


*f*ACTivist

The Women Issue



**Social Exclusion:
One Cause of
Missing Persons**

A Timeline of Suffrage

Women and Homelessness

**How are refugee
women doing?**

**The Role of the Teacher
in Gay-Straight Alliances**

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Executive Director's Note

Susan Morrissey

Recently there have been many high profile news articles about women's issues—what immediately comes to my mind are the issues facing women in politics in Alberta. Sandra Jansen (MLA Calgary North-West) made a decision to cross the floor to join the NDP. Although a surprise for many, what was more shocking was the nasty tone and words conveyed by some individuals about her decision to leave the Progressive Conservative party.

In this issue of the fACTivist you will read articles that illustrate struggles some women face, whether you are a single parent, ethnic minority or simply a woman making a lower wage than her counterpart. You will also see examples of positive contributions that women are making to ensure our community and world is a better place.

While I am writing this, I am reminded that today (December 6th) marks 27 years since 14 young, bright, and energetic women were killed at École Polytechnique in Montreal. It is still difficult to understand the mind or motive that day by the killer, and it certainly continues to stand out as a sad day in Canada's history.



Have we moved the needle very far on issues facing women? I would like to think we have. However, I believe there is still much work to be done.

As a society, we need to come to the recognition that all humans regardless of gender identity, culture, country of origin, or ability level deserve the right to be treated with respect, treated in an equitable manner, and celebrated for the contributions they make to our community. 🌍

Did you know?

For the first time in a generation, a provincial ministry has been established focusing on improving the status of women. This is important in part because women in Edmonton and Calgary experience “higher than average rates of police reported intimate partner violence, sexual assault and criminal harassment.”

Alberta College of Social Workers, Edmonton Social Planning, & Public Interest Alberta. (2016). The path forward: Opportunities to end child poverty in Alberta. p. 8.

Social Exclusion: One Cause of Missing Persons

Ryan Dexter

Laura Kiepal, Peter J. Carrington and Myrna Dawson in 2012 reported on the intersection of social exclusion and being reported as a missing person. Specifically, they define social exclusion as “structural processes that shut out particular groups and individuals from social relationships and economic activities to which other people in that society have access.” Social exclusion has several qualities: multidimensionality, which leads to negative outcomes, is related to structural processes and consists of a group dimension. Social



exclusion is multidimensional in that people can be excluded from social participation in a variety of ways: politically, economically, culturally and socially. Negative outcomes such as poverty, aggravated health concerns and substance abuse are correlated with social exclusion.

Further, the political, economic and social structures operate largely independently of individuals' agency and is mostly out of the control of people experiencing social exclusion.

In addition, specific groups are more likely to experience social exclusion due to historical reasons such as colonialism and histories of trauma within family systems. Groups such as aboriginal peoples, women, youth, the homeless and people diagnosed with a mental illness are all more likely to experience social exclusion and the negative outcomes associated with it, including being reported a missing person.
(continued on p. 18)

Did you know?

A major barrier women face in lifting themselves out of poverty is a lack of access to affordable and quality childcare.

Alberta College of Social Workers, Edmonton Social Planning, & Public Interest Alberta. (2016). The path forward: Opportunities to end child poverty in Alberta. p. 7.

Edmonton Still Ranks Low in Women's Equality

John Kolkman

Each year the Canadian Centre for Policy Alternatives (CCPA) ranks the 25 largest metro areas (CMAs) in Canada according to which is the best and worst place to be a woman. The most recent ranking was released in October 2016 with metro Edmonton once again near the bottom. At 22nd place out of 25, Edmonton moved up slightly in 2016 from being dead last two years earlier.

The CCPA's methodology ranks Canada's largest urban centres according to five measures: economic security, educational attainment, political leadership, health status, and personal security. The five measures (each of which contains several indicators) are then weighted and averaged to determine an overall ranking.

Edmonton ranks 25th in economic security. This is because Edmonton had the largest gap in employment levels of Canadian metro areas, and the biggest average pay gap. Women in Edmonton earn only 59 cents on every dollar earned by men in Edmonton.

Edmonton ranks 23rd in educational attainment. While Edmonton women are more likely than men to have completed college or university, they are under-represented in higher paying occupations such as the construction trades compared to women in most other cities.

The leadership measure is based on the proportion of women elected to municipal councils and women in senior municipal leadership positions. In 15th position, Edmonton would have ranked even lower with only one woman on Edmonton City Council, were it not for the higher proportion (31%) elected to office in the surrounding municipalities. The promotion of several women into senior leadership roles in the City (including the top job of city manager) improves Edmonton's ranking compared to previous years.

