

The Best and Worst Places to be a Woman in Canada 2017

The Gender Gap in Canada's 25 Biggest Cities

Kate McInturff





CCPA

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Introduction

ON JANUARY 21, 2017, more than three million women poured into the streets and squares and fields of their communities. They came from every conceivable background and for a wide array of reasons. Their messages were diverse.

In the United States, the Women's March drew attention to the rise of white supremacy — its vile rhetoric inextricable from the misogyny, at the highest levels, that had spurred organizers into action. From a remote camp at the South Pole, scientists linked respect for the Earth and action on climate change to a better world for women.

In Europe, solidarity with those forced from their homes by war and deprivation underwrote the feminist future. In the tiny Nova Scotia village of Sandy Cove (pop. 65), 15 women showed the world that no community is too small to be a part of history.

From top to bottom, things have taken a turn for the feminist in Canada. Our prime minister is setting a feminist agenda for his government. What that means in practice, thus far, is that the government is starting more regularly to ask questions about how their policies and programs impact men and women in distinct ways.

Last year's federal budget included an analysis of how men and women are placed differently within the economy. As this report demonstrates, women are still consistently underemployed (with more than 670,000 women working part time involuntarily). Women earn less than men, even when they have the same education, experience and work in the same field.

The coming year will show us if the government is prepared to put forward policies that will address those gaps. Pay equity legislation is on the agenda for 2018. However, the government's economic policies still lean heavily towards predominantly male occupational sectors. For the record, we need jobs for men. But we also need jobs for women (who are just as educated and just as likely to need to pay for rent and groceries).

Right now, women and men tend to work in different occupations. They also face different barriers to advancing in those fields. In particular, the latest survey on how we use our time found that women put in an extra 10 hours a week of unpaid work. Nearly half of all involuntary female part-time workers are in part-time work for lack of child care. There is an important role for government here in shaping the economy so that it works for everyone.

Employers also have a role to play in making our country a better place for women. We've heard plenty about how women count themselves out of promotions and pay raises. Why then are there so many women (more than a quarter of a million) who want full-time work but can't find it? Everyone is in favour of motherhood, until it's time to hire a woman who has been out of the workforce raising children for a few years. Now is the moment for employers to lean in — now is the moment for employers to recognize that the unpaid care work women do comes with a skill set and that their previous training and experience didn't disappear in the meantime.

Journalists have had a powerful impact on women's lives this year — from the groundbreaking research published by Robyn Doolittle at *The Globe and Mail* on the discrepancies in how police in different municipalities handle reports of sexual assault, to the *National Post*'s "Silent No More" series which featured Indigenous women telling their own stories and framing their own narratives.

Local governments and organizations are making a real difference in communities across Canada — from a campaign to elect more women to office in Ottawa, to a leadership program in Edmonton. Women's shelters are providing shelter and outreach services for families in rural as well as urban communities. Indigenous women's organizations are exploring what reconciliation and a true nation to nation relationship will and ought to mean to Indigenous women and girls.

Both local and national women's organizations are uniquely positioned to understand the needs of those they serve and support. They are also among the smallest and most underfunded organizations in the non-profit sector in Canada. Yet, the research is clear: they are the single most effective means to building better public policy and better lives for women.

The Rankings

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

When the Dutch government invested \$100 million in a gender equality fund, it helped to reshape public policy at the national level in 46 countries, influenced local governments in over 38 regions, and changed the lives of hundreds of thousands of women. When our own government invested in women's funds outside of Canada, the results were "the most successful mechanism we have found" for empowering women.

It isn't an app, and who knows if it counts as innovation. But there is no question that we have in our cities and town and villages, the skill, talent and capacity to make Canada the best place in the world to be a woman.

The Results

No two cities look alike. Statistics will never be a substitute for the full experience of lives lived. But as signposts they mark the spot where more attention is needed from our leaders, our policy-makers and our communities. They point the way toward progress — down paths as unique as the cities in this report.

Although Windsor finds itself again at the bottom of this list, the women of that city have much to be hopeful about. As depicted in the short film *Her Windsor*, the Ontario city's residents find strength in their relatively smaller numbers. It is a city where women have fought successfully against the barriers of prejudice to lead in the fields of politics, business and health care.

Edmonton continues to struggle with one of the largest wage gaps in the country. However, the city has started an initiative to support women's

leadership, adding more voices to the public sphere and highlighting the concerns of women in the city. The city of St. Catharines is considering a similar initiative.

Hamilton, like many cities in the report, has only a few women on its city council. The group Elect More Women Hamilton brings women into the council chambers every year and offers them the opportunity to see a future for themselves in city politics.

Recent census data show that St. John's has the biggest gap between women's and men's rates of poverty. While low rates of full-time employment continue to hinder women's economic security, efforts are underway to support working women — particularly self-employed women — with the creation of a feminist working hub.

Cities in Québec tend to outperform the rest of Canada, particularly in the economic sphere. A strong public employment sector results in narrower gaps in wages and employment, as noted in Gatineau and Québec City. However, when it comes to promoting women in the private sector, Québec City and Montréal fall near the bottom of the ranks. Civil society organizations like *Group Femmes, Politique et Démocratie* are working hard to change that picture.

Statistics Canada does not collect data on non-binary individuals (people who do not identify exclusively as male or female), although efforts are underway to see a category other than male/female in the next census. Organizations in Prairie cities Saskatoon and Regina offer trans folks support and a venue to express themselves through organizations like TransSask and Nasty Women's Press.

Every city struggles with stubbornly high rates of sexual and domestic violence. Sexual assault rates are nearly unchanged over the past decade, making it the one violent crime in Canada that is not decreasing in prevalence. The combined efforts of women's organizations, researchers and journalists have resulted in the reinvestigation of individual cases sexual assault, and system-wide changes to police responses to the most under-reported crime in Canada.

There are reasons yet to march, gaps yet to be closed. This report provides not only the measure of those gaps, but also the signs of progress and the unquestionable strength of women working to make theirs the best city in Canada to be a woman.

St. John's

Economic Security	Education	Health
4	3	3
Leadership	Security	Overall Rank
24	8	7

Economic Security

The employment rate for women in St. John's is almost exactly where it was five years ago (63%). The gap is also the same, with women's employment rate four points below that of men (67%). There is a much bigger gap between the share of men (61%) and women (50%) who work full time. This accounts for the significant gap in incomes. Women take home \$15,000 less per year than men.

Although significant, the gender gap in employment is smaller than the national average. This may be due to the fact that the largest employment sectors in St. John's are health and social services and sales, both sectors with large shares of female employees. Women working part time were more likely than men to cite business conditions as the reason they were unable to find full-time work. Given the same economic conditions and the presence of occupational sectors where women tend to work, this suggests employer preference for men when it comes to hiring full-time workers.

St. John's is part of a federal pilot program to reduce poverty. However, poverty rates remain high, particularly for women. Provincewide, nearly one in five women lives below the low-income measure. Over the past five years women's poverty rates have risen faster and higher than those of men, whose poverty rates are closer to the national average at 13%.

Educational Attainment

Women in St. John's are more likely than men to have a high school, college or university degree. Nearly a quarter of women in St. John's have a college or CEGEP degree, several points higher than the national average. Men outnumber women in the trades, with nearly twice as many men as women completing training and apprenticeships.

Leadership

St. John's sits near the bottom of the cities measured here in the area of promoting women into leadership positions. The city council boasts only one

The Feminist Working Hub offers feminists who work from home an opportunity to be part of a communal working space at the St. John's Women's Centre. "It is an integral part of our role at the St. John's Status of Women Council to foster feminism and create a space where the work towards equality rights and justice can happen," says Jenny Wright, executive director of the St. John's Status of Women Council.

female councillor. When the full census metropolitan area is taken into account, women make up only 22% of elected officials. None of the municipalities that make up the region have a female mayor. Women hold one in three management positions in the city, down slightly from the previous year.

Health

Both men and women in St. John's have life expectancies that are slightly below the Canadian average, with men living to age 77 and women to age 81 on average. The majority of the population rates their health as very good or excellent, though women are slightly more likely to do so. Men are more likely to register high levels of stress in their lives (19%) compared to women (14%). Rates of screening for cervical cancer are above average, with 72% of women reporting they had a Pap smear in the last three years.

Personal Security

Sexual assault is one of the most underreported crimes in Canada. Statistics Canada estimates that only one in 20 sexual assaults are reported to the

police. Moreover, nearly one in five of the sexual assaults that are reported to the police are dismissed as “unfounded.” An unfounded report is one where the police judge that no crime has occurred and therefore do not investigate or record the report of the assault. However, the high variability of unfounded rates from city to city suggests that some police forces are more likely than others to dismiss reports.

Domestic violence is also underrecorded, with only one in five incidents reported to the police. Direct surveys of the population are the best way to estimate the actual crime rate for these offences. However, Statistics Canada only conducts a survey on violent crime once every five years. This survey does not sample a large enough segment of the population to provide reliable crime rates at the provincial or municipal level (with the exception of Ontario and Québec). For less populous provinces such as Newfoundland and Labrador, there are no reliable estimates.

The 2014 *General Social Survey* found that 2.2% of adults in Canada had experienced a sexual assault in the past five years and that 3.9% had experienced violence from an intimate partner. This equates to 3,959 incidents of sexual assault and 7,019 incidents of intimate partner violence over the same five years in St. John’s. The unfounded rate for police-reported sexual assaults in St. John’s was 8%, compared to 19% nationally.

Halifax

Economic Security	Education	Health
9	7	6
Leadership	Security	Overall Rank
13	12	9

Economic Security

Nearly equal numbers of men and women are employed in Halifax, however, there are 10,000 more working-age women than men in the city. This results in a gap in employment rates — 67% for men and 63% for women — that is little changed over the past five years. The difference in the share of men and women with full-time jobs is more than double the employment gap, with 59% of men and 48% of women working full time. Overall employment rates are better than the national average for both men and women in the city, although both rates have declined over the past five years.

Women take home \$11,000 less per year than men. More women (15%) than men (14%) live in poverty in Halifax. Provincewide poverty rates are rising for women, growing from 15% to near 19% over the past five years. Poverty rates are attributable in part to low wages, with 29% of provincial workers earning less than \$15 an hour. The majority of the region's minimum-wage workers are women, as they are nationally.

Educational Attainment

Women in Halifax are more likely than men to have a high school, college or university degree. More than a quarter of women (27%) in Halifax have a university degree, several points higher than the national average. Men

outnumber women in the trades, with nearly twice as many men as women completing training and apprenticeships.

Leadership

The Halifax area has the smallest share of women in elected office of any of the cities measured here. The city itself has two women councillors. When all the municipalities in the census metropolitan area are taken into account, women make up only 12% of elected officials. None of the municipalities have a female mayor. Women do better outside of politics, holding 41% of all management-level jobs.

Health

Life expectancy in Halifax is close to the Canadian average and, as is typically the case, women live slightly longer lives (83 years on average to a man's 78 years). Men and women are equally likely to rate their health as being very

good or excellent. Men and women in Halifax report similar levels of stress in their lives. Rates of screening for cervical cancer are above average, with 73% of women reporting they were screened in the last three years.

Sandy Cove Women's March: The small community of Sandy Cove (population 65) hosted one of the smallest (but mightiest) women's marches in the world in January. "It just felt like one of those moments in history that you couldn't stand by and passively observe it," said organizer Quigley Wilson. The 15 marchers made a global splash when photos of their march were posted on the *New York Times* website.

