

# Gender Impact Statement 2022



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## Gender-Based Analysis Plus

Gender-Based Analysis Plus (GBA+) is an intersectional policy lens that considers how programs, policies, and initiatives may impact all genders. GBA+ also considers other diverse identity factors, including race, ethnicity, religion, age, language, disability, and how the interaction between these factors influences the way we might experience government policies and initiatives. The Government of New Brunswick (GNB) has been committed to using GBA+ since 2016. To date, approximately 615 GNB employees have taken part in GBA+ training, including deputy ministers, assistant deputy ministers, policy and operational directors, process improvement specialists, managers, and analysts. Twenty-one (21) GBA+ Champions have been selected from across government departments to help their colleagues understand the value of GBA+ and look for opportunities to incorporate GBA+ into their work. A GBA+ community of practice (COP) has also been created with over 50 employees as members. The COP provides a wider exposure to the topic and allows colleagues to share best practices and further collaborate in keeping with the spirit of One Team One GNB.

In addition to providing GBA+ training to government, we have created an accessible GBA+ tool and guide that is available [online](#) for public use to further promote gender equality, diversity and inclusion in the private sector.

Ensuring proposed programs, policies, and initiatives have intended and equitable results for all New Brunswickers will help lead to a more equitable society. GBA+ makes good policy sense and must continue being an integral part of the way we think and work as public servants.

This Gender Impact Statement provides information about the GBA+ impacts of specific measures in Budget 2022–2023.

## Diversity in New Brunswick

According to Statistics Canada, 2021 Census of Population, the general population of New Brunswick increased to 775,610 residents. Census 2021 data pertaining to age, sex and gender will be released in April 2022. From previous data released, we know that females are almost four times more likely to be lone parents in New Brunswick. In 2019, the median total income for males was \$39,970 and for females it was \$29,620. Females in New Brunswick are both more likely to have completed high school, and to have post-secondary credentials than males. Females by and large occupy the majority of caregiving occupations and are still underrepresented in male-dominated careers. For example, 94.5% of registered nurses in New Brunswick were female compared to only 6% of female apprentices as of March 1, 2022.

As of February 2022, 57.3% of working-age (15+) women were participating in the labour force. This was roughly on par with both the rate seen in February 2021 of 58.1%, and the rate seen immediately before the pandemic (February 2020) of 57.6%. On the other hand, participation among men in February (62.0%) was noticeably down relative to both February 2021 (63.6%) and February 2020 (64.3%). Similar trends have occurred with employment rate. As of February 2022, the unemployment rate among

women was 6.9%, down from 7.2% in February 2021, but still up slightly from the rate seen immediately before the pandemic (February 2020) of 6.4%. Among men, the unemployment rate in the province was 8.9% in February, well above the female rate, but down relative to its February 2021 level of 11.3%, and only slightly above its pre-pandemic level of 8.6%. In addition to economic conditions, recent changes in labour force participation rates and other labour market indicators have also been significantly influenced by other factors, such as population aging, and pandemic support benefits.

As reported in Census 2016, 34% of the New Brunswick population could speak both English and French. French was considered the first official language of 32% of the population (234,055 people) with the majority of Francophones living in Campbellton-Miramichi (41%) and Moncton-Richibucto (36%) regions. Updated Census 2021 data about linguistic diversity in the province will be released in August 2022.

As of 2017, 161,590 New Brunswickers aged 15 and over reported having a disability or multiple disabilities. This represented 26.7% of the province's population aged 15 and over and is the second highest percentage in the country. In the province, as well as around the country, disabilities are more prevalent among women than men.

In 2016, 29,830 New Brunswickers identified as Indigenous, representing 4.0% of the province's population. Just over half (58.9%) of the Indigenous population in the province identified as First Nations, while just over one third (34.2%) identified as Métis; there were also small populations of those who identified as Inuit or identified with multiple Indigenous groups. 41.9% of the First Nations population in the province were living on reserve; overall, 25.4% of those who identified as Aboriginal (i.e. First Nations, Métis or Inuit) were living on reserve. The average age for Indigenous people living on reserve was 32.1 years in 2016, compared to 36.7 years for those living off reserve. Updated Census 2021 data about First Nations people, Métis, and Inuit in Canada will be released in September 2022.

A critical limitation of the previous 2016 Census is that it offered no way of accounting for transgender and gender diverse individuals in the province at the time. This reality likely forced transgender and gender diverse people to misidentify and report as their sex assigned at birth. In 2018, the New Brunswick Women's Council published its Resonate survey, which heard from 1,400 women, transgender and gender diverse individuals in the province. Of the transgender and gender diverse participants, 71% indicated that they experienced transphobia/homophobia during the past 12 months. Economic insecurity was also a concern for this demographic. Of non-student participants, who had a full-time job or multiple jobs totaling over 35 hours, 53% indicated having a personal income of \$30,000 or less.

Due to the timing of this statement, we are unable to provide the most updated population profiles of New Brunswick as the most relevant 2021 Census data will be released after April 2022. Visit [this page](#) for the full schedule of data being released.

## GBA+ Process for Budget 2022-23

The purpose of approaching the provincial budget with a GBA+ lens is to promote accountability and transparency in fiscal planning, while also increasing gender responsive participation in the budget process by considering all gender and marginalized realities in budget preparation. It will also assist in advancing gender equality and reducing systemic discrimination. We acknowledge that, despite our best efforts, this analysis can be subjective and is often limited by the availability of data, especially for certain diversity factors such as gender, race, sexual orientation, and disability. The upcoming release of

Census 2021 and the recent announcement of federal funding for the collection and dissemination of disaggregated data should allow for more relevant and thorough demographic information reporting in the future.

