



Coalition for Pay Equity  
Coalition pour l'équité salariale  
New Brunswick • Nouveau-Brunswick

# 2023-2024

## Annual Report



**2024**

© New Brunswick Coalition for Pay Equity Inc.

**New Brunswick Coalition for Pay Equity Inc.**

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# NEW BRUNSWICK COALITION FOR PAY EQUITY INC. 2023-2024 Annual Report

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## Message from the Chair



Dear Members, Sisters, and Friends of the Coalition,

Female dominated jobs are essential to New Brunswick, however, workers in these jobs are systematically underpaid, undervalued, and overworked. The pay gap is significantly higher for women who are immigrants, indigenous, racialized, living with disabilities, and from the LGBTQ+ community.

Your support has led the Coalition to tackle large projects in addressing wage gaps and fair working conditions using a gender based analysis. We have been working diligently on decent work in the private sector, which has included research, workshops, and publications highlighting the benefits of pay transparency and just working conditions.

Your contributions to the Coalition have helped enormously in reaching new milestones including 180 million \$ invested into wages for workers in the care sector in 2018.

Our priority continues to be pay equity legislation for the private sector. This legislation would finally protect the human right that is equal pay for work of equal value.

We are ready to have our voices heard at the polls this election year by sending a clear message that candidates must take a strong position on extending pay equity legislation to the private sector to run a successful campaign. Will you help us?

Your support as an active member can help make sure that 2024 is the last year that New Brunswickers are without pay equity protections.

I would like to end by sharing my greatest thank you to our members, elected board members, and staff for your support the last few years. This is my last year as Chair for the Coalition and it has been an incredible experience working alongside you to improve legislation and working conditions in New Brunswick.

Yours in solidarity.

The Chair,

A handwritten signature in black ink that reads "Krysta".

Krysta Cowling



## Message from the Executive Director

We are filled with hope as this year draws to a close but remain aware that a lot of work lies ahead.

With elections forthcoming, we are leading a broad campaign concerning pay equity in the private sector. Will all political parties commit to ensure pay equity in the entire private sector? We'll be following the electoral platforms with great attention!

Absent legislation, the Coalition is nevertheless engaging with the private sector, including long-term care, childcare services and local governments. The Coalition is concurrently leading a project with our partner, the Committee for the Advancement of Aboriginal Women, so that Indigenous women and communities under federal jurisdiction also benefit from pay equity.

Since pay equity is affected by a number of policies and issues, our discussions include paid sick leave, minimum wage, pay transparency, inflation, intersectionality, gender-inclusive analysis and women's economic role. We have supported our demands through briefs and political meetings.

This year we have been very active in raising awareness and public engagement: we toured in five regions of the province, created fact sheets, made presentations, and had a robust presence on social and traditional media. We organized a demonstration for International Women's Day on March 8th, in partnership with Regroupement féministe du Nouveau-Brunswick and the New Brunswick Common Front for Social Justice. We have networked at the provincial and federal levels.

We are seeing an impact from our collective efforts: wages have noticeably improved for workers in early childhood development and care services, local governments are looking into pay equity and political parties are discussing pay equity for the private sector.

The Coalition's financial posture has greatly improved from last year. Our annual fundraising campaign has compensated the lack of government funding for operations and we have secured funding for new projects.

In closing, I wish to thank our Board of Directors, with special thanks to our Chair Krysta Cowling who will be leaving us following her strong engagement over three years. I am grateful to Rachel Richard, our brilliant Public Affairs and Communications coordinator, and Sophie Huguet, Coordinator of our municipalities project. I am also thankful to all of you for supporting the Coalition.

The Executive Director,

  
Johanne Perron

# Team and partners

## BOARD OF DIRECTORS

Krysta Cowling	Chair
Sharon Crabb	Anglophone Vice-Chair
Audrey Gagnon	Francophone Vice-Chair
Zineb Elouad	Secretary-Treasurer
Nathalie Chiasson	North Representative
Sylvia Melanson	Kent-Miramichi Representative
Isabelle McKee-Allain	South-East Representative
Joanne Wright	Capital Representative
Tasha Salesse	South Representative
Debbie Grant	Upper River-Valley Representative
Brandy Stanovich	First Nations Representative
Johanne Perron	Executive Director

## OBSERVATRICES

Susie Proulx-Daigle	<b>New Brunswick Union</b>
Renée Boudreau	<b>New Brunswick Nurses Union</b>
Vacant	<b>Canadian Union of Public Employees – NB (vacant)</b>

## MEMBERS

**666 + individual members**  
**109 member organizations**

including unions, women's rights organizations, as well as community and religious organizations.

