

Gender Sensitizing Parliaments: A Cross-jurisdictional Review of Canada

*Prepared for the Commonwealth Women
Parliamentarians-Canadian Region*

Dr Jeanette Ashe
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Glossary

Checklist	Gender Sensitive Parliamentary Checklist
CPA	Commonwealth Parliamentary Association
CWP	Commonwealth Women Parliamentarians
Field Guide	Assessing the Gender Sensitivity of Commonwealth Parliaments: A Seven-Step Field Guide
GS	Gender Sensitive
GSP	Gender Sensitive Parliament
GSP Guidelines	Gender Sensitising Parliamentary Guidelines: Standards & Checklist for Parliamentary Change
GSP Cross-jurisdictional Review	Gender Sensitizing Parliaments: A Cross-jurisdictional Review of Canada
IBPOC	Indigenous, Black, and People of Colour
IPU	Inter-parliamentary Union
LGBTQ2SIA+	Lesbian, Gay, Bisexual, Transgender, Queer, Questioning, Two-Spirited, Intersex, Asexual, Plus
OECD	Organisation for Economic Co-operation and Development
PLWD	People Living with a Disability
RAG	Red-Amber-Green Analysis
VAW-P	Violence Against Women in Politics

About the Author and Acknowledgements

Dr. Jeanette Ashe is the Chair of the Political Science Department at Douglas College and Visiting Faculty at the Global Institute for Women's Leadership, King's College, University of London. Her research interests include political recruitment, political parties, representation, and gender and politics. She is the author of *Political Candidate Selection: Who Wins, Who Loses and Under-Representation in the UK* and is published in the *Canadian Journal of Political Science*, *Party Politics*, *British Politics*, and the *Journal of Women, Politics & Policy*. Other recent publications include *Gender Sensitivity Under Trudeau: Facebook Feminism or Real Change*, *Canada's Political Parties: Gatekeepers to Parliament*, and *Assessing the Gender and Diversity Sensitivity of the Legislative Assembly of British Columbia*. She advises national, provincial, and local governments and organizations on equity legislation and gender and diversity sensitivity, and she has appeared before Parliament as an expert witness on gender and political representation.

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Executive Summary

The Canadian Region of the Commonwealth Women Parliamentarian's (CWP) *Gender Sensitizing Parliaments: A Cross-jurisdictional Review of Canada (GSP Cross-jurisdictional Review)*, funded by the CWP-Canadian Region's Strengthening Funds, builds on the Commonwealth Parliamentary Association's (CPA) *Gender Sensitizing Parliaments Guidelines: Standards and a Checklist for Parliamentary Change* and the CWP-Canadian Region's *Assessing Gender and Diversity Sensitivity at the Legislative Assembly of BC*, and those of other international organisations concerned with women's political equality.¹ A gender sensitive parliament (GSP) is a place that responds to the "needs and interests" of women in its "structures, operations, methods, and work" and is a workplace that removes barriers to women's full participation.²

The goal of the *GSP Cross-jurisdictional Review of Canada* is to provide an initial snapshot into the institutional readiness of Canada's parliamentary and legislative bodies to undertake a fuller GSP assessment and evaluation of the gender sensitivity within their institutions. It does this by using a multi-methodological approach, which involves parliamentary clerks from Canada's House of Commons and Senate, and from eight provincial legislatures, filling out a GSP 'Checklist' to help identify the current resource capacity and commitment to undertaking a GSP review. Additionally, over one hundred members from the House of Commons, the Senate, and provincial legislatures returned a GSP 'Survey', and 24 members and staff participated in 'Interviews'. From the *GSP Cross-jurisdictional Review*, come initial insights for making Canada's parliamentary institutions more inclusive and representative political spaces.

The focus of the *GSP Cross-jurisdictional Review* looks at Canada as a whole but pays close attention to four legislative assemblies identified by the CWP-Canadian Region as case studies: British Columbia (BC), Manitoba, Prince Edward Island (PEI), and l'Assemblée nationale du Québec. These jurisdictions are included for two reasons – they agreed to participate with the CWP-Canadian Region's study and the percentage of women members in each parliament varies, from a high of 44 percent in Quebec to a low of 26 percent in PEI. In addition to these provincial cases, other jurisdictions participated in components of the study by filling out the GSP 'Checklist' and 'Survey'. However, only members and staff from BC, Manitoba, PEI, and Québec participated in 'Interviews'. The *GSP Cross-jurisdictional Review's* findings are presented alongside those of the four provincial cases.

Canada's national and provincial parliaments, like others, face several challenges to their institutions including representativeness, inclusion, and engagement.³ GSP reviews have the potential to respond to the needs of parliamentary members and staff who identify as women or as belonging to another equity deserving group – including groups with intersecting identities, such as Indigenous, Black, or People of Colour (IBPOC), Lesbian, Gay, Bisexual, Transgender, Queer, Questioning, Two-Spirited, Intersex, Asexual, Plus (LGBTQ2SIA+), and people living with disabilities (PLWD). People identifying as women and/or as belonging to other equity deserving groups are disproportionately underrepresented not only in elected posts, but in many appointed and hired positions.⁴ Their political underrepresentation reflects features of parliaments that create and sustain institutional barriers to politically marginalized groups. The

link between descriptive and substantive representation – between who people are and what is done with, by, and for them – strengthens the case for GSPs in Canada on grounds they improve the policies and legitimacy of democratic processes.⁵

The *GSP Cross-jurisdictional Review* offers practical steps complementing the CPA’s *GSP Guidelines* to enable Canada’s parliaments to undertake and complete future GSP reviews. Further, it supports the key principle of successful GSP ‘institutionalization’ – whereby gender sensitive parliamentary reforms specific to a parliament are identified as well as the political and administrative actors responsible for implementing and maintaining GSP standards.⁶

Starting from the premise that all Commonwealth parliaments, including Canada’s, undertake a GSP review, the CPA hopes to establish an “initial benchmark against which future efforts and developments can be evaluated”.⁷ Moving toward this, the *GSP Guidelines* suggest measuring gender sensitivity across the ‘four dimensions of a GSP’ (Table 1) to evaluate parliamentary institutions as both “places for democracy and places of work”.⁸

Table 1: Four Gender Sensitive Parliament Dimensions

Dimension 1	Equality of Participation within Parliament
Dimension 2	Parliamentary Infrastructure
Dimension 3	Parliamentary Culture
Dimension 4	Gender Equality Policy and Women’s Substantive Representation

The CPA’s *GSP Guidelines* additionally instruct GSP reviews to focus on the “formal and informal rules, norms, practices, and procedures” as well as “parliamentarians’ and parliamentary staffs’ experiences and preferences”.⁹ Included in the *GSP Guidelines* are ‘GSP standards’ to which all “Commonwealth parliaments should aspire”: *Institutional Leadership, Data, Reviews, Gender Expertise, and Women’s Parliamentary Bodies*.¹⁰ The ‘standards’ are organized across the ‘four dimensions of a GSP’ and are embedded in the questions asked in the *GSP Cross-jurisdictional Review’s* ‘Checklist’, ‘Interviews’, and ‘Surveys’.¹¹

The *GSP Cross-jurisdictional Review’s* ‘Checklist’ is designed to assist Canada’s parliaments “identify how they are able to initiate and secure GSP reform” and “document the necessary institutional augmentations that need to be in place to ensure that GSP becomes a permanent feature of its governance”.¹² The *Checklist*, reflects the specificities of Canada’s federal system and provides a ‘snapshot’ of the various degrees of GSP review readiness in the House of Commons and Senate and in the provincial legislatures.¹³ The *Checklist* was completed by legislative clerks who have institutional knowledge in the following areas:

- Institutional Leadership – the parliamentary actors or bodies responsible for gender equality.
- Data – the gender and diversity information collected and made public.
- Gender Expertise – embedded or contracted gender experts.¹⁴

The *GSP Cross-jurisdictional Review*'s 'Checklist' questions, along with the 'Interview' and 'Survey' questions, all provided later, reflect the specificities of Canada's parliamentary bodies and can be further customized for future GSP reviews.

The *GSP Cross-jurisdictional Review* supports the implementation of a GSP assessment through 'Seven Steps', as seen in Table 2, and discussed in more detail below.¹⁵

Table 2: The Seven Steps of a GSP Review

Step 1	Understanding Gender Sensitivity as a Concept and as a Practice
Step 2	Agreeing to the GSP Review Principles
Step 3	Preparing a Gender Sensitivity Parliamentary Team and Strategy
Step 4	Performing Initial Diagnostics 'Checklist'
Step 5	Preparing the Review - Collecting 'Interview' and 'Survey' Data
Step 6	Reporting Findings and Making Recommendations
Step 7	Monitoring Progress

The *Checklist* is used to complete 'Step 4, Performing Initial Diagnostics', and the *Survey* and *Interview* questions are used for 'Step 5, Preparing the Review – Collecting Data' of the *GSP Cross-jurisdictional Review*.

The *GSP Cross-jurisdictional Review* provides some guiding observations and considerations in 'Step 6, Reporting Findings and Making Recommendations' and advises ongoing assessments as laid out in 'Step 7, Monitoring Progress'.

Most of Canada's parliaments already take some steps toward increasing the gender-sensitivity of their institutions, for example, by providing mandatory anti-sexual harassment training for members and staff. From the data collected for this review, Canada's parliamentary institutions have varying levels of 'institutional readiness' to undertake full GSP reviews. The House of Commons is the 'most ready' closely followed by the Senate, Québec, BC, Saskatchewan, New Brunswick (NB), PEI, Nova Scotia (NS), and Ontario. The data also reveal Canada's parliaments are far from gender sensitive workplaces for members and staff, many of whom report the masculine, white, heteronormative, culture is deeply entrenched despite some modernizing reforms, such as 'family friendlier' calendars and sitting hours. All too common are instances of intimidation, bullying, harassment, and sexual harassment. Considerably more data and policies are still needed to ensure gender sensitivity becomes a "permanent feature" of their governance and "to do so in relation to all four GSP dimensions".¹⁶

A key to achieving gender sensitivity is increasing the diversity amongst members and staff, and with this in mind, attention must be paid to women's recruitment and retention. The findings from the *GSP Cross-jurisdictional Review* are cause for concern – there are several factors discouraging women members to a greater degree than men members from reoffering for the next election, including those mentioned above and the move away from hybridity toward face-to-face proceedings and the lack of a work-life balance.

The CWP's 2020 survey results of Commonwealth parliaments found "the key actor or institution with formal responsibility for gender equality in parliaments is the Speaker and/or Governing body".¹⁷ Across Canada's jurisdictions Speakers and Governing bodies play key roles in fulfilling gender equity recommendations such as parental and caring leave (Speaker) and entrenching gender equity in laws (Government), but it is not solely their responsibility. Responsibility for some of the contemplated gender sensitizing considerations, for example, to Standing Orders and parliamentary culture, falls to other entities including Legislative Assemblies (e.g., gender-sensitive reviews of legislative calendars and sitting hours), Clerks and Legislative Assembly Management Committees, or the equivalent (e.g., gender sensitive reviews of parliamentary facilities, for instance, washrooms and childcare), and political parties (e.g., party sex quotas to increase the number of women candidates selected in winnable seats).

The gender-sensitive considerations coming out of the *GSP Cross-jurisdictional Review* to initiate and secure GSP reforms are presented below as initial recommendations along the 'four dimensions of a GSP'.

Dimension 1: Equality of Participation within Parliament – Recommendations

- Assign formal responsibility to oversee gender equality to the Government, Speaker, Clerk, or other parliamentary body
- Establish a reference group on representation and inclusion to work across party lines to encourage the selection of more women and diverse candidates and to encourage parties to implement a gender equity strategy¹⁸
- Introduce/ pass legislation requiring gender equity in political representation
- Introduce/ pass legislation in the form of a legislative sex quota, for example, to ensure women candidates make up 50 percent of candidacies and 50 percent of members
- Encourage parties to put in place measures, for example, sex quotas, to increase women candidates, for example, to 50 percent in safe/ winnable seats
- Change the electoral law to allow women to take paid leave from employment to seek a party candidacy (in addition to seeking a seat in an election campaign)
- Implement sex quotas for committee members and for committee chairs
- Establish/ strengthen parental leave for members (at minimum it should be as strong as provincial law)
- Review and allow for job sharing opportunities for members and staff
- Implement proxy voting to ensure members' votes are covered during parental/caring leave
- Use parliamentary resources to cover members' childcare when sitting
- Change standing orders to formally allow breastfeeding in chambers and committees
- Establish set and predictable schedules, aligned with business hours e.g., 9 am – 5 pm
- End night sittings
- Provide a hybrid option to virtually attend legislative proceedings including chamber debates, oral questions, and select committees
- Provide a hybrid option for remote (electronic) voting
- Allow for the online submission of questions
- Provide advance notice of questions/ statements

- Establish/strengthen mentoring programs for women members, women staff of members, and women parliamentary staff
- Update/modernize dress codes

Dimension 2: Parliamentary Infrastructure – Recommendations

- Undertake gender sensitive reviews of electoral law, standing orders, codes of conduct, informal practices (masculine language), dress code, facilities, heckling, violence against women in politics, parliamentary privilege protecting members accused of harassment, human resource complaints, non-disclosure agreements, existing gender equity legislation, members’ pay and expenses, members’ childcare costs, gender pay gap for members, parliamentary staff, and members’ staff, and parliamentary sitting hours
- Establish a formal women’s committee, with parliamentary resources, to scrutinize the work of parliament, monitor/evaluate gender sensitivity of parliament, and hold to account ministers/ departments responsible for gender
- Establish and provide parliamentary resources for women’s parliamentary bodies (e.g., a formal women’s committee, equalities committee)
- Establish permanent onsite full-time childcare for members and staff
- Open an onsite pharmacy
- Maintain/ increase the number of onsite gender-neutral washrooms, *or* make all washrooms gender-neutral
- Provide free menstrual products in all onsite washrooms
- Minimise opportunities for the onsite consumption of alcohol
- Maintain/ update onsite breast feeding/ infant feeding rooms
- Create/ update onsite women only lounges/ spaces and family rooms
- Create/ strengthen ‘safe walk’ programs
- Install panic buttons/ alarms in members’ offices (onsite and offsite)

Dimension 3: Parliamentary Culture – Recommendations

- Develop and implement a gender equity plan to review parliamentary procedures, parliamentary culture, parliamentary facilities, and parliamentary outputs (legislation)
- Change standing orders to recognise heckling as unparliamentary behaviour, enforced by the Speaker
- Establish/ routinely review codes of conduct for sexist language and behavior between members, between members and their staff and parliamentary staff, and between parliamentary staff
- Establish/ routinely review codes of conduct for sexual harassment between members, between members and their staff and parliamentary staff, and between parliamentary staff
- Conduct consultations of violence against women in politics with members, members’ staff, and parliamentary staff
- Make mandatory gender equality training for ministers, members, committee chairs, parliamentary clerks, and members’ staff

- Continue and strengthen mandatory harassment and sexual harassment training for ministers, members, committee parliamentary clerks, other parliamentary officials, and members' staff
- Make mandatory gender budget training for ministers, members, committee parliamentary clerks, and members' staff
- Provide women only training for gender equality, gender mainstreaming, gender budgeting, harassment, and sexual harassment

Dimension 4: Gender Equality Policy/Women's Substantive Representation – Recommendations

- Establish a formal role to gender sensitize parliaments and provide resources to do so (e.g., a permanent women's committee, equalities committee)
- Introduce/ pass legislation requiring policies are reviewed for gender equality impacts, gender budgeting, and obligations with international conventions
- Establish gender expertise (permanent position/ formal liaison) in Clerks' departments, parliamentary 'outreach' and 'educational' teams, security teams, and social media
- Strengthen gender expertise with an intersectional lens in human resource teams
- Establish/ strengthen informal and formal links with academic gender experts, women's groups, women in the media
- Change electoral law to require parliaments and/or parties to collect and publish data on members' and candidates' gender, ethnicity, indigeneity, education, profession, parenthood, age disability, sexual orientation, and gender expression and identity
- Collect data on parliamentary staffs' gender, ethnicity, indigeneity, education, profession, parenthood, age disability, sexual orientation, and gender expression and identity
- Collect and publish data on/ for members' participation in plenary debates, question period, committee proceedings, delegation travel, leadership positions in parliament, committee witnesses, promotion of women members, gender pay gap for members, gender pay gap for staff, promotion of women parliamentary staff, and women journalists with access to the press gallery
- Collect and publish gender data relating to policy
- Collect data on members' and staffs' participation in gender equality training
- Collect data for members' and staffs' use of virtual participation (e.g., video/teleconferencing, electronic voting)
- Collect data on members' and staffs' preferences for hybrid proceedings and face-to-face proceedings

Gender Sensitizing Canada's Parliaments

The GSP Cross-jurisdictional Review not only takes an initial look into the gender-sensitivity of Canada's parliaments but is designed to assist Canada's parliaments undertake future GSP reviews. It builds on the CPA's *GSP Guidelines, Assessing Gender and Diversity Sensitivity at the Legislative Assembly of BC*, and the other GSP work undertaken by the CPA-CWP, as well as by other organizations and scholars concerned with gender equity and parliaments.¹⁹

Concern about women’s underrepresentation in politics is longstanding.²⁰ The CPA’s first publication on the topic over twenty years ago, *Gender Sensitising Commonwealth Parliaments*, deemed unacceptable women’s low level of political underrepresentation. In the report it was proposed that women’s political participation must include both formal *and* substantive representation, where women legislators exercise real political power insofar that “power sharing” would benefit Commonwealth countries.²¹

For more than twenty years, the CPA has been encouraging Commonwealth parliaments – including Canada’s parliamentary institutions – to adopt transformative gender sensitizing reforms such as “gender-based analyses of all parliamentary documents” and “maternity and paternity benefits for parliamentarians”.²² As a part of broader international efforts toward achieving gender equality in politics, a key principle entrenched in the United Nation’s Charter, the Universal Declaration of Human Rights, and other international treaties – the CPA and CWP not only support GSP reviews but strive to “create the necessary conditions to deliver on their responsibility to reach the standards of gender sensitivity”.²³

Descriptive Representation

Counting women’s political presence matters.²⁴ A key feature of a GSP concerns *descriptive representation*, defined as parliaments proportionately reflecting the populations they represent in terms of sex, gender, gender expression and identity, sexual orientation, Indigeneity, race, ethnicity, and other intersecting social characteristics and shared experiences.²⁵ Given this, undertaking a GSP review involves collecting data on the descriptive representation of women in politics. Women’s political presence matters for reasons of legitimacy and policy, with descriptive representation strongly linked to substantive representation.²⁶ More diverse parliaments have the potential to become more effective institutions, where decisions reflect a broader set of interests, concerns, and issues and a wider range of skills, experiences, and perspectives.²⁷

Encouragingly, women’s descriptive representation amongst parliamentarians is improving. Looking to the Inter-Parliamentary Union’s (IPU) ranking of Women in National Parliaments, the global average of 26 percent (lower houses) is a considerable improvement upon the 2001 global average of 14 percent when the CPA first reported on GSPs. Despite these gains, gender parity amongst parliamentarians is still a long way off – however, there are a few exceptions.²⁸ Women make up a majority of members in three of the 193 parliaments for which the IPU collect data: Rwanda (61 percent), Cuba (54.4 percent), and Nicaragua (50.6 percent), and in a few countries women make up 50 percent of members (Mexico, UAE) or very close to 50 percent (New Zealand, Iceland, and Costa Rica).²⁹

Looking to Commonwealth countries, we see considerable variation in the percentage of women elected across national parliaments (Table 3). While successive elections in some Commonwealth countries have returned women members in comparatively high numbers (Rwanda and New Zealand, as above), at 19 percent, the average falls several percentage points below the 2022 global average of 22 percent. Canada, with 30.5 percent women in its national parliament is faring better than all but one Commonwealth Region – the British Islands and Mediterranean.³⁰ Globally, however, Canada is not performing as well, and is ranked 59th of 193 countries (down from 53rd place in 2000), placing it well below other established democracies

including several other Commonwealth parliaments such as New Zealand (6th place) and the UK (46th place), and far below Rwanda (1st place).³¹

Table 3: Women’s Representation in Commonwealth Parliaments and Legislatures (lower or single houses)

Region	Average (%)	High (%)	Low (%)
Africa	27.5	Rwanda, 61.3	Nigeria, 3.6
Asia	17	Bangladesh, 21.2	Sri Lanka, 5.4
Australia	26.5	-	-
British Islands and Mediterranean	32.5	Scotland, 44.9	Alderney, 10
Canada	30.5	-	-
Caribbean, Americas, and Atlantic	25	Grenada, 46.7	Antigua & Barbuda, & St Lucia, 11.1
India	9.4	Chhattisgarh, 15.6	Mizoram & Nagaland, 0
Pacific	16.1	New Zealand, 49.2	Papua New Guinea & Vanuatu, 0
Southeast Asia	14.2	Singapore, 29.8	Terengganu, 0

**Based on data gathered by the CWP as of January 2022*

Canada’s low global ranking is somewhat surprising given it is renowned for being one of the most diverse countries in the world, with deep gender and intersectional diversities seen across Indigenous and settler populations. But such diversity, at least in terms of women’s political representation, is not reflected in Canada’s House of Commons, and as shown below, nor it is reflected in its provincial and territorial legislatures.³²

Despite the first woman (white) getting elected over 100 years ago, it took until the 1980s for women’s political representation to hit double digits.³³ The record is far worse for women members who identify as IBPOC. The first Indigenous woman elected to Canada’s national parliament was just over 30 years ago, around the same time as the first Black woman and the first open lesbian woman secured their seats.³⁴ Although recent national, provincial, and territorial elections have resulted in the most diverse candidate slates and party caucuses to date, these bodies still do not closely mirror Canada’s demographic profile.

These descriptive statistics alone reveal Canada’s political institutions are not yet gender sensitive parliaments where, definitionally, equality is promoted and achieved across all “bodies and internal structures”.³⁵ As with other parliaments, Canada’s are still overwhelming comprised of “white male elites” with “working practices [that] continue to reflect the traditions and preferences of members who have historically populated it”.³⁶

As seen in Table 4, women’s descriptive representation varies between Canada’s national and subnational parliaments, from a high of 52.6% percent (Northwest Territories) to a low of 22.5% percent (PEI). When taken as a whole, women members hold approximately 35 percent of all provincial and territorial legislative seats.³⁷ Notably, in 2020, sex parity was achieved in the Upper House with 47 women and 47 men Senators, however, in 2021 this dropped below 50 percent due to the early retirement of a woman senator.

Table 4: Women’s Representation in Canada

Rank	Jurisdiction	Number of Seats	Number of women	Percentage of women
1	Northwest Territories	19	10	52.6
2	Senate	105	46	49
3	Québec	125	55	44.0
4	British Columbia	87	36	41
5	Yukon	19	8	38.7
6	Ontario	124	48	39.5
7	Nova Scotia	55	19	34.5
8	House of Commons	338	103	30.5
9	Alberta	87	26	29.8
10	Saskatchewan	61	17	27.9
11	New Brunswick	49	14	28.6
12	Nunavut	22	6	27.2
13	Manitoba	57	15	26.3
14	Prince Edward Island	27	7	25.9
15	Newfoundland and Labrador	40	9	22.5

In terms of women’s national leadership, it has been almost 30 years since Canada’s first and only woman Prime Minister, Kim Campbell, served in 1993. More encouragingly, the 2021 federal election marks the third consecutive national parliament with a sex-balanced cabinet.³⁸ In terms of national party leadership, as of early 2022, only one woman leads a federal party – Candice Bergan (interim leader, Conservative party), and for the first time a transgender person leads a national party – Amita Kuttner (Green party).

