, above the national average of 34.6% and a significant increase over 2013 (27.7%). The proportion of female workers working in management occupations is still below the national average (6.8%), but that rate has increased from 3.9% to 5.9% over this period.

Women are represented among business owners, but men still dominate. Between 2013 and 2017, there was an increase in the number of the self-employed workers in Sherbrooke, but a decline in those with paid help, notably among men. Over this period, the share of self-employed women with paid help increased, as did their rate of self-employment. Sherbrooke ranks first with respect to this measure of entrepreneurship.

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## Health

Life expectancy for women in Sherbrooke is slightly higher than the Canadian average, with men living to age 80.7 and women to age 84.8 on average. On two key health indicators, however, women have lost ground. Over the 2011–16 period, the proportion of women reporting very good or excellent health fell by 3.3 percentage points to 57.9%, widening the gender gap.

The proportion of women experiencing high stress in their daily lives, already high, edged up slightly to 27.5% while the proportion of men reporting high stress fell. As a result, the gender gap widened by 27.0 percentage points. This pattern is consistent with the overall Canadian trend where we see a decline in the number of men reporting high stress.

Rates of screening for cervical cancer are well below average, with 61.3% of women reporting they had a Pap smear in the last three years.

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## Personal Security

The rates of intimate partner violence and sexual assault reported to the police in Sherbrooke are some of the lowest among big cities. At the same time, Sherbrooke has one of the highest levels of criminal harassment targeting women, which puts the city in 24<sup>th</sup> place among large cities. Overall, Sherbrooke placed seventh as a safe place for women to live in Canada.

In 2017, roughly 340 people were victims of intimate partner violence (including violence committed by a spouse, common-law partner or dating partner), with women making up the vast majority of victims (80.5%). Sherbrooke ranked fifth among the 26 large cities in this study with respect to its rate of intimate partner violence targeting women (at 330.53 per 100,000 population).

Women made up an even larger share of the victims of sexual assault (84.4%). Sherbrooke's police-reported rate of sexual assault among women was 77.84 per 100,000 population, putting the city in fourth place among large cities.<sup>8</sup>

# Montreal

Economic Security	Education	Health
10	23	25
Leadership	Security	Overall Rank
24	20	24

## Economic Participation and Security

Employment rates have held steady in Montreal over the past five years, with an uptick between 2016 and 2017 for both men and women. Women aged 15 to 64 reported above-average employment levels in 2016 (72.0% vs. 70.6%), putting Montreal in 13<sup>th</sup> place among big cities on this measure. The gender employment gap, however, widened over this time as employment gains favoured men. On this score, Montreal ranked 14<sup>th</sup> with an employment gap of 93.4%, down one position from its ranking in 2012.

Three-quarters of female workers (75.1%) are employed full time, placing Montreal in the middle of the pack. The gender gap in full-time work is narrower than the national average (86.8% vs. 84.5%) due to men's below-average employment rates.

Women's average employment income was slightly higher than the national average in 2016 (up 8.6% over 2012), reaching \$29,300. At \$37,340, men's average earnings were below the national average, again resulting in a smaller-than-average gender gap, this time in wages, with women taking home 78.5% of what men take home.

Montreal has struggled with high levels of poverty for many years. In recent years, Montreal's poverty rate has started to fall, from a post-recessionary high 19.4% in 2011 to 17.8% in 2016. Key groups continue to struggle, notably among the working poor, recent immigrants and, increasingly, seniors. While

Montreal has avoided the rocketing rates of inequality evident in Toronto, Vancouver and Calgary, it continues to grapple with deep pockets of poverty.<sup>9</sup>

Of the 26 large cities in this study, Montreal ranks 22<sup>nd</sup> with respect to women's poverty rate, which sits at 18.5%. While the level of women's poverty is higher in Montreal than in other Quebec cities, the gender poverty gap is smaller (92.4%). There was effectively no change in this gap between 2012 and 2016.

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## Educational Attainment

The majority of women living in Montreal hold post-secondary degrees. Of women aged 25 to 64, 38.5% are university graduates (almost five percentage points above the Canadian average) and 36.5% are college, CEGEP or trade school graduates. Greater numbers of women attend both college and university compared to their male counterparts.

Montreal ranks 13<sup>th</sup> and 25<sup>th</sup> among large cities in terms of the gender gap in education attainment among college and university graduates, respectively, both in favour of women.

Men outnumber women in the trades, although as in other Quebec cities the gap is narrower than elsewhere in Canada. One in 10 Montreal women hold STEM degrees (10.3%), slightly below the Canadian average of 10.6%.

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## Leadership and Political Empowerment

Women currently make up just over one-third (37%) of elected officials (including mayors and city councillors), above the average for large cities (34%). The city itself has achieved gender parity on city council: women occupy 51% of elected positions including mayor, held by Valérie Laplante. In the larger Montreal area one-quarter of municipalities have a female mayor. Overall, Montreal ranks sixth on female representation in municipal leadership.

However, women do less well outside of politics, holding 30.6% of all management-level jobs in 2017, one of the lowest levels among large cities and down from 34.6% in 2013. The proportion of female workers working in management occupations is below the national average (6.2% vs. 6.8%).

Women are represented among business owners, but men still dominate. Overall, women make up about one-third of all self-employed (35.2%) in Montreal, and of this group comparatively few engage paid help. Women's

## A meeting place for newcomers in Parc-Extension

[Afrique au Féminin](#) is a nonprofit organization founded in 1986 by a group of women of African descent who were concerned about the social and economic challenges facing newcomers. Initially focused on immigrant women from Africa, Afrique au Féminin is now a meeting place for all women of diverse backgrounds and their families. It is the only women's centre in Parc-Extension, an ethnically diverse neighbourhood of Montreal. It works to support immigrant women tackling barriers of isolation and poverty, by providing information and resources, language classes and child care, a food bank, tax clinics and home visits for women. It also hosts community events such as the Santa Claus dinner, and provides opportunities for women to express themselves and take action on issues of importance to them.

share of the self-employed with paid help (20.8%) is the second lowest among large cities, behind London, and the proportion of female business owners in Montreal with paid help is the lowest (at 15.8%). Montreal ranks 25<sup>th</sup> with respect to this measure of entrepreneurship.

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## Health

Montreal ranks in the bottom quarter of large cities in the health domain. Like other Quebec cities, low rates of coverage for cervical cancer testing (60.8%) and a comparatively wide gap in the proportion of women reporting very good or excellent health compared to men have resulted in low scores. In particular, there was a 10 percentage point gap between women and men rating their health as very good or excellent (56.7% vs. 66.3%) in 2016. Montreal is one of 14 cities where a greater share of men reported excellent health compared to women, and one of four cities where the difference is sizeable.

Men are also less likely than women to report high stress in their daily lives (21.3% vs. 26.7%). Like in Sherbrooke, there has been a decrease in the proportion of men reporting high stress between 2011 and 2016. Rates among women were effectively unchanged over this period.

Life expectancy in Montreal is slightly above the Canadian average and, as is typically the case, women live slightly longer lives than men (84.9 years on average compared to 80.8 years). Life expectancy for women and men has increased since 2011.

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## Personal Security

The rate of intimate partner violence reported to the police in Montreal is higher than the average for big cities, but lower for sexual assault. Montreal, however, has one of the highest levels of criminal harassment targeting women, putting the city in 23<sup>rd</sup> place on this measure. Overall, Montreal placed 20<sup>th</sup> as a safe place for women to live in Canada.

In 2017, almost 10,500 people were victims of intimate partner violence (including violence committed by a spouse, common-law partner or dating partner), with women making up the vast majority of victims (75.7%). Montreal ranked 19<sup>th</sup> among the 26 large cities in this study with respect to its rate of intimate partner violence targeting women (at 472.86 per 100,000 population).

Women made up a larger share of the victims of sexual assault (84.4%). Montreal's police-reported rate of sexual assault among women was 74.80 per 100,000 population, putting the city in fifth place in on this measure. The unfounded rate for police-reported sexual assaults in Montreal was 18% over the 2010–14 period compared to 19% nationally. The Montreal police force conducted a review of past cases. No cases were reopened and no files were identified as incorrectly classified.<sup>10</sup>

# Gatineau

Economic Security	Education	Health
1	17	23
Leadership	Security	Overall Rank
6	24	10

## Economic Participation and Security

Gatineau once again ranks first on the economic security index, a reflection of the high levels of employment and income that women enjoy in this city. Strong economic conditions in the Ottawa-Gatineau region have resulted in a boost to female employment levels, fully closing the employment gap with men.

In 2017, over three-quarters of women aged 15 to 64 (76.4%) were employed in Gatineau, second only to Quebec City. Gatineau also ranked second with respect to both the rate of women working full time (81.5% of female workers) and the size of the gender gap in full-time employment (93.5%).

Higher employment has pushed up average employment incomes in Gatineau, with much of the growth concentrated in public administration, traditionally a source of well-paid employment opportunities for women. Research has found repeatedly that public sector employers produce smaller-than-average wage and employment gaps.

In 2016, average earnings were \$36,090, roughly \$7,000 higher than the average for Canada and \$5,670 less than the earnings of male workers in Gatineau. The gender gap was 86.4%, the smallest among the 26 large cities measured here. There was no change between 2012 and 2016.

The rates of poverty were lower than the Canadian average for both men and women, with slightly more women living with low incomes than men (14.6% vs. 13.3%). Gatineau was one of the few cities where the rate of



poverty increased between 2012 and 2016. Gatineau's gender poverty gap (91.1%) ranks 16<sup>th</sup> behind fifth-place Ottawa (93.2%).

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## Educational Attainment

Women living in Gatineau have above-average levels of education. In 2017, just over one-third of women aged 25 to 64 (35.0%) had a university degree, an increase of 4.6 percentage points over 2013. And 38.3% of women held college degrees.

A comparatively small portion of this group (8.3%) completed their studies in STEM fields, according to the 2016 census.

Overall, the gender gap in post-secondary education has closed in Gatineau, and women outnumber men among graduates. As in all other large cities, men are more likely to have completed training in the trades or an apprenticeship, but the gap between men and women is smallest in Gatineau.

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## Leadership and Political Empowerment

The Gatineau area ranks sixth in the women's leadership and political empowerment domain. Women currently make up just over one-third (36%) of elected officials (including mayors and city councillors), above the average for large cities (34%). The city itself is nearing gender parity on city council, with women occupying 42% of available positions. In the larger Gatineau area one-fifth of municipalities have a female mayor. Overall, Gatineau ranks ninth on female representation in municipal leadership.

Outside of politics women held 37.9% of all management-level jobs in 2017, above the national average (34.6%) but down slightly from 2013. The proportion of female workers working in management occupations is at the national average (6.8%), a slight decrease from 2013 (7.0%).

Women are represented among business owners, but men still dominate. Overall, women make up 37.5% of all self-employed workers in Gatineau, and 32.1% of the self employed with paid help. This is one of the larger shares among large cities (fourth out of 26). One in five female business owners engage paid help (21.8%), the same as the national average. Gatineau ranks fourth on this measure of entrepreneurship.

## New partnership to support victims of sexual assault

**Centre d'aide aux victimes d'actes criminels (CAVAC) de l'Outaouais** was created in 1989 in response to the need for specialized support for victims of crime. A multi-disciplinary team is available to support victims, connect them to needed services, and provide information about the judicial system and what victims can expect throughout the legal process. In the Outaouais CAVAC is now collaborating with the **Centre d'intervention en abus sexuels pour la famille (CIASF)** and the police service to improve practice and procedures so that more complaints of sexual assault result in formal charges. The police service has offered to review complaints that did not result in charges with the assistance of CAVAC and CIASF. CAVAC will advise police on the best ways for investigators to talk to and support victims, informing new policies and procedures, and hopefully increasing the likelihood of success in the courts.

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## Health

Life expectancy in Gatineau is slightly below the Canadian average and, as is typically the case, women live slightly longer lives than men (83.5 years on average compared to 79.5). Gatineau ranks 18<sup>th</sup> among big cities in respect to the gender gap in life expectancy.

The proportion of Gatineau residents reporting very good or excellent health fell between 2011 and 2016, by 3.4 percentage points among men and 2.4 percentage points among women. Women are slightly more likely to report very positive health than men (59.8% vs. 59.5%).

At the same time, Gatineau women report very high levels of daily stress, much higher than the stress reported by men (30.7 % vs. 19.0% in 2016). Gatineau has the second widest gender gap with respect to stress. Rates of screening for cervical cancer are below average, with 62.0% of women reporting they had a Pap smear in the last three years.

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## Personal Security

The rate of intimate partner violence reported to the police in Gatineau is much higher than the Canadian average, but the reported sexual assault rate is lower. Gatineau also has one of the higher levels of criminal harassment targeting women, which puts the city in 22<sup>nd</sup> place on this measure. Overall, Gatineau is the 24<sup>th</sup> safest place for women to live in Canada.

In 2017, just over 1,000 people were victims of intimate partner violence (including violence committed by a spouse, common-law partner or dating

partner), with women making up the vast majority of victims (74.4%). Gatineau ranked 24<sup>th</sup> among the 26 large cities in this study with respect to its rate of intimate partner violence targeting women (at 557.21 per 100,000 population).

Women made up an even larger share of the victims of sexual assault (93.5%). Gatineau's police-reported rate of sexual assault among women was 86.18 per 100,000 population, putting the city in 11<sup>th</sup> place. The unfounded rate for police-reported sexual assaults over the 2010–14 period was 16% compared to 19% nationally.

The Gatineau police force conducted a review of past cases. No cases were reopened but eight were found to have been incorrectly classified. New procedures are being planned, including the involvement of violence-against-women advocates in case reviews.

# Ottawa

Economic Security	Education	Health
4	16	20
Leadership	Security	Overall Rank
8	6	6

## Economic Participation and Security

Ottawa also ranks highly on the Gender Gap Index with respect to economic participation and security. Like neighbouring Gatineau, public administration accounts for a large share of Ottawa's labour market—and is a source of high wage employment for men and women alike.

Employment growth was evident in Ottawa with the uptick in government spending, expansion in Ottawa's tech sector, construction, and tourism related to Canada 150 celebrations. Between 2013 and 2017, the number of women aged 15 to 64 engaged in paid employment rose by 3.2% (men's employment increased by 4.3% in this time). But it wasn't enough to keep up with population growth, and employment rates fell.

In 2017, 70.9% of working-age women were employed, slightly above the Canadian benchmark (70.6%) and significantly behind top-ranked Quebec City and Gatineau. The gender employment gap in Ottawa is relatively small at 94.1%, putting the city seventh overall. The size of the full-time employment gap is comparatively small as well.

Women in Ottawa enjoy the highest average employment incomes among Canada's largest cities, taking home \$38,440 in 2017. Men also have higher than average earnings (\$48,660). Both men and women experienced an increase in wages between 2012 and 2016—a modest 3.4% and 4.5%, respectively, over this five-year period. As a result, the earnings gap continued to narrow. In 2016, Ottawa ranked third with a gender gap of 79.0%.

In Ottawa, poverty rates are comparatively low among women as measured against the Canadian average (14.7% vs. 17.6%), and the gender poverty gap is comparatively small (93.2%). Overall, Ottawa ranked fourth in the economic domain on the strength of its narrow gender earnings gap and poverty gap.

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## Educational Attainment

Ottawa is the second most highly educated city among those included in the study, just behind Quebec City. Almost half of women aged 25 to 64 (48.4%) have a university degree, which is roughly 15 percentage points above the Canadian average.

Ottawa women are more likely to be university graduates than Ottawa men, but the gap in favour of women is not as large as in many other cities. Ottawa is one of the few cities that saw a decline in the proportion of both male and female university graduates between 2013 and 2017.

A larger portion of men than women hold college degrees (30.8% vs. 28.4%), and both are below the Canadian average and among the lowest levels reported in this study. At 5.9% for men and 3.2% for women, rates of participation in apprenticeships and trades programs are well below the national average. Women's participation in STEM fields, however, is the second highest level at 14.5%, and the gap with men is comparatively small.

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## Leadership and Political Empowerment

The Ottawa area ranks eighth in the women's leadership and political empowerment domain.

Women currently make up one-quarter (24%) of elected officials (including mayors and city councillors), 10 percentage points below the average for large cities (34%). In the city itself women occupy 29% of available positions on council. In the larger area one of the four municipalities that make up the Ottawa region has a female mayor. Overall, Ottawa ranks 22<sup>nd</sup> on female representation in municipal leadership.

Outside of politics women did much better, holding 47.7% of all management-level jobs in 2017, the second highest level among large cities and considerably above the national average (34.6%). This represents a significant increase (10.2 percentage points) in the share of female managers since 2013. The proportion of female workers working in management occupations is also

## Empowerment through play for child and youth from 2SLGBTQ+ Communities

The [Ten Oaks Project](#) engages and connects children and youth from 2SLGBTQ+ communities through programs and activities rooted in play. Ten Oaks is the first and only summer camp of its kind in Canada, offering young people aged 8–17 a space where they can feel not only accepted but celebrated. The camp’s goal is to empower children and youth through play that enhances self-esteem, life skills, independence, leadership and self-confidence. In addition, Ten Oaks hosts Project Acorn, a mixture of workshops, speakers, urban camp-like activities and magic for young people aged 16–24 who come together “to create the most mind-opening and mind-blowing program possible.” The project’s newest offering is the Oak Grove Family Camp, a weekend-long sleepaway camp for 2SLGBTQ+ families who have a child or youth aged 17 or under in their care. The Family Camp celebrates the strength of the Ten Oaks community and helps connect and support all of the families involved.

very high (9.9%) compared to the national average (6.8%). Ottawa’s large public service continues to be a source of good employment for women.

Women are represented among business owners, but men still dominate. Overall, women make up 37.0% of all self-employed in Ottawa and 28.6% of the self-employed with paid help, just over the national benchmark. One in five female business owners (23%) engage paid help, an increase of 4.6 percentage points over 2013. Ottawa ranks 14<sup>th</sup> with respect to this measure of entrepreneurship.

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## Health

Life expectancy in Ottawa is comparatively high among both men and women, at 81.9 years and 85.2 years, respectively. The gender gap here is actually very close compared to other large cities.

An above-average proportion of Ottawa residents also report that their overall health is very good or excellent. The share of women and men reporting excellent health has increased since 2011, with men closing the gap with women. But men are also closing the gap with women with respect to stress, as a larger share of men are reporting high stress in their daily lives.

Rates of screening for cervical cancer are below average, with 62.2% of women reporting they had a Pap smear in the last three years, putting Ottawa in 20<sup>th</sup> place on this measure.

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## Personal Security

Ottawa ranks sixth as a safe place for women to live in Canada. The rate of intimate partner violence reported to the police was considerably lower than the average for big cities while the rate of sexual assault was slightly higher. Ottawa has one of the lower levels of criminal harassment targeting women, putting the city in eighth place among large cities.

In 2017, just over 1,500 people were victims of intimate partner violence (including violence committed by a spouse, common-law partner or dating partner), with women making up the vast majority of victims (83.1%). Ottawa ranked fourth among the 26 large cities in this study with respect to its rate of intimate partner violence targeting women (at 306.78 per 100,000 population).

Women made up an even larger share of the victims of sexual assault (92.6%). Ottawa's police-reported rate of sexual assault among women was 97.86 per 100,000 population, which puts the city in 17<sup>th</sup> place on this measure. The unfounded rate for police-reported sexual assaults in Ottawa over the 2010–14 period was 28% compared to 19% nationally.

The Ottawa police force has been working to reduce its unfounded rates. Working in collaboration with the Ottawa Rape Crisis Centre, Ottawa is one of several police services piloting the Philadelphia Model in Canada, where a civilian panel consisting of frontline workers experienced in working with sexual assault survivors is actively involved in reviewing cases and developing more effective and responsive police procedures.<sup>11</sup>

# Kingston

Economic Security	Education	Health
2	1	8
Leadership	Security	Overall Rank
12	16	1

## Economic Participation and Security

This year, Kingston ranks as the best place in Canada to be a woman, the result primarily of its second-place ranking in the economic participation and security domain and top spot in educational attainment.