## VOLUNTEERS

Many people voluntarily contribute to the Coalition. Some sit on the Board of Directors and Fundraising Committee. Some contribute to projects, provide sound advice, participate in educational activities, write opinion letters, or meet with public decision-makers. We want to thank them all from the bottom of our hearts.

## EMPLOYEES

### TEAM MEMBERS

Johanne Perron	<b>Executive Director</b>
Rachel Richard	<b>Public Affairs and Communication</b>
Sophie Hugué	<b>Project Coordinator</b>
Mickaëlle Guignard	<b>Accountant</b>

### STUDENTS AND INTERNS

Sodiougo Elisabeth Togo	<b>Autumn 2023</b>
Jovial Orlachi Osundu	<b>Winter 2024</b>
Stéphanie Raelison	<b>Summer 2024</b>
MacKenzie Dunnett	<b>Summer 2024</b>

# Gouvernance and strategic orientations

## OUR VISION

The Coalition's vision is a society where the value of jobs traditionally or predominantly held by women are recognized and fairly compensated.

## OUR MISSION

The New Brunswick Coalition for Pay Equity is a group of individuals and organizations that pursues and ensures the realization of the right to pay equity and to just conditions of work for women. To that end, the Coalition engages in communication, education, research, advocacy for the adoption and implementation of adequate legislation, as well as public policy dialogue and development.

## OUR STRATEGIC GOALS FOR 2023-2024

The Board of Directors has identified the following issues to be prioritized leading up to the next provincial election scheduled for autumn 2024.

01

Private sector

02

Community care

03

Local governments

04

Maintenance in the public sector

05

Indigenous partnerships

06

Economic justice

07

Pay transparency

08

Child care services

09

Awareness-raising and mobilization





# Ensuring pay equity in the private sector

**Securing legislation on pay equity in the private sector continues to be the Coalition’s primary focus. Our efforts this year were focused on raising awareness in all political parties and getting them to commit to legislate pay equity in the private sector during the upcoming elections.**

- ✓ **Increase awareness among the public and organizations.**
- ✓ **Increase political parties’ commitment to pay equity legislation in private sector**
- ✓ **Obtain legislation for the private sector.**

## Dialogue on public policies

Throughout the year we met with spokespersons of all political parties, including candidates, to discuss the importance of legislating pay equity in the private sector:

- ▶ Green Party: David Coon, leader, and Megan Mitton, MLAs
- ▶ Liberal Party: Susan Holt, leader, and MLAs Rob McKee, Robert Gauvin, Richard Losier
- ▶ New Democratic Party: Alex White, leader
- ▶ Progressive Conservative Party: Sherry Wilson, MLA

## Campaign launched

On Valentine’s Day, we launched a campaign themed **No Flowers. No chocolate. Pay Equity Now!** We personally delivered a Valentine’s Day package filled with documentation on pay equity to all party leaders and sent hand-written Valentines to every MLA in NB. Only the leader of the Progressive Conservative party refused to meet with us.



## Status of promises

“Women who work in historically women-dominated fields are often undervalued and underpaid. It’s 2023, and pay equity is long overdue. A Green government would legislate pay equity in the private sector to empower women economically.”

– David Coon  
February 16, 2024

Two non-binding motions on pay equity were unanimously adopted at the Liberal Party’s forum on policy resolutions held in February 2024 – one supporting legislation for the private sector and another supporting pay equity in the care sector.

“We need to move beyond pay equity in the public sector and apply it to the private sector. We are committed to support pay equity in the private sector.”

– Susan Holt  
April 24, 2024





# Achieving pay equity in community care services

**A majority of the 11,000-strong workforce in New Brunswick's community care sector are women. Due in part to the pressure and advocacy of the Coalition, government has invested over 180 million dollars in wage increases over the past six years. Hourly wages must yet increase by 5 to 8 dollars to reach pay equity in that sector. Continuing to press for greater support to this undervalued and underpaid workforce remains a top priority.**

- ✓ **Increase public investment in community care wages in every provincial budget**
- ✓ **Achieve pay equity in the sector by 2026.**
- ✓ **Improve working conditions**

## **Motion on pay equity at the Legislative Assembly**

Liberal MLAs Isabelle Thériault and Susan Holt presented a motion to the Legislature asking government to guarantee pay equity in the entire care sector. We were present for the debate on the motion, together with members and caregivers. The motion was rejected according to party lines: Progressive Conservatives voted against while Liberals and Greens voted in favour.