Personal Security

Sexual assault is one of the most underreported crimes in Canada. Statistics Canada estimates that only one in 20 sexual assaults are reported to the police. Moreover, nearly one in five of the sexual assaults that are reported to the police are dismissed as "unfounded." An unfounded report is one where the police judge that no crime has occurred and therefore do not investigate or record the report of the assault. However, the high variability of unfounded rates from city to city suggests that some police forces are more likely than others to dismiss reports.

Domestic violence is also underrecorded, with only one in five incidents reported to the police. Direct surveys of the population are the best way to estimate the actual crime rate for these offences. However, Statistics Canada only conducts a survey on violent crime once every five years. This survey does not sample a large enough segment of the population to provide reliable crime rates at the provincial or municipal level (with the exception of Ontario and Québec). For less populous provinces such as Nova Scotia, there are no reliable estimates.

The 2014 *General Social Survey* found that 2.2% of adults in Canada had experienced a sexual assault in the previous five years and that 3.9% had experienced violence from an intimate partner. This equates to 7,801 incidents of sexual assault and 13,829 incidents of intimate partner violence over the same five years in Halifax. The unfounded rate for police-reported sexual assaults in Halifax was 13%, compared to 19% nationally.

Québec City

Economic Security	Education	Health
3	6	10
Leadership	Security	Overall Rank
12	17	6

Economic Security

Québec City boasts one of the smallest employment gaps in the country, with nearly equal numbers of men and women holding jobs. The employment rate for women in the city (64%) is significantly higher than the national average (57%). Those women are also more likely to have a full-time job, with the smallest gap in full-time employment rates of any of the cities measured.

Women's employment incomes are also significantly higher than average in Québec City, while men's incomes are the same as the national average, resulting in a small wage gap. The greater level of equality in employment and wages can be attributed, in part, to the presence of public sector employment in the city. More than one in 10 jobs in the city are in public administration (11%, compared to 5% nationally). The public sector consistently produces a narrower gap in wages and employment for women (as well as for Indigenous and racialized groups).

High employment rates and higher than average incomes result in lower rates of poverty overall and less than a percentage point difference in men's and women's poverty rates, with 10.2% of men and 9.7% of women living below the low-income measure.

Educational Attainment

Women in Québec City are more likely than men to have a high school, CEGEP or college degree; they are equally likely to have graduated from university. Levels of trades education are higher than average for both men and women in Québec City, and the gap in those completing training and apprenticeships in the trades is smaller, with 20% of men and 12% of women doing so.

Leadership

Women make up one in three elected officials in the Québec City region. The city itself has nearly equal numbers of men and women on council (11 men

and 10 women). Women also make up one in three managers in the area.

Groupe Femmes, Politique et Démocratie works to promote the participation of women in politics and increase the engagement of women in civic life. The organization provides training and support for women who want to enter politics or advance in the private sector.

gfpd.ca

Health

Life expectancy in Québec City is close to the Canadian average and, as is typically the case, women live slightly

longer lives (84 years, compared to 79 for men). Women are significantly more likely than men to rate their health as being very good or excellent, with 58% of men compared to 67% of women saying so. Men and women in Québec City are equally likely to report high levels of stress in their lives. Rates of screening for cervical cancer are below average, with 61% of women reporting they had a Pap smear in the last three years.

Personal Security

Sexual assault is one of the most underreported crimes in Canada. Statistics Canada estimates that only one in 20 sexual assaults are reported to the police. Moreover, nearly one in five of the sexual assaults that are reported to the police are dismissed as “unfounded.” An unfounded report is one where the police judge that no crime has occurred and therefore do not investigate or record the report of the assault. However, the high variability of

unfounded rates from city to city suggests that some police forces are more likely than others to dismiss reports.

Domestic violence is also underrecorded, with only one in five incidents reported to the police. Direct surveys of the population are the best way to estimate the actual crime rate for these offences. However, Statistics Canada only conducts a survey on violent crime once every five years. This survey does not sample a large enough segment of the population to provide reliable crime rates at the provincial or municipal level (with the exception of Ontario and Québec).

The 2014 *General Social Survey* found that 2.2% of adults in Canada had experienced a sexual assault in the previous five years and that 3.9% had experienced violence from an intimate partner. This equates to 15,089 incidents of sexual assault and 26,749 incidents of intimate partner violence over the same five years in Québec City. The unfounded rate for police-reported sexual assaults in Québec City was 18%, compared to 19% nationally.

Sherbrooke

Economic Security	Education	Health
8	2	17
Leadership	Security	Overall Rank
16	3	8

Economic Security

The employment gap is smaller than average in Sherbrooke. This is due in large part to the lower than average male employment rate. Men's employment has been stagnant over the past five years, while women's employment has been rising since 2013. The gap in full-time employment follows the same pattern.

Employment incomes are just below the national average for both men and women. However, the gap between the two is smaller, with women earning 78% of what men earn overall. Women's wages have risen faster than men's in the period since the recession, contributing to the narrowing of the wage gap by three percentage points over the past five years. In practical terms, women are taking home \$3,000 more than they did in 2011.

In spite of the smaller gaps in wages and employment, women face high rates of poverty, with 20% living below the low-income measure, compared to 14% of men in the city and 15% of women nationally. Poverty is particularly high amongst youth, with 25% of men ages 18–24 years and 26% of women in that age group living below the poverty line. Older women have high rates of poverty as well — with a significant gap between women and men. Nearly one in three women aged 75+ live in poverty, compared to 13% of men.

Educational Attainment

Women in Sherbrooke are more likely than men to have a high school, college or university degree. Levels of trades education are higher than average for both men and women in Sherbrooke, and the gap in those completing training and apprenticeships in the trades is smaller, with 21% of men and 13% of women doing so.

Leadership

Women make up a third of all elected officials in the Sherbrooke area. Eight out of the 20 councillors in the city itself are women. The numbers are similar in the private sector, where women hold 34% of all management positions.

Le Collectif Sherbrooke Féministe is a local community-led initiative aimed at promoting the full participation of women in the public sphere in an egalitarian and equitable manner.

sherbrookefeminist.wixsite.com/sherbyfeministe

Health

Life expectancy for women in Sherbrooke is slightly higher than the Canadian average, with men living to age 79 and women to age 85 on average. Women are slightly less likely than men to rate their health as very good or excellent (64% and 66% respectively) and less likely to report high levels of stress in their lives (22%, compared to 24%). Rates of screening for cervical cancer are below average, with 61% of women reporting they had a Pap smear in the last three years.

Personal Security

Sexual assault is one of the most underreported crimes in Canada. Statistics Canada estimates that only one in 20 sexual assaults are reported to the police. Moreover, nearly one in five of the sexual assaults that are reported to the police are dismissed as “unfounded.” An unfounded report is one where the police judge that no crime has occurred and therefore do not investigate or record the report of the assault. However, the high variability of unfounded rates from city to city suggests that some police forces are more likely than others to dismiss reports.

Domestic violence is also underrecorded, with only one in five incidents reported to the police. Direct surveys of the population are the best way to estimate the actual crime rate for these offences. However, Statistics Canada only conducts a survey on violent crime once every five years. This survey does not sample a large enough segment of the population to provide reliable crime rates at the provincial or municipal level (with the exception of Ontario and Québec).

The 2014 *General Social Survey* found that 2.2% of adults in Canada had experienced a sexual assault in the previous five years and that 3.9% had experienced violence from an intimate partner. This equates to 3,974 incidents of sexual assault and 7,044 incidents of intimate partner violence over the same five years in Sherbrooke. The unfounded rate for Sherbrooke is not available.

Montréal

Economic Security	Education	Health
13	8	19
Leadership	Security	Overall Rank
14	16	15

Economic Security

Employment rates have held steady in Montréal over the past five years, for both men and women. Employment levels and the gap in employment is the same as the national average, with 57% of women and 65% of men finding work. The gap in full-time work is narrower than the national average due to men's employment rates being slightly below average.

Studio XX is a bilingual, feminist artist-run centre located in Montréal that supports technological experimentation, creation and critical reflection in media arts.

studioxx.org

Women's wages are higher than the national average, while men's wages fall below it. The result is a smaller than average wage gap, with women taking home 79% of what men do. After several years of decline, rates of poverty rose in 2015 for both men and women, with 20% of women and 18% of men living below the low-income measure.

Educational Attainment

Women in Montréal are more likely than men to have completed high school, CEGEP or college. They are almost equally likely to have completed university (22% of men and 23% of women have a university degree). Men are twice as likely to have completed training in the trades.

Leadership

Women make up a third of all elected officials in the Montréal region. They also make up a third of those holding management positions in the city, which is down slightly from the previous year.

Health

Life expectancy in Montréal is close to the Canadian average and, as is typically the case, women live slightly longer lives than men (84 years on average compared to 79). Women are slightly more likely than men to rate their health as very good or excellent, with 55% of men reporting good health compared to 57% of women. Men and women in Montréal report similar levels of stress in their lives. Rates of screening for cervical cancer are below average, with 61% of women reporting they had a Pap smear in the last three years.

Personal Security

Sexual assault is one of the most underreported crimes in Canada. Statistics Canada estimates that only one in 20 sexual assaults are reported to the police. Moreover, nearly one in five of the sexual assaults that are reported to the police are dismissed as “unfounded.” An unfounded report is one where the police judge that no crime has occurred and therefore do not investigate or record the report of the assault. However, the high variability of unfounded rates from city to city suggests that some police forces are more likely than others to dismiss reports.

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The 2014 *General Social Survey* found that 2.2% of adults in Canada had experienced a sexual assault in the previous five years and that 3.9% had experienced violence from an intimate partner. This equates to 74,471 incidents of sexual assault and 132,017 incidents of intimate partner violence in Montréal over the same five years. The unfounded rate for police-reported sexual assaults in was 18% in Montréal, compared to 19% nationally.

Gatineau

Economic Security	Education	Health
2	1	22
Leadership	Security	Overall Rank
3	24	2

Economic Security

Women have significantly higher than average rates of employment in Gatineau — 64%, which is close to the national average for men. The gap in employment is one of the smallest of the cities measured here, particularly in full-time work. Half of all women over age 15 in Gatineau are employed full time, compared to 42% nationally.

For the second year in a row Gatineau has the smallest wage gap of the cities measured here, with women bringing home just 14% less than men in the city. Women take home \$7,000 more per year than the national average (and \$5,000 less than their male neighbours).

Rates of poverty are lower than average for both men and women, with slightly more women living with low incomes than men in Gatineau.

One in four jobs in Gatineau are in public administration. Research has found repeatedly that public sector employers produce smaller than average wage and employment gaps.

Educational Attainment

Gatineau comes the closest of the 25 cities studied to having parity in levels of education. Women in Gatineau are slightly more likely than men to have a high school, college or university degree. Women in Gatineau have

higher than average levels of training in the trades, with 10% having completed an apprenticeship and/or trades training, compared to 15% of men.

Leadership

Gatineau does better than most cities in promoting women into leadership positions, although that still doesn't mean parity. Women make up 40% of those holding management-level jobs in the region. One in three elected officials are female.

Health

Life expectancy in Gatineau is close to the Canadian average and, as is typically the case, women live slightly longer lives than men (82 years on average compared to 78).

