

NOVA SCOTIA SOLIDARY FEMINIST RECOVERY PLAN

A Francophone feminist lens for post-pandemic recovery

2022



FÉDÉRATION DES FEMMES ACADIENNES
DE LA NOUVELLE-ÉCOSSE

NOVA SCOTIA SOLIDARY FEMINIST RECOVERY PLAN
A Francophone feminist lens for post-pandemic recovery

Copyright © 2022
Fédération des femmes acadiennes de la Nouvelle-Écosse (FFANE)
All rights reserved.

The reproduction of this guide, by any means whatsoever, is prohibited without the written permission of the publisher, the Fédération des femmes acadiennes de la Nouvelle-Écosse (FFANE).

With funding from



Femmes et Égalité
des genres Canada

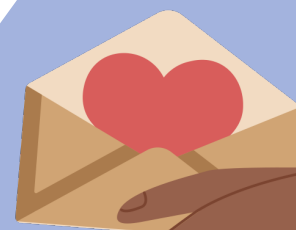
Women and Gender
Equality Canada

This initiative is funded through the Women's Program of Women and Gender Equality Canada (WAGE).
The views expressed herein do not necessarily reflect those of WAGE.

The FFANE thanks the Government of Canada through the Women's Program for its financial support for this project.

With contributions from:

- ♥ All women across the province who took the time to attend the regional consultations and complete the online survey shared by FFANE.
- ♥ The FFANE's member groups in the Argyle, Cheticamp, Clare, Halifax, Pomquet, Richmond, Sydney and Truro regions, the FFANE Young Women in Action Nova Scotia youth committee, as well as the Annapolis Valley and South Shore community centers.
- ♥ Martin Theberge Consultants Inc., for their support with the advisory committee, the co-creation of consultations, the development of the Recovery Plan's content and action plan.
- ♥ The advisory committee for its support in the development and identification of key issues for Nova Scotia: Conseil de développement économique de la Nouvelle-Écosse, Conseil Jeunesse provincial, Conseil scolaire acadien provincial, Équipe d'alphabétisation de la Nouvelle-Écosse, Fédération des parents acadiens de la Nouvelle-Écosse, Immigration Francophone Nouvelle-Écosse, Office des affaires acadiennes et de la francophonie, Regroupement des aînés de la Nouvelle-Écosse, Nova Scotia Health Network, YMCA Works and M. Patrick de Lamirande, Professor of Economics at Cape Breton University.



FOREWORD

The Fédération des femmes acadiennes de la Nouvelle-Écosse (FFANE) is pleased to present the Nova Scotia Solidary Feminist Recovery Plan.

As elsewhere, Acadian and French-speaking women in Nova Scotia have been hit hard by the pandemic. The role they play in the community, and the jobs they hold have made them easy targets that have been hit hard due to the systemic barriers.

The complexity of this issue is reinforced by other realities in Nova Scotia: the dispersal and aging of the population, low technological literacy and inadequate internet/cell networks, the lack of inclusion of Acadian women in decision-making processes and the lack of an exchange hub for our women.

These issues were exacerbated by the COVID-19 pandemic and the situation of Acadian women being of little consideration when designing support initiatives. It is therefore essential to have a solid economic recovery plan using a feminist and francophone lens, the latter being representative of the rural/urban duality of our province.

We hope that this recovery plan will present potential solutions to address the systemic elements affecting French-speaking women in all their diversity, and that it will serve to guide efforts to address these shortcomings. The elements presented here are not an exhaustive list. We recognize that we cannot cover all the areas essential to the inclusion of a Francophone feminist lens in this plan alone. Rather, it is a springboard for action, where the contributions brought here can complement the many efforts underway across the country and around the world.

The project's advisory committee and the women who participated in the development process and in other areas would like to wish you a compelling reading.

Elaine Thimot
President



Micheline Gélinas
Executive Director



THANKS

This document is based on the **Feminist Economic Recovery Plan for Canada** (YWCA Canada and The Institute for Gender and the Economy). We would like to sincerely thank them for enlightening us about their process and for their guidance in developing the Nova Scotia Plan.



TABLE OF CONTENTS

✿ Foreword

✿ Introduction _____ 6

- The journey to get here
- Target, aim, ultimate outcome

✿ Strategic map and action plan _____ 13

- Strategic map
- Axis 1: Life in society
- Axis 2: Promotion and advocacy
- Action Plan

✿ Conclusions _____ 21

- Next steps
- Success factors

✿ Appendix 1: Suggested readings and references _____ 25

✿ Appendix 2: Partner organizations _____ 32

✿ Appendix 3: Courses of action proposed by women in the field _____ 36



INTRODUCTION



● THE JOURNEY TO GET HERE

The **Recovery Plan** aims to specifically determine the needs of French-speaking women in Nova Scotia in terms of professional development in the post-COVID-19 pandemic context in order to adequately support them through an adapted action plan.

