

**Gender Equality Opportunities
Summit 2017
REPORT**



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CONTENTS

GENERAL INFORMATION	3
Context	3
Objectives.....	3
Summit agenda and participants	4
Online participation	5
SUMMARY OF DISCUSSIONS: What are we missing?	6
On gender equality in recruitment.....	6
On women’s health	6
On workplaces.....	6
SUMMARY OF DISCUSSIONS: How can we better collaborate?	6
Evaluation in hiring process	7
Pay equity in the private sector	7
Eliminate gendered or non-inclusive informal networks.....	8
Workplace support for victims of violence.....	8
Women’s health and wellness	9
Mentoring and talent development	9
NEXT STEPS	11
Summary report	11
Participant survey	11
Raw data	11
Video.....	11
Next summits	11
What you can do	11
Appendix A - List of participants	12
Appendix B - Results - Participants survey	14

GENERAL INFORMATION

CONTEXT

In 2015 AND 2016, the New Brunswick Jobs Board Secretariat (JBS) held a series of opportunities summits to better define opportunities for economic development and employment growth in the province. Twenty-two summits covering a variety of topics were held in the province.

Engaged citizens, entrepreneurs, leaders of non-profit organizations and government representatives discussed and imagined new avenues for various sectors of New Brunswick society. They also discussed our opportunities for growth and social advancement from a national and global perspective.

The fruits of these discussions helped the JBS develop The New Brunswick Economic Growth Plan, released in September 2016. The plan is based on five pillars:

- People
- Innovation
- Capital
- Infrastructure
- Agility

As promised, the JBS organized a second round of opportunities summits in an effort to put into practice the notion of open government. In order to establish the concept of open government, three phases are required: participation - transparency - collaboration.

The first round consisted of participation. The second round is based on transparency and lays the foundation for greater collaboration between citizens and government.

During this summit, New Brunswick Women Equality Branch gave an account of what had been accomplished since the first summit held on September 29, 2015. They reported on the issues that received further attention and presented the work accomplished on each issue.

OBJECTIVES

The summit had the following objectives:

Accountability and transparency

- Share information on government decisions and actions related to the initial summit input.
- Provide access to interested people who could not attend at the summit in person.

Improvement and collaboration

- Capture input to improve current strategies and initiatives.
- Identify opportunities to collaborate on priorities going forward.

Participant experience

- Participants had a positive experience and felt their contributions were valued.
- Participants felt heard.

SUMMIT AGENDA AND PARTICIPANTS

The 2nd Opportunities Summit on gender equality was held at the Université de Moncton on April 24, 2017. Thirty-six participants (including representatives from the provincial government) discussed the opportunities available to facilitate and support gender equality in New Brunswick.

Agenda	
9:30 am	Welcome
9:35 am	Dawn Arnold, Mayor of Moncton
9:40 am	Presentation on the State of the New Brunswick economy Honourable Cathy Rogers, Minister of Finance
10:00 am	Jobs Board Secretariat Update - New Brunswick Economic Growth Plan Susan Holt, Chief of Business Relationships New Brunswick Jobs Board Secretariat
10:45 am	Presentation by: Jocelyne Mills, Assistant deputy minister, Women's Equality Branch Beth Lyons, Executive Director, New Brunswick Women's Council
10:40 am	Group discussion: <i>How have the department's actions responded to your needs and why?</i> <i>Have we forgotten anything?</i> <i>What other actions should we prioritize and why?</i>
12:45 pm	Group discussion - <i>Based on themes brought up in the previous discussion:</i> <i>1. How can we better collaborate?</i> <i>2. Is there anything currently available that can be used as leverage?</i>

	<p>3. <i>How can we become involved?</i></p> <p>4. <i>Next steps (2 or 3)</i></p>
2:15 pm	<p>Closing remarks</p> <p>Monique LeBlanc, MLA Moncton-East</p> <p>Premier Brian Gallant</p>
2:30 pm	<p>Closing</p>

ONLINE PARTICIPATION

The Web was used in order to allow for the participation of as many people as possible. The presentations on the State of the economy, on the Economic Growth Plan and that of the Department (WEB) were streamed live. At the end of the day, the premier's remarks were also presented in real time at <http://www.opengovnb.ca/en/>. These presentations are still available on the site.

Social media were also used. Followers of the [OpengovNB/GouvertNB](#) page on Facebook were informed about the summit. On Twitter ([@GNBvousrepond](#), [@GNBreplies](#)), followers were able to follow parts of the conversations since the major topics of discussion were shared throughout the day.

SUMMARY OF DISCUSSIONS: WHAT ARE WE MISSING?

Participants formed groups of 5-6 people to discuss details presented by the Women's Equality Branch. They were asked to reply to these questions: *How have these actions responded to your needs and why? Have we forgotten anything? What other actions should we prioritize and why?*

The following are comments made by participants on the actions undertaken by the Branch, as well as on items that are missing. They are grouped according to the larger themes brought up during the discussions.