Edmonton ranks highest compared to its Canadian peers in terms of health status. In 4th place, Edmonton trails only Kingston, Vancouver, and St. John's. Part of this is due to having



one of the youngest female populations in the country. But it is also due to Edmonton's good health care system, and a smaller gender gap when it comes to self-reported health status and life stress.

When it comes to women's personal security, in 23rd place Edmonton is only two rungs from the bottom. This is due to Edmonton's relatively high crime, sexual assault, and intimate partner violence rates compared to almost all other Canadian urban centres. These unfortunate facts have been reported on annually in the Vital Signs reports published by the ESPC and the Edmonton Community Foundation.

Like any report this one has its limitations due to the methodology and what is being measured. The focus of the CCPA report is mostly on measuring gender inequality, in particular the gaps between men and women. For example, women in metro Edmonton have incomes at par or even slightly above the average of other major urban centres. But because men's incomes are significantly higher than the national average, Edmonton ranks low on the economic security measure. Because of the disproportionate job losses in higher paying traditional male occupations like energy and construction, Edmonton women will likely move up in the economic security ranking as the impacts of the drop in oil prices start showing up in the income data in future years (the most recent income data is for the year 2014).

As long as the reader understands the limitations of the methodology used, the CCPA's Best and Worst Place to be a Women in Canada report is very readable and tailored for a general audience. It is also one of the few resources that is published annually, allowing for Canadian gender equality trends to be tracked over time. The report is available as a free download here: <https://www.policyalternatives.ca/best-worst2016> 📄

The Rankings

Each year the Canadian Centre for Policy Alternatives (CCPA) ranks the 25 largest metro areas (CMAs) in Canada according to which is the best and worst place to be a woman. Here are the results for 2016.

1. Victoria	2. Kingston	3. London
4. Québec	5. Gatineau	6. Montréal
7. Sherbrooke	8. St. John's	9. Vancouver
10. Halifax	11. Toronto	
12. Kitchener-Cambridge-Waterloo	13. Hamilton	
14. Ottawa	15. Abbotsford-Mission	
16. Barrie	17. Kelowna	18. Regina
19. St. Catharines-Niagara	20. Winnipeg	
21. Saskatoon	22. Edmonton	23. Calgary
24. Oshawa	25. Windsor	

McInturff, Kate, & The Canadian Research Institute for the Advancement of Women. (2016). The best and worst places to be a woman in Canada 2016: The gender gap in Canada's 25 biggest cities. Canadian Centre for Policy Alternatives.

Women and Homelessness

Phaidra Jenner

The 2016 Homeless Count in Edmonton discovered 1,752 people experiencing homelessness, with 25% identifying as female. While this number may appear to be quite low in comparison to those that identify as male (74%, according to Homeward Trust), we should be mindful of the contexts in which women experience homelessness and how this can contribute to their representation. While the differences outlined below are broad, it is also important to note that no person experiences homelessness the same way; but by acknowledging the lived experiences of many women on the street (or those whose that are at-risk of losing their housing), we can offer better programming, services, and delivery.