Employment rates in Kingston have been relatively stable over the past several years for both men and women. In 2017, women experienced a boost in employment to 74.3%, narrowing the employment gap in the process. By 2017, the employment gap was 99.4%—almost parity. Over three-quarters of female employees work in full-time jobs (77.1%), the ninth highest proportion among large cities. The full-time employment gap was very narrow at 90.5%, six percentage points above the Canadian benchmark.

The health care and education sectors have done well in recent years providing a source of good employment for women and men alike. At the same time, wage growth has been modest and earnings levels are comparatively low at \$30,000 for women (just above the Canadian average) and \$38,390 for men (just below the Canadian average).

The earnings gap, however, is relatively narrow: in 2016, Kingston women earned 78.1% of what men earned, putting the city in sixth place on this measure. Kingston was actually one of two communities (along with Windsor) that saw its gender earnings gap grow between 2012 and 2016 as men's wage growth outpaced women's wage growth over this period.



In 2016, slightly more women than men lived in poverty—14.6% vs. 13.7%. The gender poverty gap was 93.8%, the second smallest gap among big cities. We can therefore say that women’s economic standing in Kingston is roughly comparable to the standing of men as measured by these indicators.

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## Educational Attainment

Among all large cities in Canada, women in Kingston enjoy the greatest educational advantage. Kingston ranks first and fourth among large cities in terms of the gender gap in educational attainment among university and college graduates, respectively, with both gaps favouring women.

In 2017, over one-third of women aged 25 to 64 (35.8%) held university degrees and four in 10 women (39.6%) held college degrees. A drop in the proportion of working-age men with university degrees between 2013 and 2017 served to widen the gender gap in women’s favour. There was an increase in the proportion of college grads among women and men.

Men are more likely than women to have completed trades training and apprenticeships (10.1% compared to 3.5% of women). In 2016, one in 10 women (10.6%) had completed degrees in STEM fields, which is in line with the Canadian average.

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## Leadership and Political Empowerment

The Kingston area ranks 12<sup>th</sup> in the women’s leadership and political empowerment domain. Women currently make up one-quarter (26%) of elected officials (including mayors and city councillors), which is below average for large cities (34%). In the city itself women occupy 23% of available positions on council. In the larger area there are no female mayors. Overall, Kingston ranks 20<sup>th</sup> on female representation in municipal leadership.

Outside of politics women fared much better, holding 40.7% of all management-level jobs in 2017, the third highest level among large cities and above the national average (34.6%). This represents a significant increase (6.8 percentage points) in the share of female managers since 2013. The proportion of female workers working in management occupations, however, is below average at 5.4%. Overall, there has been a loss of management positions in the Kingston area, notably among men.

Women are represented among business owners, but men still dominate. Overall, women make up 42.6% of all self-employed in Kingston and 30.0%

## Code can change the world

[Canada Learning Code](#) works in communities like Kingston across the country, helping Canadians harness the power of technology to achieve their economic and personal goals.

**Ladies Learning Code** is a unique program that offers female-identified, male-identified, trans and non-binary adults hands-on, project-based learning in collaboration with local mentors and industry experts. **Girls Learning Code targets** youth aged 3–12 and is designed to help them see technology as a medium for self-expression and a means for changing the world. These programs tackle the tech gender gap one positive, empowering learning experience at a time.

of the self-employed with paid help, just over the national benchmark. One-quarter of female business owners (26.1%) engage paid help, which is above the national average and an increase over 2013. Kingston ranks ninth with respect to this measure of entrepreneurship.

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## Health

As is typically the case, women live slightly longer lives (83.3 years on average) than men (79.5 years). As in Ottawa, life expectancy is increasing at a faster pace among men, thus the gap in favour of women is narrowing.

Women are more likely than men to report very good or excellent health (65.2% vs. 60.5%), a gap that grew between 2012 and 2016 as the share of women reporting excellent health increased while the share of men saying the same fell.

At the same time, the proportion of women reporting high stress in their daily lives increased to 27.6% in 2016, the third highest level among large cities. Kingston has an above-average gender gap with respect to stress, ranking 18<sup>th</sup> out of 26 cities.

Rates of screening for cervical cancer are above average, with 71.1% of women reporting they had a Pap smear in the last three years, in line with the national average.

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## Personal Security

The rate of intimate partner violence reported to the police in Kingston is lower than the big city average, but much higher for sexual assault. Kingston

also has one of the higher levels of criminal harassment targeting women, putting it in 22<sup>nd</sup> place among large cities. Overall, Kingston placed 24<sup>th</sup> as a safe place for women to live in Canada.

In 2017, almost 300 people were victims of intimate partner violence (including violence committed by a spouse, common-law partner or dating partner), with women making up the vast majority of victims (80.9%). Kingston ranked sixth among the 26 large cities in this study with respect to its rate of intimate partner violence targeting women (at 334.38 per 100,000 population).

Women made up an even larger share of the victims of sexual assault (94.5%). Kingston's police-reported rate of sexual assault among women was 121.34 per 100,000 population, putting it in 22<sup>nd</sup> place among large cities. The unfounded rate for police-reported sexual assaults in Kingston was 19% over the 2010–14 period.

The Kingston police force was conducting a review of past cases, but the findings were not available as of November 2017. New procedures are being planned, including trauma-informed training and the involvement of violence-against-women advocates in future case reviews.

# Oshawa

Economic Security	Education	Health
22	14	15
Leadership	Security	Overall Rank
10	15	14

## Economic Participation and Security

Oshawa's economy performed well in the aftermath of the 2008-09 recession, as real GDP expanded between 2010 and 2016 and the number of jobs increased in construction, manufacturing and services.

Strong growth, however, did not translate into higher levels of employment among women. After experiencing an uptick in 2016, women's employment rate fell back to 70.5% in 2017, 0.3 percentage points below the 2013 level. At the same time, men's employment increased by 2.3 percentage points to 77.0%.

Overall, Oshawa ranks 20<sup>th</sup> with respect to the level of women's employment and 21<sup>st</sup> with respect to the gender employment gap. The gender gap has in fact grown over this time, representing a reduction in women's economic participation.

There is also a sizeable gender earnings gap in Oshawa. In 2016, women earned an average of \$31,990—\$13,430 a year less than men did. This represents a gender gap of 70.6%, placing Oshawa 18<sup>th</sup> in the list of big cities studied here. The earnings gap did narrow between 2012 and 2016 as women's wages increased at a faster pace than men's, but Oshawa's ranking did not change.

Oshawa has one of the lowest poverty rates among big cities for women and men, but it also has one of the largest poverty gaps. In 2016, 13.8% of women lived in poverty compared to 11.9% of men. The poverty gap at 86.2%, while an improvement from 2012, is below the national average of 90.3%.

Taken together, Oshawa ranks 22<sup>nd</sup> out of 26 cities in the economic domain; the data reveal that women aren't sharing fully in local economic prosperity. The announcement of the planned closure of the General Motors auto plant will further undermine the employment prospects of both women and men in the area.

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## Educational Attainment

Two-thirds of Oshawa residents are post-secondary graduates. In 2017, 41.4% of women aged 25 to 64 were college grads, the fifth highest level among large cities, and 28.0% were university degree holders.

While the number of female college graduates is larger than the number of female university graduates, there has been significant growth (up 6.6 percentage points) among university degree holders over the 2013–17 period. There is now a sizeable gap between the proportion of male and female university grads that favours women.

While women in Oshawa are more likely than men to have completed university, men are more likely to have completed college, CEGEP or training in the trades. Only a small proportion of women have completed a trade (3.6%), which is below the Canadian average (6.9%).

The proportion of female graduates in STEM fields (8.4%) is also below the Canadian benchmark. Taken together, Oshawa ranks in the middle of large cities (14<sup>th</sup> out of 26) in the educational domain.

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## Leadership and Political Empowerment

The Oshawa region ranks 10<sup>th</sup> in the women's leadership and political empowerment domain. Women currently make up one-third (35%) of elected officials (including mayors and city councillors), which is close to the average for large cities (34%). In the city itself women only occupy 18% of available positions on council. Neither the City of Oshawa nor any of the regional municipalities in the area have a female mayor. Overall, Oshawa ranks 11<sup>th</sup> on female representation in municipal leadership.

Outside of politics women held 39.0% of all management-level jobs in 2017, the seventh highest level among large cities and above the national average (34.6%). However, this represents a decline of 4.5 percentage points in the share of female managers since 2013. The proportion of female workers working in management occupations is still above average at 8.8%. Overall,

## Community network working to end violence in Durham

[Violence Prevention Co-ordinating Council](#) (VPCC) of Durham Region is a community network of 30+ organizations, agencies and individuals committed to the prevention, detection, prosecution and treatment of all forms of violence and abuse against women, children and the elderly. VPCC members meet regularly to find ways to build the system's capacity to proactively and seamlessly support women who are at risk of or already victimized by domestic violence. The VPCC also raises awareness of the issue throughout local communities in Durham Region. Their current #loveshouldnthurt campaign, launched in November 2017, has kick-started a conversation on social media about violence against women. Its goal is to raise awareness about the persistence of violence against women and the challenges facing local shelters.

there has been an increase in management positions in the Oshawa area, notably among men.

Women are represented among business owners, but men still dominate. Overall, women make up 36.0% of all self-employed in Oshawa and 28.2% of the self-employed with paid help, just over the national benchmark. One-fifth of female business owners (21.6%) engage paid help, an increase of 2.8 percentage points over 2013. Oshawa ranks 15<sup>th</sup> with respect to this measure of entrepreneurship.

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## Health

Life expectancy in Oshawa has improved in recent years for both men and women. As is typically the case, women tend to live slightly longer lives than men (84.6 years on average compared to 80.3). There has been little change in the gender gap here.

The proportion of Oshawa residents reporting very good or excellent health has also increased. On this measure, however, women have yet to catch up to men. In 2016, 63.6% of women reported being in excellent health compared to 65.1% of men. Women are also more likely to report high levels of stress in their lives (26.8% vs. 17.3%), though this gap has narrowed slightly over the last few years.

Rates of screening for cervical cancer are close to the Canadian average, with 72.6% of women reporting they had a Pap smear in the last three years. Oshawa reported the third highest coverage rate among big cities.

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## Personal Security

The region of Oshawa does not participate in Statistic Canada's Uniform Crime Reporting Survey, which collects information from police services across Canada and is the primary source of information for the personal security domain of this Index.

We know from the 2014 General Social Survey that 2.2% of adults in Canada had experienced a sexual assault in the previous five years and that 3.9% had experienced violence from an intimate partner. This equates to 6,979 incidents of sexual assault and 12,371 incidents of intimate partner violence over the past five years in Oshawa. The unfounded rate for police-reported sexual assaults in Oshawa was 24% over the 2010–14 period compared to 19% nationally.

The Durham regional police force conducted a review of past cases and found that 164 files had been incorrectly classified. New procedures are being planned, including the involvement of violence-against-women advocates in future case reviews.

# Toronto

Economic Security	Education	Health
13	3	12
Leadership	Security	Overall Rank
15	2	8

## Economic Participation and Security

Toronto is Canada's largest city, drawing people from across the country and around the world who are seeking economic opportunities and a good quality of life. Strong economic growth in recent years has spurred job creation but serious challenges remain with respect to women's access to economic opportunities.

Over the last five years, the rate of employment has remained effectively unchanged. Levels of employment among women aged 15 to 64 actually declined between 2013 and 2016, finally rising by 1.7 percentage points (to 68.0%) in 2017. Overall, Toronto's rate is below the Canadian average and the rates of Canada's two other largest census metropolitan areas, Montreal and Vancouver.

Part of the explanation is related to population aging, but another key factor is related to the challenges newcomers face accessing employment. Immigrants make up 47% of the population in the Toronto region (much higher than the national rate of 22%), and of this group 15% were recent immigrants who came to Canada between 2011 and 2016. Toronto also has the highest child care fees in the country.<sup>12</sup>

Toronto's gender employment gap (89.8%) is also larger than most other large cities, ranking 24<sup>th</sup> out of 26. The gap widened between 2013 and 2017, increasing by 1.1 percentage points. The gap in full-time employment,



however, was smaller, with Toronto ranking eighth. Over three-quarters of female workers (77.2%) aged 15 to 64 work full time.

Employment earnings increased over the 2012–16 period for men and women. In 2016, women earned \$31,220 on average, above the national average of \$29,000. The earnings gap was 78.1%, slightly smaller than the gap reported in 2012 (77.0%).

Toronto's above-average employment earnings mask significant economic disparities. Toronto's poverty rate is the second highest among the cities surveyed here and well above the national average for both men and women. In 2016, one in five Toronto women (20.1%) lived with low incomes. The poverty rate has been declining since 2012—a good sign for Toronto women. The gender poverty gap has also narrowed slightly from 91.3% to 91.8%.

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## Educational Attainment

Women in Toronto are more highly educated than men. The gap in educational attainment favours women among college graduates and university graduates.

The proportion of female university graduates has grown, rising by 5.4 percentage points between 2013 and 2017. In 2017, 45.2% of all women aged 25 to 64 were university grads, the second highest level behind Ottawa. By comparison, 28.0% of women were college grads. The respective figures for men living in Toronto were 42.7% and 26.2%.

In 2016, men were twice as likely to have completed trades training and apprenticeships (6.2% compared to 2.9% of women). The proportion of women in trades is less than half the national benchmark of 6.9%.

Fourteen per cent of women living in Toronto reported degrees in STEM fields, the third highest share among large cities. Toronto also has the smallest gender gap in this area. The participation of young immigrant women is helping close this gap. According to the census, they made up 80.1% of young female mathematics and computer sciences graduates and 75.5% of young female engineering grads.

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## Leadership and Political Empowerment

The Greater Toronto Area ranks 15<sup>th</sup> in the women's leadership and political empowerment domain. Women currently make up one-third (32%) of elected officials (including mayors and city councillors), which is below average for large cities (34%). In the city itself women occupy 31% of available positions

## Showing Muslim women in all of their diversity

[The Sisters Project](#) combats negative stereotypes of Muslim women by showcasing the diverse stories of inspirational women across Canada. Created by Alia Youssef, a photography graduate at Ryerson University, this exhibit works to subvert the false labels attached to Muslim women by showing women in control of their lives. Whether a kinesiology student considering medical school, an ESL teacher who eases immigrants into Canadian life, or the program manager of Ecotrust working tirelessly to preserve the British Columbian rainforest, these women make up the fabric of contemporary Canadian society.

on council. Four out of a total of 23 municipal councils in the GTA boast a female mayor, including Mississauga, Canada's sixth largest municipality. Overall, Toronto ranks 16<sup>th</sup> on female representation in municipal leadership.

Outside of politics women held 35.3% of management positions in 2017, just above the national average (34.6%), putting Toronto in 17<sup>th</sup> place among large cities on this measure. The proportion of female workers working in management occupations (7.7%) was also above average. Overall, there has been an increase in management positions in the Toronto, among men and women.

Women are represented among business owners, but men still dominate. Overall, women make up 36.9% of all self-employed in Toronto and 28.8% of the self-employed with paid help. Women's share of the self-employed with paid help is just over the national benchmark, but it is lower than the share reported in 2013. One-fifth of female business owners (21.4%) engage paid help, again a small decline from 2013. Toronto ranks 13<sup>th</sup> with respect to this measure of entrepreneurship.

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## Health

Life expectancy in Toronto is higher than the Canadian average and the highest among large cities surveyed in this study. In 2016, the average life expectancy was 87.0 years for women and 82.1 years for men, an increase of roughly one year since 2012 for both groups.

Men in Toronto are more likely than women to rate their health as very good or excellent (65.3% and 59.6%, respectively). There was a notable increase (up 5.2 percentage points) in the proportion of men reporting excellent health over the 2012–16 period. This has resulted in a wider gender gap in 2016. The proportion of men and women reporting high levels of stress in

their daily lives also fell, notably among men. As a result, the gender stress gap was also wider in 2016 than in 2012.

Toronto ranks 16th on screening for cervical cancer, with 65.9% of women reporting they had a Pap smear in the last three years.

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## Personal Security

The rates of intimate partner violence and sexual assault reported to the police in Toronto are some of the lowest among large cities, while the city ranks in the middle of the group (14<sup>th</sup>) on the third indicator of personal security: criminal harassment of women. Overall, Toronto placed second as a safe place for a woman to live in Canada.

In 2017, just over 8,900 people were victims of intimate partner violence (including violence committed by a spouse, common-law partner or dating partner), with women making up the vast majority of victims (81.6%). Toronto ranked third among the 26 large cities in this study with respect to its rate of intimate partner violence targeting women (at 308.20 per 100,000 population).

Women made up an even larger share of the victims of sexual assault (92.5%). Toronto's police-reported rate of sexual assault among women was 75.57 per 100,000 population, putting it in second place among large cities. The unfounded rate for police-reported sexual assaults in Toronto was 7% over the 2010–14 period compared to 19% nationally.

The Toronto police force has not conducted a recent review of unfounded sexual assault cases or related procedures. However, it is introducing trauma-informed training as part of the course offered to all officers working in this area.

# Hamilton

Economic Security	Education	Health
17	2	1
Leadership	Security	Overall Rank
16	3	4

## Economic Participation and Security

Hamilton enjoyed a year of strong economic growth in 2017, pushing up levels of employment in several sectors including construction, wholesale and retail trade, personal services and public administration. There have been positive gains on the employment front for women and men. The rate of employment among women aged 15 to 64 increased by 2.8 percentage points between 2013 and 2017 and now stands at 71.6%, surpassing the national average.

These gains have helped narrow the employment gap from 92.6% to 93.8%. Hamilton ranks 15<sup>th</sup> among large cities on this indicator. The gap in full-time employment was 83.8% in 2017, which is slightly wider than the national benchmark, placing Hamilton 17<sup>th</sup>.

In 2016, women earned an average of \$31,580, roughly \$11,000 less than male workers. This represents a gender earnings gap of 74.1%, somewhat smaller than the national average of 72.5%, but more than 12 percentage points off top-ranked Gatineau. Women's earnings growth, however, has been closing the gap over the past five years.

Levels of poverty have also been trending down among women and men in Hamilton. In 2016, 15.3% of women and 14.0% of men lived with low incomes. While the rates of poverty have fallen for both, the gender poverty gap has actually widened. Overall, Hamilton ranked 13<sup>th</sup> among the 26 cities in this study.

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## Educational Attainment

The educational gender gap in Hamilton favours women. Working-age women in Hamilton are more likely than men to have completed college (37.7% vs 34.4%) and university (33.7% vs. 28.0%). These figures are in line with the Canadian averages for women and men. Overall, Hamilton was first and 10<sup>th</sup> among large cities in terms of the gender gap in educational attainment among college and university graduates, respectively.

Men are more than twice as likely to have completed trades training and apprenticeships (9.7% compared with 3.8% of women) and more than twice as likely to have completed educational training in STEM fields (27.9% compared to 11.0% of women). Ranked sixth, Hamilton has a comparatively small gender gap in STEM training.

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## Leadership and Political Empowerment

The Hamilton area ranks 16<sup>th</sup> in the women's leadership and political empowerment domain. Women currently make up one-third (36%) of elected officials (including mayors and city councillors), which is above the average for large cities (34%). The city itself is nearing gender parity on council, with women occupying 44% of available positions. One of three municipal councils in the Hamilton area boasts a female mayor. Overall, Hamilton ranks 7<sup>th</sup> on female representation in municipal leadership.