ON GENDER EQUALITY IN RECRUITMENT

- There is a need to establish better practices so that gender is omitted from the recruitment process, thereby making them more objective.
- Employers must also ensure diversification in recruitment committees.
- The government must serve as an example by practicing good human resources practices. Others must also follow suit (RCMP, agencies, businesses, etc.)
- Sectors need help in establishing better practices. Certain fields dominated by men could adopt better practices to accommodate the entrance of more women in their workplace.

ON WOMEN'S HEALTH

- Employers need to be more sensitive and accommodating to women who are victims of violence for them to deal with the violence that impacts them at home and at work.
- Legislation should be adopted to allow victims of violence to take a leave of absence from their work.

ON WORKPLACES

- Women can serve as mentors for other women in the workplace. Mentorship can play an important role to ensure gender equality in the workplace.
- There must be a system for performance evaluations that do not mention gender.
- Develop more formal policies that encourage gender equality and pay equity.
- Legislation must be enacted to establish pay equity in all sectors, private and public.
- Ensure access to language training for women in the workplace to help with career advancement.

SUMMARY OF DISCUSSIONS: HOW CAN WE BETTER COLLABORATE?

Following the initial discussion, overall themes emerged and became topics for further discussion by participants. This portion of the summit was a first step toward reinforcing collaboration between all stakeholders, whether government or community.

Once the themes were identified, participants were invited to join the conversation that appealed to them in order to answer four questions:

1. How can we better collaborate on this?
2. Is there anything currently available that can be used as leverage?
3. How can we become involved?
4. What are the next steps?

EVALUATION IN HIRING PROCESS

How can we better collaborate?

- Set-up a bank of candidates for non-traditional positions.
- Integrate incentives to encourage the non-dominant gender to integrate a particular field.
- Ensure diversity in recruitment and selection committees.

Is there anything currently available that can be used as leverage?

- Unions can help facilitate gender equality in the workplace.

How can we become involved?

- Participants are ready to help in women's career planning.
- Engage young people in the discussion.
- Create networking opportunities and open dialogue on the topic of gender equality in the workplace.

What are the next steps?

- Build upon existing tools.
- Include psychometrical data in the evaluation process.
- Share best practices on equality.
- Create incentives to encourage businesses to practice equality.

PAY EQUITY IN THE PRIVATE SECTOR

How can we better collaborate?

- Develop legislation with all partners - government, New Brunswick Human Resources Association, unions and the private sector - to bring about pay equity.

What are the next steps?

- Create a task force on pay equity policies while taking into account the reality of small and medium enterprises, as well as the evolution of federal legislation on the matter.
- Work to modify the HAY system.

ELIMINATE GENDERED OR NON-INCLUSIVE INFORMAL NETWORKS

How can we better collaborate?

- Develop more transparent procedures, namely when creating job postings.
- Take into account all factors (time and place, subjects, etc.) when organizing professional networking opportunities and offer services allowing everyone to participate, such as child-sitting services, for example.

How can we become involved?

- Establish mentorship practices between women and men.
- Involve associations such as the Forum for women immigrants, for example.
- Engage more men in decision-making roles within this type of activity (including planning).

What are the next steps?

- Training on networking and boards.
- Provide child-sitting services to allow for networking.
- Establish flexible criteria to enable everyone to take part.

WORKPLACE SUPPORT FOR VICTIMS OF VIOLENCE

How can we better collaborate?

- Share best practices and existing policies with employers.
- Review and update internal policies within organizations and businesses. It is also important to simplify processes inside businesses to make them more accessible.
- Set aside resources and make them more accessible for victims.
- Educate young professionals on the subject and empower children and families of victims.

How can we become involved?

- Participants are willing to share pertinent information with employers. Everyone must cooperate on this matter.
- Employers must play an active role in finding solutions.
- Participants suggest the organization of an awareness week to emphasize support to victims of violence.

What are the next steps?

- Documentation and establishment of legislation allowing for paid leave for victims of violence.
- Train and raise awareness of employees to this issue.

- Develop tools to analyze results.
- Develop resources facilitating the person's return to work.

WOMEN'S HEALTH AND WELLNESS

How can we better collaborate?

- Create partnerships with the health community, pharmacists, doctors, mental health workers, postsecondary institutions and government.
- It must be acknowledged that there is a link between women's health and the province's economy.

Is there anything currently available that can be used as leverage?

- Gender based analysis.
- Report on the progression of women's equality (Equality Profile).

How can we become involved?

- Contribute to the development of policies and practices.

What are the next steps?

- Educate people so that they understand what is at their disposal in terms of resources, services and tools.
- Lobby for the creation of Women's health centres on university campuses (reproductive health, access to abortion).
- Training on inclusion and unintentional biases.

MENTORING AND TALENT DEVELOPMENT

How can we better collaborate?

- It is up to women to communicate what their needs are, where they see themselves in an organization and what support they need.
- Develop an extended multisectoral network for mentorship.
- Create links between businesses, schools and non-profits. Ensure that women's leadership is part of their mandate.

Is there anything currently available that can be used as leverage?

- The Inspire program.
- Professional associations.
- Existing mentorship programs.

How can we become involved?

- The YWCA and the *Saint John Loan Fund* continue to participate in programs, as well as mentorship and networking opportunities for women.