## **Indexation of equitable wages**

We indexed the results of pay equity evaluations conducted in 2020 and 2021 and shared the indexed wages with several sector associations and unions, provincial government and media.

## **New report on long-term care**

We have responded to the new report on long-term care by New Brunswick's Child, Youth and Seniors' Advocate Kelly Lamrock. One of his recommendations to improve long-term care was to increase workers' wages to \$22 - \$24 an hour. In its response to the recommendations, the Coalition called upon the government to rather aim for pay equity, or \$25.89 an hour on average.

## **Discussions on public policies**

- ▶ Hon. Jill Green, Minister for Social Development and Hon. Kathy Bockus, Minister responsible for Seniors
- ▶ Sarah Doucet, Income Support Director, and Assistant Deputy Minister, Children, Families and Seniors
- ▶ Nicole Nader, Stakeholder Engagement and Research Director, Opposition Office, Liberal Party

## Investing in wages

We welcomed investments by the provincial government in caregivers' salaries for six years running but government's refusal to legislate pay equity allows inequity and instability to persist in this sector.

In its 2023-2024 budget, government invested 29.7 million dollars in salary increases for some care services staff members, as shown below.

Care services	Jobs	2024-2025 Wage increases	2024-2025 New wages	2024 Indexed pay equity wages	Value of jobs
Special Care Homes	Personal Support Workers	\$0.38 (2%)	\$19.38	\$25.89	570
Home Care Services		\$0.40 (2%)	\$20.40	\$25.89	570
Community Residences	Human Services Counsellors	\$2.25/hour	\$22.05	\$29.75	677
Family Support Services (adults)			\$22.05	\$28.39	639
Family Support Services (children)			\$22.05	\$29.90	681
Employment and Support Services Programs (ESSP)			\$21.89	\$28.39	639
Group Homes		\$2.00/hour	\$22.80	Unknown	Unknown



# Advocating for pay equity in local governments

Municipal reform carried out by the provincial government in 2021 has led to fusions and staff restructuring. While the Pay Equity Act, 2009, does not apply to local governments, this is the right time to restructure the salary grid for consistency and equity. In this context, and with the financial support of Women and Gender Equality Canada, we have launched a new project.

✓ **Advance pay equity in municipalities**



## Objective

The project intends to promote the adoption pay equity policies and practices in New Brunswick local governments and support them in the process.

## Steps

(November 2023 to March 2026)

1. We have performed an analysis of the municipal environment and its pay systems. Currently discussions are being held with stakeholders and an advisory committee is being created to advise and support the Coalition as it implements its project.
2. Our plan is to prepare a manual or other information medium, then to produce and offer training to meet the needs of local governments.

## Meetings and presentations

- ▶ Association of Municipal Administrators of NB
- ▶ Association francophone des municipalités du NB
- ▶ Certified Human Resources Consultants
- ▶ Department of Environment and Local Government
- ▶ Union of the municipalities of New Brunswick
- ▶ The municipalities of Dieppe and Shediac

**Local governments** = municipalities and rural communities

## Actions

Four Webinars to acquaint local governments with our project and outline pay equity principles.

Joint workshop with the Pay Equity Bureau on pay equity evaluations

Training session on pay equity evaluations for two Coalition employees in Magog QC: a one-week workshop hosted by the Fédération des travailleurs et travailleuses du Québec (FTQ), to refine our knowledge.



# Maintaining pay equity in the public sector

The New Brunswick government adopted the Pay Equity Act, 2009, 15 years ago, applying to the entire public sector and all crown corporations. But to this day, some groups including teachers and institutional care and services workers in Part 1 (CUPE) have yet to perform an initial evaluation while others should already be at the maintenance stage.

- ✓ Monitor the implementation of the *Pay Equity Act, 2009* and measure its progress

## Meetings

We hold regular meetings with our union and government partners, listed below, to assess how the Act is being implemented.