This work was inspired by the **Feminist Economic Recovery Plan for Canada: Making the Economy Work for Everyone**, developed by the YMCA and The Institute for Gender and the Economy (GATE). This report, published in September 2020, was based on numerous national and international articles, studies and analyses that focused, among other things, on the personal and professional lives of women in their diversity. Based on this rich literature, the drafters identified the following eight pillars that «provide a starting point for action and engagement» across Canada:

- **Intersectionality: understanding power**
- **Addressing the root causes of systemic racism**
- **Care work is essential work**
- **Investing in good jobs**
- **Fighting the shadow pandemic (gender-based violence)**
- **Supporting small businesses**
- **Strengthening infrastructure for recovery**
- **Diversity of voices in decision-making**

These eight pillars served as a basis for reflection by the advisory committee to define both the target, the aim, the final outcome of the **Recovery Plan** and the issues specific to women in Nova Scotia.

The FFANE hired Martin Theberge Consultant Inc.'s team to co-create the **Nova Scotia Solidary Feminist Recovery Plan**. Work towards the development of the recovery plan began in January 2022 with the creation of an advisory committee made up of representatives of community organizations (see Appendix A) and Patrick de Lamirande, an expert and professor of economics at Cape Breton University. The work continued with the analysis of multiple reference documents, including the **Feminist Economic Recovery Plan** for Canada. This work was presented to the advisory committee with a view of tailoring the idea of such a plan as closely as possible to the situation of women in Nova Scotia.

The FFANE and its consultation team organized a dozen individual meetings with expert partners, which contributed to clarify the needs of women in their diversity (i.e., immigrants, entrepreneurs, health professionals or mothers) and to learn about existing resources in French that could serve as inspiration for the FFANE's work in relation to this project .

Despite the existence of many other reference documents regarding the personal and professional situation of women nationally and internationally (see bibliography in appendix), it is important to mention that at the time this project was developed, figures regarding the impact of COVID-19 on women in Nova Scotia were non-existent. There was a strong need for a strategy to focus on gathering first-hand information.



¹ Here and in the rest of the document, the term «women» will be used when referring to French-speaking Nova Scotia women.

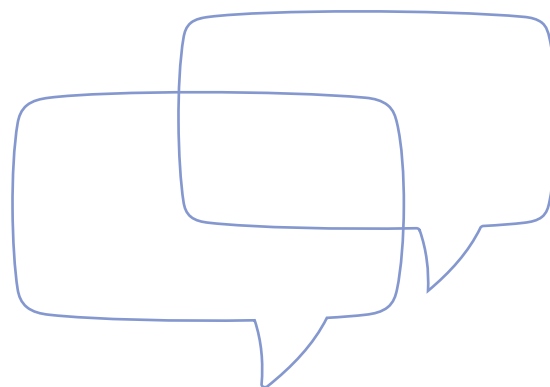
The analysis of the women's situation and their experiences in relation to professional fulfilment continued through an online survey where 101 complete responses were collected.

Here are some of the highlights:

- Occupational barriers: insufficient pay, working hours (lack of flexibility and long teleworking days), non-existent benefits and lack of opportunities in rural areas;
- Personal barriers: child care (help with homework, rare and expensive childcare) and domestic labour (lack of gender distribution);
- Some possible solutions from the participants related to the rural areas themes, child care and support for women workers.

Finally, the FFANE and its consultants completed their data collection with a provincial consultation tour in April and May 2022. During these 12 meetings, more than 130 women from the 11 Francophone regions of the province have expressed their thoughts on the following issues identified through the processes:

- Promotion and representation
- Health and safety
- Life in society
- The FFANE's organizational capacity



This consultation allowed women to share their personal and professional realities, their needs for support in accessing professional and personal development and their expectations for the coming years. All their comments were analyzed and compiled into a catalog of actions.

The content of this document is adapted from the final report submitted in June 2022 by the consulting team from Martin Théberge Consultants Inc.

● TARGET, GOAL AND DESIRED OUTCOME

The FFANE has set up an advisory committee that has met twice in 2022 since the beginning of the project. During the session held on January 24th, the members of the advisory committee added that this plan should «empower women, [...] allow them to return to work, have fairer access to the labour market and not leave them behind during the process of economic recovery». During working meetings, the committee determined the main priorities that should be addressed by the recovery plan, as well as to depict the desired new reality once the recovery plan is completed.