What are the next steps?

- Training for everyone on the development of a culture of mentorship based on people's strengths.
- Develop accompanying guides, tools and resources.
- Employer training to improve the retention of women in fields that are traditionally dominated by men.
- Map out mentorship services and programs; identify best practices.

NEXT STEPS

SUMMARY REPORT

A summary report of discussions (this document) is produced after each summit. The summary report contains the list of participants (Appendix A), the results of the participant survey (Appendix B). All summary reports will be posted online at <http://www.opengovnb.ca/en/>

PARTICIPANT SURVEY

After the summit, an online survey was sent to each participant to compile comments on the initiatives they found interesting, to find out whether they are interested in collaborating and, if so, on which topics, and to obtain their views on the event. This information will allow us to improve the next summits and help influence the government's priorities. It will also help guide further collaboration efforts. Survey results can be found in Appendix B of this report.

RAW DATA

To support the efforts of the New Brunswick Government in its approach to data sharing when possible, a table of non-interpreted comments was compiled and made available. It is available at the following address: <http://www.opengovnb.ca/en/summits-theme-and-schedule/25-gender-equality-opportunities-summit-moncton-april-24-2017>

VIDEO

Following the summit, a video was produced in which you will hear the comments of certain participants. It can be viewed at <http://www.opengovnb.ca/en/summits-theme-and-schedule/25-gender-equality-opportunities-summit-moncton-april-24-2017>

NEXT SUMMITS

The government is considering the possibility of holding a third summit in the spring of 2018, in collaboration with various partners identified during this summit. The 2018 event will serve to present the progress made during the year and identify further action items.

WHAT YOU CAN DO

Interested parties are encouraged to pursue efforts to help move things along and to contact the appropriate departments or the New Brunswick Jobs Board Secretariat to collaborate on the opportunities discussed during the summit and in this report.

APPENDIX A - LIST OF PARTICIPANTS

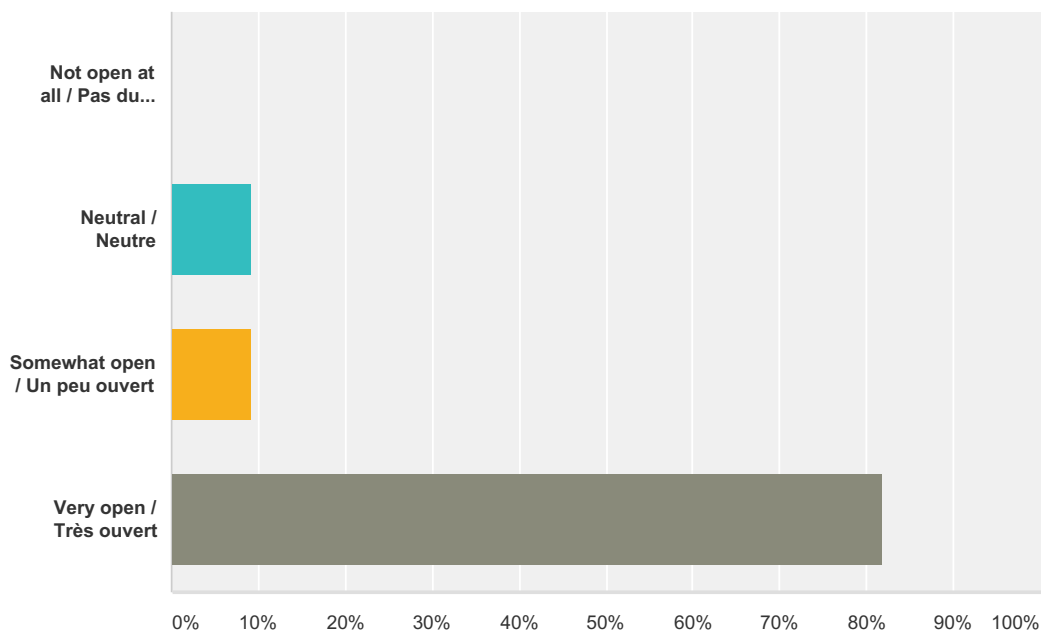
Name/Nom	Organization/Organisation
Amanda Hachey	NouLAB
Amanda Scheider	Ignite Fredericton/Planet Hatch/Knowledge Park
Amy-Lise Arseneault	Assomption Vie
Anne-Marie Laroche	Université de Moncton - Département de génie civil
Bernard LeBlanc	Greater Moncton Airport
Carol O'Reilly	Greater Moncton Chamber of Commerce
Christina Allain	Saint John Community Loan Fund
Fernand Ouellette	Director HR
Gordon Mihan	Public Engagement & Marketing Coordinator
Heather Robinson	Rogers
Isabelle Make-Al	
Jael Duarte	
Jewell Mitchell	YWCA
Johanne Perron	Directrice generale
Katie Beers	Board Member
Kim Wilson	Atlanti Lotto
Luc Page	CPHR NB
Lyne Chantale Boudreau	Conseil de femmes
Madeleine Arseneau	Federation des jeunes
Madeleine Delaney LeBlanc	
Miguel LeBlanc	NB Association of Social Workers
Nelly Dennene	Regroupement Feministe
Nicole Belliveau	Assomption Vie
Nicole Cochrane	Rogers
Robert Burroughs	NBSA - AENB
Seth Asimakos	Saint John Loan Fund
Vallie Stearns	NB Coalition Pay
Vicky Martin	UdeM
GNB Attendees/Participants GNB	
Beth Lyons	NB Women's Council - Conseil des femmes du Nouveau-Brunswick
Hon. Cathy Rogers	GNB
Jocelyne Mills	ECO - BCE

