

## WEST KOOTENAY WOMEN'S ASSOCIATION

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November 5, 1997

Ms. Janice Logan  
Ministry of Women's Equality  
Province of British Columbia  
310 Ward Street  
Nelson, B.C.  
V1L 5S4

Dear Janice:

Please find enclosed a final report for the Ministry of Women's Equality Small Projects Grant #PO 13901, the workshop held prior to the Columbia Basin Trust Symposium last spring. This report has been prepared by Hannah Haddekin, with guidance from members of the Coordinating Collective of the West Kootenay Women's Association.

At its meeting last night, the Coordinating Collective accepted the report as an accurate representation of the workshop and its results. By all accounts from those involved, the pre-symposium workshop was a highly successful and extremely useful endeavor which empowered women to put forth gender equality issues to the Columbia Basin Trust Symposium.

We apologize for the delay in filing this report with you, and trust that it will meet your expectations. Should you wish to discuss any aspects of the report in detail, please contact Janet Sawyer (w. 352-3147) or Eileen Pearkes (352-6373).

Thank you for your patience in this matter, and for your continued support of the West Kootenay Women's Association.

Sincerely,



Eileen Pearkes  
for the West Kootenay Women's Association

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# Final Report

*Ministry of Women's Equality: Small Projects Grant #  
PO 13901*

Submitted by: Hannah Hadikein  
To: West Kootenay Women's Association

## **Introduction**

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In order to develop effective policies and programs that will have a positive effect on women's economic status, gender equity should be integrated into principles, strategies and decision-making at the community level. It is important that women's experiences, views, contributions and participation are fully discussed and addressed in the development of all public policy, legislation and programs.

To further this goal and to ensure that women participate actively in all decision-making, including the use of gender-based analysis in community-based initiatives, the Women's Ad Hoc Committee on the Columbia Basin Trust requested support from the Ministry of Women's Equality through its local representative, Janice Logan. This support came in the form of a grant under the Ministry's "Working Toward Equality: Speaking Up & Speaking Out" project funding provisions, designed to encourage and facilitate the participation of women in the Columbia Basin Trust (CBT) Symposium. The West Kootenay Women's Association acted in the capacity of sponsor of the project on behalf of a broad-based consortium of members and women's organizations.

## **Background**

The Women's Ad Hoc Committee on the Columbia Basin Trust has, since 1996, undertaken many activities on behalf of women in the Basin (**Appendix I**). The Committee represents women's centres, women's employment and training groups and a variety of women's organizations in the Columbia Basin. In addition to addressing women's economic, social and community-based issues, one of its main focuses has been to promote and ensure gender equity in the Columbia Basin Trust activities through a gender impact analysis and a gender lens. "Gender-inclusive analysis helps clarify the influence that social expectations and stereotypes based on gender can have on public policy/programs." (Gender Lens: a guide to gender-inclusive policy and program development. British Columbia Ministry of Women's Equality)

In the fall of 1996, the Trust decided to carry out an outreach program in the Basin in advance of the planned Symposium, April 11- 13, 1997. This outreach program was designed to involve individuals from community organizations, communities and as independents throughout the Basin, to increase awareness of the Trust and to provide input into its long term planning process.

Information gathered in the small group work sessions held in ten Basin communities was planned for integration into the goals and operational direction of the Trust in the future. At the Symposium held in Revelstoke, delegates then finalized the Columbia Basin Management Plan, First Working Draft (March 1997). Under the Columbia Basin Trust Act, it was mandatory that the Long Term Basin Management Plan and Corporate Strategies be ready for approval at the June 1997 AGM.

## **Project Activities**

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Recognizing that the Columbia Basin Trust, through the implementation of its Basin Management Plan, will have an enormous impact on the economic, social and environmental life of the Basin in the coming years, it was essential that women's issues, potential impacts and social concerns be addressed at the policy level. Participation by women delegates to the Symposium was crucial. However, economic barriers continue to influence the level of

women's participation and, in the case of the Symposium, lack of financial support would restrict the numbers of interested women delegates. The project addressed these barriers and to ensure that interested women would have an opportunity to participate at the Symposium.

Project activities included:

- identifying potential women delegates requiring assistance with the cost of attending the CBT Symposium, April 11 -12, 1997 in Revelstoke, and providing the financial support necessary to facilitate their participation (**Appendix II**)
- issuing an invitation to all women delegates to the Symposium to attend a pre-symposium workshop in preparation for their participation (**Appendix III**)
- organizing and holding a pre-symposium workshop to:
  - give women the information they needed to apply a Gender Equity Analysis of the planned activities of the CBT
  - develop strategies to support women's active participation in the break-out session, forums and small group discussions (**Appendix IV**)
- with women who participated in the Symposium, developing a post-symposium analysis which:
  - used a Gender Equity approach
  - gave an overview of the process (pre-symposium and Symposium)
  - identified outcomes achieved and issues requiring continued advocacy
  - summarized participant evaluation (**Appendices V-VIII**)
- distributing the post-symposium analysis to the CBT women participants, other concerned women's groups and the Ministry of Women's Equality.

## **Project Outcomes**

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- Increased the number of women participating in the CBT Symposium (**Appendices IX-XII**).
- Women participants in the CBT Symposium have been informed about Gender Equity Analysis.
- A post-symposium document that will serve as a reference and tool for community women in their ongoing efforts to be involved with the CBT.