**New Brunswick Union, Canadian Union of Public Employees (CUPE-NB) Pay Equity Bureau, Government of New Brunswick**

## Implementation Report

We have demanded in vain the public disclosure by government of the annual report on the implementation of the Pay Equity Act. The opposition critic for Women’s Equality, Isabelle Thériault, called for its publication before the Legislative Assembly and finally secured a copy of the 2021-2022 Report through a request for information under the Right to Information and Protection of Privacy Act. The Report provided an update on steps completed but no explanation on the causes of lateness nor remedial actions taken.

### Implementation of the Pay Equity Act 2009

	Not yet started	Compliant	Iniquity
Lab & Medical		✓	No
Court Stenographers		✓	Yes
Administrative Support, pt. II		✓	No
<b>Teachers</b>	<b>X</b>		
Professional Support, part II		✓	Yes
Nursing		✓	Yes
Nursing Supervisory		✓	No
Paramedical Care		✓	Yes
Specialized Healthcare		✓	Yes
<b>Institutional Services and Care, pt. I</b>	<b>X</b>		



# Establishing Indigenous partnerships for pay equity

**Indigenous women are disproportionately concentrated in women-dominated, undervalued and underpaid jobs. The combined effects of sexism and racism contribute to their segregation in these jobs. Colonialism has impacted gender roles and work practices in indigenous communities and its effects are still being felt today.**

- ✓ **Increase knowledge sharing with indigenous women on pay equity in First Nations communities**

In 2021, the federal government adopted the Pay Equity Act which applies to all employers under federal jurisdiction with a single exception: Indigenous governing bodies. The Act provides for consultations with these bodies before going forward.

## New project

To ensure progress on this issue in New Brunswick, the Coalition is working with the Committee for the Advancement of Aboriginal Women (CAAW) and Han Martin Associates as part of a project funded by the Public Health Agency of Canada: **Establishing Indigenous partnerships for pay equity.**

## Objective

To develop the means to improve income and pay equity for indigenous women in First Nation communities, in cooperation with First Nations government and Indigenous organizations.

## Steps

**(April 2024 - May 2025)**

1. Workshop for the Coalition personnel to raise awareness about indigenous realities
2. Establishing a joint advisory research committee
3. Research on the context, experience and opportunities linked to pay equity in Indigenous communities
4. Developing a strategy to ensure pay equity in First Nations communities.
5. Sharing knowledge on pay equity with First Nations communities

## Our partners

### Committee for the Advancement of Aboriginal Women (CAAW)

Since 1997, this community organization of professional women leads projects focused on women and advocates for indigenous women and girls. Operating as a collective, it follows traditional Abenaki models of leadership and governance.

### Han Martin Associates

Consultants offering training, assessments, facilitation, and planning, concentrating on indigenous affairs, diversity, and community development.



# Promoting policies to improve economic justice for women

**Numerous economic and social policies are needed to ensure fair and equitable working conditions for women. While employers are increasingly dependant on women's work, policies are slow to measure up.**

- ✓ **Promote women's economic roles and needs in our communications and advocacy work.**
- ✓ **Ensure a Gender-based Analysis (GBA Plus) is used in drafting the budget and provincial policies.**

## **Sick leave**

We presented a brief as part of public consultations on paid sick leave in support of Bill 27 An Act to Amend the Employment Standards Act. Presented in December 2022 by Green Party Leader David Coon, Bill 27 would provide workers with up to ten days paid sick leave. The Coalition recently joined the New Brunswick Common Front for Social Justice to demand Minister Flemming convene the Law Amendments Committee and present recommendations to the Legislature. We are still awaiting his response.

## **Gender-based analysis (GBA)**

For over two decades, the Coalition has requested that government make use of gender-based analysis (GBA) to determine how its policies, programs and initiatives impact differently on specific populations when gender, race, location of residence and language are factored in. In 2024, the provincial government released its fourth report on gender specific impacts of its budget, once again showing that GBA is seldom applied during the development of its budget and public policies.

## **Pre-budget consultations**

We participated in a consultation by Finance Minister Ernie Steeves and presented a brief as part of provincial pre-budget consultations for 2024-2025.

Our recommendations related to the following issues :

- ▶ maintaining pay equity in the public sector
- ▶ pay equity in the public sector
- ▶ long-term care
- ▶ municipalities
- ▶ the childcare system
- ▶ minimum wage
- ▶ the fiscal system
- ▶ gender based analysis (GBA)

## **Economic and Social Inclusion Corporation**

We presented a brief as part of the public engagement process for renewal of **Overcoming poverty together: New Brunswick's economic and social inclusion plan**. Did you know that a committee had been created as part of the 2014-2019 Plan to study the issue of pay equity, and recommended the following: **"to enact comprehensive legislation on pay equity to apply to public and private sector employees"**?