The second session held on March 28th provided further reflection to refine and accurately determine the target, aim and desired end result.



TARGET OF THE RECOVERY PLAN

« Any French-speaking woman in Nova Scotia, whether Indigenous, Black, racialized, disabled, member of the LGBTQ2S+ community, newcomer, immigrant, refugee or in precarious situations. »

This statement aims to be as supportive and inclusive as possible by responding, of course, to women at the crossroads of inequalities. Some comments insisted that women without family support for a multitude of reasons (i.e., immigration, single-parent family, or other) should be the priority target of this recovery plan.

That said, when serving women as part of this recovery plan, it will be essential to ensure that the actions undertaken are adapted to the specific characteristics of certain groups of women and that activities are offered to all during which common realities will be put to the forefront and collaborations encouraged.

To enable all women to receive the support they need through this recovery plan, it will be important to find a balance between activities and resources that meet the specific needs of each while providing regular opportunities for socialization and networking, thus avoiding reducing women to their specificities and isolating them.

During the provincial tour, the subject of the target was raised several times with respect to communication around the Recovery Plan. It seems essential that the awareness campaign regarding the Recovery Plan not only disseminate messages aimed at French-speaking women and girls in Nova Scotia, but also reach out to boys and men to raise their awareness of equity. It must also include an English-language component to reach allophone or linguistically insecure targets. The women consulted frequently expressed the need for connections with others - whether it was reaching out to younger women (on behalf of elders) or their English-speaking peers such as local women's associations - and the need to raise awareness among boys in schools.

The desire to benefit from the expertise of others by adapting existing resources and tools to their reality, rather than recreating them, and the desire to put an end to siloed relationships seem to be an absolute condition for the professional development of women, according to them.



AIM

« The Solidary Feminist and Inclusive Recovery Plan aims to ensure that all French-speaking women in Nova Scotia have access to the labor market in a fair manner and to provide the means to balance professional and personal life. »

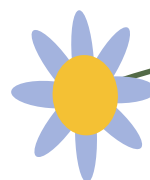
This objective echoes a crucial element for the committee, which is to clarify the language in order to both highlight the minority situation of French-speaking women in Nova Scotia while representing all French-speaking women. Doing so would contribute to eliminating any divisions between them. Linked to this openness, we find the terms of respect and equity that clearly explain the deep desire to make this plan a tool of solidarity and inclusiveness. Finally, the aim drafted includes the very essence of the recovery plan, which is to provide women with the means to lead their professional lives while taking into account their personal and private circumstances so neither one suffers at the detriment of the other.

An illustration of a light-skinned hand holding a large blue circle. The hand is positioned on the left, with the thumb and index finger gripping the circle. The circle contains the text 'DESIRED END RESULT'.

« All French-speaking women in Nova Scotia thrive professionally and personally. »

DESIRED END RESULT

This result expresses a common and shared image of the development and future desired by this project. The final result's statement makes it possible to better project oneself towards the future and to determine actions to be taken to achieve it. This statement encompasses the desire to include all women who speak French in the province and the importance of allowing women to achieve both professional and personal development.





STRATEGIC MAP AND ACTION PLAN



STRATEGIC MAP AND ACTION PLAN

During the provincial tour and the prioritization exercises, two specific strategic axes stood out. The following axes represent the priority areas of action for the committee by March 2024:

LIFE IN SOCIETY ● PROMOTION AND REPRESENTATION

These two axes each comprise:

- **An overall objective (strategic objective) to be achieved**
- **Intermediate objectives**
- **Targeted results prioritized during the FFANE's Annual General Meeting**

The women consulted shared their needs as well as concrete solutions to address those needs – whether recommendations for the FFANE, for other non-profit organizations in the community sector in Nova Scotia, or for employers and policy makers. These possible solutions have resonated from one end of the province to the other - it is an invitation to all to take action. Broad outlines of possible solutions specific to each objective are presented in Appendix 1.

● **AXIS 1: LIFE IN SOCIETY**

During the Recovery Plan process, the FFANE surveyed women in the province and heard the profound need for activities to support the employability of French-speaking women in Nova Scotia.



AXIS 1: LIFE IN SOCIETY

OVERALL OBJECTIVE:

ENSURE ALL WOMEN HAVE THE ABILITY TO ACCESS SERVICES.

DESCRIPTION: As mentioned to participants during the various consultations, this axis encompasses a wide range of topics that affect them on a daily basis, whether referring to transportation, housing, work or leisure.

