

# Community Connection

Violence Prevention Newsletter



Winter / Spring 2008

This newsletter provides a forum for resource and information sharing, primarily between regional networks of the Provincial Partnerships in Action committee and other stakeholders invested in women's issues in New Brunswick. You, the readers, are also contributors as you have the opportunity to share new programs, community events and other information relating to women's issues and service provider wellness. Please take this opportunity to share this newsletter by forwarding it to others in your own networks!

## Inside this issue....

Upcoming Events .....	2
News from the Women's Issues Branch .....	2
Stitching Solutions .....	3
Outreach Services .....	3
What's New .....	4
National Aboriginal Women's Summit (NAWS) .....	5
Let's Network .....	6
Virtual Destinations .....	7
Wellness .....	8
Old Tools, new Twists .....	10
In the Loop .....	10
Ecofeminism .....	11
Pay Equity Program for Child Care Staff .....	12
Among our Favourite Spaces .....	13

## Message from the Clerk of Executive Council Office

As the Clerk of the Executive Council Office and the Deputy Minister Responsible for the Women's Issues Branch, I would like to welcome you to this issue of *Community Connection*.

As a career public servant, I have always championed being responsive to the people we serve and also developing a strong and motivated workforce. It has therefore been an easy transition for me to women's issues, where I see these themes emerging with the community-based approach and strong partnerships that are the cornerstones of the work done by the Branch.

We were proud to celebrate International Women's Day on March 8 with women throughout the world. Each year, International Women's Day recognizes the importance of women and how far they have come, but it also acts as a reminder of the inequities and violence that many women still experience today. This day of recognition is rooted in a 1908 march through New York City by 15, 000 women who demanded more pay, fewer hours and the right to vote.

Just like the women in 1908, women today are still working to redress social and economic inequities. The important work being accomplished through the "Better World for Women" Action Plan is a significant contributor to enhancing the safety and security of all women and their families as they strive to stop the abuse in their lives. It is with your reach within communities that we continue to support, educate, and provide options for all to live healthy and secure lives. Let us continue to work together toward the goal of self-sufficiency and ending violence against women.

Sincerely,

W. David Ferguson  
Clerk of the Executive Council Office

## Upcoming Events

### Empowerment: Promoting Women's Autonomy

(Replacing the Spring 2008 Provincial Partnerships in Action Workshop) May 20-22

Beginning at 1:00 PM on May 20 and ending at noon on May 22, this meeting will take place in Moncton at the Future Inns. It will be a two day session to explore the concept of empowerment and a women centered approach to the services we provide women who have experienced violence. Members of the Outreach Network will stay for the afternoon on May 22. For more information please contact [Laura.Hamilton2@gnb.ca](mailto:Laura.Hamilton2@gnb.ca) at 506-453-8277.

## News from the Women's Issues Branch



### Meet the Branch!

Norma is the Assistant Deputy Minister of the Women's Issues Branch. She is a career public servant with over 25 years experience. Norma has worked in numerous government

departments and has advised and supported the work of many Ministers over the years. Norma was instrumental in recommending a course of action to government for the two action plans "A Better World for Women" as well as overseeing their implementation. She has also led the development and adoption of New Brunswick's five year action plan: Facing the Economic Imperative (2005-2010). She is committed to creating a truly better world for women at every level.

Norma is a mother of two young adult women who are currently pursuing their university education. They are no doubt part of the drive behind Norma's commitment to guide our province's journey towards equality and equity for women in all aspects of life.

Norma is a strong believer of working close to the front lines. She lives her work life amongst those who are impacted by the work of the Branch ensuring every step of the way that she is present to hear individual concerns and seeking to tailor

the Branch's response to ensure the best possible outcomes. Anyone who knows Norma would attest that she loves her work and brings her incessant passion to the many roles the job demands. Norma is never at a loss for words; prepared or unprepared she can speak with ease on most topics.

This ability often pulls her into filling in for colleagues, whom at the last hour were called away to some other pressing matter. Most would cringe at addressing conference openings or chairing high level meetings without a few days preparation, but Norma rises to the occasion with great success.