Katie Davey	PO-CPM
Lise Michaud	NBJBS-SCENB
Martine Stewart	ECO - BCE
Nicole McCarty	ECO - BCE
Susan Holt	NBJBS-SCENB

Total External attendees	28
Total GNB attendees	8
Total attendees	36

Q1 How would you assess the government's efforts for accountability and openness in this summit? Comment évaluez-vous les efforts du gouvernement pour être ouvert et transparent durant ce sommet ?

Answered: 11 Skipped: 1

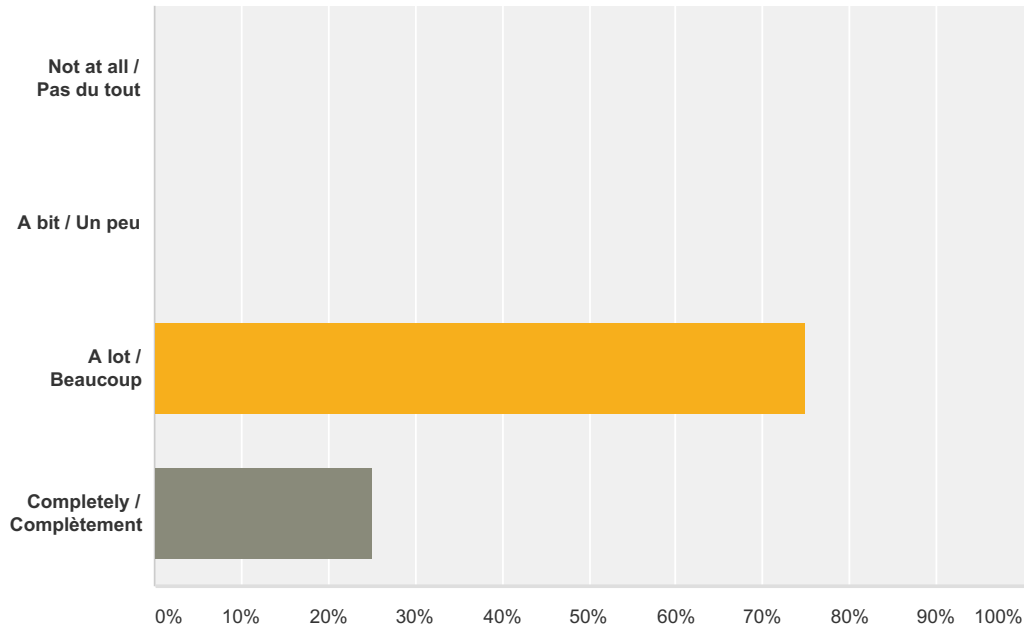


Answer Choices	Responses
Not open at all / Pas du tout	0.00% 0
Neutral / Neutre	9.09% 1
Somewhat open / Un peu ouvert	9.09% 1
Very open / Très ouvert	81.82% 9
Total	11

#	Comments	Date
1	Il est dommage qu'il n'y ait pas vraiment eu de temps pour les questions	6/21/2017 11:38 AM

Q2 How do you feel that your contributions were heard? Avez-vous le sentiment que vos idées ont été entendues ?