Provincially, there have been 14 women premiers, with all three territories having been led at some point by a woman and seven of the 10 provinces except for Saskatchewan, NB, and NS.³⁹ Of these, only two provinces – BC and Alberta, have had more than one woman premier. Currently there are two women premiers (Manitoba, Heather Stefanson, 2021 and NWT, Caroline Cochrane, 2019) – marking a drastic shift from the early 2010s when women made up a record 50 percent of the premiers across Canada.

Women lead seven provincial/ territorial parties – Alberta (Rachel Notley, Alberta NDP), BC (Sonia Furstenuau, BC Green party), Heather Stefanson (Progressive Conservative Party of Manitoba), Ontario (Andrea Horwath Ontario NDP – although she is stepping down following the June 2, 2022 Ontario election); Québec (Dominique Anglade, Québec Liberal Party), and Yukon (Kate White, Yukon NDP).

In terms of the four provincial case studies, Québec’s national assembly has the most women members (44 percent), followed closely by BC (41 percent), with Manitoba (26.3 percent) and PEI (25.9 percent) almost 20 percentage points behind the frontrunner (Table 4).

Cases Compared

Looking to the main cases under study, Box 1 shows some of the many ‘Women’s Firsts’ in BC, Manitoba, PEI, and Québec.

Box 1: Women’s Firsts in BC, Manitoba, PEI, and Québec British Columbia ‘Firsts’:

- 1918, First Woman of Member of the Legislative Assembly – Mary Ellen Smith
- 1921, First Woman Cabinet Minister – Mary Ellen Smith
- 1928, First Woman Acting Speaker of the Legislative Assembly – Mary Ellen Smith
- 1950, First Woman Speaker of the Legislative Assembly – Nancy Hodges (first woman elected speaker in the Commonwealth)
- 1972, First Black Woman elected – Rosemary Brown
- 1981, First Woman Leader of a political party – Shirley McLoughlin
- 1991, First Woman Premier – Rita Johnston
- 1996, First Chinese Canadian Women elected to the Legislative Assembly – Jenny Wai Kwan and Ida Chong
- 2001, First Woman Leader of the Opposition – Joy MacPhail
- 2001, First Woman Lieutenant Governor of British Columbia – Iona Campagnolo
- 2005, First Woman of Métis descent elected – Carole James
- 2009, First Woman and person of Filipino heritage elected – Mable Elmore
- 2009, First Japanese Canadian Woman elected – Naomi Yamamoto
- 2011, First Woman to serve as Attorney General – Shirley Bond
- 2013, First Woman Premier Elected – Christy Clark (second woman premier of BC); First Korean Canadian Elected - Jane Jae Kyung Shin
- 2016, First First Nations Woman elected – Melanie Mark
- 2020, First Woman Clerk of the BC Legislature – Kate Ryan-Lloyd

Manitoba ‘Firsts’:

- 1920, First Woman Member of the Legislative Assembly – Edith Rogers
- 1963, First Woman Speaker - Thelma Forbes
- 1981, First Woman Lieutenant Governor of Manitoba – Pearl McGonigal
- 1981, First Deputy Premier - Muriel Smith
- 1984, First Woman Leader of a political party – Sharon Carstairs
- 1988, First Woman Leader of the Opposition – Sharon Carstairs
- 2015, First Indigenous Woman elected - Amanda Lathlin
- 2019, First Black Woman elected - Audrey Gordon, and first Black queer gender non-binary member elected - Uzoma Asagwara
- 2021, First Woman Premier of Manitoba - Heather Stefanson

Prince Edward Island ‘Firsts’:

- 1951, First Woman Candidate for the Legislative Assembly – Hilda Ramsay
- 1970, First Woman Member of the Legislative Assembly – Jean Canfield
- 1972, First Woman Cabinet Minister – Jean Canfield
- 1979, First Woman Interim leader of a political party – Doreen Sark
- 1986, First Woman Leader of the Opposition - Leone Bagnall

- 1990, First Woman Lieutenant Governor – Marion Reid
- 1990, First Woman Leader of a political party – Pat Mella
- 1993, First Woman Premier – Catherine Callbeck
- 1993, First Woman leader of the Opposition – Pat Mella
- 2017, First Acadian Woman Lieutenant Governor – Hon. Antoinette Perry

Québec ‘Firsts’:

- 1947: First woman candidate in a provincial election – Mary Leehy O’Connor
- 1951, First Woman Leader of a political party – Thérèse Casgrain
- 1961, First Woman Member of the National Assembly – Marie-Claire Kirkland
- 1962: First woman cabinet minister – Marie-Claire Kirkland
- 1976: First women deputy speaker of the National Assembly – Louise Cuerrier
- 1984: First woman whip – Huguette Lachapelle
- 1985: First woman deputy Premier – Lise Bacon
- 1994: First woman chair of her parliamentary caucus – Monique Gagnon-Tremblay
- 1994: First Muslim woman elected – Fatima Houda-Pépin
- 1997, First Woman Lieutenant Governor of Québec – Lise Thibault
- 1998, First Woman Leader of the Opposition – Monique Gagnon-Tremblay
- 1998: First openly gay woman elected – Agnès Maltais
- 2002, First Woman Speaker of the National Assembly – Louise Harel
- 2004: First woman House leader – Diane Lemieux
- 2004: First Black woman elected – Yolande James
- 2007, First Woman Leader of a political party with representation in the legislature – Pauline Marois
- 2012, First Woman Premier of Quebec - Pauline Marois

Returning to the importance of ‘counting,’ a wide range of diversity data are needed to track gender sensitivity changes over time and evaluate if women’s presence has increased, decreased, or levelled off.⁴⁰ Such data have the potential to prompt the appropriate gender sensitizing reforms to increase women’s political representation. A 2020 CPA survey reveals Canada, along with most other Commonwealth parliaments, collect data on members’ gender, as well as on their age, and profession, but few, including Canada’s parliament and provincial legislatures, collect other diversity data such as education, disability, parenthood, sexuality, and ethnicity, which could provide even more insight into women’s political participation and experience.⁴¹

Collecting data on the number of women members alone, however, does not reveal if a parliamentary institution is ‘inclusive’ – where all members have the equal right to meaningfully engage with and participate in their workplace, fully and safely.⁴² Given this, it is important too to consider women’s substantive representation, and to consider what happens to women members once they are elected. Do women and men members, for example, experience similar rates of promotion or incidences of intimidation, bullying, harassment, and sexual harassment, and do their parliamentary experiences differently influence their decision to ‘re-offer’ and seek another term or to leave politics altogether?

Beyond the Numbers

Canada's parliamentary bodies are not only workplaces for elected members, but they are workplaces for an array of professional and party staff, and a GSP must respond to their needs too. Parliamentary workplaces are unique – they have their own rules, practices, policies, infrastructures, and cultures, all of which are imbued with “organised masculinism”, and in this sense, Canada's national and sub-regional parliaments are experienced by many women as non-inclusive and unwelcoming spaces.⁴³

Violence against women in politics (VAW-P) is prevalent with research finding it occurs across all parliamentary institutions – including Canada's.⁴⁴ Undeniably, parliamentary institutions have been and continue to be sites of VAW-P, making it impossible for all women to participate in their workplace fully and safely.⁴⁵ The “Me Too” movement did not spare Canada's Parliament.⁴⁶ Canada's women members (including ministers) and staff note that “sexual harassment and violence has gone unchecked on Parliament Hill for too long”.⁴⁷

Cases Compared: Across BC, Manitoba, PEI, and Quebec, VAW-P is of considerable concern. For example, in BC the former Speaker claimed that “Me Too” allegations were not thoroughly investigated.⁴⁸ The Speaker of Manitoba's Legislature said, “enough is enough” and revamped the harassment policy in response to men members' inappropriate behaviour toward women members, including by a member dubbed “Mr. Tickles” for touching women.⁴⁹ In PEI's Legislature a man member was accused of sexually harassing a woman staffer.⁵⁰ And in Québec's National Assembly, 63 percent of the women members surveyed reported experiencing forms of sexual misconduct whilst performing their duties.⁵¹

Lastly, the COVID-19 pandemic has undoubtedly disrupted the work of Canada's parliaments, with research showing it has disproportionately affected more women than men, especially women who identify as IBPOC. The hybrid parliamentary model, where work takes place face-to-face and remotely, has the potential to lead to greater gender sensitivity in a parliament.⁵² Although the longer-term effects of the pandemic upon parliamentary institutions are unknown, hybrid parliaments enhance women legislators' ability to more fully participate in their workplace due to caring responsibilities and other considerations such as travel restrictions and self-isolation.⁵³

Moreover, in hybrid parliaments there are reduced opportunities for heckling – much of which is gender-based, and there are reduced instances of gender-based intimidation, bullying, harassment, and sexual assault. At the same time, hybrid parliaments can offer more predictable parliamentary schedules.⁵⁴ These hybrid features can play a role in a woman's decision to enter politics and a woman member's decision to re-offer themselves by seeking another term.⁵⁵ Based on this, Canada's parliamentary institutions might consider exploring hybrid parliaments as a more permanent feature of their workplaces.

To date, hybrid parliaments in Canada include the House of Commons and Senate, BC, Manitoba, NB, NS, Nunavut, PEI, and the Yukon (using teleconference and not videoconference). Some jurisdictions adopted aspects of hybrid proceedings, for example, although the Alberta Legislative Assembly continued with in-person sittings (and a reduced number of members in the Chamber), it implemented hybrid voting for formal divisions (votes).

Many jurisdictions allow their parliamentary committees to meet either virtually or in hybrid format.

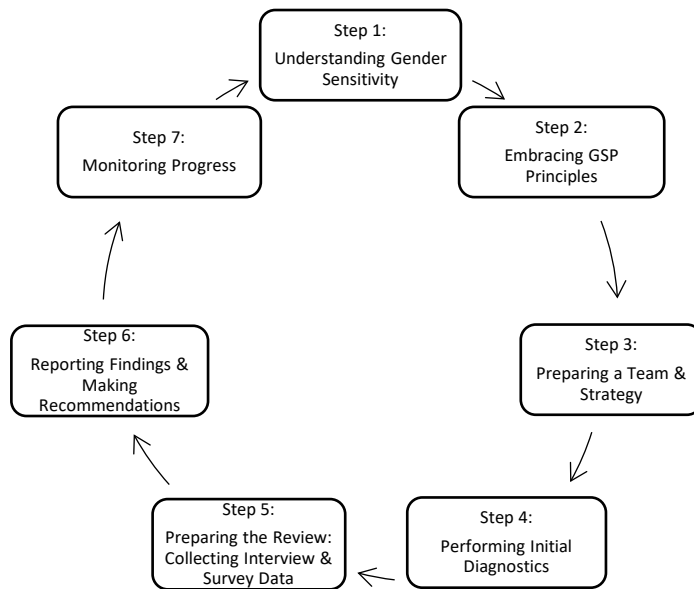
Cases Compared: Of the four jurisdictions under study, BC, Manitoba, and PEI’s legislatures implemented hybridity during the pandemic whereas Québec did not.

The Seven Steps of a Gender Sensitive Parliamentary Review

The *GSP Cross-jurisdictional Review* uses a multimethod approach to collect and analyze data and to identify and assess gender sensitivity. Figure 1 shows the ‘seven steps’ involved in undertaking a GSP review, with each step summarized and explored below.⁵⁶ GSP reviewers can take one step, two steps, or all steps, depending on the GSP’s remit and scope.

For the purposes of the *GSP Cross-jurisdictional Review*, Steps 1, 2, and 3 were taken in advance by way of the CPA engaging the researcher to assess gender-sensitivity in Canada’s parliaments in the first place. Given the remit, the focus of this review falls to Step 4, ‘performing initial diagnostics’ and Step 5, ‘preparing the review: collecting interview and survey data’. Steps 6, ‘reporting findings and making recommendations’ and 7, ‘monitoring progress’ are also touched upon. Each step is summarized below.

Figure 1: Seven Steps to Assessing Parliamentary Gender Sensitivity



Step 1 Understanding Gender Sensitivity

At Step 1, Canada's parliaments explore the definition(s) of GSP, why GSPs are important, and the various ways in which they can be and have been assessed.

A GSP, as stated more fully in the CPA's *GSP Guidelines*, is one with gender sensitizing features which include promoting and achieving "equality of women and men across all its bodies and internal structures, and mainstreams gender equality throughout all its work, including the work of the parliamentary administration".⁵⁷

The CPA's *GSP Guidelines*, can help Canada's parliaments "create the necessary conditions to deliver on their responsibility to reach the standard of gender sensitivity". Central to this is the guiding principle of 'institutionalism' to which parliaments undertaking a GSP review must commit. Gender sensitizing institutions include (1) identifying the gender sensitive reforms required to meet a parliament's specific gender sensitive needs, (2) the parliamentary actor(s) who will implement them, and (3) how they will be implemented and maintained in a way that meets the CPA *GSP's Guidelines*.

On this last point, and as noted, the *CWP's Survey of Institutional Practice* finds that of 17 Commonwealth parliaments, the Speaker and the Governing Body is "the key actor or institution with formal responsibility for gender equality" and in five parliaments the Speaker *and* Governing Body share this responsibility.⁵⁸ Thus, many of the GSP's initial observations and recommendations coming out of the *GSP Cross-jurisdictional Review* and listed in the *Executive Summary* are directed at speakers and governments, with others falling to other entities such as legislative assemblies, legislative assembly management committees (or the equivalent), and political parties. Additional details, including jurisdictional variation, are given at 'Step 4, Performing Initial Diagnostics' in the Clerks' *Checklist* comments.

Step 2 Embracing Gender Sensitive Parliament Principles

At *Step 2*, Canada's parliaments institutionally and politically commit to embed the principles of a GSP into their parliamentary structures, operations, methods, and work.

The CPA and CWP are committed to gender equality in parliaments – and, as signatories to other international treaties and obligations, Canada's parliaments have already accepted the necessity to bring about GSPs. Given this, Canada's national and sub-regional parliaments are responsible for establishing GSP leadership, committing institutional resources, reviewing processes, and undertaking GSP assessments.⁵⁹

The CWP-Canadian Region agrees to the principle of undertaking a GSP review and thus acknowledges gender 'in-sensitive' parliaments undermine Canada's democracy insofar that parliaments as political spaces and as workplaces are not gender sensitive institutions. The descriptive underrepresentation of women in Canada's national and sub-regional parliaments is illustrative of this problem. Indeed, as noted, this report was initiated by the CWP-Canadian Region and BC Branch and is supported by the CWP's Strengthening Fund. Throughout, it has received ongoing support from the CWP-Canadian Region's Association Secretary.

The political will to undertake a GSP review in Canada is critical as without an agreement from those with the power to lead change it will be difficult to access the information needed to begin let alone complete an assessment or future assessments. It is important to identify who in Canada's parliaments has the formal authority to agree to gender sensitivity parliamentary work and who has the power to set up this process on the administrative or political side. For the *GSP Cross-jurisdictional Review*, the CWP-Canadian Region Association Secretary reached out to the various CWP-Canadian Region branches to ask if they would like to participate in the study. This was critical for distributing the *Checklist* to clerks' offices and the *surveys* to members' emails, as well as for arranging *interviews* with parliamentary members and staff.

Step 3 Preparing a Team and Strategy

Step 3 involves the practicalities of developing and conducting a GSP review. With support from the CPA Headquarter Secretariat, and in this case, the CWP-Canadian Region Association Secretary, the GSP assessor sets the scope, timelines, objectives, and resource levels.

Scope pertains to issues such as whether the GSP review looks at elected members, appointed members, professional staff, or all three groups. For the *GSP Cross-jurisdictional Review*, it was decided that the *scope* would include the Senate and elected members from the national and sub-regional parliaments and staff from clerks' offices from four jurisdictions (BC, Manitoba, PEI, and Quebec).

At Step 3 it is determined if the GSP review will be undertaken by a *team*, and if so, the team membership and leadership. During this step a decision must also be made about whether the assessment will be led by 'members only' or if the assessment will be led by members working with senior staff as co-professionals, and if the administrative staff will be supporting the members, and/or if it is a collective effort between administrative staff and political staff. For the *GSP Cross-jurisdictional Review*, the research was undertaken by an external academic researcher with the support of the CWP-Canadian Region Association Secretary as well as with support from clerks at the Legislative Assembly of BC.

A decision must also be made as to whether the GSP assessment will be a 'self-assessment' conducted *internally* by, for example members and staff, or *externally*, by, for example, consultants or women's organizations and whether or not it will reflect a cooperative effort between internal members and staff and external academics and organizations.⁶⁰ External assessors, may better 'objectively' keep gender sensitivity feminization at the heart of the assessment whereas internal assessors may proceed with a more intimate knowledge of the organization.⁶¹ The *GSP Cross-jurisdictional Review* is conducted externally by an academic researcher with cooperation from the CWP-Canadian Region.

The *timeframe* for the assessment is also decided at this stage. The time frame depends on the *scope* of and *method* for the GSP review. For example, in terms of *scope*, less time is needed if the focus of the GSP review falls to only one chamber, elected members, and one jurisdiction, whereas more time is needed if the focus falls to all chambers, elected members, parliamentary staff, and party staff, and multiple jurisdictions. In terms of methods, more time is needed if the assessment includes interviews, surveys, checklists, and/or other data collection methods, and

less time is needed if only using a customized GSP *Checklist*. For the *GSP Cross-jurisdictional Review*, the initial *timeframe* was extended given the large *scope* of the project and the multiple methods used.

Step 4 Performing Initial Diagnostics

At Step 4, the *GSP Cross-jurisdictional Review*'s assessor's activities involve developing and sending to Clerks a *Checklist* to get a snapshot of what is known and unknown about Canada's parliamentary data, structures, processes, and actors and the extent to which sufficient information exists to enable GSP reviews.⁶²

As noted, the *Checklist* builds on the CPA's *GSP Guidelines and Standards*. Given this, the *Checklist* questions focus on five areas:

- Institutional Leadership: e.g., gender equality plans or laws referring to gender equality in political representation.
- Data Collection: e.g., collection and publication of sex aggregated data on parliamentarian diversity and participation.
- Reviews: recent gender equality/ gender sensitive reviews and consultations.
- Gender Expertise: e.g., presence of gender experts and gender equality policies.
- Women's Parliamentary Bodies: e.g., presence of gendered parliamentary bodies such as a women's committee.⁶³

The *Checklist* is not alone a GSP review rather it helps prepare the assessor identify the capacity of Canada's parliaments to undertake a GSP review.⁶⁴ Several *Checklist* questions, however, do provide some insight into the GSP measures already in place across Canada's jurisdictions as well as those that are mostly still absent.

The first stage of *Step 4* is to identify who can best fill out the *Checklist* – ideally people with access to institutional knowledge about data collection and availability such as the clerk's office staff. As noted, the CWP-Canadian Region Association Secretary assisted with this, and the *Checklist* was distributed to Clerks' offices via email and returned to the researcher.

The second stage of *Step 4* is to refine the GSP *Checklist* to fit the specificities of Canada's parliamentary institutions – this involved many consultations with parliamentary members, staff, and experts for assistance with question phrasing and content. Thus, the *GSP Cross-jurisdictional Review* reflects the specificities of Canada's national and sub-national parliaments and can be further customised for future GSP reviews or to fit other political jurisdictions, including local governments.⁶⁵

The *GSP Cross-jurisdictional Review*'s '*Checklist*' contains '32 main questions' with the 'sub-questions' increasing the total number of questions to 190. The *GSP Checklist* used for Canada's House of Commons, Senate, and provincial parliaments is seen in Table 5 and the *Checklist* responses, comments, and analysis follow.⁶⁶

Table 5: Checklist for the GSP Cross-jurisdictional Review of Canada

<p>1. Do any of the bodies and individuals listed below have formal responsibility for gender equality within your Parliament? If more than one applies, please rank, with ‘1’ being the most important, and then in descending order to the least important. Note: Gender equality might be phrased in terms of ‘gender sensitizing the Parliament’ or ‘gender sensitive’ or ‘gender equal’ or ‘gender equity’, amongst other terms.</p>			
	Yes	No	Rank
The Governing body/bodies			
The Government			
The Speaker			
The Chief Administrative Operating Officer (or equivalent)			
Parliamentary Clerks			
Other Parliamentary body or official			
Comments:			

<p>2. Does your Parliament have an institutional ‘gender equality plan’? Note: this might be phrased in terms of ‘gender sensitivity’, ‘gender equality’, ‘gender mainstreaming’, amongst other terms.</p>	Yes	No
Comments:		

<p>3. If you answered ‘yes’ to question 2 (your Parliament has an institutional gender equality plan) please answer the following questions (question 3). If you answered ‘no’ to question 2, please skip this question and proceed to question 4.</p> <p>Does your Parliament’s ‘gender equality plan’ address any of the following?</p>		
	Yes	No
The procedures of the House		
The culture of the House		
Parliamentary facilities (infrastructure)		
The ‘political work’ (or ‘outputs’) of Parliament, such as legislation, scrutiny of Government, representation of interests etc.		
Comments:		

<p>4. Does your Parliament have any of the following ‘gendered parliamentary bodies’?</p>		
A formal parliamentary Women’s Caucus, in receipt of parliamentary resources	Yes	No
A formal Women’s Committee, in receipt of parliamentary resources		
A formal Equalities Committee, in receipt of parliamentary resources		
An informal Parliamentary Women’s Caucus, or Network, without parliamentary resources		
Formal, party-specific Women’s Networks or organizations		
Informal, party specific Women’s Networks or organizations		
Commonwealth Women Parliamentarians		
Other – please write in		
Comments:		

5. For each of the following bodies listed below, please indicate if they have a formal or an informal role in your Parliament's efforts to 'gender sensitize' the institution? You may select both informal and formal if relevant.			
	Formal	Informal	None
A formal parliamentary Women's Caucus			
A formal Women's Committee			
A formal Equalities Committee			
An informal Parliamentary Caucus or Women's network			
A formal, party specific Women's Networks or organization			
An informal, party specific Women's Networks or organization			
Commonwealth Women Parliamentarians			
Other – please write in			
Comments:			

6. If your Parliament has a formal Women's Committee, what are the roles within its official remit? Please select all that apply from the listed roles below:	
	Tick Box
Scrutinize the work ('outputs') of Parliament, e.g., laws, scrutiny, representation	
Monitor and evaluate Parliament as a gender sensitive institution	
Hold to account the responsible Government Minister/Department dealing with women's issues/gender equality	
Other - please write in	
Comments:	

7. Has your Parliament undertaken a 'gender sensitive review' of any of the following? If yes, please indicate the year in which the last (most recent) review was conducted.			
	Yes	No	Date
Electoral law			
Standing Orders			
Parliamentary Behavioural Codes of Conduct			
Informal norms & conventions, e.g., the use of masculine language			
The Parliamentary dress code			
Facilities (e.g., washrooms, artwork, social spaces, and other amenities).			
Heckling			
Sexual harassment and bullying (whether from MPs and/or fellow parliamentary workers)			
Violence against women in politics' (whomever it is from, i.e., including the public and online)			
Whether rules and/or laws regarding Parliamentary privilege/immunity can be used by parliamentarians to protect a parliamentary accused of harassment or violence			
Human Resources Complaints			
Non-disclosure Agreements			
Existing Gender Equality Legislation			
Members' pay and expenses schemes			
Provision for Members childcare costs			
The Parliamentary gender pay gap for Members			
The Parliamentary gender pay gap for parliamentary staff			