## **Budget**

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See Appendix XIII.

## Appendix I

### WOMEN'S AD HOC COMMITTEE ON THE COLUMBIA BASIN TRUST

DRAFT ACTION PLAN NOV. 96 - DEC. 97

#### PURPOSE OF THE AD HOC COMMITTEE

The Women's Ad Hoc Committee on the Columbia Basin Trust was brought together as a group of concerned women who recognized the importance of the Columbia Basin Trust on the future of this region, and who wished to try to influence the Trust's activities, in order to ensure that women were treated equitably by its policies and programs.

#### ACHIEVEMENTS OF 1996

Since its first meeting in January 1996, the Women's Ad Hoc Committee on the Columbia Basin Trust has undertaken many activities in trying to fulfill its purpose. These included:

- correspondence with the Trust directors to explain the purpose of the Ad Hoc Committee, the reasons why we feel the Ad Hoc Committee is necessary, and to express the desire to 'be at the table' in an advisory capacity;
- meetings and telephone conversations with most of the directors of the Trust, to discuss the need for the Trust to apply a 'gender lens' to their policies and programs;
- being successful in having a member of the Ad Hoc Committee named to the Interim Advisory Committee of the Trust, which was asked to provide input on the Corporate and Basin Plans, and to make proposals on the structure of future advisory committee(s) of the Trust;
- having members of the Ad Hoc Committee attend the AGM of the Trust;
- cooperating in delivering a very popular workshop at the Community Development Institute on Gender Based Analysis, using the Trust as an example;
- providing input for the Trust's consultants to ensure that their 'State of the Basin' research and Community Outreach programs include as many organizations which serve the social needs of the residents of the Basin;
- increasing the knowledge of Ad Hoc Committee members regarding the Trust's activities.

#### GOALS FOR 1996-97

From Nov. 96 to Dec. 97, the Women's Ad Hoc Committee on the Columbia Basin Trust will focus on broadening women's participation in the processes which the Trust has planned (eg. the Community Outreach program, the Community Workshops, the Symposium). We wish to increase the number of

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'faces' we present to the Trust. This involves shifting our focus from meeting with each other on a monthly basis, to less regular meetings and more effort spent in our communities encouraging other women to participate in the Trust's processes. Specific goals include:

- ensuring that the Community Outreach program facilitators are trained in the principles of gender based analysis, and that as many women-related 'communities of interest' are contacted for meetings;
- encouraging as many women as possible (including Ad Hoc members) to attend the outreach sessions;
- helping at least 50% of the applications for the Advisory Committee positions to be from women, with the goal that at least 50% of the positions be held by women;
- encouraging as many women as possible (including Ad Hoc members) to attend the Community Workshops;
- encouraging as many women as possible (including Ad Hoc members) to attend the Symposium;
- obtaining a position on the agenda of the CBT Symposium in April 97, to give a presentation as to why the Trust is important to women, and why women are important to the Trust;
- serving as a reference group for the women who will be sitting on the future Advisory Committee of the Trust, to provide feedback and advice;
- continuing to strategize and carry out publicity and lobbying efforts to further the interests and participation of women with respect to the Columbia Basin Trust.

**ACTION PLAN:**

The above goals will be achieved through a combination of working in our communities, participating in CBT processes, and convening as a group to analyse the results of this work, and to determine whether further action is necessary to further the interests of women in the CBT, and to act as a reference group for those women who are participating in on-going work with the CBT.

Date	Event	Action
Nov 7/96	Ad Hoc Teleconference	- follow-up on outstanding actions, reporting on Advisory Committee & Board activities, contacts with CBT directors, other actions.
Nov 96 - Feb 97	CBT Outreach	- participate in determining which 10 groups should be consulted in their communities;

		<ul style="list-style-type: none"> <li>- encourage as many local women as possible to participate in outreach;</li> <li>- participate in as many meetings as possible.</li> </ul>
Nov 96-Jan 97 (?)	<b>GBA Training</b>	<ul style="list-style-type: none"> <li>- participate in Status of Women Canada training in Gender Based Analysis, being organized by Marcia Braundy. (Note: subject to confirmation).</li> </ul>
by Dec 6/96	<b>Advisory Committee Applications</b>	<ul style="list-style-type: none"> <li>- encourage as many local women as possible to apply to the Advisory Committee positions;</li> <li>- apply for the Advisory Committee positions ourselves.</li> </ul>
Jan 20/97	<b>Ad Hoc Teleconference</b>	<ul style="list-style-type: none"> <li>- follow up on outstanding actions, regular reporting, finalize Action Plan, strategize for upcoming CBT public participation events.</li> </ul>
Feb 97	<b>CBT Community Workshops</b>	<ul style="list-style-type: none"> <li>- encourage as many local women as possible to participate in community workshops;</li> <li>- participate in local workshops in our communities.</li> </ul>
March 97	<b>Ad Hoc Teleconference</b>	<ul style="list-style-type: none"> <li>- regular teleconference follow-up, feedback on community outreach and workshops, plus strategizing for upcoming Symposium;</li> <li>- determining how the new Advisory Committee members should be contacted and informed of the Ad Hoc Committee, volunteering to be a reference group for women Advisory Committee members;</li> <li>- possibly reviewing proposal for a presentation to be delivered by the Ad Hoc committee at the Symposium.</li> </ul>
March-April 97	<b>Preparation for Symposium</b>	<ul style="list-style-type: none"> <li>- contacts with Advisory Committee members;</li> </ul>