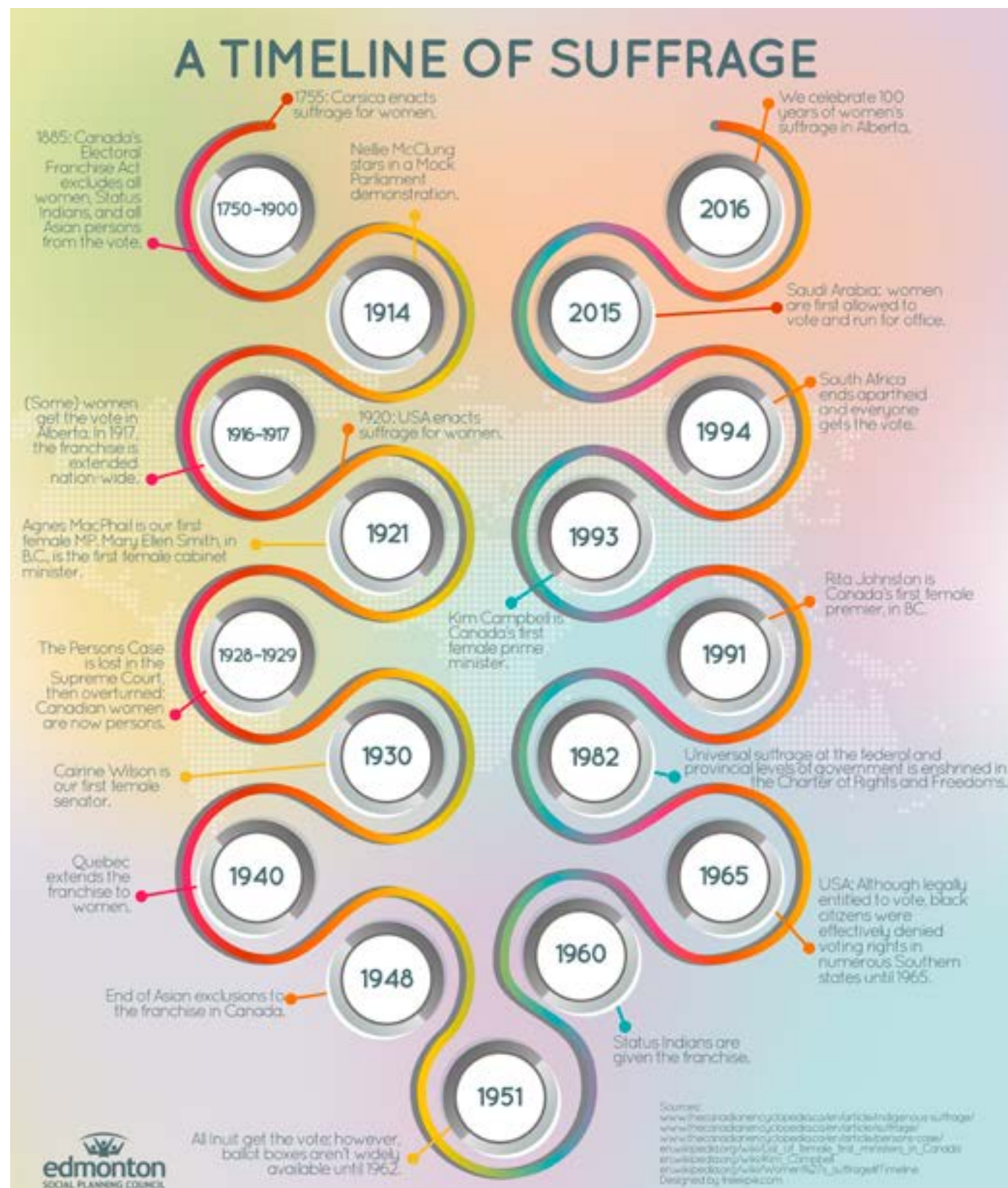
The precariousness of women's housing can often be underestimated as there is a lack



of understanding of the ways they may experience homelessness. While there are shelters and services available for access, some women may choose to stay away from public spaces or street level services as there may be a higher risk for violence or exploitation when engaging in these systems. In order to avoid the potential risk of these situations, women may opt to instead couch-surf, trade shelter for sex, or begin/remain in potentially unsafe relationships to secure housing

for themselves. The National Alliance to End Homelessness reports that domestic violence is the immediate cause of homelessness for many women and cites a study completed in Massachusetts which found that 92% of women experiencing homelessness had experienced severe physical or sexual assault at some point in their lives. Additionally, a study by Jillian Boyce found 88,600 incidents of intimate partner violence reported to Canadian police in 2014, with four out of five of the victims being women. Homes for Women comments that "when the price women and girls pay for shelter is violence and abuse, their homelessness is qualitatively different from a person 'provisionally accommodated' ... and every bit as profound and as 'absolute' as that of men on the street or in shelters."

Services that implement a women-centred approach not only consider the context of how women come to experience homelessness, but other contributing and compounding factors like substance use, mental health, food security and other effects of poverty. The women-centred services look at women's lives holistically and understand how each part of their lives interacts with the next. These services seek to emphasize the importance of building relationships and supports among each other and increase their involvement and independence within the communities they foster. 🌍



How are refugee women doing?

Hanna Nash

All Canadians have a story of immigration and relocation to Canada somewhere in their family history. With the exception of Indigenous people, we are all immigrants of one kind or another. But what about those among us who did not leave their home countries in peaceful circumstances or of their own volition? They are Canada’s refugees and 49 per cent of them are women and girls. The struggles of refugees, particularly that of families and single men in Canada are well documented, but what is not well understood are the struggles single refugee women encounter when settling in this country.