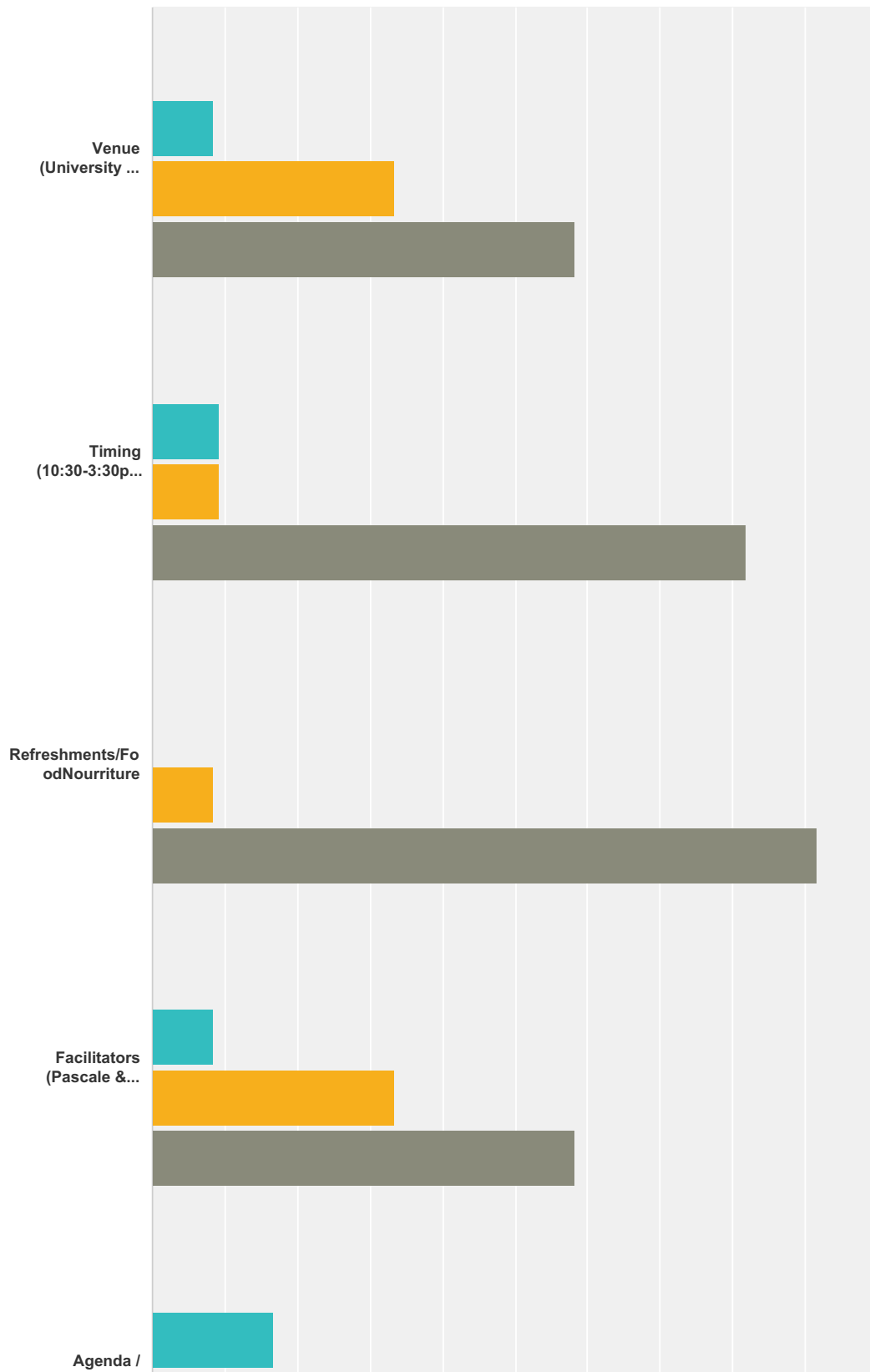
Answered: 12 Skipped: 0

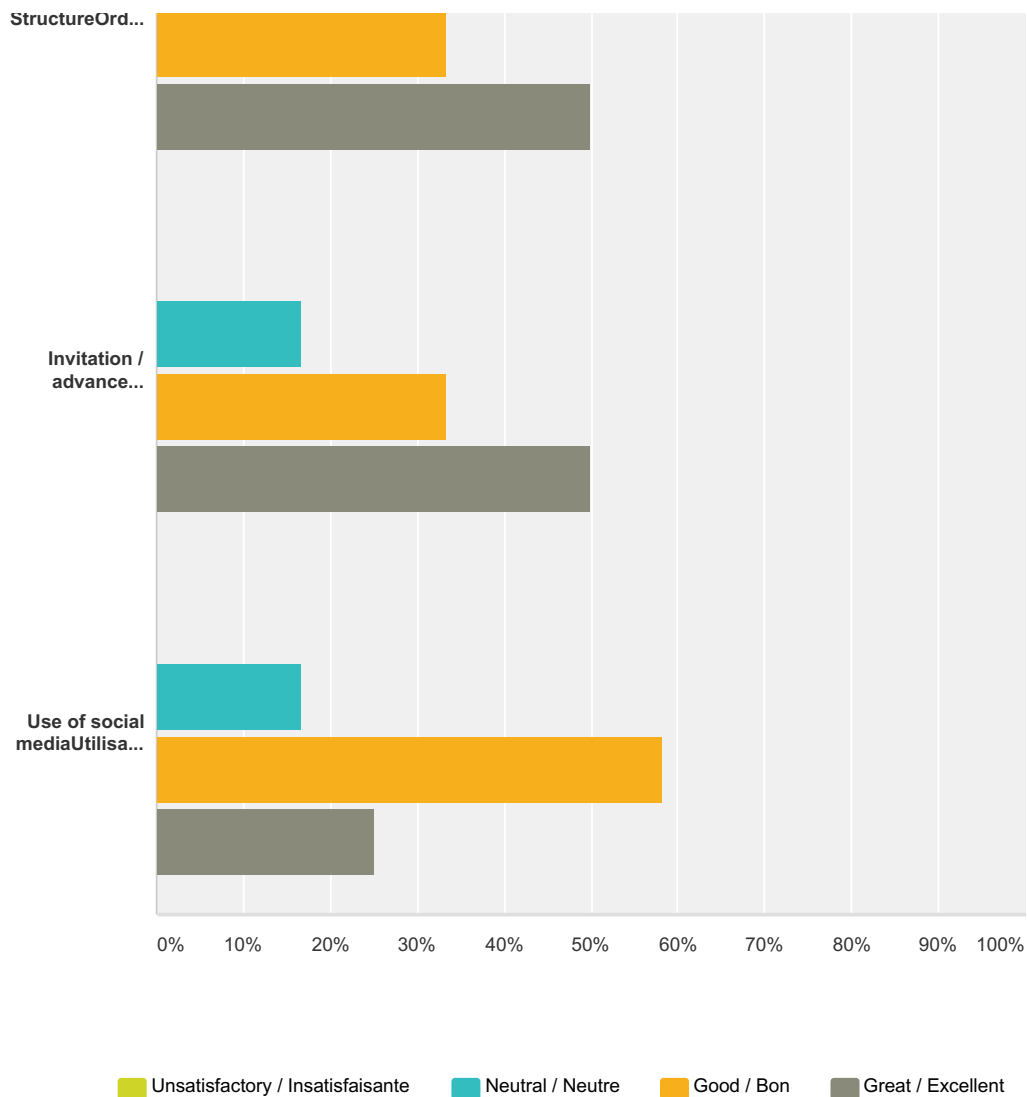


Answer Choices	Responses
Not at all / Pas du tout	0.00% 0
A bit / Un peu	0.00% 0
A lot / Beaucoup	75.00% 9
Completely / Complètement	25.00% 3
Total	12

Q3 Please rate the following elements of the summit: S'il vous plaît évaluer les éléments suivants du sommet :

Answered: 12 Skipped: 0





	Unsatisfactory / Insatisfaisante	Neutral / Neutre	Good / Bon	Great / Excellent	Total
Venue (University de Moncton)Location, Université de Moncton	0.00% 0	8.33% 1	33.33% 4	58.33% 7	12
Timing (10:30-3:30pm)Calendrier (10:30 - 15:30)	0.00% 0	9.09% 1	9.09% 1	81.82% 9	11
Refreshments/FoodNourriture	0.00% 0	0.00% 0	8.33% 1	91.67% 11	12
Facilitators (Pascale & Jason)Les animateurs (Pascale & Jason)	0.00% 0	8.33% 1	33.33% 4	58.33% 7	12
Agenda / StructureOrdre du jour	0.00% 0	16.67% 2	33.33% 4	50.00% 6	12
Invitation / advance information providedLes invitations, informations fournies à l'avance	0.00% 0	16.67% 2	33.33% 4	50.00% 6	12
Use of social mediaUtilisation des médias sociaux	0.00% 0	16.67% 2	58.33% 7	25.00% 3	12

#	Comments	Date
1	L'heure du calendrier n'est pas correcte. Toutefois, l'heure de l'évènement a été bien.	6/21/2017 11:40 AM

2	Je pense que plus d'information par écrit sur ce qui a été fait aurait été utile. Les diapos étaient très générales	6/21/2017 11:38 AM
3	Pour les prochains sommets, il faudrait respecter l'horaire, débiter à l'heure prévue	6/21/2017 11:36 AM
4	Malheureusement U de M n'est pas un endroit perçu comme étant neutre et certain Anglophone ne s'y sentent pas confortable ce qui a peut être limité le nombre de participant. Il faudrait être clair qu'il y a des services de traduction simultanés	6/21/2017 11:34 AM
5	Il aurait été bien d'avoir plus de temps de discussion et moins de temps de discours. De plus, il aurait fallu que les représentants du gouvernements soient plus clairs quant aux avancements en matière d'égalité hommes-femmes. ce n'était pas clair quels dossiers avaient réellement avancé	6/21/2017 11:31 AM