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		- preparation of presentation to Symposium.
April 11-13/97	<b>CBT Symposium</b>	<ul style="list-style-type: none"> <li>- encourage as many local women as possible to attend symposium;</li> <li>- participate in symposium ourselves</li> <li>- deliver presentation on importance of the Trust to women, and what it means to include women in the Trust's processes.</li> </ul>
May 97	<b>Ad Hoc Teleconference</b>	- debriefing on symposium, analysis of outcomes, strategizing for future actions.
on-going	<b>Advisory Committee Follow-up</b>	- follow-up on information shared by Advisory Committee members
as needed	<b>Teleconferences</b>	- teleconferences with Advisory Committee members to provide feedback and input on their issues;

Name	CBT fee	transportation	cost	motel	motel cost	child care	honorarium	Total	
	\$25 receipt	no receipt reqd	36c/km	receipt reqd					
Rita Moir	\$25.00	√ Winlaw	188	Mountain View	•	-		213	1586
Ann Harvey	\$25.00	√ Winlaw	216	Mountain View				241	1597
Marcia Braundy	\$25.00	-	-	Mountain View		-	75	100	1587
Antoinette Halberstadt	\$25.00	-	-	need receipt	6.9			31.9	1612
Susan Eire	\$25.00	√ Passmore	188	Mountain View	•	75		288	1591
Fran Wallis	\$25.00	-	-	Mountain View				25	1588
Laverne Booth	\$25.00	-	-	Mountain View	•			25	1592
Karen Newmoon	\$25.00	-	-	Mountain View	•	75		100	1598
Pat Floyd	\$25.00	-	-	Alpine			75	100	1589
Vicky Dalton	\$25.00	Cranbrook 788	283.86	Alpine				308.86	1590
Ann Buckman	\$25.00	-	-	Alpine				25	1596
Marnelle Fahselt	\$25.00	Cranbrook	283.68	Alpine				308.68	1601
Fiona Spalding-Smith	\$25.00	-	-	-	-	-		25	x
Carol Ross	\$25.00	√ Nelson	198	Mountain View	•	-	75	298	1595
Debbie Johnston	\$25.00	200	72	Alpine				97	1593
Katherine Feibig	\$25.00	-	-	Best Western	144.9			169.9	1603
Eloise Charet	\$25.00	Silverton	108	Mountain View	•			133	1602
Patricia Kula	\$25.00	Fauquier	92.88	Mountain View	69			186.88	1594
Jan Inglis	\$25.00	Nelson	198	Mountain View		-	75	298	1609
Rhonda smith	\$25.00	Golden	144	billet				169	1604
Beatrice Nordli	\$25.00	Valemount	100	-				125	1599
Amy Babakeoff	\$25.00	Castelgar	-	-				25	1605
Katrine Conron	\$25.00	Castelgar	-	Mountain View				25	1605
Lynne Pierce	\$25.00	Castelgar	180	Mountain View				205	1605
Michelle Pierce	\$25.00	Castelgar	-	Mountain View				25	1605
Marge Skrypnkk	\$25.00	-	-	-				25	1608
Alice Hale	\$25.00	Invermere		Revelstoke Lodge	70			95	1611
Travel Alpine Lodge					400.2				1606
Mountain View					552				1607
	<b>675</b>		<b>2252.42</b>		<b>1243</b>	<b>150</b>	<b>300</b>	<b>3668.22</b>	

## **Appendix III**

**Community Futures Development Corporation of Revelstoke**  
206 Campbell Avenue, P.O. Box 2398, Revelstoke, British Columbia V0E 2S0  
Tel: (250) 837-5345/Fax: (250) 837-4223

The Ad hoc Women's Committee on the Columbia Basin Trust has asked us to send the following information to women delegates to the Symposium:

The Ad Hoc Committee will conduct a pre-symposium strategy meeting at:

**Date:** Friday, April 11, 1997  
**Time:** 1:00 pm  
**Place:** 103-2nd Street East  
Basement Meeting Room  
Revelstoke

Funding from the Ministry of Women's Equality is available through the West Kootenay Women's Association to help defray the costs of attending the Symposium.

All women are welcome to participate. You may wish to contact Hannah Hadikein of the Ad Hoc Committee for more information at (250) 352-3609.

Please note that the Ad Hoc Committee is not affiliated with the Trust.

## Appendix IV

### Pre-symposium Workshop Format

Presentations were made on Gender-based Analysis, Poverty Lens and Disability Lens. Materials and information hand-outs were distributed.

Participants were organized in small working groups and were assisted by a group facilitator in each session.

Strategies were developed to support active participation at the Symposium break-out sessions, plenaries and forums.

Recommendations for implementing a Gender-based Analysis, Poverty and Disability Lens to all funding initiatives were developed.

Steps for incorporating gender considerations into policy development and analysis were outlined. Reports and documents used in this process included:

- "Gender Analysis Guide: Steps to incorporating gender considerations into policy development and analysis," Women's Bureau, Strategic Policy Branch, Human Resources Development Canada, December 1996.
- "Resources for gender-based analysis: Annotated bibliography and internet resources," Marika Morris for the Women's Bureau, Human Resources Development Canada, January 1996.
- "Gender Lens: a guide to gender-inclusive policy and program development," British Columbia Ministry of Women's Equality.
- "Gender Analysis Backgrounder," Women's Bureau, Strategic Policy Branch, Human Resources Development Canada, September 1996.
- "Setting the Stage for the Next Century: The Federal Plan for Gender Equality," Status of Women in Canada, August 1995.