The Parliamentary gender pay gap for Members' staff			
Parliamentary sitting hours (in relation to availability of childcare)			
Other – please write in			
No such reviews have been undertaken			
Comments:			

8. Please indicate below whether your Parliament formally collects data on the following characteristics of (a) Parliamentary Candidates and (b) Members (c) Parliamentary staff (e.g., Clerks/officials) and (d) Members' staff				
	Data collected for Parliamentary Candidates	Data collected for Members	Data Collected for Parliamentary Staff	Data published for Members' Staff
Gender				
Ethnicity				
Indigeneity				
Education				
Profession				
Motherhood				
Fatherhood				
Age				
Disability				
Sexual Orientation				
Gender Expression & Identity				
Other (e.g., military service, notable “firsts” such as the first woman elected to the House of Commons & family ties in Parliament)				
None collected				
Comments:				

9. Does the Constitutional Law or an equivalent legal framework directly refer to gender equality in political representation?	Yes	No
If ‘yes’, please specify:		
Comments:		

10. For each of the activities listed below please indicate whether your Parliament (1) collects and (2) publishes (makes publicly available) sex/gender & diversity (Indigenous, Black & People of Colour – IBPOC) disaggregated data, & LGBTQ+ People. Select all that apply:						
	Parliament collects sex/gender data	Parliament publishes sex/gender data	Parliament collects IBPOC Data	Parliament publishes IBPOC data	Parliament collects LGBTQ data	Parliament publishes LGBTQ data
Members' participation in Plenary Debates						
Members' participation in formal 'question time'						
Members' participation in Committee proceedings						

Members' participation in delegation travel						
Members in leadership positions in the Parliament						
Parliamentary staff (Clerks, officials, other workers), in leadership positions						
Parliamentary staff participation in Members' delegation travel						
Witnesses coming before Committees						
External 'specialist advisers' attached to Committees						
The gender pay gap amongst Members						
The gender pay gap amongst parliamentary staff						
The gender pay gap amongst Members' staff						
Rates of promotion of women members (e.g., women members assigned additional roles such as House Leaders, Whips, Committee Chairs etc.,)						
Rates of promotion for women clerks/officials, & other non-partisan staff						
The percentage of women journalists amongst media personnel given privileged access to the Parliament (sometimes called 'press gallery members'/lobby journalists)						
Comments:						

11. Please indicate below if your Parliament has consulted with any of the below about gender equality/gender sensitive parliament issues in the last three years?		
	Yes	No
Members (no serving Members, but city councillors, mayors, other elected officials, former Members of Parliament, or members of a legislative assembly)		
Members' Staff		
Parliamentary Staff		
No consultation has taken place		
Comments:		

12. Please indicate if your Parliament has consulted with any of the below to identify the specific needs of parents in the last three years?		
	Yes	No

Members (no serving members, but city councillors, mayors, provincial elected officials, former Members of Parliament, or members of a legislative assembly)		
Members' Staff		
Parliamentary Staff		
No consultation has taken place		
Comments:		

13. Please indicate if your Parliament has consulted with any of the below regarding violence against women in politics in the last three years?		
	Yes	No
Members (no serving Members, but city councillors, mayors, provincial elected officials, former Members of Parliament or members of a legislative assembly)		
Members' Staff		
Parliamentary Staff		
No consultation has taken place		
Comments:		
14. For whom in Parliament is 'job sharing' [where two staff share the job] lawful? Please select all that apply.		
	Tick Box	
Members		
Members' Staff		
Parliamentary Staff		
Other		
No job sharing is permitted		
Comments:		

15. Thinking about the administrative gender expertise available in your Parliament: How often does your parliament provide sex/gender disaggregated data relating to policy?	
	Tick Box
Always	
Often	
Rarely	
Never	
Comments:	

16. Please indicate below whether there is gender expertise (gender equality experts present, and gender equality policies in place) in the following parliamentary departments and services.	Gender Equality Experts present	Gender Equality Policies in place
The Clerks' Dept (i.e., the administrative department supporting Committees)		
Parliamentary outreach teams		
Parliamentary education teams		
The Digital Service		
Social media teams		
Security teams		
The Human Resources team		
Comments:		

17. Please indicate below the types of links your Parliament has with the following groups. Please select all links that apply for each group.						
	Formal	Informal	Permanent	Ad hoc	In Person/ Oral	Written communication
Academic gender experts						
Women's movement/civil society representatives/groups						
Representatives from the 'women's media'						
Other- please write in						
Comments:						

18. Is there a law requiring all Government policy and legislation to be reviewed with regard to:				
	Yes	No	Don't No	If 'yes', specify
Gender equality impacts				
Gender budgeting				
Compatibility with obligations under relevant international conventions, e.g., CEDAW, UNDHR, International Covenant on Civil and Political Rights, and International Covenant on Economic and Social Rights.				
Comments:				

19. Please indicate below if training exists for each of the following groups out of the options listed <i>and</i> write in if it is 'optional' or 'mandatory'. Please tick all that apply:						
	Gender Equality	Gender Mainstreaming	Gender Budgeting	Sexual Harassment & Bullying	Leadership	None
Members						
Ministers						
Committee Chairs						
Parliamentary clerks						
Other Parliamentary officials						
Members' private staff						
Comments						

20. Please indicate below which of the training your Parliament provides is for 'women only'? Please select all that apply:	

	Women-only	Both gender/sex	Does not provide this training
Gender equality			
Gender mainstreaming			
Gender budgeting			
Sexual harassment and bullying			
Leadership			
None of the above			
Comments:			

21. Please indicate if your Parliament collects sex/gender-disaggregated data for participation in its gender training:	Yes	No
Comments:		

22. For which of the following groups are mentoring programs run within Parliament? Please select all that apply.			
	No Programs Run	Yes, Run by Parliament	Yes, Run by political parties
Women Members			
Women staff of Members			
Women parliamentary staff			
Comments:			

23. Please indicate if any of the following provisions exist to support the participation of women standing as candidates for your Parliament. (This does not apply to Canada's appointed Senate). If 'yes', please specify in the comments section.		
	Yes	No
Electoral Law requirement		
Party Regulation requirement		
Legislative quota		
Party quota		
Extra national/provincial funding (monetary)		
Extra national/provincial funding (non-monetary, e.g., additional election broadcasts)		
Employment leave (either paid or unpaid) for candidates during election campaigns		
Comments:		

24. Please indicate if there are any formal rules requiring a set level of women's participation as Committee Chairs or Committee Members and, if so, what percentage this rule is set at.			
	Yes	No	Percentage
Rule setting level of women's participation as Committee Members			
Rule setting level of women's participation as Committee Chairs			
Comments:			

25. What kind of provisions are made for Members who have just had children? Please indicate for each whether there is no provision, the same provision as national law, or Parliament-specific provision.

	No provision	Same as national or provincial law – please write in details	Parliament specific – please write in details
Maternity Leave			
Paternity Leave			
Parental Leave			
Other – please write in			
Comments:			

26. Please indicate the kind of provisions which are made for Members on maternity, paternity, or parental leave for each of the following types of work.				
	Proxy vote	Surrogate Member	Other arrangement	No arrangement
How is Members' voting 'covered' during maternity/paternity/parental leave absences?				
How is Members' committee work 'covered' during maternity/paternity/parental leave absences?				
How is Members' constituency work 'covered' during maternity/paternity/parental leave absences?				
Comments:				

27. Are provisions made for the cost of childcare for Members? If yes, please add weblink to any details about these provisions.	Yes	No
Weblink details:		
Comments:		

28. Please indicate if any of the facilities below are provided on the Parliamentary site.		
	Yes	No
Full time childcare facilities providing permanent care (sometimes referred to as a nursery). If 'yes', how many spaces? Write in:		
Ad hoc childcare facilities providing temporary care (sometimes referred to as a crèche). If 'yes', how many spaces? Write in:		
A Pharmacy		
Gender neutral washroom(s)		
Hairdressers/barbers		
Bars selling alcohol		
Menstrual product dispensary machines		
Breast-feeding/Infant feeding rooms		
Women only lounge/space		
Family room		
Highchairs in dining spaces – if so, how many? (write in):		
'Safe-walk' program (walking/driving teams to accompany women from point 'A' to 'B')		
Any others - <u>please write in</u> , for example, parking spots for pregnant women, infants in the House/legislature floor allowed (strangers on the floor), a bus system:		
Comments:		
29. Is Members' breast feeding formally permitted in the following areas?		

	Yes	No
The Chamber		
Committees		
Special women's, family and/or infant-feeding rooms		
Comments:		

30. In your Parliament, please indicate if the listed behavioural codes exist to govern the relations between Members, between Members and parliamentary staff, and between Members and their staff. If they do, please provide details in the space below.			
	Between Members	Between Members & Parliamentary staff	Between Members & their staff
A behavioural code of conduct that refers to sexist language and sexist behaviour			
A Parliamentary sexual harassment code of conduct or policy			
Details:			
Comments:			

31. Prior to the global pandemic, COVID-19, did your Parliament allow for any of the following?		
	Yes	No
Members' video/teleconferencing		
Members' electronic voting		
Other – please write in:		
If 'yes' to any of the above, please write in the details:		
If 'yes' to any of the above, did your Parliament collect data on gender/sex participation rates?		
Comments:		

32. During the Pandemic, has your Parliament been tracking data on gender/sex for virtual participation rates for any of the following?		
	Yes	No
Members (e.g., committees, question period, house proceedings)		
Parliamentary staff (e.g., Clerks, officials, other workers)		
Other – please write in:		
If 'yes' to any of the above, please provide details:		
Comments:		

The results for the *GSP Cross-jurisdictional Review's Checklist* are presented in Table 6 for the participating jurisdictions (House of Commons, Senate, BC, PEI, Ontario, NB, NS, Manitoba, Québec, and Saskatchewan).

In terms of evaluating the *Checklist* data, a score of '1' indicates data are collected for a GSP indicator (e.g., collecting and publishing diversity data) *or* a GSP policy has been implemented (e.g., onsite childcare), whereas a score of '0' indicates no data are collected *or* no policies have been implemented. A score of '190' indicates a parliament is wholly ready to undertake a GSP assessment, while a score of '0' indicates a parliament is not at all ready to undertake a GSP assessment.

In the first column in Table 6, a shorter version of the questions are listed – as a reminder these reflect the CPA *GSP Guidelines* – ‘Institutional leadership’ (Q. 1-3, 9, 22-29), ‘Data’ (Q. 8, 10, 15, 21, 31-32), ‘Reviews’ (Q. 7, 11-15, 30), ‘Gender expertise’ (Q. 16-20), and ‘Women’s parliamentary bodies’ (Q. 4-6). The other columns indicate the ‘score’ as totals/percentages for each jurisdiction, with the last column providing the total for each jurisdiction along each measure.

The *Checklist* is not meant to rank jurisdictions rather it is designed to offer insights into the gender-sensitive data and policies already collected or in place and those still needed to better prepare Canada’s parliaments for future GSP reviews.

To keep in mind, variations in *Checklist* ‘scores’ not only reflect political and administrative commitment to GSPs but reflect variations in institutional capacity to undertake the work, with for example, the House of Commons having a much greater capacity than a smaller provincial legislature with fewer resources (e.g., staff, research budget). The lack of institutional capacity, for example, to collect diversity data, was frequently raised during interviews with parliamentary staff and in email exchanges with clerks’ offices.

Table 6: Checklist Results for GSP Cross-jurisdictional Review of Canada

Jurisdiction	House	Senate	BC	PEI	Ont	NB	NS	Man	Que	Sask	Total
Total / 190	52 27%	45 24%	43 23%	27 14%	23 12%	36 19%	30 16%	30 16%	49 26%	42 22%	378/190 20%
Question											
1. Formal Responsibility Gender Equality?											
Government	0	0	0	0	0	0	0	0	0	0	0
Speaker	0	0	0	0	0	0	0	0	0	0	0
Parliamentary Clerks	0	0	0	0	0	0	0	0	0	0	0
Other Parliamentary Body	0	0	0	0	0	0	0	0	1	0	1
2. Gender Equality Plan in place?	0	0	0	0	0	0	0	0	0	0	0
3. Does Gender Equality Plan address											
Procedures of House	0	0	0	0	0	0	0	0	0	0	0
Culture of House	0	0	0	0	0	0	0	0	0	0	0
Parliamentary Facilities	0	0	0	0	0	0	0	0	0	0	0
Political Outputs (e.g., legislation)	0	0	0	0	0	0	0	0	0	0	0
4. Gendered Parliamentary Bodies?											
Formal Women’s Caucus w/ Parl Resources	0	0	0	0	0	0	0	0	1	0	1
Formal Women’s Committee w/ Parl Resources	1	0	0	1	0	0	0	1	0	0	3
Formal Equalities Committee w/ Parl Resources	0	0	0	0	0	0	0	0	0	0	0
Informal Parl Women’s Network w/o Parl Resources	1	0	0	0	0	1	0	0	0	0	2
Formal, Party Specific Women’s Network/Org	1	0	0	0	0	1	1	0	0	0	3
Informal, Party Specific Women’s Network/Org	0	0	1	0	0	0	1	0	0	1	3
Commonwealth Women Parliamentarians (CWP)	1	1	1	1	1	1	1	1	1	1	10
5. Formal Role to Gender Sensitise Parl?											
Formal Women’s Caucus w/ Parl Resources	0	0	0	0	0	0	0	0	1	0	1

Formal Women's Committee w/ Parl Resources	0	0	0	0	0	0	0	0	0	0	0
Formal Equalities Committee w/ Parl Resources	0	0	0	0	0	0	0	0	0	0	0
Informal Parl Women's Network w/o Parl Resources	0	0	0	0	1	0	0	0	0	0	1
Formal, Party Specific Women's Network/Org	0	0	0	0	0	0	0	0	0	0	0
Formal CWP	1	1	1	0	1	0	0	0	0	0	4
6. Formal Women's Committee Role?											
Scrutinize Work Parliament	1	0	0	0	0	0	0	0	0	0	1
Monitor/Evaluate Gender Sensitivity of Parliament?	0	0	0	0	0	0	0	0	0	0	0
Hold Account Minister/Dep't Responsible Gender	1	0	0	1	0	0	0	0	0	0	2
7. Gender Sensitive Review in the following?											
Electoral Law	0	0	0	0	0	0	0	0	0	0	0
Standing Orders	1	0	1	0	0	0	0	0	0	1	3
Parliamentary Codes of Conduct	1	0	1	0	1	0	0	0	1	1	5
Informal Rules (e.g., masculine language)	1	1	0	0	0	0	0	0	1	1	4
Parliamentary dress code	0	0	1	0	0	0	0	0	0	0	1
Facilities (e.g., washrooms, art, social spaces)	1	1	1	0	1	0	0	0	1	1	6
Heckling	0	0	0	1	0	0	0	0	0	0	1
Sexual harassment and bullying	1	1	1	1	1	0	1	0	1	1	8
Violence against women in politics	1	1	0	0	0	0	0	0	1	1	4
Parl. Priv. Protects Members Accused of Harassment	0	0	0	0	0	0	0	0	0	0	0
Human Resource Complaints	1	0	0	0	0	0	0	0	0	1	2
Non-disclosure Agreements	0	0	0	0	0	0	0	0	0	0	0
Existing Gender Equality Legislation	1	0	0	0	0	0	0	0	0	0	1
Members' Pay & Expenses	0	0	0	0	0	0	0	0	0	0	0
Provision Members' Childcare Costs	1	0	0	0	1	0	0	0	0	0	2
Parliamentary Gender Pay Gap for Members	0	0	0	0	0	0	0	0	0	0	0
Parliamentary Pay Gap for Parliamentary Staff	0	0	0	0	0	0	0	0	0	1	1
Parliamentary Pay Gap for Members' Staff	0	0	0	0	0	0	0	0	0	0	0
Parliamentary Sitting Hours	1	0	1	0	0	0	0	0	1	1	4
8. Data Collected for Parl. Candidates											
Gender	0	0	0	0	0	0	0	0	0	0	0
Ethnicity	0	0	0	0	0	0	0	0	0	0	0
Indigeneity	0	0	0	0	0	0	0	0	0	0	0
Education	0	0	0	0	0	0	0	0	0	0	0
Profession	0	0	0	0	0	0	0	0	0	0	0
Parenthood	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	1	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0
Sexual Orientation	0	0	0	0	0	0	0	0	0	0	0
Gender Expression & Identity	0	0	0	0	0	0	0	0	0	0	0
<i>8b. Data Collected for Members</i>											
Gender	0	1	1	1	1	0	0	0	1	0	5
Ethnicity	0	0	0	0	0	0	0	0	0	0	0
Indigeneity	0	1	0	0	0	0	0	0	0	0	1
Education	0	0	0	1	0	0	0	0	1	0	2
Profession	0	0	0	1	0	0	1	0	1	0	3
Parenthood	0	0	0	1	0	0	0	0	0	0	1
Age	0	1	0	1	0	0	1	0	1	0	4
Disability	0	0	0	0	0	0	0	0	0	0	0

Sexual Orientation	0	0	0	0	0	0	0	0	0	0	0
Gender Expression & Identity	0	0	0	0	0	0	0	0	0	0	0
<i>8c. Data Collected for Parliamentary Staff</i>											
Gender	1	1	0	0	0	0	0	0	1	0	3
Ethnicity	1	1	0	0	0	0	0	0	1	0	3
Indigeneity	1	1	0	0	0	0	0	0	1	0	3
Education	0	0	0	0	0	0	0	0	0	0	0
Profession	0	0	0	0	0	0	0	0	0	0	0
Parenthood	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0
Disability	1	1	0	0	0	0	0	0	1	0	3
Sexual Orientation	0	1	0	0	0	0	0	0	0	0	1
Gender Expression & Identity	0	1	0	0	0	0	0	0	0	0	1
9. Law Refer to Gender Equality in Pol Rep?	0	0	0	0	0	0	0	0	0	0	0
10. Collect/Publishes Diversity Data for?											
Members' Participation Plenary Debate	0	0	0	0	0	0	0	0	0	0	0
Members' participation in formal 'question time'	0	0	0	0	0	0	0	0	0	0	0
Members' participation in Committee proceedings	0	0	0	0	0	0	0	0	0	0	0
Members' participation in delegation travel	0	0	0	0	0	0	0	0	1	0	1
Members in leadership positions in the Parliament	0	0	0	0	0	0	0	0	0	0	0
Parliamentary staff in leadership positions	0	0	0	0	0	0	0	0	1	0	1
Parliamentary staff delegation travel	0	0	0	0	0	0	0	0	0	0	0
Witnesses coming before Committees	0	0	0	0	0	0	0	0	0	0	0
External 'specialist advisers' attached to Committees	0	0	0	0	0	0	0	0	0	0	0
The gender pay gap amongst Members	0	0	0	0	0	0	0	0	0	0	0
The gender pay gap amongst parliamentary staff	0	0	0	0	0	0	0	0	1	0	1
The gender pay gap amongst Members' staff	0	0	0	0	0	0	0	0	0	0	0
Promotion women members (e.g., Chairs, Whips)	0	0	0	0	0	0	0	0	0	0	0
Promotion for women non-partisan staff	0	0	0	0	0	0	0	0	0	0	0
Women journalists w/ access to 'press gallery'	0	0	0	0	0	0	0	0	0	0	0
11. GSP Consultation in the Last 3 years w/?											
Members	1	1	1	0	0	0	0	1	0	1	5
Members' Staff	0	1	0	0	0	0	0	1	0	1	3
Parliamentary Staff	1	1	0	0	0	1	0	0	1	0	4
12. Consultation w/ parents in the last 3 years?											
Members	1	0	0	0	0	0	0	1	1	1	4
Members' Staff	0	0	0	0	0	0	0	1	1	0	2
Parliamentary Staff	1	0	0	0	0	1	0	0	0	1	3
13. Consultation on VAW-P in last 3 years?											
Members	0	0	0	0	0	0	0	1	0	1	2
Members' Staff	0	0	0	0	0	1	0	1	0	1	3
Parliamentary Staff	0	0	0	0	0	1	0	0	0	1	2
14. Is 'Job-Sharing' Lawful for?											
Members	0	0	0	0	0	0	0	0	0	0	0
Members' Staff	0	0	1	1	0	1	1	1	0	1	6
Parliamentary Staff	0	0	1	1	1	1	1	0	0	1	6
15. Gender data relating to policy?											