6	time was 9:30am to 2:30pm, not 10 to 3pm. should have been 10 to 3pm - much better time.	4/25/2017 3:25 PM
7	Start at 8:00 am to finish by lunch time with breakfast and a snack. This way, as professionals, we can get a 1/2 day's work done. FOOD: offer more fruit and veggies for snacks	4/24/2017 6:17 PM

Q4 The initiative I'd like to see progress most following the summit is:

L'initiative que j'aimerais le plus voir progresser suite à ce sommet est :

Answered: 12 Skipped: 0

#	Responses	Date
1	partage d'information	6/21/2017 11:43 AM
2	La participation des femmes immigrantes dans le milieu du travail	6/21/2017 11:40 AM
3	Une loi sur l'équité salariale dans le secteur privé et la formation/ information nécessaire mis à la disposition des employées et des employeurs.	6/21/2017 11:38 AM
4	Mis en place de réglementation pour "forcer" la parité homme-femme	6/21/2017 11:36 AM
5	augmenter la participation des femmes dans les programmes techniques post secondaires	6/21/2017 11:34 AM
6	Que les recommandations soient prises au sérieux, donc que des actions concrètes doivent être réalisées pour leur mise en oeuvre	6/21/2017 11:32 AM
7	L'accès au service de garde qui faciliterait l'accès aux femmes en position de pouvoir	6/21/2017 11:31 AM
8	Follow thru	4/25/2017 3:25 PM
9	GNB proactively working with major employers on gender equality initiatives (ie. share the diversity guide with regional corporate leaders) instead of just posting it on a website.	4/25/2017 2:06 PM
10	Greater access and awareness of services related to women's health & wellness	4/25/2017 8:54 AM
11	Better promotion and incentives to encourage the private seco to participate.	4/25/2017 8:51 AM
12	#1This survey is great - #2 summary of discussions #3 date of next summit	4/24/2017 6:17 PM