Groupe Femmes, Politique et Démocratie recently launched **Défi Parité**. This project brings together five regional partner organizations to support the participation of women in municipal politics in the Outaouais region.

agir-outaouais.ca

Women are more likely than men to report high levels of stress in their lives (29%, compared to 23%). Rates of screening for cervical cancer are below average, with 62% of women reporting they had a Pap smear in the last three years.

Personal Security

Sexual assault is one of the most underreported crimes in Canada. Statistics Canada estimates that only one in 20 sexual assaults are reported to the police. Moreover, nearly one in five of the sexual assaults that are reported to the police are dismissed as “unfounded.” An unfounded report is one where the police judge that no crime has occurred and therefore do not investigate or record the report of the assault. However, the high variability of unfounded rates from city to city suggests that some police forces are more likely than others to dismiss reports.

Domestic violence is also underrecorded, with only one in five incidents reported to the police. Direct surveys of the population are the best way to estimate the actual crime rate for these offences. However, Statistics Can-

ada only conducts a survey on violent crime once every five years. This survey does not sample a large enough segment of the population to provide reliable crime rates at the provincial or municipal level (with the exception of Ontario and Québec).

The 2014 *General Social Survey* found that 2.2% of adults in Canada had experienced a sexual assault in the previous five years and that 3.9% had experienced violence from an intimate partner. This equates to 5,965 incidents of sexual assault and 10,574 incidents of intimate partner violence over the same five years in Gatineau. The unfounded rate for police-reported sexual assaults in Gatineau is 16%, compared to 19% nationally.

Ottawa

Economic Security	Education	Health
7	18	8
Leadership	Security	Overall Rank
17	5	11

Economic Security

Employment rates are higher than average for both men and women in Ottawa and the gap between the two is smaller than average. Women are more likely to hold a full-time job. Employment levels for both men and women have been steady over the past four years.

Women in Ottawa bring home higher wages than in any other city measured here, taking home just under \$38,000 in employment income annually. Men also have higher than average wages, but the gap in wages is still smaller than average, with women earning 78% of what men earn. Poverty rates are lower than average, with women being slightly more likely than men to live below the low-income line.

Nearly one in five jobs in Ottawa are in public administration. Research has found repeatedly that public sector employers produce smaller than average wage and employment gaps. This also accounts for the relative stability of those gaps over the past five years.

Educational Attainment

Ottawa is the most highly-educated city among those included in the study. One in three women and men have completed a university degree. Women are slightly more likely than men to have completed college or high school.

At 6% for men and 4% for women, rates of participation in apprenticeships and trades training are well below the national average.

Leadership

Less than one in four elected officials in the Ottawa region are women. In the city itself only four of the 24 council seats are held by women. Not one of the municipalities in the region has a female mayor. Women do better outside of politics, holding 37% of management positions.

Health

Life expectancy in Ottawa is slightly higher than the Canadian average and, as is typically the case, women live slightly longer lives than men (84 years on average compared to 80).

Women and men are equally likely to rate their health as very good or excellent and women are less likely to report high levels of stress in their lives. Rates of screening for cervical cancer are below average, with 62% of women reporting they had a Pap smear in the last three years.

Daughters of the Vote: More than 300 young women came to Ottawa to celebrate and encourage women's participation in Canadian political life. The women represented every riding in the country. Sponsored and organized by **Equal Voice**, the women took their place on the House of Commons floor, delivering speeches and participating in the daily activities of a Member of Parliament.
daughtersofthevote.ca

Personal Security

Sexual assault is one of the most underreported crimes in Canada. Statistics Canada estimates that only one in 20 sexual assaults are reported to the police. Moreover, nearly one in five of the sexual assaults that are reported to the police are dismissed as “unfounded.” An unfounded report is one where the police judge that no crime has occurred and therefore do not investigate or record the report of the assault. However, the high variability of unfounded rates from city to city suggests that some police forces are more likely than others to dismiss reports.

Domestic violence is also underrecorded, with only one in five incidents reported to the police. Direct surveys of the population are the best way to estimate the actual crime rate for these offences. However, Statistics Canada only conducts a survey on violent crime once every five years. This survey does not sample a large enough segment of the population to provide reliable crime rates at the provincial or municipal level (with the exception of Ontario and Québec).

The 2014 *General Social Survey* found that 2.2% of adults in Canada had experienced a sexual assault in the previous five years and that 3.9% had experienced violence from an intimate partner. This equates to 18,300 incidents of sexual assault and 32,442 incidents of intimate partner violence over the same five years in Ottawa. The unfounded rate for police-reported sexual assaults in Ottawa is 28%, compared to 19% nationally.

Kingston

Economic Security	Education	Health
5	15	1
Leadership	Security	Overall Rank
18	10	4

Economic Security

Employment rates in Kingston have been relatively stable over the past five years for both men and women. Women's employment rates are in keeping with the national average (57%), while men's employment rates are just below average (63%). This results in a smaller than average employment gap. Both men and women have lower than average rates of full-time work, and the gap between them is typical.

Wages are higher than average for both men and women in Kingston and the wage gap is smaller than average, with women earning 79% of what men bring home. The wage gap is unchanged over the past four years. Poverty rates are slightly below average, with women being slightly more likely to live below the low-income measure.

The higher wages and employment levels are likely the result, in part, of the two largest employment sectors — education, and health and social services — being equally or predominantly made up of female workers.

Educational Attainment

Women in Kingston are more likely than men to have completed high school, college or university, and at 25%, women's rates of college or CEGEP completion are higher than the national average. Men are more likely to have completed trades training and apprenticeships (11%, compared to 5% of women).

Leadership

Kingston performs below average when it comes to electing women to office. Neither the city of Kingston nor any of the regional municipalities in the area have a female mayor. Collectively women make up less than one in four (24%) elected officials. Women do better outside of politics, where they hold 36% of management positions.

Health

Life expectancy in Kingston is close to the Canadian average and, as is typically the case, women live slightly longer lives (83 years on average) than men (78 years). Women are more likely than men to rate their health as good or excellent, with 59% of women doing so, compared to 53% of men. Women also report significantly lower levels of stress than men. Rates of screening for cervical cancer are above average, with 71% of women reporting they had a Pap smear in the last three years.

Personal Security

Sexual assault is one of the most underreported crimes in Canada. Statistics Canada estimates that only one in 20 sexual assaults are reported to the police. Moreover, nearly one in five of the sexual assaults that are reported to the police are dismissed as “unfounded.” An unfounded report is one where the police judge that no crime has occurred and therefore do not investigate or record the report of the assault. However, the high variability of unfounded rates from city to city suggests that some police forces are more likely than others to dismiss reports.

Domestic violence is also underrecorded, with only one in five incidents reported to the police. Direct surveys of the population are the best way to estimate the actual crime rate for these offences. However, Statistics Canada only conducts a survey on violent crime once every five years. This survey does not sample a large enough segment of the population to provide reliable crime rates at the provincial or municipal level (with the exception of Ontario and Québec).

The 2014 *General Social Survey* found that 2.2% of adults in Canada had experienced a sexual assault in the previous five years and that 3.9% had experienced violence from an intimate partner. This equates to 3,187 inci-

dents of sexual assault and 5,650 incidents of intimate partner violence over the same five years in Kingston. The unfounded rate for police-reported sexual assaults in Kingston is 19%.

Oshawa

Economic Security	Education	Health
17	18	15
Leadership	Security	Overall Rank
19	25	24

Economic Security

Men's and women's employment rates in Oshawa are typical of the national average and both went up in 2016. The gap between the two rates is also typical and has narrowed slightly in the past two years.

Wages in Oshawa are above average, particularly for male workers. However, the wage gap is one of the largest of any of the cities studied, with women bringing home \$14,000 a year less than men. The wage gap narrowed by 1% in 2016, but it has been largely stagnant for the past five years.

Educational Attainment

Women in Oshawa are more likely than men to have completed high school, college or university. Women's rates of college/CEGEP completion (27%) are higher than the national average, while men are more likely than women to have completed trades training and apprenticeships (11% and 5% respectively).

Leadership

Oshawa performs below average when it comes to electing women to office. Neither the City of Oshawa nor any of the regional municipalities in the area have a female mayor. Collectively women make up less than one

in four (23%) elected officials. Women do better outside of politics, holding 36% of management positions.

Health

Life expectancy in Oshawa is close to the Canadian average and, as is typically the case, women live slightly longer lives than men (83 years on average compared to 79). Women in Oshawa are less likely than men to rate their health as very good or excellent, with 64% and 71% respectively doing so. Women are also more likely to report high levels of stress in their lives. Rates of screening for cervical cancer are above average, with 73% of women reporting they had a Pap smear in the last three years.

The **Women's Multicultural Resource and Counseling Centre of Durham** provides counselling and support to women of diverse backgrounds. The organization is focussed on the prevention of violence and support for those experiencing violence.
wmrccdurham.org

Personal Security

Sexual assault is one of the most underreported crimes in Canada. Statistics Canada estimates that only one in 20 sexual assaults are reported to the police. Moreover, nearly one in five of the sexual assaults that are reported to the police are dismissed as “unfounded.” An unfounded report is one where the police judge that no crime has occurred and therefore do not investigate or record the report of the assault. However, the high variability of unfounded rates from city to city suggests that some police forces are more likely than others to dismiss reports.

Domestic violence is also underrecorded, with only one in five incidents reported to the police. Direct surveys of the population are the best way to estimate the actual crime rate for these offences. However, Statistics Canada only conducts a survey on violent crime once every five years. This survey does not sample a large enough segment of the population to provide reliable crime rates at the provincial or municipal level (with the exception of Ontario and Québec).

The 2014 *General Social Survey* found that 2.2% of adults in Canada had experienced a sexual assault in the previous five years and that 3.9% had experienced violence from an intimate partner. This equates to 6,979 incidents

of sexual assault and 12,371 incidents of intimate partner violence over the same five years in Oshawa. The unfounded rate for police-reported sexual assaults in Oshawa is 24%, compared to 19% nationally.

Toronto

Economic Security	Education	Health
12	21	16
Leadership	Security	Overall Rank
7	4	10

Economic Security

The employment rate is above average for men (68%) and below average for women (57%) in Toronto. Men's wages have risen slightly in the past two years, while women's have declined slightly. Both men and women are more likely to have full-time jobs than is nationally the case, with a smaller than average gap between men and women in full-time employment.

The gap in employment may be due in part to the share of jobs in the predominantly male industries that make up a large share of occupational sectors in the city. A third of the jobs in the city are in finance, science and tech, and manufacturing.

Men's earnings are typical of the national average, while women's paycheques are slightly bigger than average. This may be due to the higher than average level of full-time employment for women. The gap in wages is smaller than average, with women bringing home \$9,000 less per year than men. The wage gap has held steady at 77% for the last five years.

Poverty rates in the city are above average for both men and women, and there is less than a percentage point difference between them: 16% of men and 16.7% of women live below the low-income line in Toronto.

Educational Attainment

Women in Toronto are more likely than men to have completed high school, college or university. Toronto has one of the most highly educated populations, coming second only to Ottawa, with 28% of women and men holding university degrees. Men are more likely to have completed trades training and apprenticeships (7%, compared with 4% of women).

Leadership

Toronto performs slightly above average when it comes to the presence of women in leadership positions. As with most cities measured here, women do better outside of the political sphere, holding 39% of management positions.