Always	0	0	0	0	0	0	0	0	0	0	0
Often	0	0	0	0	0	0	0	0	0	0	0
16. Is Gender Expertise/Policies in?											
The Clerks' Department	0	0	0	0	0	0	1	0	0	0	1
Parliamentary outreach teams	0	0	0	0	0	0	0	0	0	0	0
Parliamentary education teams	0	0	0	0	0	0	0	0	0	0	0
The Digital Service	0	0	0	0	0	0	1	0	0	0	1
Social media teams	0	0	0	0	0	0	1	0	0	0	1
Security teams	0	0	0	0	0	0	1	0	0	0	1
The Human Resources team	1	1	0	0	0	0	1	0	1	1	5
17. Formal links with the following groups?											
Academic gender experts	1	0	0	0	0	1	0	0	0	0	2
Women's movement/civil society representatives/groups	1	0	0	0	0	0	0	0	0	0	1
Representatives from the 'women's media'	1	0	0	0	0	0	0	0	0	0	1
17b. Informal links with the following groups											
Academic gender experts	0	1	1	1	0	1	1	0	1	0	6
Women's movement/civil society groups	0	1	1	1	0	0	0	0	1	0	4
Representatives from the 'women's media'	0	1	1	1	0	0	0	0	0	0	3
18. Law requiring policies are reviewed for?											
Gender equality impacts	0	0	0	0	0	0	0	0	1	0	1
Gender budgeting	0	1	0	0	0	0	0	0	0	0	1
Obligations with International Conventions	0	1	0	0	0	0	0	0	0	0	1
19. Mandatory Gender Equality Training?											
Members	0	0	0	0	0	0	0	0	0	0	0
Ministers	0	0	0	0	0	0	0	0	0	0	0
Committee Chairs	0	0	0	0	0	0	0	0	0	0	0
Parliamentary clerks	0	0	0	0	0	0	0	0	0	0	0
Other Parliamentary officials	0	0	0	0	0	0	0	0	0	0	0
Members' Private Staff	0	0	0	0	0	0	0	0	0	0	0
19b. Mandatory Gender Budgeting Training?											
Members	0	0	0	0	0	0	0	0	0	0	0
Ministers	0	0	0	0	0	0	0	0	0	0	0
Committee Chairs	0	0	0	0	0	0	0	0	0	0	0
Parliamentary clerks	0	0	0	0	0	0	0	0	0	0	0
Members' Private Staff	0	0	0	0	0	0	0	0	0	0	0
19c. Mandatory Sex Harass/Bully Training?											
Members	1	1	1	0	0	1	1	1	1	1	8
Ministers	1	1	1	0	0	1	1	1	1	1	8
Committee Chairs	1	1	1	0	0	1	1	1	1	1	8
Parliamentary clerks	1	1	1	0	0	1	1	1	1	1	8
Members' Private Staff	1	1	1	0	0	1	1	1	1	1	8
20. 'Women Only' Training for											
Gender equality	0	0	0	0	0	0	0	0	0	0	0
Gender mainstreaming	0	0	0	0	0	0	0	0	0	0	0
Gender budgeting	0	0	0	0	0	0	0	0	0	0	0
Sexual harassment and bullying	1	0	0	0	0	0	0	0	0	1	2
21. Data on participation on gender training?	0	0	0	0	0	0	0	0	0	0	0
22. Mentoring Programs Provided For?											
Women Members	0	0	1	0	0	0	1	1	1	1	5
Women Staff of Members	0	0	1	0	0	0	0	0	0	0	1
Women parliamentary staff	1	0	0	0	0	0	0	0	1	0	2

23. Measures to Increase Women Candidates?											
Electoral Law requirement	0	0	0	0	0	1	0	0	0	0	1
Party Regulation requirement	0	0	1	0	0	0	0	0	0	0	1
Legislative quota	0	0	0	0	0	0	0	0	0	0	0
Party quota	0	0	1	0	0	0	0	0	0	0	1
Extra national/provincial funding (monetary)	0	0	0	0	0	0	0	0	0	0	0
Extra national/provincial funding (non-monetary)	0	0	0	0	0	0	0	0	0	0	0
Employment leave (either paid or unpaid)	0	0	0	0	0	0	0	0	0	1	1
24. Quota Women Committee Members	0	0	0	0	0	0	0	0	0	0	0
24b. Quota for Women Committee Chairs	0	0	0	0	0	0	0	0	0	0	0
25. Provisions for Members with Infants?											
Same as National/Provincial Law	0	0	0	1	0	0	0	1	0	0	2
Parliament Specific	1	1	1	0	0	1	1	0	1	1	7
26. Voting During Parental Leave Covered?											
Proxy Voting	0	0	0	0	0	0	0	0	0	0	0
Surrogate Member	0	0	0	0	0	0	0	0	0	0	0
Other Arrangement	0	0	0	0	1	0	0	1	0	0	2
26b. Members' Committee Work Covered?											
Proxy Voting	0	0	0	0	0	0	0	0	0	0	0
Surrogate Member	0	0	0	1	0	1	0	0	1	0	3
Other Arrangement	1	1	1	0	1	0	0	1	0	1	6
26c. Members' Constituency Work Covered?											
Proxy Voting	0	0	0	0	0	0	0	0	0	0	0
Surrogate Member	0	0	0	0	0	0	0	0	0	0	0
Other Arrangement	0	0	0	1	0	1	0	0	0	1	3
27. Provision to Cover Members' Childcare?	0	0	0	0	0	0	0	0	0	0	0
28. Any of these on the Parliamentary Site?											
Full time childcare facilities providing permanent care	1	1	0	0	0	0	0	0	0	0	2
Ad hoc childcare facilities providing temporary care	1	0	0	0	0	0	0	0	0	0	1
A Pharmacy	0	0	0	0	0	0	0	0	0	0	0
Gender neutral washroom(s)	1	1	1	1	1	1	1	1	1	1	10
Hairdressers/barbers	1	0	0	0	1	0	0	0	0	0	2
Bars Selling Alcohol	0	0	0	0	1	0	0	0	0	0	1
Menstrual product dispensary machines	1	1	1	1	1	1	1	1	1	1	10
Breast-feeding/Infant feeding rooms	1	1	1	0	1	1	0	1	1	1	8
Women only lounge/space	1	0	0	0	0	0	0	1	0	0	2
Family room	1	1	1	0	0	1	0	0	0	0	4
Highchairs in dining spaces	1	1	1	0	1	1	0	0	1	1	7
'Safe-walk' program	0	1	1	0	1	1	0	1	0	1	6
29. Breast feeding 'formally' permitted in?											
The Chamber	0	0	1	0	1	1	0	0	0	1	4
Committees	0	0	1	0	1	1	0	0	0	1	4
Special women's, family and/or infant-feeding rooms	1	1	1	1	1	1	0	1	1	1	9
30. Code of Conduct for Sexist Language/Behaviour?											
Between Members	1	1	1	1	0	1	1	1	1	1	9
Between Members & Parliamentary Staff	0	1	1	1	0	1	1	1	1	0	7

Between Members & their Staff	0	1	1	1	0	1	1	1	1	0	7
30b. Code of Conduct for Sexual Harassment											
Between Members	1	1	1	1	1	1	1	1	1	1	10
Between Members & Parliamentary Staff	1	1	1	1	1	1	1	1	1	0	9
Between Members & their Staff	1	1	1	1	0	1	1	1	1	0	8
31. Pre-COVID-19 did Members use?											
Video/teleconferencing	0	0	1	0	0	1	0	0	0	0	2
Electronic voting	0	0	0	0	0	0	0	0	0	0	0
32. Data Collected During COVID-19 for?											
Members' Virtual Participation	0	0	0	0	0	0	1	0	0	0	1
Parliamentary Staffs' Virtual Participation	0	0	0	0	0	0	0	0	0	0	0

*Errors due to rounding

Across Canada's parliamentary jurisdictions (Table 6), the *Checklist* 'scores' range from a high of 52/190 (27 percent) in the House of Commons to a low of 23/190 (12 percent) in Ontario, with, as mentioned above, an average score of 38/190 (20 percent). Quebec has a score of 49 (26 percent), the Senate 45 (24 percent), BC 43 (23 percent), Saskatchewan 42 (22 percent), NB 36 (19 percent), NS 30 (16 percent), Manitoba 30 (16 percent), and PEI 27 (14 percent). As earlier noted, these variations reflect a range of factors, such as institutional willingness to undertake a GSP review and the institutional capacity and resources to do so.

Despite jurisdictional variations, none of Canada's participating parliaments demonstrate full institutional readiness to undertake a GSP review. Along most measures, Canada's parliamentary institutions collect/ implement little to no gender-sensitive data/ gender-sensitive policies. Although the *Checklist* alone is not a GSP review, the 'average score' of 20 percent reveals Canada's parliaments are far from gender-sensitive institutions.

At the same time, the '*Checklist*' reveals some encouraging results. There are several areas where 50 percent or more of Canada's jurisdictions are already collecting data and implementing policies especially along indicators within the 'Institutional Leadership' and 'Reviews' categories (see Table 7). Overall, however, these incidences represent approximately 16 percent of the 190 indicators, revealing there is still considerable ground to be covered, particularly for 'Data', as well as for 'Gender Expertise', and 'Women's Parliamentary bodies'.

Table 7: Areas Where >50 percent of Jurisdictions with GSP Data/Policies

Institutional Leadership	#/%
Mentoring Programs for Women Members, Q. 22	5/10 (50%)
Provisions for Members with Infants, Parliamentary Specific, Q. 25	7/10 (70%)
Members' Committee Work Covered, Other Arrangement than by Surrogate, Q. 26b	6/10 (60%)
On Parliamentary Site Gender Neutral Washrooms, Q. 28	10/10 (100%)
On Parliamentary Site Menstrual Product Dispensary Machines, Q. 28	10/10 (100%)
On Parliamentary Site Breastfeeding Infant Rooms, Q. 28	8/10 (80%)
On Parliamentary Site Highchairs in Dining Spaces, Q. 28	7/10 (70%)
On Parliamentary Site Safe Walk Programs, Q. 28	6/10 (60%)
Special Women, Family, and/or Infant Feeding Rooms, Q. 28	9/10 (90%)
Data	
Gender, Q. 8 b	5/10 (50%)
Reviews	
Parliamentary Codes of Conduct, Q. 7	5/10 (50%)
Facilities (washrooms, art, social spaces etc.), Q. 7	6/10 (60%)
Sexual Harassment & Bullying, Q. 7	8/10 (80%)
GSP Consultation in the Last 3 Years, Q. 11	5/10 (50%)
Job Sharing Legal for Members, Q. 14	6/10 (60%)
Job Sharing Legal for Staff, Q. 14	6/10 (60%)
Code of Conduct for Sexist Language & Behaviour Between Members, Q. 30a	9/10 (90%)
Code of Conduct for Sexist Language & Behaviour Between Members & parliamentary Staff, Q. 30a	7/10 (70%)
Code of Conduct for Sexist Language & Behaviour Between Members & their Staff, Q. 30a	7/10 (70%)
Code of Conduct for Sexual Harassment Between Members, Q. 30b	10/10 (100%)
Code of Conduct for Sexual Harassment Between Members & Parliamentary Staff, Q. 30b	9/10 (90%)
Code of Conduct for Sexual Harassment Between Members & their Staff, Q. 30b	8/10 (80%)
Gender Expertise	
Gender Expertise in Human Resources Team, Q. 16	5/10 (50%)
Informal Links with Academic Gender Experts, Q. 17	6/10 (60%)
Mandatory Sexual Harassment Training for: Members, Ministers, Committee Chairs, Parliamentary Clerks, Members' Private Staff, Q. 19c	8/10 (80%)
Women's Parliamentary Bodies	
Commonwealth Women Parliamentarians, Q. 10	10/10 (100%)

Cases Compared

The *Checklist* results for the four provincial cases are compared in Table 8. The first column indicates the CPA's *GSP Guidelines*, and the questions related to each. The second column presents the total number of questions for each category, with the next columns separately presenting the results for each jurisdiction. In line with the general results, there is much to be done toward a GSP. This is not meant to be discouraging insofar that all provinces are collecting

some data and implementing some policies, with the *Checklist* providing greater insight into data and policy gaps.

Table 8: GSP Checklist, Cases Compared

	Questions	BC	Manitoba	PEI	Québec
Institutional Leadership (Q. 1-3, 9, 22-29)	49	15/49 (30%)	10/49 (20%)	6/49 (12%)	10/49 (20%)
Data (Q. 8a-8c, 10, 15, 21, 31-32)	52	2/52 (.5%)	0/52 (0%)	5/52 (10%)	12/52 (21%)
Reviews (Q. 7, 11-15, 30a-b)	37	15/37 (41%)	13/37 (35%)	10/37 (27%)	15/37 (41%)
Gender Expertise (Q. 16-20)	36	8/36 (22%)	5/36 (14%)	3/36 (10%)	9/36 (25%)
Women’s Parliamentary Bodies (Q. 4-6)	45	3/16 (10%)	2/16 (13%)	3/16 (13%)	3/16 (10%)
Total	190	43/190 (23%)	30/190 (16%)	27/190 (14%)	49/190 (26%)

*Errors due to rounding

Québec is the ‘most ready’ to undertake a GSP review, closely followed by BC, and then by Manitoba and PEI. The GSP review ‘readiness’ of these institutions may well reflect political and administrative will and institutional capacity, as above, but also reflects the descriptive representation of women in their parliaments – as a reminder, there are more women members in Québec’s parliament, closely followed by BC, and then by Manitoba and PEI.

In terms of the *Checklist* ‘categories’, for ‘Institutional Leadership’, BC leads the way. Looking to ‘Data’, the *Checklist* reveals this measure has the lowest overall scores for all provinces but Québec (‘21 percent’), with BC scoring ‘.5’ percent and Manitoba scoring ‘0 percent’. Along this measure (as with all jurisdictions above) there is urgency as data are needed to track gender-sensitivity in parliaments.

For ‘GSP Reviews’, all jurisdictions fare much better than they do for ‘Data’, with BC and Québec tied at ‘41 percent’.

In terms of ‘Gender Expertise’, again there is considerable ground to be covered with BC scoring a high of ‘28 percent’ and PEI behind with ‘10 percent’.

Lastly, all jurisdictions score low on ‘Women’s Parliamentary Bodies’ but this time Manitoba and PEI are ahead of BC and Québec.

Adding to the analysis are the Clerks’ comments provided throughout the *Checklist* insofar that they provide more details and offer greater clarification of the cross-jurisdictional variation in the gender-sensitive data collected and policies implemented and underway, and the entity(ies) responsible for collecting data and implementing/ monitoring policies. The *Checklist* questions for which the Clerks from the four jurisdictions provide commentary are presented in Table 9.

Table 9: Cases Compared, Clerks’ ‘Checklist’ Comments

Q. 1 Are there any Parliamentary Bodies with responsibility for gender equity?	
PEI	Government designated a cabinet member “Minister Responsible for the Status of Women” who is responsible for promoting the legal, health, social and economic equality of women, and oversees the Inter-ministerial Women’s Secretariat. This role relates to gender equality across Island society, rather than in the provincial legislature, though the Minister is accountable to the legislature in this role.
Québec	An Assistant Director for Administration, Living Together and Anti-Harassment position was created in 2018. This Assistant Director addresses diversity, inclusion, and harassment prevention issues throughout the National Assembly. A parliamentary officer provides support to the Circle of Women Members of the National Assembly. The National Assembly administration continues to work on equality and inclusion to achieve the desired level of representation for all target groups. The ultimate responsibility for achieving these objectives rests with the Secretary General (Clerk), who is the Chief Administrative Officer.
Q. 2 Does your Parliament have an institutional ‘gender equality plan’?	
Québec	The "Diversity and Inclusion Plan", specific to the National Assembly administration, includes a measure to develop inclusive thinking in building management.
Q. 4 Does your parliament have any ‘gendered bodies’?	
BC	The Government (BC NDP) Caucus has a ‘government women’s caucus’ that meets weekly when the House is in session and monthly when it is not. The Official Opposition (BC Liberal Party) Caucus does not have a party-specific Women’s Network or organization; however, the BC Liberal Party has an active Women’s Network.
PEI	The Standing Committee on Health and Social Development is charged with matters concerning the status of women as part of its mandate. However, its mandate also includes matters concerning health, social programs, sport, seniors, justice and public safety, emergency measures, Indigenous affairs, Francophone and Acadian affairs, persons with disabilities, housing, charities, the Prince Edward Island Human Rights Commission, and other such matters relating to health and social development. So, it is not solely a “women’s committee”. It receives regular resources in terms of staffing and research, as well as meeting facilities at the legislature. Other resources are provided as needed.
Québec	Yes: The Network of Women Parliamentarians of the Assemblée parlementaire de la Francophonie (APF), The Network of Women Parliamentarians of the Parliamentary Confederation of the Americas (COPA), The Women’s Committee of the Association of Former parliamentarians, and The Non-partisan Committee on Support for Victims of Sexual Assault and Domestic Violence, made up of four elected women from the four parliamentary groups represented at the National Assembly. However, this committee is a political initiative of the Minister of Justice and not a parliamentary initiative. The Circle of Women Members of the National Assembly was established in 2010. It receives funding from the budget of the Office of the Speaker of the National Assembly but does not have its

	<p>own budget. Participation is voluntary and non-partisan, and the Circle does not take positions on partisan issues. Since 2018, a parliamentary officer supports the activities of the Circle.</p> <p>The areas of competence of the Committee on Citizen Relations (CCR) - a formal committee with parliamentary resources - include women's status, but does not specifically address this issue. In addition, the CCR does not have cross-cutting competencies.</p>
Q. 5 Are there any parliamentary bodies with a formal or informal role in your Parliament's efforts to 'gender sensitize' the institution?	
BC	The Legislative Assembly of British Columbia is active in the Commonwealth Women Parliamentarians (CWP) Canadian Region and has been active in the CWP International.
PEI	<p>In 2020 the rules pertaining to the sitting hours of the House were changed to eliminate Tuesday and Thursday evening sittings that had long been a part of weekly proceedings. This was done on recommendation of the Standing Committee on Rules, Regulations, Private Bills and Privileges in its June 3, 2020 report, which the House adopted.</p> <p>Though not specifically referenced in the report, in debate it was indicated that one of the reasons for this change was to reduce barriers to membership faced by various groups and persons that have been historically under-represented in the legislature, including women.</p>
Québec	<p>Formal: Committee on Citizen Relations; Informal: Network of Women Parliamentarians of the Assemblée parlementaire de la Francophonie (APF) and Non-partisan Committee on Support for Victims of Sexual Assault and Domestic Violence (political initiative)</p> <p>The main objectives of the Circle of Women Members of the National Assembly are: To allow for the circulation of ideas and to create a non-partisan forum for the exchange of information on any issue affecting women or of concern to women parliamentarians in particular, and to provide women Members with the best tools and practices in the exercise of their role as parliamentarians.</p> <p>As for the new action plan of the Circle of Women Members of the National Assembly, one of the specific objectives is to raise awareness on women's issues among all parliamentarians</p>
Q. 6 If your Parliament has a formal Women's Committee, what are the roles within its official remit?	
PEI	<p>As indicated above, the Standing Committee on Health and Social Development is charged with matters concerning the status of women. The committee would be within its mandate to hold to account the Minister Responsible for the Status of Women, whether as directed by the House or by majority of its own membership.</p> <p>Scrutinizing the work of Parliament and monitoring/evaluating Parliament as a gender sensitive institution would more likely be the purview of the Standing Committee on Legislative Assembly Management, which is charged with policies for the administration of the Legislative Assembly.</p>
Q. 7 Has your Parliament undertaken a 'gender sensitive review' of any of the following? Electoral law, standing orders etc.	
BC	<p><u>Standing Orders</u>: In 1997, the Legislative Assembly adopted a motion authorizing the Speaker to re-print the Standing Orders in gender-neutral language.</p> <p><u>Parliamentary Behavioural Codes of Conduct, Sexual harassment and bullying</u>: On July 3, 2019, the Legislative Assembly Management Committee (LAMC) approved in principle the Assembly's first comprehensive Respectful Workplace Policy. The policy affirms a respectful workplace environment free of bullying, harassment, discrimination and violence and applies to all participants of the</p>

Legislative Assembly including Members, caucus staff and Legislative Assembly employees and their interactions with external parties such as visitors, Legislative Assembly contractors, and members of the Legislative Press Gallery. The intent of the policy is to establish a shared and trusted process for addressing workplace issues among different groups that work on the Legislative Assembly Precinct in order to ensure and maintain a respectful workplace environment. The policy provides for the creation of an Independent Respectful Workplace Office to educate and advise on the policy, ensure policy compliance, provide mediation and informal resolution services and conduct investigations, as required.

A Working Group on the Respectful Workplace Policy was established by LAMC to oversee an RFP process and in spring 2020, DPRA Canada was identified as the successful contractor to review, implement and operationalize the policy and establish an Independent Respectful Workplace Office. With guidance from DPRA Canada, and in consultation with the three caucuses, the Working Group on the Respectful Workplace reviewed the policy and considered a number of substantive changes in order to strengthen and clarify the policy. The revised policy was adopted by LAMC on July 8, 2021.

Parliamentary Dress Code: On March 28, 2019 a number of female caucus staff and journalists wore sleeveless tops to protest what they described as arbitrary enforcement of the informal, unwritten dress code in the corridors around the Chamber by Sergeant-at-Arms corridor staff. Following a review of dress code provisions, the then Acting Clerk prepared a detailed report on dress guidelines and expectations in the Parliament Building which was delivered to the Speaker on May 8, 2019. The report recommended that any guidance provided in relation to dress should be driven by principle, not be prescriptive in nature, and undertake a gender-neutral approach. The report concludes that professional contemporary business attire be expected and includes guidance for Members' dress during proceedings of the House and Parliamentary Committees; expectations for employees within the Parliament Buildings; and suggested recommendations to formalize and clarify dress expectations for visitors. The report also recommended that corridor staff within the department of the Sergeant-at-Arms should not enforce dress guidelines for Members or individuals who work at the Assembly and should continue to oversee dress guidelines for visitors; that each Assembly department, caucus, or work group should enforce dress guidelines in their respective areas; and the Speaker should continue to have oversight of dress guidelines in the Chamber and retain discretion to authorize exceptions in appropriate circumstances.

Following this review, the Legislative Assembly amended several Standing Orders in the fall of 2019:

- Standing Order 36 was amended to remove the word “uncovered” and now reads “Every Member desiring to speak shall do so from their assigned place and address the Speaker.” The reference to “uncovered” reflected a time when wearing top hats and such headwear were a standard feature of formal attire. The amendment formally affirms the rights of Members to wear religious and cultural head coverings while speaking in the House.
- A new Standing Order 17B regarding dress expectations was added and provides that Members shall dress in professional contemporary business attire for all proceedings of the House. It also explicitly states that Indigenous, traditional, cultural and religious attire are appropriate dress.
- Standing Orders 25 and 17A were amended to rename the proceeding of “Prayers” with “Prayers and Reflections” to acknowledge the range of faith-based, non-denominational, and non-religious traditions that Members and invited faith leaders may draw upon in delivering words of their choosing.

	<p><u>Facilities:</u> Washroom facilities and other areas of the Parliament Buildings have change tables available for Members, staff and visitors. In 2018 certain washrooms were designated gender neutral.</p> <p><u>Heckling:</u> In December 2017, the then Speaker, Hon. Darryl Plecas, established the “Speaker’s Forum on the Role of Members”. The Year Two Report entitled “Speaker’s Forum on the Role of Members: Ideas for Change”, notes that one suggestion heard during consultations with various stakeholders was to include the following in Members’ orientation programs: An examination of the gendered consequences of heckling.</p> <p><u>Parliamentary sitting hours:</u> A new parliamentary calendar was adopted in 2001 to set dates for spring and fall sittings, thereby providing improved certainty for Members’ legislative schedules. Also in 2001, changes to British Columbia’s Constitution Act set fixed term election dates every four years. In 2004, the Standing Orders were amended to eliminate Friday sittings and to provide Members with an opportunity to return to their constituency and family at the close of a sitting week. Further changes to sitting hours also reduced the uncertainty and frequency of late-night sittings.</p>
PEI	<p>The Legislative Assembly developed and implemented a Policy for the Prevention and Resolution of Harassment in the Workplace in 2018. In 2019, the Assembly passed Motion 13 “Ending the practice of heckling”, which included among its clauses “AND WHEREAS a survey conducted by Samara Canada shows that women legislators report being heckled more frequently, and that heckling is overwhelmingly viewed as a problem”.</p>
Manitoba	<p>The sitting hours were changed in 2005 to become more family friendly, evening sittings were eliminated, and the sitting day ends at 5pm.</p>
Québec	<p>In 2016-2018, the Parliamentary Committee on Citizen Relations (CCR) conducted a mandate on women’s place in politics to examine the issue of women’s representation in the National Assembly of Québec. The terms and conditions of a Member’s absence for parental or family reasons (childcare, caregivers) is under study (duration, remuneration, resources, etc.)</p> <p><u>Facilities:</u> Changing tables in the men's and women's restrooms; Two nursing rooms for parliamentarians and political staff; Family room in progress; Drafting of a policy on arts and culture in the National Assembly, including guidelines for the presence of women in artworks exhibited in Parliament (in progress).</p> <p><u>Sexual harassment and bullying:</u> Adoption in 2015 of a Policy on Preventing and Managing Situations Involving Harassment in the Workplace; Communication campaign "Zero Harassment at the Assembly"; Awareness campaign on incivility and harassment; Hiring of a harassment prevention and conflict management advisor</p> <p><u>Violence against women in politics:</u> In November 2019, the National Assembly passed a motion to recognize the importance of combating cyberbullying against women. The motion included recognition that hostility toward women hinders their political engagement.</p> <p><u>Gender pay gap for parliamentary staff:</u> The Québec Pay Equity Act requires employers to ensure pay equity between female-dominated jobs and equivalent male-dominated jobs. The Treasury Board conducts this review for the entire public service, including the National Assembly. The National Assembly is only responsible for conducting this review for its Restaurant Service, which is governed by a specific collective agreement.</p>

	<u>Parliamentary sitting hours</u> : Sitting hours are regularly addressed from a work-life balance perspective, particularly in the various parliamentary reform initiatives.
Q. 8 Please indicate below whether your Parliament formally collects data on candidates, members’, staffs’ gender, ethnicity, Indigeneity etc.	
BC	<p>Formally: Data are collected for members’ gender</p> <p>Not formally: CWP-Canadian Region requests gender data from all Legislatures; this is posted on their website. The Legislative Library of British Columbia publishes a list of Women Members of the Legislative Assembly of British Columbia 1918-Present. Prior to 2002 the Legislative Library of British Columbia collected information following each provincial general election through a questionnaire distributed to all Members which captured some of the above-listed categories.</p> <p>The Legislative Library currently has a collection of “MLA files” in which they would include articles of interest that have been published in newspapers/journals/magazines regarding Members that include 8 publicly available self-identification – such as notable firsts, family ties in Parliament, oldest Member, youngest Member, etc.</p> <p>A “Women of the Vote” exhibit is currently on display in the Legislative Assembly’s Hall of Honour, created in 2017 honour of the 100th anniversary of some women receiving provincial voting rights. The exhibit highlights a number of significant ‘firsts’ for women elected to the Legislative Assembly of British Columbia, such as first woman elected to the Legislative Assembly, first black woman elected to a provincial legislature in Canada, first woman in Canada to serve as Deputy Premier, first woman in Canada to serve as Premier, etc.</p>
PEI	<p>As recently as the previous General Assembly (2015-2019), biographical information within the above categories was gathered from then-current and former members, if they were willing to share it, for publication in ‘Minding the House: A Biographical Guide to Prince Edward Island MLAs, Volumes I and II.’</p> <p>This information has not been requested for members of the current legislature (2019-present), and the Legislative Assembly relies on the caucus offices to provide biographical information for their members purely as they see fit.</p>
Québec	The Chief Electoral Officer of Québec is responsible for collecting data on candidates.
Q. 10 Does your Parliament (1) collect and (2) publish (makes publicly available) sex/gender & diversity disaggregated data for members’ participation in plenary debates, ‘question time’, committee proceedings etc.	
BC	MLA remuneration is publicly posted on the Assembly’s website but does not include sex/gender disaggregated data. Parliamentary staff remuneration, for those staff earning over \$75,000, is published in the annual Public Accounts but does not include sex/gender disaggregated data.
PEI	<p>The Legislative Assembly does not actively collect or publish data in any of the above areas. However, biographies of members are publicly available through the Legislative Assembly website and historical biographical volumes entitled ‘Minding the House: A Biographical Guide to Prince Edward Island MLAs, Volumes I and II’.</p> <p>If members choose to disclose information on their gender, ethnicity or indigeneity in their biographies, it would be possible to use that information and House records such as the Journal, as well as transcripts and/or audio-visual recordings of House and committee proceedings, to establish such things as participation in debates, question time, etc.</p>
Manitoba	No such data are collected or published.