As was the case in 2021, each department was asked to consider all budget items for how such decisions would positively, negatively, and differentially impact multiple genders and marginalized groups as it prepared its budgetary requests. These initial findings were then analyzed to report an overview of gender and diversity impacts.

To advance the Gender Impact Statement year over year, Government established a process to conduct a more rigorous GBA+ Impact Assessment on a number of items. Impact reports were developed based on best practices learned from the federal government budget process with the intent to collect more information on GBA+ related to various initiatives, policies, programs, and services. The assessment tracked the level of GBA+ involvement, collected more details on specific impacts and expected outcomes associated with the item, and any research and related plans for a GBA+ responsive approach. The purpose of conducting these assessments is to share back more specific findings and impacts with stakeholders and the public.

## Overview of Gender and Diversity Impacts

Budget 2022-2023 impacts all New Brunswickers to varying degrees and this portion of the gender impact statement attempts to highlight key initiatives that have gender and diversity considerations.

### Health care

- As part of *Stabilizing Health Care: An Urgent Call to Action*, several action items and initiatives will promote a citizen-focused, accessible, accountable, inclusive, and service-oriented health-care system in New Brunswick. The five action areas outlined in the plan include access to primary health care, access to surgery, create a connected system, access to addiction and mental health service and support seniors to age in place. These initiatives will have a positive impact on diverse groups of New Brunswickers through improved recruitment of health care professionals, improved access to mental health services, and increased access to the right care required at the right time.
- A strategy to reduce the wait time for hip and knee surgery will be included in the plan for improving *Access to Surgery*. This will directly benefit the senior population, the majority of which is made up of women.
- By adding *Nurse Practitioner Resources for Community Health / Primary Health Care* the department aims to reduce the Patient Connect NB waitlist and provide increased access to primary care for all New Brunswickers. With this initiative, the Government has an opportunity to mitigate negative impacts faced by particular communities when it comes to accessing primary care (i.e. transgender patients).
- Allowing *pharmacists* to prescribe and treat uncomplicated UTIs will have a tremendous benefit to uterus-bearing New Brunswickers, and specifically to the female senior population as they are the group most frequently requiring these treatments.

- By providing additional funding to the *Extra-Mural / Ambulance New Brunswick Program*, ambulance services for rural populations will improve drastically. Investments in the Extra-Mural program will also mean greater access for New Brunswickers over the median age.
- Insufficient access to primary care is one of the most significant challenges in New Brunswick's health care system. To address this, a *Primary Care Network* has been established where the goal is for every resident to have access to the primary health care they need at the right time, in the right place, and by the right provider.

### World-class education

- Women make up 95.6% of early childhood educators and assistants. The *Wage Support Program for Early Childhood Educators* will enhance the recruitment and retention of skilled Early Childhood Educators.
- Through our *Childcare Agreements* with the Government of Canada, we will considerably reduce childcare costs for parents, allowing many parents the opportunity to re-enter the workforce. This program also includes an increase in wages for Enhanced Support Workers.
- *Inclusive Education* initiatives for anglophone and francophone districts will create better learning environments for students with disabilities, students with differing learning needs, and students who are experiencing poor mental health. These initiatives include hiring a host of professionals to meet gaps in service delivery and most of these full-time positions are careers that are dominated by women (i.e. social workers, behavior mentors, and speech-language pathologists). Students who might directly benefit from these investments would include: 2SLGBTQIA+ students, racialized students, Indigenous students, students with disabilities, students who are newcomers, and students who are new language learners.
- New Brunswick's Population Growth Action Plan (2019-2024) includes objectives aimed at increasing francophone immigration by 33%. The *comprehensive language support for newcomers* program in the Francophone sector will provide families the support they need to better integrate their children in schools in both urban and rural communities.
- Data shows that approximately 60% of newcomers require language support. Coinciding with Government's commitment to welcome 7,500 new immigrants per year by 2024, the *Language support for English language learners* initiative will help provide additional tutoring services for the growing number of newcomer students in the province.

### A growing economy and vibrant communities

- Increased funding to *Attract skilled newcomers to fill talent demand* will allow Government to grow its talent base while the province experiences a labour shortage. This initiative will impact skilled newcomers by providing job opportunities and will allow existing New Brunswick businesses to scale.

- *Accelerate Strategic Recovery* investments will bolster New Brunswick’s productivity position in Canada by investing in strengthening the competitiveness of companies in the province.
- *Tourism* is an intersecting economic driver. Investments in the industry will influence how New Brunswick is perceived as a place to visit, live, and work. The tourism industry creates jobs which are disproportionately held by women, youth and immigrants. The industry also strengthens rural communities, inspires entrepreneurialism and, in the years to come, will be attracting talents from all sectors of the economy.
- In 2022, *minimum wage* will increase by \$1.00 an hour on April 1 (to \$12.75) and by a further \$1.00 an hour on October 1 (to \$13.75). As women (57%) and youth (37%) make up a disproportionate share of minimum wage earners, this significant increase will positively impact these workers.
- Support for *expanded enforcement efforts* in combatting drug-related crime in New Brunswick aims to disrupt activities and dismantle organizations engaged in the manufacture, sale, and distribution of illegal commodities. When pertaining to drug use, increased efforts in harm reduction and mental health investments may help mitigate the negative impacts of incarceration.
- Investments toward ensuring the ongoing interventions necessary to contain *Spruce Budworm* outbreaks will prevent softwood supplies in New Brunswick from being compromised. Softwood lumber is an important sector of New Brunswick’s economy and supports many jobs in rural areas.
- While increases in the *transportation network* impact all New Brunswickers, impacts can be significant for vulnerable groups and specific communities. For example, investments in bridge maintenance would predominately impact people living near those bridges and accessing them on a regular basis. Similarly, the expansion of the summer brush cutting program will improve road safety and visibility for those living in rural New Brunswick.
- Recent reports and findings from the World Economic Forum indicate that women are far more likely to suffer the consequences of climate change than men. Significant investments in *Climate Change* initiatives will serve to mitigate any such negative impacts.