Outside of politics women held 34.1% of management positions, just under the national average (34.6%), putting Hamilton in 19<sup>th</sup> place on this measure. At 6.6%, the proportion of female workers working in management occupations was also just below average and is down slightly from 2013.

Women are represented among business owners, but men still dominate. Overall, women make up 40.7% of all self-employed in Hamilton, a comparatively high level, and 26.3% of the self-employed with paid help, a comparatively low level. Between 2013 and 2017, there was an overall decline in the proportion of men (-3.1 percentage points) and women (-5.8 percentage points) who engage paid help. In 2017, 18.2% of female business owners had paid help. Hamilton ranks 20<sup>th</sup> with respect to this measure of entrepreneurship.

## Broad conversations with feminist broads

[Broad Conversations](#) brings women and gender-non-binary folks together “to build community and wrestle with what it means to identify and act as a feminist in this topsy-turvy world.” The group hosts a range of different events like speakers’ nights, informal social gatherings, feminist trivia nights and educational evenings. There is a regular [Silent Book Club](#) on the second Tuesday of the month and a semi-regular newsletter, the [Broad Conversation Starter Pack](#), with links to articles and resources. This past August, Broad Conversations hosted a workshop to learn the ins and outs of door-to-door canvassing to prepare for the October municipal election. Last March, it led a Wikipedia-edit-athon with Canada Learning Code Hamilton to tackle gender bias in existing content. In 2019, Broad Conversations will be examining opportunities to expand its work into local education and advocacy on feminist issues.

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## Health

Life expectancy among women in Hamilton is close to the Canadian average. On average, women can expect to live 83.7 years. The average life expectancy of men is 78.9 years. The gender gap in favour of women has widened slightly as life expectancy fell slightly from 2012 to 2016, by 0.1 years among women and 0.3 years among men.

Hamiltonians are less likely than Canadians on the whole to rank their health as being very good or excellent. In 2016, 59.2% of women and 55.9% of men claimed to be healthy. This gender gap has widened between 2012 and 2016 in women’s favour.

We also see an uptick in the proportion of men reporting high levels of stress in their lives—from 19.8% in 2012 to 22.2% in 2016. While women reported higher levels of stress in 2012, this has fallen from 26.4% to 21.9%, reducing Hamilton’s gender gap.

Hamilton ranks 11<sup>th</sup> among large cities for cervical cancer screening, with 68.0% of women reporting they had a Pap smear in the last three years.

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## Personal Security

The rates of intimate partner violence and sexual assault reported to the police in Hamilton are lower than the big city average. Hamilton also has one of the lower levels of criminal harassment targeting women, ranking

sixth among large cities. Overall, Hamilton placed third as a safe place for women to live in Canada.

In 2017, just over 1,000 people were victims of intimate partner violence (including violence committed by a spouse, common-law partner or dating partner), with women making up the vast majority of victims (80.5%). Hamilton ranked second among the 26 large cities in this study with respect to its rate of intimate partner violence among women (at 352.50 per 100,000 population).

Women made up an even larger share of the victims of sexual assault (89.9%). Hamilton's police-reported rate of sexual assault among women was 123.68 per 100,000 population, putting the city in 12<sup>th</sup> place among large cities. The unfounded rate for police-reported sexual assaults in Hamilton was 30% over the 2010–14 period compared to 19% nationally.

The Hamilton police force was conducting a review of past cases but the findings were not available as of November 2017. New procedures are being planned including trauma-informed training and the involvement of violence-against-women advocates in future case reviews.

# St. Catharines-Niagara

Economic Security	Education	Health
14	15	21
Leadership	Security	Overall Rank
9	4	11

## Economic Participation and Security

Since 2014, the size of the St. Catharines-Niagara labour force has increased by 4.3% and unemployment rates have fallen well below the 2009 recession period peak of 10.4%. But progress has been uneven as the region deals with the continuing erosion of its manufacturing base and an aging population.

One of the trends that has emerged is the growth in women's employment from a very low 67.3% among women aged 15 to 64 in 2013 to 70.9% in 2017—even as the share of the working-age population fell. Men's rate of employment was effectively unchanged over this period. As a result, the gender employment gap has narrowed by five percentage points to 98.0%, putting the city in seventh place on this measure.

The gender gap in full-time employment (85.2%) is close to the national average. However, women's and men's full-time employment rates fall well short of their respective national benchmarks.

Employment earnings in St. Catharines-Niagara also fall below the Canadian benchmark for both men and women. On average, women earned \$25,220 in 2016, 87% of the national average and the second lowest income among the big cities surveyed in this report. Increases in women's income between 2012 and 2016 did help narrow the gender earning gap between 2012 and 2016. At 75.3%, St. Catharines-Niagara ranks 11<sup>th</sup> among large cities.

The changing economy of the region is one of the reasons for its comparatively low incomes. In 2016, the three largest industries were wholesale



and retail trade, accommodation and foodservice, and health care and social assistance, industries that include many low-wage employers.

The poverty rate in the St. Catharines-Niagara region is lower than the Canadian average for both men and women (14.8% and 16.6%, respectively) despite low wages and employment rates. The older demographic in the St. Catharines-Niagara is one reason; there is a sizable share of seniors, the majority of them women, who live on incomes at or near the poverty line. In turn, the gender poverty gap (89.2%) is one of Canada's widest, giving the city a 21<sup>st</sup> place ranking that highlights how much more women are vulnerable to poverty here.

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## Educational Attainment

Women in St. Catharines-Niagara are more likely than men to have completed college or university, but overall, the level of post-secondary attainment is below the national average. In 2017, four in 10 women aged 25 to 64 (39.1%) had completed college, CEGEP or a trade program (compared to 37.6% of men) and just under one-quarter of women (23.4%) had earned a university degree (compared to 20.0% of men). The gender gap with men was close to the national average.

Looking at trades more closely, men were more likely to have completed trades training and apprenticeships than women (12.2% vs. 4.8%).

Higher levels of education can lead to higher levels of employment and higher earnings. But important gaps remain that are linked to where women are concentrated in education and the labour market. Women's representation among STEM fields, for example, was comparatively low (7.5% of all female graduates) and the gender gap is larger in St. Catharines-Niagara than the Canadian average.

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## Leadership and Political Empowerment

The St. Catharines-Niagara region ranks ninth in the women's leadership and political empowerment domain. Women currently make up 28% of elected officials (including mayors and city councillors), which is below average for large cities (34%). Women occupy roughly one-quarter of available council seats in both St. Catharines and Niagara Falls. Two of 10 municipal councils in the region boast a female mayor. Overall, St. Catharines-Niagara ranks 19<sup>th</sup> on female representation in municipal leadership.

## Boxing Club empowers and heals

[Underdogs Boxing Club](#) in St. Catharines is a nonprofit organization that uses recreational boxing to empower individuals and foster social inclusion by providing a fully inclusive environment for cis and trans women, cis and trans men, and non-binary individuals. Physical movement is used as a way to empower and heal—in all senses of the word. In addition to classes and personal training, the club offers special programming for young people and those who have experienced trauma. The Shape Your Life program provides a trauma-informed environment where women and trans people who have experienced violence can reclaim their power and agency through boxing and camaraderie. As Head Coach and Founder Laura Ip says, there is incredible power in learning to trust your body again, and through the training, just what it's capable of.

Women fared better outside of the political sphere, holding 38.8% of management positions, which is over the national average of 34.6% and puts the city in eighth place. The proportion of female workers working in management occupations was just below average at 6.4%, effectively unchanged since 2013.

Women are represented among business owners, but men still dominate. Overall, women make up 40.1% of all self-employed in St. Catharines-Niagara and 33.3% of the self-employed with paid help, the third highest level among large cities. There was a significant increase in the share of female business owners with paid help between 2013 and 2017 as the number of male business owners with paid help fell. In 2017, one-quarter of women (25.3%) working for themselves had paid help, which is up from 2013. St. Catharines-Niagara ranks third with respect to this measure of entrepreneurship.

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## Health

Life expectancy in St. Catharines is close to the Canadian average and, as is typically the case, women live slightly longer lives than men (83.6 years on average to men's 79.4). Improvements in longevity among men have narrowed the gender gap in recent years.

Men are more likely than women to identify their health as very good or excellent (63.0% vs. 60.5%), but the gender gap has been narrowing. St. Catharines-Niagara ranks 14<sup>th</sup> out of 26 large cities with respect to the gap in self-reported health. Women continue to report higher levels of stress in

their daily lives compared to men. There was no change in this gender gap between 2012 and 2016.

Rates of screening for cervical cancer are below average, with 60.8% of women reporting they had a Pap smear in the last three years. This is the lowest level reported among large cities.

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## Personal Security

The rate of sexual assault reported to the police in St. Catharines-Niagara is lower than the big city benchmark and the rate of intimate partner violence is lowest among all cities in this study. The rate of criminal harassment targeting women is relatively higher—with St. Catharines-Niagara ranking 13<sup>th</sup> among large cities—but still below average. Overall, St. Catharines-Niagara placed fourth as a safe place for women to live in Canada.

In 2017, just over 500 people were victims of intimate partner violence (including violence committed by a spouse, common-law partner or dating partner), with women making up the vast majority of victims (86.1%). St. Catharines-Niagara ranked first among the 26 large cities in this study with respect to its rate of intimate partner violence among women (at 229.02 per 100,000 population).

Women made up an even larger share of the victims of sexual assault (91.4%). St. Catharines-Niagara's police-reported rate of sexual assault among women was 77.04 per 100,000 population, putting the city in eighth place among large cities. The unfounded rate for police-reported sexual assaults in St. Catharines-Niagara was 22% over the 2010–14 period compared to 19% nationally.

The Niagara Regional police force was conducting a review of past cases, but the findings were not available as of November 2017. New procedures are being planned including trauma-informed training and the involvement of violence-against-women advocates in future case reviews.

# Kitchener-Waterloo-Cambridge

Economic Security	Education	Health
20	22	26
Leadership	Security	Overall Rank
3	26	17

## Economic Participation and Security

The Kitchener-Waterloo-Cambridge (KWC) area stands out as one of the strongest regional economies in southern Ontario, attracting newcomers seeking employment and a more affordable quality of life in the GTA. But it ranks well down the Gender Gap Index with respect to economic participation and security—particularly with respect to access to employment and the wage gap.

Women’s employment rates have been stagnant over the past five years, hovering in the 73% range. KWC actually ranks eighth among large cities in terms of women’s level of employment, but the employment rate among men has continued to increase, reaching 80.1% in 2017. As a result, the gender gap widened, falling from 92.0% to 91.1%.

The gap in full-time employment, however, is smaller than the average for Canada, as a large share of both male and female workers hold full-time employment.

High full-time employment rates have not translated into significantly higher salaries for women. The earnings gap in the city is one of the largest measured here, with women bringing home \$31,290, almost \$15,000 less, on average, than men do. The gap in 2016 was 68.0%, and improvement from 65.6% in 2012, but far below the top-ranked city of Gatineau (86.4%).

Poverty rates in KWC are below the Canadian average for both men and women. In 2016, 14.7% of women lived in poverty compared to 13.4% of men, for a smaller-than-average poverty gap of 91.2% and a region ranking of 15<sup>th</sup>.

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## Educational Attainment

In an area known for its educational institutions, women and men living in the Kitchener-Waterloo-Cambridge region have very similar levels of education. In 2017, two-thirds of adults aged 25 to 64 (66.2%) were post-secondary graduates, which is close to the Canadian average of 67.4%.

Of this group, women were more likely than men to hold university degrees (33.3% vs. 30.9%), while the proportion of college, CEGEP or trade graduates was roughly the same (34.0% among women and 33.9% among men). Men are more likely than women to have completed trades training and apprenticeships (9.9% vs. 3.7%). These rates are below the Canadian average for 2016.

STEM graduates are well represented in KWC, especially among men. One in three male graduates (34.0%) had studied in these fields versus one in eight female graduates (12.8%). Though these rates are above their respective national averages, the gender gap is relatively large.

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## Leadership and Political Empowerment

Kitchener-Waterloo-Cambridge ranks third in the women's leadership and political empowerment domain. Women currently make up 47% of elected officials (including mayors and city councillors), the closest to gender parity and highest level among large cities. In Waterloo, women actually occupy three-quarters of available council seats, while Cambridge has a female mayor.

Outside of politics, women held 36.1% of management positions in 2017, which is above the national average (34.6%) and puts the city in 14<sup>th</sup> place on this measure. The proportion of female workers working in management occupations was also above average at 7.4%, up 1.7 percentage points since 2013.

Women are represented among business owners, but men still dominate. Overall, women make up 41.6% of all self-employed in KWC and 29.6% of the self-employed with paid help. There was a significant increase in the share of female business owners with paid help between 2013 and 2017 as the number of male business owners with paid help fell. Over one-fifth of

## Tackling the gender gap in STEM

The YWCA Cambridge is tapping into local talent to tackle the sizable gender gap in STEM fields. **TechGyrls** is one example. The 12-week program provides girls with the opportunity to explore, design, create and share all things related to science, technology, engineering and math. Forensics testing and extraction, building candy machines, ink chromatography, and solar system exploration are some of the past activities. **STEM Mentoring** is another program that helps connect young girls with women working in the STEM field in the larger Cambridge area. Girls and their mentors have explored things like robotics, aerodynamics, dry ice and local ecosystems—and in the process build positive and lasting relationships.

women (21.1%) working for themselves had paid help in 2017 compared to 35.8% of self-employed men. KWC ranks 11<sup>th</sup> with respect to this measure of entrepreneurship.

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## Health

Life expectancy in Kitchener-Waterloo-Cambridge is just above the Canadian average for men, and just below it for women. On average, KWC women live 83.7 years, and men can expect to live 80.3 years. Men's gains in longevity have reduced the gap with women.

Similarly, there has been a big jump in the proportion of men reporting very good or excellent health, surpassing the proportion of women in this group over the 2012–16 period. The gender gap, in turn, has widened considerably. KWC now ranks 23<sup>rd</sup> out of 26 cities.

The proportion of women and men reporting high stress fell over this period. In 2016, one in four women in KWC (26.4%) reported high stress compared to one in six men (16.7%). The gender gap widened by almost 15 percentage points.

Rates of screening for cervical cancer are below average in KWC, with 63.0% of women reporting they had a Pap smear in the last three years, putting the region in 19<sup>th</sup> place. Overall, KWC ranks 26<sup>th</sup> in the health domain.

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## Personal Security

The rates of sexual assault and intimate partner violence reported to the police in Kitchener-Waterloo-Cambridge were among the highest among

large cities while the rate of criminal harassment targeting women was the highest. Overall, KWC placed 26<sup>th</sup>—or last—as a safe place for women to live in Canada.

In 2017, just over 1,300 people were victims of intimate partner violence (including violence committed by a spouse, common-law partner or dating partner), with women making up the vast majority of victims (77.1%). KWC ranked 20<sup>th</sup> among the 26 large cities in this study with respect to its rate of intimate partner violence among women (at 452.90 per 100,000 population).

Women made up an even larger share of the victims of sexual assault (94.6%). KWC's police-reported rate of sexual assault among women was 110.30 per 100,000 population, putting the region in 20<sup>th</sup> place among large cities. The unfounded rate for police-reported sexual assaults in KWC was 27% over the 2010–14 period compared to 19% nationally.

The Waterloo regional police force was conducting a review of past cases, but the findings were not available as of November 2017. New procedures are being planned including the involvement of violence-against-women advocates in future case reviews.

# London

Economic Security	Education	Health
9	7	10
Leadership	Security	Overall Rank
25	10	18

## Economic Participation and Security

Like many other Ontario communities, London has struggled to regain its economic footing in the years since the 2008-09 recession. Economic growth has improved since 2014, but levels of employment continue to lag.

Indeed, the employment rate among women aged 15 to 64 fell between 2013 and 2016 from 68.1% to 66.3%, bouncing back in 2017 to 67.0%. This is the lowest level of female employment reported among Canada's 26 large cities. Men's rate of employment has held steady over this time around 71%, causing the gap in employment to widen. Ranked sixth in 2013, London now ranks 10<sup>th</sup>.

In 2016, women in London brought home an average of \$30,250 in employment income, \$8,520 less than men. Average earnings improved over the 2012–16 period for women and men, but only by slightly more than inflation. London has a smaller-than-average gender gap in wages.

Levels of poverty in London have fallen for women and men between 2012 and 2016, but the overall rates remain high compared to other large cities (the city ranks 20<sup>th</sup> on the poverty measure for men and 19<sup>th</sup> for women). The gender poverty gap, however, is very narrow at 93.6% in 2016.



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## Educational Attainment

Like the KWC region, two-thirds of working-age adults hold post-secondary degrees, just under the Canadian average. However, in London, college and trade graduates make up a larger share.

Looking at educational attainment, women in London are more likely than men to have completed university. At 29.2%, women's rates of university completion are almost five percentage points above men's rates (24.7%).

Women's and men's rates of college and CEGEP completion are the same—both roughly 38%—and both higher than the Canadian average for 2017. London ranks in the middle of large cities with respect to its gender gap in educational attainment.

Men are more than twice as likely as women to have completed trades training and apprenticeships (9.2% and 3.8%, respectively). Women's representation in STEM fields (9.8%) is below the Canadian average.

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## Leadership and Political Empowerment

London ranks 25<sup>th</sup> in the women's leadership and political empowerment domain. Women currently make up 34% of elected officials (including mayors and city councillors), which is average for large cities. In the city of London itself, women occupy 27% of available council seats. Half of the eight municipal councils in the region boast a female mayor. Overall, London ranks 12<sup>th</sup> on female representation in municipal leadership.

Outside of politics, women did not fare as well. In 2017, women held 32.2% of management positions in London, below the national average (34.6%) and a drop of 6.8 percentage points from 2013. The proportion of female workers working in management occupations was also well below average at 4.7%.

Women are represented among business owners, but men still dominate. Overall, women make up 37.5% of all self-employed in London and 20.2% of the self-employed with paid help, the lowest levels (26<sup>th</sup>) among large cities. In 2017, 17.2% of women working for themselves had paid help, a decline from 2013. The proportion of self-employed men with paid help also fell over this period.

## Amplifying women's voices in local politics

[Women and Politics London](#) is a citizen-led initiative that wants to increase the participation of women in politics. The group works to create safe, inclusive spaces for women to participate in politics at all levels by hosting social events and mixers, developing educational resources, running workshops (e.g., Women's Campaign School) and amplifying the voices of female candidates through social media, all-candidate meetings and election debates. In the 2018 municipal election, Women and Politics London hosted 14 all-candidate meetings, wrote up 17 candidate profiles, delivered election materials to 4,000 households and conducted campaign workshops. Their **#30Days2Vote** project helped residents prepare for the October 27 municipal election, setting out fun daily tasks to build knowledge about London's local election and the key issues affecting residents.

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## Health

Life expectancy in London is in keeping with the Canadian average and, as is typically the case, women live slightly longer lives than men (84.2 years on average to men's 79.7). London ranks ninth with respect to its gender longevity gap in favour of women.

In 2016, six in 10 women (58.8%) rated their health as very good or excellent, which is little changed over the previous five years. The proportion of men claiming good health is slightly higher (60.8%) and the resulting gender gap is relatively narrow.

Men and women report similar levels of high stress in their lives, as men's rates have increased and women's fallen off. London ranks second among big cities with respect to its gender stress gap. Rates of screening for cervical cancer, however, are below average, with 62.2% of women reporting they had a Pap smear in the last three years.

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## Personal Security

The rates of sexual assault and intimate partner violence reported to the police in London were below average for big cities. The rate of criminal harassment targeting women was also below the national benchmark, with London ranking 15<sup>th</sup> among large cities. Overall, London placed 10<sup>th</sup> as a safe place for women to live in Canada.