Although it is acknowledged that single female refugees face similar difficulties when moving to Canada as their single male counterparts—language barriers, financial concerns, incomplete education, etc.—many single female refugees experience these vulnerabilities and insecurities in ways that are particular to them.



The complications single women refugees experience may be born of the same circumstances as others, but unavoidably, the nature of their problems leaves many much more susceptible and likely to experience discrimination, harm, and violence in Canada compared to other groups of refugees.

For many single female refugees, securing employment can be very challenging as they often lack the

necessary qualifications and language skills required by Canadian employers. Often female refugees in these circumstances become employed in areas such as childcare, particularly in live-in situations.

These types of jobs leave single female refugees vulnerable to workplace harassment and violence. Often, their employers are the only people these women know. Employers can easily exploit these women as many refugee women do not know what their rights are, or where they may turn to for help. Unpaid overtime and unmet employment standards are the very least that often happens to these single refugee women. As the majority of these women are not citizens, many are afraid to speak out about their exploitive work environment, as losing their employment will result in financial stress and even ineligibility of citizenship.



Workplace abuse is just one such example of the difficulties that arise from relocating in Canada. The reality that these women come to Canada as single, female and refugees subjects many to further complications such as unstable mental and emotional health. They are even more vulnerable in specific circumstances than other groups of refugees. Their feelings of isolation and stress can exacerbate any post-traumatic stress they may have already experienced from their initial need to

leave their home countries.

Although there are other areas of great worry for these women, concerns surrounding employment are the main focus for many single female refugees. Without a source of

income, the rest of their settlement in Canada is made that much more precarious and daunting. The obstacles single female refugees face when settling in Canada are unique and must be treated differently and with

special consideration compared to that of other refugees. The barriers that bureaucracy creates for these women to obtain employment and citizenship unwittingly exposes them to exploitation and abuse. 🌍

Did you know?

We’ll soon have a new face on our \$10 bill! Viola Desmond, a black rights activist, will appear on the currency in 2018. Davis, who lived in Nova Scotia, was jailed for sitting in the whites-only section of a movie theatre in 1946. She was released after paying a total of \$26 dollars in fines, equal to \$346 in today’s money. She died in 1965 at age 50.

A New Alberta

Manuel Escoto

On Tuesday, November 8th, 2016 both MLA Sandra Jansen (Calgary – Northwest) and candidate Donna Kennedy-Glans announced their withdrawal from the 2016 Progressive Conservative leadership race, citing harassment, intimidate, and bullying tactics as the main motivators.

Nine days later MLA Jansen crossed the floor to join Alberta’s NDP Caucus. In response, Premier Rachel Notley stated “Today is a much better day because a strong, articulate, mainstream, progressive woman is joining the government of Alberta.”

By joining the NDP Caucus, Jansen’s decision served to further highlight the gender parity Premier Notley has created in her government. This is new in Alberta politics.



MLA Sandra Jansen

Historically, women have been under represented in Alberta politics—both provincially and in municipalities. Although Alison Redford and Danielle Smith lead their respective parties in recent years, as the table below outlines, women have been under represented in their Caucuses. Indeed, having a government of strong, articulate, mainstream and progressive women is now the norm in Alberta.

Election Year	Party	No. of Seats	Women	Percentage
2012	Progressive Conservatives	61	18	29.5%
	Alberta Liberals	5	1	20%
	New Democratic Party	4	1	25%
	Wildrose	17	3	17.4%
	Totals	87	23	26.4%
2008	Progressive Conservatives	72	14	19.4%
	Alberta Liberals	9	2	22.2%
	New Democratic Party	2	1	50.0%
	Totals	83	17	20.5%
2004	Progressive Conservatives	62	10	16.1%
	Alberta Liberals	16	3	18.8%
	New Democratic Party	4	0	0%
	Alberta Alliance	1	0	0%
	Totals	83	13	15.7%

Source: Sayers and Steward, 2014.

Today, 27 of 55, or 49%, of the Government Caucus are women. By contrast, only 2 of the 22 the Wildrose Official Opposition Caucus Members are women and all Progressive Conservative Caucus Members are men, after Jansen crossed the floor (both the Liberal Party and the Alberta Party have one single male member). Put another way, of the 29 female MLAs, 97% are Government Caucus Members.

In Cabinet, women occupy ten of the 19 positions, or 52%. Historically, women’s representation in cabinet has been inconsistent and under represented. In 2006, for example, Premier Ed Stelmach only named two women to his first Cabinet (before increasing it later on) while Premier Alison Redford initially appointed three of 18 cabinet positions to women and only one of eight Associated Ministers position to women.