### Vulnerable Populations

- In December 2021, 65% of those living in *nursing homes* in New Brunswick were women, and 68% of those living in long-term care (LTC) facilities were women. Addressing the impact of inflation on operational costs by investing in individual nursing homes and LTC facilities and increasing the hours of care will not only have a positive impact for women residing in these facilities, but also for the staff who care for the residents and who have been feeling the strain of cost increases on their ability to deliver quality care. These workers are disproportionately women, making up 90% of LPN’s, 93% of Home Support Workers and 88% of Healthcare Aides in New Brunswick.

- Increases to *social assistance* rates and investment in *housing* supports will improve the circumstances of New Brunswickers who are considered in the low-income bracket or on social assistance. This is especially true for women who rear children alone and rely on social assistance and housing supports.
- As recently announced, investments in *Adult Residential Facilities* will increase the operational funding that adult residential facilities (i.e. community residences, special care homes, and memory care / generalist care facilities) receive. An increase in per diems per resident seeks to address increased operating costs and inflation while preventing any negative impacts on vulnerable New Brunswickers should these facilities risk closure.
- Additional funding for *Second Stage Housing for Abused Women & Children* will expand service offerings and improve recruitment and retention of staff in the sector. This will provide greater opportunities for safe, affordable, and supportive housing to women, and their children, who have experienced domestic/intimate partner violence.
- An operational funding increase for *Domestic Violence Outreach Services* will allow Outreach Programs to provide greater service to survivors of domestic/intimate partner violence across the province and to be more inclusive of marginalized communities.
- *Sexual Violence Community-based Supports to Victims* will provide twelve (12) communities with funds to support survivors of sexual violence as they navigate health, social and justice systems; develop the response to sexual violence at the community level and provide accessible, timely and sustained specialized sexual trauma counselling.

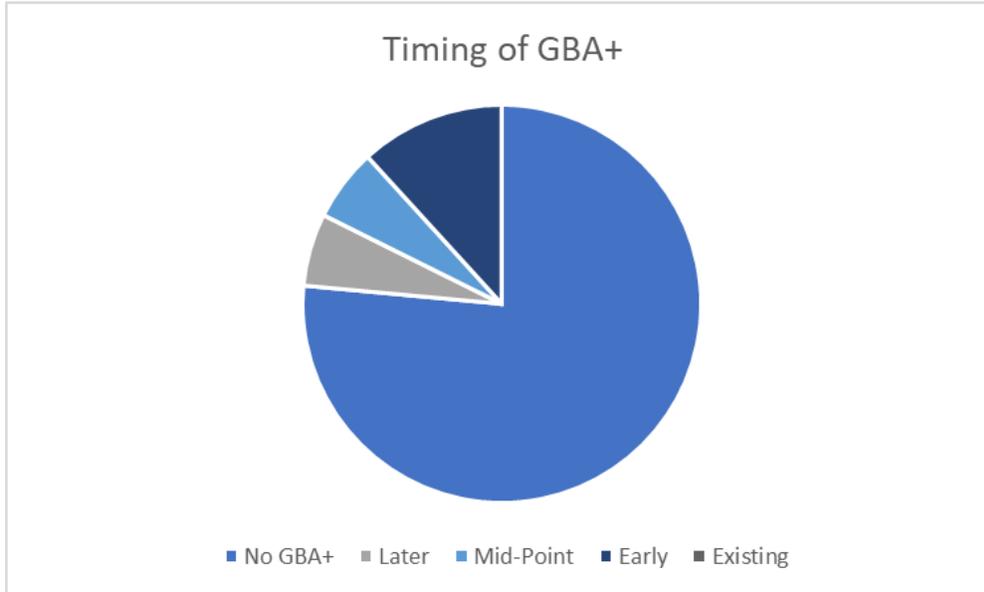
## Impact Assessment

We are committed to evidence-based decision making and taking into account impacts on people from a variety of perspectives. When making decisions that significantly affect peoples' lives, we must understand that the outcome may not be the same for everyone. A meaningful and transparent discussion around gender, diversity and other intersecting identities allows for a greater understanding of the challenges and helps decision makers come up with informed decisions to address those challenges.

To create the Impact Reports on the seventeen (17) items in the section that follows, we collected detailed information about any relevant gendered and intersectional impacts. We also asked questions about GBA+ usage in the development of these various policies, programs, services and initiatives.