## Appendix V

### MEMO

To: Pre-Symposium Workshop Participants  
From: Hannah Hadikein  
Date: April 21, 1997

Thank you for your participation at the pre-symposium strategy session during the Columbia Basin Trust Symposium at Revelstoke. The significance of holding this workshop is certainly attested to, not only in the participation of over fifty percent of the total number of registered women delegates, but also in the outcomes achieved.

During the recent teleconference call of Ad Hoc Committee members, women collectively were in agreement about the usefulnesses of the strategy session.

Women were provided with an opportunity to receive information they needed to apply a Gender Equity Analysis, Poverty and Disabilities Lens to the planned activities of the CBT, participate with greater confidence in the break-out and plenary session and identify more clearly the gaps and weaknesses of the Management Plan.

It's likely you have been hearing a repeat of this in your gatherings and small group discussions! However our work is not yet completed.

At the Symposium we learned that the Management Plan will continue to receive submissions and input until May 19, 1997. Although we developed a summary of the strategy session which was distributed at the Symposium, it is critical that we formally submit recommendations to be included in the final Plan expected to be adopted during the AGM in June.

What is needed from you individually and collectively, are your ideas and comments for developing this document for submission to the Board. Ideally the format should be in point form and as concise as possible. What the Board is looking for is the integration of the social, economic and environmental components.

Please give some thought as to how you see this is to be developed. However if you feel you prefer to keep your input separate that is fine also. Observations were made that the NOT FOR PROFIT investment strategy and the social categories can receive a much fuller analysis.

You may want to give your ideas through considering the following questions:

- how should the investments be directed in your communities for the benefit of women?
- how would you describe a strategy for accountability?
- what recommendations would you make to the Board for creating partnerships with women's organizations to strengthen and empower our communities?
- what could be some of the social benefits based on your communities needs?
- how to ensure that a gender / poverty lens is integrated into the economic, social and environmental projects?

Enclosed is stamped addressed envelope. Please return your comments no later than May 2nd,1997. This will give me the time to compile draft set of recommendations to be discussed at our teleconference on May 8th. If anyone wants a copy of these please indicate this on your return and I will fax them to you. A final copy will be prepared for submission during the week of May 12th in time to meet the May 19th deadline.

## Appendix VI

### Results of the Pre-symposium Workshop

To increase the number of women participating at the CBT Symposium, the Ad Hoc Committee identified potential women delegates requiring financial assistance to attend the Symposium and provided the necessary support so they could attend. The Ad Hoc Committee also issued an invitation to all women delegates to the Symposium to attend a Pre-symposium Workshop in preparation for their participation in the CBT Symposium. The Pre-symposium Workshop was designed to:

- give women the information they needed to apply a gender-based analysis of the CBT's planned activities
- develop strategies to support women's active participation in the break-out sessions, plenaries and small group discussions.

The following is a summary of the participants' recommendations for the CBT Management Plan

#### What's Missing from the Management Plan?

When asked what they felt was missing from the Plan, women gave the following responses:

- A clear recommendation to collect base-line data for analysis and follow through.
- Comprehensive workbook and community consultation results.
- Broader development of not-for-profit investment strategy, which includes social and environmental returns for communities and the Basin.

#### Accountability

When asked what measures are required by the CBT to assure accountability, women gave the following responses:

- Implement a communication strategy. Currently this is not yet in place; people are still asking, "What is the CBT?"
- Complete a hard data gender analysis to provide a baseline for evaluating improvement with measurable outcomes and expected results, which are monitored and evaluated with feedback in a formative audit process, at specific intervals (one in which the Trust is involved in an interactive learning and growth process). Include a performance evaluation of the Board.
- Contract with a community-based organization in the Basin to conduct research on baseline information to include demographic disaggregated data (gender, diversity ) i.e. visible minorities, Aboriginal, disability and geographic community on the following:
  - education levels and participation
  - training
  - employment--paid and unpaid
  - earnings
  - unemployment
  - underemployment
  - self-employment
  - family status
  - social assistance
  - violence and criminal justice statistics.

- Contract with non-profit groups in communities to conduct a survey inventory of transportation and communication facilities, housing and health statistics.
- Give each community information on the whole Basin, and specifically on their community, as well as an audit report to enable them to use the information for community growth and empowerment.
- Increase the power and numbers of the Advisory Council; suggested that 18 members are needed to cover all geographical areas, as well as equitable representation of women, youth and others.
- Set up regionally based community resource boards with open membership--both Board members and Advisory Council members are welcome. Regions may choose to encourage community representation so that diversity is respected. These resource boards receive and encourage local or regional project proposals and discuss and promote them.
- CBT Board members should be voted in at Regional district levels; the number of Provincial appointees should be reduced, or they should be people who are requested by the Board on the basis of areas of expertise.

#### **Investment Strategy Analysis**

With regard to the Management Plan's investment strategy, the recommendations are divided into four categories.