Throughout her career, she has been front and center in policy development and implementation affecting some of the most marginalized populations. She carries that knowledge to inform her work. She is a visionary and has no difficulty in seeing the big picture as well as the linkages between diverse and competing issues. The solutions lie in working together within respective departmental mandates to address these issues and to find ways to bridge the gaps. The responsibility to make this work falls on all involved, whether in government or community; to bring their best intentions forward and to find the way to make it work. Nothing is impossible with good will and strong partnerships.

Norma looks forward to continuing this important work as she charts new directions to pursue within the coming years.

# Stitching Solutions

New Brunswick's Provincial Family Violence  
Prevention Quilt

What better way to come together as a province than to each bring to the table a part of the solution and help piece that together? This is exactly what the Stitching Solutions Prevention Quilt represents. We want individuals, organizations/agencies and their larger communities from all corners of the province to participate in sending the message that New Brunswick is united against family violence.

We invite individuals and community or government agencies/departments to create quilt squares, 8"x 8" in size. These squares will be brought together in one big quilt and will be part of a traveling exhibit.

You do not have to use traditional quilting techniques; you can use paint, glitter, whatever you desire! We also really appreciate traditional blocks as well!

Please make sure to include:

- At least one stitch in your block somewhere
- Your name or your agency's name
- Identify your region of the province
- Include your message, either written or through art, about family violence



You can express your message directly on the fabric, create a pocket and include a note or stitch your message onto your block. It's up to you!

We'd love to have submissions from all regions of the province, in your preferred language.

We have already received some quilt blocks and more are coming in, even from some students in our province, so get started and show people that domestic violence is not tolerated in New Brunswick!

If you would like more information or to help put the quilt together please contact: [Laura.Hamilton2@gnb.ca](mailto:Laura.Hamilton2@gnb.ca) . To submit blocks for the provincial quilt, please send them to:

**Attn: Laura Hamilton**  
Women's Issues Branch  
Sartain MacDonald Building  
PO Box 6000  
Fredericton, NB  
E3B 5H1

# Outreach Services

*A group for teens in Shediac*

We know that adolescence is such a critical period for young girls; they are vulnerable in their dating relationships, and this vulnerability can be dangerous within a relationship. Consequently, we thought it relevant to organize a discussion group at Louis-J.-Robichaud high school with the aim of educating adolescent girls about choosing healthy relationships. The school's psychologist and nurses made sure to contact girls who they believed could benefit from this group. The group covered problems encountered in adolescence, such as dating violence, peer pressure, sexual relations, and bullying among girls. Also in the spirit of promoting healthy relationships, we tackled aspects of assertiveness and self-esteem. Both educational and interactive, the group ran for six sessions. For further information: 506-533-9100.

# What's New: Highlights from the Violence Prevention Unit

Members of the Violence Prevention Unit, within the Women's Issues Branch, have hit the ground running in 2008.

We've been trying to keep abreast with all the great work communities in New Brunswick have already got on the go! Applications for outreach and children's programs have been received, thanks to all those who submitted!

Above and beyond the office work, we have also been coordinating and collaborating with other partners on various committees. Here are a few committees on the move currently:

- **Public Awareness Campaign Steering Committee:** This committee has been pulled together, have defined their purpose and their meeting schedule. They will be working on a provincial strategy to create public awareness regarding family violence issues and services in New Brunswick. Can't wait to see the exciting developments!
- **"Women and Girls At Risk" Comprehensive Service Delivery Framework Steering Committee:** This committee will be continuing to build on work started at the November 15 and 16, 2007 consultation session held in Saint John. The committee was formed by the Women's Issues Branch and has representation from government and community stakeholders. This committee is ready to begin the process of mapping out an approach while identifying ways to streamline access to the numerous services and supports that currently exist and eventually to identify future areas of investment (should that opportunity present itself).
- **"Weaving it Together: Collaboration for a Comprehensive Strategy Against Sexual Violence" Steering Committee:** This committee is a result of the forum (which held the same name as the committee) which was held January 16 and 17 in Fredericton. This committee is moving the issue of sexual assault forward, exploring current services available in New Brunswick and future responses to sexual violence.

Always considering the future, the team here at the Violence Prevention Unit has been hard at work organizing and creating the workshop that will be held in May. This workshop will focus on empowerment and women-centeredness in our services. (See [Upcoming Events](#) for more information.) We've also promoted our newsletter to a quarterly publication and are looking at a whole new website design!