Women Win Toronto is a program of the **Toronto Women's City Alliance**, which is aimed at supporting women to run in the next municipal election in the city.

twca.ca/WomenWinTO/

Within the political arena, women make up 28% of elected officials when both the city and regional councils are taken into account. Six smaller regional councils also boast a female mayor (out of a total of 24 mayors).

Health

Life expectancy in Toronto is higher than the Canadian average and, as is typically the case, women live slightly longer lives (85 years compared to 80 for men). Men are more likely than women to rate their health as very good or excellent (60% and 56% respectively). Men and women report equal levels of stress in their lives. Rates of screening for cervical cancer are average, with 66% of women reporting they had a Pap smear in the last three years.

Personal Security

Sexual assault is one of the most underreported crimes in Canada. Statistics Canada estimates that only one in 20 sexual assaults are reported to the police. Moreover, nearly one in five of the sexual assaults that are reported to the police are dismissed as “unfounded.” An unfounded report is one where the police judge that no crime has occurred and therefore do not in-

investigate or record the report of the assault. However, the high variability of unfounded rates from city to city suggests that some police forces are more likely than others to dismiss reports.

Domestic violence is also underrecorded, with only one in five incidents reported to the police. Direct surveys of the population are the best way to estimate the actual crime rate for these offences. However, Statistics Canada only conducts a survey on violent crime once every five years. This survey does not sample a large enough segment of the population to provide reliable crime rates at the provincial or municipal level (with the exception of Ontario and Québec).

The 2014 *General Social Survey* found that 2.2% of adults in Canada had experienced a sexual assault in the previous five years and that 3.9% had experienced violence from an intimate partner. This equates to 111,377 incidents of sexual assault and 197,441 incidents of intimate partner violence over the same five years in Toronto. The unfounded rate for police-reported sexual assaults in Toronto is 7%, compared to 19% nationally.

Hamilton

Economic Security	Education	Health
10	19	11
Leadership	Security	Overall Rank
4	1	3

Economic Security

Employment rates in Hamilton fall slightly below the national average, with 63% of men and 57% of women holding jobs. The gap between men's and women's employment is slightly smaller than average and has narrowed a bit over the past five years. The gap in full-time employment is much smaller than average due to women's higher full-time employment rates and men's lower than average full-time employment rate.

Women and men both earn slightly more than the national average, with women bringing home 73% of what men earn. The wage gap has been much the same for the past five years, moving from 72% to 73%. Men's and women's poverty rates in Hamilton are slightly below average, with 13% of women and 11% of men living below the low-income line.

Sales, manufacturing, and health and social services are the largest employment sectors in the city. Health and social services tend to be predominantly female employment sectors and offer higher wages than sales. This may account for women's higher full-time employment and wages, as well as their below average poverty rates.

Educational Attainment

Women in Hamilton are more likely than men to have completed high school, college or university. Women's rates of college completion are higher than

average, with 23% of women holding a college or CEGEP degree. Men are more likely to have completed trades training and apprenticeships (11%, compared with 5% of women).

Leadership

Hamilton performs above average when it comes to women's access to leadership positions: 31% of elected officials across the region are women. However, not a single municipality boasts a female mayor. The numbers are better outside the political arena, with women holding 40% of management positions.

Health

Life expectancy in Hamilton is close to the Canadian average and, as is typically the case, women live slightly longer lives than men (83 years on average compared with 78 for men). Men are slightly more likely than women to rate their health as very good or excellent and women are slightly more likely to report high levels of stress in their lives (23%, compared with 22% among men). Rates of screening for cervical cancer are average, with 68% of women reporting they had a Pap smear in the last three years.

Personal Security

Sexual assault is one of the most underreported crimes in Canada. Statistics Canada estimates that only one in 20 sexual assaults are reported to the police. Moreover, nearly one in five of the sexual assaults that are reported to the police are dismissed as “unfounded.” An unfounded report is one where the police judge that no crime has occurred and therefore do not investigate or record the report of the assault. However, the high variability of unfounded rates from city to city suggests that some police forces are more likely than others to dismiss reports.

Domestic violence is also underrecorded, with only one in five incidents reported to the police. Direct surveys of the population are the best way to estimate the actual crime rate for these offences. However, Statistics Canada only conducts a survey on violent crime once every five years. This survey does not sample a large enough segment of the population to provide

reliable crime rates at the provincial or municipal level (with the exception of Ontario and Québec).

The 2014 *General Social Survey* found that 2.2% of adults in Canada had experienced a sexual assault in the previous five years and that 3.9% had experienced violence from an intimate partner. This equates to 14,185 incidents of sexual assault and 25,145 incidents of intimate partner violence over the same five years in Hamilton. The unfounded rate for police-reported sexual assaults in Hamilton is 30%, compared to 19% nationally.

St. Catharines-Niagara

Economic Security	Education	Health
14	9	14
Leadership	Security	Overall Rank
23	2	16

Economic Security

Men's employment rates have been steady over the past five years, running consistently below the national average. Women's employment dipped in 2013 and 2014, but has since recovered. The lower than average gap in employment is due to men's lower rates of employment. Both men and women are less likely to work full time, with a smaller than average gap between their access to full-time work. This is again due to men's full-time employment rates falling well below the national average.

Wages in St. Catharines-Niagara are also below average for both men and women, with a typical gap between their earnings. Women bring home \$8,000 less per year than men.

In spite of lower than average employment and wages, the poverty rates for men in St. Catharines-Niagara are also lower than average, while women's rates of poverty are typical of the rest of the country. The result is one of the biggest gaps in poverty between men and women found in the cities measured here.

Educational Attainment

Women in St. Catharines are more likely than men to have completed high school, college or university, and women's rates of college or CEGEP completion (23%) are slightly higher than average. Men are more likely (13%) to have completed trades training and apprenticeships than women (6%).

Leadership

St. Catharines ranks near the bottom of the list when it comes to women's access to leadership positions. In particular, women make up only 21% of those holding elected office in the region. Two regional municipalities (out of a total of 10) do boast a female mayor. Women fair better outside of politics, holding 35% of management positions.

Health

Life expectancy in St. Catharines is close to the Canadian average and, as is typically the case, women live slightly longer lives than men (83 years on

The annual **Niagara Leadership Summit for Women** will gather this October to encourage and celebrate women leaders in the region.

This summit offers opportunities for women leaders and allies to connect, share common goals and evaluate common challenges, and network with like-minded community leaders.

niagaralsw.ca

average to men's 78). Women are more likely than men to identify their health as good or excellent, with 60% of women doing so. Men and women report similar levels of stress in their lives. Rates of screening for cervical cancer are below average, with 61% of women reporting they had a Pap smear in the last three years.

Personal Security

Sexual assault is one of the most underreported crimes in Canada. Statistics Canada estimates that only one in 20 sexual assaults are reported to the police. Moreover, nearly one in five of the sexual assaults that are reported to the police are dismissed as "unfounded." An unfounded report is one where the police judge that no crime has occurred and therefore do not investigate or record the report of the assault. However, the high variability of unfounded rates from city to city suggests that some police forces are more likely than others to dismiss reports.

Domestic violence is also underrecorded, with only one in five incidents reported to the police. Direct surveys of the population are the best way to estimate the actual crime rate for these offences. However, Statistics Can-

ada only conducts a survey on violent crime once every five years. This survey does not sample a large enough segment of the population to provide reliable crime rates at the provincial or municipal level (with the exception of Ontario and Québec).

The 2014 *General Social Survey* found that 2.2% of adults in Canada had experienced a sexual assault in the previous five years and that 3.9% had experienced violence from an intimate partner. This equates to 7,672 incidents of sexual assault and 13,600 incidents of intimate partner violence over the same five years in St. Catharines. The unfounded rate for police-reported sexual assaults in St. Catharines is 22%, compared to 19% nationally.

Kitchener-Cambridge-Waterloo

Economic Security	Education	Health
19	24	7
Leadership	Security	Overall Rank
10	19	20

Economic Security

The tri-city area has moved up in the rankings this year, although at number 20 they still fall near the bottom of the pack. Women's employment rates have been fairly stagnant over the past five years. However, the drop in men's employment rates in 2015 produced a narrower than average gap with the same rate for women, and both men and women still have higher than average employment rates. Men and women in the city are also both more likely to hold full-time jobs, and women see a smaller than average full-time employment gap.

Higher full-time employment rates do not translate into higher salaries for women. The wage gap in the city is one of the largest measured here, with women bringing home 67% of what men earn annually. The wage gap has only diminished by one percentage point in the past five years.

Men's poverty rates are below average while women's are above average, leading to one of the biggest gaps in poverty rates among the cities measured.

While the region is known for its work in the tech sector, jobs in science and tech only account for 9% of the employment sector. Manufacturing and sales make up nearly a third of all jobs in the city. While women and men are relatively equally represented in retail sales jobs, these jobs tend to be

low-wage and women experience a persistent wage gap even at the bottom of the wage scale.

Educational Attainment

Women and men have very similar levels of education in Kitchener-Cambridge-Waterloo; there is less than a 1% difference in the number of men and women who hold university and high school degrees. At 21%, women's rates of college or CEGEP completion are higher than men's (17%). Men are more likely to have completed trades training and apprenticeships (10%) than women (4%).

Leadership

The region falls in the centre of the rankings when it comes of women in leadership positions. Only 28% of elected officials in the region are women. Two out of five regional municipalities have female mayors. Outside of politics women fair a bit better, holding 36% of management jobs.

Health

Life expectancy in Kitchener-Cambridge-Waterloo is just above the Canadian average and, as is typically the case, women live slightly longer lives than men (84 years on average to men's 80). Women are more likely than men to rate their health as very good or excellent (65% and 56% respectively). Men are also more likely to report high levels of stress in their lives. Rates of screening for cervical cancer are below average, with 63% of women reporting they had a Pap smear in the last three years.

Personal Security

Sexual assault is one of the most underreported crimes in Canada. Statistics Canada estimates that only one in 20 sexual assaults are reported to the police. Moreover, nearly one in five of the sexual assaults that are reported to the police are dismissed as "unfounded." An unfounded report is one where the police judge that no crime has occurred and therefore do not investigate or record the report of the assault. However, the high variability of

unfounded rates from city to city suggests that some police forces are more likely than others to dismiss reports.

Domestic violence is also underrecorded, with only one in five incidents reported to the police. Direct surveys of the population are the best way to estimate the actual crime rate for these offences. However, Statistics Canada only conducts a survey on violent crime once every five years. This survey does not sample a large enough segment of the population to provide reliable crime rates at the provincial or municipal level (with the exception of Ontario and Québec).

The 2014 *General Social Survey* found that 2.2% of adults in Canada had experienced a sexual assault in the previous five years and that 3.9% had experienced violence from an intimate partner. This equates to 9,259 incidents of sexual assault and 16,413 incidents of intimate partner violence over the same five years in the region. The unfounded rate for police-reported sexual assaults in Kitchener-Cambridge-Waterloo is 27%, compared to 19% nationally.

London

Economic Security	Education	Health
6	16	24
Leadership	Security	Overall Rank
8	6	12

Economic Security

Both men and women in London are employed at lower than average rates. However, women's employment rates have declined over the past year, causing the gap in employment to widen. Women's rates of full-time employment are typical of Canada, but men's are below average, leaving a smaller than average gap in levels of full-time employment. This contributes to the smaller than average gap in wages. Women in London bring home \$9,000 less per year in employment income than men. The gap in wages has narrowed slightly over the past five years, with women moving from making 76% of men's wages to 78%.