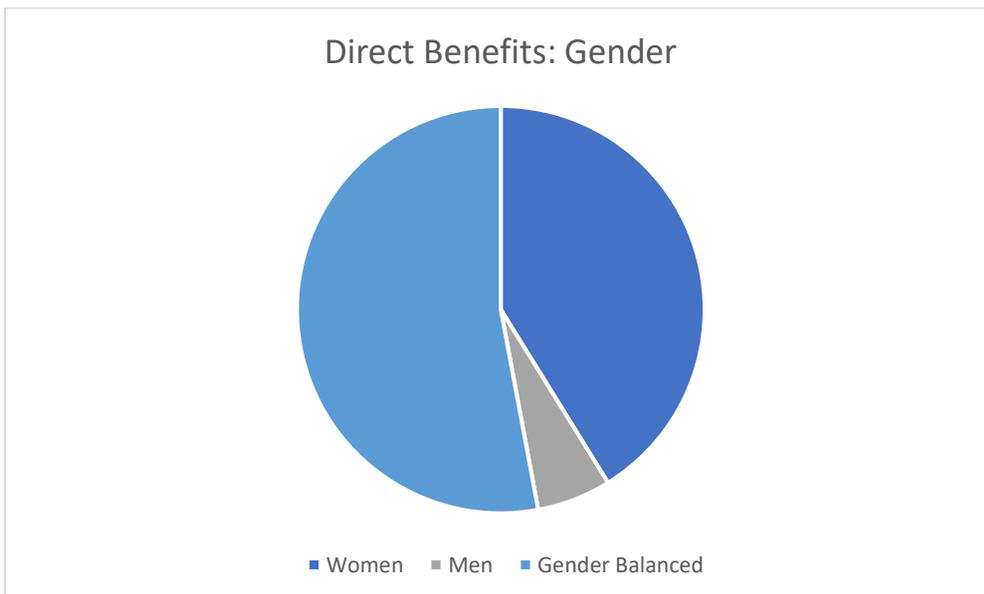
### GBA+ Timing

GBA+ can be conducted at various stages throughout the development of a policy, program, service or initiative. High-quality GBA+ requires early attention to develop effective options and strategies for delivering programs and services. For GBA+ to be most valuable, it is ideally built directly into the early stages of the development process. 76% of the 17 reports conducted indicated that no GBA+ was undertaken at any stage of the development process highlighting the need for further training and consultations on the impact and importance of using GBA+ going forward.



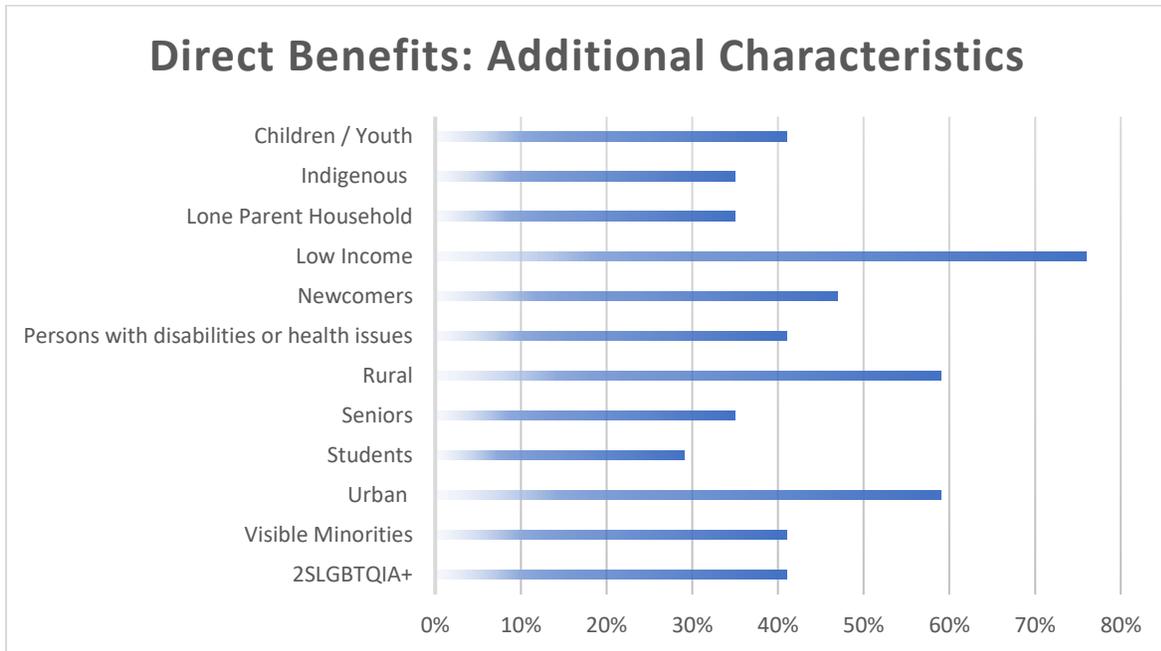
### Direct Benefits: Gender

For each of the reports, tracking of impacts on diverse genders was significant as not all genders experience policies, programs, services or initiatives in the same manner. In some cases, these measures may have been developed to directly impact one or more genders.



## Direct Benefits: Additional Characteristics

An important aspect of GBA+ is to recognize and highlight impacts related to specific group characteristics (i.e. race, ability, language, Indigeneity, region, age, income, etc.). The following graph indicates the overall percentage of time a group was identified as benefiting directly in all 17 reports under review. Because a number of these reports identified that there could be multiple impacts for multiple groups, some items were counted in more than one category, meaning that direct benefits could be experienced by more than one group of individuals. However, it is important to note that some impacts may be intersectional, meaning that they affect members who belong to multiple minority groups in unique, but specific, ways that would not be depicted below.



## Impact Reports

The following section contains 17 impact reports. Each report represents a program, initiative or service that will see investments or enhancements in 2022-23 and the information in the report was provided by departments in consultation with the Women's Equality Branch. Throughout these conversations, the Women's Equality Branch gained a better understanding of the direct, indirect, positive, and negative impacts that may result for diverse groups of New Brunswickers connected to the item. Departments learned about how GBA+ could be used as a tool to measure and monitor such impacts. The Women's Equality Branch used this consultative process as an opportunity to explain the benefit of using GBA+ early in the budget process and to offer to support and expertise on Gender-Based Analysis+ during the planning phase of programs, policies, services and initiatives.