Québec	The Rules of procedure on Interparliamentary and International Relations Activities of the National Assembly stipulate that the appointment of members of a delegation must aim for parity between women and men. Data are collected and published in the National Assembly's annual report on the gender distribution of administrative staff, including management staff.
Q. 11 Has your Parliament consulted with any of the below about gender equality/gender sensitive parliament issues in the last three years? Members, members' staff, parliamentary staff?	
BC	A Legislative Assembly Management Committee working group, comprised of Members representing each of the three political party caucuses, was created to oversee an external contractor in the review and implementation/ operationalization of the Legislative Assembly's Respectful Workplace Policy. Each party caucus representative was responsible for consulting with their party caucus. A gender assessment audit of the Legislative Assembly of British Columbia, on behalf of the Commonwealth Women Parliamentarians Canadian Region, was undertaken by Dr. Jeanette Ashe which included interviews with a number of Members. The report, Assessing Gender and Diversity Sensitivity at the Legislative Assembly of British Columbia, was published in December 2020.
Manitoba	Caucuses have participated in consultations but not the assembly.
Québec	In 2017, as part of its self-initiated mandate on women's place in politics, the Committee on Citizen Relations conducted extensive public consultations on this issue. In 2018, an administrative staff survey included a question about gender discrimination.
Q. 12 Please indicate if your Parliament has consulted with any of the below to identify the specific needs of parents in the last three years? Members, members' staff, parliamentary staff	
BC	The Legislative Assembly Management Committee is currently exploring possible ways to promote a more family friendly work environment. In April 2021, a survey was distributed to all those who work on the Legislative Precinct to collect information about their current and anticipated childcare needs of those who work on the Legislative Precinct.
Manitoba	Caucuses have participated in consultations but not the assembly.
Q. 15 How often does your parliament provide sex/gender disaggregated data relating to policy?	
Manitoba	It's not the assembly who would do this, it's the government who may do this internally.
Québec	Data disaggregated by sex or gender are sometimes requested in the research notes produced by the research service of the National Assembly Library.
Q. 16 Please indicate below whether there is gender expertise (gender equality experts present, and gender equality policies in place) in the following parliamentary departments and services...	
PEI	Appointments to permanent employment positions at the Legislative Assembly are made in accordance with the Legislative Assembly Act.
Québec	Because of the mandates entrusted to them, some parliamentary officers have specialized in gender equality issues without their expertise being officially recognized. The "Diversity and Inclusion Plan" adopted in June 2021 calls for the appointment of a diversity and inclusion advisor within the Human Resources Directorate. This advisor will address gender equality issues, among other things.
Q. 17 Indicate below the types of links your Parliament has with the following groups (academic gender experts etc.)	
BC	Academic gender experts have presented at conferences held by the Commonwealth Women Parliamentarians. Women's movement/civil society representatives have presented to parliamentary committees. Representatives from the women's media have presented to parliamentary conferences such as the Commonwealth Youth Parliament held at the Legislative Assembly of British Columbia in 2016.

	In December 2017, the then Speaker, Hon. Darryl Plecas, established the “Speaker’s Forum on the Role of Members”. The final report is entitled “Speaker’s Forum on the Role of Members: Actioning Proposals for Change”. Roundtables included political scientists, journalism experts, youth, educators, Legislative Assembly Interns, former Members, and Indigenous individuals.
Manitoba	The Assembly does not but some caucuses might
Québec	Women’s Secretariat and Council on the Status of Women; organizations representing women’s groups are regularly invited to parliamentary committees.
Q. 18 Is there a law requiring all Government policy and legislation to be reviewed with regard to gender equality impacts, gender budgeting etc.	
BC	<p><u>Gender Budgeting</u>: The government appointed a Parliamentary Secretary for Gender Equity that works with the Minister of Finance. The Parliamentary Secretary for Gender Equity’s mandate letter includes the following provisions:</p> <ul style="list-style-type: none"> • “Ensure our government’s commitment to gender equality is reflected in our budgets, policies and programs. • Act as the government’s liaison with feminist and women’s organizations, and other organizations concerned with gender equality and the advancement of women. • With support from the Minister of Labour, lead work to close the gender pay gap by continuing to address systemic discrimination in the workplace and moving closer to equal pay for equal work through new pay transparency legislation. • With support from the Minister of Public Safety and Solicitor General, lead work to develop an action plan to end gender-based violence, including minimum standards for sexual assault response, more training for police, crown council and justices, and establishing core funding for sexual assault centres.”
PEI	In PEI there is not a law that requires such reviews, but the provincial government has published Guidelines for Gender and Diversity Consideration in Policy Design and Implementation (2018). Beyond that, the PEI Human Rights Act prohibits discrimination in various contexts on various grounds, which include gender.
Québec	<p>Compatibility with obligations under relevant international conventions, e.g., CEDAW, UNDHR, International Covenant on Civil and Political Rights, and International Covenant on Economic and Social Rights.</p> <p>The Québec Charter of Human Rights and Freedoms (a quasi-constitutional fundamental law) prohibits discrimination on the basis of sex and stipulates that equality between women and men is a foundation of Quebec justice.</p> <p>The Québec Pay Equity Act ensures that women's work is recognized for its true value. Pay equity is the right of workers in typically female jobs to receive equal pay for work of equal value to workers in a typically male job in the same company.</p>
Q. 19 Please indicate below if training exists for each of the following groups out of the options listed and write in if it is ‘optional’ or ‘mandatory’ – members, ministers etc.	
BC	<p>Yes – member, ministers, committee chairs, members’ private staff - training will be mandatory as part of the Respectful Workplace Policy (see Question #7)</p> <p>Yes – for parliamentary clerks & other parliamentary staff – mandatory as part of the Legislative Assembly’s employee Respectful Workplace Policy and the Respectful Workplace Policy under Question #7.</p>
PEI	Members and staff are made aware of the Policy for the Prevention and Resolution of Harassment in the Workplace, though there is not specific training in relation to it.

Québec	The Circle of Women Members of the National Assembly has already provided a training on gender-based analysis to Members.
Q. 20 Please indicate below which of the training your Parliament provides is for ‘women only’?	
BC	Gender training is offered to Legislative Assembly staff from time to time.
Québec	A Leadership Workshop for Women Parliamentarians is offered annually, but only a few women can attend each time. A gender-based analysis training has been offered only once in recent years through the Circle of Women Members of the National Assembly.
Q. 22 For which of the following groups are mentoring programs run within Parliament?	
BC	The Government (BC NDP) Caucus is in the process of reactivating their mentorship program for women staff of Members. The BC Green Caucus runs informal mentoring programs for young women in the community, inviting them to the Legislative Building to observe a Member at work. The British Columbia chapter of Equal Voice, including Daughters of the Vote, has held speaking events at the Legislative Assembly of British Columbia and have presented at parliamentary conferences.
Québec	The Circle of Women Members of the National Assembly has established a mentoring program in collaboration with the Women’s Committee of the Association of Former parliamentarians in March 2021.
Q. 23 Please indicate if any of the following provisions exist to support the participation of women standing as candidates for your Parliament (electoral law requirement, party regulation requirement, legislative quota, party quota, employment leave etc.)	
BC	Only the BC NDP has implemented an equity mandate to secure women and diverse candidates.
Québec	This type of provision for candidates is the responsibility of the Québec Chief Electoral Officer and not of the National Assembly.
Q. 25 What kind of provisions are made for Members who have just had children?	
BC	In February 2000, the Legislative Assembly Management Committee resolved that the Speaker would develop a “bereavement, sick, maternity and family leave policy for Members”. Later that year, an amendment to the Legislative Assembly Allowances and Pension Act extended approval of acceptable absences during a sessional period to include ‘reason of sickness or another reason approved by the Speaker’ – including parental, adoptive and family leave.
PEI	Members may obtain leave from the Speaker on behalf of the Legislative Assembly in cases where they must be absent for an extended period of time. That said, we do not have record of a member ever taking maternity, paternity or parental leave while in their role.
Québec	Members of the National Assembly receive an annual allowance and can therefore be absent for personal reasons without loss of income. However, the Code of Ethics and Conduct of the Members of the National Assembly stipulates that a "Member must maintain a good attendance record in carrying out the duties of office. He or she may not be absent from sittings of the National Assembly for an unreasonable length of time without a valid reason." An absence for parental reasons (pregnancy, birth, adoption, etc.) is considered valid.
Q. 26 Please indicate the how member’s work is covered during parental leave absences ...	
BC	The Legislative Assembly could adopt a motion changing the membership on the relevant committee(s) to allow for another Member to temporarily replace the Member on leave. During the COVID-19 pandemic, the Legislative Assembly adopted a motion to enable hybrid proceedings of the Legislative Assembly. Members could participate in the proceedings of the Legislative Assembly through the Zoom video conference platform while a maximum number of other Members continued to be physically present in the Legislative Chamber.
PEI	The rules and practices of the Legislative Assembly do not provide for members to vote on behalf of an absent member, whether or not leave has been granted to the absent member. Substitute committee

	members may be designated for absent committee members via letter from the party leader of the absent member. For constituency work, it would be up to members and their caucuses to determine how to arrange coverage during a maternity, paternity or parental leave; the Legislative Assembly does not play a role in this beyond coverage of certain expenses related to constituency work (e.g. reimbursement of telephone and internet bills).
Manitoba	The Manitoba legislature now has the (hybrid) ability for MLAs to participate in House and Committee proceedings which could be used in these situations.
Q. 28 Please indicate if any of the facilities below are provided on the Parliamentary site (childcare facilities, pharmacies, gender neutral washrooms, breastfeeding rooms etc.) .	
BC	<p>The Legislative Assembly Management Committee is currently exploring possible ways to promote a more family friendly work environment.</p> <p>In April 2021, a survey was distributed to all those who work on the Legislative Precinct to collect information about their current and anticipated childcare needs of those who work on the Legislative Precinct. Washroom facilities and other areas of the Parliament Buildings have change tables for Members, staff and visitors. A space on the second floor has recently been converted into a “Wellness Room” which incorporates a space for nursing as well as a change table.</p> <p>In 2000, as there were a number of Government and Opposition Members with infants, Government and Opposition caucuses undertook, separately, to re-allocate office space to better accommodate Members with nursing infants. On March 8, 2018, the Legislative Assembly adopted an amendment to Standing Order 23 that authorizes the presence of young children in the House. The amendment applies to infants who require a Member’s care. The amendment stated: “A stranger does not include an infant being cared for by a Member.” The amendment does not specifically address nursing, but as the provision is extended to infants, it was recognized that nursing may occur from time to time.</p> <p>Legislative Assembly Protective Services are available upon request to walk any employee of the Legislative Assembly or Member from the Legislative Building to their car.</p>
PEI	There is not an established “safe-walk” program, but security staff are available upon request to accompany any member or staff, whether female or male, from point to point in the parliamentary precinct.
Québec	<p>A Family Room is in progress; there are no bars, but restaurants sell alcohol.</p> <p>In October 2020, for the first time in the National Assembly, a Member was accompanied by her infant during parliamentary proceedings, including during Oral Questions and Answer Period in the House. Books and crayons are available for children at the parliamentary restaurant. Take-out meals are available at the parliamentary restaurant. Parking spaces are available for pregnant Members and Members with strollers</p>
Q. 29 Is breastfeeding ‘formally’ permitted in the chambers, committees, women’s and/or /family infant feeding rooms?	
BC	On March 8, 2018, the Legislative Assembly adopted an amendment to Standing Order 23 that authorizes the presence of young children in the House. The amendment applies to infants who require a Member’s care. The amendment stated: “A stranger does not include an infant being cared for by a Member.” The amendment does not specifically address nursing, but as the provision applies to infants, it was recognized that nursing may occur from time to time.
PEI	Permission to breast-feed has not occurred or been requested by a member in the Chamber or during committee proceedings to date. Strangers are not permitted on to the floor or at the committee table without permission of the House or the committee. However, were such a situation to arise, the

	House would likely consider what accommodations could be made. There is not currently a special women's/family/infant feeding room at the legislature.
Manitoba	It's not formally permitted or formally banned – it has occurred in a standing committee meeting.
Q. 30 In your Parliament, please indicate if codes of conduct for sexist language/ behaviour and sexual harassment exist to govern the relations between Members, between Members and parliamentary staff, and between Members and their staff.	
BC	<p>On July 3, 2019, the Legislative Assembly Management Committee (LAMC) approved in principle the Assembly's first comprehensive Respectful Workplace Policy.</p> <p>The policy affirms a respectful workplace environment free of bullying, harassment, discrimination and violence and applies to all participants of the Legislative Assembly including Members, caucus staff and Legislative Assembly employees and their interactions with external parties such as visitors, Legislative Assembly contractors, and members of the Legislative Press Gallery.</p> <p>The intent of the policy is to establish a shared and trusted process for addressing workplace issues among different groups that work on the Legislative Assembly Precinct in order to ensure and maintain a respectful workplace environment.</p> <p>The policy provides for the creation of an Independent Respectful Workplace Office to educate and advise on the policy, ensure policy compliance, provide mediation and informal resolution services and conduct investigations, as required.</p> <p>A Working Group on the Respectful Workplace Policy was established by LAMC to oversee an RFP process and in spring 2020, DPRA Canada was identified as the successful contractor to review, implement and operationalize the policy and establish an Independent Respectful Workplace Office. With guidance from DPRA Canada, and in consultation with the three caucuses, the Working Group on the Respectful Workplace reviewed the policy and considered a number of substantive changes in order to strengthen and clarify the policy. The revised policy was adopted by LAMC on July 8, 2021.</p>
PEI	The Legislative Assembly's Policy for the Prevention and Resolution of Harassment in the Workplace (2018) applies to any employee who performs work in any Legislative Assembly workplace; it also applies to Members of the Legislative Assembly, volunteers, contractors, fee for service individuals and clients. It does not, however, apply to any conduct between Members that occurs in the Legislative Chamber during a sitting of the Legislative Assembly or during any meeting of a legislative committee.
Québec	The Policy on Preventing and Managing Situations Involving Harassment in the Workplace, adopted in June 2015. A committee of Members oversees the review of the Policy. An annual report provides anonymized data on its implementation.
Q. 31 Prior to the global pandemic, COVID-19, did your Parliament allow for any of the following? Video-teleconferencing, electronic voting	
BC	Although the Legislative Assembly of British Columbia did not allow for Members' video/teleconferencing in the Chamber prior to the COVID-19 Pandemic, for close to 15 years, parliamentary committees have permitted Members and presenters/witnesses to participate in committee proceedings via teleconference and sometimes video conference.
PEI	Assuming "Members' video/teleconferencing" refers to members being present for House and/or committee proceedings through video/teleconference, as opposed to other uses of video/teleconference). These measures did not exist prior to the pandemic, but part-way through the pandemic the Legislative Assembly did modify its rules to allow for virtual proceedings to be invoked at the discretion of the Speaker. In such proceedings members would be permitted to

	participate and vote by video conferencing. To date the Assembly has not engaged in virtual proceedings.
Manitoba	This provision for virtual parliament does exist and is being used. No stats have been kept on gender use as use was determined by the limited number of MLAs permitted to be physically present in the chamber.

In the next section, interviews with members and staff move away from institutional readiness to undertake a GSP review toward experiences of working in Canada’s parliamentary workplaces.

Step 5: Preparing the Review – Collecting Interview and Survey Data

For Step 5, drawing on the CPA’s *GSP Guidelines*, the assessor conducted interviews with members and staff from the four case studies (BC, Manitoba, PEI, and Québec) and collected surveys from members of Canada’s national and sub-national parliaments. For future GSP reviews, assessors may also wish to use focus groups and workplace observations of house proceedings, committee work, and use of facility space. The interview and survey questions, as well as brief analyses of the data, are provided below.

Interviews

In total, 24 interviews were conducted with 15 members and 9 staff across the four provincial case studies. Many interviews were arranged by the CWP-Canadian Region Association Secretary and provincial clerks. Members’ positions varied from cabinet ministers to opposition backbenchers. Parliamentary staff positions varied as well. Women participating in the interviews are diverse and include women who identify as IBPOC, LGBTQ+, and PLWD. The interviews are anonymized, and none of the information is attributable to any of the participants. All interviews took place over Zoom or over the phone, each lasting anywhere from 30 to 90 minutes. The Report’s assessor transcribed the 15 hours of interviews. The interview participants were asked a range of questions and were given the opportunity to expand upon their answers. Where time permitted, more questions were asked. Given the open-ended nature of the questions, most participants touched upon many of the themes covered in the questions. The interview questions are provided in Table 10.

Table 10: Interview Questions for the GSP Cross-jurisdictional Review

<ol style="list-style-type: none"> 1. What is your job like, day to day? 2. What do you like most about your job and what do you like least? 3. Are there any challenges you face or see others facing in your workplace? 4. For you, are the hours family friendly? Would you change anything about the sitting schedule/calendar? 5. How would you describe the ‘culture’ of the place? 6. Is there adequate onsite childcare for you? For other staff/members? 7. Is there adequate parental leave for you? For other staff/members? 8. Does the space reflect the diversity of people working there – for example, in terms of artwork or women only spaces or accessibility? 9. Do you feel ‘welcome’ in your workplace – do you feel like you ‘belong’? 10. Would you describe your workplace as diverse in terms of gender, culture, ethnic, and ancestral backgrounds; sexual orientations/expression/identity, age? In terms of other diversities? 11. Are there any rules or practices that are ‘outdated’ or that you think should be eliminated? 12. Has the workplace become more ‘gender’ and ‘diversity’ sensitive over the years?

13. Do you work closely with staff/members? Does their behaviour affect you? How?
14. Is ‘heckling’ (e.g., verbal insults/harassment during house/committee proceedings) common in your parliament? What are your experiences with heckling? Does it affect your work?
15. Have you had any experiences with hybrid/virtual proceedings?
16. What do you think of hybrid parliament when staff/members are unable to attend in person, because of, for example, childcare/elder care responsibilities or illness?
17. Do you think your parliament should move fully online whereby members attend all meetings virtually? How would this affect staff/members? Would this be better or worse for staff/members?
18. Do you think your parliament should use the hybrid model whereby members can attend meetings in person or virtually? How would this impact staff? Members?
19. Do you think your parliament should be fully in-person whereby all meetings are face-to-face? Would this be better or worse for staff/members?
20. How do you feel about Member job sharing, where two members are elected to perform the duties currently assigned to a single member?
21. How do you feel about paired voting, an informal arrangement between the government & opposition parties whereby one member is designated by the party whip to abstain from voting when a member from another party needs to be absent from the chamber because of, for example, childbirth, childcare, eldercare, or illness?
22. How do you feel about proxy voting, a formal agreement whereby members absent from the legislature because of, for example, childbirth, childcare, eldercare, or illness can allow another member to cast a vote on their behalf?
23. Is there a formal dress code for staff/members? Do you think it should be updated/modernised?
24. Have you ever felt unsafe doing your job (for members include ‘while campaigning’)?
25. Have you ever experienced bullying, aggressive behaviour, intimidation, harassment, or sexual harassment – gender based or other from a staff member or from an elected member?
26. Have you ever experienced social media/media bullying, aggressive behaviour, intimidation, harassment, sexual harassment?
27. Have you ever felt unsafe at work?
28. Have you ever spoken to a colleague and/or complained to the appropriate authority (person/office) about another staff or another member’s behaviour/ conduct toward you or another person?
29. Are you aware of any codes of conduct, harassment policies, sexual harassment policies for members and staff? If so, are they adequate?
30. Have you ever filed a complaint or thought of filing a complaint against a colleague because of their behaviour toward you or someone else?
31. Is there adequate harassment/sexual harassment training for members and staff?
32. What are your thoughts about allowing infants on the floor of the House/Assembly? Breast feeding?
33. Could anything be done to make it a ‘better workplace’ for women, Indigenous Peoples, Black people, and People of Colour, People Living with Disabilities, and LGBTQ+ people?
34. Staff – have you ever thought of leaving? If so, why?
35. Members – are you likely/unlikely to run again? If so, why/why not?

The interview questions are designed to explore participants’ experiences in their parliamentary workplaces along the four dimensions of the CPA’s *GSP Standards*: (1) equality of participation within government, (2) parliamentary infrastructure, (3) parliamentary culture, and (4) gender equality policy/women’s substantive representation.⁶⁷

Excerpts of participants’ responses to questions along each dimension are below. Members’ and staffs’ jurisdictions, positions, and names are withheld to ensure anonymity, however, it is indicated in parentheses whether a quote is attributable to members or to staff.

In terms of participants’ responses, members’ and staffs’ experiences do not neatly fit into one dimension, rather, they frequently overlap and their responses to a single question often elicit multiple reflections about their workplaces.