MLA Stephanie McLean

Has women’s under representation created Alberta’s gender imbalance and systemic barriers women face? While it may be difficult to link these two ideas in this article, what can be noted is that in 2016 the Canadian Centre for Policy Alternatives Edmonton ranked 22 of 25 and Calgary ranked 23 of 25 of the worst places to be a women in Canada. This ranking took into account women’s economic security, education attainment, health, leadership, and personal security.

Given the increased gender parity with the current Government of Alberta, has this led to a change of culture in policies and programs?

In the NDP’s election platform, the government committed to create a women’s ministry to lead initiatives for greater equity in Alberta. In February 2016, MLA Stephanie McLean was named Minister for the Ministry of Status of Women, which promotes policy initiatives for addressing women’s economic security and prosperity, violence against women and girls, increased leadership and democratic participation, health and well-being, and access to justice and the legal system.

- Additionally, the Ministry has a Gender Policy, Strategy, and Innovation Division focused on:
- Helping more women have stable income and move out of the lower end of the pay scale
 - Working across government on plans to reduce poverty
 - Collaborating on Alberta’s first plan to reduce sexual violence
 - Participating in Canada’s inquiry on Missing and Murdered Indigenous Women
 - Working with Executive Council to find and develop the number of ready, willing and able women to take on public board positions
 - Leading Alberta’s efforts to meet national and international reporting on gender equality targets

(continued on p. 19)

The Role of the Teacher in Gay-Straight Alliances

Ryan Dexter

Discussing the role of the teacher in gay-straight alliances in schools, Melissa J Smith (2015) captures the political state of affairs in education: “schools are particularly unsafe for LGBTQ students” (p. 223) and teachers are asked “with ever-increasing intensity... [to make] the safety of all students a top priority” (p. 223). Further, the nature of the school issue regarding mainly non-normative sexualities is made more difficult by the taboo of acknowledging children’s sexualities; simply by problematizing homophobia can student LGBTQ concerns be seen as socially progressive and controversial. Politically, this makes the role of educator risky for individual teachers who wish to provide safe spaces for LGBTQ youth.

This state of affairs is situated in the history of the school system preserving heteronormativity. Teachers were and still are expected to fulfil the role of nurturing, patient caregiver—a traditionally female gender norm—while students are socialized to adopt hegemonic gender norms leading to heterosexual marriage. Specifically, “nonmarried women, women with masculine gender expression, effeminate men, and men who preferred working with children instead of pursuing school leadership positions” have all been systematically discriminated against by the education system (p. 225). Indeed, the role of good woman and ideal teacher significantly overlap in the latent narratives underlying the educational system, such that teachers are expected to be “asexual and appropriately hetero-gendered” (p. 227). Indeed, the ideal teacher is expected to provide both authentic care and aesthetic care, or care based on the individual needs of students and care devoted to the “technical aspects of teaching and learning” (p. 228).

However, new research indicates the necessity for teachers to challenge their own pedagogical privilege and subvert the victim/saviour model implicit in many gay-straight alliance frameworks. Instead, teachers are designing school spaces devoted to created “unique opportunities to communicate and develop meaningful relationships with students” (p. 235). Making the ally identity public knowledge may currently be a risky venture for teachers, though, considering the impact of student identity formation on academic achievement, learning more about LGBTQ students’ experiences through open dialogue and sensitive communication will help teachers promote student engagement and success.



News Briefs

Edmonton’s Newest Rhodes Scholar

Rhodes scholarships cover all university fees at Oxford University. Recipients are chosen based on criteria spanning intellect to commitment to service.

This year, University of Alberta student Yasmin Rafiei was one of 11 Canadians to receive this prestigious scholarship.

Yasmin, a biological sciences and sociology student, also founded TedXUAlberta, researched Type I diabetes, and developed a Lego robotics program at the Stollery.

For more on Yasmin, visit the Edmonton Journal. <http://bit.ly/2h759EB>

24/7 Homeless Shelter

Hope Mission received funding from the Alberta government to open 150 24/7 beds at their shelter.

“A lot of our guests find themselves going from the library to City Centre Mall, any number of places, where they are really not encouraged or invited to sleep,” says Hope Mission’s Robin Padanyi.