On each report below, departments described the key elements of the item, identified who the item targeted, and outlined who would most directly benefit from this item being approved. Education levels were divided into two categories: lower-educated individuals (some high school, high school graduate or equivalent) and highly educated individuals (some post-secondary). Income levels were divided into three categories: lower income (under \$40,000), middle income (between \$40,000-80,000) and higher income (income over \$80,000+). The *Data Sources* section allowed departments to signal what types of

sources they used to determine that there would be impacts and what those impacts would be. We invited departments to note data gaps where they felt data was unavailable or not easily accessible pertaining to potential impacts. Where negative impacts were noted, departments were asked to demonstrate how they intended to address and mitigate these impacts in the *GBA+ Responsive Approach* section.

## Attract Skilled Newcomers to Fill Talent Demand

Growing New Brunswick's population goes hand in hand with growing New Brunswick's economy. New Brunswick is currently facing a skilled labor shortage making it difficult to attract foreign investment in the Province and difficult for New Brunswick companies to scale up. Attracting newcomers is necessary to help fill this gap, however, in doing so, the Province needs to ensure that newcomers and communities have services and programs that support meaningful inclusion and retention.

Immigration Settlement Support Funding (ISSF) is an integral part to addressing the above concerns. This is an existing program within the Population Growth Team of Opportunities New Brunswick and the increase in this funding will keep up with growing demand. The program is designed to provide settlement services for newcomers such as information orientation, referrals, and training, as well as programs that support community inclusion.

**Data Sources:** Internal Data Sources, Statistics Canada

**Target Population:** Newcomers

**Expected Benefits:**

Gender: Gender Balanced

Income Distribution: All Incomes

Inter-Generational: All Ages

Additional Characteristics: Marginalized and Racialized Communities, Highly educated Individuals, Parents, Students, Workers

**GBA+ Timing:** No GBA+ was previously conducted on this item

## Linguistic Actualization for Newcomers in French-language Schools

Immigration is one of the solutions to New Brunswick's declining population. New Brunswick has one of the most rapidly aging populations in Canada and the labour force is also decreasing. The province's *Population Growth Action Plan* is designed to increase the economic immigration target, welcoming up to 7,500 newcomers annually with a retention rate of 85% by 2024. An annual increase of 2% in French-speaking newcomers is being targeted to attain 33% by 2024. French-language schools are observing and will continue to see growth in newcomer enrolment (Allophones or Francophones) in their programs and services. Programs and services must improve the response to newcomers' needs to ensure the children's academic success and retention of families in New Brunswick society.

**Data Sources:** Administrative Data, Statistics Canada, Other External Data Sources

*\*Data Gap – Yes, the definition of a newcomer varies from one department to another, and sometimes from one professional to another.*

**Target Population:** All New Brunswickers, children/youth, newcomers

**Expected Benefits:**

Gender: Gender balanced

Income Distribution: All incomes

Inter-generational: Mainly youth, children or future generations

**Additional Characteristics:** New Brunswick society in general will benefit indirectly because there will be an increase in the number of people who can offer services in both official languages. Also, these programs and services will promote the retention of immigrant families in economic regions where the majority are Francophone.

**GBA+ Timing:** No GBA+ was conducted on this item

**GBA+ Responsive Approach:** The Department has not considered mitigation measures

## Early Learning and Child Care Agreements

These federal-provincial funding agreements will reduce childcare costs by 50% on average the first year and then reduce fees to an average of \$10-a-day by 2026 and will have a tremendous impact on New Brunswick families, particularly women.

This will greatly reduce financial stress for families and advance women's equality by removing barriers to participate fully and productively in the workforce. It increases access so more children can have quality learning opportunities and gives every child the same head start. Additionally, part of this new childcare strategy would include raising the average pay of early childcare educators, which will mitigate the massive recruitment and retention crisis.

**Data Sources:** Internal Data Sources, Statistics Canada, Other External Data Sources

**Target Population:** Parents of young children, women, and children

**Expected Benefits:**

Gender: Predominantly Women (>80%)

Income Distribution: All Incomes

Inter-Generational: Children

Additional Characteristics: Marginalized and Racialized Communities, Newcomers, Lone and Two Parent Households

**GBA+ Timing:** Early in idea/development phase

**GBA+ Responsive Approach:**

To mitigate impacts on for-profit operators, spaces in the for-profit sector have been added along with the ability to increase those spaces if needed.

## Health Care Services in Correctional Facilities

This initiative begins to address inadequacies in health services provided to incarcerated individuals. Individuals in correctional facilities have a higher rate of infectious diseases (i.e. HIV and Hepatitis C), chronic medical diseases and addiction and mental health issues when compared to the general population. In addition, the physiological age of these individuals is 10 to 15 years older than their biological age. The high-risk health behaviors and socioeconomic factors known to be associated with poorer health are more common with incarcerated individuals than the general population.

This investment includes the implementation of the Prescription Drug Plan that will see much needed medications provided to individuals based on need. Additionally, the budget will ensure a base line staffing complement based on a primary health care model to begin to address mental health and addictions needs as well as physical health. Other items include much needed Information Technology infrastructure for health services.

**Data Source:** Auditor General Report

**Target Population:** All incarcerated individuals within provincially operated correctional facilities

**Expected Benefits:**

Gender: Predominantly Men (>80%)

Income Distribution: Lower Income

Inter-Generational: All Ages

Additional Characteristics: Marginalized and Racialized Communities

**GBA+ Timing:** No GBA+ was previously conducted on this item

## Domestic Violence Outreach Services

There are fourteen (14) Outreach Programs delivering services to survivors of domestic/intimate partner violence across the province. Investments in the program can strengthen the retention of outreach workers, can support additional operating costs as well as reach even more clients by providing transportation services or allowing outreach workers to travel further. Additionally, this support can expand services so that they are more inclusive of the experience of newcomers, visible minorities, 2SLGBTQIA+ community members, and language minority groups. This funding can also expand the number of presentations in schools and among youth groups about unhealthy relationships.