In 2017, just over 1,000 people were victims of intimate partner violence (including violence committed by a spouse, common-law partner or dating

partner), with women making up the vast majority of victims (80.7%). London ranked 11<sup>th</sup> among the 26 large cities in this study with respect to its rate of intimate partner violence among women (at 396.68 per 100,000 population).

Women made up an even larger share of the victims of sexual assault (92.5%). London's police-reported rate of sexual assault among women was 91.40 per 100,000 population, putting the city in 13<sup>th</sup> place on this measure. The unfounded rate for police-reported sexual assaults in London was 30% over the 2010–14 period compared to 19% nationally.

The London police force conducted a review of past cases and found that 887 were incorrectly classified. New procedures are being planned including trauma-informed training and the involvement of violence-against-women advocates in future case reviews.

# Windsor

Economic Security	Education	Health
12	11	22
Leadership	Security	Overall Rank
23	13	20

## Economic Participation and Security

Windsor's economy has finally bounced back from the 2009 recession and is posting impressive gains in economic growth and employment. Levels of employment among men aged 15 to 64 was up 3.5 percentage points between 2013 and 2017, and 2.9 percentage points among women in the same age group.

This is very good news for a region that has experienced significant economic stress as a result of the loss in manufacturing jobs over 20+ years and ongoing uncertainty related to Canada-U.S. trade. Factories are hiring again, but as women make up less than 30% of manufacturing workers we are seeing larger increases in male employment and a widening of the gender gap. In 2017, Windsor ranked 14<sup>th</sup> out of 26 large cities with respect to the employment gap, down from 10<sup>th</sup> spot in 2013.

In 2017, 67.4% of women and 71.8% of men were employed in the paid labour market. Despite employment gains, these levels of employment are still well below the national averages for both sexes. Roughly three-quarters of all female workers (74.5%) worked full-time compared to 86.2% of men, resulting in a full-time employment gap of 86.4%.

The rise in the number of employed has helped boost average employment incomes in Windsor. Between 2012 and 2016, earnings were up 11.2% among women and 12.0% among men, resulting in a slightly wider gender pay gap over this period. Overall, Windsor ranks 10<sup>th</sup> with respect to its gender pay gap and 22<sup>nd</sup> with respect to women's level of income.

Higher employment incomes helped reduce poverty rates between 2012 and 2016 to 19.0% among women and 17.4% among men, but these rates are still well above the national averages of 17.6% and 15.9%, respectively. The gender poverty gap is 91.6%, placing Windsor 12<sup>th</sup> of 26 cities.

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## Educational Attainment

Women in Windsor are strongly represented among college graduates. Almost four in 10 women aged 25 to 64 (38.0%) have completed college, CEGEP or trades degrees as compared to 34.9% of men, an increase of 3.8 percentage points between 2013 and 2017.

Levels of university education are lower. While the proportion of college graduates has increased, the proportion of female university graduates has declined, reaching 25.0% in 2017, narrowing the gap with men. Overall, Windsor ranks 22<sup>nd</sup> among big cities with respect to its share of university educated women.

Men are twice as likely as women (9.9% and 3.6%, respectively) to have completed trades training and apprenticeships. One in 10 female graduates studied in the STEM fields, which is in line with the Canadian average and average gender gap in STEM studies.

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## Leadership and Political Empowerment

Windsor ranks 23<sup>rd</sup> in the women's leadership and political empowerment domain. Women currently make up only 23% of elected officials (including mayors and city councillors), below the national average (34%) for large cities. In the city itself, women occupy only one of the available seats, and none of the municipalities in the larger Windsor region boast a female mayor. Overall, Windsor ranks 23<sup>rd</sup> on female representation in municipal leadership.

Women fare better outside of politics, holding 34.3% of management positions, roughly the national average (34.6%). However, the proportion of female workers working in management occupations is very low at 4.7%, which is down a percentage point since 2013. The Windsor area experienced a loss of management positions between 2013 and 2017 among both men and women.

Women are represented among business owners, but men still dominate. Overall, women make up 38.9% of all self-employed in Windsor and 26.7% of the self-employed with paid help. There was an increase in the share of female

## Tackling barriers to employment

Since 1987, [Women's Enterprise Skills Training of Windsor \(WEST\)](#) has helped women in Windsor-Essex County achieve their employment, training or skills-development goals. It targets marginalized women, particularly those from newcomer and racialized communities. WEST's programs and services address individual and group needs, tackling barriers to employment and self-sufficiency. It also offers settlement support and programming for young people. The EDGE program, for example, gives young women in Windsor-Essex the chance to build their leadership skills, gain volunteer experience, develop employment skills and learn about Windsor-Essex County. WEST serves over 3,000 women a year.

business owners with paid help between 2013 and 2017 as the number of men engaged in self-employment fell. The rate of men and women who work for themselves and employ paid help fell between 2013 and 2017, to 37.1% and 21.4%, respectively. Windsor ranks 17<sup>th</sup> on this measure of entrepreneurship.

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## Health

Life expectancy in Windsor is in keeping with the Canadian average and, as is typically the case, women live slightly longer lives (83.7 years on average to men's 79.1). The 3.9-year gap between the lifespans of women and men is small relative to this gap in Canada's other large cities.

The proportion of women in Windsor reporting very good or excellent health (61.0%) is close to the Canadian benchmark and slightly higher than it was in 2012. The level of stress reported, however, has fallen among both women and men, to 21.9% and 14.5%, respectively. The gender stress gap remains comparatively large.

Rates of screening for cervical cancer are average, with 65.5% of women reporting they had a Pap smear in the last three years.

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## Personal Security

The rate of sexual assault reported to the police in Windsor was lower than the big city average, while the rate for intimate partner violence was slightly higher. The rate of criminal harassment targeting women was also higher than the national benchmark, with Windsor ranking 20<sup>th</sup> among large cities. Overall, Windsor placed 13<sup>th</sup> as a safe place for women to live in Canada.

In 2017, just over 675 people were victims of intimate partner violence (including violence committed by a spouse, common-law partner or dating partner), with women making up the vast majority of victims (87.6%). Windsor ranked 15<sup>th</sup> among the 26 large cities in this study with respect to its rate of intimate partner violence among women (at 475.18 per 100,000 population).

Women made up an even larger share of the victims of sexual assault (90.8%). Windsor's police-reported rate of sexual assault among women was 94.40 per 100,000 population, putting the city in seventh place on this measure. The unfounded rate for police-reported sexual assaults in Windsor was just 3% over the 2010–14 compared to 19% nationally.

The Windsor police force conducted a review of past cases and found that its rate of unfounded sexual assault cases was in fact 6%, still relatively small compared to other cities. Recommendations for enhanced training were produced.

# Barrie

Economic Security	Education	Health
24	26	18
Leadership	Security	Overall Rank
19	11	26

## Economic Participation and Security

Barrie is one of the fastest growing communities in Ontario, its diverse economy attracting many young families. The city has seen triple digit growth in GDP over the past 10 years, with growth in the manufacturing sector as well as finance and other technical professions. In particular, 2017 was a very strong year, but employment growth has been uneven. For example, the employment rate among women aged 15 to 64 (71.9%) is above the Canadian average but three points lower than what it was in 2013.

The erosion of women's employment opportunities in Barrie is one of the reasons behind its low ranking in the economic domain—24<sup>th</sup> out of 26. In 2017, the city's gender employment gap was 88.6%, down 5.4 percentage points from 2013. Only Abbotsford-Mission experienced larger growth in the employment gap over this period.

The same pattern is evident in women's rate of full-time employment. Roughly seven in 10 female workers aged 15–64 (72.3%) hold full-time jobs, which is under the national average (74.8%). By contrast, an above-average proportion of male workers in this age group are employed full time (90.6% compared to 88.5% nationally).

These differences in employment rates translate into lower-than-average earnings for women and higher-than-average earnings for men. In 2016, women in Barrie brought home \$28,250, roughly \$16,000 less per year than men, resulting in a large wage gap. The earnings gap narrowed slightly



between 2012 and 2016, from 61.6% of men's earnings to 64.1%, as employment incomes grew for both men and women, but the gap was still well below the national benchmark (72.5%).

Higher family incomes were helpful in reducing rates of poverty in Barrie. Between 2012 and 2016, the rate of poverty fell by 0.8 percentage points among men and by 1.2 percentage points among women. At 14.6%, women's poverty in Barrie ranked ninth lowest among Canada's large cities, while men's poverty rate (at 12.9%) ranked fifth. Barrie's gender poverty gap has narrowed slightly, from 86.7% to 88.4%, but it still remains one of the largest.

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## Educational Attainment

Among large cities, Barrie has one of the largest gaps in educational attainment among men and women. The proportion of post-secondary graduates is lower than the Canadian average, particularly among women.

While women in Barrie are more likely than men to have completed university, the difference in levels of attainment is small (21.9% vs. 19.6%). In contrast, men are much more likely to hold college, CEGEP or trade degrees (47.8% vs. 39.8%). Indeed, the proportion of women with college degrees fell between 2013 and 2017 by four percentage points, widening the gap with men.

Men are almost three times more likely than women to have completed trades training and apprenticeships (11.8% and 3.9%, respectively). Barrie also has one of the lowest rates of female STEM graduates at 6.7%.

Higher levels of education can lead to higher levels of employment and higher earnings. But important gaps remain for women in Barrie.

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## Leadership and Political Empowerment

Barrie ranks 19<sup>th</sup> in the women's leadership and political empowerment domain. Women currently make up 30% of elected officials (including mayors and city councillors), below the national average (34%) for large cities. In the city itself, women occupy only two of the 11 available seats. One of three municipalities in the larger Barrie area boasts a female mayor. Overall, Barrie ranks 17<sup>th</sup> on female representation in municipal leadership.

The region scores particularly badly when it comes to seeing women in management positions: women make up only 25.7% of managers in the city, the lowest level among large cities. Women's share has fallen by 10.9 percentage points since 2013. The proportion of female workers working in

## Promoting Anishnabe culture, language and heritage

Formed in 1989, the [Georgian Bay Native Women's Association](#) serves native women and children in the Midland and Penetanguishene area, working to preserve and promote Anishnabe culture, language and heritage. Prenatal and children's programs, parent support circles, language courses and community outreach are all grounded in Anishnabe cultural teachings and principles and offered in an environment that is attuned to the social, physical, spiritual and emotional development of the child and parent. The Seniors Cultural Program also offers seniors/elders culturally focused one-on-one counselling, ceremonies and healing circles as well as in-home support services, transportation and advocacy with other service providers.

management occupations is comparatively low at 4.9%, even as the proportion of men working in management positions has grown and now exceeds the national average.

Women are now well represented among business owners. Indeed, roughly equal numbers women and men in Barrie are engaged in self-employment. Overall, women make up 49.1% of all self-employed workers and 30.6% of the self-employed with paid help. There was an increase in the share of female business owners with paid help between 2013 and 2017, however the city's share of all women engaged in self-employment (those with and without paid help) remains comparatively low at 16.7%. Barrie ranks seventh with respect to this measure of entrepreneurship.

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## Health

Life expectancy in Barrie is in keeping with the Canadian average and, as is typically the case, women live slightly longer lives (83.5 years on average to men's 79.8). Men's longevity has improved over the last five years while women's remains unchanged. Barrie has one of the smaller gaps in longevity among large cities.

A larger share of women used to rank their health as very good or excellent, but the rate declined between 2012 and 2016 from 63.2% to 56.6%, which is below the rate reported among men (59.5%). Barrie now has the second lowest proportion of women reporting very good or excellent health. With this decline, the gender gap in self-reported health has widened. At 28.0%, Barrie also has the second highest proportion of women reporting high stress in their daily lives.

Rates of screening for cervical cancer are close to the Canadian average, with 68.2% of women reporting they had a Pap smear in the last three years. This is the 10<sup>th</sup> highest level of coverage among large cities.

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## Personal Security

The rates of sexual assault and intimate partner violence reported to the police in Barrie were lower than the respective big city averages, while the rate of criminal harassment targeting women was higher, with Barrie ranking 21<sup>st</sup> among large cities. Overall, Barrie placed 11<sup>th</sup> as a safe place for women to live in Canada.

In 2017, 350 people were victims of intimate partner violence (including violence committed by a spouse, common-law partner or dating partner), with women making up the vast majority of victims (83.4%). Barrie ranked eighth among the 26 large cities in this study with respect to its rate of intimate partner violence among women (at 330.69 per 100,000 population).

Women made up an even larger share of the victims of sexual assault (95.1%). Barrie's police-reported rate of sexual assault among women was 88.34 per 100,000 population, putting the city in 14<sup>th</sup> place on this measure. The unfounded rate for police-reported sexual assaults in Barrie was 25% over the 2010–14 period compared to 19% nationally.

The Barrie police force conducted a review of past cases and found that 40 were incorrectly classified and took steps to reopen eight cases. New procedures are being planned including trauma-informed training and the involvement of violence-against-women advocates in future case reviews.

# Greater Sudbury

Economic Security	Education	Health
15	18	5
Leadership	Security	Overall Rank
4	14	9

## Economic Participation and Security

The Greater Sudbury economy has struggled in the years since the 2008-09 recession. While the price of nickel has risen recently, the economy has not fully recovered. The labour market has had difficulty gaining traction, with small increases one year and losses the next. This has had an impact on the gender employment gap.

In 2017, 70.5% of women aged 15 to 64 were employed in the paid labour market, up slightly over 2013 and in line with the national average. Working-age men in Sudbury, however, experienced losses in employment over this period, the result of which is that the gender employment gap has fully closed. In 2017, a slightly larger proportion of women compared to men were employed (70.5% vs. 69.9%). Sudbury ranks third on this indicator, just behind St. John's and Gatineau.

Three-quarters of female workers (74.5%) are employed full time, which is also close to the national average, while over nine in 10 male workers in Sudbury (90.3%) hold full-time jobs. And so, while roughly the same proportion of men and women are employed, there is a larger than average gap in full-time employment.

The character of employment helps to explain the wide gender gap in pay in Sudbury (71.4%) with women on average bringing home \$31,010, \$12,400 less than men. However, women did make significant gains in earnings between 2012 and 2016 compared to only modest gains among male

workers. Higher employment incomes among women reduced the gender pay gap by 6.6 percentage point over this period, the largest improvement recorded in this study.

The improvement in women's economic standing also helped to narrow the gender poverty gap, as the rate of poverty among women fell slightly (from 14.3% to 14.1%) and the rate of poverty among men rose slightly (from 12.3% to 12.7%). However, at 90.1%, the gender poverty gap is still one of the largest among the big cities ranked in this study. Overall, Greater Sudbury ranks 15<sup>th</sup> in the economic domain.

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## Educational Attainment

Two-thirds of adults aged 25 to 64 living in the Greater Sudbury area are post-secondary graduates. Within this group, women are much more likely than men to hold university degrees while men are more likely than women to have completed college, CEGEP or a trade program.

In 2017, one-quarter of women (24.6%) had completed university training, an increase of 4.3 percentage points over 2013. The gap with men, 16.9% of whom were university educated, has widened in favour of women over this time.

Men are more strongly represented among college graduates; almost half (47.7%) of working-age men have a college degree, a rate significantly above the average for Canada (36.4%). Sudbury women are also more likely to be college graduates (44.5%) than the average for all of Canada.

Men are more than three-and-a-half times more likely than women to have completed trades training and apprenticeships (13.8% and 3.6%, respectively). Greater Sudbury ranks 19<sup>th</sup> among big cities on the share of female graduates in STEM fields (8.9%).

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## Leadership and Political Empowerment

Greater Sudbury ranks fourth in the women's leadership and political empowerment domain.

Women currently make up only 22% of elected officials (including mayors and city councillors), well below the national average (34%) for large cities. In the city itself, women occupy only three of the 13 available seats. Overall, Greater Sudbury ranks 24<sup>th</sup> on female representation in municipal leadership.

## Commemorating missing and murdered Indigenous woman and girls

[Walking With Our Sisters](#) is a commemorative art installation that honours the lives of missing and murdered Indigenous women of Canada and the United States. The work exists as a floor installation made up of more than 1,700 beaded moccasin vamps (or tops), donated by hundreds of artists, arranged in a winding path formation on fabric with cedar boughs. Each pair of vamps represents one missing or murdered Indigenous woman, the unfinished moccasins lives that were cut short. The children's vamps are dedicated to children who never returned home from residential schools. The exhibit involved thousands of people and has been shown in communities across Canada since 2013, supported by the WWOS Collective.

The region, however, scores very well on women in management positions: women make up almost half (48.9%) of managers in the city, the highest level among large cities. Women's share grew by 8.9 percentage points between 2013 and 2017. The actual proportion of female workers working in management occupations, however, is still comparatively low at 5.6%, which is down slightly from 2013. The decline in the rate of men working as managers was larger and now stands at 5.8%, about half the national average.

Women are represented among business owners, but men still dominate. Overall, women make up 42.5% of all self-employed and 31.0% of the self-employed with paid help. There was an increase in the share of female business owners with paid help between 2013 and 2017, as the number of men engaged in self-employment fell. Greater Sudbury ranks sixth with respect to this measure of entrepreneurship.

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## Health

Life expectancy in Greater Sudbury is the lowest among the Canadian cities reviewed in this study, at 82.5 years for women and 77.2 years for men. Life expectancy has edged up slightly among men but more so for women over the 2012–16 period. There is now a gender gap of 5.3 years in favour of women.

Women are more likely than men to rate their health as very good or excellent (61.1% and 54.4%, respectively). There has been a decline in the proportion of men reporting very good or excellent health, with little change among women. As a result, the gender gap in favour of women has grown larger since 2012.

By contrast, more women than men report high stress in their daily lives (25.1% vs. 15.4%). The gender gap is the largest among the cities in this study.

Rates of screening for cervical cancer are below the Canadian average, with 66.4% of women reporting they had a Pap smear in the last three years.

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## Personal Security

The rates of sexual assault and intimate partner violence reported to the police in Greater Sudbury were roughly the same as the big city benchmarks, while the rate of criminal harassment targeting women was slightly lower, with Sudbury ranking 18<sup>th</sup> among large cities. Overall, Sudbury placed 14<sup>th</sup> as a safe place for women to live in Canada.

In 2017, just over 350 people were victims of intimate partner violence (including violence committed by a spouse, common-law partner or dating partner), with women making up the vast majority of victims (79.8%). Sudbury ranked 12<sup>th</sup> among the 26 large cities in this study with respect to its rate of intimate partner violence among women (at 415.37 per 100,000 population).

Women made up an even larger share of the victims of sexual assault (87.8%). Sudbury's police-reported rate of sexual assault among women was 95.07 per 100,000 population, putting the city in 15<sup>th</sup> place on this measure.

However, the unfounded rate for police-reported sexual assaults in Sudbury was 33% over the 2010–14 period compared to 19% nationally. The Sudbury police force conducted a review of past cases. As a result, 87 cases were reopened and 281 cases were found to have been incorrectly classified. New procedures are being planned including trauma-informed training and the involvement of violence-against-women advocates.

# Winnipeg

Economic Security	Education	Health
6	13	3
Leadership	Security	Overall Rank
17	25	15

## Economic Participation and Security

Winnipeg has enjoyed steady economic and population growth over the last five years, but the experience of the labour market was mixed. Employment has not kept pace with population growth and rates of employment have fallen, notably among men. The employment rate for men was 76.9% in 2017, near the national average but down 1.3 percentage points from 2013. Employment levels among women were effectively unchanged over this period. Last year, 72.4% of working-age women were employed in the paid labour market.

The gender employment gap narrowed over these years from 92.8% to 94.2% and is now narrower than the national benchmark (92.5%). At 75.3%, full-time employment rates are higher than average for female workers in the city and lower than average among male workers (87.9%). Winnipeg ranks 12<sup>th</sup> with respect to the full-time employment gap.