Poverty rates in London are higher than average for both men and women. London is one of the few cities where men's poverty rates have risen above those of women.

Educational Attainment

Women in London are more likely than men to have completed high school, college or university. At 24%, women's rates of college and CEGEP completion are slightly higher than the national average. Men are twice as likely as women to have completed trades training and apprenticeships (10% and 5% respectively).

Leadership

The region falls in the centre of the rankings when it comes to women in leadership positions. Just under a third (31%) of elected officials in the region are women. Two out of eight regional municipalities have female mayors. Outside of politics, women fair a bit better, holding 36% of management jobs.

Health

Life expectancy in London is in keeping with the Canadian average and, as is typically the case, women live slightly longer lives than men (83 years on average to men's 79). Women are less likely than men (57% and 64% respectively)

The Women's Events Committee of London, Ontario organizes and publicizes local women's events throughout the year. Their mission is to bring positive change to the lives of women using an anti-racist, and anti-oppression lens.

to rate their health as very good or excellent. Men and women report similar levels of stress in their lives. Rates of screening for cervical cancer are below average, with 62% of women reporting they had a Pap smear in the last three years.

Personal Security

Sexual assault is one of the most underreported crimes in Canada. Statistics Canada estimates that only one in 20 sexual assaults are reported to the police. Moreover, nearly one in five of the sexual assaults that are reported to the police are dismissed as "unfounded." An unfounded report is one where the police judge that no crime has occurred and therefore do not investigate or record the report of the assault. However, the high variability of unfounded rates from city to city suggests that some police forces are more likely than others to dismiss reports.

Domestic violence is also underrecorded, with only one in five incidents reported to the police. Direct surveys of the population are the best way to estimate the actual crime rate for these offences. However, Statistics Canada only conducts a survey on violent crime once every five years. This survey does not sample a large enough segment of the population to provide

reliable crime rates at the provincial or municipal level (with the exception of Ontario and Québec).

The 2014 *General Social Survey* found that 2.2% of adults in Canada had experienced a sexual assault in the previous five years and that 3.9% had experienced violence from an intimate partner. This equates to 9,322 incidents of sexual assault and 16,525 incidents of intimate partner violence over the same five years in London. The unfounded rate for police-reported sexual assaults in London is 30%, compared to 19% nationally.

Windsor

Economic Security	Education	Health
20	22	23
Leadership	Security	Overall Rank
22	20	25

Economic Security

Employment rates are well below average for both men and women in Windsor. However, the gap in these rates is also larger than average. The employment gap has increased slightly in the past year as men's employment rates rose faster than women's. The same pattern holds true for full-time employment.

One in four workers are employed in manufacturing in Windsor, and employment in this sector increased significantly in the last year. As women make up less than 30% of manufacturing workers, this may account for the steeper rise in male employment. Conversely, predominantly female occupational sectors have either declined (education) or risen only slightly (health and social services).

Wages for men and women fall below the national average, though the gap between the two is smaller than average, with women bringing home 75% of what men bring home. The wage gap has increased over the past five years as men's incomes have risen faster than women's incomes.

Poverty rates are significantly higher than average for both men and women and the gap is larger than average. Nearly one in four women (24%) live below the low-income line, compared to 15% nationally.

Educational Attainment

Women in Windsor are more likely than men to have completed high school, college or university. The share of women with university degrees is below the national average, while the share of women with college or CEGEP degrees is just above average. Men are twice as likely as women (10% and 5% respectively) to have completed trades training and apprenticeships.

Leadership

Windsor falls near the bottom of the rankings when it comes to promoting women into leadership positions. Only one woman sits on the Windsor city council. Regionally, women make up 23% of elected officials in total. Not one municipality in the area has a female mayor. Outside of politics women do better, occupying 34% of management jobs in the area.

Her Windsor is a documentary film featuring interviews from a diverse array of women. The women discuss the challenges and successes they have experienced and their shared affection for their home town. The film was written and directed by Joe Steiner and Keighn Vitti.

youtube.com/watch?v=d4QcmiWMxho

Health

Life expectancy in Windsor is in keeping with the Canadian average and, as is typically the case, women live slightly longer lives (83 years on average to men's 79). Women in Windsor are among the least likely of the cities surveyed to rate their health as good, with just over half (52%) doing so. Nearly a third of women report high levels of stress in their lives (29%). Rates of screening for cervical cancer are average, with 66% of women reporting they had a Pap smear in the last three years.

Personal Security

Sexual assault is one of the most underreported crimes in Canada. Statistics Canada estimates that only one in 20 sexual assaults are reported to the police. Moreover, nearly one in five of the sexual assaults that are reported to the police are dismissed as “unfounded.” An unfounded report is one

where the police judge that no crime has occurred and therefore do not investigate or record the report of the assault. However, the high variability of unfounded rates from city to city suggests that some police forces are more likely than others to dismiss reports.

Domestic violence is also underrecorded, with only one in five incidents reported to the police. Direct surveys of the population are the best way to estimate the actual crime rate for these offences. However, Statistics Canada only conducts a survey on violent crime once every five years. This survey does not sample a large enough segment of the population to provide reliable crime rates at the provincial or municipal level (with the exception of Ontario and Québec).

The 2014 *General Social Survey* found that 2.2% of adults in Canada had experienced a sexual assault in the previous five years and that 3.9% had experienced violence from an intimate partner. This equates to 6,152 incidents of sexual assault and 10,906 incidents of intimate partner violence over the same five years in Windsor. The unfounded rate for police-reported sexual assaults in Windsor is 3%, compared to 19% nationally.

Barrie

Economic Security	Education	Health
21	5	21
Leadership	Security	Overall Rank
25	9	23

Economic Security

Both men and women are more likely to be employed in Barrie than they are nationally, and the gap in employment rates is slightly smaller than average. The gap in employment has narrowed over the past five years. The full-time employment rate for women is the same as the national average but still lower than for men, producing a larger than average gap.

Those higher rates of employment translate into higher than average wages for men and a consequently larger wage gap, with women bringing home \$16,000 less per year than men. The wage gap has narrowed only slightly over the past five years, from 61% of men's earnings to 63% of men's earnings.

Poverty rates in Barrie are below average, with women being only slightly more likely than men to live below the low-income measure.

Educational Attainment

Women in Barrie are more likely than men to have completed high school, college or university, though the share of women and men who hold university degrees (15% and 12% respectively) is well below the national average. At 26%, women in Barrie are much more likely to hold college degrees than the national average (20%). Men are more than twice as likely as women to have completed trades training and apprenticeships (12% and 5% respectively).

Leadership

Barrie comes in at the bottom of the rankings for promoting women into leadership positions. The region scores particularly badly when it comes to seeing women in management positions: women make up only 29% of managers in the city. Unlike most cities measured, women actually do better in the political arena here, making up 30% of elected officials in the region. Not one municipality boasts a female mayor.

The Women & Children's Shelter of Barrie provides shelter and support services to abused women and their children. Approximately 1,000 women and children are assisted by the agency annually. In addition to shelter, staff provide individual and group counselling, legal information and support, court support, information about violence against women, referrals to other community and social services, and public education in the community.

barrieshelter.com

Health

Life expectancy in Barrie is in keeping with the Canadian average and, as is typically the case, women live slightly longer lives (83 years on average to men's 78). Just over half of women in Barrie (51%) rate their health as good (compared to 59% of men). This is the lowest share of women

reporting good health of the 25 cities surveyed. Women are more likely than men to identify high levels of stress in their lives (23% and 19% respectively). Rates of screening for cervical cancer are average, with 68% of women reporting they had a Pap smear in the last three years.

Personal Security

Sexual assault is one of the most underreported crimes in Canada. Statistics Canada estimates that only one in 20 sexual assaults are reported to the police. Moreover, nearly one in five of the sexual assaults that are reported to the police are dismissed as "unfounded." An unfounded report is one where the police judge that no crime has occurred and therefore do not investigate or record the report of the assault. However, the high variability of unfounded rates from city to city suggests that some police forces are more likely than others to dismiss reports.

Domestic violence is also underrecorded, with only one in five incidents reported to the police. Direct surveys of the population are the best way to

estimate the actual crime rate for these offences. However, Statistics Canada only conducts a survey on violent crime once every five years. This survey does not sample a large enough segment of the population to provide reliable crime rates at the provincial or municipal level (with the exception of Ontario and Québec).

The 2014 *General Social Survey* found that 2.2% of adults in Canada had experienced a sexual assault in the previous five years and that 3.9% had experienced violence from an intimate partner. This equates to 3,653 incidents of sexual assault and 6,476 incidents of intimate partner violence over the same five years in Barrie. The unfounded rate for police-reported sexual assaults in Barrie is 25%, compared to 19% nationally.

Winnipeg

Economic Security	Education	Health
11	14	5
Leadership	Security	Overall Rank
21	18	17

Economic Security

Employment rates for both men and women in Winnipeg are higher than the national average and the gap between the two is narrower than average. That gap has narrowed a bit in the past three years as men's employment levels have fallen and women's risen slightly. Full-time employment rates are also higher than average for women in the city, with 45% of working-age women holding full-time jobs.

Wages are also slightly higher than average for both men and women in the city and the wage gap is narrower. Women bring home 76% of men's wages and that gap has changed by only one percentage point in the past five years.

Women are more likely than men to live in poverty, with 15% and 13% respectively falling below the low-income measure.

Educational Attainment

Women in Winnipeg are more likely than men to have completed high school, college or university. Educational levels overall are close to the national average at every level except in the area of trades training, which men and women in Winnipeg are less likely than average to have completed. The gap in trades training is typical, with men in Winnipeg being almost twice as likely to have completed trades training and apprenticeships.

Leadership

Winnipeg falls near the bottom of the rankings when it comes to seeing women in positions of leadership. Women make up less than one in four elected officials in the region. Four out of 11 regional municipalities, however, have elected a female mayor. Outside of the political arena women fare a bit better, holding 35% of management positions.

Health

Life expectancy in Winnipeg is just below the Canadian average and, as is typically the case, women live slightly longer lives (82 years on average compared to 78 for men). Women are slightly more likely than men to rate their health as very good or excellent (59% and 57% respectively). However, women are significantly more likely to report high levels of stress in their lives, with 27% doing so, compared to 19% of men. Rates of screening for cervical cancer are above average, with 76% of women reporting they had a Pap smear in the last three years.

The Child Care Coalition of Manitoba is an education and advocacy organization working to achieve a universally accessible and affordable child care system in the province. They recently hosted a national child care symposium in Winnipeg, where they launched a roadmap for how to develop a national child care system.

childcaremanitoba.org

Personal Security

Sexual assault is one of the most underreported crimes in Canada. Statistics Canada estimates that only one in 20 sexual assaults are reported to the police. Moreover, nearly one in five of the sexual assaults that are reported to the police are dismissed as “unfounded.” An unfounded report is one where the police judge that no crime has occurred and therefore do not investigate or record the report of the assault. However, the high variability of unfounded rates from city to city suggests that some police forces are more likely than others to dismiss reports.