# Ensuring pay transparency

**Pay transparency rids our culture of its secrecy surrounding wages. Transparency contributes to prevention and exposure of groundless wage gaps between people doing the same work or work of equal value. We have decided to work on this issue and to date, we have prepared a legislative framework on pay transparency and reinforced our connection with community partners to launch a campaign in the Fall of 2024.**

- ✓ **Raise public and organizational awareness about pay transparency**
- ✓ **Engage political parties**
- ✓ **Adoption of legislative measures for pay transparency**

## Pay transparency legislation

Despite its growing popularity nationally and internationally, there is little knowledge about pay transparency in New Brunswick.

We recommend the following elements be included in any pay transparency legislation:

- allowing employees to talk about their wages with colleagues;
- making sure the pay band (minimum and maximum salary) for a job opportunity is posted;
- prohibiting employers from asking a candidate about their previous salary;

## Our progress

- ▶ Meetings with community organizations
- ▶ Joint meetings with teams and ministers from Post-Secondary Education, Training and Labour, and Women's Equality
- ▶ Briefing session on bill preparation in collaboration with Professor Kerri Froc.
- ▶ A social marketing campaign under development



# Ensuring pay equity for early childhood educators

**We are tracking the implementation of the federal accord on childcare services which includes reducing parental contributions to \$10 a day, creating new spaces in the not-for-profit sector and increasing wages for early childhood educators (ECEs) by 25%.**

- ✓ **Increase public investments in the wages of early childhood educators**
- ✓ **Achieve pay equity in childcare and early childhood education.**
- ✓ **Support a publicly funded and managed childcare system**

## Solidarity

In 2022, the Coalition helped to create a NB chapter of Child Care Now. We have since provided support to its coordinator and attended chapter meetings. The organization’s mandate is to ensure services are universally accessible, affordable, inclusive and of the highest quality.

## Bill C-35

The An Act respecting early learning and child care in Canada received Royal Assent in March, and includes:

- ▶ Guidelines for funding and creating new places;
- ▶ Long-term funding to maintain; and
- ▶ Annual reports on its progress.

## Dialogue on public policies

We attend meetings of the Canada-wide Implementation Committee for the Canada-New Brunswick Agreement and information sessions with Early Childhood Education and Development personnel concerning the wage grid for early childhood educators.

The Agreement has resulted in remarkable wage increases for these educators. However the Coalition insists the government proceed with a pay equity assessment for childcare workers, which has yet to be done.

**ECE wage grid (2023 - 2024)**

	Without training	Trained
<b>2024</b>	<b>\$16.47 to \$18.54</b>	<b>\$22.79 to \$25.35</b>
<b>2023</b>	\$15.90 to \$17.90	\$22.00 to \$24.47



# Public engagement and communication



## Game nights

Following our presentation in her class, Mount Allison student **Siyun Chae** created a board game titled **Mo-Not-Poly**. Instead of amassing wealth, the purpose is to earn a living wage while fighting against wage gaps and social inequalities. We hosted game nights using this game, in Moncton and Fredericton, in partnership with University Women's Center.

## Promoting equity

As part of our **Pay Equity Now!** campaign, we created the following tools for promotion and education:

- ▶ Membership flyer
- ▶ Magnets
- ▶ Fact sheet on the elections
- ▶ And « Rosie » scarves!

## Solidarity

- ▶ March against poverty with the **Common Front for Social Justice** in Fredericton to mark **International Day for the Eradication of Poverty**.
- ▶ Two Community Breakfasts themed **Stronger Together** in Dieppe and Quispamsis, organized by the New Brunswick Labour Federation's Committee on the Status of Women



## Recognition

Congratulation to our South Representative, Isabelle McKee-Allain, named to the **Order of New Brunswick 2023**, and honoured by the **Fondation du Collège Saint-Joseph** for her significant contribution to Acadian society and the feminist movement in Acadie. A feminist pioneer in Acadie, Isabelle has served on our Board of Directors for a great number of years and has chaired our fundraising committee since 2013.