Winnipeg workers saw increased earnings between 2012 and 2016. Overall, women's employment incomes increased by 8.2% to \$31,010 and men's wages increased by 5.4% to \$40,200. In 2016, women's earnings were above the national average and the gender gap was narrower. Winnipeg women brought home 77.1% of men's wages, better than in 2012 but with much room for improvement.

That said, there are significant economic disparities in Winnipeg reflected in high rates of poverty, especially in the Indigenous community. In 2016,



17.8% of all Winnipeg residents lived in poverty. Women were more likely than men to live in poverty, with 18.5% and 17.3%, respectively, falling below the low-income measure. These rates place Winnipeg in the bottom quarter of cities in this study. The poverty gap, however, is the narrowest, at 94.0%, and an improvement over 2012.

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## Educational Attainment

In 2017, 64.6% of working-age adults in Winnipeg were post-secondary graduates, a group equally divided between those with college or trade credentials and those with university degrees. This represents a significant increase in educational attainment, improving Winnipeg's standing among large cities, but the city is still below the national average in this respect.

Roughly the same proportion of women and men held college degrees (32.1% and 31.3%, respectively) while a slightly larger proportion of women were university grads (35.1% compared to 30.7% of men). Both women and men have improved their levels of education.

The gap in trades training is typical, with men in Winnipeg being more than twice as likely to have completed trades training and apprenticeships. One in 10 female graduates studied in the STEM fields, in line with the Canadian average of 10.5%.

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## Leadership and Political Empowerment

Winnipeg ranks 17<sup>th</sup> in the women's leadership and political empowerment domain. Women currently make up 29% of elected officials (including mayors and city councillors), below the national average (34%) for large cities. In the city itself, women occupy five of the 16 available seats. Almost half of the municipalities in the larger Winnipeg area boast a female mayor. Overall, Winnipeg ranks 18<sup>th</sup> on female representation in municipal leadership.

The region scores a bit better when it comes to seeing women in management positions: women make up 35.6% of managers in the city. The proportion of female workers working in management occupations is comparatively low at 5.6%, even as the numbers employed as managers has climbed since 2013, notably among men.

Women are represented among business owners, but men still dominate. Overall, women make up 38.6% of all self-employed workers and 28.6% of the self-employed with paid help. There was a small increase in the share

## The REDress Project

Indigenous women experience much higher rates of violence. In 2017, the rate of homicide among Indigenous women was more than five times that of non-Indigenous women and they accounted for 22% of all female victims. Indigenous women across the country have been fighting for years to draw attention to the devastation of violence and to galvanize action. In Winnipeg, Métis artist Jaime Black created the [REDress Project](#) to draw attention to the gendered and racialized nature of violent crimes against Indigenous women and to honour murdered and missing Indigenous women. Black collected hundreds of red dresses and exhibited them in and around Winnipeg. Since that time, her project has toured extensively and is now part of a permanent exhibit at the Canadian Museum of Human Rights. Seeing the empty dresses is a visceral reminder of the staggering number of women who are no longer here. Red dresses have become a powerful symbol of the movement to end violence against Indigenous women.

of female business owners with paid help between 2013 and 2017. Winnipeg ranks 12<sup>th</sup> with respect to this measure of entrepreneurship.

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## Health

Life expectancy in Winnipeg is just below the Canadian average and, as is typically the case, women live slightly longer lives (82.8 years on average compared to 78.6 for men). These rates are below the respective Canadian averages for women and men, but Winnipeg ranks in the middle of large cities with respect to the gender gap in life expectancy.

Women are slightly more likely than men to rate their health as very good or excellent (61.1% vs. 59.7%), which is little changed between 2012 and 2016. However, women are also more likely to report high levels of stress in their daily lives, with 22.2% doing so compared to 19.7% of men. The gender gap has narrowed somewhat as the proportion of men reporting high stress increased between 2012 and 2016.

Rates of screening for cervical cancer are above average, with 75.9% of women reporting they had a Pap smear in the last three years. This is the highest level of coverage among large cities.

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## Personal Security

The rates of sexual assault and intimate partner violence reported to the police in Winnipeg were much higher than the benchmarks for big cities, while the rate of criminal harassment targeting women, by contrast, was much lower, with Winnipeg ranking second among large cities. Overall, Winnipeg placed 25<sup>th</sup> as a safe place for women to live in Canada.

In 2017, almost 2,200 people were victims of intimate partner violence (including violence committed by a spouse, common-law partner or dating partner), with women making up the vast majority of victims (84.4%). Winnipeg ranked 25<sup>th</sup> among the 26 large cities in this study with respect to its rate of intimate partner violence among women (at 564.53 per 100,000 population).

Women made up a larger share of the victims of sexual assault (93.5%). Winnipeg's police-reported rate of sexual assault among women was 138.51 per 100,000 population, putting the city in 25<sup>th</sup> place among large cities. The unfounded rate for police-reported sexual assaults in Winnipeg was 2% over the 2010–14 period compared to 19% nationally. The Winnipeg police force conducts ongoing reviews of sexual assault cases, which has resulted in its low unfounded rate.

# Regina

Economic Security	Education	Health
8	21	14
Leadership	Security	Overall Rank
22	23	23

## Economic Participation and Security

After several difficult years, the Saskatchewan economy rebounded in 2017, led by demand for key agriculture commodities such as wheat, canola and potash, and continued growth in the manufacturing and the tech sectors. These improvements aren't evident in the employment numbers however. The rate of employment among working-age men and women has still not recovered from the downturn in 2014.

While the number of jobs on offer has not kept up with population growth, Regina still enjoys comparatively high employment among men and women. In 2017, three-quarters of women aged 15 to 64 (75.3%) were working in the paid labour market, the fourth highest level among large Canadian cities. Of this group, eight out of 10 worked full time (80.2%), roughly five percentage points above the national benchmark of 74.8%.

Regina also has comparatively high employment among men in this age group (80.0%), the fifth highest level among the cities studied; 89.4% of men work full time.

Overall, the employment gap is 94.1%, above the national average, placing Regina 12<sup>th</sup> among large cities. The employment gap in full-time employment is 89.7%, again over the benchmark, and narrower than in most other cities.

High full-time employment rates contribute to higher incomes for women. Women in Regina have the second highest level of employment income at \$36,550. Men also have high incomes (\$49,540). As a result, the

gender earnings gap is typical, with women bringing home 73.8% of what men earn. The gender gap has narrowed slightly over the past five years—by less than a percentage point.

Poverty rates in Regina are lower than the national average, but these figures hide much higher rates of poverty within the Indigenous community. Women are more likely to live in poverty than men: 13.7% of women and 12.7% of men live below the poverty line.

Among women, the poverty rate fell by 0.5 percentage points between 2012 and 2016, narrowing the gender poverty gap by 4.3 percentage points. In 2016, the gap stood at 93.2%, the fifth smallest among big cities.

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## Educational Attainment

Like Winnipeg, roughly equal shares of working-age men and women living in Regina have completed college, CEGEP or trade programs, and women have higher rates of university education compared to men. Since 2013, the proportion of women with university degrees has increased to 37.6% and the proportion among men has reached 32.5%. In Regina, the educational gap in favour of women is not as large as in many other large cities.

Looking at women's representation in the trades, there is a sizeable gender gap that is characteristic of other cities in Western Canada with the exception of Vancouver. While the proportion of women in trades hovers below the national benchmark (e.g., 4.9% for Regina), the share of men with trade qualifications is much higher than average (e.g., 14.5% for Regina). Similarly, there is a large gender gap between men and women studying in STEM fields.

Higher levels of education can lead to higher levels of employment and higher earnings. But important gaps remain that are linked to where women are concentrated in education and the labour market

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## Leadership and Political Empowerment

Regina ranks 22<sup>nd</sup> in the women's leadership and political empowerment domain. Women currently make up 20% of elected officials (including mayors and city councillors), below the national average (34%) for large cities. In the city itself, women occupy three of the 11 available seats. Only two of the municipalities in the larger Regina area boast a female mayor. Overall, Regina ranks 25<sup>th</sup> on female representation in municipal leadership.

## Feminist Book Club at Regina Public Library

This year, the Regina Public Library launched the [Feminist Killjoy Club](#), a new book club that explores pop culture, literature and politics with a feminist lens. The club with its tongue-in-cheek name has been created as a space for feminists, women, transgender and non-binary people to have a respectful dialogue about topics that have so far included mental health, women in politics, race and gender issues. As Alejandra Cabrera, a reference and programming assistant at the RPL, says: “feminists are always seen as killing joy, joy killers.... So [the club is] reclaiming that word, but also just being playful with it.”<sup>33</sup>

The region scores much better when it comes to seeing women in management positions: women make up 39.6% of managers in the city, the fourth highest share among large cities. The proportion of female workers working in management occupations is comparatively high at 8.6%, an increase over 2013 (6.7%).

Women are represented among business owners, but men still dominate. Overall, women make up 36.8% of all self-employed and 23.9% of the self-employed with paid help, below the national average. While there was a small increase in the share of female business owners with paid help between 2013 and 2017, there was a decline among proportion of female business owners who engage paid help (22.5% in 2017). Regina ranks 23<sup>rd</sup> with respect to this measure of entrepreneurship.

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## Health

Life expectancy in Regina is just below the Canadian average and, as is typically the case, women live slightly longer lives (82.6 years on average to men’s 78.5). Over the last five years, life expectancy has improved for men but held steady among women, narrowing the gender gap slightly.

Reginans are less likely to rate their health as very good or excellent compared to the Canadian average, with men slightly more likely than women to do so. The gap narrowed between 2012 and 2016 as the proportion of men reporting excellent health fell and the proportion of women reporting excellent health rose.

Fewer women are reporting high levels of stress (down 5.1 percentage points between 2012 and 2016). The gender stress gap narrowed as a result. Regina ranks ninth among large cities on this measure.

Rates of screening for cervical cancer are average, with 66.3% of women reporting they had a Pap smear in the last three years.

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## Personal Security

The rates of sexual assault and intimate partner violence reported to the police in Regina were both higher, and in the case of intimate partner violence much higher, than the respective big city averages. By contrast, the rate of criminal harassment targeting women was lower, with Regina ranking third among large cities. Overall, Regina placed 23<sup>rd</sup> as a safe place for women to live in Canada.

In 2017, just over 850 people were victims of intimate partner violence (including violence committed by a spouse, common-law partner or dating partner), with women making up the vast majority of victims (80.4%). Regina ranked 26<sup>th</sup> among the 26 large cities in this study with respect to its rate of intimate partner violence among women (at 690.41 per 100,000 population).

Women made up an even larger share of the victims of sexual assault (91.6%). Regina's police-reported rate of sexual assault among women was 98.92 per 100,000 population, putting the city in 19<sup>th</sup> place on this measure. The unfounded rate for police-reported sexual assaults in Regina was 17% over the 2010–14 period compared to 19% nationally. The Regina police force conducted a review of past cases. As a result, four cases were reopened and another 55 were found to have been incorrectly classified. New procedures are being planned including trauma-informed training.

# Saskatoon

Economic Security	Education	Health
21	6	13
Leadership	Security	Overall Rank
11	22	12

## Economic Participation and Security

Saskatoon has shared the same challenges that other western cities faced with the economic downturn in 2014. More recently, better commodity prices and productivity gains have spurred economic growth, but as in Regina, employment levels are still depressed.

Employment rates have declined between 2013 and 2017 for both men and women in Saskatoon. In particular, the employment rate among men aged 15 to 64 fell by 4.9 percentage points, the largest percentage decline experienced among large cities.

Among women, the rate fell by 3.1 percentage points. Female employment in Saskatoon used to be above the national benchmark in 2013, but employment is now below the benchmark. At 70.1%, Saskatoon ranks 22<sup>nd</sup> out of the 26 cities on this measure.

With the drop in male employment the gender gap narrowed between 2012 and 2016 (to 93.2%), putting the city in 18<sup>th</sup> place. Saskatoon also stands 18<sup>th</sup> with a wider-than-average gender gap in full-time employment.

Earnings increased in Saskatoon for both men and women, by 3.1% and 7.6%, respectively, but the gender gap is still quite large. Women earned \$31,680 in 2016, almost \$16,000 less a year than men, for a earnings gap of 66.7%. This gap is an improvement over 2012, but it is still significantly below the national benchmark (72.5%).



Rising incomes have also helped narrow the gender poverty gap from 85.8% to 90.2%, a significant improvement over 2012 but again below the national benchmark. In 2016, 16.3% of women in Saskatoon lived in poverty compared to 14.7% of men. The rates of poverty in the Indigenous community were almost three times higher for both men and women.

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## Educational Attainment

The gender gap in educational attainment in favour of women is more pronounced in Saskatoon than in Regina, where seven in 10 women are post-secondary graduates compared to six in 10 men.

In 2017, 34.4% of women had completed college, CEGEP or trade programs (compared to 30.4% of men) and 36.0% of women had completed university (compared to 29.2% of men). Overall, the proportion of women with post-secondary education has been growing at a faster pace than among men, widening the gender gap in women's favour.

Men are three times as likely as women to have completed trades training and apprenticeships (15.6% compared with 5.2%). The gender gap among STEM graduates, however, is relatively small. One in 10 women in Saskatoon are trained in a STEM field compared to three in 10 men.

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## Leadership and Political Empowerment

Saskatoon ranks 11<sup>th</sup> in the women's leadership and political empowerment domain. Women currently make up 33% of elected officials (including mayors and city councillors), just under the national average (34%) for large cities. In the city itself, women occupy over half of the 11 available seats. And one-quarter of the municipalities in the larger Saskatoon area boast a female mayor. Overall, Saskatoon ranks 14<sup>th</sup> on female representation in municipal leadership.

The region scores less well when it comes to seeing women in management positions: women make up 30.7% of managers in the city, the third lowest share among large cities. Their share has fallen slightly since 2013. The proportion of female workers working in management occupations (5.5%) is below the Canadian average and down again from 2013.

Women are represented among business owners, but men still dominate. Overall, women make up 37.3% of all self-employed and 33.8% of the self-employed with paid help, above the national average. The proportion or

## Getting women into the trades

The YWCA has been serving women and girls in Canada for over 100 years and in Saskatoon since 1910, providing a range of employment, child development and housing services. The association recently launched a new [Trades Journey](#) program focused on getting more women into trade industries such as carpentry, plumbing and electrical. This includes pre-trades and employment preparation, job search and job maintenance support, and lastly, ongoing support for women as they work toward completing their apprenticeships. The first cohort has just successfully graduated from phase one and is seeking new employment opportunities.

share of self-employed women who engage paid help was 29.9% in 2017, the second highest rate among the cities in this study. Saskatoon ranks second with respect to this measure of entrepreneurship.

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## Health

Life expectancy in Saskatoon is slightly below the Canadian average and, as is typically the case, women live slightly longer lives (83.3 years on average to 78.8 for men). There has been little change in recent years. Saskatoon ranks eighth among large cities with respect to the size of its gender gap.

Overall, there has been an increase in the proportion of Saskatoon residents reporting very good or excellent health. In 2016, two-thirds of men (67.5%) reported excellent health compared to 62.7% of women. Saskatoon was one of 11 cities where the gender gap on self-reported health widened between 2012 and 2016.

Levels of high stress are comparatively low for women and men (19.6% and 15.8%, respectively). That said, a small increase in the proportion of women reporting high stress and a decline among men saying the same served to widen the gender stress gap.

Rates of screening for cervical cancer are comparatively high in Saskatoon (rank ninth), with 70.8% of women reporting they had a Pap smear in the last three years.

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## Personal Security

The rates of sexual assault and intimate partner violence reported to the police in Saskatoon were higher, and in the case of sexual assault much higher, than

the respective big city averages. By contrast, the rate of criminal harassment targeting women was lower, with Saskatoon ranking fifth among large cities. Overall, Saskatoon placed 22<sup>nd</sup> as a safe place for women to live in Canada.

In 2017, almost 750 people were victims of intimate partner violence (including violence committed by a spouse, common-law partner or dating partner), with women making up the vast majority of victims (82.7%). Saskatoon ranked 21<sup>st</sup> among the 26 large cities in this study with respect to its rate of intimate partner violence among women (at 483.44 per 100,000 population).

Women made up an even larger share of the victims of sexual assault (96.6%). Saskatoon's police-reported rate of sexual assault among women was 135.43 per 100,000 population, the highest among large cities. The unfounded rate for police-reported sexual assaults in Saskatoon was 15% over the 2010–14 period compared to 19% nationally. The Saskatoon police force conducted a review of past cases. As a result, no cases were reopened and two were found to have been incorrectly classified.

# Calgary

Economic Security	Education	Health
19	19	11
Leadership	Security	Overall Rank
18	12	21

## Economic Participation and Security

Calgary posted strong gains in economic growth in 2017, rebounding after two years of contraction following the slump in world oil prices.<sup>13</sup> The job market also had a very strong year, with a boost of employment of 22,500, the bulk of it among female workers.

In 2017, 72.2% of women aged 15 to 64 were employed in Calgary. That's up 2.7 percentage points from 2016 but is still below pre-recession levels. As women's employment situation improved, the gender employment gap narrowed by 2.4 percentage points. Ranked 25<sup>th</sup> in 2013, Calgary was ranked 19<sup>th</sup> on this indicator in 2017.

Women have high rates of part-time work in Calgary compared to other big cities. In turn, the gap in full-time employment is relatively large (81.2%). This helps to explain the large pay gap. In 2016, men took home almost \$16,000 more in earnings than women did.

Modest growth in women's earnings, from \$33,710 to \$34,850, helped reduce the pay gap from 65.4% to 68.8%, but the gap was still wider than the national benchmark (72.5%). Calgary ranked 20<sup>th</sup> among big cities on this measure of economic security.

On the key indicator of poverty, Calgary has comparatively low rates among men and women—but both groups have experienced an increase over the 2012–16 period. In 2016, the difference between the poverty rate of

men and women was less than a percentage point; the poverty gap, in turn, was relatively small.

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## Educational Attainment

The proportion of Calgarians with post-secondary education continues to grow, driven largely by increases in the number and proportion of university graduates. In particular, the proportion of working-age women with university degrees grew by 6.2 percentage points between 2013 and 2017, reaching 42.5% of all women in this age group, the second highest rate among the large cities studied here. The share of men with university degrees also increased over this period, but not to the same extent (3.7 percentage points). As a result, the gender gap widened in women's favour.

By contrast, the share of college, CEGEP and trade degree holders fell among both men and women. In 2017, approximately three in 10 working-age men and women were college graduates. Women have not closed the gap in college attainment in Calgary. There is also a large gap in the trades: men are three times as likely as women to hold trade certification (11.4% vs. 3.5%).

STEM graduates are well represented in Calgary among men and women. Over one-third of male graduates (36.3%) studied in these fields; one in seven women graduates (15.1%) have a STEM degree, the highest level among large cities.

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## Leadership and Political Empowerment

Calgary falls toward the bottom of the pack when it comes to women in leadership. Women currently make up 35% of elected officials (including mayors and city councillors), just above the national average (34%) for large cities. In the city itself, women occupy three of the 15 available seats, and only one of the municipalities in the larger Calgary area boasts a female mayor. Overall, Calgary ranks 10<sup>th</sup> on female representation in municipal leadership.

The region scores less well when it comes to seeing women in management positions. Women make up 32.0% of managers in the city, the fifth lowest share among large cities, but this share has increased since 2013. The proportion of female workers working in management occupations (6.4%) is below the Canadian average but has been trending up since 2013.