Domestic violence is also underrecorded, with only one in five incidents reported to the police. Direct surveys of the population are the best way to estimate the actual crime rate for these offences. However, Statistics Can-

ada only conducts a survey on violent crime once every five years. This survey does not sample a large enough segment of the population to provide reliable crime rates at the provincial or municipal level (with the exception of Ontario and Québec).

The 2014 *General Social Survey* found that 2.2% of adults in Canada had experienced a sexual assault in the previous five years and that 3.9% had experienced violence from an intimate partner. This equates to 14,363 incidents of sexual assault and 25,462 incidents of intimate partner violence over the same five years in Winnipeg. The unfounded rate for police-reported sexual assaults in Winnipeg is 2%, compared to 19% nationally.

Regina

Economic Security	Education	Health
22	10	25
Leadership	Security	Overall Rank
9	22	21

Economic Security

Employment rates are higher than average for both men and women in Regina, but the gap in employment levels is larger than average. That gap has narrowed over the past five years due to men's employment levels declining while women's employment levels have held relatively steady. Women in Regina are more likely than average to have full-time employment, although the gap between men's and women's rates of full-time employment is typical of the national average.

Higher full-time employment rates contribute to higher incomes for women, although the wage gap is typical, with women bringing home 73% of what men earn. The wage gap has remained unchanged over the past five years.

Poverty rates are lower than the national average, but women are more likely to live in poverty than men: 10% of women and 8% of men live below the low-income measure.

Educational Attainment

Women in Regina are more likely than men to have completed high school, college or university. Men are more than twice as likely to have completed trades training and apprenticeships (13%, compared with 6% among women).

Leadership

Regina performs above average in promoting women to leadership positions. This is due to the larger than average share (39%) of women holding management positions in the region. As in most other cities, women do less well when it comes to the political sphere, where they make up only 24% of elected officials in the region, and two of 15 mayorships.

Health

Life expectancy in Regina is just below the Canadian average and, as is typically the case, women live slightly longer lives (82 years on average to men's

TransSask is a community-based organization committed to developing and providing services and resources that meet the needs of trans-identified and sex- and/or gender-diverse individuals within Saskatchewan.

transsask.org

77). Men are more likely than women to rate their health as very good or excellent (66% and 60% respectively), while women are more likely to report high levels of stress in their lives (24%, compared to 14% among men). Rates of screening for cervical cancer

are average, with 66% of women reporting they had a Pap smear in the last three years.

Personal Security

Sexual assault is one of the most underreported crimes in Canada. Statistics Canada estimates that only one in 20 sexual assaults are reported to the police. Moreover, nearly one in five of the sexual assaults that are reported to the police are dismissed as “unfounded.” An unfounded report is one where the police judge that no crime has occurred and therefore do not investigate or record the report of the assault. However, the high variability of unfounded rates from city to city suggests that some police forces are more likely than others to dismiss reports.

Domestic violence is also underrecorded, with only one in five incidents reported to the police. Direct surveys of the population are the best way to estimate the actual crime rate for these offences. However, Statistics Canada only conducts a survey on violent crime once every five years. This sur-

vey does not sample a large enough segment of the population to provide reliable crime rates at the provincial or municipal level (with the exception of Ontario and Québec).

The 2014 *General Social Survey* found that 2.2% of adults in Canada had experienced a sexual assault in the previous five years and that 3.9% had experienced violence from an intimate partner. This equates to 4,296 incidents of sexual assault and 7,615 incidents of intimate partner violence over the same five years in Regina. The unfounded rate for police-reported sexual assaults in Regina is 17%, compared to 19% nationally.

Saskatoon

Economic Security	Education	Health
23	12	9
Leadership	Security	Overall Rank
15	21	19

Economic Security

Employment rates have declined over the past three years for both men and women in the city, although both remain above the national average. The gap in employment levels is one of the largest measured, at 61% for women and 70% for men. The same pattern holds true for full-time employment, with higher rates for men and women but a larger than average gap between them.

Saskatoon has one of the largest gaps in annual employment income. Women bring home \$17,000 less a year than men. The wage gap is the same today as it was five years ago. Women are slightly more likely than men to live below the low-income line.

Educational Attainment

Women in Saskatoon are more likely than men to have completed college or university. Women outnumbered men significantly at the college level, with 20% of women and 12% of men having completed a college or CEGEP degree. Saskatoon is the only city of the 25 studied where men are more likely than women to hold a high school degree. But men are twice as likely as women to have completed trades training and apprenticeships (14%, compared with 7%).

Leadership

Saskatoon is one of the rare cities where women do better in politics than in leadership positions. Women make up 34% of elected officials in the region and five out of 24 municipalities boast a female mayor. Women make up 32% of those holding management jobs in the area.

Health

Life expectancy in Saskatoon is in keeping with the Canadian average and, as is typically the case, women live slightly longer lives (83 years on average to 78 for men). Women are slightly more likely than men to rate their health as very good or excellent (63% and 61% respectively), and they are just as likely as men (19%) to report high levels of stress in their lives. Rates of screening for cervical cancer are above average, with 71% of women reporting they had a Pap smear in the last three years.

Inspired by the Women's March, Saskatoon-based ***Nasty Women's Press*** is an intersectional feminist magazine by and for nasty women — including trans and non-binary folk, people of colour and Indigenous peoples, and people of all gender identities, sexualities and abilities.

nastywomenspress.com

Personal Security

Sexual assault is one of the most underreported crimes in Canada. Statistics Canada estimates that only one in 20 sexual assaults are reported to the police. Moreover, nearly one in five of the sexual assaults that are reported to the police are dismissed as “unfounded.” An unfounded report is one where the police judge that no crime has occurred and therefore do not investigate or record the report of the assault. However, the high variability of unfounded rates from city to city suggests that some police forces are more likely than others to dismiss reports.

Domestic violence is also underrecorded, with only one in five incidents reported to the police. Direct surveys of the population are the best way to estimate the actual crime rate for these offences. However, Statistics Canada only conducts a survey on violent crime once every five years. This survey does not sample a large enough segment of the population to provide

reliable crime rates at the provincial or municipal level (with the exception of Ontario and Québec).

The 2014 *General Social Survey* found that 2.2% of adults in Canada had experienced a sexual assault in the previous five years and that 3.9% had experienced violence from an intimate partner. This equates to 5,428 incidents of sexual assault and 9,623 incidents of intimate partner violence over the same five years in Saskatoon. The unfounded rate for police-reported sexual assaults in Saskatoon is 15%, compared to 19% nationally.

Calgary

Economic Security	Education	Health
15	25	13
Leadership	Security	Overall Rank
20	11	22

Economic Security

In spite of job losses in the oil and gas industry, men and women continue to see higher than average levels of employment in Calgary. However, Calgary also has one of the biggest gaps in employment between men and women, with 71% of men and 62% of women holding jobs. The employment gap is unchanged over the past four years (having narrowed between 2012 and 2013).

Calgary's largest employment sector is sales, where men and women are equally likely to be employed. However, the higher-wage occupations in which women are more likely to be employed (health and social sciences) are smaller than average in Calgary. Jobs in the predominantly male STEM occupations are overrepresented in the city.

As a result, Calgary has one of the biggest gaps in wages of the cities measured in the report, with women taking home 66% of what men take home. The wage gap held steady at 65% between 2011 and 2014, narrowing to 66% in 2015.

Poverty rates are below average in the city, and the gap between men's and women's rates of poverty is less than 1%.

Educational Attainment

Women in Calgary are more likely than men to have completed high school, college or university. Women in Calgary are among the most educated of the

25 cities, with 28% holding university degrees. Men are more than twice as likely as women to have completed trades training and apprenticeships (11% and 5% respectively).

Leadership

Calgary falls near the bottom of the pack when it comes to women in leadership. Women make up 30% of elected posts in the region and only one municipality boasts a female mayor. Women fare slightly better outside of politics, where they hold 32% of management jobs in the area.

Ask Her is a campaign aimed at electing more women to city council in Calgary. The campaign offers support and training for women running for municipal office in the city.

ask-her.org

Health

Life expectancy in Calgary is above the Canadian average and, as is typically the case, women live slightly longer lives (84 years on average to

men's 80). Men are slightly more likely than women to rate their health as very good or excellent (67% and 64% respectively), and women in Calgary are slightly more likely than men to report high levels of stress in their lives (22% and 19%). Rates of screening for cervical cancer are above average, with 71% of women reporting they had a Pap smear in the last three years.

Personal Security

Sexual assault is one of the most underreported crimes in Canada. Statistics Canada estimates that only one in 20 sexual assaults are reported to the police. Moreover, nearly one in five of the sexual assaults that are reported to the police are dismissed as “unfounded.” An unfounded report is one where the police judge that no crime has occurred and therefore do not investigate or record the report of the assault. However, the high variability of unfounded rates from city to city suggests that some police forces are more likely than others to dismiss reports.

Domestic violence is also underrecorded, with only one in five incidents reported to the police. Direct surveys of the population are the best way to estimate the actual crime rate for these offences. However, Statistics Can-

ada only conducts a survey on violent crime once every five years. This survey does not sample a large enough segment of the population to provide reliable crime rates at the provincial or municipal level (with the exception of Ontario and Québec).

The 2014 *General Social Survey* found that 2.2% of adults in Canada had experienced a sexual assault in the previous five years and that 3.9% had experienced violence from an intimate partner. This equates to 25,473 incidents of sexual assault and 45,156 incidents of intimate partner violence over the same five years in Calgary. The unfounded rate for police-reported sexual assaults in Calgary is 12%, compared to 19% nationally.

Edmonton

Economic Security	Education	Health
24	23	4
Leadership	Security	Overall Rank
6	23	18

Economic Security

In spite of significantly higher than average levels of employment and rates of pay, Edmonton continues to have one the largest gaps in employment and pay of any of the cities measured. The gap in employment levels is the same today as it was five years ago, with 72% of men and 63% of women holding jobs. The gap in full-time employment is also one of the largest of the cities measured.

Women's wages have increased slightly over the past three years, but their median incomes still only amount to 61% of men's incomes. That translates into \$22,000 less per year for women than men. The minor improvement in women's wages may be due to the growth in jobs in public administration and education — both sectors where women make up the majority of employees and tend to earn higher salaries.

Poverty rates are significantly below average at 6% for both men and women.

Educational Attainment

Women in Edmonton are more likely than men to have completed college or university, but men are three times as likely as women to have completed trades training and apprenticeships (15% and 5% respectively), producing the biggest gap in this category among all cities.

Leadership

Edmonton performs near the top of the rankings when it comes to women holding leadership positions. That said, women still only make up 32% of those holding elected office and only one woman sits on Edmonton's city council. Women do better than average outside of politics, holding 38% of management jobs.

Health

Life expectancy in Edmonton is in keeping with the Canadian average and, as is typically the case, women live slightly longer lives (84 years on average to men's 79). Men are more likely than women to rate their health as very good or excellent (64% and 60% respectively), and women are more likely than men to report high levels of stress in their lives (27% and 19%). Rates of screening for cervical cancer are average, with 67% of women reporting they had a Pap smear in the last three years.

The **Women's Advocacy Voice of Edmonton (WAVE)** was established in 2014 to ensure that city policies, priorities and decisions promoted gender equality in the city. WAVE works with city council to promote women's leadership and the full participation of women in local government.