## Provincial Tour

We toured the province with a series of information and engagement workshops on the issue of pay equity for Coalition members and the general public. Themed **Stand Up for Our Rights**, the tour included sessions in **Saint John, Fredericton, Edmundston, Bathurst** and **Moncton**. On the way we had the opportunity to meet with local organizations and various spokespersons to discuss our three demands:

1. Pay equity legislation for the private sector
2. Investments in community care
3. Pay transparency legislation

The intent was to raise pay equity awareness throughout the province, with the help of our members, in preparation for the Fall 2024 elections. We have created and distributed fact sheets on these three issues.

>> **Contact the Coalition to get these fact sheets!**

*Équité salariale* **DÉFENDONS  
NOS DROITS!**

*Pay equity* **STAND UP  
FOR OUR RIGHTS!**



**INFORME -TOI. IMPLIQUE -TOI. GET INFORMED. GET INVOLVED.**



## International Women's Day

Over 130 individuals rallied under the slogan **Resistance!** in Fredericton, during a march organized by the Coalition in partnership with Regroupement féministe du N.-B and the Common Front for Social Justice, marking International Women's Day.

To make it easier for our members to join the march, we rented a bus to travel between Moncton and Fredericton, and hosted post-march refreshments to facilitate networking between participants and promote our issues.

## Communication and education

We held consultations with women workers in the private sector as well as associations, unions and organizations, including organizations representing marginalized women, to get a clearer picture of their needs and concerns, and decide on systemic solutions to prioritize.



# The year in numbers

 **14** presentations

 **3** briefs submitted

 **11** newsletters

 **7** press release

 **80** media interventions

 **5800** website visits



**3200**



**670**



**1100**

# Ensuring the Coalition's financial sustainability

- ✓ **Raise at least \$70,000 in donations each year**
- ✓ **Obtain charitable status**
- ✓ **Diversify and increase the Coalition's funding sources**

**Invest in our rights!**

## Fundraising campaign

Our fundraising campaign, **Investing in our rights!** collected \$73,785, a result of relentless efforts by our fundraising committee: Chantal Abord-Hugon, Sharon Crabb, Simone LeBlanc-Rainville, Isabelle McKee-Allain, Johanne Perron, Rachel Richard and Charline Vautour.

## Charitable organization status

We are in the process of submitting a request to be registered as a charitable organization. More to come soon...

## Financial Statements

As of February 29, 2024 the cash account showed a balance of \$61,019, receivable HST was \$2,960, and term deposits amounted to \$331,780. Liabilities included \$16,389 in accounts payable and \$263,582 in differed revenue for 2024-2025 projects. The year ends with unrestricted net assets of \$89,788 and \$26,000 of restricted net assets into a reserve fund.

Revenues totaled \$261,660. Of this amount, \$121,212 represent the second year of a subsidy from Women and Gender Equality Canada (WAGE) for the project Decent Work in the Private Sector, \$25,722 represent the first year of a WAGE subsidy for the project Pay Equity is Coming to Town, which began in November 2023, \$80,918 in donations, and \$33,808 in revenue from other sources.

Expenses totaled \$213,661 and include \$121,212 for the project Decent Work for the Private Sector, \$25,722, for the project Pay Equity is Coming to Town, and \$66,727 for all other activities related to the mission as well as operations.

The financial statements were reviewed by Louise Belliveau, CPA. The financial statements are available upon request at the Coalition's office.

## Diversifying our funding sources

This year we submitted over ten funding requests in an effort to diversify our funding sources. While some were rejected, we have now secured funding for three major projects:

**1. "Policies to ensure decent employment for private sector women workers"**

funded by Women and Gender Equality Canada (WAGE), January 2023 - June 2025

**2. "Pay Equity is Coming to Town!"**

funded by WAGE, November 1, 2023 - March 31, 2026

**3. "Establishing Indigenous partnerships for pay equity"**

funded by Intersectoral Action Fund, Public Health Agency of Canada, March 2024 - March 2025.

We have also received funding for smaller projects (\$10,000 or less) from the following:

- ▶ Bureau de l'apprentissage expérientiel (Experiential Learning Bureau), Université de Moncton (Fall student job)
- ▶ Canada Summer Jobs (summer job)
- ▶ Student Employment Experience Development (SEED) (Summer job)
- ▶ Support for Translation and Interpretation Program

# 2023-2024 Fundraising campaign

## VISIONNARY ORGANIZATIONS (\$6,000 and more)



## TRAILBLAZER ORGANIZATIONS (\$2,000 to \$5,999)

Canadian Union of Public Employees (CUPE-NB)  
CUPE, Local 2745  
New Brunswick Nurses Union  
Unifor