Women are represented among business owners, but men still dominate. Overall, women make up 36.7% of all self-employed and 25.5% of the self-

## Activating the female voice through performance

Launched in 2016, [Handsome Alice Theatre](#) is a theatre company that supports “female perspectives through creative narratives that fuse life with art.” Former artistic director Kate Newby says the new name—the company was formerly called Urban Curvz—captures their progression to the third wave of feminism, which aims to better reflect diversity. It seeks out opportunities to collaborate on new work that activates the female voice through performance, an important goal in a field where lack of opportunity for women writers, directors, actors and producers is still a critical issue. Handsome Alice seeks out projects that empower both artists and the community. Its Virago Project, for example, showcases Calgary’s female and non-binary writers, performers, designers, technicians and arts administrators throughout the year.

employed with paid help, below the national average. While the number of women engaged in self-employment has grown since 2013, the proportion or share who engage paid help has fallen, reaching 16.8% in 2017. This is the second lowest rate (behind Montreal) among the cities in this study. Calgary ranks 21<sup>st</sup> on this measure of entrepreneurship.

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## Health

Calgarians enjoy above-average life expectancy, with women living longer lives compared to men (85.4 years on average to men’s 81.6). Life expectancy increased between 2012 and 2016 by 0.5 years among men and 0.2 years among women.

The proportion of Calgarians rating their health as very good or excellent has increased as well, notably among men (up 4.8 percentage points between 2012 and 2016). Seven in 10 men (69.1%) rate their health positively in Calgary (the second highest level among large cities), which is roughly the same as the proportion of women (69.8%). There is also a narrow gap in levels of high stress. Women in Calgary are slightly more likely than men to report high levels of stress in their daily lives (22.4% and 21.0%).

Rates of screening for cervical cancer are above average, with 71.4% of women reporting they had a Pap smear in the last three years, the sixth highest level among large cities.

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## Personal Security

The rate of intimate partner violence reported to the police in Calgary was higher than the big city benchmark, while the rate of sexual assault was lower. The rate of criminal harassment targeting women was also lower, with Calgary ranking 12<sup>th</sup> among large cities. Overall, Calgary placed 12<sup>th</sup> as a safe place for women to live in Canada.

In 2017, just over 3,500 people were victims of intimate partner violence (including violence committed by a spouse, common-law partner or dating partner), with women making up the vast majority of victims (74.1%). Calgary ranked 18<sup>th</sup> among the 26 large cities in this study with respect to its rate of intimate partner violence among women (at 447.57 per 100,000 population).

Women made up an even larger share of the victims of sexual assault (93.1%). Calgary's police-reported rate of sexual assault among women was 85.22 per 100,000 population, putting the city in 10<sup>th</sup> place on this measure.

The unfounded rate for police-reported sexual assaults in Calgary was 12% over the 2010–14 period compared to 19% nationally. The Calgary police force conducted a review of past cases. As a result, one case was reopened and 47 were found to have been incorrectly classified. New procedures are being planned including trauma-informed training and the involvement of violence-against-women advocates in future case reviews.

# Edmonton

Economic Security	Education	Health
23	25	9
Leadership	Security	Overall Rank
20	21	25

## Economic Participation and Security

In 2017, Edmonton marked its first increase in economic growth in three years. However, as in the rest of Alberta, the recovery remains modest, with employment rates still below 2013 levels for both men and women.

In 2017, 71.0% of women and 78.4% of men aged 15 to 64 were employed, resulting in a gender employment gap of 90.5%, effectively unchanged from 2013. This is one of the larger employment gaps among large cities—putting Edmonton in 23<sup>th</sup> place on this measure. Edmonton also ranks in the bottom quartile of cities with respect to its gender gap in full-time employment.

Average incomes, however, remain high. Men’s average earnings were the highest among large cities in 2016 at \$54,410—36% above the national average. Employment earnings among women, while also above the national benchmark, were much lower at \$32,460. Women’s wages increased between 2012 and 2016, but the average earnings still only amounted to 63.7% of men’s incomes, producing the second largest earnings gap reported.

Like Calgary, poverty rates are relatively low in Edmonton at 12.5% for men and 13.8% for women. With the downturn, the proportion of people living with low incomes increased—by 0.8 percentage points among women and 1.3 percentage points among men. As a result, Edmonton’s gender poverty gap was smaller in 2016 (90.6%), which is in line with the national average but larger than in most large cities.



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## Educational Attainment

Like Calgary, the level of educational attainment among working-age people has increased in recent years, driven by population growth and the increasing number of people with university qualifications. In 2017, 35.9% of women and 28.8% of men had completed university, up 4.8 and 4.7 percentage points, respectively, over 2013.

By contrast, there was little growth among college graduates. Overall, men are more likely than women to hold college, CEGEP or trades degrees. Edmonton had the largest gender gap in college completion among the cities reviewed.

Men were also much more likely than women to have completed trades training and apprenticeships (17.7% and 4.0%, respectively), again producing the biggest gap in this category among all cities.

At 12.0%, the proportion of female graduates with STEM degrees was one of the highest, putting the city in 7<sup>th</sup> place.

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## Leadership and Political Empowerment

Edmonton ranks near the bottom of the big city group when it comes to women in leadership in the public and private sectors.

Women currently make up 33% of elected officials (including mayors and city councillors), just under the national average of 34% for large cities. In the city itself, women only occupy two of the 13 available seats. And only six of the 31 municipalities in the larger Edmonton area boast a female mayor. Overall, Edmonton ranks 15<sup>th</sup> on female representation in municipal leadership.

The region scores less well when it comes to seeing women in management positions: women make up 31.8% of managers in the city, the fourth lowest share among large cities, but a slight increase since 2013. The proportion of female workers working in management occupations (6.3%) is below the Canadian average, but this number has been trending up since 2013.

Women are represented among business owners, but men still dominate. Overall, women make up 30.6% of all self-employed and 25.0% of the self-employed with paid help, which is below the national average. Overall, there has been a decline in the number of women engaged in self-employment and a decline in proportion or share who engage paid help. Edmonton ranks 22<sup>nd</sup> with respect to this measure of entrepreneurship.

## We got this

Since 1998, [Women Building Futures](#) (WFB) has been the leader in preparing women for economically prosperous careers in industries such as construction, mining, transportation and oil and gas, where women have historically been under-represented. It provides wraparound supports, including housing, to women who are unemployed or underemployed and offers pre-apprenticeship and equipment operator training for good quality careers. WFB follows and supports women through academic upgrading and training to the completion of apprenticeship programs. A separate program serving Indigenous women was developed in collaboration with First Nation communities and leadership. Over 1,500 women have completed the WFB training, 35% of whom identified as Indigenous. Ninety-five per cent of graduates find employment within six months of graduation.

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## Health

Life expectancy in Edmonton is in keeping with the Canadian average and, as is typically the case, women live slightly longer lives (84.5 years on average to men's 79.7). There has been effectively no change between 2012 and 2016.

Men are more likely than women to rate their health as being very good or excellent (66.4% and 62.8%, respectively). Again, we see an increase in the self-reported health of men, widening the gender gap and pulling Edmonton's rank down on this measure.

While there has been little improvement on the proportion of women reporting excellent health, fewer Edmonton women are reporting high levels of stress in their daily lives. In 2016, 21.5% of women reported high stress compared to 20.5% of men, narrowing the gap considerably.

Rates of screening for cervical cancer are average, with 67.0% of women reporting they had a Pap smear in the last three years, putting Edmonton 12<sup>th</sup> out of 26 Canadian large cities.

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## Personal Security

The rates of intimate partner violence and sexual assault reported to the Edmonton police were both higher than their respective big city averages, while the rate of criminal harassment targeting women was slightly lower, with Edmonton ranking 16<sup>th</sup> among large cities. Overall, Edmonton placed 21<sup>st</sup> as a safe place for women to live in Canada.

In 2017, just over 3,300 people were victims of intimate partner violence (including violence committed by a spouse, common-law partner or dating partner), with women making up the vast majority of victims (82.2%). Edmonton ranked 22<sup>nd</sup> among the 26 large cities in this study with respect to its rate of intimate partner violence among women (at 497.44 per 100,000 population).

Women made up an even larger share of the victims of sexual assault (93.6%). Calgary's police-reported rate of sexual assault among women was 118.12 per 100,000 population, putting it in 21<sup>st</sup> place on this measure. The unfounded rate for police-reported sexual assaults in Edmonton was 10% over the 2010–14 period compared to 19% nationally. The Edmonton police force is conducting a review of past cases. To date, no cases have been reopened, but 34 were found to have been incorrectly classified.

# Kelowna

Economic Security	Education	Health
25	5	2
Leadership	Security	Overall Rank
21	1	16

## Economic Participation and Security

The Kelowna area is one of the fastest growing regions of B.C., attracting retirees as well as younger families. Rates of employment among working-age adults have held steady over the past five years, keeping pace with population growth. Over this time, working-age women have made gains, their rate of employment increasing by 4.9 percentage points between 2013 and 2017 to reach 74.1%. The employment rate among male workers was also higher at the end of this period, reaching 80.8%, putting Kelowna in third place among the large cities measured here.

With the increase in women’s employment, the gender employment gap narrowed by 3.2 percentage points, moving Kelowna up the rankings from 26<sup>th</sup> to 20<sup>th</sup> over this five-year period. In 2017, Kelowna’s employment gap was 91.7%, closing in on the national benchmark of 92.5% but still ranking in the bottom quarter of cities.

But the increase in employment did not narrow the gender gap in full-time employment. Between 2013 and 2017, the proportion of women working part time in Kelowna increased by almost two percentage points. Kelowna’s full-time employment gap stood at 69.0% in 2017, five points off of the national benchmark.

High levels of part-time employment are one of the factors behind lower employment incomes in Kelowna. Both men’s and women’s earnings are below the national average, at \$38,170 and \$25,310, respectively. And the

gender gap is larger than the national average, with women earning only 66.3% of what men earn. Despite the increase in female employment, there was no change in the earnings gap between 2013 and 2017.

The gender poverty gap is also comparatively large in Kelowna where 16.1% of women live with low incomes compared to 13.8% of men. Taken together, Kelowna ranks 25<sup>th</sup> out of 26<sup>th</sup> with respect to gender parity in the economic security domain.

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## Educational Attainment

College graduates outnumber university graduates in Kelowna. In 2017, 40.6% of working-age women were graduates from colleges, CEGEPs or trade programs. The comparable figure among working-age men was even higher at 42.4%.

By contrast, women are more likely than men to have university degrees (25.8% vs. 17.8%). There was a notable increase (of 4.8 percentage points) in the proportion of female university grads over the 2013–17 period, but the proportion of male grads fell. As a result, there is a large educational gap in women’s favour.

According to the 2016 census, men were almost three times more likely than women to have completed trades training and apprenticeships (18.0% vs. 5.8%). An above average share of Kelowna men are involved in the trades. However, comparatively few post-secondary graduates have trained in STEM fields as compared to the averages for Canada: 21.4% of men and 7.8% of women. Kelowna ranks 13<sup>th</sup> among large cities with respect to its gender gap in STEM graduates.

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## Leadership and Political Empowerment

Kelowna ranks near the bottom of the 26 large cities when it comes to women in leadership in the public and private sectors.

Women currently make up 25% of elected officials (including mayors and city councillors), well under the national average (34%) for large cities. In the city itself, women occupy three of the nine available seats. Only one of the six municipalities in the larger Kelowna area boasts a female mayor. Overall, Kelowna ranks 21<sup>st</sup> on female representation in municipal leadership.

The region scores a bit better when it comes to seeing women in management positions. Women make up 33.8% of managers in the city, but their share

## No mama or child left behind

[Mamas for Mamas](#) is a local award-winning charitable organization that supports low income mothers and their children. The initiative was launched by Shannon Christensen in 2014 with a Facebook page aimed at tapping into the sharing economy. Within weeks there were 300 people on board and by the end of the third month there were 3,000 members, and Mamas for Mamas had expanded from there to a new storefront operation. Today, the organization, with the help of hundreds of volunteers, collects and distributes donations such as clothing, formula and diapers to families in need through their Karma Market. It also offers individualized help to mamas in need navigating community resources and housing, and provides mental health counselling at no cost for those who qualify. The model has been so successful that it's spreading. What started as a [Facebook page in Kelowna](#) has expanded across Canada and to the United States.

has fallen since 2013. Overall, the proportion of female workers working in management occupations (5.5%) is below the Canadian average.

Women are represented among business owners, but men still dominate. Overall, women make up 38.1% of all self-employed and 26.7% of the self-employed with paid help, which is below the national average. While there has been an increase in the number of women engaged in self-employment, there has been a decline in the proportion or share who engage paid help. Kelowna ranks 18<sup>th</sup> with respect to this measure of entrepreneurship.

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## Health

Life expectancy in Kelowna is just above the Canadian average and, as is typically the case, women live slightly longer lives (84.0 years on average to men's 79.4). While there has been effectively no change in women's life expectancy, men experienced a decline of 0.3 years between 2012 and 2016.

In 2016, Kelowna was one of 11 cities where women were more likely than men to report very good or excellent health. Between 2012 and 2016, there was a decline in the proportion of men and women reporting very good or excellent health: 54.9% and 57.0%, respectively. These levels are significantly below the Canadian average.

On the key indicator of stress, we see a decline among women experiencing high stress and an increase among men over the 2012–16 period. The gender stress gap is now smaller as a result.

Rates of screening for cervical cancer are above average, with 70.9% of women reporting they had a Pap smear in the last three years, which puts Kelowna in eighth place among large cities on this measure.

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## Personal Security

The rates of intimate partner violence and sexual assault reported to the Kelowna police were both lower, and in the case of sexual assault considerably lower, than their big city benchmarks. The rate of criminal harassment targeting women was also lower, with Kelowna ranking ninth among large cities. Overall, Kelowna placed first as a safe place for women to live in Canada.

In 2017, almost 400 people were victims of intimate partner violence (including violence committed by a spouse, common-law partner or dating partner), with women making up the vast majority of victims (75.7%). Kelowna ranked ninth among the 26 large cities in this study with respect to its rate of intimate partner violence among women (at 351.49 per 100,000 population).

Women made up an even larger share of the victims of sexual assault (97.4%). Kelowna's police-reported rate of sexual assault among women was 45.12 per 100,000 population, putting it in first place (or lowest) among large cities. The unfounded rate for police-reported sexual assaults in Kelowna was 14% over the 2010–14 period compared to 19% nationally.

The RCMP is conducting a review of past and current cases across the country, including the community of Kelowna. To date, country-wide, 258 cases have been reopened and 1,260 have been found to have been incorrectly classified. New procedures are being planned that include trauma-informed training and the involvement of violence-against-women advocates in case reviews.

# Abbotsford-Mission

Economic Security	Education	Health
26	9	16
Leadership	Security	Overall Rank
5	9	13

## Economic Participation and Security

Economic growth across most sectors of the economy pushed employment numbers up in Abbotsford-Mission in 2017. Strong U.S. demand and the low Canadian dollar provided a boost to the local economy, particularly in manufacturing and construction.

The related employment gains, however, went mostly to men. The rate of employment among men aged 15 to 64 increased by 2.7 percentage points, to 79.2%, between 2013 and 2017, while women's employment fell over this period to 69.9%.

The improvement of men's employment standing and the erosion of women's widened the employment gap significantly. In 2017, the gap was 88.4%, the largest reported in this study. Abbotsford-Mission also reports the largest gap in full-time employment, since only 67.7% of female workers hold full-time jobs.

Low employment rates and low employment hours are key factors behind the large earnings gap experienced by women in Abbotsford-Mission. In 2016, average employment income was \$22,600 among women, \$6,400 below the Canadian average for all women and more than \$17,000 less than average male income in Abbotsford. Women earned just over half of what men earned in 2016, which is unchanged from 2012.

And comparatively low earnings help to explain above-average poverty rates. With the loss of employment, there was a slight increase in poverty



among women, rising from 19.2% in 2012 to 19.5% in 2016. Abbotsford-Mission also has an above-average gender poverty gap, putting the city in 24<sup>th</sup> place. Taken together, the community has the widest economic gender gap of all large Canadian cities.

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## Educational Attainment

Abbotsford-Mission is one of three cities that experienced a decline in the proportion of its population with post-secondary education even as the community experienced above-average population growth. In 2017, just over half of adults aged 25 to 64 were college or university graduates, down 2.9 percentage points over 2013.

The drop in the proportion of university graduates, among both women and men, was behind this decline. In 2017, 20.2% of women and 15.6% of men had completed university degrees, which is considerably below the national average for each group. The gender gap in university attainment, however, is relatively narrow with Abbotsford-Mission ranking fifth among large cities.

Abbotsford-Mission saw an increase in its proportion of graduates from college, CEGEP and the trades. Women were more likely to have completed a college degree (35.8%) than men (34.0%), but the difference was small.

There is a large gender gap among graduates from trade programs; men are three times more likely than women to hold training certification (15.5% vs. 4.9%). Comparatively few graduates have trained in STEM fields as measured against the Canadian average: 19.4% of men and 6.6% of women. Abbotsford-Mission ranks 17<sup>th</sup> among large cities with respect to its gender gap in STEM graduates.

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## Leadership and Political Empowerment

Abbotsford-Mission comes out near the top of the list when it comes to seeing women in positions of leadership.

Women currently make up 38% of elected officials (including mayors and city councillors), above the national average (34%) for large cities. Women occupy two of seven available seats in Mission, including the mayor's office, and four of nine seats in Abbotsford. Overall, Abbotsford-Mission ranks fifth on female representation in municipal leadership.

The region also scores well when it comes to seeing women in management positions: women make up 40.0% of managers in the city, an increase of 4.2

## Support, Acceptance, Resources, Action

**SARA for Women** (formerly, the Women's Resource Society of the Fraser Valley) is a feminist nonprofit organization that provides safe refuge and community-based resources for women in Mission and Abbotsford. SARA stands for Support, Acceptance, Resources, Action. Through innovative programs, diversity practices, social enterprise and partnerships, SARA provides housing services (transition houses, second-stage housing and emergency shelter), outreach, counselling and crisis support to women and children experiencing trauma or abuse, as well as specialized supports for pregnant women and new mothers, street-involved women and those seeking to leave the sex trade.

percentage points since 2013. The proportion of female workers working in management occupations (8.6%) is above the Canadian average. This rate is also higher than the rate reported in 2013 (5.6%).

Women are represented among business owners, but men still dominate. Overall, women make up 32.6% of all self-employed, one of the lowest levels, but 30.6% of the self-employed with paid help, one of the higher levels. Since 2013, there has been a decline in the number of women engaged in self-employment and the proportion or share who engage paid help. Abbotsford-Mission ranks eighth with respect to this measure of entrepreneurship.

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## Health

Average life expectancy in Abbotsford-Mission is above the Canadian average and has improved over the last five years, reaching 85.1 years for women and 81.0 for men. Abbotsford-Mission ranks in the middle of large cities with respect to its gender gap in longevity.

At the same time, women and men in this area are less likely to rate their health as being very good or excellent compared to the Canadian average. Between 2012 and 2016, there was a drop in the proportion of adults reporting very positive health (-2.3 percentage points among women and -6.8 percentage points among men). By 2016, the gender gap had narrowed, moving the city from 23<sup>rd</sup> place in 2012 to 7<sup>th</sup> place in 2016.

The gender stress gap is also relatively small, with women in Abbotsford-Mission slightly more likely than men to report high levels of stress in their lives in 2016 (20.7% vs. 19.9%).

Rates of screening for cervical cancer are comparatively low, with 64.3% of women reporting they had a Pap smear in the last three years, putting the city in 18<sup>th</sup> place on this measure.

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## Personal Security

The rate of intimate partner violence reported to the police in Abbotsford-Mission was significantly higher than the big city average but lower for sexual assault. The rate of criminal harassment targeting women was the lowest among the large cities surveyed in this study, Abbotsford-Mission ranking first. Overall, Abbotsford-Mission placed ninth as a safe place for women to live in Canada.