Despite institutional differences (e.g., party systems, political cultures) most members and staff experience and observe a range of gender-based insensitivities in their parliamentary workplaces, and these gender-based insensitivities are exacerbated for women who identify as IBPOC, LGBTQ+, and/or younger.

Still, many members and staff say they love their jobs *but* simultaneously note their workplaces exude masculinity in the rules, practices, and infrastructure – for example, in the lack of onsite childcare and adequate parental leave, and in the transition away from hybridity towards face-to-face proceedings. Many members and staff also relay incidences of gender-based intimidation, harassment, and sexual harassment, from heckling to assault. Several members intimate such ongoing gender-based insensitivities whilst doing their jobs may prevent them from ‘reoffering’ in the next election. This grave finding requires immediate attention – recruiting women candidates and retaining women members is a key toward gender sensitizing a parliament.

Dimension 1, Equality of Participation Within Parliament

Equality of Participation Within Government explores “how a diverse group of parliamentarians might be selected for, and elected to, parliament and how, once present, they are enabled to become effective participants across parliaments’ core activities: representation and interest articulation, legislative scrutiny, and executive accountability”.⁶⁸

The interview questions addressing themes in *Dimension 1 - Equality of Participation* include:

1. Do you feel ‘welcome’ in your workplace – do you feel like you ‘belong’?
2. Would you describe your workplace as diverse in terms of gender, culture, ethnic, and ancestral backgrounds and in terms of sexual orientation, gender expression, gender identity, and age? In terms of other diversities?
3. Has the workplace become more ‘gender’ and ‘diversity’ sensitive over the years?
4. Could anything be done to make it a ‘better workplace’ for women, IBPOC, PLWD, and LGBTQ+ people? (See Table 10).

Most members and staff note increased diversity has led to positive changes in their workplaces, however, many also say they do not feel welcome in their parliamentary institutions – much of their reasoning for this is rooted in the masculine and colonial culture of their workplaces. Some urge gender sensitive reviews – with an intersectional lens – are needed in all areas to fully understand how political power operates within parliamentary institutions and add that political parties bear responsibility too for women’s descriptive and substantive representation. Below are some of the members’ and staffs’ reflections on the questions along this dimension.

Do you feel welcome – do you feel like you belong?

- “I have so many stories to tell – not just for members but for staff too, it can be challenging. We need an intersectional lens when talking about diversity and power. This building is dominated by white men. All the key positions are held by white men. We have a really diverse caucus but if you look at who is in leadership, why is it still white

men and white people? We have a long way to go for voices to be more equitable. We need to give younger members more. One of my young staff ran for us – she was told to run in an unwinnable riding because she’s young.” (Member)

- “As a lesbian woman, I know some people are not comfortable in here with me, there are still personal biases, and still some bad jokes, but maybe there are fewer bad jokes.” (Member)
- “As an older woman here, I can say that there is discrimination against older women. My mother told me she had experienced it. I’ve never felt so unheard and unseen as I do here. I bring a lot of experience and wisdom. And when looking for people to profile or give a guest speech, it’s never me. The leader does not see me. He walks by and says ‘hi’ to people behind me. I had a male colleague scurry around me to get out the door – and he let it slam on my face. He didn’t see me.” (Member)
- “I feel accepted here, but it’s marginal – it could be revoked; it means that if the winds of change shift I’m not that far inside – I’m sort of on the ‘inside’ right now... there’s some tolerance for flexibility, but I doubt I’ll continue to be accepted. There might come a point when people say ‘stop – enough’. I might not be favorably received if I keep challenging the ways things are done.” (Member)

Would you describe your workplace as diverse? Has your workplace become more ‘gender’ and ‘diversity’ sensitive over the years?

- “With more diversity I’ve seen changes. When I started working here there were not a lot of women. The men – when they’d take a dinner break – it was often a liquid supper – things would get pretty ‘loosie goosy’. But the ‘party hard’ culture is slowly dying out as men incumbents retire. We don’t have that forum for them to engage in that kind of behaviour and be drunk, thankfully.” (Staff)
- “There’s a new generation of younger women *and* men – the men are a part of the conversation – they want parental leave. They are more interested in parental leave and spending time with their families than when I was elected. This has led to some changes.” (Member)
- “With greater diversity, with Indigenous members here, we see greater cultural awareness that people need to pay attention to. Now we have a land acknowledgement, written and shared by Indigenous leaders. These changes are long overdue.” (Staff)
- “There is a non-gendered specific [member] and their presence has helped people see the world in a different way and challenges the use of gender specific honorifics. Why do we need to refer to someone as Mr. this or Mrs. that? Why not just refer to them as ‘member

so and so’? So, we are starting to see this cultural change. And it should be formalized in the rules. Get rid of gendered honorifics, please!” (Staff)

- “We’ve got to do more to increase diversity. No one says ‘we shouldn’t have young women in politics’ – but when push comes to shove no one does it. Parties don’t actively seek out young people, young women. Candidates don’t always know the seats they are running in or the seats’ chances; that’s on the parties – there should be more transparency. Parties need to be more transparent when they seek out a candidate to share with them things like ‘we know that chances are not high – but we hope you run’; how can they expect for them to give 100% - it’s not motivating if not winnable.” (Member)

Dimension 2 - Parliamentary Infrastructure

Parliamentary infrastructure looks at “the way in which parliament facilitates the work of members and whether this benefits a particular type of parliamentarian – explicitly or implicitly. It covers everything from the buildings and furniture of parliament to the official rules and working practices that underpin the array of members’ activities”.⁶⁹

The interview questions addressing *parliamentary infrastructure* include:

1. Does the space reflect the diversity of people working there – for example, in terms of artwork or women only spaces or accessibility?
2. Are there any rules or practices that are ‘outdated’ or that you think should be eliminated?
3. Is ‘heckling’ (e.g., verbal insults/harassment during house/committee proceedings) common in your parliament? What are your experiences with heckling? Does it affect your work?
4. For you, are the hours family friendly? Would you change anything about the sitting schedule/calendar?
5. Is there adequate onsite childcare for you? For other staff/members? Is there adequate parental leave for you? For other staff/members?
6. Have you had any experiences with hybrid/virtual proceedings? What do you think of hybrid parliament when staff/members are unable to attend in person, because of, for example, childcare/elder care responsibilities or illness?

The idea that members and staff “do it this way because it’s the way things have always been done”, in terms of rules, practices, and expectations is increasingly being challenged as parliaments become more diverse. Still, many feel their workplaces do not reflect the diversity of people working there, with some women feeling ‘unsafe’ at work.

Heckling is of considerable concern for members and staff who would like to see Speakers use their powers to limit it and even eliminate it by changing the Standing Orders to disallow it on the grounds that it is a form of harassment and often gender-based harassment.

While there have been improvements to sitting calendars many members and staff find their schedules are still far from family friendly. All note a lack of onsite childcare and adequate parental leave.

Experiences of hybridity are mixed, with more members than staff supporting it. Overall, the sentiment is to keep hybridity as the technology is already in place, it works, it increases women's participation, it reduces heckling, and it has the potential to recruit and retain women members and staff. Members' support for hybridity is closely tied to caring responsibilities, and underscores the need for family friendly calendars, onsite childcare, and parental leave. Of concern is several members say they are unlikely to seek re-election if hybridity is no longer an option. Some members express hybridity leads to greater gender sensitivity and removing hybridity altogether is gender insensitive. Many observe the pushback against hybridity comes from those who defend the traditional, masculinized parliamentary culture, and the 'old guard'.

No members or staff oppose infants and breastfeeding in chambers, with most expressing the need to formally allow it, where it has not been already, in the Standing Orders.

Below is a sample of members' and staffs' responses to questions in this area.

Does the space reflect the diversity of people working there – for example, in terms of artwork or women only spaces or accessibility?

- “There needs to be a review of the physicality of the building. I don't see people reflected here — it's so symbolic of past and ongoing colonialism – it's too traumatising for people, especially for Indigenous Peoples.” (Member)
- “Before the renovations there were only white men's pictures in chambers and foyers – but they recently put up a portrait of the Famous Five – so now there are five women on the walls. The one thing I will say is Indigenous culture isn't reflected in the space as much as should be. Indigenous groups came in and talked about it, and about putting up pieces that reflect their culture and language. So no, the legislature – the space, doesn't come close reflect the diversity of people working here or in the province.” (Staff)
- “The masculinity is overwhelming – it's so shockingly masculine from the tufted dark leather furniture and maroon colours everywhere. It's like a man's lounge. I got the urge to push back so I painted my office in bright colours.” (Member)
- “It sounds silly, but the big marble stairs and causeway over the chamber is a potential death trap for people who wear heels – it's not an equitable workplace. It's steeped in an history that's sexist and exclusive. I feel conflicted – it's a beautiful place to work but I'm reminded everyday that it's a shrine to capitalism and colonialism.” (Member)

- “It never occurred to the security team that women members would benefit from having a panic button installed in their office or lights in the parkade – or that we need security. There are places in the building that are dark and scary.” (Member)
- “In person, we are not even allowed off site – when we are sitting, we can’t leave the building – we are trapped; a beautiful prison; there’s no pharmacy – there’s a gift shop and café; we often have outreach meetings scheduled so we can’t leave; when we get ‘you knew what signed up for’, again, “no - actually... I didn’t sign up for this.” (Member)

Are there any rules or practices that are ‘outdated’ or that you think should be eliminated?

- “Some of the rules are archaic and about power. Like parading in with the mace etc., A short while ago, a new and younger woman member was speaking to a bill that was coming to adjournment. The house leader started to make hand gestures to wrap it up – and then someone else started making hand gestures. She leaned over to me and asked ‘what is he doing – what does it mean? I have no idea!’ In the end, I think she knew exactly what he wanted – for her to stop, but she wanted to make a point of challenging the archaic insider gesture.” (Member)
- It’s very coded and formal and the things you can say and can’t say, and the clothes you can and can’t wear, doesn’t make sense. For me the most difficult thing was to feel like I fit in. The institution as a whole... there are codes that don’t mean anything to me – I come from a community world – workers’ rights. I work with marginalized people – and this place is a clash –it’s not easy. It’s not user friendly.” (Member)
- “There’s a whole question of the dress code ... it’s not adapted for people who don’t come from a professional life – professionals. That is a learning curve – what can I wear and can’t wear... and I was like... I want to be able to represent my people. For example... not being able to wear jeans. Well, that has been my uniform for 30 years – what is the logic?” (Member)
- “Some of the rules need changed. For example, there was a rule that in some halls we can’t wear jeans or runners when the house is sitting. One rule was that people couldn’t have bare arms in a particular hallway – it was directed at women. It was recently challenged by women staff and members, and the dress code was updated to allow for professional business attire which includes sleeveless dress and tops.” (Staff)
- “The prayer or the reflection at the opening of sitting – I find ... my personal belief is religion and politics should not be mixed ... I don’t like that we formalized it.” (Member)

- “What is up with the 5-minute bell? It’s sexist and ableist – if you’re menstruating or have a colonoscopy bag – there’s so many reasons that 5 minutes is inadequate. And it’s ignorant. In person it’s a 5-minute bell but when we’re virtual all votes are pushed to the end of day, so our days were so much better because we knew we would not be called suddenly away. We do a lot of talk about structural racism and sexism, but we don’t do anything to change it.” (Member)
- “Some of the rules, honestly – why do we always need to meet face-to-face? Let’s recognize that the virtual parliament worked; it gave so many people, young parents, people who are rural, caring for seniors, the flexibility to manage pressure and to manage their job – they weren’t forced to be a shitty partner or human being. I don’t think it’s healthy to sacrifice your family for this – it’s not sustainable for most people.” (Member)

Is ‘heckling’ (e.g., verbal insults/harassment during house/committee proceedings) common in your parliament? What are your experiences with heckling? Does it affect your work?

- “It’s so nasty in the House. It’s a game. It leaves you feeling bad. If I’m in the House and need to advise the Speaker, if a member gets personal, to call the member out. It has an emotional toll. And if it leads to a point of order – I must make a determination... I have experienced backlash from mostly men members and chairs who don’t agree with the characterizations.” (Staff)
- “Sometimes members go after women for their tone of voice and attire... we’ve got some women members who are standing up but at times they had points of order where people yell at them and feel intimidated and feel threatened. You can see it in their body language and hear it in their voice. It’s awful to watch.” (Staff)
- “The kind of behaviour on display is not accepted in classrooms and shouldn’t be here – what message does this send to the public and to kids?” (Staff)
- “I don’t like it when people yell and during QP it really affects me ... it can be really hard; it can be hard to leave the stress behind.” (Staff)
- “Question Period is really gendered – the opposition tries to find weak women to pick on – I hear a lot of vitriol – heckling, a lot of it.” (Member)

For you, are the hours family friendly? Would you change anything about the sitting schedule/calendar?

- “The long hours are challenging. Finding a work-life balance is a challenge. We’re expected to be here for long days – from 8:30 am to 6:30 – 7 pm and it’s not unusual to stay longer. This is when the house is sitting – 6 months of year. It’s hard – it’s a way of life.” (Staff)

- “Having more women amongst staff and members has made a difference but it’s not as much as hoped. Like family friendly hours. Now they are set but they’re not family friendly. 10 am – 7 pm is not family friendly but it’s an improvement. This reflects a male dominated culture.” (Staff)
- “We used to have 2 months per year where we’d sit until midnight – now the latest is 10:30 pm and it’s one month a year. I feel it’s getting better, but I think what we need is better support for members with young children – night sessions could end at 8:30 pm. There’s this way to do things here. They used to sit through the night – like the boy’s club. They’d drink and make a speech – we are getting away from this – but it’s still there. When you sit for too long, you’re less efficient. When trying to get institutions to evolve it takes time. Maybe this is a more persuasive way to make change – to say it reduces our efficiency! There’s this masculine idea that we work so hard because we work long and late at night.” (Member)
- “When I started working here members and staff stayed late all the time, there were no family friendly hours. But now the latest sitting is 5 pm – unless there’s a committee meeting and then we’ll stay until 6-8 pm. We used to be here until 2 or 3 am in morning. It wasn’t good for our mental health. I couldn’t function. The family friendly hours – they came about because more women and members are here with younger families.” (Staff)

Is there adequate onsite childcare for you? For other staff/members? Is there adequate parental leave for you? For other staff/members?

- “There so much institutional resistance to change really simple things. We hear ‘why don’t we have a daycare centre?’ But it’s still not there. We have a gym etc. but no, we couldn’t possibly have childcare. It’s the same as parental leave. This has been going on for years – there are signals that say ‘it’s important’ but the reforms are not getting done. Also, the way we work – the way life is organized – we have so many meetings, and many are not useful and important. In the past it was a man with a wife taking care of it all. I don’t have this. We get more women in here and we don’t have this arrangement. We need more balance. But when we question the schedule and working late at night, we get nowhere – and we get shut down. It’s evolving but there’s a lot of work to be done.” (Member)
- “There’s no onsite childcare for members or staff – we have a room in the basement called the ‘rest room’ – but what it was intended for when it was first built – it was intended to be a nursing room – where families came. So, I went in the room – there were magazines in there from 2003 – dust was everywhere – the room was not being used at all. So, I wrote to the Speaker to ask if we could turn it into a functioning family room, asked if we could get some childcare on site – we have over 1000 people working here and many of whom use childcare. I think their response was ‘we don’t have the

infrastructure in place for this’ – so the idea was shut down. No conversation followed it. It was disappointing.” (Member)

- “If you’re a dude without child minding and if your partner is cool with you doing this – yes, it’s great – hanging out with buddies and drinking... that’s how this system ended up being built the way it is... a great boy’s club”. (Member)
- “We need onsite childcare, but we were told it’s not safe to have childcare onsite because the building is too old. It’s a critical issue for everyone working here with a young family, including staff.” (Member)

Have you had any experiences with hybrid/virtual proceedings? What do you think of a hybrid parliament when staff/members are unable to attend in person, because of, for example, childcare/elder care responsibilities or illness?

- “Running again totally depends on this place being hybrid. If it’s not, I probably can’t do it – I won’t do it. It’s too demanding. I’m single and I don’t have support to watch my kid. People say – ‘get childcare’. The salary is good, but it doesn’t allow for full-time or even good part-time childcare.” (Member)
- “Having experienced hybrid, once it was removed more people were under strain again. It’s very stressful. If something happened to my husband, I don’t have a backup plan. Before, my kid stayed in my office, and I had a friend come and stay with her. This is not sustainable. I know from my colleagues, for some of them, if we don’t continue with hybrid, it might stop them from running. I’ve been hearing this a lot. And the old guard says ‘this is how it works’. It’s a real masculine, soldier mentality. So, some people are defending the decision to go back to in-person but a lot of them are the ones not responsible for childcare.” (Member)
- “A key piece is how hybrid helps with women like me – I struggle. Coming here is a barrier. I’m an immigrant and woman of colour, and I don’t have family here. But because of hybrid I could work. Even though I was struggling to do my work, I could do it. If I had to travel, I wouldn’t have been able to pull it off because of family issues.” (Member)
- “I want it to be permanent. Still for hybrid, there’s a lot of hesitation. It’s a very traditional building with a traditional set of rules. I always hear ‘it’s the way it’s always been’. The whole building is steeped in tradition and its rules and practices are exclusionary.” (Member)

Members, like staff, express that hybridity reduces sexism and gender-based heckling, and can change the masculine overtones of parliamentary institutions. Staff, for example, note they could

almost eliminate heckling by muting members – although members could still engage in non-verbal heckling, by, for example, rolling their eyes when other members spoke.

- “What I like about [hybridity] is there’s no heckling.... I’m okay with lively debate but not like to the level where’s there’s blood in the streets. Women heckle too but the heckling directed at them by men does not fit into the kind of debate I support – and as staff we are in the middle of it. It’s sometimes hard to shake off, to leave it behind.” (Staff)
- “You know, [hybridity] has led to a culture change – the power dynamic with largely male members and male staff – it was troublesome for me when I first started – it was sort of “mad men culture” – members are a little flirty when they shouldn’t be – we don’t see that happening as much ..., and definitely it’s happened a lot less, and maybe not at all, during hybrid proceedings.” (Staff).

However, some staff express that while hybridity may have increased some members’ ability to participate in work, there was a trade-off – it created a lot more work for staff and a ‘division of labour’ where only face-to-face work was seen as ‘real work’.

- “Hybrid for us as staff meant we still had to be in the chamber – in that sense we had much more work to do – two roles – keeping eyes on members in the House – on Zoom, and in the chat. So, it’s increased our workload. So, for staff, for Chamber proceedings, it’s not an easier role. It’s exhausting.” (Staff)
- “Well, I had to stay and work in Legislature – I guess I could have been working at home – but people working at home don’t actually work! I know some people renovated their homes!” (Staff)

Over and over, members and staff note hybridity addresses obstacles posed by weather and geography:

- “Weather is always an issue, and meeting virtually has increased participation. Sometimes people – it’s winter – storms – we can’t travel, so for us it’s better.” (Member)
- “We have a lot of members up north and because of weather it’s legit if they stay home. But the general air is members want to be in person – because they are heard and seen where if they are remote then they can tune in and tune out – they’re not visible – there’s no networking.” (Staff)

Dimension 3 - Parliamentary Culture

Parliamentary culture recognizes that the “official written-down rules never tell the whole story about how institutions function on the ground – that this is what might be thought of as the

‘normal way of doing things’”. It is difficult to identify “institutional norms, practices, and culture” as they are not “fixed” rather they “are an evolving phenomenon, subject to change”.⁷⁰

Interview questions directed at assessing *Parliamentary Culture* include:

1. How would you describe the ‘culture’ of the place? Are there any challenges you face or see others facing in your workplace?
2. Have you ever felt unsafe doing your job (for members include ‘while campaigning’)?

In terms of describing the culture of parliamentary workplaces, most members and staff portray them as masculinized, white institutions. Several times, members note different jurisdictions have different cultures – some have two party systems and traditional cultures, and entrenched ideological differences make it difficult to modernize and feminize parliamentary institutions. One woman member who attempted to form an all-party women’s caucus found “no one wanted to join. Women from the other parties didn’t see the point.”

A sample of members’ and staffs’ responses to the questions in this dimension are below.

How would you describe the ‘culture’ of the place? Are there any challenges you face or see others facing in your workplace?

- “This place reeks of patriarchy; it’s in the body language and style ... at one point a male deputy would constantly interrupt me or constantly overturn my decisions. I ended up asking ‘would you do this if I was a male minister?’ I asked myself if this was happening because I’m a woman – because there is gender bias – because this is how I perceive it, or if he’s just like this. So, I questioned myself. But I stand firm that there would not have been this level of aggression if I was a man.” (Member)
- “It’s definitely a masculine, hierarchical, inflexible, and bureaucratic place; but the Clerk is definitely open minded; its hard on them [staff] too because when we are working they are working; if we’re abusing ourselves they are too; I asked ‘why are so many staff so young’ – it’s because no one older will keep this job – in the Legislature there’s a lot of turnover – divorce rates are really high – its not healthy.” (Member)
- “The culture of this place is still overly masculine. It was designed and works in a way that serves members and their needs, and at one time these were all white men. Now the people in here are changing but the culture is taking a while to catch up.” (Staff)
- “It’s all connected. Sitting long hours, no childcare, heckling etc. It’s all a part of the masculine culture. It didn’t bother the men because they usually had wives at home... But for the new generation this is not their whole identity. But this culture is still really there – you’re supposed to have no life – to say ‘yes’ to all invites, to work all the time or give the impression that you do. There are still members like this – I have a male colleague who never takes holidays – for him it’s a source of pride.” (Member)

- “You’re expected to have such thick skin to be here – this reflects a male culture: ‘you need to be tough’. The attention paid to what a woman is wearing in the House – it’s incredible. Even the public call to complain to say, ‘her blouse is too low’. So, there’s not as much change as you’d expect. Change is slow. Because there’s an old boys club – behind the scenes, especially in the parties.” (Staff)
- “There have been senior white men who have been there a long time and they throw their weight around; they take up a lot of space... a lot of women doing a lot of work and men standing up and taking credit for it. More women create a different experience, and we try to make those voices heard.” (Member)
- “Men ignore women, they mansplain and talk over us – and they take up a lot of the time – there is an air of entitlement. In my experience, when people are presenting, they don’t listen... It’s built for them; this is their space.” (Member)
- “We’ve seen changes, but we need more. The power dynamic with largely male members and male staff – it was troublesome for me when I first started – it was sort of ‘mad men culture’. Members were a little flirty when they shouldn’t be – we don’t see that happening as much. It still happens, but a lot less.” (Staff)
- “Despite some improvements, it’s still a big old boys club – decisions are made when guys go for drinks – lawyers are the most powerful (most are men lawyers) – your good constituents love it when you go to all the events – and you dispense favours.” (Member)

Have you ever felt unsafe doing your job (for members include ‘while campaigning’)?

In terms of feeling *unsafe at work*, during the interviews many members and staff disclosed instances of bullying, intimidation, harassment, and sexual harassment by other members and staff – mostly men, and by the public, especially in social media. That most of the participants have felt unsafe while doing their job reflects the pervasiveness of VAW-P and the urgent need for more robust harassment and sexual harassment policies and sanctions within and outside the workplace.