##### **1. Not-for-profit**

- Not-for-profit groups need to be key and equal players, decision makers, creators and partners in every step and facet of the total investment strategy.
- The Trust must provide opportunities for sustainable community based initiatives to re-build the Basin.
- Equal affordable access to basic technology (phone, fax, etc.) is needed throughout the Basin.

##### **2. For-profit**

- The Trust must give equal value to returns from for-profit to returns from not-for-profit investment.
- Pages 45-46 of the Plan need more clarifying.
- We need baseline data to ensure adequate planning is done for the infrastructure, including housing, transportation, and child care, all necessary for increases in population and tourism.

##### **3. Alternative Banking**

- Keep the money in the community.
- Explore other creative monetary systems, including loan circles, micro-credit, community loan funds and the Women's Enterprise Society.

##### *Micro-credit Loan Programs*

The following recommendations were received from Laverne Booth with regard to micro-credit loan programs.

- Consider them in the for-profit category, as there are many other projects that will arise from non-profit groups that will be competing for project money.

- The Columbia Basin Trust Fund should expect the loan to be repaid within a specified period of time (1-5 years), but should not expect to gain substantial interest off of it. The benefits are:
    - job creation (self-employment, cooperatives)
    - meeting social, environmental and economic criteria
    - money flowing more freely through our communities.
  - Although low interest loans are very important to small, home-based businesses and community enterprises, and efforts should be made to keep interest rates to maybe 5%, this money will be required by the lending circles to cover emergencies and some administration and training costs.
  - The lending circles require decision making power; they decide who they will back for loans, how to do their own administration and training. This way, administration costs to the banks and to organizations like Community Futures are cancelled out, and we can then ask for donations in time (for the Credit Unions to make repayment schedules) and for training programs (from Community Futures, the Women's Enterprise Society of B.C. or others).
  - The Columbia Basin Trust Fund should not run the micro-credit programs directly. Instead, they should lend money to community organizations, such as the Revolving Community Loan Fund we are starting to form in the Slocan Valley. Community Futures could also be considered as a partner. However, they have high administrative costs that create a 10% interest charge rate to borrowers. If the Fund would earmark funds for micro-credit programs with stipulations (low interest rates and administrative costs given to lending circles), then working through Community Futures might work.
  - Diversification of the economy is the common ground to work from. This concept can and should include community economic development that has social, environmental and economic benefits.
- 4. Power**
- Bring the \$45 million here to invest in the community.
  - Explore alternate, clean, affordable, safe power, such as solar, wind or co-generation.
  - Will hydro-generated rates be competitive in the future to guarantee return to the taxpayers?

#### **Funding Allocation**

Regarding funding allocation, one of the Pre-symposium Workshop participants suggested possibly following a model developed by East Kootenay Supported Child Care: e.g.

"The process should include systematic reviews at regular intervals to ensure the quality and accountability of the organization.

25% of the total budget committed to communities should be allocated directly to all regional administration/program costs per annual proposed budget and the remaining 75% should be allocated directly to front-line service."

To fulfill its obligation to the social, economic and environmental well-being of communities in the Basin, one participant recommended that the Trust help establish centres in Basin communities to teach life skills, self-sufficiency, environmental sensitivity and skills that could turn into cottage industries.

#### **Training and Employment**

We would like to encourage you to think about the impact of all of the decisions that you will be making on the quality of life and possibilities for training and employment in terms of the impact on women's lives.

One particular area we would like to highlight is the employment issue. We know that policy and procedures can have different effects on women and men. On several large projects in this province, equity training and hiring issues (for Aboriginal people, women, visible minorities and people with disabilities) have been framed in agreements with the Building Trades. We understand that you are still in the process of negotiating contract elements. In order to achieve effective outcomes, specific contract language and implementation strategies need to be carefully planned. Additionally, we would like to suggest an Equity Integration Committee with representation from the Building Trades, employers, designated group representatives, Trust representatives, government agencies and others to set the stage and make recommendations for successful implementation activities.

## **Social Indicators**

Women who went to the break-out sessions at the CBT Symposium were concerned about how narrowly defined the social issues and opportunities section of the Management Plan was, and generally, its organization in the framework of a social service provider. We would like to suggest that social issues consist of social indicators.

Social indicators are used to describe conditions or processes in a community. Social indicators can be traced over time to identify social related changes, to inform decisions related to community well-being or to measure that extent to which the needs of a community are being met.

Although the most commonly used social indicators tend to be quantitative, for a more complete frame of reference, qualitative indicators are also appropriate measures of social development. Qualitative indicators used for gathering information will include, for example, analysis of community self-reliance, evidence of shared decision making, leadership and cohesiveness among community members. Indicators can be used to study organizational growth by determining the extent of alliances and networks which have been established with other organizations.

## **Women's Economic Status**

One of the major concerns arising out of consultations with women's groups and organizations is the issue of women's poverty. Women in Canada in every age group are poorer than men and face a greater risk of poverty than men. The percentage of single mothers living in poverty is particularly high, at 62%. The result is that over 20% of children in Canada are living below that poverty line.

In a country as wealthy as Canada, the high poverty rates among women is a clear indication that women's inequality is still an important issue and should be taken into account in the development of social and economic policies. In fact, while Canada was ranked first in quality of life by the 1995 United Nations Development Index, it dropped to ninth when women's equality was taken into account. Women's right to equality is entrenched in law, yet the reality of many women's lives shows how far we have yet to go to fulfill these legal ideals. The statistics of Canadian women are naturally reflective of women in the Basin.

