

B1) Intersectional Gender-Based Analysis (IGBA)

Mover: West Central Women's Resource Centre

The Province of Manitoba and all Manitoba municipalities should apply an Intersectional Gender-Based analysis to all policies, programs, and legislation, while measuring implementation and sharing the results.

Because: While the gap has been decreasing over time, women, girls, and gender-diverse people are still more likely than men and boys to be living below the low-income line (LIM-AT, low-income measure, after tax) and labour force participation and wages are lower. Indigenous women experience poverty at almost triple the rate of non-Indigenous women in Winnipeg. Women and gender-diverse people with disabilities have higher unemployment rates and are more at risk of financial exploitation. Women had lower employment rates than men across most age brackets and average weekly earnings that were 88.4% the earnings of men in Manitoba in 2018. That gap widened further in 2019, with women earning on average 71 percent of what men earn. The wage gap further widens for women and gender-diverse people who are Indigenous, living with a disability, racialized, and/or newcomers. Indigenous women, for instance, average 58% of what non-Indigenous men make.

Because: Women are about four times as likely as men to be victims of intimate partner homicide and Manitoba has highest domestic violence homicide rates among the provinces. The rate of violence against women in Manitoba is double the national average and trans women are twice as likely as cis-gender women to experience intimate partner violence.

Because: Women make up 50.3% of Manitoba's population and yet remain significantly underrepresented in decision-making positions such as elected officials, especially Indigenous women, women of colour, women living with disabilities, and 2SLGBTQ+ people.

Because: It is difficult for society to recognize people with intersecting marginalized identities as part of our community, as they don't fit in to our dominant cultural narrative. This is called intersectional invisibility. We must consciously choose to centre and value the experiences and perspectives of multiply marginalized individuals in order to create social structures where they have equitable access to resources, choices and opportunities.

Because: Failure to use an IGBA increases the risk that policies and initiatives will inadvertently further increase inequalities. If solutions focus on any specific gender as a homogeneous group and neglect the complex and intersecting identities of the individuals within that group, they will create gaps that people experiencing oppression will fall into. An IGBA enables people in organizations and systems to evaluate the structure, design, and implementation of programs, practices, and policies to best meet the holistic needs of the people impacted by those initiatives.

Because: While the federal government has committed to Gender-Based Analysis+ (GBA+), the Province of Manitoba and Manitoban municipalities do not appear to apply an IGBA framework to government policies, programs, and legislation. The Province of Manitoba has promised to make Manitoba "the most improved province in the country." Applying an IGBA framework to all government policies, programs and legislation would improve the lives of all in Manitoba. Winnipeg was the first city in North America to join the UN Women's Safe Cities and Safe Public Spaces Initiative to reduce sexual violence against women and girls. But there is so much more to be done.

Because: An IGBA must be applied to all the CED principles, but aligns most directly to Human Dignity, which encompasses gender equality and social dignity regardless of psychological differences, ethnic

background, colour, creed or sexual orientation. An IGBA will also increase Long-term Employment and Local Decision-making for ALL local residents, including those who have been excluded from these realms of society for too long.

Because: The application of an IGBA across the board would significantly improve Inclusion, Diversity, Equity, and Access, one of the themes of the CCEDNet Manitoba Public Policy Road Map. An IGBA must be applied to all the themes of this Road Map.

How the Resolution will be Advanced: CCEDNet Manitoba and members should apply an intersectional gender-based analysis throughout their work. CCEDNet Manitoba will take the lead on encouraging its members to implement an IGBA, as well as advocating for governments to do the same through the Network's direct government relations work.