This axis has made it possible to group main concerns together and women's professional needs in terms of:

- Inclusion (youth, immigrants, etc.)
- Fight against systemic racism
- Access to technology
- Infrastructure
- Pay equity
- Representativeness
- Precariousness



In order to respond to these daily difficulties, it would be important that the FFANE ensure women have access to activities aimed at supporting the employability of French-speaking women in Nova Scotia as part of the inclusive post-pandemic solidary feminist recovery plan through its local groups and through existing or future partnerships.

Note: Although the FFANE is taking a leadership role in the implementation of this Recovery Plan, this does not mean that the provision of services, advocacy with respect to recommendations and the development of partnerships is its exclusive responsibility. The FFANE does not offer direct services, but will work through a variety of partnerships to advance the issues addressed by this plan.

1.1 Development and implementation of varied and adapted activities, resources and tools.

1.2 Accompaniment of women in strengthening their skill-set:

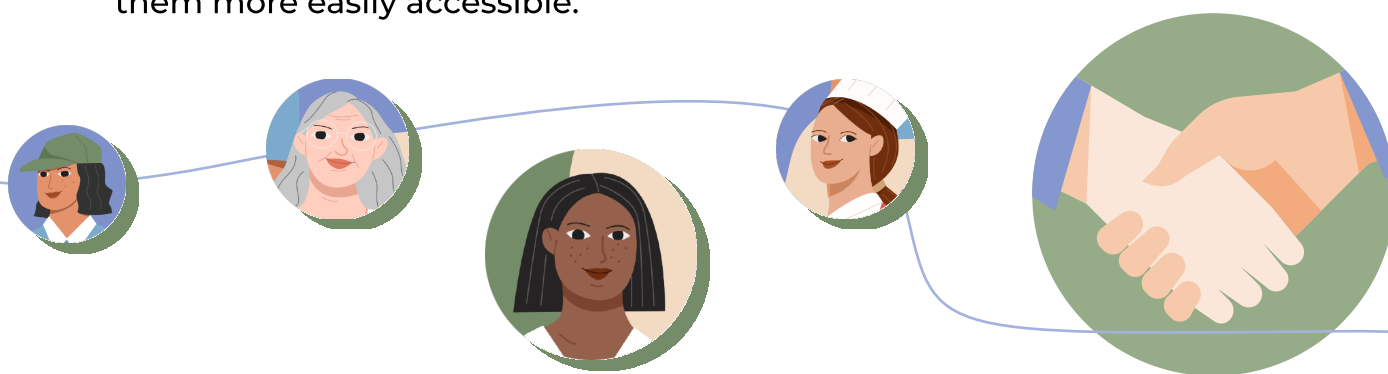
- Development of links between organizations in the Francophone and Anglophone ecosystems in order to benefit from the wealth of expertise that already exists in Nova Scotia.
- Supporting women's professional and leadership development through tailored workshops and targeted awareness campaigns.

1.3 Increased and strengthened connections between women:

- Development and implementation of training sessions and activities to be offered to all women in community centres or schools by the ecosystem of non-profit organizations.

1.4 Increased services and support for women

- Encouragement of the creation of women-only discussion circles on everyday issues that promote networking and solidary in advances towards professional fulfilment.
- Promotion of moral, financial and material support services and making them more easily accessible.



● **AXIS 2: PROMOTION AND ADVOCACY**

Those who contributed to the online, in-person and survey consultations highlighted the need to have a voice for Acadian and French-speaking women in the province's serving institutions.



● **AXIS 2: PROMOTION AND ADVOCACY**



OVERALL OBJECTIVE

**TO ACT AS A VOICE FOR NOVA
SCOTIA'S ACADIAN AND
FRANCOPHONE WOMEN.**

DESCRIPTION: During the consultations and the initial stage, this axis helped Martin Theberge Consultant's team to specify the avenues that the FFANE could follow to stay informed on women's issues and professional needs.

The comments received with respect to this axis also confirmed that women consider the FFANE the ideal organization to centralize and disseminate resources, activities, training and useful tools that would allow them to achieve professional fulfillment.

This intermediary role, which the FFANE could play, firstly between women and furthermore between organizations, institutions and women, should be developed both from the point of view of promotion and from that of political advocacy.

As part of this inclusive solidary feminist recovery plan and in order to be the voice of Acadian and Francophone women with institutions in Nova Scotia, it would be desirable for the FFANE to forge strong strategic partnerships, strengthen its existing partnerships and act as a mediator who brings together, unites, connects and represents.