**Data Sources:** Internal Administrative Data, Statistics Canada, International Organizations data on Gender-Based Violence, New Brunswick Office of the Chief Coroner (Domestic Violence Death Review Committee reports and studies)

*\*Data Gap - Lack of demographic data collected on clientele in NB due to lack of consistent intake process and database systems*

**Target Population:** All New Brunswickers, women, 2SLGBTQIA+ populations, ethnic, linguistic, cultural or religious minorities, children/youth, and newcomers

**Expected Benefits:**

Gender: Predominantly Women (>80%)

Income Distribution: All Incomes

Inter-Generational: All Ages

Additional Characteristics: Visible minority groups, parents (notably lone parent households)

**GBA+ Timing:** No GBA+ was previously conducted on this item

## Early Childhood Programs and Services: Awareness and Earlier Interventions

The gap to reach and support families who may benefit from access to early childhood programs and services is widening, particularly with respect to children under the age of 3.

Currently, services used by families before their child is two years old are mostly related to the Department of Health programs. These programs focus on the child's physical health but are less related to brain development in terms of learning.

One significant observation was that regardless of socio-economic status, parents knew very little about the availability of early childhood programs and services.

Three projects will be undertaken to ensure the success of this initiative:

1. Awareness Strategy
2. Increase Early Intervention capacity
3. Parent Navigator supports

**Data Sources:** Internal Data Sources, Other External Data Sources

**Target Population:** Parents of young children, children

**Expected Benefits:**

Gender: Women (60-79%)

Income Distribution: All Incomes

Inter-Generational: Children, Individuals 19-30, Individuals 30-60

Additional Characteristics: Persons with Disabilities, Marginalized and Racialized Communities, Newcomers, Lone and Two Parent Households

**GBA+ Timing:** No GBA+ was previously conducted on this item

**GBA+ Responsive Approach:**

Many programs are only offered during the day so working parents may have difficulty accessing them. Steps are being taken to mitigate this by offering evening and weekend programs as well.

## Wage Increases for Human Service Workers

Human service agencies and their staff play a valuable role working with our most vulnerable consumers, including supporting seniors, persons with disabilities, children and youth. On average, Human Service Workers are earning \$16.22/hr.

Increasing the hourly rate Human Service Workers receive will serve to recognize the importance of the work they are doing and assist in resolving recruitment and retention issues. With the new minimum wage rate increasing to \$13.75 an hour by October 1, 2022, a similar increase of \$2.00 an hour to Human Service Workers will minimize the unintended consequence of de-incentivizing workers to continue to work in and be attracted to this sector. When minimum wage positions requiring no training and Human Service positions having prescribed training have similar wages, recruitment and retention issues will be magnified in an already fragile workforce.

Human Service Workers are mostly female workers who are working for a low wage. The NB Coalition for Pay Equity report from 2020 recommends significantly higher wages for Human Service Workers ranging from \$21 to \$25/hr.

**Data Sources:** Internal Data Sources, External Data Sources

**Target Population:** Human Service Workers

**Expected Benefits:**

Gender: Predominantly Women (>80%)

Income Distribution: Lower Income

Inter-Generational: Individuals age 18-60

Additional Characteristics: Highly educated Individuals

**GBA+ Timing:** No GBA+ was previously conducted on this item

## Local Governance Reform - Restructuring Communities

Local Governance Reform is intended to positively impact all New Brunswickers by supporting the transition to a less fractured local government landscape and increasing the number of New Brunswickers who will be able to vote for local government councils.

Fragmented local government structure causes fragmented approaches, differing rules and service levels between regions and often even between neighbouring communities. The result is an environment that creates competition rather than collaboration in areas such as recreation infrastructure and programming, as well as economic development. Additionally, 30% of the population currently live in unincorporated areas, and do not have local elected decision makers.

The reform project includes strategic local restructuring across New Brunswick resulting in a reduction of the number of entities from 340 to 89. The reduction in fragmentation is designed to improve collaboration, create more parity in service levels, and create a streamlined governance landscape.

**Data Source:** Statistics Canada (Census population per local government)

**Target Population:** All New Brunswickers

**Expected Benefits:**

Gender: Gender Balanced

Income Distribution: All Incomes

Inter-Generational: All Ages

Additional Characteristics: Residents of unincorporated areas

**GBA+ Timing:** No GBA+ was previously conducted on this item

## Increase to Minimum Wage

The approximately 16,500 minimum wage earners in New Brunswick are diverse in age, gender and socio-economic status. However, some groups are overrepresented among minimum wage earners, and stand to benefit the most from this initiative, namely, women, youth and those with a high school education or less.

While benefits are largely gender-balanced, women were 57% of minimum wage earners in 2021. This adjustment will benefit about 16,500 minimum wage earners, as well as 26,000 New Brunswickers who make more than the present minimum wage but less than \$13.75 per hour.

**Data Source:** Statistics Canada

*\*Data Gap - Access to NB-specific data and analysis on minimum wage workers is currently limited where barriered and equity-seeking groups are concerned, in large part due to data quality, leading the data to be suppressed and/or not published.*

**Target Population:** Individuals of particular socio-economic status

**Expected Benefits:**

Gender: Gender Balanced

Income Distribution: Lower Income (under \$40,000)

Inter-Generational: Primarily benefits youth, children or future generations

Additional Characteristics: N/A

**GBA+ Timing:** Early in Idea/Development Phase

## Nurse Practitioner Resources for Community Health / Primary Health Care

The nurse practitioner clinics are intended to reduce the number of residents on Patient Connect NB, which is a provincially managed, bilingual patient registry for people looking for a new primary health care provider, either a family doctor or nurse practitioner.