In 2017, just over 450 people were victims of intimate partner violence (including violence committed by a spouse, common-law partner or dating partner), with women making up the vast majority of victims (86.2%). Abbotsford-Mission ranked 23<sup>rd</sup> with respect to its rate of intimate partner violence among women (at 530.15 per 100,000 population).

Women made up an even larger share of the victims of sexual assault (96.8%). Abbotsford-Mission's police-reported rate of sexual assault among women was 82.50 per 100,000 population, putting it sixth among large cities. The unfounded rate for police-reported sexual assaults in Abbotsford was 13% over the 2010–14 period compared to 19% nationally.

The Abbotsford Police Department, like all municipal police services in British Columbia, is coordinating its response to concerns about unfounded sexual assault cases through the BC Association of Municipal Chiefs of Police. According to the BCAMCP, all police services have initiated some level of review and recommendations will be produced to improve reporting and record management.

# Vancouver

Economic Security	Education	Health
18	12	6
Leadership	Security	Overall Rank
7	5	5

## Economic Participation and Security

Vancouver's economy has enjoyed several years of strong economic growth fuelled by the real estate boom throughout the region and increased trade. Job growth has pushed down unemployment to post-recession lows. However, strong growth and job creation have not resulted in a reduced gender gap or smaller income disparities. Many continue to struggle on low incomes in the face of high living costs and high levels of household debt.

In recent years, both women and men in Vancouver have enjoyed employment gains. Women's rate of employment increased by 4.1 percentage points between 2013 and 2017, reaching 72.1%, which is above the Canadian benchmark. Similarly, working-age men also saw an increase in their rate of employment to 77.3%. The gender employment gap was 93.3% in 2017, slightly narrower than the Canadian average and unchanged from 2013.

Full-time jobs accounted for three-quarters of employment growth in Vancouver, roughly divided between men and women, but there remains a significant gender gap. Women's level of full-time employment (73.9%) was below the Canadian average in 2017 (putting the city in 17<sup>th</sup> place) and 12.8 percentage points below the rate of full-time employment among men.

Wages follow the same pattern as full-time employment. Women's employment incomes are slightly below the Canadian average while men's are slightly higher than average (\$28,630 and \$40,980, respectively). On

average, women took home 69.9% of what men earned in 2016, which is unchanged over 2012. Vancouver ranks 19<sup>th</sup> among all large cities.

Relatively low average earnings in Vancouver point to the skewed distribution of income in the city where the wealthy and very poor live side by side. In 2016, Vancouver had the highest rate of female poverty at 21.4% and the highest rate of male poverty at 19.4%. Vancouver is one of the few cities that saw a widening in the gender poverty gap of 1.3 percentage points between 2012 and 2016. It ranks 17<sup>th</sup> among large cities on this measure.

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## Educational Attainment

As Vancouver has grown in recent years, levels of education have increased in step. Seven in 10 Vancouverites have a college or university education, a figure that is higher among women (71.9%) than among men (69.1%), but above the national average for both.

In particular, the proportion of women aged 25 to 64 with university degrees was 41.6% in 2017, up 3.6 percentage points over 2013. And just over one-third of working-age men (36.5%) were university graduates. Vancouver ranks in the middle of large cities with respect to its gender gap in university education, which favours of women.

Men are more likely than women to hold college, CEGEP or training qualifications (32.6% vs. 30.3%), and both levels fall below their respective national benchmarks. Men were also two-and-a-half times more likely than women to have completed trades training and apprenticeships (10.0% compared to 3.7% of women).

In 2016, 30.1% of male graduates and 12.4% of female graduates held post-secondary degrees in STEM fields, both above the Canadian average. Vancouver's gender gap on this measure is one of the smallest among the 26 cities studied.

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## Leadership and Political Empowerment

Vancouver performs better than average when it comes to women in positions of leadership.

Women currently make up 42% of elected officials (including mayors and city councillors), well above the national average (34%) for large cities and just behind Victoria and Kitchener-Waterloo-Cambridge. In the city itself, women have more than achieved parity, holding eight of the 11 available

## Housing support for women in greater Vancouver

**Atira Women's Resource Society** works to end violence against women and children by offering safe and supportive housing and delivering education and advocacy aimed at ending all forms of gendered violence. It provides a range of services in Vancouver's Downtown Eastside, Burnaby, Surrey and White Rock, including long-term and transitional housing and shelter programs, housing outreach and homelessness prevention programs, legal advocacy, counselling and parenting support, as well as several employment initiatives. Since 2002, it has operated Atira Property Management (APMI), an innovative social enterprise that provides property management services to strata councils, housing co-operatives, nonprofits and developers, employing individuals who face significant employment barriers. All of APMI's profits return to Atira to support the organization's important programs.

seats. In the Metro Vancouver area, only three municipalities of 22 boast a female mayor. Overall, Vancouver ranks third on female representation in municipal leadership.

The region doesn't score quite as well when it comes to seeing women in management positions, ranking in the middle of the pack: women make up 35.9% of managers in the city, a slight increase since 2013. The proportion of female workers working in management occupations (6.4%) is below the Canadian average.

Women are represented among business owners, but men still dominate. Overall, women make up 35.5% of all self-employed and 29.6% of the self-employed with paid help (our indicator of entrepreneurship), placing Vancouver 10<sup>th</sup> in comparison to other large cities.

Since 2013, there has been an increase in the number of women engaged in self-employment and the proportion or share who engage paid help (up 5.9 percentage points between 2013 and 2017). The proportion of women running their own businesses with paid help is 24.2%, which is above the national average (21.8%).

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## Health

Average life expectancies in Vancouver are among the highest in Canada's big cities—first among women (86.6 years) and second among men (82.0 years). There remains a sizeable gender gap in women's favour.

In 2016, women were more likely than men to rate their health as being very good or excellent (62.8% and 60.7%, respectively), but these figures

have tended to bounce back and forth in recent years. The gender gap is relatively narrow.

There is a much larger gap in the proportion of women and men reporting high stress, with women reporting higher levels than men (23.1% and 18.6%, respectively). These figures declined over the 2012–16 period for both groups and there was no change in the gender gap.

Rates of screening for cervical cancer are above average, with 71.5% of women reporting they had a Pap smear in the last three years, putting Vancouver fifth in this ranking. Overall, Vancouver ranks in the top quartile of cities in the health domain.

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## Personal Security

The rates of intimate partner violence and sexual assault reported to the Vancouver police were both lower than their respective big city benchmarks. The rate of criminal harassment targeting women was also lower, with Vancouver ranking 10<sup>th</sup> among large cities. Overall, Vancouver placed fifth as a safe place for women to live in Canada.

In 2017, over 4,500 people were victims of intimate partner violence (including violence committed by a spouse, common-law partner or dating partner), with women making up the vast majority of victims (80.4%). Vancouver ranked seventh among the 26 large cities in this study with respect to its rate of intimate partner violence among women (at 341.55 per 100,000 population).

Women made up an even larger share of the victims of sexual assault (93.7%). Vancouver's police-reported rate of sexual assault among women was 85.01 per 100,000 population, putting it ninth among large cities. The unfounded rate for police-reported sexual assaults in Vancouver was 13% over the 2010–14 period compared to 19% nationally.

The Vancouver police department, like all municipal police services in British Columbia, is co-ordinating its response to concerns about unfounded sexual assault cases through the BC Association of Municipal Chiefs of Police. According to the BCAMCP, all police services have initiated some level of review and recommendations will be produced to improve reporting and record management.

# Victoria

Economic Security	Education	Health
16	8	17
Leadership	Security	Overall Rank
2	17	3

## Economic Participation and Security

Victoria has shared in B.C.'s economic prosperity of recent years, with gains in many industries including construction, manufacturing and public administration, the last a key source of good employment for women. In 2017, over three-quarters of working-age women (75.9%) held jobs in Victoria, the third highest level among large cities.

At the same time, the gender gap in Victoria has widened since 2013, a point in time when Victoria was the only city in Canada that had achieved parity in employment. Economic prosperity boosted the rate of employment among women between 2013 and 2017, but it boosted the rate among men even more (3.7 percentage points vs. 6.7 percentage points). Victoria still has a comparatively narrow employment gap, ranking eighth on this measure.

The gap in full-time employment, by contrast, is much larger. Seven in 10 female workers (69.7%) hold full-time jobs compared to 85.5% of male workers. Despite recent gains, Victoria, along with Kelowna and Abbotsford-Mission, still had the lowest rates of female full-time employment in 2017. Its full-time employment gap was also below the Canadian average.

Employment incomes in the city are in line with the Canadian average, with women bringing home \$29,340, 73.9% of what men earned in 2016. The earnings gap did improve between 2012 and 2016, narrowing by 1.3 percentage points, but the city's ranking did not (13<sup>th</sup>).



Higher employment incomes helped to reduce the proportion of women and men living in poverty in Victoria. In 2016, 14.9% of women lived in poverty compared to 13.7% of men. The gender poverty gap, however, has increased as the decrease in men's poverty between 2012 and 2016 was larger than the decrease in women's poverty. This is the same pattern that we saw with employment.

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## Educational Attainment

Victoria has experienced an increase in its share of adults with post-secondary education, just like several other cities analyzed for this study. In particular, the proportion of working-age women with university degrees has increased from 36.1% in 2013 to 41.4% in 2017. The increase among men was almost as high, reaching 33.1% in 2017. By contrast, there was a slight drop in the share of college graduates among men and women.

In Victoria, there is a comparatively large gender gap among graduates of trades programs and apprenticeships; men are three times as likely as women to have completed these credentials (13.5% compared with 4.2% for women). One in 10 female graduates (9.7%) hold degrees in STEM fields compared to one-quarter of men (25.5%). Victoria ranks eighth among large cities on this indicator.

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## Leadership and Political Empowerment

Victoria comes out near the top of the list of women in positions of leadership. This is due to the larger than average number of women holding elected office.

Women currently make up 43% of elected officials (including mayors and city councillors), well above the national average (34%) for large cities and just behind Kitchener-Waterloo-Cambridge. In the city itself, women have achieved parity, holding five of the nine available seats, including the mayor's seat. In the greater Victoria area, only three municipalities of 14 boast a female mayor. Overall, Victoria ranks second on female representation in municipal leadership.

The region doesn't score quite as well when it comes to women in management positions. Women make up 38.0% of managers in the city, which is above the national average and above the level reported in 2013. However, the proportion of female workers working in management occupations (6.5%)

## Food with a side of community

Based in Victoria, the [Support Network for Indigenous Women and Women of Colour](#) brings women together to advocate for reproductive justice through food, art and education, hosting events, workshops, a monthly dinner series called Food With A Side of Community, and an annual neighbourhood festival in Quadra Village. The SNIWWC recognizes that the struggle for sexual and reproductive rights is not a singular issue but is linked to the broader fight against oppression (racism, sexism, colonization, immigration rights, income, education, etc). By creating a support network it also helps to reduce social isolation, which is particularly hard on women of colour and Indigenous peoples. The group also provides information on Canada's health care system and assistance to individuals and families accessing needed care.

is slightly below the Canadian average. Victoria ranks 10<sup>th</sup> with respect to its gender gap in management positions.

Women are represented among business owners, but men still dominate. Overall, women make up 42.7% of all self-employed and 31.9% of the self-employed with paid help. Since 2013, there has been an increase in the number of women engaged in self-employment and the proportion or share who engage paid help (up 6.4 percentage points between 2013 and 2017). The proportion of women running their own businesses with paid help is 20.1%, which is down a little from 2013. Victoria ranks fifth with respect to this measure of entrepreneurship.

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## Health

Life expectancy in Victoria is above the national average and, as is typically the case, women live somewhat longer lives (85.0 years on average to men's 81.1).

Women are more likely than men to rate their health as being very good or excellent (63.2% and 60.0%, respectively), a change from earlier years when the gender gap favoured men. In 2016, the gender gap in self-reported health was relatively small compared to other large cities, putting it in 3<sup>rd</sup> place on this measure.

Women, however, are more likely than men to report high stress in their daily lives (20.8% and 14.0%). While fewer men and women are reporting high stress, the gender gap hasn't changed over the past five years and remains large compared to other cities in this study.

Rates of screening for cervical cancer are average, with 66.2% of women reporting they had a Pap smear in the last three years, putting Victoria in 15<sup>th</sup> place here among large cities.

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## Personal Security

The rates of intimate partner violence and criminal harassment reported to the Victoria police were lower than their respective big city benchmarks, while the rate of sexual assault was a good deal higher. Overall, Victoria placed 17<sup>th</sup> as a safe place for women to live in Canada.

In 2017, just over 800 people were victims of intimate partner violence (including violence committed by a spouse, common-law partner or dating partner), with women making up the vast majority of victims (77.3%). Victoria ranked 10<sup>th</sup> among the 26 large cities in this study with respect to its rate of intimate partner violence among women (at 385.15 per 100,000 population). It ranked seventh with respect to criminal harassment targeting women.

Women made up an even larger share of the victims of sexual assault (94.4%). Victoria's police-reported rate of sexual assault among women was 125.49 per 100,000 population, putting it in 24<sup>th</sup> place among large cities. The unfounded rate for police-reported sexual assaults in Victoria was 13% over the 2010–14 period compared to 19% nationally.

The Victoria police department, like all municipal police services in British Columbia, is co-ordinating its response to concerns about unfounded sexual assault cases through the BC Association of Municipal Chiefs of Police. According to the BCAMCP, all police services have initiated some level of review and recommendations will be produced to improve reporting and record management.

# Appendix A

## Methodology

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### The Gender Gap Index

This Gender Gap Index is modelled on global measures of gender equality produced by the World Economic Forum. The *Global Gender Gap Index* was first introduced in 2006 as a framework for capturing the magnitude of gender-based disparities and tracking their progress over time. It was designed “to create global awareness of the challenges posed by gender gaps and the opportunities created by reducing them.”<sup>14,15</sup>

The CCPA Gender Gap Index applies a similar framework to track and raise awareness of the gender disparities that exist at the local level in Canada and to spur community action to close the gaps between men and women that undermine women’s quality of life and opportunity to thrive as well as our economy and larger society.<sup>16</sup> It also presents data on violence against women which other international indices do not include given the lack of national comparative information.

The report focuses on the experiences of women and men living in the 26 largest cities in Canada, representing two-thirds of the total population.<sup>17</sup> Each city is ranked based on a comparison of how men and women are faring in five different areas or domains: health, educational attainment, economic participation, personal security, and representation in leadership roles.

No single measure or index can hope to capture the complexity of women's lives or reflect the uniqueness of each community or provide a definitive accounting of a city's strengths and weaknesses with respect to gender equality. By definition, this report does not address the conditions of women and men in smaller communities or rural or remote areas; nor does it address key differences between women such as Indigenous status, age or disability that influence their experience of inequality and discrimination. These differences are vital to our understanding of women's equality, but comparative, community-level data sources are extremely limited. These data gaps highlight the importance of pushing for better data and information that can illuminate the scope of gender inequality in all of its diversity, here including the gaps between people of different gender identities and expressions.

With this project, we bring a local lens to gender disparities, pointing to the areas where communities are doing well at closing the gap between women and men and other areas that demand action. Where possible, we highlight the situation of different groups of women in various cities, the barriers they face as well as the programs and campaigns that are making a difference on the ground.

The Gender Gap Index examines gender disparities between women and men on a range of outcome measures organized under five domains related to basic rights. The Index focuses on the gap *between* men and women, rather than 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 and the opportunities available in their respective communities, and not the overall wealth of a community. Thus, cities with the smallest gaps — where outcomes for women are closer to those for men — are ranked more highly than those with larger gaps. This means that a community with a higher average wage, for example, will not necessarily score better than a community with a lower average wage. While Edmonton has the highest median employment income of all the cities examined, it also has one of the biggest gaps between the paychecks of men and women and therefore receives the low score for this indicator.

The power of a comparative report like this is that it can help to identify underlying patterns and contradictions, marking areas where more attention is needed, and most importantly, pointing the way toward progress and best practice — down paths as unique as the cities in this report.

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## Indicators and Data Sources

This is the fifth edition of *The Best and Worst Places to be a Woman in Canada* report. This year, we have reviewed the methodology and updated the indicators and data sources used in the construction of the Index. We have also evaluated the indicator model against the federal government's new [Gender Results Framework](#)<sup>18</sup> and its suite of related statistical indicators. The *Framework* has been created to track government progress across several policy areas and to report back on international obligations such as the [UN's Sustainable Development Goals](#). This work is a key dimension of efforts to strengthen the use and impact of GBA+ in government decision-making and to improve the equitable and efficient allocation of public resources.

As a result of this review, several indicators have been revised or updated and two new measures have been added. The final indicator selection is presented below (please find further information in Appendix B). With these changes, **it is not possible to directly compare the Gender Gap Index results with the rankings from earlier years.**

The score for economic participation and security is calculated based on four indicators: employment rate, full-time employment rate, median employment income, and poverty rate, measured as the percentage living below the Census Family Low Income Measure — After-Tax (CFLIM-AT). Scores are calculated based on the female-to-male ratio for employment and incomes and the male-to-female ratio for poverty rates.

The employment statistics are taken from the *Labour Force Survey*. This year, the population target of these indicators has been changed from 15 years and older to 15–64 in order to bring these two indicators into line with the standard commonly reported by the OECD. *Taxfiler Data*<sup>19</sup> are used to generate community estimates for the rate of poverty and level of employment income. Using taxfiler data to measure low income will allow us to produce these data on an annual basis.

The score for leadership and political empowerment is calculated based on three indicators: the ratio of women to men in senior management occupations, the ratio of self-employed women to self-employed men who engage paid help (a new indicator), and the ratio of women to men in elected municipal government seats.

Data on senior managers and the self-employed aged 15 years and older are taken from the *Labour Force Survey*. Data on municipal officials have 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 (census subdivisions) within the CMA have been included. We have chosen not to include Indian Reserves located within CMAs given the gaps in data coverage. It should be noted that women play a large role in the leadership of many First Nations and many Councils have achieved gender parity in their governance.

The score for health is calculated based on four indicators: the ratio of women's to men's healthy life expectancy at birth, the ratio of women to men who report "very good" or "excellent" levels of health, the ratio of women to men who report "quite a lot" or "extremely high" levels 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.

The standard measures for sexual and reproductive health used by most international organizations includes maternal mortality, contraceptive prevalence and/or unmet need for contraception. Unfortunately, these data are not available at the municipal level (or reported regularly at the national level in the case of contraceptive prevalence). In lieu of these measures, the percentage of the female population aged 15 and above who have been screened for cervical cancer is used. The data for all four indicators come from the *Canadian Community Health Survey*.

The score for educational attainment is calculated based on the female-to-male ratio of those aged 25 to 64 who have completed post-secondary education including 1) college, CEGEP or training in the trades and 2) university at the bachelor's level or above. This year, these data are taken from the annual *Labour Force Survey*. Unfortunately, the LFS does not have a separate category for apprenticeship and the trades. With this in mind, we have added a third indicator: the ratio of women to men among graduates of STEM fields of study. This indicator is one of the core measures that the federal government has chosen for its Gender Results Framework – and is useful in tracking women's representation in nontraditional occupations.