Personal Security

Sexual assault is one of the most underreported crimes in Canada. Statistics Canada estimates that only one in 20 sexual assaults are reported to the police. Moreover, nearly one in five of the sexual assaults that are reported to the police are dismissed as "unfounded." An unfounded report is one where the police judge that no crime has occurred and therefore do not investigate or record the report of the assault. However, the high variability of unfounded rates from city to city suggests that some police forces are more likely than others to dismiss reports.

Domestic violence is also underrecorded, with only one in five incidents reported to the police. Direct surveys of the population are the best way to estimate the actual crime rate for these offences. However, Statistics Canada only conducts a survey on violent crime once every five years. This survey does not sample a large enough segment of the population to provide

reliable crime rates at the provincial or municipal level (with the exception of Ontario and Québec).

The 2014 *General Social Survey* found that 2.2% of adults in Canada had experienced a sexual assault in the previous five years and that 3.9% had experienced violence from an intimate partner. This equates to 24,290 incidents of sexual assault and 43,059 incidents of intimate partner violence over the same five years in Edmonton. The unfounded rate for police-reported sexual assaults in Edmonton is 10%, compared to 19% nationally.

Kelowna

Economic Security	Education	Health
18	4	12
Leadership	Security	Overall Rank
11	13	13

Economic Security

Employment levels in Kelowna are typical of the national average, with women's employment rates falling five points below those of men. The gap was slightly larger in 2016 than it was five years earlier. Rates of full-time employment are below average for both men and women, but the gap between the two is typical, with 54% of men and 40% of women holding full-time jobs.

Both men's and women's earnings are below average. However, the gap in wages in Kelowna is larger than the national average, with women earning 66% of what men earn. The wage gap has actually gotten worse over the past five years.

Poverty rates are typical of the national average, with women being slightly more likely to live below the low-income measure than men.

Educational Attainment

Women in Kelowna are more likely than men to have completed high school, college or university. The share of women and men who hold university degrees is well below the national average, but above average when it comes to college degrees. Women are considerably more likely to have completed a college degree (24%) than men (17%). Men are twice as likely to have completed trades training and apprenticeships (18%, compared to 9% of women).

Leadership

Kelowna falls in the middle of the pack when it comes to seeing women in leadership positions. Women make up 32% of elected officials in the area. Two out of five regional municipalities boast a female mayor. Women hold 34% of the management jobs in the region.

Health

Life expectancy in Kelowna is just above the Canadian average and, as is typically the case, women live slightly longer lives (84 years on average to

The Central Okanagan Women's Resource and Education Foundation provides education and research on issues such as violence, mental health, poverty, child care, and their impact on women's ability to actively participate in society.

men's 79). Men are more likely than women to rate their health as very good or excellent (60% and 53% respectively), and women are slightly more likely than men to report high levels of stress in their lives (25% and 22%). Rates of

screening for cervical cancer are above average, with 71% of women reporting they had a Pap smear in the last three years.

Personal Security

Sexual assault is one of the most underreported crimes in Canada. Statistics Canada estimates that only one in 20 sexual assaults are reported to the police. Moreover, nearly one in five of the sexual assaults that are reported to the police are dismissed as “unfounded.” An unfounded report is one where the police judge that no crime has occurred and therefore do not investigate or record the report of the assault. However, the high variability of unfounded rates from city to city suggests that some police forces are more likely than others to dismiss reports.

Domestic violence is also underrecorded, with only one in five incidents reported to the police. Direct surveys of the population are the best way to estimate the actual crime rate for these offences. However, Statistics Canada only conducts a survey on violent crime once every five years. This survey does not sample a large enough segment of the population to provide

reliable crime rates at the provincial or municipal level (with the exception of Ontario and Québec).

The 2014 *General Social Survey* found that 2.2% of adults in Canada had experienced a sexual assault in the previous five years and that 3.9% had experienced violence from an intimate partner. This equates to 3,624 incidents of sexual assault and 6,424 incidents of intimate partner violence over the same five years in Kelowna. The unfounded rate for police-reported sexual assaults in Kelowna is 14%, compared to 19% nationally.

Abbotsford-Mission

Economic Security	Education	Health
25	13	20
Leadership	Security	Overall Rank
2	15	14

Economic Security

Men's employment rates are typical of the national average while women's fall below it, leading to a larger than average employment gap that was the same in 2016 as five years earlier. The same is true of full-time employment, with only 38% of women holding a full-time job (compared to 62% of men). This is the biggest gap in full-time employment of any of the cities measured here.

Low full-time employment rates translate into low wages for women — and the largest wage gap of the cities measured in this report. Women's incomes are only 56% of men's incomes on average and the gap has actually widened slightly over the past five years.

Poverty rates are typical of the national average, with women being slightly more likely than men to live below the low-income measure.

Educational Attainment

Women in Abbotsford-Mission are more likely than men to have completed high school, college or university, but the share of women and men who hold university or college degrees falls below the national average. Women are considerably more likely to have completed a college degree (18%) than men (12%), while men are nearly twice as likely as women to have completed trades training and apprenticeships (15%, compared with 8% of women).

Leadership

Abbotsford-Mission comes out near the top of the list when it comes to seeing women in positions of leadership. This is due to the larger than average number of women holding elected office. Women occupy nearly half (48%) of elected posts in the region. This is one of the rare cities where women do less well outside of politics, holding 30% of management jobs in the region.

Health

Life expectancy in Abbotsford-Mission is just above the Canadian average and, as is typically the case, women live slightly longer lives (84 years on average to men's 80). Men are less likely than women to rate their health as very good or excellent (55% and 61% respectively), but women in Abbotsford-Mission are slightly more likely than men to report high levels of stress in their lives (19% and 17%). Rates of screening for cervical cancer are below average, with 64% of women reporting they had a Pap smear in the last three years.

The **Valley Women's Network** is dedicated to bringing together women from all walks of life so that they may share and support each others' goals and interests, and exchange ideas. The network provides a platform to members for networking and discussions on promoting health, safety, well-being and successful business practices.

valleywomensnetwork.com

Personal Security

Sexual assault is one of the most underreported crimes in Canada. Statistics Canada estimates that only one in 20 sexual assaults are reported to the police. Moreover, nearly one in five of the sexual assaults that are reported to the police are dismissed as "unfounded." An unfounded report is one where the police judge that no crime has occurred and therefore do not investigate or record the report of the assault. However, the high variability of unfounded rates from city to city suggests that some police forces are more likely than others to dismiss reports.

Domestic violence is also underrecorded, with only one in five incidents reported to the police. Direct surveys of the population are the best way to estimate the actual crime rate for these offences. However, Statistics Can-

ada only conducts a survey on violent crime once every five years. This survey does not sample a large enough segment of the population to provide reliable crime rates at the provincial or municipal level (with the exception of Ontario and Québec).

The 2014 *General Social Survey* found that 2.2% of adults in Canada had experienced a sexual assault in the previous five years and that 3.9% had experienced violence from an intimate partner. This equates to 3,256 incidents of sexual assault and 5,773 incidents of intimate partner violence over the same five years in Abbotsford-Mission. The unfounded rate for police-reported sexual assaults in Abbotsford-Mission is 13%, compared to 19% nationally.

Vancouver

Economic Security	Education	Health
16	20	2
Leadership	Security	Overall Rank
5	7	5

Economic Security

Women's employment rates (59%) fall just below the national average in Vancouver, while men's rates (66%) are slightly higher than average. The gap in employment levels has widened slightly over the past five years. Women's rates of full-time employment (41%) are also below the national average, and 10 percentage points below men's full-time employment rates.

Wages follow the same pattern as employment, with women's incomes falling below average, while men's are slightly higher than average. The wage gap has also worsened slightly: five years ago women earned 70% of the average male salary; today it's 69%.

Poverty rates in the city are higher than average and moved up significantly in 2015 to 16% for both men and women.

Educational Attainment

Women in Vancouver are more likely than men to have completed high school, college or university. The share of women who hold university degrees (27%) is well above the national average and slightly higher than for men (26%). Men are twice as likely as women to have completed trades training and apprenticeships (10%, compared to 5% of women).

Leadership

Vancouver performs better than average when it comes to seeing women in positions of leadership. This is due to the larger than average number of women holding elected office. Women make up 40% of the elected officials in the region. This is one of the rare cities where women do less well outside of politics, holding 33% of management jobs in the region.

Health

Life expectancy in Vancouver is the highest of the 25 cities studied and, as is typically the case, women live slightly longer lives (86 years on average com-

Women Transforming Cities is a project to increase women's participation in local government. They are currently working with the cities of Vancouver and Surrey to make their municipal governments more diverse and inclusive.

womentransformingcities.org

pared with 81 for men). Men are less likely than women to rate their health as very good or excellent (61% and 64% respectively), and they are also slightly more likely than women to report high levels of stress in their lives (26% and 25%). Rates of screening for

cervical cancer are above average, with 72% of women reporting they had a Pap smear in the last three years.

Personal Security

Sexual assault is one of the most underreported crimes in Canada. Statistics Canada estimates that only one in 20 sexual assaults are reported to the police. Moreover, nearly one in five of the sexual assaults that are reported to the police are dismissed as “unfounded.” An unfounded report is one where the police judge that no crime has occurred and therefore do not investigate or record the report of the assault. However, the high variability of unfounded rates from city to city suggests that some police forces are more likely than others to dismiss reports.

Domestic violence is also underrecorded, with only one in five incidents reported to the police. Direct surveys of the population are the best way to estimate the actual crime rate for these offences. However, Statistics Canada only conducts a survey on violent crime once every five years. This sur-

vey does not sample a large enough segment of the population to provide reliable crime rates at the provincial or municipal level (with the exception of Ontario and Québec).

The 2014 *General Social Survey* found that 2.2% of adults in Canada had experienced a sexual assault in the previous five years and that 3.9% had experienced violence from an intimate partner. This equates to 46,621 incidents of sexual assault and 82,647 incidents of intimate partner violence over the same five years in Vancouver. The unfounded rate for police-reported sexual assaults in Vancouver is 13%, compared to 19% nationally.

Victoria

Economic Security	Education	Health
1	11	18
Leadership	Security	Overall Rank
1	14	1

Economic Security

Victoria is the only city where there are more women than men employed. There are more women in the city overall, which means that the share of those women employed is still slightly smaller than the share of men in the city who hold jobs. Both men and women in the city are less likely than average to hold full-time jobs. The gap in full-time employment, however, is still smaller than it is for the rest of the country.

Employment incomes in the city are typical of the rest of the country, with women bringing home 73% of what men earn. The wage gap has worsened slightly over the past five years.

Victoria is one of the few cities where men are more likely to live in poverty than women, with 18% of men and 15% of women below the low-income line.

Educational Attainment

Women in Victoria are more likely than men to have completed high school, college or university. The share of women who hold university degrees (26%) is above the national average and higher than that of men in Victoria (25%). Men are nearly twice as likely as women to have completed trades training and apprenticeships (13%, compared with 7% for women).

Leadership

Victoria comes out on the top of the list when it comes to seeing women in positions of leadership. This is due to the larger than average number of women holding elected office. Women hold nearly half (45%) of elected positions in the region. Women are also more likely to hold management positions in Victoria than in other cities (they make up 45% of senior managers). This may be due in part to the presence of a large public sector employer (the provincial government) — as women tend to see smaller employment gaps and more equal rates of promotion in the public sector.