*Here's to 2008!*

# Marg's Corner



## National Aboriginal Women's Summit (NAWS)

In June 2007, I had the privilege of attending the first ever National Aboriginal Women's Summit (NAWS) held in Corner Brook, NL. The Summit was co-hosted by the Native Women's Association of Canada and the Government of Newfoundland and Labrador. Over 300 people attended the Summit, including these Aboriginal women from New Brunswick: Mary-Jane Peters (Native Women's Association of Canada); Sarah Rose (Union of NB Indians); Mary Jane Milliea (NB Aboriginal Women's Council Inc.); Cheryl Ward (Committee for the Advancement of Aboriginal Women); Carol Labillois Slocum (NB Aboriginal Peoples' Council); and Rhonda Sommerville (Mawiw).

The NAWS was organized under three themes: Strength, Balance and Honour; Health, Safety, and Wellness; and Equality and Empowerment. Many recommendations came out of the Summit and key messages included:

That:

- Aboriginal women need to be directly engaged in the process of in-depth analysis (policy, legislation, education, etc.).
- Aboriginal languages, culture, traditions, ceremonies and territories must be embraced.
- Capacity (financial-physical assets and human resources) must be available to implement the recommendations/priorities set forth by the Aboriginal women participating in the NAWS.

- Processes that are all inclusive of Aboriginal diversity must be established and adequately resourced to build an action plan with concrete actions and timeframes, for the betterment of all Aboriginal women.
- Federal-Provincial-Territorial-Aboriginal governments must commit to the engagement and active participation of Aboriginal women in leadership and decision-making roles and ensure that systemic racism and sexism will no longer be tolerated.
- Aboriginal women need to be included at all stages and levels of action in the protection and advancement of Aboriginal People's rights – regionally, nationally and globally.

On the heels of the Summit, Federal-Provincial-Territorial Ministers Responsible for the Status of Women met in Iqaluit in July. At this meeting they unanimously confirmed their support for the **2007 Iqaluit Declaration**, which states their recognition of the urgent need to improve the lives of Aboriginal women and girls, and their commitment to improve the social, economic and cultural well-being of Inuit, Métis, and First Nations women, both on and off reserves.

Here in New Brunswick, the Women's Issues Branch continues to work with the Advisory Committee on Violence Against Aboriginal Women to develop a Strategic Framework, including recommendations to the various levels of government, including First Nations. It's anticipated that this Framework will be completed in the next couple of months.

As you can see, there is great momentum at the present time to improve the situation of Aboriginal women. Time will tell how successful all of these processes have been and how 'improved' the situation becomes, but in the words of the Aboriginal women in Corner Brook, "the status quo is failure"!

# Let's Network

Here are some great resources that sure have something to offer!

## Justice Canada's Family Violence Youth Site

With colourful graphics and age targeted content, this website addresses the many aspects of family violence.

<http://www.justice.gc.ca/fvi/index.html>



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## Take Back the Tech

This ultra-cool site is dedicated to informing us about technology and how it can affect women. The website highlights the fact that while women can find help through information communication technologies, these same technologies can be used against them by abusers and those who wish to exploit them. With current and informative content, this website is a must!

<http://www.takebackthetech.net/>

## National Clearinghouse on Family Violence: Video Catalogue

Many of us may pass this by on our searches through the Clearinghouse's vast library of information, but download the catalogue and you will find a surprisingly large collection of educational videos. Visit them today at:

[http://www.phac-aspc.gc.ca/nfcv-cnivf/familyviolence/video\\_e.html](http://www.phac-aspc.gc.ca/nfcv-cnivf/familyviolence/video_e.html)

## For the Sake of the Children

For parents who no longer live together.

### Did you know:

That New Brunswick's Department of Justice and Consumer Affairs has a special information program for separated/divorced parents that:

- Teaches parents how to keep conflict to a minimum and children out of the middle?
- Makes it easier for parents and children to cope with the separation?

For the Sake of the Children is designed primarily for parents, but new partners, grandparents, and others are also welcome. It's highly recommended for professional service providers, too. This program also features high sensitivity to family violence issues, with both its content and protocols.

Classes are given in 12 locations throughout New Brunswick: St. Stephen, Saint John, Fredericton, Woodstock, Grand Falls, Edmundston, Campbellton, Bathurst, Caraquet, Miramichi, Moncton, and Sussex.