Note: Although the FFANE is taking a leadership role in the implementation of this Recovery Plan, this does not mean that the provision of services, the presentation of demands and the development of partnerships is its exclusive responsibility. The FFANE does not offer direct services, but will work through a variety of partnerships to advance the issues addressed by this plan.

2.1 Improvement of the FFANE's recognition of women's issues at an institutional level

- Creation of an awareness campaign with decision-makers, with input from partners, and strategy development to help women's voices resonate.

2.2 Developing and maintaining strategic partnerships to better serve women

- Establishment and strengthening of partnerships to optimize human resources, existing work and training tools, and to counter the growing trend of working in silos.
- Development and strengthening of a common voice: women's issues are everyone's issues.

2.3 Strengthening communication links between the FFANE, its members and the public

- Promotion of existing resources and knowledge already present in Nova Scotia.
- Development of awareness-raising tools that would lead to a culture of professional valorization of all women in their diversity.

CONCLUSIONS NEXT STEPS





CONCLUSIONS

Next Steps

The next steps were developed and prioritized over time through collaborative contributions from several partners, including women in the field who participated in the series of consultations covering the French-speaking regions of the province and the advisory committee which represent organizations that have knowledge of the French-speaking women's multiple realities.

Awareness and advocacy

- Development of awareness campaigns aimed at the public, but also at partners, employers and decision-makers.

Strategic Partnerships

- Active support of strategic partners in the promotion of advocacy.

Changes at institutional levels

- Helping the voices of women resonate, whether through municipal councils or other political entities, other actors in Nova Scotia's community ecosystem, the FFANE's actions or others.

Success Factors

Serving employability in all professional sectors

The FFANE, as the spokesperson for women in this post-pandemic recovery project, will also have to address a wide variety of partners and stakeholders.

It will be the organization's task to bring women's voices to government bodies in collaboration with other organizations in order to advocate for the economic dignity for women of all ages. It will be essential that the FFANE raise awareness with the public authorities on the unfair (or cruel) economic challenges experienced by women through the pandemic, and that it advocates for women in all sectors of society.

Employers will also have to be particularly important stakeholders when it comes to raising awareness on women's issues and encouraging them to get involved in the recovery plan, be it with respect to childcare in the workplace or a mentoring program between young women and entrepreneurs.

There could also be an element to encourage vocational careers and use the school to bring awareness to young girls in areas that are experiencing a workforce crisis – for example, the health sector in Nova Scotia which is in desperate need for health professionals.

Partnerships ●

We must reiterate that partnerships are a condition for the success of the recovery plan. These partnerships offer many benefits that cannot be overlooked by the FFANE or by the Nova Scotian ecosystem as we implement this recovery plan.

First of all, these collaborations are strongly desired by women in the field, as they recognize that this is the best way to serve each and every one of them in their diversity. During the consultations, many participants expressed the importance of collaboration between Anglophone and Francophone organizations to avoid duplication of services and to take advantage of existing expertise.

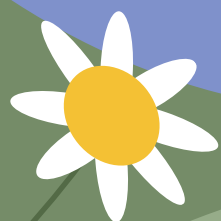
Partnerships with Francophone organizations in Nova Scotia will be essential when disseminating the information and awareness campaign on professional women mentioned in the action plan. For example, without a collaboration with Immigration Francophone Nouvelle-Écosse, it will be difficult to reach immigrant and newcomer women in Nova Scotia. Equally, without a collaboration with the Conseil scolaire acadien provincial, it will not be possible to have a presence in schools and reach out to girls and boys in order to raise awareness around questions of equity.

Collaborations with local organizations are another essential component of the work to serve women. Community centres' dynamism and expertise will be a major asset that the FFANE cannot do without, should the federation aim at being successful with this project in the short term.

The network of different organizations, whether local or provincial, will be an invaluable benefit in terms of dissemination and resources. In order to do so, the only requirement that the FFANE must meet is to fully take its place as spokesperson and representative of Acadian and Francophone women in Nova Scotia and to initiate the steps aimed at developing the collaborations mentioned previously and hoped for by all.

Financing ●

It should be noted that the funding received from Women and Gender Equality Canada for this Recovery Plan is specifically aiming at acting at the level of decision-makers and at creating systemic change. Through the consultation process, the FFANE heard a strong need for grassroots programs for women. These will require strategic partnerships and collaborations between non-profit organizations to seek funding together while eliminating the tendency to operate in silos. These actions will allow organizations to create real change. There will also be a need to prioritize women's professional development at the government level: representing 51% of Nova Scotia's population, women also have the right to receive quality supports that are tailored to their needs and that give them the best chance to succeed.