## Why Gender-awareness

Gender-awareness is critical to any discussion and understanding of social arrangements of gender--the relations between women and men and the way that any society organizes itself. Gender awareness includes an understanding of the division of labour between women and men, access to and control over resources, community, volunteer and domestic (including reproductive) work. There is shared belief backed by statistical research confirming that women are universally less socially and economically privileged than men. There is inequality in power relationships which results in granting men economic and political dominance over women.

Gender-awareness calls for looking at social arrangements beyond the 'women's spheres' alone. What is required is an analysis and understanding of the way that domestic, economic and political spheres fit together. There must also be an insistence that the caring and reproductive responsibilities must be included in public policy planning to the same extent as other spheres. Public policy must go beyond simply addressing and improving women's material circumstances.

What is called for is pursuing a more strategic approach--improving women's economic and political position in society as an entire gender. This requires a focus on equity, aimed at structural improvements in women's political, social and economic rights.

Gender **equity** differs from **equality** in that it requires qualitatively as well as quantitatively equal treatment of both men and women. Example: a company that employs four men and four women may believe they are practicing gender **equity**; if the men are executives and the women are clerks, it is **not** gender equity.

**Gender analysis** examines any activity for its potential for different impacts on women and men. It recognizes the diverse and different experiences of each gender and is careful not to reinforce stereotypes and systemic discrimination against women or men. The **gender lens** is simply a tool for performing gender analysis.

There are many good reasons to strive for gender equity:

- The law requires it. Women's rights are entrenched in our constitution; the Supreme Court has ruled: "Identical treatment may frequently produce serious inequalities." In other words, things must be both quantitatively **and** qualitatively equal.
- It works. Research has shown that when gender equity is practised, organizations--from the workplace to the labour union to the board room--function more smoothly and effectively, with less conflict, competition and confrontation and more cooperation, consensus building and problem solving.
- It fits the mandate of the Trust. The Trust is intended to include all people of the Basin. Use of the Gender lens, and the equity analysis tools for other groups, such as the disabled, Aboriginal and visible minorities and poverty, will ensure that both the intention and the outcome of the Trust activities is inclusive and equitable. The Trust is a unique entity offering unique opportunities to create a "Basin Culture." What better time to utilize all available tools including equity analysis to create a culture appropriate for the next millennium.

Status of Women Canada produced a document for the United Nations Fourth World Conference on Women in Beijing in 1995. "Setting the Stage for the Next Century: The Federal Plan for Gender Equality." This document outlines Canada's specific commitments toward eight objectives: implementing a gender-based analysis throughout federal departments and agencies, improving women's autonomy and well-being, improving women's physical and psychological well-being, reducing violence against women, promoting gender equality in all aspects of Canada's cultural life, incorporating women's perspectives in governance, promoting and supporting global gender equality, and advancing gender equality for employees of federal departments and agencies.

The position of this document is that incorporating a gender-based analysis from the earliest stages of policy-making is more efficient, effective and less costly since it identifies any potentially negative impacts the policy might have on women. Gender-based analysis requires "an understanding of the nature of relationships between men and women, and the different social realities, life expectations and economic circumstances facing women and men. It also acknowledges that some women may be disadvantaged even further because of their race, colour, sexual orientation, socio-economic position, region, ability level or age."

The Women's Ad Hoc Committee makes an unequivocal recommendation that gender-based analysis is incorporated into every stage of policy development and at each stage there is consideration of gender implications, that is: at every stage of defining and redefining issues, defining desired/anticipated outcomes, defining the information and consultation inputs, conducting research, developing criteria for projects and initiatives, developing and analysing options, making recommendations, communicating policy, and assessing the quality of analysis.

To assist with developing guidelines and implementation of the gender-based analysis, the Trust is urged to develop working relationships with and to call on the expertise of members and respective groups of the Women's Ad Hoc Committee.

## Appendix VII

### Women's Centre has exciting plans for May

The Nelson and District Women's Centre has a jam-packed schedule for its Wonderful Wednesday series in May.

On May 7, the Centre will be showing a National Film Board video called *Shooting Stars*, about the Edmonton Grads, a women's basketball team in the 1920's and 30's that won 502 of its 522 games. This team was described by James Naismith, inventor of the game, as "The finest basketball team that ever stepped out on a floor." The video will be followed by a discussion about women in sports, led by Jo Hetherington.

On May 14, women are invited to come to the Centre and talk about women's issues in the upcoming election. The Centre will then prepare a list of good questions to ask the candidates, using the concerns that come out of this discussion.

On May 21, Susan Hammond of Silva Ecosystems will outline and answer questions about the much-discussed Silva Plan. She was one of the instigators of this plan, and worked on the economic aspects of it. The Silva Plan for sustainable forest use in the Slocan Valley is hailed by many environmentalists and other concerned citizens as an example of the kind of integrated planning forest-based communities need in order to survive for the long term.

**On May 28, the topic will be "The Columbia Basin Trust: What is it? How will it affect us?" Attending this session will be two of the women who sit on the Trust board and some members of the advisory committee, as well as a number of women who attended the Columbia Basin Trust Symposium. Come and find out what this infusion of money will mean, and where it might go.**

Wonderful Wednesdays take place at the Nelson and District Women's Centre, 420 Mill Street, every Wednesday at 7 pm, and are open to all interested women. Fourth Wednesdays are open to men. Admission is by donation.