For more information, visit the CBC. <http://bit.ly/2g2Nixe>

2016 Homeless Count

Edmonton’s 2016 point-in-time homeless count found 1,752 people without homes, a 24 per cent decrease from 2014. The point-in-time method creates a “snapshot” of homelessness on one day.

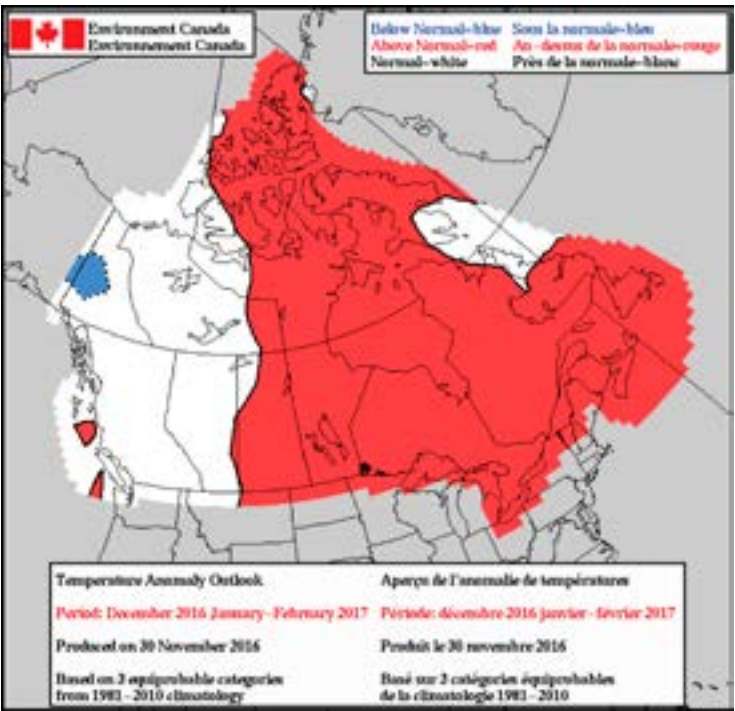
While the numbers show a decrease, it is important to remember that a population larger than 19 municipalities in Alberta is still without shelter. For more information, visit the CBC. <http://bit.ly/2gOlzDV>

Cold Winter

Environment Canada is forecasting a warmer than normal winter—east of Alberta. We’re slated for a normal winter, which means our average temperature in December will be -8.7°C; January, -13.9°C; and February, -5.4°C. Temperatures don’t seem too cold?

Remember that with Edmonton’s freeze-thaw cycle, these averages are based on lows of up to -36.5°C and highs of +9°C.

As is true with every Edmonton winter, shelters are in need of supplies. Follow our twitter feed, twitter.com/edmontonspc, for up-to-date information.



Social Justice Event Review

Homeless Connect 2016

This column in the fACTivist highlights social justice events in the community.

ESPC volunteered at Homeless Connect on October 23. Homeless Connect is a community initiative that provides free services to people experiencing or at risk of homelessness. Following is some of the best media from the event! To see the whole story, visit <http://bit.ly/2fZZy2E>.



Janine
@JanineThe
Awesome #smudge outside at @EdmontonSCC today for the #HCYEG volunteer orientation! Beauty day to help #endhomelessness on #Treatysid #yeg
10:43 AM - 22 Oct 2016

YEG Social Planning
@edmontonssp
Ate lunch with a soft-spoken @sskroughnides fan named Russel. Thanks @EdmontonSCC staff for feeding us! #hcyeg
12:50 PM - 23 Oct 2016

TT Mobile CA
@TTMobile_ca
#hcyeg is now trending in Canada, ranking 43
1:58 PM - 23 Oct 2016



Leslie Beard
@Leslie_Beard
We rise by lifting others. Beautiful community spirit in action this wind @EdmontonSCC for @hmissconnectyeg buff.ly/2e1urb #hcyeg
6:31 AM - 24 Oct 2016



Janine
@JanineThe
Thanks, Ben! I can't tell you how much this means to me! #hcyeg
11:34 AM - 23 Oct 2016



Getting set up for Homeless Connect #HCYeg <https://www.instagram.com/p/BLEHqCRBKnal> CINDY CUNNINGHAM@CINDYCUNNINGHAM

Diana Rhodes
@dibodies1274
Services we take for granted being offered to #YEG less fortunate #HCYEG
9:55 AM - 23 Oct 2016 - Edmonton, Alberta



Lisanne Lewis
@lsanlewis
Long time @hmissconnectyeg volunteer MP @MikeLakeMP helping to connect guests with services. @EdmontonSCC #hcyeg
11:04 AM - 23 Oct 2016