Participants attend 2 classes: Part A and Part B. Each class is 3 hours long. Classes are held in the evenings from 6:30 to 9:30. Participants must pre-register. Former partners will not be registered in the same sessions. Fredericton-area residents can call 444-3855. Others can call a toll-free number: 1-888-236-2444. You can also call these numbers if you would like more information, and to order the brochure and posters.

Trained facilitators present For the Sake of the Children using lecture, videos, overheads and classroom interaction. **For the Sake of the Children** is an information class – not a support or therapy group. No one is asked to give their name or tell their story. It's all about information that helps separated parents make better decisions.

If you know, or are working with parents who have separated, you should consider referring them to For the Sake of the Children. It will help you help them! Family counselors and mediators, lawyers and judges have all seen the difference: parents are calmer, understand more, and are better able to act reasonably and in their children's best interests.

Check it out! 95% of surveyed parents who have attended **For the Sake of the Children** agree that everyone should try it.

## Web Site Launched

The New Brunswick Silent Witness website <http://www.silentwitness.ca> was officially launched on December 12, 2007. Please check back often for information about the project, the issues, resources and family violence conferences and events. For information, contact us at [info@silentwitness.ca](mailto:info@silentwitness.ca).

## The New Brunswick Silent Witness Project- Looking for Hosts!

The New Brunswick Silent Witness Project is a reaction to the many deaths that have occurred as a result of domestic violence in New Brunswick. Started in the United States, New Brunswick was the first to take on the project which creates life-size silhouettes of New Brunswick women who have been killed in acts of domestic violence since 1990. This project also promotes awareness of family violence issues and solutions. Currently the silhouettes are moving from their original home and the committee for the project is looking for community hosts for the silhouettes until a more permanent housing location is found. If your community is interested, please contact the New Brunswick Silent Witness Project committee at [info@silentwitness.ca](mailto:info@silentwitness.ca).

**At Chimo help is just a phone call away. Chimo is a provincial toll free telephone service which provides a confidential, bilingual crisis intervention service to all residents of New Brunswick.**

450-HELP (4357) Fredericton Area

1-800-667-5005 toll-free province wide

## Virtual Destinations



### Adosanté

A wonderful site focused on youth/adolescent wellness from a holistic perspective. French only. [www.adosante.org](http://www.adosante.org)

### Amnesty International

Some of us may be working with or know a newcomer to Canada. Get a feel for what life was like for them as a woman in their country of origin. You can also see what Amnesty International has to say about women's conditions in Canada. <http://www.amnesty.org/en/campaigns/stop-violence-against-women>

### The White Ribbon Campaign



Violence against women is not a gendered issue; it is a societal issue. Spread the word about this informative and proactive website. This campaign is really catching on! <http://www.whiteribbon.ca/>

# Wellness:

## Supportive Surroundings: Using your environment to help you heal

### Making the Link

Have you ever noticed how you sometimes feel more calm or excited in one person's home versus another? Maybe you feel very calm when venturing out into nature or taking a walk by a local river or lake? Sometimes we forget that our mental and physical wellbeing is linked to, among other things, our surroundings.

There are two aspects of our surroundings that affect us; the emotional environment and the sensory environment.

Your emotional environment is created by the people in your life and space, such as coworkers, family, friends and clients. As we all know, their moods and interactions with us can greatly affect us; which is why having a space of our own to escape is important.

The second aspect of our surroundings is your sensory environment. These are the elements that you can touch, hear, see, smell and taste.

There is a new movement in the healthcare system to consider the patient's senses when designing facilities. When patient's environmental needs are taken into consideration by creating healing environments, it has resulted in better and quicker patient outcomes and staff wellbeing. (Gulf South Joint Replacement Centre, Creating Healing Environments)

