



**Regular In-Person Meeting
May 26 & 27, 2018**

Members present: Lyne Chantal Boudreau; Joanne Britton, Jody Dallaire (co-chair); Martine Marchand, Jocelyne Mills, Jewell Mitchell (co-chair), Madeleine Nickerson, Jennifer Richard, Noëlla Richard, Louisa K. Seales, Constance Sewell, Paulette Sonier Rioux, Madhu Verma,

Members absent: Chief Wendy Wetteland, Patricia Morris, Madhu Verma (afternoon of May 26th)

Ex-Officio members present: Beth Lyons (Executive Director), Jocelyne Mills (ADM – Women's Equality)

Guests: Premier Brian Gallant, Dr. Lise Savoie and Dr. Hélène Albert (Université de Moncton), Gabrielle Ross-Marquette (CUPE New Brunswick), Natasha Akhtar and Jael Duarte (New Brunswick Immigrant Women's Association)

Staff present: Linda Landry-Guimond (Recording Secretary), Kylie Bergfalk

Next meeting: November 3 & 4, 2018

AGENDA

1. Welcome

2. Additions to and adoption of agenda

3. Items for discussion / decision

3.1 Executive Director's report

3.2 Member updates

3.3 Emerging issues

3.4 Membership recommendation committee

3.5 Guest presentation: Université de Moncton research team

3.6 Guest presentation: CUPE New Brunswick

3.7 Updated vision statement in French

3.8 Finance

3.8.1 2017-2018 spending

3.8.2 Committee mandate

3.8.3 Update claims guidelines

3.8.4 Membership

3.9 Guest presentation: New Brunswick Immigrant Women's Association

3.10 Members' self-evaluation

4. Other business

4.1 Premier and Minister responsible for Women's Equality

5. Closing

5.1 Review of decision/action sheet

5.2 Evaluation

5.3 Closing round



MEETING

1. Welcome

- The co-chairs welcome members, recognized the meeting was taking place on Woolastooqiyik territory, and led an opening round. The co-chairs offered congratulations to L. Landry-Guimond on 20 years of service with the Province.

2. Additions to and adoption of agenda

- **Consensus** to adopt agenda with the addition of a meeting with the Premier and minister responsible for Women's Equality.

3. Items for discussion / decision

3.1 Executive Director's report

- B. Lyons provided a summary of work accomplished and ongoing since March 2018 and answered questions.

3.2 Members' updates

- J. Mills provided updates on the Women's Equality Branch work on the *Intimate Partner Violence Intervention Act* (emergency intervention orders now accessible), pay equity (embargoed information on an upcoming announcement about pay equity learning modules, a template for implementation plans, and a pilot with a number of government funding programs to make complete of one or both of these new tools mandatory for businesses of more than 50 employees seeking to access the programs), and government work on women in leadership positions within government (resulting from a public innovation challenge that branch and council staff were involved in). **Action item:** J. Mill to confirm if changes to pay equity requirements would affect non-profits.
- M. Nickerson provided update on challenges the midwifery demonstration site is facing with understaffing and burnout.
- Members provided feedback on the pre-meeting survey on their activities between meetings. **Action item:** B. Lyons to incorporate additional questions into the survey.

3.3 Emerging issues

- J. Dallaire shared that the La Fédération des étudiants et des étudiantes du Centre universitaire de Moncton requested that the council support its campaign for student practicums to be paid. **Consensus** that the council does not co-sign campaigns but may share it via social media.
- Members identified issues to raise with the Premier and minister responsible for Women's Equality when he joined the meeting. **Consensus** to discuss pay equity, the care sector, harassment in legislative assembly, and his priorities moving forward.

3.4 Membership recommendation committee



- **Consensus** to have M. Marchand serve on the committee in place of a second external member.

3.5 Guest presentation: Université de Moncton research team

- Presentation by Dr. Lise Savoie and Dr. Hélène Albert on their qualitative research project on the low wages paid in the caring sector and the impact this has on workers, including poverty.

3.6 Guest presentation: CUPE New Brunswick

- Presentation by Gabrielle Ross-Marquette on paid caregiving work. **Action item:** B. Lyons to identify if there are client side fees for services provided in the home if an assessment from the Department of Social Development identified the services as needed.

3.7 Updated vision statement in French

- **Consensus** on adopting a revised vision statement in French that reads “Un Nouveau-Brunswick diversifié et inclusif où l'égalité entre les genres est bien réelle et profondément enracinée.”

3.8 Finance

3.8.1 2017-2018 spending

- B. Lyons provided details on 2017-2018 spending and answered questions.

3.8.2 Committee mandate

- Consensus to adopt an updated committee mandate that better aligns with the *New Brunswick Women's Council Act*.

3.8.3 Update claims guidelines

- The co-chairs were not present for discussion on this time. **Consensus** reached to adopt updated guidelines. **Action item:** Finance Committee to develop a tool for the co-chairs to track and accumulate time spent on council business that is less than 2.5 continuous hours. Committee to report at November meeting on co-chair claims to date for the fiscal year and whether the accumulation process is working well.

3.8.4 Membership

- **Consensus** reached for J. Britton and C. Sewell to join the Finance Committee.

3.9 Guest presentation: New Brunswick Immigrant Women's Association

- Presentation made by Natasha Akhtar and Jael Duarte on the association, challenges immigrant women in NB face, and opportunities for collaboration.

3.10 Members' self-evaluation



- B. Lyons provided an overview of the results of the self-evaluation and members discussed.

4 Other business - Premier and Minister responsible for Women's Equality

- Discussion on upcoming pay equity measures in the private sector, addressing harassment in the legislative assembly through workplace policy and education, caring work (low wages, insecurity, violence), and upcoming priorities for the Premier. The Premier received a copy of the research prepared by Dr. Savoie and Dr. Albert.

5 Closing

- Meeting adjourned at 12:05 p.m. on May 27, 2018.

Distributed to members for review on October 18, 2018 with October 26, 2018 as the deadline for feedback. On October 30th, members were informed that no changes were requested and the minutes are considered adopted.