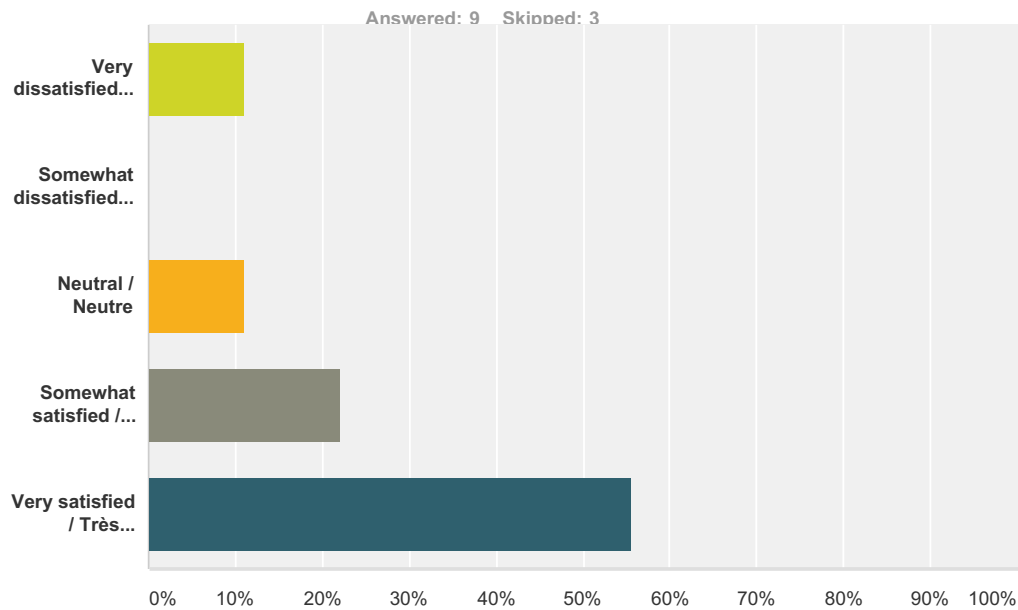
Q5 The initiative(s) I would like to collaborate on following the summit is (are):

Les initiatives sur lesquelles je tiens à collaborer suite à ce sommet sont :

Answered: 10 Skipped: 2

#	Responses	Date
1	La participation des femmes immigrantes dans le milieu du travail	6/21/2017 11:40 AM
2	L'équité salariale	6/21/2017 11:38 AM
3	Pour le moment, je ne veux pas me prononcer	6/21/2017 11:36 AM
4	ameliorer la capacite d'embauche des femmes dans les postes non-traditionels	6/21/2017 11:34 AM
5	Je m'intéresse à toute la question de la formation, de la sensibilisation et de la conscientisation en lien avec le soutien pour les victimes de violence . Je suis prête également à travailler en collaboration avec une équipe de travail sur le développement d'outils permettant de développer un portrait des entreprises, en faire son analyse afin de trouver des outils suite à des plans qui pourraient être développés pour aider les entrepreneures et entrepreneuses désireux de mieux accompagner les personnes victimes de violence familiale. Finalement, je suis intéressée à développer des outils pour sensibiliser les enfants (et les parents) à toute la notion du consentement en travaillant avec les districts scolaires, le MEDPE et l'équipe de recherche sur les rapports consentants et non consentants à caractère sexuel dont je suis co-chercheure.	6/21/2017 11:32 AM
6	L'anonymisation des candidatures reçues pour des postes afin d'assurer une décisions basées sur les compétences.	6/21/2017 11:31 AM
7	women's health issues and how they impact a woman's career and therefore, ability to contribute fully to the provincial economy	4/25/2017 2:06 PM
8	Great inclusivity in the workplace	4/25/2017 8:54 AM
9	Encouraging a larger conversation and more forums/networking surrounding NB and gender equality.	4/25/2017 8:51 AM
10	Pay evaluations systems which are gender neutrat or unbiased based on market trends (pays per job)	4/24/2017 6:17 PM

Q6 Overall, how would you rate your satisfaction with the 2017 Gender Equality Opportunities Summit? Dans l'ensemble, comment évaluez-vous votre niveau de satisfaction suite au sommet des possibilités sur l'égalité des genres 2017 ?