For more information call Moe Lyons, 352-9916

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## Appendix VIII

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### **Columbia Basin Trust Symposium, April 11,12,13 1997**

I was one of several women assisted to attend the CBT Symposium by a grant received from the Ministry of Women's Equality by WKWA on behalf of the Women's Ad Hoc Committee on the Columbia Basin Trust.

My experience at the CBT symposium began with the Friday afternoon information session for women, organized by the Women's Ad Hoc Committee. This was a very positive and helpful beginning to a packed, intense weekend of evaluating the CBT Draft Management Plan. We met from 1pm until 4pm and I came out of the meeting well fed (thank you) and much better prepared to participate in the symposium discussions.

In brief, the Columbia Basin Trust has three "pockets" of money. The largest, \$250 million, will be matched with another \$250 million from the province through the Columbia Power Corporation (this is a government body) and is strictly for investment in power projects. One clear message from participants at the symposium was that alternative power sources and projects be a priority.

The second pocket of money is comprised of a one-time, lump-sum payment of \$45 million. This money is currently invested through the Municipal Finance Authority in safe, high return investments. Over a period of five years the CBT expects to move this capital into the basin, as income-generating investments. The lowest acceptable rate of return on these capital investments is 8.5%. Symposium delegates were clear in their feedback that the money should be invested in the basin region and that the capital must be protected. The Trust refers to this money as "for-profit investment capital".

The third pocket of money is the interest generated by these investments. It is to be used to fund projects which will benefit the basin economically, environmentally and socially. The Trust referred to this spending as "not-for-profit investment", but it was agreed that this phrasing was confusing, so they will simply call it "spending". The amount of interest income will vary from year to year, with projected cash flow ranging from \$1.5 million in 1997 to \$10 million in 2006. This cash flow includes returns from both the power projects and the for-profit investments. This is the money potentially available to us, and is also where we can have the most input into priorities and criteria for the spending of these funds.

The Trust will also receive \$2 million per year for 16 years to cover operating expenses as they get established. 1996 was the first year this money was received, so these payments will end in 2011. At the end of every fiscal year if there is a balance unspent from the \$2 million the board will decide whether to add it to the capital or to the projects spending allocation.

Overall, the Symposium was worthwhile. I certainly know more about the CBT than I did before attending. At the previous Symposium in 1995 there were approximately 30 women delegates out of 250. At this one there were about 60. Let's aim for doubling it again at the next Symposium so that we comprise half the delegates.

We have oodles of information about the CBT here for any women who want to know more about this, and we are planning a Wonderful Wednesday May 28, so come on out and get informed and involved.

– Karen

**Appendix IX**  
**COLUMBIA BASIN**  
**WOMEN'S AD HOC COMMITTEE**

Ivan Robinson, CEO  
Columbia Basin Trust  
Main Floor, 102 Nelson Ave. North  
Nakusp, B.C. VOG 1R0

April 18, 1997

Dear Ivan,

I am writing on behalf of the Women's Ad Hoc Committee on the Columbia Basin Trust. We would like to take this opportunity to thank you for your help in contacting the women delegates on our behalf, to invite them to participate in the pre-symposium Strategy Session.

Over fifty percent of these delegates participated in the session. The feedback we received was extremely positive. From their experience at the session, the women said that they felt better prepared for the plenary and the break-out sessions of the symposium.

We will continue to look forward to future opportunities of working in partnership with the Trust around issues and development of policy which has direct impact on women's lives in the Basin.

Please do not hesitate to contact me if you have any questions about the work of the Women's Ad Hoc Committee.

Yours very truly,



Hannah Hadikein

c/o West Kootenay Women's Association  
420 Mill Street,  
Nelson, B.C. V1L 4R9

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## Appendix X

Name	Address	town	postal code	tel	fax
Michelle Poirier	Ministry of Agriculture Fisheries & Food, PO Box 9133	Stn Provincial Gove	V8W 9B5	250 387-0305	
Agnes Koch	College of the Rockies, PO 8500	Cranbrook	VIC 5C7	250 489-2751	
Fiona Spalding-Smith	406 Victoria Street	Nelson	VIL 4K5	250 352-6176	250 352-6176
Donna MacDonald	602 Richards	Nelson	VIL 5K5	250 352 5288	250 352 6430
Jan Inglis	1823 Creek Street	Nelson	VIL IM8	250 354-3881	
Susan Eyre	Hwy 3840	Passmore	VOG 2E0	250 226-7791	
Fran Wallis	Box 185	Silverton	VOG 2B0	250 358-2448	
Audrey Moore	1669 Ridgewood Drive	Castlegar	VIN 2L5	365-5062	
Antoinette Halberst	Box 155	Winlaw	VOG 2JO	226-7984	c/o 226-7353
Pamela MacDonald	Box 596	Revelstoke	VOE 2S0	837-2920	837-2909
Tuulititii Tennant	Box 596	Revelstoke	VOE 2S0	837-2920	837-2909
Vicky Dalton	20A-12TH Ave N,	Cranbrook	VIC 3V7		
Debbie Johnston	BOX 2054	Fernie	VOB IMO	423-4687	423-3633
Hannah Hadikein	406 Victoria Street	Nelson	VIL 4K5	352-3609	352-3609
Karen Newmoon	420 Mill Street	Nelson	VIL 4R9	352-9916	352-7100
Florence Rooks	RR2, Site 33, Box 12	Nakusp	VOG IRO	265-0055	
Beatrice Joan Nordli	Swift Creek Drive # 1	Valemount	VOE 2ZO	566-4342	
Marcia Braundy	RR #1	Winlaw	VOG 2JO	226-7624	226-7954
Patricia Morris	756 Fort Street	Victoria	V8W IX4	387-9520	953-4529
Joanne Partridge	RR #3, S18, C 93	Castlegar	VIN 4H9	365-6653	
Patricia Kula	PO Box 87	Fauquier	VOG IKO	269-7324	269-7324
Pat Floyd	Box 95	Ft Steele	VOB INC	489-3390	
Carol Ross	RR #2 S10, C 8	Nelson	VIL 5P5	352-5777	352-5723
Laverne Booth	Gr 15a, C8, RR #1	Winlaw	VOG 2JO	226-7024	
Wendy Hurst	RR # 2, S 17, C 15	Castelgar	VIN 3L4	399-4157	
Katherine Feibig	Box 2343	Golden	VOA IHO	344-5317	
Eloise Charet	Box 212	New Denver	VOG ISO	358-2357	
Rhonda Smith	Box 75	Parson	VOA ILO	348-2351	348-2351