- “We had a former member of an older generation come into our office and ask one of my colleagues if she had children. She said she didn’t. He said, ‘well you’re not a real woman if you don’t have children’. Maybe he was trying to be funny. But it wasn’t funny. I wanted to crawl under my desk. There’s this fine balance – members have power over us.” (Staff)
- “From outside looking in it’d be a very difficult career for a woman than for a man. Some of the male members reduced female members to tears. And if a woman is aggressive, she’s a bitch. We hear all the rumours and gossip.” (Staff)

- “I’ve felt intimidated – typically by male members – who are bigger and louder than me. In these instances, it’s gendered. Sometimes it has to do with their roles, they are elected members, and we are trained and engrained to respect them. It’s like we have all these bosses.” (Staff)
- “It’s unfortunate to say but there’s been a lot of intimidation by men in powerful positions here. It’s been very uncomfortable. They were all men who intimidated staff and even members. It probably wouldn’t have happened to me if I was man. But we have a new workplace policy in place – it gives me an avenue to go down whereas before I’d have let it go. Maybe I’d mention it to a colleague.” (Staff)
- “Some men in powerful positions – such as the Speaker, I’ve seen them treat women horribly. It’s unconscionable. The only reason is because they’re women. And sometimes women have too much respect for the role, so they don’t challenge them. One was so horrible. He’d yell at clerks and other staff. We all knew. We all saw and heard. It was humiliating.” (Staff)
- “I’ve been sexually harassed in my job twice at conferences from members in other jurisdictions – once a member reached over and grabbed my bum and winked and walked away... I was stunned. I didn’t say anything ... I was so shocked... I should have done something.” (Staff)
- “At an event – a male member put his arms around me and started [rubbing himself] against me and said, ‘I need to get laid’. As a young clerk – there was a lot more fraternizing than I was comfortable with – I was getting hit on, a lot; it was just wrong.” (Staff)
- “There was a cabinet minister who liked to grab women around their waist – I had female staff who raised this with me, and I said, ‘you can’t do that’. He stopped with our staff but from what I understand he was still doing this with other staff.” (Staff)
- “I have two restraining orders. I have a security system at home. I have death threat notes left on my car – these are just recent. I’ve had people find out where I live and threatened to break into my house. I have had to work with security to make sure my family is safe – I’ve had an unmarked police car outside my house... there is a strong ethical piece here – people have asked me ‘what did you do to make this happen?’, or ‘what were you wearing?’” (Member)
- “On social media I’m careful. The comments must be moderated – my block list on Twitter is longer than my followers. This is not what I signed up for. Some days I feel like I don’t want to do this anymore. It’s not same for men, especially white men. And if it is, maybe they are fine because they don’t feel the same level of fear as women, day to

day. Some men colleagues probably think it's funny if it happened to them, but we have spent our whole lives in 'me too', and it's hard for them to recognize." (Member)

- "It's easy for people to say 'don't read the comments'. Why is this the norm? Or 'if you can't cope with this, what's wrong with you?'. Well, let's flip the question – why are you, why are we, okay with this being the norm?" (Member)

Dimension 4 - Gender Equality Policy/ Women's Substantive Representation

Gender equality policy/ women's substantive representation involves a gendered analysis of the work of parliament. This includes "legislation, policy, scrutiny and interest representation" and considers whether "parliaments acknowledge the perspectives and address the needs and interests of women", and if "women's experiences have been taken into account". This often involves "analyzing a parliaments' work in holding a government to account for its gender sensitivity".⁷¹ One member notes, this work is not happening: "We talk about having a gender lens when developing policy and reviewing policy – it's showing up in our conversations, but it's very hard to see the evidence – we are supposed to talk about it – but we are not really changing policies. So having a gender lens on policy development is just a check mark because we are not seeing substantive results."

For the purposes of this report, the interview questions for this dimension are directed at assessing internal policies to address gender insensitivity, such as:

1. Are you aware of any codes of conduct, harassment policies, sexual harassment policies for members and staff? If so, are they adequate?

Most members and staff mention the availability of anti-harassment training and the existence of codes of conduct to address member to member, member to staff, and staff to staff harassment, however, they also mention harassment continues to be an ongoing concern and more robust training and policies are needed. Some of their responses related to the questions in this area are below.

- "We need to talk about the lack of intersectional analyses in the policies. I always have young women of color coming to me about bullying by other people and staff – they come to me because they see me as someone who understands. If we had human resource people who are persons of colour then they would understand. Human resources is white, and they don't relate." (Member)
- "All men have taken sensitivity training – all members take it. Men are fearful of saying the wrong thing... and some mock it. It keeps them from talking with woman colleagues – and with me – I've seen it. Is it working? Harassment is still happening so... " (Member)

- “We have a harassment code of conduct, but it is not really anonymous, and people are risking a lot... so there is hesitancy in using it. It needs to be strengthened and taken out of the hands of people here.” (Staff)
- “Codes of conduct and harassment policies reflect the culture of this place. I know some men colleagues are afraid of saying or doing the wrong thing – we’ve had our ‘me too’ here; it’s not good to be caught with your hand in ‘cookie jar’; you can’t be seen as ‘that man’ – the one with the patriarchal views. You just can’t do it – there’s so much more accountability now – thankfully. More people are watching for it and ready to call it out. And with this there’s fear.” (Member)
- “How can we accept members who continue to sit – and it’s been documented, that there are complaints for sexual assault and sex harassment against them? I think our citizens should have the right to revoke their right to sit. We have member sitting who is known to harass – to sexually harass women.” (Member)
- “In the early days of our government, we wanted to bring in anti-harassment policies because there were none before and now it’s mandatory. It’s definitely brought about more awareness and accountability, and opportunities for people to come forward if they’ve experienced harassment. It’s got to go to a third party for investigation though – this is critical.” (Member)
- “We have a new respectful workplace policy – but my recommendation is that we need to ‘purpose the conversation’. These conversations don’t come naturally. We were talking about our relationship with our staff, but we didn’t have time to really pursue it. We can’t talk about respect in the workplace without talking about power, who has it and how it’s wielded etc. We need to back the staff who work in a toxic environment, and we’re not there to intervene when someone gets off the phone with someone toxic or when they snap at a colleague. We need to talk about it, but because of the time pressure, we don’t. We tick a box. There are people in positions of power who just want to get on with it, and say ‘yep, we did training, all is good.’” (Member)
- “How do we encourage women to do this job? I want to encourage them to go in, but I can’t recommend it because there are not a lot of security measures in place for them inside or outside. I’m not exaggerating – look at what’s happened to women politicians – they’ve been murdered because they are women, they are constantly harassed while at work or in the public. The measures in place are not stopping this. They are not enough.” (Member)
- “Heckling really emphasizes the culture of the ‘old boys club’ and the frat house, and it needs to stop. We could have code of conduct to address heckling. We have harassment

policies over respectful behaviour between members; technically it could apply to Question Period and other interactions in the House.” (Staff)

- “Some think heckling is part of being a politician – ‘you signed up for it’. Speakers could be more authoritative – nothing prevents the Speaker from kicking people out. There should be a line. Sometimes members will apologize but they shouldn’t be allowed to say the things in the first place – in any other workplace the boss would say ‘apologize’ but it’d still be on the radar or maybe they’d get written up but here there’s no discipline that follows. They know they shouldn’t say it, but they say it anyways – they’re encouraged to do it. We don’t have a policy on this, but I’d like to see one. I suppose heckling online can be muted – that’s a positive.” (Member)

Surveys

Surveys are used for gathering more GSP information from a larger number of people. Table 11, *GSP Survey Questions* reflects the particularities of Canada’s federal system and its national bi-cameral parliamentary legislature.⁷² The survey was sent electronically via email by the CWP-Canada Region Association Secretary to the CWP-Branch Chairs for distribution and uses applied logic which enables participants to skip certain questions. The survey platform tracks the average length of time to complete the survey and reveals it took members an average of 8 minutes to answer the 23 questions, including the sections allowing for additional feedback. The survey responses and analysis follow the survey template.

Table 11: Survey Questions, Gender Sensitizing Canada’s Parliaments: A Cross-jurisdictional Review

Please indicate if you’d like to fill out the survey in English or in French (select one) (logic applied):

English	
French	

Please indicate if you are a Senator or an Elected Member (select one) (logic applied):

Senator	
Elected Member	

Background Information – Elected Members

1. Please indicate the name of the jurisdiction in which you serve (select one):

National Parliament – House of Commons	
Alberta	
BC	
Manitoba	
New Brunswick	
Newfoundland and Labrador	
Northwest Territories	
Nova Scotia	
Nunavut	

Ontario	
PEI	
Quebec	
Saskatchewan	
Yukon	

2. Is this your (select one):

First term	
Second term	
Third term or more	

3. How likely or unlikely are you to recommend this job to someone else? (select one):

Very unlikely
Somewhat unlikely
Neither likely nor Unlikely
Somewhat likely
Very likely

4. How likely are you to stand in the next election? (select one):

Very unlikely	
Somewhat unlikely	
Neither likely nor Unlikely	
Somewhat likely	
Very likely	

5. How important are the following reasons in your decision to stand or to not stand in the next election? (please answer all categories):

	Not at all Important	Somewhat Unimportant	Neither Important nor Unimportant	Somewhat Important	Very Important
Childcare availability					
Eldercare availability					
Parental leave availability					
Level of Remuneration					
Number of legislative sitting days					
Number of legislative sitting hours per day					
Competing employment opportunities					
Promotion within your party structure (e.g., caucus leader, house leader, party whip)					
Required travel					
Ability to have your voice 'heard'					
Plans to retire					

Ability to influence policy					
Worried about losing the next election					
Behavior of other members					
Personal safety considerations					
Harassment					
Other – write in:					

Your Experiences

6. Has another elected member or a legislative staff member ever done the following? (select all that apply):

	Elected Member	Legislative Staff
Heckled you (Members only)		
Intimidated you		
Bullied you		
Harassed you		
Other – please write in:		

7. Did you experience any of the following on the ‘campaign trail’ or as an ‘elected member’ by members of the public? (select all that apply):

	On the Campaign Trail	As an Elected Member
Physical threats or abuse		
Unwanted approaches		
Followed by someone		
Loitered around		
Had your property damaged		
Received harassing, abusive, or intimidating letters, calls, or emails		
Targeted by harassing, abusive, or intimidating social media posts		
Other, please write in:		

8. Have you ever had a reason to bring forth a complaint to the house leader or party whip about a colleague’s behavior directed at you or at someone else? (select one):

Yes	
No	

If yes, please provide details if you wish:

Policies

9. Please indicate the extent to which you agree or disagree with the following statements (note- an ‘equity deserving group’ includes women and/or Indigenous People, Black People and People of Colour (IBPOC), LGBTQ2S+ People, People Living with a Disability (PLWD)):

	Strongly disagree	Disagree	Neutral	Agree	Strongly Agree
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Governments should <u>ensure</u> the proportion of <u>cabinet positions</u> secured by equity-deserving groups matches the groups' proportion of the general population					
Governments should bring in <u>legislation</u> to ensure the proportion of <u>seats</u> secured by equity-deserving groups matches the groups' proportion of the general population					
Political parties <u>should bring in rules</u> to ensure the proportion of <u>candidacies</u> secured by equity-deserving groups matches the groups' proportion of the general population					

10. Please indicate with which one approach to legislative sittings you most strongly agree, going forward when COVID-19 is no longer a threat (select only one):

Our legislature should move <u>fully online</u> whereby members attend all meetings virtually	
Our legislature should use the <u>hybrid model</u> whereby members can attend meetings in person or virtually	
Our legislature should be <u>fully in-person</u> whereby all meetings are face-to-face	

11. Please indicate the degree to which you agree or disagree with the following policies:

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
No heckling					
No banging on chamber desks					
Predictable, set sitting schedule					
No night sittings					
Updated and inclusive dress code allowing for contemporary and professional attire					
No formal dress code					
Allowing infants on the floor of the legislature					
Other – please write in:					

12. During the Coronavirus period which, if any, of the below 'virtual parliament' measures did you make use of?

	Used Frequently	Used Occasionally	Did not use	Not Applicable
Remote (virtual) participation in <u>chamber debates</u>				
Remote (virtual) participation in <u>oral questions</u>				
Remote (virtual) participation in <u>committee meetings</u>				

Remote (electronic) <u>voting</u>				
Other, please write in:				

13. To what extent do you support or oppose the following measures:

	Strongly Oppose	Somewhat Oppose	Neither Oppose or Support	Somewhat Support	Strongly Support
Remote (virtual) participation in <u>Chamber debates</u>					
Remote (virtual) participation in <u>oral questions</u>					
Remote (virtual) participation in select <u>committee meetings</u>					
Remote (electronic) <u>voting</u>					
Online <u>submission of questions</u>					
Advanced notice of questions and statements					
Paired voting - an informal arrangement between the government & opposition parties whereby one member is designated by the party whip to abstain from voting when a member from another party needs to be absent from the chamber because of, for example, childbirth, childcare, eldercare, or illness					
Proxy voting (a formal agreement whereby members absent from parliament because of, for example, reason of baby leave or illness can get another member to cast a vote on their behalf)					
Other (please specify)					

Demographics

14. Please indicate the gender with which you identify (select one):

Female	
Male	
Non-binary	
Prefer not to say	
Or please specify your gender:	

15. Do you identify as being a part of the LGBTQ2S+ community? (select one):

Yes	
No	
Prefer not to say	

16. Please indicate your marital status (select one):

Never legally married	
Legally married (and not separated)	
Common-law (living together but not legally married)	
Separated, but still legally married	
Divorced	
Widowed	
Prefer not to say	

17. Please write-in the year in which you were born:

18. Do you identify as a person living with a disability? (select one):

Yes	
No	
Prefer not to say	

19. What are the ethnic or cultural origins of your ancestors? (ancestors may have Indigenous origins, or origins that refer to different countries, or other origins that may not refer to different countries). Please write in:

20. Are you First Nations, Métis, or Inuk (Inuit)? (select one):

No	
Yes	
Prefer not to say	

21. Do you identify as (select more than one or specify, if applicable):

White	
South Asian (e.g., East Indian, Pakistani, Sri Lankan)	
Chinese	
Black	
Filipino	
Arab	
Latin American	
Southeast Asian (e.g., Vietnamese, Cambodian, Laotian, Thai)	
West Asian (e.g., Iranian, Afghan)	
Korean	
Japanese	
Other group — specify:	

22. Please indicate the highest level of education you've completed (select one):

Did not complete high school	
High school or equivalent	
Apprenticeship or trades certificate/diploma	
University or college certificate/ diploma below a bachelor level	
Bachelor's Degree	

Degree in medicine, dentistry, veterinary medicine, optometry	
Master's Degree	
Earned Doctorate (e.g., PhD)	
Prefer not to say	
Other, please specify (write in):	

23. Do you have elder care or childcare responsibilities? (select all that apply):

	Elder Care	Childcare
Yes		
No		
Prefer not to say		

Additional survey comments: please use this space to write any other experiences or observations during your time as an elected member that you think may be valuable to understanding the institution as a workplace.

Step 6: Reporting Findings and Making Recommendations

Data analysis and recommendations reflect information collected through previous steps and is a key to moving ahead with making Canada’s parliaments more gender sensitive in the short, medium, and longer term.⁷³ Data analysis includes compiling, considering, and making sense of all collected *Surveys* and other information (e.g., *Checklists* and *Interviews*) with good research explaining the story these data tell in terms of how women and intersectional parliamentary participants are faring in their workplaces. Initial recommendations build on this story with an eye to how members’ and staffs’ workplaces might be best improved and how a more gender sensitive story might be told by the data in future GSP assessments. In future GSP assessments, where the remit permits, these options can be formally presented to stakeholders for comment and then finalized into formal GSP recommendations. GSP reviews may also provide details of the required resources, policy and legislative changes, and key performance indicators, as well as dates for future GSP assessments and reports.

Analyzing Survey Data

This section examines data collected from MPs, Senators, and members of provincial legislatures across Canada. It describes the survey participant traits, experiences, and opinions as well as statistically significant differences between women and men participants. It then summarizes and concludes with observations.

Table 12: Survey Sample Traits

Characteristic	Total	Category 1	#	%	Category 2	#	%
Office	88	Elected Member	71	81%	Senator	17	19%
Sex	78	Female	52	67%	Male	26	33%
Ancestry	78	IBPOC	25	32%	White	53	68%
Language	88	English	79	90%	French	9	10%
LGBTQ2S+	79	Yes	7	9%	No	72	91%
Eldercare Provider	88	Yes	19	22%	No	69	78%
Childcare Provider	88	Yes	24	27%	No	64	73%
Legally Married	80	Yes	46	58%	No	34	42%
Education	82	Degree	56	68%	No Degree	26	32%
Living with Disability	82	Yes	6	7%	No	76	93%
Tenure	86	Novice	24	28%	Experienced	62	72%
Average Age	55	55 Years of Age					

The 88 online surveys collected include 9 from the House of Commons and 17 from the Senate as well as the following from provincial and territorial legislatures: BC (11), Saskatchewan (2), Manitoba (10), Ontario (6), Québec (6), NB (2), PEI (11), NWT (2), and Nunavut (7). Excluding 14 vacant Senate seats, 1,114 members sit in the legislatures which distributed surveys with these 88 completed questionnaires representing a non-probabilistic response rate of 8 percent (note, 107 were returned, but not all were fully completed).

Table 12 describes the results of the survey used in this study. The survey was sent to all legislative bodies in Canada to distribute to its members, with surveys distributed and results collected from 11 of the 15 Canadian legislatures including: the House of Commons, Senate, as well as seven provincial and two territorial legislatures. Thus, 1,114 members had access to the survey with 88 fully completing the instrument for a return rate of 8 percent. The table also shows survey results do not provide a probabilistic or representative sample of Canadian legislatures. For example, 67 percent of respondents are women (no respondents indicated they are non-binary), 32 percent are from the IBPOC Community, and 7 percent are PLWD.

Although the return rate is low and the sample over-representative of politically marginalized groups, these data still have high value. For one thing, these completed surveys represent the views and experiences of almost 10 percent of all sitting Canadian legislators – a critical subset of our democratic society. This small and elite group has extraordinary insight into the extent to which these extremely important institutions do or do not function. This response rate is also valuable as it is large enough to explore different attitudes and opinions between the sexes across almost all Canadian legislatures.

Table 13: Member and Senator Retention Descriptive Statistics and Chi Square Tests with Sex

Characteristic	Total	Category 1	#	%	Category 2	#	%
Run again/complete term*	85	Likely	58	68%	No/Unsure	27	32%
Ability to Influence Policy*	87	Important	81	93%	Not Important	6	7%
Having Voice Heard	86		75	87%		11	23%
Behaviour of Other Members/Senators*	87		59	68%		28	32%
Internal Promotion	70 ¹		46	66%		24	34%
Personal Safety Considerations*	86		55	64%		31	36%
Harassment*	86		55	64%		31	36%
Pay Levels	87		51	59%		36	41%
Eldercare Availability*	87		48	55%		39	45%
Number of Sitting Hours Per Day*	86		44	51%		42	49%
Number of Sitting Days*	87		43	49%		44	51%
Childcare Availability	87		42	48%		45	52%
Travel Requirements*	87		42	48%		45	52%
Other Job Opportunities	86		40	47%		46	53%
Parental Leave Availability*	87		40	46%		47	54%
Planning to Retire	86		32	37%		54	63%
Election Loss Worries	71 ¹		21	30%		50	70%

Note: * Indicates statistically significant difference between female and male responses.¹ Indicates Senators excluded from analysis.

Table 13 explores members’ retention – that is, which sitting MPs, MLAs, and MNAs plan to ‘re-offer’ and stand again for office in upcoming elections and which Senators plan to complete their terms. It shows only 2/3rds of those surveyed are committed to staying on in their jobs. As shown in Table 13, Chi Square tests indicate a statistically significant difference between women and men respondents when it comes to staying in their current jobs with 37 percent of women respondents but only 8 percent of men stating they are unlikely to stay on.

The table also explores several possible factors influencing a respondent’s decision as to whether to continue with legislative work. The top two issues concern the ability to influence policy (93 percent) and to be heard (87 percent) and indicate the ability to affect change is an important consideration for all respondents, but with influence being much more important to women than men.

Where issues such as influence, voice, promotion, remuneration, benefits (such as childcare, eldercare, parental leave) might be expected to affect people at all types of jobs, what is concerning are factors of high concern to members such as the behaviour of other members, personal safety, and harassment – especially since these factors appear to be much more important to women respondents. For example, 85 percent of women indicate personal safety

and harassment is impacting their decision as to whether to continue with their current job as opposed to only 15 percent of men.

Table 14: Interactions with Colleagues

Characteristic	Total	Category 1	#	%	Category 2	#	%
Had Reason for Formal Complaint*	82	Yes	31	36%	No/No Answer	51	64%
Heckled	88		63	72%		25	28%
Intimidated*	88		49	56%		39	46%
Bullied*	88		45	51%		43	37%
Harassed*	88		36	41%		52	47%

Table 15: Interactions with the Public

Characteristic	Total	Category 1	#	%	Category 2	#	%
Abusive social media posts	88	Yes	63	72%	No/No Answer	25	28%
Abusive letters, calls, or emails*	88		57	65%		31	35%
Unwanted Approaches*	88		44	50%		44	50%
Physical Threats or Abuse	88		30	34%		58	66%
Followed by Someone*	88		28	32%		60	68%
Loitered Around*	88		22	25%		66	75%
Had Property Damaged	88		13	15%		75	85%

Tables 14 and 15 shed more light on the information found in Table 13. Table 14 shows how members interact with one another. This table shows 72 percent of respondents have been heckled by their colleagues, 56 percent intimidated, 51 percent bullied and, 41 percent harassed. These levels of negative interaction would be of concern at any private, public, or non-profit sector firm or organization, but they should be especially concerning as 80 percent of women say they have been intimidated or bullied at their workplace and a staggering 88 percent say they face harassment. These data show a non-gender sensitive, poison work culture across many if not all of Canada’s parliamentary institutions.

Table 15 shows little improves outside of the workplace. Approximately 2/3rds of all respondents state they are abused in social media or by direct messages, half have been approached by people to which they do not want to interact, 1/3 have faced physical threats or been followed, 1/4 have had unwanted prolonged contact, with 15 percent having property damaged due to their jobs. This is even more serious for women with 85 percent saying they have experienced unwanted approaches or been followed or loitered around and 80 percent saying they have received abusive direct messages as opposed to only 20 percent of men reporting the same.

The data in Tables 14 and 15 show why almost 1/3 of women member respondents are unlikely to stay on in their legislative jobs – they are working in non-gender sensitive spaces. Not only is

there is a wide-spread experience of bullying, intimidation, and harassment at their workplace, when they leave their work there is a high level of negative interaction.

Table 16: Current Participation Routines

Characteristic	Total	Category 1	#	%	Category 2	#	%
Virtual Committee Meetings*	74	Used	67	91%	Did not Use	7	9%
Virtual Chamber Debates	69		61	88%		8	12%
Virtual Oral Questions	69		59	86%		10	14%
Remote Voting	67		57	85%		10	15%

Note: Jurisdictions not included where options are not available

The Covid-19 Pandemic has profoundly impacted Canadian legislatures and revolutionized how members and staff execute their responsibilities. Table 16 shows that where new opportunities have been offered, 91 percent of those surveyed have performed at least some of their committee work virtually, with women taking more advantage of this option. Over 85 percent of all members surveyed have participated in virtual debates or question periods or voted remotely. These options have been extremely popular both in legislative and non-legislative settings.