CLOSING REMARKS

The changes needed – systemic or otherwise – to support women in their professional development will not happen overnight.

By working together as a community, we can achieve a more supportive, inclusive and equitable Nova Scotia.

APPENDIX 1: POTENTIAL SOLUTIONS AND APPROACHES



APPENDIX 1: POTENTIAL SOLUTIONS AND APPROACHES

The women consulted not only shared their needs, but concrete solutions to address those needs - whether it be recommendations for FFANE, for other non-profit organizations in the community sector in Nova Scotia, or for employers and policy makers. These items represent **the priorities of Acadian and French-speaking women in the province**, not all issues: that would be too broad a starting point. We encourage you to read the action catalogue carefully: not all of the points will necessarily affect your business, policy-making role or organisation but they can absolutely inform future actions. The partners identified by the participants are all organizations in the Nova Scotia community ecosystem: **we are all called upon to respond to these needs.**

Note: Although the FFANE is taking a leadership role in the implementation of this Recovery Plan, this does not mean that the provision of services, the presentation of demands and the development of partnerships is its exclusive responsibility. The FFANE does not offer direct services, but will work through a variety of partnerships to advance the issues addressed by this plan.

Please refer to pages 15-20 of the Recovery Plan for a more detailed description of the axes and their associated objectives.

● Axis 1: Life in society

Global objective:
Ensure all women have the ability to access services.

1.1 Development and implementation of varied and adapted activities, resources and tools.

- Raise awareness of support and care services - care work often rests on the shoulders of women and addressing this makes professional success more accessible. This can be done by, amongst other processes, centralizing essential information and services, raising awareness of the contributions of caregivers (unpaid care work), listing and disseminating health resources for women and parents.

- Promote women-run businesses: registry of female entrepreneurs, mentoring and sponsorship program (patronage), promote the buy-local programs for products/services, support women's handicraft expertise (exhibitions, workshops, silent auctions, etc.)

1.2 Accompaniment of women in strengthening their skill-sets:

1.2.1 Development of links between organizations in the Francophone and Anglophone ecosystems in order to benefit from the wealth of expertise that already exists in Nova Scotia.

- Develop a culture of collaboration among non-profit organizations in Francophone Nova Scotia by building relationships with their Anglophone counterparts to share, translate and adapt existing resources and tools

1.2.2 Supporting women's professional and leadership development through tailored workshops and targeted awareness campaigns.

- Workshops and training sessions to develop technological, financial and entrepreneurial skills (e.g. salary negotiations, use of social media, preparation for retirement and financial management, entrepreneurship and self-employment, volunteering for work experience in the Canadian market, etc.)
- Workshops on communication and behaviour in the workplace (conflict resolution, managing unhealthy situations, ethics...)
- Leadership development: mentorship programs (professional women, entering politics, women entrepreneurs), youth mentorship programs (self-confidence, motivation)
- Raising awareness on women's leadership and potential: in schools, community centres, organisations serving specific populations

1.3 Increased and strengthened connections between women:

1.3.1 Development and implementation of training sessions and activities to be offered to all women in community centres or schools by the ecosystem of non-profit organizations.

- Develop a culture of female mentorship in business and entrepreneurship on a regional basis (youth, immigrants, migrants, new entrepreneurs)
- Provide collaborative spaces for exchanges and gatherings centered between women, around various themes (e.g. intercultural activities, provincial women in business summits, festival to celebrate women's successes, etc.)

1.4 Increased services and support for women

1.4.1 Encouragement of the creation of women-only discussion circles on everyday issues that promote networking and solidarity in advances towards professional fulfilment.

- See suggested themes in 1.2.2.
- Regular collaborative exchanges between community organizations in all regions of the province to avoid working in silos and improve regional presence of resources

1.4.2 Promotion of moral, financial and material support services and making them more easily accessible.

Develop a culture of support for women's professional development through:

- Financial support: health (seniors without resources), scholarships (mothers who want to go back to school, continuing education, professional development), scholarships for Francophone entrepreneurs
- Moral support: support for newcomers navigating the Canadian labour market, touchy issues and their impact on professional development (parenthood, burnout, work-life balance, (cyber)harassment, impostor syndrome, women's health, aging, etc.)

- Material support: immigration (applications for permanent residence), employment (employment resources, existing tools for business creation)

● **Axis 2: Promotion and advocacy**

Global objective: To act as a voice for Nova Scotia's Acadian and Francophone women.

2.1 Improvement of the FFANE's recognition of women's issues at an institutional level

2.1.1 Creation of an awareness campaign with decision-makers, with input from partners, and strategy development to help women's voices resonate.