The personal security domain looks at the risk of gender-based violence that women face. Over half of all victims of crimes reported to the police were female, including women and children.<sup>20</sup> Victimization research has shown that violence against women is a serious and persistent problem, particularly among Indigenous women,<sup>21</sup> women with disabilities,<sup>22</sup> those who identify as lesbian, gay or bisexual,<sup>23</sup> and young people.<sup>24</sup>

The score for personal security is calculated based on three indicators based on the *Uniform Crime Reporting Survey*: police-reported rates of

criminal harassment, sexual assault (levels 1, 2 and 3), and intimate partner violence. While direct surveys of the population are the best way to estimate the actual scale of criminal activities, Statistics Canada only conducts a survey on violent crime once every five years. This survey does not sample a large enough segment of the population to provide reliable crime rates at the municipal level. In the absence of community-level self-reported data, we rely on custom tabulations of police-reported data.<sup>25</sup>

Police-reported statistics — and the analysis we present in this report — only provides a partial picture of the violence women experience. Sexual assault and intimate partner violence<sup>26</sup> are vastly underreported. Statistics Canada estimates that 90% of the incidents of sexual assault and harassment<sup>27</sup> and 70% of the incidents of intimate partner violence are never reported to the police.<sup>28</sup>

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. National policing data from 870 police forces, compiled by *The Globe and Mail*, revealed that 19% of sexual-assault allegations in Canada were dismissed as “unfounded” over the 2010–14 period, a rate that varied significantly between communities. While some cities, such as Toronto, Winnipeg, Surrey and Windsor had single-digit unfounded rates, *The Globe* found that police in 115 communities dismissed at least one-third of sex-assault complaints as unfounded.<sup>29</sup>

This story spurred a nationwide review of reporting practices just as the #MeToo movement gathered momentum in the fall of 2017. A follow-up survey of 177 police services — fielded once again by *The Globe and Mail* team — found that at least 100 agencies (as of November 2017) had launched and/or completed reviews of almost 20,000 unfounded sexual assault cases. As a result, 402 cases were re-opened and one-third of unfounded cases reviewed were re-classified due to original errors in coding.<sup>30</sup>

More recently, new Statistics Canada figures reveal that police discarded fewer sexual assault claims as unfounded this past year, 14% compared to 19% reported in *The Globe and Mail* investigation.<sup>31</sup> Of real interest will be watching how the statistics change in the police services that move forward with new sexual assault training and procedures for oversight and measurement.

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## Calculating the Scores

The overall index is constructed using a four-step process.



For each indicator the data are 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 \$39,960 for men and \$31,220 for women. The ratio of female incomes to male incomes is 0.781 (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, to take one example, mean that in these categories the ratio can reflect an advantage for women. For instance, in St. John's, 4,000 more women than men have completed a university degree, and so the ratio for this indicator is 1.27.

The scores are otherwise generated based on the methodology set by the *Global Gender Gap* reports. The standard deviation for each indicator is calculated. The impact of a one percentage point change is then produced by dividing 0.01 by the standard deviation for each indicator. This ensures that each indicator score has the same relative impact on the sub-index. The resulting values for each indicator within a domain or sub-index are then used as weights – lower weights are attached to indicators with wide variation in values, higher weights are attached to those with narrow variation in values. This procedure offsets the unintended consequence of an indicator having a larger impact on the score simply because it experiences greater variation. The score or ratio for each indicator is multiplied by the weight.

For example, there is a very wide variation in the ratio of women to men in elected office (ranging from 0.133 to 0.875). There is a little less variation in the ratio of women to men in senior management (ranging from 0.346 to 0.917) and in the ratio of self-employed women to self-employed men (ranging from 0.253 to 0.520). Thus, the weight assigned to the elected officials indicator is smaller (0.213) than the weights assigned to the indicators for senior managers and the self-employed with paid help (0.279 and 0.509, respectively).

The resulting weighted scores for each indicator within a single domain or sub-index are added up to produce a score out of 1.0 for that sub-index, where a higher score reflects small (or absent) gender gaps and a good situation for all (e.g. high involvement of both women and men in employment). The unweighted scores for each domain or sub-index are then averaged to produce the overall Gender Gap Index score for each city. These scores produce the final rankings.

We have chosen to equally weight each domain as each of these areas is important to women's well-being, following the methodology set out in the World Economic Forum's Global Gender Gap Index. It is the case that where there is a large spread in the sub-index scores, a particularly high or low score can influence the overall ranking more so than a high or low score in a domain with a smaller spread in scores. We identify those domains and indicators where this impact is evident in the rankings.

# Appendix B

## Indicator Definitions and Sources

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### Economic Participation and Security

REVISED: Employment rate (15–64) (female to male ratio), 2017: Statistics Canada. Table: 14-10-0096-01 (formerly CANSIM 282-0129) – Labour force survey estimates (LFS), by census metropolitan area based on 2011 census boundaries, sex and age group, annual

REVISED: Percentage in full-time work (15–64) (female to male ratio), 2017: Statistics Canada. Table: 14-10-0096-01 (formerly CANSIM 282-0129) – Labour force survey estimates (LFS), by census metropolitan area based on 2011 census boundaries, sex and age group, annual

REVISED: Percentage of total population in low income, calculated using the Census Family Low Income Measure – After Tax (male to female ratio), 2016: Statistics Canada. Custom Tabulation. T1 Family File (data from personal income tax returns)

Median employment income (female to male ratio), 2016: Statistics Canada. Table 11-10-0031-01 (formerly CANSIM 111-0024) – Labour income profile of taxfilers, by sex, annual (dollars unless otherwise noted). All taxfilers reporting income (no age specified)

## Notes

- The population target of the employment indicators has been changed from 15 years and older to 15–64 in order to bring these two indicators into line with the standard commonly reported by the OECD. The rate of full-time employment is also calculated as a percentage of all employees aged 15–64.
- It will be important to assess employment trends among seniors going forward. The largest employment increases in recent years have been among those aged 55–64.
- The indicator of low income is new and is now based on taxfiler data (T1FF) for each Census Metropolitan Area. These data are available on an annual basis. At this time, this project will continue to use the Census Family Low Income Measure – After-Tax to measure poverty as the Market Basket Measure (MBM), Canada’s new official poverty measure, is not available for this data set at this time.
- The poverty gap is treated differently in the Economic Sub-index as higher rates of poverty indicate greater disadvantage. For this indicator, the male-to-female ratio is calculated.
- The median employment income indicator is also based on annual taxfiler data. This variable includes the incomes of all full-time and part-time workers.

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## Leadership and Political Empowerment

Women (15+ years) employed in management occupations (female to male ratio), 2017: Statistics Canada. Labour Force Survey. Custom Tabulation. Management category 0 – all levels

Elected municipal officials – mayors and councillors (female to male ratio), most recent election at time of publication: Individual municipal city records for all Census Subdivisions within Census Metropolitan Areas

NEW: Women (15+ years) engaged in self-employment with paid help (female to male ratio), 2017: Statistics Canada. Labour Force Survey. Custom Tabulation. Includes incorporated and unincorporated businesses

## Notes

- The self-employment variable has been added this year to serve as an indicator of women’s representation among business owners. Women make up a smaller share of self-employed workers compared to men (39% vs 61%). Among the self-employed, women are more likely to own unincorporated businesses and to operate their enterprise without paid help.<sup>32</sup>
- Future orders will look at the 15–64 year age group; this age grouping is commonly used to talk about the economic status of working-age adults and is the standard for OECD reporting.

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## Health

Life expectancy at birth, adjusted for health life expectancy, 3-year average (female-to-male ratio), 2014–16: Statistics Canada. Table 13-10-0063-01 (formerly CANSIM 102-4308): Life expectancy, at birth and at age 65, by sex, three-year average, Canada, provinces, territories, health regions and peer groups occasional (years)

Perceived health, population (12+ years) reporting “very good” or “excellent health” (female to male ratio), 2015-16: Statistics Canada. Table 3-10-0113-01 (formerly CANSIM 105-0509), Canadian Community Health Survey, Canadian health characteristics, two-year period estimates, health regions

Perceived life stress, population (12+ years) reporting “quite a bit” or “extremely” high stress (12+ years) (female-to-male ratio), 2015-16: Statistics Canada. Table 3-10-0113-01 (formerly CANSIM 105-0509), Canadian Community Health Survey, Canadian health characteristics, two-year period estimates, health regions

Pap test in last three years (% of female population aged 15+ years). Statistics Canada. Canadian Community Health Survey. Custom Tabulation.

## Notes

- These indicators have all been updated over last year with the exception of the fourth measure on the availability of cervical cancer screening. This indicator will be updated in the next edition.

- In future, it would be interesting to identify other measures of access that impact women’s health and well-being in areas such as coronary heart care or reproductive health care. The challenge here is to identify indicators that are regularly assessed and reported at the community level across the country.

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## Personal Security

Police-reported intimate partner violence (victims aged 18–89 years), 2017: Statistics Canada, Incident-based Uniform Crime Reporting Survey, Custom Tabulation

Police-reported sexual assault — levels 1, 2 and 3, (victims aged 18–89 years), 2017: Statistics Canada, Incident-based Uniform Crime Reporting Survey, Custom Tabulation

Police-reported criminal harassment (victims aged 18–89 years), 2017: Statistics Canada, Incident-based Uniform Crime Reporting Survey, Custom Tabulation

## Notes

- All indicators are expressed as total number of incidents and rates per 100,000 population. These indicators compare the number of violence incidents reported by women by community for 2017. They do not present a ratio of the incidents that women experience as compared to men.
- Oshawa is not included in this reporting series. For the purposes of the Index, an average value among the cities included in this project has been calculated and assigned to Oshawa.
- It should be noted that the indicator values reported here vary from published data due to methodological differences in disaggregating violent incident data by sex of the victim.

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## Educational Attainment

REVISED: College, CEGEP or other non-university, vocational or apprenticeship certificate or diploma (25–64) (female to male ratio), 2017: Labour Force Survey, Custom Tabulation.

REVISED: University certificate, diploma or degree at bachelor level or above (25–64) (female-to-male ratio), 2017: Statistics Canada. Labour Force Survey, Custom Tabulation.

NEW: Post-secondary graduates with qualifications in STEM fields of study (25–64) (female to male ratio), 2016: Statistics Canada, Census of Population.

### Notes

- The data source for this domain has been changed from the Census to the Labour Force Survey. This will allow us to update the indicators on an annual basis. As a result, the findings for education this year are considerably different from past reports.
- In earlier reports, we calculated the gender gap among those who have completed trade certificates. In the Labour Force Survey, this group is included with College and CEGEP graduates. In the next edition, we will look at submitting a custom order for this information.
- A new variable has been added to track of proportion of women graduating in STEM fields (science, technology, engineering, and mathematics). While now women represent the majority of university graduates, they are still underrepresented in these areas.

# Appendix C

## Best & Worst Rankings by Subdomain and Overall Scores

**TABLE 1** Gender Gap Index: 2018 Rankings

Geography	Economic	Education	Leadership	Health	Security	Overall Ranking
St. John's, NL	3	4	13	4	8	2
Halifax, NS	5	10	26	7	18	22
Quebec, QC	7	24	14	19	19	19
Sherbrooke, QC	11	20	1	24	7	7
Montreal, QC	10	23	24	25	20	24
Gatineau, QC	1	17	6	23	24	10
Ottawa, ON	4	16	8	20	6	6
Kingston, ON	2	1	12	8	16	1
Oshawa, ON	22	14	10	15	15	14
Toronto, ON	13	3	15	12	2	8
Hamilton, ON	17	2	16	1	3	4
St. Catharines-Niagara, ON	14	15	9	21	4	11
Kitchener-Cambridge-Waterloo, ON	20	22	3	26	26	17
London, ON	9	7	25	10	10	18
Windsor, ON	12	11	23	22	13	20
Barrie, ON	24	26	19	18	11	26
Greater Sudbury, ON	15	18	4	5	14	9
Winnipeg, MB	6	13	17	3	25	15
Regina, SK	8	21	22	14	23	23
Saskatoon, SK	21	6	11	13	22	12
Calgary, AB	19	19	18	11	12	21
Edmonton, AB	23	25	20	9	21	25
Kelowna, BC	25	5	21	2	1	16
Abbotsford-Mission, BC	26	9	5	16	9	13
Vancouver, BC	18	12	7	6	5	5
Victoria, BC	16	8	2	17	17	3



**TABLE 2** Gender Gap Index: 2018 Scores

Geography	Economic	Education	Leadership	Health	Security	Overall Ranking
St. John's, NL	0.919	0.785	0.471	0.966	0.891	0.807
Halifax, NS	0.902	0.753	0.356	0.963	0.870	0.769
Quebec, QC	0.899	0.685	0.459	0.944	0.869	0.771
Sherbrooke, QC	0.895	0.704	0.574	0.936	0.892	0.800
Montreal, QC	0.895	0.692	0.379	0.935	0.868	0.754
Gatineau, QC	0.931	0.729	0.529	0.939	0.860	0.798
Ottawa, ON	0.903	0.730	0.524	0.943	0.901	0.800
Kingston, ON	0.922	0.842	0.486	0.959	0.883	0.818
Oshawa, ON	0.855	0.736	0.491	0.952	0.883	0.783
Toronto, ON	0.885	0.786	0.457	0.954	0.916	0.800
Hamilton, ON	0.879	0.799	0.448	0.971	0.914	0.802
St. Catharines-Niagara, ON	0.884	0.734	0.509	0.942	0.910	0.796
Kitchener-Cambridge-Waterloo, ON	0.866	0.697	0.557	0.928	0.829	0.775
London, ON	0.897	0.756	0.372	0.957	0.889	0.774
Windsor, ON	0.888	0.745	0.392	0.941	0.886	0.771
Barrie, ON	0.831	0.664	0.406	0.947	0.888	0.747
Greater Sudbury, ON	0.884	0.710	0.545	0.964	0.885	0.798
Winnipeg, MB	0.899	0.739	0.448	0.967	0.858	0.782
Regina, SK	0.899	0.701	0.393	0.952	0.860	0.761
Saskatoon, SK	0.861	0.768	0.488	0.954	0.862	0.786
Calgary, AB	0.870	0.710	0.422	0.956	0.888	0.769
Edmonton, AB	0.850	0.678	0.404	0.958	0.864	0.751
Kelowna, BC	0.828	0.770	0.395	0.968	0.925	0.777
Abbotsford-Mission, BC	0.801	0.754	0.533	0.951	0.890	0.786
Vancouver, BC	0.872	0.745	0.526	0.964	0.903	0.802
Victoria, BC	0.882	0.755	0.569	0.948	0.877	0.806

# Notes

- 1 World Economic Forum (2018), [The Global Gender Gap Report 2018](#).
- 2 Pierre Fortin (2018), [Quebec's childcare program at 20: How has it done and what the rest of Canada can learn](#). *Inroads*, Issue 42, Winter/Spring 2018
- 3 See: [First Nations Information Governance Centre](#).
- 4 Robyn Doolittle (2017a), "Unfounded: Why police dismiss 1 in 5 sexual assault claims as baseless," *The Globe and Mail*, February 3, 2017.
- 5 Robyn Doolittle, Michael Pereira, Jeremy Agius and Laura Blenkinsop (2017b), "What is your police service doing about sexual assault?" *The Globe and Mail*, December, 8, 2017.
- 6 Doolittle (2017a). This article serves as the source on information on unfounded sexual assaults in each city profile.
- 7 Alan Arcand, Constantinos Bougas, Henry Diaz, Christopher Heschl, Jane McIntyre, Robin Wiebe. *Metropolitan Outlook 2 – Summer 2017*. Ottawa: Conference Board of Canada, 2017 (p. 84).
- 8 Sherbrooke did not participate in *The Globe and Mail's* investigation of unfounded sexual assault cases.
- 9 Damaris Rose and Amy Twigge-Molecey. [A City-Region Growing Apart? Taking Stock of Income Disparity in Greater Montreal, 1970–2005](#). Toronto: Cities Centre, University of Toronto, 2013.
- 10 Doolittle (2017b). This article presents the findings of Doolittle's follow up study and is used in the city profiles below.
- 11 Joanne Lucius, "Civilian panel to begin auditing how Ottawa police handle sexual assault cases," *Ottawa Citizen*, December 8, 2017.
- 12 David Macdonald and Martha Friendly (2017), [Time out: Child care fees in Canada](#). Canadian Centre for Policy Alternatives.
- 13 Trevor Tombe, "[Women led Alberta's economic recovery in 2018](#)," CBC News, January 23, 2019.
- 14 World Economic Forum (2017), [The Global Gender Gap Report 2017](#), p. vii.
- 15 See also: European Institute for Gender Equality (2017), [Gender Equality Index 2017: Measuring Gender Equality in the European Union 2005–2015](#); UNDP, [Gender Inequality Index](#); and McKinsey & Company (2017), [The Power of Parity: Advancing Women's Equality in Canada](#).

- 16** Christine Lagarde and Erna Solberg, [Why 2018 must be the year for women to thrive](#), World Economic Forum, January 20, 2018.
- 17** For the purposes of this report, the cities are defined using Census Metropolitan Areas (CMAs), defined by Statistics Canada as an “area consisting of one or more neighbouring municipalities situated around a core. A census metropolitan area must have a total population of at least 100,000 of which 50,000 or more live in the core.” See Statistics Canada, [Dictionary: Census of Population 2016](#). We have chosen to focus on Canada’s 26 largest cities with populations over 150,000.
- 18** Canada (2018), “Chapter 5: Equality,” [Equality and Growth: Budget 2018](#).
- 19** Taxfiler data are collected from the income tax returns submitted to the Canada Revenue Agency (CRA) and are used to analyze the economic status of Canadians and broader economic conditions. The data are available for Canada, the provinces and territories and sub-provincial geographic areas (postal areas and selected Census areas).
- 20** Tina Hotton Mahony, Joanna Jacob and Heather Hobson (2017), [Women and the Criminal Justice System](#), *Women in Canada: A Gender-based Statistical Report*. Statistics Canada, Catalogue no. 89-503-X.
- 21** *Ibid.*
- 22** Adam Cotter (2018), “[Violent victimization of women with disabilities, 2014](#),” Juristat, Canadian Centre for Justice Statistics, Catalogue no. 85-002-X.
- 23** Laura Simpson (2018), “[Violent victimization of lesbians, gays and bisexuals, 2014](#),” Juristat, Canadian Centre for Justice Statistics, Catalogue no. 85-002-X.
- 24** Mahony, Jacob and Hobson (2017).
- 25** The rates of violence published here are not comparable to those published on the Statistics Canada website as they are based on microdata and, depending on the variable, violent violations are counted differently. Incidents where the sex of the victim is not recorded have been excluded.
- 26** Intimate partner violence includes violence against spouses and partners in either current or former intimate relationships. In 2015, violence within dating relationships was more common than violence within spousal relationships, according to police reported data.
- 27** Shana Conroy and Adam Cotter (2017), “[Self-reported sexual assault in Canada, 2014](#),” *Juristat*, Canadian Centre for Justice Statistics, Catalogue no. 85-002-X. See also: Cristine Rotenberg (2017), “[Police-reported sexual assaults in Canada, 2009 to 2014: A statistical profile](#),” *Juristat*, Canadian Centre for Justice Statistics, Catalogue no. 85-002-X.
- 28** Marta Burczykca and Shana Conroy (2017), [Family violence in Canada: A statistical profile, 2015](#), *Juristat*, Canadian Centre for Justice Statistics, Catalogue no. 85-002-X.
- 29** Robyn Doolittle (2017a), “Unfounded: Why police dismiss 1 in 5 sexual assault claims as baseless,” *The Globe and Mail*. February 3, 2017.
- 30** Robyn Doolittle, Michael Pereira, Jeremy Agius and Laura Blenkinsop (2017b), “What is your police service doing about sexual assault?” *The Globe and Mail*. December, 8, 2017.
- 31** Jacob Greenland and Adam Cotter (2018), “[Unfounded criminal incidents in Canada, 2017](#),” *Juristat*, Canadian Centre for Justice Statistics, Catalogue no. 85-002-X. The 2017 statistics use the old UCR criteria. The new coding and reporting practices are being implemented through 2018, for data collection in 2019.
- 32** Melissa Moyser (2017), “Women and Paid Work,” *Women in Canada: A Gender-based Report*, Statistics Canada, Catalogue No. 89-503-X.
- 33** Ashley Martin, “Feminist Killjoy Club presents an open dialogue about menstruation at Central Library,” *Regina Leader-Post*, August 10, 2018.



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