Currently, almost 40% of all visits at the larger Emergency Departments within Saint John, Moncton and Fredericton are for less urgent or non-urgent items. Even with expanding primary care access, there will always be need for non-urgent services operating at peak hours, after hours and on weekends.

A Nurse Practitioner plan has been developed outlining the potential to hire additional Nurse Practitioners throughout the province.

**Data Sources:** Internal Data Sources (i.e. Patient Connect List, Internal Health Analytics)

**Target Population:** All New Brunswickers

**Expected Benefits:**

Gender: Gender Balanced

Income Distribution: All Incomes

Inter-Generational: All Ages

**Additional Characteristics:** 2SLGBTQIA+ individuals are expected to benefit. Currently, many queer, trans, and gender diverse New Brunswickers experience barriers to accessing healthcare due to a lack of specialized knowledge and/or bias and discrimination.

**GBA+ Timing:** No GBA+ was previously conducted on this item

## 2018-2023 Nursing Home Plan

According to projections, the total number of seniors aged 75+ is projected to nearly double over the next 15 years in New Brunswick. This will lead to increased demand for nursing care beds and corresponding pressures on the wait list and hospital beds.

The 2018-2023 Nursing Home Plan is focused on meeting the need for additional beds, prioritizing the existing facilities that need to be replaced, as well as completing necessary capital improvements on aging infrastructure.

**Data Sources:** Internal Data Sources, Statistics Canada—2011 Census Data, External Data Sources (i.e. demographic analysis, Facility Condition Assessment)

*\*Data Gap – Frailty information to try to predict the utilization rate – relied on jurisdictional data.*

**Target Population:** Seniors needing nursing home care

**Expected Benefits:**

Gender: Women (60-79%)

Income Distribution: Predominantly Low & Middle Income

Inter-Generational: Individuals aged 65+

Additional Characteristics: Persons with Disabilities, Seniors, Marginalized and Racialized Communities, Newcomers

**GBA+ Timing:** A GBA+ was conducted but timing is unknown.

**GBA+ Responsive Approach:**

Bed allocation is based on geographical need and not equal language distribution. However, through the procurement process aimed at finding qualified candidates to operate the nursing homes identified for replacement or the new nursing homes, the tender did address the language. Specifically, the successful Proponent(s) must ensure compliance with the Province of New Brunswick's *Official Languages Act* and provide nursing home care services to residents and their families, and human resource services to employees in the official language of choice. In addition, the Successful Proponent(s) must maintain all care plans and records in the official language chosen by the resident.

## Provincial Parks and Trails

The overall goal of New Brunswick Parks Accessibility Development Plan is to increase the inclusion and participation of persons with disabilities in New Brunswick provincial parks. We aim to promote equality of opportunity in our parks so all guests may have an enriching experience.

### Objectives:

- To establish an inventory of park accessible assets. Develop methods of accessibility promotion in our information & communication systems
- Develop park infrastructure & public spaces
- Provide staff with accessibility training to enhance customer service
- Have measures of inclusion incorporated into park programs that allow persons with disabilities to be active participants

**Data Sources:** Internal Data Sources, Statistics Canada, International Organizations, Other External Data Sources

**Target Population:** Seniors, Persons with Disabilities

### Expected Benefits:

Gender: Gender-Balanced

Income Distribution: Lower Income

Inter-Generational: Older Adults & Seniors

Additional Characteristics: Newcomers

**GBA+ Timing:** No GBA+ was conducted at this time, but consultations with impacted communities, subject matter experts, and stakeholders remain ongoing.

## Drug Enforcement

The increased presence of serious and organized crime, especially as it relates to the drug trade, can have a significant adverse effect on the overall safety of New Brunswickers and in the success of harm reduction initiatives implemented by government.

Municipal and RCMP officers will form an integrated tactical and operational response to disrupt and prevent the proliferation of street to mid-level drug crime and drug distribution in all communities in New Brunswick. This integrated response will also stem the occurrence of serious related or residual crimes such as violence and weapons related offences.

**Data Sources:** None

**Target Population:** All New Brunswickers

**Expected Benefits:**

Gender: N/A

Income Distribution: All Incomes

Inter-Generational: All Ages

Additional Characteristics: N/A

**GBA+ Timing:** No GBA+ was previously conducted on this item

## Second Stage Housing for Abused Women & Children

There are eight (8) second stage houses operating with a ninth opening this year. Additional investments will increase the sustainability of programs in the province.

Additionally, this funding will see the expansion of the Second Stage Program, which will increase the geographical reach of the program for victims of intimate partner violence. It will also move Government closer to meeting a housing shortfall need in the community and supports the objectives of the New Brunswick Housing Strategy 2019-2029 for additional second stage housing.

Increased operational funding for all Second Stage Programs will lead to better service offerings and improve recruitment and retention of staff.

**Data Sources:** Internal Administrative Sources  
Statistics Canada, Other External Data Sources

*\*Data Gap – little available data on what happens after clients leave programs*

**Target Population:**

Women, Children/youth, Individuals of particular socio-economic status, Individuals of particular familial characteristics.

**Expected Benefits:**

Gender: Predominantly Women (>80%)

Income Distribution: All Incomes

Inter-Generational: Primarily benefits youth, children or future generations

Additional Characteristics: Specific Regions, Specific Industries, Students, Workers, Marginalized and Racialized Communities, Language Learners, Newcomers, Parents

**GBA+ Timing:** No GBA+ was previously conducted on this item

## The Invitation

The Invitation is a cross-departmental initiative that will reach out to communities and individuals across the province inviting people to come to New Brunswick. It has the goal of increasing visitation this year by 33% over 2021 as well as a longer-term goal of supporting population growth. The Invitation is aimed towards:

- Accelerating the return to growth across all regions
- Supporting new business development
- Supporting several New Brunswick industry recovery and growth strategies
- Enabling communities to be vibrant and sustainable – New Brunswick will experience an increase in population and visitation
- Enabling empowerment and pride of place through collaboration outside of typical institutional boundaries with industry, organizations, and communities.