Answer Choices	Responses
Very dissatisfied / Très insatisfait	11.11% 1
Somewhat dissatisfied / Plutôt insatisfait	0.00% 0
Neutral / Neutre	11.11% 1
Somewhat satisfied / Plutôt satisfait	22.22% 2
Very satisfied / Très satisfait	55.56% 5
Total	9

#	Comments	Date
1	Veillez préciser : La question n'est pas par rapport au sommet de l'égalité hommes et femmes.	6/21/2017 11:40 AM
2	La variété des participants était très bien. Il faut quand même continuer à avoir une place importante pour les groupes de femmes. Je pense qu'on a eu le temps d'aborder une variété de sujets sans tomber dans la "liste d'épicerie".	6/21/2017 11:38 AM
3	Veillez préciser :	6/21/2017 11:36 AM
4	Veillez préciser :	6/21/2017 11:31 AM
5	????? there needs to be verification of the questions of the survey. seems it is the wrong one.	4/25/2017 3:25 PM
6	You mean the Gender Equality Summit? :)	4/25/2017 2:06 PM
7	Please note that this feedback is for the Gender Equalities Summit, not Immigration Opportunities.	4/25/2017 8:51 AM
8	This is my first summit and I was quite surprized of the information shared and the information amassed!	4/24/2017 6:17 PM

Q7 The most valuable part of the Summit for me was:La meilleure partie du sommet a été :

Answered: 12 Skipped: 0

#	Responses	Date
1	échange en groupe	6/21/2017 11:43 AM
2	L'obligation de s'asoir à la table avec des autres gens, j'ai pu avoir des autres points de vue sur les sujets qui m'interessent	6/21/2017 11:40 AM
3	Je trouve que l'ensemble de la journée était bien structuré et que chaque partie avait sa place	6/21/2017 11:38 AM
4	L'avant-midi.	6/21/2017 11:36 AM
5	l'echange entre les participants et discuter des idees	6/21/2017 11:34 AM
6	J'ai tout apprécié :)	6/21/2017 11:32 AM
7	La diversification des gens invités.	6/21/2017 11:31 AM
8	group discussion which will help in building collaboration	4/25/2017 3:25 PM
9	Break-out sessions and report back	4/25/2017 2:06 PM
10	Learning from others through our table discussions	4/25/2017 8:54 AM
11	The two breakout sessions	4/25/2017 8:51 AM
12	sharing of ideas - different views and different passions	4/24/2017 6:17 PM

Q8 The least valuable part of the Summit was:La partie la moins utile du sommet a été :

Answered: 7 Skipped: 5

#	Responses	Date
1	Il a fallu plus de diffusion du sommet, après j'ai parlé avec des différents personnes qui ont voulu participer mais qui n'ont pas été au courant	6/21/2017 11:40 AM
2	Info sur le laboratoire d'innovation sociale.	6/21/2017 11:38 AM
3	Il aurait fallu faire un retour plus concis sur l'activité de l'après-midi	6/21/2017 11:36 AM
4	moins de partage et plus de discussion genre panel	6/21/2017 11:34 AM
5	La longueur et l'imprécision des discours	6/21/2017 11:31 AM
6	it was all very valuable.	4/25/2017 8:54 AM
7	there was none	4/24/2017 6:17 PM

Q9 Please share any other feedback you have on the Summit. Veuillez nous faire part d'autres commentaires que vous avez sur le sommet.

Answered: 7 Skipped: 5

#	Responses	Date
1	Il existait des fautes grammaticale dans la présentation Powerpoint en français ainsi que dans les questions du sondage. Tout simplement s'assurer que les deux versions sont adéquates. Merci!	6/21/2017 11:43 AM
2	J'apprécie beaucoup les consultations qu'Égalité des femmes organise depuis quelques années. Cela contribue à une plus grande transparence et permet de mieux connaître d'autres acteurs de la province. Mais le plus important est ce qui s'en vient. Qu'est-ce que Égalité des femmes fera? J'espère que nos idées seront prises en compte et qu'il y aura une réunion pour faire le suivi et évaluer les progrès. Je trouve que les discussions en petits groupes ne permettent pas facilement de prioriser les actions souhaitées, comparativement aux délibération en grand groupe. Merci. Merci!	6/21/2017 11:38 AM
3	La qualité de la langue du sondage en français n'est pas très bonne. Vous devriez faire affaire avec des personnes professionnelles du milieu de la traduction.	6/21/2017 11:36 AM
4	J'ai trouve un peu etrange de melanger le sujet de l'abus des femmes dans ce sommet qui focus sur l'egalite entre hommes et femmes avec un focus sur les carrieres. L'abus des femmes, comme tout autres abus domestiques/social ainsi que l'abus des substances, le gambling sont des exemples de defits sociaux auxquels les employeurs font face et mettent en places des programmes et politiques (sans mentionner les provisions legislatives telle que La Commission des Droits de la Personne) afin de venir en aide a tout employe et en certain cas leurs dependents. Quelque exemples: les programmes d'assistance aux employe(es) et les familles, les politiques de respect des employe(es) en milieu de travail, code d'ethique...	6/21/2017 11:34 AM
5	N'hésitez pas à me communiquer au 399-0598 pour toutes questions ou commentaires. Ensemble faisons de notre province un endroit par excellence où toutes personnes puissent se réaliser pleinement en toute équité et égalité!	6/21/2017 11:32 AM
6	Très bonne activité en général. Assurer que les avancées du gouvernement soient clairement expliqué la prochaine fois.	6/21/2017 11:31 AM
7	It was excellent. Thanks for leading the charge on this!	4/25/2017 2:06 PM