




OUR ACHIEVEMENTS AND PROJECTS

The New Brunswick Coalition for Pay Equity is a group of individuals and organizations working for the realization of the right to pay equity and fair working conditions for women. To do so, it relies on communication, awareness raising, research, lobbying for the adoption and implementation of adequate legislative measures, as well as participation in public policy dialogue and development.

Here are our achievements and projects. **For more information, follow us on [Facebook](#), [Twitter](#), [Instagram](#) and our website: www.equite-equity.com.**

2019-2020 Activities	Results achieved in 2019-2020	Objectives we will pursue in 2020-2021 thanks to your donations
POLITICAL ACTION, WOMEN, AND PANDEMIC		
<ul style="list-style-type: none"> » Pressure for better wages in all community care services during the pandemic <ul style="list-style-type: none"> • 5 communications with provincial and federal governments • 3 letters to the editor • 2 press releases • 41 organizations signed a Declaration of Solidarity 	<ul style="list-style-type: none"> » Temporary wage top-ups for care workers employed in the community caregiving sector earning less than \$18 per hour during the pandemic 	<ul style="list-style-type: none"> » Inclusion of women in the decision-making process regarding the economic recovery » Consideration of the economic role and needs of women in recovery plans
POLITICAL ACTION FOR A LAW ON PAY EQUITY IN THE PRIVATE SECTOR		
<ul style="list-style-type: none"> » Pressure on all provincial political parties to obtain pay equity legislation for the private sector » Meeting with officials from the Department of Post-Secondary Education, Training and Labour » Meetings of business organizations » Development of a business case for private sector companies 	<ul style="list-style-type: none"> » Promise of private sector legislation in Green Party and NDP platforms » Better understanding of the concerns of businesses and the economic arguments to reduce their resistance 	<ul style="list-style-type: none"> » Meetings with the minister and officials of women's Equality as well as Post-Secondary Education, Training and Labour » Development of awareness-raising tools for businesses

2019-2020 Activities	Results Achieved in 2019-2020	Objectives we will pursue in 2020-2021 thanks to your donations
COMMUNITY CAREGIVER WAGES		
<ul style="list-style-type: none"> » Political pressure to increase the wages of community caregiving » Pay equity evaluations in community residences, home care, and transition houses [Project funded by Women and Gender Equality Canada] 	<p>Provincial investments in community care wages:</p> <ul style="list-style-type: none"> • \$0.75/hour — Childcare (trained staff) • \$1.50/hour — ADAPT Centers • \$1.00/hour — Community residences • \$0.50/hour — Home support services 	<ul style="list-style-type: none"> » Political pressure to achieve pay equity for caregivers across the community care sector » Evaluation of pay equity in special care homes, family care services, and ADAPF centers
AWARENESS AND MOBILIZATION		
<ul style="list-style-type: none"> » Press releases and opinion letters » Regular posts on social media » Modernization of our website » 20 presentations - 1846 people » 8 kiosks 	<ul style="list-style-type: none"> » 125+ mentions in the media  2,300+ followers  940+ followers  260+ followers 	<ul style="list-style-type: none"> » Maintaining a strong presence in social and traditional media » Speaking out for women and men in female-dominated jobs
<ul style="list-style-type: none"> » Destination: Equity march organized with the <i>Regroupement féministe du Nouveau-Brunswick</i> and the <i>Alliance des femmes de la francophonie canadienne</i>, in Moncton on March 8, 2020 	<ul style="list-style-type: none"> » 200 people at the Destination: Equity march 	<ul style="list-style-type: none"> » Raising awareness and engaging New Brunswickers
<ul style="list-style-type: none"> » Participated in three outreach events in Woodstock, Fredericton, and Moncton 	<ul style="list-style-type: none"> » Reminder that pay inequity makes women more vulnerable in relationships of conjugal violence 	<ul style="list-style-type: none"> » Collaboration with networks of transition houses to improve workers' wages
FEDERAL PAY EQUITY LEGISLATION		
<ul style="list-style-type: none"> » Research on the application of the federal Act in Indigenous peoples' communities » Participation in two consultations on federal pay equity regulations, including one on the definition of "gender" » Participation in the Canadian feminist movement 	<ul style="list-style-type: none"> » Calls by a number of women's rights groups for the rapid adoption of regulations and the implementation of the federal <i>Pay Equity Act</i> 	<ul style="list-style-type: none"> » Strategy to inform and support Indigenous women to achieve pay equity » Networking and political lobbying with the women's movement in Canada