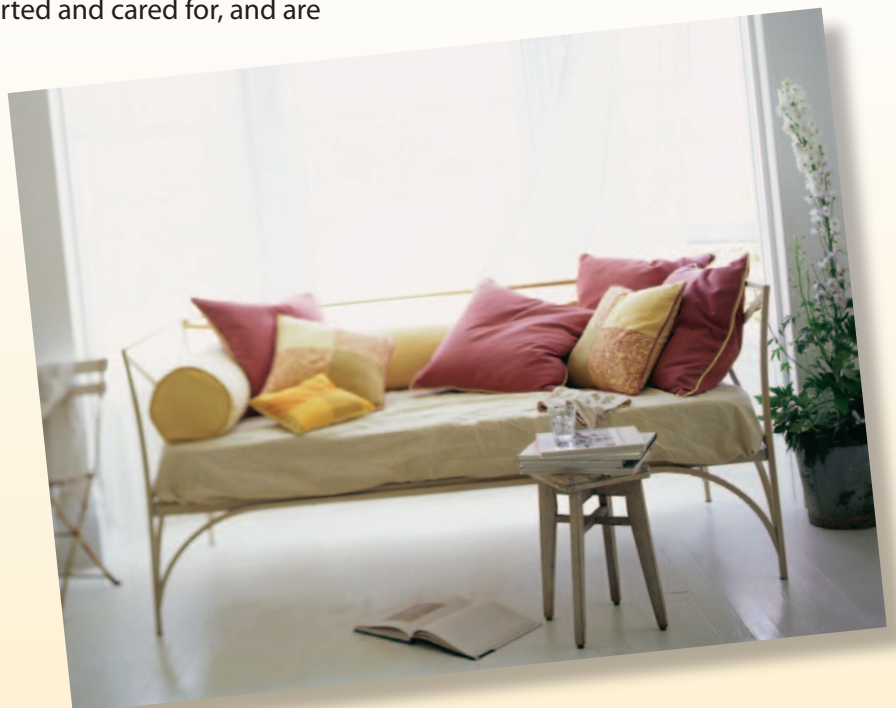
Since many of us do not work directly in the healthcare field, let's hear, in general, what the experts have to say.

### Emotional Territory

Supportive emotional environments are ones in which people feel safe, respected and able to be and express themselves. They feel supported and cared for, and are encouraged to grow and change.

Especially during times of stress, it is important to try to work cooperatively with those in your surroundings to create a supportive atmosphere. We can do this by talking openly about our stresses, challenges and conflicts. Unfortunately, not everyone lives or works in emotionally supportive surroundings. This type of environment can be harder to establish because we can not control other people's moods and behaviours.

When this is the case, we have several options which can include leaving the environment, continuing to try to cooperate or finding our own space wither in those surroundings or in another area.





## A Place of Our Own

Having our own space is important. It gives us a place to reflect, let go and heal. Sometimes, when we are by ourselves, we feel safe enough to really open up and explore both our challenges and the good things in life.

This space can be anywhere: In your home, your office, the local park. Wherever you feel safe and well.

## Delighting the Senses

One of the factors that we do have some control over in our environment is its décor. Igniting our senses can create a whole new emotional state in us. Here's how:

- **Colour:** Many colours are thought to symbolize or bring out certain emotions in us. Green, for example, is linked to healing, renewal and hope. Blue is linked to calm, red to energy, yellow to happiness. However an expert at the Montana Cancer Centre feels that when you are creating your supportive surroundings, you should pick colours that bring out the emotions you would like to feel. For some their calm might be pale yellow, to others, it's pale purple. It is the individual's reaction to the colour that counts.
- **Art:** Including something you find beautiful or fascinating can change your energy and that of your surroundings. It doesn't have to be expensive, pick something that speaks to you. It could even be your children's art.
- **Music or sound:** Soothing sounds that connect you with your inner self or nature, such as calming music, chanting, sounds of nature. You could even just open your window.
- **Meaningful objects:** These will be warm reminders of the good things in your life. They can be symbolic of goals you would like to achieve, or simple pleasures such as trinkets or shells.
- **Décor:** How you decorate makes all the difference. It doesn't have to be expensive, just collect your favorite things into a comfortable and supportive area. Want to create a supportive space at work? Bring in some reminders from home or rearrange the shelves and furniture.

Many of the experts also suggest incorporating nature whenever possible, for example through scented candles, natural textures and fibers, incense and art. Doing this has been found to be very soothing and grounding.

While creating these supportive surroundings can be immensely helpful in dealing with and healing from whatever life throws our way, they are still a cushion to help us deal with stress and issues. However, a good supportive surrounding can greatly enhance our ability to deal with our challenges and hurts. This can be priceless for service providers experiencing vicarious trauma, and also for women who have or are experiencing abuse.