The Invitation is engaging Government departments and community partners to undertake projects and align initiatives towards the Invitation's aims. Engagement sessions have taken place and are continuing. Funding will be available to assist community, regional and cross-department events that support the initiative.

**Data Sources:** None

**Target Population:** Projects will be developed at the community and regional level and could target a broad cross-section of individuals or more specific sub-groups.

**Expected Benefits:**

Gender: Gender-Balanced

Income Distribution: All Incomes

Inter-Generational: All Ages

Additional Characteristics: Many impacts are anticipated as the projects are further developed

**GBA+ Timing:** No GBA+ was previously conducted on this item, but one of the grounding principles for the Invitation is inclusiveness. During the assessment of projects seeking support, Tourism, Heritage, and Culture (THC) will consider if the project has significant negative implications for different groups – i.e. accessibility questions. Where this is possible, THC will investigate further and possibly require mitigation before funding is approved.

## Supports for Youth in Care

There is a gap in service delivery in supporting youth transitioning from the Child in Care program to adulthood (19 to 24 years). These youth are in the permanent care of the Minister under the Family Services Act. Services for children and youth in care provide a safe and secure environment where children/youth who have to be separated from their families are supported to reach best possible outcomes.

The current mandate of the Child in Care program is to serve youth up to the age of 19, with the possibility of continuing service provision up the age of 24, but only if the youth either has a physical or mental/emotional disability, or if the youth is enrolled in post-secondary education.

There has been long standing recognition that youth transitioning out of care at age 19 face barriers and challenges at a much higher rate than their peers. These challenges put youth at risk of homelessness, food insecurity, mental health difficulties and involvement in the justice system.

Social Development is leading the development of a service delivery model to support youth towards interdependence and to promote better transitioning to adulthood, that is based on a youth's readiness to leave care. This model will include the possibility of extending care and services to youth up to the age of 25.

**Target Population:** Youth/Young Adults in the Child / Youth in Care program

**Expected Benefits:**

Gender: Gender-Balanced

Inter-Generational: Individuals age 18-29

Additional Characteristics: Marginalized and Racialized Communities, Individuals with Disabilities, Students, Lower educated individuals, Workers, Single person households

**GBA+ Timing:** No GBA+ was previously conducted on this item

**Data Sources:** Internal Data Sources

*\*Data Gap – Some outcomes for youth in care are not collected in an easily accessible way, i.e. demographic info, employment, education, mental health and addiction, and any legal implications.*

## Sexual Violence Community-based Supports to Victims

Specialized counselling and community supports for survivors of sexual violence are necessary to cope with the trauma of sexual violence, promote healing, and improve response to disclosures and increase reporting rates of sexual violence. The Women's Equality Branch will launch and administer a program that will provide funding to community agencies to deliver community co-ordination of the response to sexual violence and offer specialized sexual violence counselling services. Phased in over three years, it will provide direct funding to 12 communities to support survivors.

**Data Sources:** Statistics Canada, Other External Data Sources

*\*Data Gap – limited prevalence and incidence data on sexual violence specific to New Brunswick.*

**Target Population:** Survivors of Sexual Violence

**Expected Benefits:**

Gender: Predominantly Women (>80%)

Income Distribution: Lower Income

Inter-Generational: Age 18-29

Additional Characteristics: Students, 2SLGBTQIA+, Indigenous Peoples, Marginalized and Racialized Communities, Newcomers, Seniors

**GBA+ Timing:** Late stage

**GBA+ Responsive Approach:**

Inclusive training for service deliverers will be considered to account for disproportionately impacted groups (i.e. 2SLGBTQIA+ and Indigenous survivors of sexual violence).

## Moving Forward

This Gender Impact Statement continues and expands on our collective effort at reviewing and reporting on how budgetary decisions affect groups of New Brunswickers differently. Gender Impact Statement 2022 represents an additional step forward in comprehensiveness and transparency. We are committed to ensuring that gender equality, diversity and inclusion remain central components of decision-making.

After releasing the Gender Impact Statement last year, we heard from stakeholders that they wanted increased transparency around how GBA+ was approached in the budget process. To report further on this, we identified 17 budget items and contacted their connected department leads for more detailed information about how GBA+ was considered. Based on our conversations with departments about the impacts (positive, negative, direct, and indirect) of their items, we recognized that more needs to be done across Government to promote the use of GBA+.

Our long-term goal is to have GBA+ considered by all departments when they are in the initial stages of their budget planning. However, in the meantime, it is important to ensure departments are aware that GBA+ can be used throughout the lifecycle of programs, policies, services, and initiatives. Our short-term goal is to reach out to each department and offer information and support about the critical importance of engaging with GBA+ and to let decision makers, program advisors, and policy analysts know that it is never too late to identify, monitor, and mitigate negative impacts and to communicate positive impacts to those who could benefit.

Another reality that became apparent for us during this process was the real or perceived lack of disaggregated data to assist with GBA+. Often, program leads expressed that they encountered roadblocks in researching when the data they needed either did not exist or was not easily accessible. As a result, we decided to indicate data gaps identified during this process in the previous section of this statement. Moving forward, we will strategize with key stakeholders around data collection and data dissemination to attempt to create solutions for addressing disaggregated data gaps that may be critical for GBA+ efficiency.

If you have feedback or suggestions about this process, we welcome your input. [Please contact us.](#)

## Acknowledgements

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