- Health: recognition of work and harmonization of the salaries of community health workers, helping to fund health accessories for seniors without financial stability
- Economic development: recognition of the value of the care economy
- Education: harmonization of salaries, particularly in early childhood education, reduction of prices and increased access to French-language daycare services
- Immigration: recognition and equivalency of foreign diplomas, awareness of the benefits of hiring immigrant women
- Employers: flexibility in working hours and workloads, access to social benefits, collaboration between companies to offer childcare services
- Policy makers: legislation for pay equity, financial assistance/basic wage for housewives and seniors, legislation for the obligation to develop/review internal policies (pay scale, working conditions, etc.)

2.2 Developing and maintaining strategic partnerships to better serve women

2.2.1 Establishment and strengthening of partnerships to optimize human resources, existing work and training tools, and to counter the growing trend of working in silos.

- Partners identified during the consultations: see Annex 3
- Additional partners:
 - Fédération acadienne de la Nouvelle-Écosse
 - Centre d'appui à la petite enfance de la Nouvelle-Écosse
 - Regional Chambers of Commerce
 - Regional community centres
 - Municipalities
 - Provincial government
- Optimization of resources: sharing of human resources between agencies, closer collaboration to meet the needs of overlapping clientele

2.2.2 Development and strengthening of a common voice: women's issues are everyone's issues.

- Work more closely with the Fédération acadienne de la Nouvelle-Écosse to ensure that women's voices are heard at the political level
- Work with the advisory committee to address the various issues identified by women and identify potential areas of action for each organization, as well as potential funding avenues

2.3 Strengthening communication links between the FFANE, its members and the public

2.3.1 Promotion of existing resources and knowledge already present in Nova Scotia.

- Partnerships with Anglophone organizations for project idea development (e.g. Centre for women in business NS, Regional Enterprise Networks, Women Unlimited Association, regional women's groups, Department of Economic Development of Nova Scotia, etc.).

- Common calendar of training and awareness-raising activities in regions across the province

2.3.2 Development of awareness-raising tools that would lead to a culture of professional valorization of all women in their diversity.

- Promotion of traditionally male professions and health professions among young women
- Raising awareness of the added value of experienced women in companies





APPENDIX 2: SUGGESTED READINGS AND REFERENCES



APPENDIX 2: SUGGESTED READINGS AND REFERENCES

Suggested Reading

We invite our readers to read some recovery plans developed elsewhere in Canada, as well as around the world. These documents include comments, courses of action and others. These readings inspired and complemented the recommendations contained in our *Nova Scotia Solidary Feminist Recovery Plan*. The FFANE does not necessarily endorse all of the suggested readings in their entirety, but we do provide this list as a tool to start a conversation around the possibilities of post-pandemic recovery. Some of these readings are only available in English – if so, this will be indicated.

- Anjum Sultana and Carmina Ravanera, The Institute for Gender and the Economy (GATE) and YWCA Canada: A Feminist Economic Recovery Plan for Canada: Making the Economy Work for Everyone, 2020.
<https://www.feministrecovery.ca/accueil>
- Hawai'i State Commission on the Status of Women: Building bridges, not walking on backs (English only). <https://giwps.georgetown.edu/resource/building-bridges-not-walking-on-backs-a-feminist-economic-recovery-plan-for-covid-19>
- Ontario Chamber of Commerce: The she-covey project (English only), <https://occ.ca/wp-content/uploads/OCC-shecovery-final.pdf>
- Ô Chalet: White Paper, Canada's Youth at the Forefront of Canada's Economic Recovery. <https://o-chalet.ca/livre-blanc>
- Oxfam: Feminist Action Agenda: Canada Global Response to Covid-19. <https://www.oxfam.ca/publication/feminist-action-agenda-canadas-global-response-to-covid-19>
- Platform, a civic leadership platform for young Black, Indigenous and racialized women and gender-diverse youth, with the collaboration of the Federation of Canadian Municipalities. Towards a New Normal: Gender, Intersectionality and Leadership.
<https://fw3s926r0g42i6kes3bxg4i7-wpengine.netdna-ssl.com/wp-content/uploads/2021/04/Vers-une-nouvelle-normalite%CC%81-alite%CC%81-et-leadership-finale-FR-1.pdf>

- New Brunswick Feminist Group: A return to normalcy? No thanks, Tracks and recommendations for a feminist and inclusive post-COVID society in New Brunswick. <https://rfnb.ca/images/core/pdf/pistes-recommandations-societe-post-COVID-feministe-inclusive-nb.pdf>
- UNFPA: COVID-19: A gender lens – Protecting sexual and reproductive health and rights, and promoting gender equality. From: https://www.unfpa.org/sites/default/files/resource-pdf/COVID-19_A_Gender_Lens_Guidance_Note.pdf

References

These resources informed us on the processes to develop the consultations and the recovery plan. The FFANE does not necessarily endorse all of these references in their entirety, but we provide this content to help our readers to go further in their reflections. Some of these readings are only available in English – if so, this will be indicated.