Health

Life expectancy in Victoria is slightly above the national average and, as is typically the case, women live slightly longer lives (84 years on average to men's 80). Men are slightly less likely than women to rate their health as very good or excellent (62% and 63% respectively), but women in Victoria are slightly more likely than men to report high levels of stress in their lives (20% and 18%). Rates of screening for cervical cancer are average, with 66% of women reporting they had a Pap smear in the last three years.

The **Victoria Sexual Assault Centre** is a feminist organization committed to ending sexualized violence through healing, education and prevention. It is dedicated to supporting women and trans survivors of sexual assault and childhood sexual abuse, through advocacy, counselling, and empowerment.

vsac.ca

Personal Security

Sexual assault is one of the most underreported crimes in Canada. Statistics Canada estimates that only one in 20 sexual assaults are reported to the police. Moreover, nearly one in five of the sexual assaults that are reported to the police are dismissed as “unfounded.” An unfounded report is one where the police judge that no crime has occurred and therefore do not investigate or record the report of the assault. However, the high variability of unfounded rates from city to city suggests that some police forces are more likely than others to dismiss reports.

Domestic violence is also underrecorded, with only one in five incidents reported to the police. Direct surveys of the population are the best way to estimate the actual crime rate for these offences. However, Statistics Canada only conducts a survey on violent crime once every five years. This survey does not sample a large enough segment of the population to provide reliable crime rates at the provincial or municipal level (with the exception of Ontario and Québec).

The 2014 *General Social Survey* found that 2.2% of adults in Canada had experienced a sexual assault in the previous five years and that 3.9% had experienced violence from an intimate partner. This equates to 6,947 incidents of sexual assault and 12,314 incidents of intimate partner violence over the same five year period in Victoria. The unfounded rate for police-reported sexual assaults in Victoria is 13%, compared to 19% nationally.

Appendix A

Methodology

THIS GENDER EQUALITY index is modelled on global measures of gender equality produced by the World Economic Forum and the United Nations. Where possible, it captures the gap between men's and women's well-being rather than the overall wealth or health of a community. It also includes measures that capture the levels of gender-based violence experienced by women, and women's access to health care services.

This index differs from international indices in that it collects data on violence against women, which none of the international indices has yet been able to do. The OECD's *Social Institutions and Gender Index* comes closest to capturing information about violence against women. However, it measures legislative and institutional changes rather than rates of violence.

Indicators and Data Sources

The score for economic security is calculated based on four indicators: employment rate, full-time employment, median employment income, and poverty rate, measured as the percentage living below the low-income measure after-tax (LIM-AT). Scores are calculated based on the female-to-male ratio for employment and incomes and the male-to-female ratio for poverty rates. The sources of the statistics are the *Labour Force Survey* and the *Canadian Income Survey* (for the poverty measure).

The score for leadership is calculated based on two indicators: the ratio of women to men in senior management occupations, and the ratio of women to men in elected municipal government seats. Data on senior managers is taken from the *Labour Force Survey*. Data on municipal officials has been collected from individual municipal government websites. Because the boundaries of census metropolitan areas (CMAs) include more than one municipal government, elected officials from all the municipalities within the CMA have been included.

The score for health is calculated based on four indicators: healthy life expectancy at birth, the ratio of women to men who report “very good or excellent” levels of health, the ratio who report “quite a lot” of life stress, and the percentage of women over age 15 who report they had a Pap smear in the last three years. The female-to-male life expectancies are adjusted by the standard health-adjusted life expectancy (HALE) measure to account for the expected difference in male and female life expectancies.

The standard measures for sexual and reproductive health used by most international organizations includes maternal mortality, contraceptive prevalence and/or unmet need for contraception. Unfortunately, this data is not available at the municipal level (or at the national level in the case of contraceptive prevalence). In lieu of these measures, cervical cancer screening, or Pap smears, are used. The data for all four indicators come from the *Canadian Community Health Survey*.

The score for education is calculated based on the female-to-male ratio of those who have completed high school, college or CEGEP; trade training; and university (at the bachelor’s level or above). The data is taken from the Census.

The score for personal security is calculated based on three indicators: rates of criminal harassment, sexual assault, and intimate partner violence. The data for all three indicators comes from the *Uniform Crime Reporting Survey* (UCR). The UCR is compiled by Statistics Canada from police-reported data.

Police-reported data is used here in the absence of self-reported data, which is much more accurate. Statistics Canada estimates that 95% of the incidents of sexual assault and harassment and 70% of the incidents of intimate partner violence are never reported to the police. Further, differences in how police forces record incidents and charge perpetrators can create differences between recorded levels of violence that have nothing to do with the actual levels of crime. However, the only current survey of self-reported incidence of sexual assault and intimate partner violence is the *General Social Survey on Victimization*, which is only performed once every five

years and which does not sample a sufficient portion of the population to provide estimates at the municipal level or at the provincial level.

Calculating the Scores

For each indicator the data is converted into a ratio in order to measure the gap between men and women in each area for each community. For example, median employment incomes in Toronto are \$39,280 for men and \$30,350 for women. The ratio of female incomes to male incomes is 0.773 (with 1.0 representing equality). The exceptions to this rule are the rates of violence and the rates of cervical cancer screening, where the indicator measures prevalence rather than the gap between men and women.

Unlike the *Global Gender Gap* reports, this report does not truncate the scores when they reach the equality benchmark of 1.0. Rather, women's higher rates of education at the college and university levels, for example, mean that in these categories the ratio might reflect an advantage for women. For example, 3,000 more women than men in St. John's have completed a university degree, and so the ratio for that indicator is 1.24 in St. John's.

The scores are otherwise calculated based on the standard set by the *Global Gender Gap* reports. The standard deviation for each indicator is calculated. The impact of a one percentage point change is calculated by dividing 0.01 by the standard deviation for each indicator. The resulting values for each indicator within a category are then used as weights, with indicators that have wide variations having lower weights and those with narrow variations having higher weights. This offsets the unintended consequence of an indicator having a larger impact on the score simply because it varies further from the average. The score or ratio for each indicator is multiplied by the weight. The resulting weighted scores are added up for each indicator within a single category to produce the score for that category.

For example, there is a relatively wide variation in the ratio of women to men in elected office (ranging from 0.78 to 0.21). There is less variation in the ratio of women to men in senior management (ranging from 0.74 to 0.4). Thus, the weight assigned to the result for each city for elected officials is smaller (0.352) and the weight assigned to the result for senior managers is greater (0.648).

The weighted scores within each of the five categories are added together to produce the score for each category. The resulting five scores are then averaged to produce the overall score for each city. Those scores produce the final rankings.

Appendix B

Indicators

Economic Security

Percentage in full-time work (female-to-male ratio), 2015: CANSIM Table 282-0129: Labour force survey estimates (LFS), by census metropolitan area based on 2011 census boundaries, sex and age group, annual. Ottawa: Statistics Canada.

Employment rate (female-to-male ratio), 2015: CANSIM Table 282-0129: Labour force survey estimates (LFS), by census metropolitan area based on 2011 census boundaries, sex and age group, annual. Ottawa: Statistics Canada.

Percentage in low-income measure after tax (female-to-male ratio), 2014: CANSIM Table 206-0041: Low-income statistics by age, sex and economic family type, Canada, provinces and selected census metropolitan areas (CMAs), annual. Ottawa: Statistics Canada. (Most recent year available; Census data is used where *Canada Income Survey* data is not available).

Median employment income (female-to-male ratio), 2015: CANSIM Table 111-0024: Labour income profile of tax filers, by sex, annual. Ottawa: Statistics Canada.

Leadership

Management Occupations (female-to-male ratio) 2015: *Labour Force Survey*. Custom Dataset. Ottawa: Statistics Canada.

Elected municipal officials (female-to-male ratio): individual municipal city records.

Health and Well-Being

Healthy life expectancy at birth (adjusted for health life expectancy) (female-to-male ratio): CANSIM Table 102-4307: Life expectancy, at birth and at age 65, by sex, three-year average, Canada, provinces, territories, health regions and peer groups occasional (years). Ottawa: Statistics Canada.

Perceived health good or excellent (female-to-male ratio), 2014: CANSIM Table 105-0501: Health indicator profile, annual estimates, by age group and sex, Canada, provinces, territories, health regions (2012 boundaries) and peer groups. Ottawa: Statistics Canada.

Perceived life stress high (female-to-male ratio), 2014: CANSIM Table 105-0501: Health indicator profile, annual estimates, by age group and sex, Canada, provinces, territories, health regions (2012 boundaries) and peer groups. Ottawa: Statistics Canada.

Pap test in last three years (percentage of female population ages 15+): *Canadian Community Health Survey*. Ottawa: Statistics Canada.

Security

Police-reported intimate partner violence, 2015: Custom data set: Statistics Canada, Incident-based *Uniform Crime Reporting Survey*.

Police-reported sexual assault 2015: Custom data set: Statistics Canada, Incident-based *Uniform Crime Reporting Survey*.

Police-reported criminal harassment 2015: Custom data set: Statistics Canada, Incident-based *Uniform Crime Reporting Survey*.

Education

High school diploma or equivalent (female-to-male ratio): *2011 National Household Survey*. Ottawa: Statistics Canada.

Apprenticeship or trades certificate or diploma (female-to-male ratio): *2011 National Household Survey*. Ottawa: Statistics Canada.

College, CEGEP or other non-university certificate or diploma (female-to-male ratio): *2011 National Household Survey*. Ottawa: Statistics Canada.

University certificate, diploma or degree at bachelor level or above (female-to-male ratio): *2011 National Household Survey*. Ottawa: Statistics Canada.

Appendix C

The Numbers

	Sub-index Rank					Overall Ranking 2017	2016 Rank
	Economic	Education	Leadership	Health	Security		
St. John's, Newfoundland and Labrador	4	3	24	3	8	7	8
Halifax, Nova Scotia	9	7	13	6	12	9	10
Québec, Québec	3	6	12	10	17	6	4
Sherbrooke, Québec	8	2	16	17	3	8	7
Montréal, Québec	13	8	14	19	16	15	6
Gatineau, Québec	2	1	3	22	24	2	5
Ottawa, Ontario	7	17	17	8	5	11	14
Kingston, Ontario	5	15	18	1	10	4	2
Oshawa, Ontario	17	18	19	15	25	24	24
Toronto, Ontario	12	21	7	16	4	10	11
Hamilton, Ontario	10	19	4	11	1	3	13
St. Catharines-Niagara, Ontario	14	9	23	14	2	16	19
Kitchener-Cambridge-Waterloo, Ontario	19	24	10	7	19	20	12
London, Ontario	6	16	8	24	6	12	3
Windsor, Ontario	20	22	22	23	20	25	25
Barrie, Ontario	21	5	25	21	9	23	16
Winnipeg, Manitoba	11	14	21	5	18	17	20
Regina, Saskatchewan	22	10	9	25	22	21	18
Saskatoon, Saskatchewan	23	12	15	9	21	19	21
Calgary, Alberta	15	25	20	13	11	22	23
Edmonton, Alberta	24	23	6	4	23	18	22
Kelowna, British Columbia	18	4	11	12	13	13	17
Abbotsford-Mission, British Columbia	25	13	2	20	15	14	15
Vancouver, British Columbia	16	20	5	2	7	5	9
Victoria, British Columbia	1	11	1	18	14	1	1

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