If you would like more information and ideas why not give these resources a try:

- [healingenvironments.org](http://healingenvironments.org)
- Feng Shui, Strathern Books Limited, Toronto, ISBN 1 84 205 029X
- [bienchezsoi.net](http://bienchezsoi.net)
- La maison du bien-être, Gina Lazenby, Flammarion, Paris, ISBN 2 08 202462 8

*Go create your supportive surroundings!*

## Old Tools, New Twists

Most, if not all, service providers and interveners working in the field of violence against women have heard of, and more than likely repeatedly used, the Power and Control Wheel. The Power and Control Wheel has eight categories illustrating men's abusive behaviours towards women. For example, there is a category describing intimidating behaviours as well as one depicting economic abuse. The Domestic Abuse Intervention Project in Minnesota created the Power and Control Wheel in collaboration with victims of domestic violence (female victims). There have been numerous adaptations made to the original Power and Control Wheel, including, the Immigrant Power and Control Wheel, the Equality Wheel, the Advocacy Wheel, and so on. It seems someone is always promoting a new adaptation of the Wheel.

Usage of the Wheels is as varied as the adaptations. Interveners often use the Wheels to assist victims and survivors better understand the dynamics and patterns of abusive behaviours as well as usage by men's intervention programs to assist men in identifying their abusive behaviours. Frequently, Wheels are also used in public awareness and educational initiatives.

With the ever-increasing diversity of available Wheels, it is refreshing to hear of new and creative ways of using them. Dr. Linda Baker and Alison Cunningham, Centre for Children & Families in the Justice System (formerly the London Family Court Clinic), work with children and families in the justice system including women who have been victims of intimate partner violence. One of the tools they use to support women is the Power and Control Wheel. Women are encouraged to design their own Power & Control Wheel. The women decide which abusive and controlling behaviours make up their wheels and the space to be allotted for each behaviour. Women are also encouraged to design two wheels, one for frequency of the abusive or controlling behaviour and the other with respect to impact. Encouraging women to make sense of their lives and their realities of abuse supports their empowerment. Dr. Baker and Ms. Cunningham will be in New Brunswick in May for a workshop on empowering women with the Provincial Partnerships in Action committee and other community agencies. It will be a great opportunity to learn from their expertise and experiences.

## In the Loop

In May 2007, WFV Strategy held the [launching of the silhouette of Colette Boudreau](#). The event was a success, with over 100 people attending the ceremony. The mayors from all regions were present and served wine and cheese to the guests.

Miramichi's International Women's Day Planning Committee had a [Day for Women](#) on Thursday [March 6](#) at James M. Hill High School Miramichi with special guest Shelagh Rogers from CBC radio.



# Ecofeminism: What is it and what does it mean to us?



The impending environmental crisis is a crucial topic in the media today. This is an encompassing issue that affects not only women, but men, children and all life on earth. What does this mean for the movement to eliminate violence against women? Should we have to compete for social attention and action? Ecofeminism is a growing theory that may provide solutions.

Ecofeminism unites feminism with the ecological movement. It connects the domination and control of women to the exploitation of natural resources. Ecofeminists critique the western worldview of 'dualism' for creating false dichotomies between men versus women, humans versus nature, and reason versus emotion. According to these dualisms, women are linked to nature and emotionality all of which are constructed as the weaker halves. Ecofeminism rejects these opposing pairs. We are asked to acknowledge nature not as separate from ourselves, but as "one nexus in which humanity itself is inseparably embedded" (Rosemary Radford Reuther).

In their essay, *Ecofeminist Visions*, Cathleen and Colleen McGuire outline a number of ecofeminist concepts. Some particularly pertinent to the violence prevention initiative are recognition that:

- It is doubtful whether our species is innately greedy, aggressive or competitive.
- Attacking patriarchy is not the same as male-bashing. The masculine sex is not "the enemy". Rather, patriarchy is a particular way of thinking whose practitioners can be of any gender.
- Sexual repression and control of women's reproductive powers are key mechanisms used to maintain patriarchal hegemony.

- In the context of 250,000 years of human history, women's sexuality has only recently been bought and sold as a commodity.
- Overpopulation is inevitable when the control of reproduction is wrested away from women and education and contraceptive resources are not broadly disseminated.
- The nuclear family grew out of the practice of woman as man's property. Alternative family arrangements deserve recognition and legal support.