- C2Montréal, A feminist recovery strategy for a return of women to the labour market. <https://www.c2montreal.com/fr/articles/une-strategie-de-relevance-feministe-pour-un-retour-des-femmes-sur-le-marche-du-travail>
- Douwere Grekou and Yuqian Lu: Employment and gender differences one year into the COVID-19 pandemic: An analysis by industry sector and firm size. <https://www150.statcan.gc.ca/n1/pub/36-28-0001/2021005/article/00005-fra.pdf>
- Canadian Women's Foundation, Canadian Centre for Policy Alternatives, Ontario Non-profit Network and Kathleen Lahey, Towards a New Normal: Funding a Healthy and Prosperous Women's Sector. <https://fw3s926r0g42i6kes3bxg4i1-wpengine.netdna-ssl.com/wp-content/uploads/2020/08/200827-CWF-ResettingNormal-Report-Womens-Sector-FR-r1.pdf>
- Canadian Women's Foundation, Women's Shelters Canada, Pauktuutit Inuit Women of Canada, Anita Olsen Harper (NCACVF) and Jihan Abbas (DAWN-RAFH Canada) Towards a New Normal: Systemic Gender-Based Violence and the COVID-19 Pandemic. https://fw3s926r0g42i6kes3bxg4i1-wpengine.netdna-ssl.com/wp-content/uploads/2021/04/20-08-CWF-ResettingNormal-Report3_FR_v2.pdf

- RBC Leadership Wise: Pandemic threatens decades of women's advancement in the workforce. <https://leadershipadvise.rbc.com/la-pandemie-menace-des-decennies-de-progression-des-femmes-au-sein-de-la-population-active/>
- YWCA Canada, CRIAW-ICREF, Canadian Women's Foundation, G(irls)20 and Oxfam Canada, The sector of women at risk of being financially devastated – implications for post-COVID 19 recovery. <https://www.criaw-icref.ca/fr/publications/le-secteur-des-femmes-a-risque-detre-devaste-financierement-les-implications-pour-le-retablissement-post-covid-19/>





APPENDIX 3: PARTNER ORGANIZATIONS



APPENDIX 3: PARTNER ORGANIZATIONS

Members of the Advisory Committee:

- Conseil de développement économique de la Nouvelle-Écosse
- Conseil jeunesse provincial de la Nouvelle-Écosse
- Conseil scolaire acadien provincial
- Équipe d'alphabétisation de la Nouvelle-Écosse
- Fédération des parents acadiens de la Nouvelle-Écosse
- Immigration francophone Nouvelle-Écosse
- Office des affaires acadiennes et de la Francophonie
- Regroupement des aînés de la Nouvelle-Écosse
- Réseau Santé Nouvelle-Écosse
- Cape Breton University, Economist and Expert – Patrick de Lamirande
- YMCA at Work

Participating partners in the consultation process :

- Nova Scotia Advisory Council on the Status of Women: Shiva Nourpanah
- Halifax Francophone Chamber of Commerce: Julie Saint-Pierre, Director of External Relations and Recruitment
- Centre for Women in Business: Tanya Piske, Executive Director
- Women in Business New Brunswick: Katherine Lanteigne, Director
- Francophone Immigration Nova Scotia: Claudine Tesire, Job Search Officer, pre-arrival service
- Pier 21: Eleanor Matheson, Administrative Coordinator
- New Brunswick Feminist Group: Christine Griffin, Assistant Director
- Nova Scotia Health Network: Pierre Roisé, Executive Director
- Western Regional Enterprise Network: Brenda LaGrandeur, Local Immigration Partnership Coordinator.



FÉDÉRATION DES FEMMES ACADIENNES
DE LA NOUVELLE-ÉCOSSE



LET'S MAKE WOMEN'S VOICES HEARD!

**By working together as a community, we
can achieve a more supportive, inclusive
and equitable Nova Scotia.**



www.ffane.ca



Femmes et Égalité
des genres Canada

With funding from
Women and Gender
Equality Canada

This initiative is funded through the Women's Program
of Women and Gender Equality Canada (WAGE).
The views expressed herein do not necessarily reflect those of WAGE.