Edm Mayor Office
@YEGMayorOffice
When action meets compassion, lives change. Gratitude to all involved in the #yeg homeless count & homeless connect this week #hcyeg
1:26 PM - 23 Oct 2016



Alexandra Hryciw
@AlexandraHryciw
There's no event like @hmissconnectyeg. A caring community is a powerful force #yeglove #hcyeg
12:27 PM - 23 Oct 2016



Homeless Connect
@hmissconnectyeg
#hcyeg doors are opening 10 minutes early for our guests - our volunteers are getting ready to greet! #yeg
9:56 AM - 23 Oct 2016

Get to Know an ESPC Staff Member!

Each issue, one staff member will interview another. This is your opportunity to find out what drives the ESPC staff in their efforts to create positive social change in their community. In this issue, Communications Officer Rebecca Fletcher gets to know Batman fan Executive Director Susan Morrissey.

- RF:** Are you more of a hunter or a gatherer?

SM: Well, I'm a gatherer. I'm thinking that others hunt, and I put it all together and make the stew. I like to do that. I'm an organized person.

RF: Who would win a fight between Spider-Man and Batman?

SM: Oh Batman of course. Why? Because Batman's the best.

RF: What's the last thing you watched on TV and why did you choose to watch it?


SM: Gilmore Girls. I'm watching it right now. And why? Because I'm fascinated with the idea that people are just so excited about it coming back; I never even saw it. So I thought I'd take a stab at it. And I can honestly say that I'm addicted to the thing.

RF: You've been given an elephant. You can't give it away or sell it. What would you do with the elephant?

SM: I would paint it with exotic colours. Just like in the Eat Pray Love movie. And befriend it.

RF: What is your proudest moment at ESPC in the last six months?

SM: 6 months? To know through the words of our students [we had three in the past six months] that they have thoroughly enjoyed their time with us, and have learned a great deal moving forward with their careers.



Board Member Profile

Ashley Salvador

Ashley Salvador is a student at Dalhousie University, where she is completing a Combined Honours in sustainability and sociology. Originally from Edmonton, Ashley is back home to complete her fifth and final year of University from a distance. During her fifth year, she will be completing her undergraduate honours thesis on affordable housing and accessory dwelling units in Edmonton.



Ashley's studies are focused on issues of social and environmental sustainability, political economy, urban sociology, and sustainability leadership. Her research interests include affordable housing, infill development, poverty reduction, placemaking, community engagement, and climate change adaptation. She has experience working with Alberta Municipal Affairs on housing related reports and is currently working at the University of Alberta's Office of Sustainability. Ashley also works with Abundant Community Edmonton, a city-wide initiative to increase neighbourliness, enhance connection and belonging, and reduce urban isolation. She is also on the Infill Development in Edmonton Association Board of Directors (IDEA), an organization that provides research, advocacy, and support for infill

development in Edmonton.

Ashley has published research on an immigrant and refugee housing program proposal that was circulated throughout the province of Alberta. Ashley has also been involved in various sustainability related projects including co-authoring a Corporate Social Responsibility Transition Plan for the Crown Corporation Trade Centre Limited. She has conducted research on a range of topics including food insecurity in Halifax, environmental governance, and sustainable community design. She volunteered extensively as team manager for the Dalhousie Women's Soccer Team and as a mentor for young athletes. Ashley champions collaboration, authenticity, and sound research to influence change.

Would you like help make a difference in Edmonton? To apply for a board position, please visit our website at <http://edmontonsocialplanning.ca/index.php/about-us-2/board-of-directors>.

(continued from p. 3)

Missing person is defined as someone who is noticed to have gone missing, and that the disappearance of the individual was deemed problematic which consequently lead to a missing person report. Stated clearly in the definition of missing person is social connectedness, as other individuals must note and care about the disappearance of the missing person to file a missing person report.

Indeed, the social exclusion facing marginalized groups, such as aboriginal peoples, women, the homeless, and youth, make it clear that the number of missing people is significantly under reported due to social isolation. Furthermore, there are many different circumstances under which a person can be reported as a missing person. Missing persons range from unintentional, such as abductions, to intentional, such as running away. However, even in cases where the person disappeared intentionally, the circumstances under which this person chose to leave may include sexual molestation, domestic violence, homelessness and other forms of abuse, making the intentionality underlying the disappearance somewhat misleading.