Table 17: Reform Options

Characteristic	Total		#	%		#	%
Set and Predictable Schedule*	78	Yes	66	85%	No	12	15%
Virtual Select Committees*	78		64	82%		14	18%
Updated Dress Code*	78		62	80%		16	20%
Virtual Chamber Debates*	78		61	78%		17	22%
Virtual Oral Questions*	78		58	74%		20	26%
Remote (Electronic) Voting*	78		56	72%		22	28%
No Heckling*	77		55	71%		22	29%
Online Question Submission*	78		54	69%		24	31%
Advance Question/Statement Notice*	78		53	68%		25	32%
Proxy Voting*	78		51	65%		27	35%
No night sittings*	78		45	58%		33	42%
Infants on Floor*	77		43	56%		34	44%
Paired Voting	78		43	55%		35	45%
No Desk Banging	78		42	54%		36	46%
No Dress Code*	76	20	26%	56	74%		

Table 17 reports survey respondents' preferred reform options. There are clear overall favorites, but also profound divisions between women and men respondents. The top reform preference for 85 percent of respondents is to have set and predictable work schedules, with the percentage of support among women at 92 percent. Where 82 percent of all members support continuing with virtual select committee meetings (hybridity), the level of support among women respondents is almost 92 percent. Finally, 80 percent of members desire an updated dress code – 85 percent of women and 65 percent of men.

Support is also high for members to continue to have the option to participate virtually in chamber debates and questions, to vote electronically, and to submit questions online and in advance. Again, women respondents are much more supportive of these hybrid reforms. When it comes to future face-to-face interactions, 71 percent of all respondents support no heckling – 80 percent of women and 52 percent of men. Surprisingly, support for a ban on banging desks is comparatively low and demonstrates no statistically significant difference between women and men.

Differences between the sexes are very apparent among lower ranked reforms. Almost 70 percent of women prefer to do away with night sittings as opposed to 35 percent of men. 71 percent of women would allow infants on the chamber floor as opposed to only 27 percent of men. Finally, where 38 percent of women want to do away with the dress code, while only 4 percent of men agree.

The information in Table 17 shows women are much less concerned with returning to face-to-face work and much more interested in having hybrid and scheduling options to make their life more flexible and predictable. When working face-to-face, they want to rid the workplace of heckling, but are OK with a bit of noise from desk thumping.

Table 18: Reform Opinions

Opinion	Total	Category 1	#	%	Category 2	#	%
<i>Political parties</i> should bring in rules to ensure the <i>proportion of candidacies</i> secured by equity-deserving groups matches the groups’ proportion of the general population.	78*	Agree	55	71%	Disagree	23	29%
Governments should ensure the <i>proportion of cabinet positions</i> secured by equity-deserving groups matches the groups’ proportion of the general population.	78*		54	69%		24	31%
Governments should bring in legislation to ensure the <i>proportion of seats</i> secured by equity-deserving groups matches the groups’ proportion of the general population.	78*		44	56%		34	44%

Finally, Table 18 presents three major reform options to increase the descriptive representation of women and other equity-deserving groups in Canada’s parliaments. The most popular reform is for political parties to do more to ensure candidate diversity. This measure is supported by 71 percent of all respondents and 82 percent of women and only 46 percent of men. The second most popular reform is to ensure cabinet positions better reflect the general population – 69 percent support this measure overall with 85 percent of women agreeing with this measure but

only 38 percent of men. Finally, 56 percent of respondents agree with the idea of legislative measures to ensure seat distribution is more equitable – although 20 percent of women agree but only 7 percent of men.

Observations

Data in this section suggest legislators work in non-gender sensitive, toxic, and sometimes dangerous workplaces. Up to 1/3 of respondents are reconsidering their choice to serve the public in this capacity, and most are open to reforming some aspects of their job. These data also show things are much worse for women members both within and outside the workplace and these experiences may explain why women legislators are keener to increase diversity and enable hybrid work options. Women were much more likely to access remote working options during COVID-19 and are keen to continue these practices.

Red-Amber-Green Analysis

The Red-Amber-Green (RAG) analysis, developed by Sarah Childs, is used to assess the gender diversity sensitivity of parliaments and is suitable to assess a parliament's 'readiness' to undertake a GSP review.⁷⁴ The RAG technique, 'Red-Amber-Green', or 'Poor-Improved-Good' analysis is based on traffic light colours and can be used to document gender insensitivities and signal if a parliament is doing badly ('Red'), well ('Green'), or if it has "shown some improvement but ... considerably more needs to be done" ('Amber').⁷⁵

The RAG analysis of Canada's parliaments involves gathering the information collected during *Step 4, Performing Initial Diagnostics ('Checklist')* and *Step 5, Preparing the Review, Collecting Interview and Survey Data* and *Step 6, Reporting Findings and Making Recommendations*. Using the *Checklist* information, the RAG analysis is another way to determine how ready a parliament is to undertake a GSP review. For example, if a parliament already collects a considerable amount of data and has in place gender based policies it could be assessed as 'Green' – it is doing well. However, if there are areas where some data are collected, and some policies are implemented it could be assessed as 'Amber' – 'more needs to be done'. However, if no gender sensitive data or policies exist, it could be assessed as 'Red'. If another GSP review is performed in two to three years time and the updated *Checklist* reveals more data have been collected and more gender-based policies implemented, then it could change from 'Red' to 'Amber'.

Given the *Checklist* findings in which Canada's parliamentary jurisdictions collect gender-sensitive data and have in place gender-sensitive policies for an overall average of 20 percent of the 190 indicators, Canada's result is 'Red' – there is considerable work to do to ready Canada's parliaments for a GSP review. As earlier discussed, some jurisdictions such as the House of Commons, Québec, and BC are 'more ready' to undertake a GSP than other jurisdictions, however, the 'scores' are in the mid-twenty percent range. However, there are encouraging variations across the *GSP Guidelines' 'Standards'*. As shown in Table 19, Canada's parliaments are 'Amber' in *Reviews* and *Gender Expertise* (and close to being 'Amber' in *Institutional Leadership*). This pattern holds for the four case studies.

Table 19: RAG Analysis of the GSP Standards in Canada’s Parliaments

	Red	Amber	Green
Institutional Leadership	x		
Data	x		
Reviews		x	
Gender Expertise	x		
Women’s Parliamentary Bodies		x	

In terms of the ‘four dimensions of a GSP’, data from the *Interviews* and *Surveys* as well as from the *Checklists* reveal Canada’s parliaments are edging toward gender-sensitivity in terms of *Equality of Participation, Parliamentary Infrastructure, and Gender Equality Policy/ Women’s Substantive Representation* (Table 20).

Table 20: RAG Analysis of the Four Dimensions of a GSP in Canada’s Parliaments

	Red	Amber	Green
Dimension 1: Equality of Participation		x	
Dimension 2: Parliamentary Infrastructure		x	
Dimension 3: Parliamentary Culture	x		
Dimension 4: Gender Equality Policy/ Women’s Substantive Representation		x	

The RAG analysis of the *Cross-jurisdictional Review’s* data shines a light on areas where Canada’s parliamentary institutions can re-focus their gender-sensitizing efforts, and optimistically, in a year or two, the ‘Red’ lights will turn ‘Amber’ and the ‘Amber’ lights will turn ‘Green’.

Another method to consider for future GSP reviews is to assess the gender sensitivity of Canada’s parliaments overtime and from one parliament to the next, as done by Jeanette Ashe.⁷⁶ This approach looks at a range of GSP indicators – all of which can be collected in *Step 4, Performing Initial Diagnostics* and *Step 5, Preparing the Review*. By allowing for a comparison from one year to the next and between different governments within a single country, as well as for comparisons between jurisdictions, this approach can measure gender sensitizing parliamentary progress or decline and identify which gender sensitive indicators need most attention.⁷⁷

Step 7: Monitoring Progress

Step 7 is essential to ensure ongoing implementation of gender sensitivity measures. *Monitoring* is ongoing and is specific to the idiosyncrasies of each of Canada's parliaments but is also an important step toward ensuring identified gender sensitive recommendations are 'institutionalized', many of which are presented in the *Executive Summary*. Successful institutionalization involves not only identifying necessary gender sensitive reforms and the actors responsible for implementing them (e.g., speakers, governments, clerks, legislative assemblies, legislative assembly management committees etc.) but involves following up on the implementation status of gender sensitive reforms and if gender sensitive standards are being maintained.⁷⁸

Although beyond the purview of the *GSP Cross-jurisdictional Review of Canada* it is suggested that data are collected on a regular basis toward key performance indicators and are reported at regular intervals to track progress over time.⁷⁹ Thus, *Step 7 Monitoring Process*, as outlined by the CPA's *GSP Guidelines*, falls to the responsibility of individual parliaments and legislatures.

Toward this, it is advised that all of Canada's parliaments identify a permanent political or administrator actor or body to be responsible for monitoring the implementation of GSP recommendations and for maintaining GSP reforms from one government to the next, and for ensuring GSP reviews be undertaken on a regular basis. One possible approach is to create a small but permanent reference group modelled on the UK's 'Commons Reference Group on Representation and Inclusion' to "deliver significant symbolic and substantive improvements" within the parliament.⁸⁰ Small, representative, and cross-party groups have the potential to take the "...lead in ensuring that individual actors" and the parliament "collectively fulfill their roles in implementing necessary reforms".⁸¹ A reference group such as this is responsible for drawing "up a programme of action for each Parliament" and for reporting "back to the Speaker on an annual basis".⁸²

It is further recommended a GSP assessment be conducted every 3-5 years to mark and track new gender sensitive data that may come with a change in government and that can lead to a more or a less gender sensitive institution. This involves revisiting the *Seven Steps* above, from updating the *Checklist*, to resending member and staff *Surveys*, and to conducting new member and staff *Interviews*. *Monitoring* is needed to note the institutional changes over time in a parliament's capacity to deliver on GSP reforms. Changes overtime may be seen in a parliament's gender expertise and in its processes, norms, and behaviour. *Monitoring* can flag gender sensitive stagnation and gender roll back, and the appropriate gender-sensitive policies to address such circumstances. The RAG (red-amber-green) and longitudinal GSP Assessment methods are useful for noting changes in gender sensitive indicators across the *Four Dimensions*. As noted, COVID-19 has presented parliaments with new institutional opportunities, many of which increase women's political recruitment and retention. It is vital that the effect of the pandemic's institutional disruptions be closely monitored, and this involves receiving feedback from members and staff on their positive and negative experiences of hybridity.

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Endnotes

¹ The *Gender Sensitising Canada's Parliaments: A Cross-jurisdictional Review* draws upon a draft *The Commonwealth Parliamentary Gender Sensitising Review: A Seven Step Field Guide* (Field Guide) submitted to the CPA in Spring 2022.

² IPU 2011, 117.

³ Samara. 2019. <https://www.samaracanada.com/research/2019-democracy-360>

⁴ See Ashe(c) 2020.

⁵ CWP 2020; This is not to say that only women can represent women, but rather it is about the relationship between Commonwealth parliaments and the people they represent – descriptively, substantively, and symbolically (Childs 2016, 6).

⁶ CWP 2020, 14.

⁷ CWP 2020, 12.

⁸ CWP 2020, 12.

⁹ CWP 2020, 12.

¹⁰ CWP 2020, 21-23.

¹¹ CWP 2020, 16.

¹² CWP 2020, 19.

¹³ CWP 2020, 19-23.

¹⁴ CWP 2020, 19-23.

¹⁵ The methodology and the ‘seven steps’ used in the *GSP Cross-jurisdictional Review* are drawn from the author’s *The Commonwealth Parliamentary Gender Sensitising Review: A Seven Step Field Guide* (Field Guide) submitted to the CPA in Spring 2022.

¹⁶ CWP 2020, 19.

¹⁷ CWP 2020, 14.

¹⁸ Childs 2016, 3.

¹⁹ CWP 2020, 3. It further builds on the author’s *The Commonwealth Parliamentary Gender Sensitising Review: A Seven Step Field Guide* (Field Guide) – a draft of which was submitted to the CPA in Spring 2022.

²⁰ Ashe(a)(b)(c); Childs 2016; IPU 2012, 2016.

²¹ CWP 2020, 2.

²² CPA-CWP 2020, 11.

²³ CWP 2020, 14. For more information on international GSP efforts, see the IPU’s work which includes monitoring the presence of women in national parliaments and collecting best practices on gender sensitivity in parliaments as is shared in its widely consulted 2011 publication *Gender Sensitive Parliaments: A Global Review of Good Practice*. Following up on the *Global Review of Good Practice*, in 2016 the IPU published *Evaluating the Gender Sensitivity of Parliaments: A Self-Assessment Toolkit* designed to “evaluate how gender sensitive” parliaments are and to “assess their current practices and policies, identify possible areas for reform, plan for change, and establish mechanisms to monitor progress”. Frequently, international, and national GSP publications use variations of the IPU’s GSP definition including the CPA, CWP, the Organisation for Economic Cooperation and Development (OECD) and the European Institute for Gender Equality (EIGE). Evolving, the IPU’s definition of a GSP is one that responds to the “needs and interests” of people in its “structures, operations, methods, and work” and removes barriers to women’s full participation. The more detailed GSP definition is delivered later in this *CJ GSP Assessment*. Adding to the GSP work, the OECD’s *Toolkit for Mainstreaming and Implementing Gender Equality: Implementing the 2015 OECD Recommendations on Gender Equality in Public Life*’s chapter *Gender-sensitive Practices in Parliaments* provides self-assessment questions across three main areas (oversight and accountability, mainstreaming, and balanced representation), with each area outlining examples of ‘good practice’ and ‘key actions to consider’. Sarah Childs’ *The Good Parliament* (2016) represents the “first published report of a parliamentary diversity sensitive parliament” and includes 43 recommendations directed at 9 institutional actors of which 18 have been “actioned”. A key feature of the report is its emphasis on moving away from individual sensitivity champions and toward “institutionalising diversity sensitive parliamentary processes”. Following Childs’ GSP assessment of the British Parliament, in 2018, the UK Parliament undertook a GSP audit using the IPU’s *Self-assessment Toolkit*. Building on GSP assessments, in 2018 and 2019, the EIGE published two reports, the first, *Gender Sensitive Parliaments Toolkit*, provides an online quantitative self-assessment guide across five areas (access, influence,

spaces, legislation, and symbolic functions). The second, *Gender Equality in National Parliaments across the EU and the European Parliament*, offers the 2019 results of European parliaments' self-reporting exercises. In 2020, the IPU published *Gender and COVID-19: A Guidance Note for Parliaments*, where a gender sensitive parliament research agenda is outlined.

²⁴ Trimble, Linda and Jane Arscott. 2003. *Still Counting: Women in Politics Across Canada*.

²⁵ Mansbridge 1999; this discussion is drawn from Ashe 2020(a)(b).

²⁶ See Mansbridge 1999 and Phillips 1998. Also, for example, see Manon Tremblay who shows that women legislators tend to advance and support legislation for women to a greater degree than men. This trend is supported by Lena Wängnerud who finds more gender sensitive legislation passes when more women legislators are present. Some, however, suggest the descriptive/substantive relationship is complex, as there are no guarantees, for example, that women always act for women. While a clear causal relationship between descriptive representation and substantive representation has been somewhat difficult to empirically establish, it is now widely accepted that the two are closely related. For example, legislative sex parity is often seen as the overall goal as the presence of women legislators has at least the potential to transform an otherwise masculine institution into a more gender sensitive institution. As cited in Ashe 2020(b), 70.

²⁷ Childs 2016, 6.

²⁸ IPU 2022 <https://data.ipu.org/women-ranking?month=3&year=2022>; CPW 2020, 4.

²⁹ IPU 2022 <https://data.ipu.org/women-ranking?month=3&year=2022>

³⁰ CWP 2020, 5; IPU 2021 <https://data.ipu.org/women-ranking?month=11&year=2021>

³¹ Inter-parliamentary Union. 2021. *Monthly Ranking of Women in National Parliaments*. <https://data.ipu.org/women-ranking?month=1&year=2021>

³² See CWP-Canadian Region. 2020. *Assessing Gender and Diversity Sensitivity at the Legislative Assembly of BC*, 4.

³³ Agnes MacPhail, elected in 1921, is Canada's first woman MP and Louise McKinney and Roberta MacAdams, elected in the 1917 Alberta general election, are the first women elected to a provincial legislature; see Arscott and Trimble 1997; See CWP-Canadian Region. 2020. *Assessing Gender and Diversity Sensitivity at the Legislative Assembly of BC*, 4.

³⁴ In 1988 Ethel Blondin-Andrew became the first First Nations woman MP and in 1993 Jean Augustine became the first Black woman MP. In 1997, Libby Davies became the first open lesbian MP. In 2004, Ruby Dhalla, Nina Grewal, and Yasmin Ratansi became the first South Asian women MPs; personal correspondence with Grace Lore, April 2019; See CWP-Canadian Region. 2020. *Assessing Gender and Diversity Sensitivity at the Legislative Assembly of BC*, 4.

³⁵ Inter-parliamentary Union 2011, 6; See Childs 2016, 7.

³⁶ Childs 2016, 1.

³⁷ Statistics from CWP-Canadian Region:

http://www.cpahq.org/cpahq/Main/Women_MPs/Regions/Canada/Main/Women_MPs/Regions/CWP_Canada_Regi_on.aspx?hkey=ef96c7d0-ef50-406d-ac82-0e717529f333

³⁸ In 2015, the first federal sex-balanced cabinet was appointed by PM Trudeau, but as early as 2007, a sex-balanced cabinet was appointed in Quebec (9 women and 9 men) under the government of Jean Charest. Similarly, in 2008, a second gender-balanced government was appointed in Québec (13 women and 13 men), well before 2015.

³⁹ See Sylvia Bashevkin. 2019. 'Doing Politics Differently'?

⁴⁰ CWP 2020; Arscott and Trimble 2013.

⁴¹ CWP 2020, 5.

⁴² IDEA, 2022. 'Political Inclusion is Vital to Sustainable Democracy'. <https://www.idea.int/news-media/news/political-inclusion-vital-sustainable-democracy>

⁴³ Erikson and Verge 2020, 3; <https://www.kantar.com/north-america/company-news/inclusionindex>; See CWP-Canadian Region. 2020. *Assessing Gender and Diversity Sensitivity at the Legislative Assembly of BC*.

⁴⁴ CWP 2020, 7; Mona Lena Krook. 2020. *Violence Against Women in Politics*.

⁴⁵ Mona Lena Krook. 2020. *Violence Against Women in Politics*. Notably, of the 19 Commonwealth parliaments responding to the CPA's *Survey of Parliamentary Responses to VAW-P*, 8 have undertaken VAW-P reviews and 11 have undertaken VAW-P consultations whereas 8 have not begun VAW-P consultations (CPA 2020, 7). In the CPA's *GSP Guidelines*, it is reported that VAW-P takes several forms, from micro aggression to bullying, and includes sexual harassment, sexual violence, rape, and murder. Further to this, the CPA produced an anti-harassment policy in which it is stated that "harassment can be identified as unwanted behaviour directed at an individual with the purpose or intent of humiliating, disrespecting, intimidation, hurting or offending them. This unwanted behaviour could also include but is not limited to... discriminatory, sexual, physical, psychological, bullying, and

coercion” CPA 2020, 2. ‘Anti-harassment Policy Guidelines; A Toolkit for Commonwealth Parliaments’.

https://www.cpahq.org/media/1gy15xhi/cwp-anti_harassment-guidelines.pdf

⁴⁶ Me Too Movement. 2021. <https://metoomvmt.org/get-to-know-us/tarana-burke-founder/>

⁴⁷ <https://www.macleans.ca/politics/ottawa/sexual-harassment-on-parliament-hill/>

⁴⁸ <https://bc.ctvnews.ca/former-speaker-issues-final-report-raises-concerns-about-metoo-allegations-at-b-c-legislature-1.5227279>

⁴⁹ <https://globalnews.ca/news/7516494/former-speaker-claims-me-too-allegations-at-b-c-legislature-not-properly-investigated/>; <https://www.cbc.ca/news/canada/manitoba/manitoba-legislature-speaker-myrna-driedger-harassment-policy-1.4870427>

⁵⁰ <https://globalnews.ca/news/3894424/quebec-legislature-sexual-misconduct/>;

<https://www.cbc.ca/news/canada/prince-edward-island/mla-bagnall-sorry-for-inappropriate-remarks-1.961779>.

⁵¹ “In the wake of the #MeToo movement that is raising awareness of sexual harassment, the 37 female members of the National Assembly were asked to discuss their own experiences. Of the 24 women who agreed to participate through surveys or interviews, most said they'd lived through some form of misconduct. Almost two-thirds (63 per cent) said they'd experienced one or more forms of sexual misconduct as they carried out their duties as politicians”. <https://www.cbc.ca/news/canada/montreal/sexual-misconduct-national-assembly-1.4431157>

⁵² Jessica Smith and Sarah Childs. 2021. <https://www.centenaryaction.org.uk/publications/remotely-representative-parliament>

⁵³ Jessica Smith and Sarah Childs. 2021. <https://www.centenaryaction.org.uk/publications/remotely-representative-parliament>

⁵⁴ Personal correspondence with members of Canada’s provincial parliaments, 2021.

⁵⁵ Personal correspondence with members of Canada’s provincial parliaments, 2021.

⁵⁶ The method and ‘seven steps’ reflect the author’s *Gender Sensitising Parliamentary Review: A Seven Step Field Guide* draft submitted to the CPA in Spring 2022.

⁵⁷ For all GSP guidelines, see the CPA’s *Guidelines* which draws upon the IPU’s GSP definition (2017, 7).

⁵⁸ CWP 2020, 17.

⁵⁹ CPA -CWP 2020, 24.

⁶⁰ For a discussion of internal and external assessments, see the IPU 2016, 9.

⁶¹ IPU 2016.

⁶² CWP 2020.

⁶³ CPA 2020, 13-23.

⁶⁴ CWP 2020, 19.

⁶⁵ The *Checklist* builds on the checklist sent to several parliaments for Sarah Childs’ *Diversity Sensitive Parliaments: Parliamentary Practice in Comparison*, 2017 (University of Bristol).

⁶⁶ The *Checklist* was distributed via email by the CWP-Canadian Region Association Secretary on behalf of the researcher. It was completed by Canada’s national House of Commons and Senate clerks’ staff and by provincial and territorial parliamentary clerks’ staff to provide an initial diagnostic of the various degrees of institutional readiness to undertake a GSP audit. The questions adapted from the CWP’s 2020 ‘Gender Sensitising Parliament Checklist’ and the CWP’s-Canada Region 2021 ‘Assessing Gender Sensitivity at the Legislative Assembly of BC’.

⁶⁷ CPA 2020, 13.

⁶⁸ CPA 2020, 13.

⁶⁹ CPA 2020, 13.

⁷⁰ CPA 2020, 13.

⁷¹ CPA 2020, 13.

⁷² It is an electronic survey, and the link was sent via email to Members of Canada’s Parliament (MPs) in its Lower House of Commons and Senators in its Upper House (the Senate), and to members of Canada’s 10 provincial parliaments. English and French are recognised as the country’s two official languages, thus the surveys were translated into both languages with participants given the option to answer in either language.

⁷³ Childs 2016.

⁷⁴ Childs 2016.

⁷⁵ Childs 2016, 8.

⁷⁶ Ashe 2020b, 71-87.

⁷⁷ Ashe 2020b, 71-87.

⁷⁸ CPA-CWP 2020, 14.

⁷⁹ Childs 2016; Ashe 2020(b).

⁸⁰ Childs 2016, 14.

⁸¹ Childs 2016, 14.

⁸² Childs 2016, 14.

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