## FRIEND ORGANIZATIONS (\$600 to \$1,999)

Association des bibliothécaires, professeurs et professeurs de l'Université de Moncton  
New Brunswick Association of Social Workers  
New Brunswick Council of Hospital Unions  
Le Havre communautaire  
Uniform Local 506

## SUPPORTER ORGANIZATIONS (\$150 to \$599)

Association of University of New Brunswick Teachers  
Association francophone des aînés du Nouveau-Brunswick  
Business and Professional Women of Greater Moncton  
Centre du bénévolat de la péninsule acadienne  
New Brunswick Council of Hospital Unions  
Faculté des arts et des sciences sociales, Université de Moncton  
Canadian Federation of University Women - Fredericton  
Canadian Federation of University Women - Moncton  
Forté communication  
Mount Allison Faculty Association  
Canadian Union of Postal Workers - Acadie-Bathurst

## VISIONARY INDIVIDUALS (\$600 and more)

Dawn Arnold  
Jean-Claude Basque  
Sharon Crabb  
Anne Crocker  
Jula Hughes  
Frances LeBlanc  
Simone LeBlanc-Rainville and Maurice Rainville  
Isabelle McKee-Allain and Greg Allain  
Michelle Parent  
Johanne Perron  
Noëlla Richard  
Odette Snow  
Judith Weiss

## TRAILBLAZER INDIVIDUALS (\$300 to \$599)

Fernand Arsenault  
Michèle Caron  
Lucille Colette  
Pierre Cormier  
Rachel Daigle  
Madeleine Delaney LeBlanc  
Jeanne d'Arc Gaudet  
Huberte Gautreau  
Wendy Johnston  
Odette Landry  
Lauraine Léger  
Monique Levesque  
Chadia Moghrabi  
Lise Rodrigue  
Jean-Francois Thibault  
Joanne Wright

## FRIEND INDIVIDUALS (\$150 to \$299)

Chantal Abord-Hugon  
Anne Marie Arseneault  
Anne Basque  
Geneviève Bouchard and Jean Saint Aubin  
France Caissy  
Marianne Cormier  
Jeanne Farrah  
Catalina Ferrer

Evelyne Foex  
Nancy Hartling  
Louise Imbeault  
Claudette Lajoie  
Catherine Laratte  
Matthieu LeBlanc  
Lucie LeBouthiiller  
Diane LeBreton  
Liliane Léger-Maples  
Mike McKee  
Lise Ouellette  
Michelyne Paulin  
Serge Roussele  
Liane Roy  
Lise Savoie  
Isabelle Thériault  
Raphaëlle Valay-Nadeau  
Lita Villalon

## SUPPORTER INDIVIDUALS (\$50 to \$149)

Hélène Albert  
Martine Aubé  
Francine Babineau  
Derek Blackadder  
Lyne Chantal Boudreau  
Lorraine Bourque  
Michel Cardin  
Lynne Castonguay  
Margaret Conrad  
Aline Cormier  
Rachel Cyr  
Georgie Day  
Gisèle Desjardins  
Suzanne Doucet  
Françoise Gagnon  
Cécilia Gaudet  
Joanne Gaudet  
Rose-Marie Gigou  
Nicole Gionet  
Judianne Godbout  
Jeanne Godin  
Hélène Guerette  
Louise Guerette  
Mickaëlle Guignard  
Kathryn Hamer-Edwards  
Sandy Harding

Christopher Hart  
Lise Hitchcock  
Nisk Imbeault  
Annette Landry-Roy  
Colette Landry-Martin  
Rodrigue Landry  
Raymonde Lanteigne  
Isabel Lanteigne  
Denise Daigle Lavigne  
Charlyne Lavoie  
Anne-Marie LeBlanc  
Isabelle LeBlanc  
Yolande LeBlanc  
Janelle LeBlanc  
Dollard LeBlanc  
Robert Lemoignan  
Barbara Losier  
Denyse Mazerolle  
Margaret McEachrean  
Joanne McKee  
Micheline Melanson  
David Michaud  
Jenny Morin  
Michelle Paulin  
Marie-Andrée Pelland  
Claude Potvin  
Monique Richard  
Rachel Richard  
Alain Roberge  
Lisa Roy  
Thérèse Roy  
Leyla Sall  
Denise Savoie  
Maï Savoie  
Linda Schofield  
Cyrille Sippley  
Charline Vautour