**Appendix XI**  
**COLUMBIA BASIN**  
**WOMEN'S AD HOC COMMITTEE**

Agnes Koch  
College of the Rockies  
PO 8500  
Cranbrook, B.C. VIC 5C7

April 18, 1997

Dear Agnes,

I am writing on behalf of the Women's Ad Hoc Committee on the Columbia Basin Trust. We would like to provide you with the list of women who were at the pre-symposium Strategy Session.

It is our understanding that you will be conducting Focus Group meetings in the near future with regards to social issues. We wish to request that a notice be sent out to the names on the enclosed list with the dates and location of the proposed meetings. We feel that the efforts of notifying women of upcoming meetings will help ensure equitable representation.

Thank you in advance for your work. Please do not hesitate to contact me should you have any questions about the Women's Ad Hoc Committee.

Sincerely yours,



Hannah Hadikeln

c/o West Kootenay Women's Association  
420 Mill Street,  
Nelson, B.C. V1L 4R9

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## Appendix XII

### COLUMBIA BASIN WOMEN'S AD HOC COMMITTEE

Ministry of Women's Equality  
Province of British Columbia  
310 Ward Street  
Nelson, B.C. V1L 5S4

Parliament Buildings  
Victoria, B.C. V8V 1X4

July 3, 1997

Attention: Janice Logan Regional Program Coordinator

Dear Janice:

On behalf of the Women's Ad Hoc Committee, I wish to take this opportunity to forward a request to the Ministry of Women's Equality for consideration of continued sponsorship of periodic teleconference calls for the period of July 1997 - March 1998.

The rationale for this request has been received from the members and reflects the following positions.

The Committee has been instrumental in effecting a significant change in attitudes of the members of the Columbia Basin Board of Directors, their level of understanding of gender issues and grasping the significance of gender inclusiveness.

However, the Committee recognizes that continued efforts are required in this regard, as has been evidenced at the recent Symposium where women were referred to by more than one Director as a "special interest group".

Continued vigilance is required, attention to detail at the local and regional levels, communication and support to ensure that language, concepts and gender-based equality are developed and implemented as the norm.

Linkages, such as the teleconference calls, help to overcome the isolation of our geographic distances. This form of communication assists us in educating ourselves, in expanding our membership and consequently facilitating a more effective contribution from the members at the community level.

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We need to continue to assist each other to find strength and clarity in a feminist foundation and integrate this into the CBT's documentation and ongoing work. This may require ongoing research, and participation with Internet communications, and some assistance in fostering this over the next year.

The responsibility of examining and responding to the material that is developed by the Trust, both in planning and in implementation requires ongoing infrastructural support. We need to be able to help the Trust define what equity principles are, how these apply at the community level, and help identify and counteract barriers before they become entrenched. Although, for example, the Management Plan contains a commitment to "endeavour to create equitable outcomes from its efforts to bring benefits to the Basin", this is still a ways from an actual commitment to gender equity.

The Ad Hoc Committee through its work, is essential in decreasing violence against women by changing the power structure in our communities and in particular the power structure and processes of the Trust.

It provides us with the network of resources we need to access our community education and outreach work. The teleconferences are a valuable source of information in addition to enabling us to plan strategies and approaches which allow us to speak with one voice.

Your support of our efforts is greatly appreciated.

Sincerely,

Hannah Hadikein

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## Appendix XIII

### Project Budget and Financial Assistance Schedule

Eligible costs for the Project

<u>Item</u>	<u>Budget Approved*</u>	<u>Actual</u>
Co-ordinator's Salary	\$3,119.00	\$3,119.00
Women's Participation Costs	4,506.00	4,345.42 ✓
Workshop Expenses	1,065.00	1,221.04
Administration	1,304.00	1,304.00
<b>TOTAL</b>	<b>\$9,994.00</b>	<b>\$9,989.46</b>

\*Request for amendment of Co-ordinator's salary approved through correspondence with Janice Logan.

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