There is significant overlap between social exclusion and being reported a missing person, even though social exclusion creates an effect where missing persons are significantly under reported due to their isolation. In addition, the intersections of multiple group identities, such as being an aboriginal person and a woman, further exacerbates the likelihood of going missing. Social exclusion can be combated with community building efforts such collaborative community projects to more intricately interweave the social fabric and create highly interconnected networks within which people feel included and valued. Such an effort will significantly help undo the negative outcomes of social exclusion and limit the number of individuals, whether through intentional efforts or unintentionally, who go missing. 🌍

ESPC Update

We are pleased to welcome a new staff member this January! Please help us make our new Research Coordinator, Heather Curtis, welcome.

John Kolkman, who has been our research coordinator for many years, is stepping into a new Research Associate position.

We wish all the best to our staff, both new and seasoned, in their career transitions!

(continued from p. 11)

In addition to the Ministry of Status of Women, both Government Bills and Private Member’s Bills have applied a gender lens to legislation. Some examples include Bill 204—the *Residential Tenancies (Safer Spaces for Victims of Domestic Violence) Amendment Act, 2015*—which is aimed at empowering individuals to flee unsafe housing environments without fear or repercussion of breaking a lease, increases to Alberta’s minimum wage (60% of Alberta’s low wage workers are women), and the Status of Women’s “Ready for Her” initiative aimed at increasing female participate in municipal governments, to name a few examples.

As MLA Erin Babcock stated on December 8, 2016 “In Alberta we have much to be proud of, not only with our female legislators, but also, with 3 open LGBTQ members, and ethnic minorities represented. We have almost reached parity as a caucus, but not quite as a legislature. There is still much work to do.”

This all matters because, as MLA Sandra Jansen said on November 22, 2016 in reference to the barriers women face in politics, in their careers, and in their day-to-day lives “our daughters are watching us. There may be challenges facing women in politics today, but just imagine the challenges if we let that poison become normalized, or if our daughters forgo the political arena altogether. Now that scares me.”

It’s certainly a new and welcoming time in Alberta politics. 🌍



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A full bibliography is available upon request.

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Social Exclusion: One Cause of Missing Persons

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A New Alberta

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The Role of the Teacher in Gay-Straight Alliances

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Volunteer now!

Are you concerned about social issues? Do you want to give back to the community? The Edmonton Social Planning Council is always looking for volunteers to help with its research and outreach endeavours. We will do our best to align your interests, availability and skills with the tasks we offer. We occasionally call on our volunteers to act as note-takers, photographers, and fund-raisers.

Visit our website (<http://edmontonsocialplanning.ca/index.php/about-us-2/volunteer-opportunities>) to learn more about our volunteer opportunities and to sign up today.

If you'd like to join our ranks but don't see your perfect task, please consider becoming a member or writing to our research associate to put your name down as a volunteer-at-large.



About the Edmonton Social Planning Council

2016-2017 Board of Directors

- Candas Jane Dorsey
- Gwen Feeny
- Maxwell Harrison
- Erin LaRoque
- Doug Meggison
- Ashley Salvador
- Peter Schalk
- Alexandra Seaman
- Cody Spencer
- David Trautman
- Ben Whynot

Staff Members

- Susan Morrissey, Executive Director
- John Kolkman, Research Associate
- Stephanie Haar, Executive Assistant
- Rebecca Fletcher, Communications Officer

The Edmonton Social Planning Council is an independent, non-profit, non-partisan social research organization, with registered charitable status. Our focus is social research, particularly in the areas of low income and poverty. ESPC is a source of knowledge and expertise on social issues within our community.

We are dedicated to encouraging the adoption of equitable social policy, supporting the work of other organizations who are striving to improve the lives of Edmontonians, and educating the public regarding the social issues that impact them on a daily basis.

Our Vision

A community in which all people are full and valued participants.

Our Mission

Through rigorous research, detailed analysis, and community engagement, we deepen community understanding of social planning issues, influence policy, and spark collaborative actions that lead to positive social change.

Membership

Become a member! As a member, you:

- support our efforts to remain on the forefront in dealing with social issues
- are free to borrow books and other publications from our resource library
- make it possible for us to distribute our materials freely and widely to all
- receive our newsletters, fact sheets and other publications on a regular basis via email or regular mail
- can vote at ESPC annual meetings and have a say in the direction of the organization
- become eligible to serve on the board of directors

Join today at <http://edmontonsocialplanning.ca/~edmont65/index.php/membership-fees>

Connect with us on
social media!



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