These concepts flow toward ecological concerns with social implications:

- Just as diversity thrives in nature, multiculturalism likewise is an asset to society.
- Nature does not need humans to survive, it is counterintuitive and suicidal to manipulate, control and attempt to transcend nature.

(McGuire & McGuire, 2003. Found at: [www.eve.enviroweb.org](http://www.eve.enviroweb.org))

Workers in the field of violence against women can incorporate ecofeminism into their practice in a variety of ways. Here are just a few ways to bring environmentalism into your work for social justice:

- Seek safe outdoor places to meet with clients.
- Find alternatives to hierarchies in the structure of your agencies and networks. ie) collectives, co-operatives, and coalitions based on participatory processes and principles of egalitarianism
- Work in the community where you live. The shorter the distance between work and home, the less fossil fuel you burn. Also, where you are is where you can have the biggest impact.

Go to: [www.life.ca/nl/57/ecofem.html](http://www.life.ca/nl/57/ecofem.html) and view the box at the bottom/left titled, "So what can we do?", for a more complete list of practice suggestions.

See also: [http://www.tgmag.ca/ap/menv/oldem/emecofem\\_e.html](http://www.tgmag.ca/ap/menv/oldem/emecofem_e.html)

# Pay Equity Program for Child Care Staff

Are you feeling under-valued? That is the question being asked to child care staff. For years female dominated jobs have been under-valued including those who work in child care.

In New Brunswick, child care staff are predominately women.

Historically, women and men tend to work in a narrow range of traditional jobs – this is called “job clustering”. Traditional female jobs typically employ skills that women have used in nurturing their families and managing their homes for centuries.

Many of these jobs traditionally done by women offer limited career opportunities, are undervalued and underpaid. These factors can contribute to a wage gap.

To help reduce New Brunswick’s wage gap, the provincial government, in the Charter for Change framework, has made a commitment to implement a pay equity program targeting child care staff working in provincially registered facilities.

## What is Pay Equity? Pay equity is equal pay for work of equal value.

For example, employers may not have valued the effort of female child care staff lifting children, or nurses lifting patients, but valued male labourers lifting heavy objects on a construction site or in a warehouse.



What’s involved? A pay equity process evaluates jobs by comparing work mostly or traditionally done by women to work mostly or traditionally done by men. If the female and male jobs are of comparable value, then they should be paid the same rate.

## Did you know? In New Brunswick, there are:

- approximately 2,263 child care staff,
- 431 registered child care facilities,
- 34% not for profit daycares and 66% for profit, and
- the provincial average hourly wage, including wage enhancements, for child care staff are \$13.49 (Trained) and \$10.53 (Untrained)

Staff at the Wage Gap Reduction Initiative have been busy providing regional information sessions in the past couple months.

“We want the process to be collaborative and child care staff need to be aware of their roles and responsibilities,” said Anne Soles, project manager for the pay equity program. “Child care staff are the experts in their industry and their participation is key to the success of this program.”

Job descriptions and job evaluations will be completed towards the end of 2008 with results and recommendations to be provided to government by 2009.

The province is also committed to achieving pay equity for home support workers and transition house workers, and pay equity programs are being worked on for these contract workers. In addition, pay equity exercises are currently underway for all parts of the public service.

“It’s important that government, as employers, lead the way for pay equity,” said Soles.

## For more information on the Pay Equity Program visit:

<http://www.gnb.ca/0012/Womens-Issues/wg-es/payequityprog-e.asp>

## Among our Favorite Spaces

Want to find your inner chi? How about your inner Miramichi? There are so many ways to reconnect with yourself or to just plain enjoy yourself in the Miramichi Region.

If you're looking for some outdoor fun then maybe some world famous salmon fishing is in order. You can also try tubing, canoeing, and kayaking.

Or maybe you would like to take in one of the many festivals? A city of culture and history, you have several festivals to choose from; Irish, Acadian or Scottish, rock and roll or agricultural. You can even take in a Mi'kmaq powwow! For more information on this vibrant area visit: <http://www.tourismnewbrunswick.ca/en-CA/HNPlacesToGo/HNCities/HNMiramichi.htm>

If you have any comments, events or articles you'd like to submit to the newsletter please feel free to contact the Women's Issues Branch:

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We look forward to hearing from you!

