



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

Annual Report 2024-2025

The
Time is Now!
C'est
le **temps!**



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



RÉSEAU FÉMINISTE
du Nouveau-Brunswick

2024-2025 Annual Report

2025

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New Brunswick Coalition for Pay Equity Inc.

2024-2025 Annual Report

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Message from the Chair

The coming year will mark a milestone: we will be celebrating 25 years of advocacy for pay equity! Since its creation, the Coalition – which stands on the shoulders of New Brunswick feminist pioneers, such as the late Huberte Gautreau – has pursued a clear yet often ignored goal: to ensure that women-dominated jobs are paid equitably compared to men-dominated jobs of the same value, in both the public and the private sectors.

We have come a long way in 25 years. However, though our goal seems to be within reach, we are not quite there yet.

Political and economic situations, whether provincial, federal, or global, have often thrown a monkey wrench in the works. In times of crisis, human rights have unfortunately taken a back seat. That being said, there is new hope in New Brunswick: for the first time ever, the Premier is a woman, and her party has made pay equity one of its first mandate priorities. Since her election, we have had several promising meetings with government representatives, which have raised our hopes that pay equity in the private sector will finally become a reality... perhaps even for our 25th anniversary?

One fact is indisputable: if we now have the expertise and resources to draft strong pay equity legislation that reflects our values of inclusion, participation, and fairness, it is because of our team's tireless work and Johanne Perron's determination.

Over twenty years of work is coming to fruition. I am proud to be part of this adventure. In memory of all the women who have preceded us, and thanks to those who carry on with courage, we continue on our mission to make pay equity a reality in women-dominated fields. This fundamental human right must be fully respected in all sectors in New Brunswick.

We are not giving up: now back to work!

A handwritten signature in black ink, reading 'Raphaëlle Valay-Nadeau'.

Raphaëlle Valay-Nadeau
Chair



Message from the Executive Director

The year 2024-2025 was one of considerable progress for pay equity. Thanks to our advocacy work, three provincial political parties, including the Liberals currently in power, have pledged to **extend pay equity for the private sector**.

We have honed our skills and strengthened our collaborative relationships by mobilizing a committee of experts and consulting with partners and unions within the province and across the country. We have also built good working relationships with the new Minister responsible for Women's Equality and the Pay Equity Bureau, which helps us advance the key elements needed for strong legislation in the private sector.

This year, we continued to oversee several ambitious projects funded by Women and Gender Equality Canada in which we mobilized employees and employers in sectors excluded from the application of the *Pay Equity Act, 2009*: local governments, community care services, and community organizations.

In May, we launched our campaign on **pay transparency**, an essential component for achieving pay equity in the private sector. Legislation guaranteeing pay transparency would be a major step towards achieving pay equity.

Through our collaboration with the Committee for the Advancement of Aboriginal Women (CAAW), we also made headway in the project funded by the Public Health Agency of Canada, which promotes pay equity for **Indigenous women and communities falling under federal jurisdiction**.

On the financial front, the Coalition is in better shape than it was two years ago. We received financing that allowed us to expand our team. In the current climate of economic uncertainty, however, we remain vigilant and count on our fundraising campaign to ensure the Coalition's long-term stability and survival.

All this progress would not have been possible without our team's unwavering commitment: **our Chair, Raphaëlle Valay-Nadeau; our board of directors; our volunteers; and our staff**. Their dedication is the heartbeat of the Coalition, and I wholeheartedly thank them for their work and their passion.



Johanne Perron
Executive Director

Team and partners

BOARD OF DIRECTORS

Raphaëlle Valay-Nadeau	Chair
Joanne Wright	Anglophone Vice-Chair
Audrey Gagnon	Francophone Vice-Chair
Janelle LeBlanc	Secretary-Treasurer
Krysta Cowling	Outgoing Chair (until March 2025)
Sonia Gibbs	North Representative (until March 2025)
Sylvia Melanson	Kent-Miramichi Representative
Isabelle McKee-Allain	South-East Representative
Katya Abbasi	Capital Representative
Tasha Salesse	South Representative
Selena Richard	Upper River-Valley Representative
Brandy Stanovich	First Nations Representative
Johanne Perron	Executive Director

OBSERVERS

Susie Proulx-Daigle	New Brunswick Union
Renée Boudreau	New Brunswick Nurses Union
Vacant	Canadian Union of Public Employees – NB

MEMBRES

1000 + personnes membres

109 organismes membres

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	Executive Director
Rachel Richard	Public Affairs and Communication
Sophie Huguet	Project Coordinator
Cecilia Pérez Plancarte	Public Engagement Officer
Pan Yao	Research Analyst
Angel Ward	Project Coordinator
Effie Quinn	Administrative Assistant
Mickaëlle Guignard	Accountant

STUDENTS AND INTERNS

Mackenzie Dunnett	Summer 2024
Stéphanie Raelison	Summer - Autumn 2024

Governance 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 2024-2028

The Board of Directors has identified the following issues as priorities for the next few years:

1.

**Pay Equity in the
Public Sector**

2.

**Pay Equity in the
Private Sector**

3.

**Federal Pay Equity Act:
Indigenous Partnerships**

4.

**Pay
Transparency**

5.

**Viability
of the Coalition**

Board of Directors

Strategic Plan

In September 2024, members of the Board of Directors and Coalition staff devoted a full day to developing a **new strategic plan** for 2024-2028.

The Coalition will focus on **five priorities**:

1. **Pay equity in the public sector:** improve the *Pay Equity Act, 2009* and ensure its maintenance;
2. **Pay equity in the private sector:** extend the Act to include the private sector;
3. **Pay transparency:** lobby for legislation;
4. **Federal Act:** work with our Indigenous partners; and
5. **Coalition viability:** aim for at least \$200,000 in yearly revenue

Management Committees

All members of the Board of Directors served on at least one management committee:

- ▶ Executive Director's Contract and Evaluation Committee;
- ▶ Constitution and Bylaws, Politics and Procedures Committee;
- ▶ Nominations Committee; and
- ▶ Risk Assessment Committee.

Policies Adopted this Year

In addition to its regular activities, this year the Board of Directors:

- ▶ Updated its financial policy;
- ▶ Edited its personnel policy to clarify guidelines about conflicts of interest and to guarantee pay indexation;
- ▶ Amended some articles of the Constitution and Bylaws and;
- ▶ Decided to review its Constitution, Bylaws, and policies next year to ensure more consistency in the use of gender-neutral language.

Indigenous Awareness Session

Members of the Board of Directors and Coalition staff attended an excellent two-day training session given by **Han Martin Associates**. It covered New Brunswick Indigenous peoples' histories, worldviews, cultures, values, and realities, as well as practical knowledge on intercultural interaction in a professional context.

Once more this year, the Coalition's volunteer Board of Directors put its heart and energy into expanding pay equity.

We are profoundly grateful for their commitment and invaluable contributions.



Improve and ensure full implementation of the *Pay Equity Act, 2009*

- ✓ **Promote the implementation and maintenance of pay equity in the public sector**
- ✓ **Improve the *Pay Equity Act, 2009***

For over 15 years now, the *Pay Equity Act, 2009* has helped ensure fair compensation for thousands of public sector employees by **aligning their pay with the value of their work**. As a result, millions of dollars in wage adjustments have been delivered to employees who had been long underpaid.

The upcoming expansion of pay equity legislation to the private sector presents an excellent opportunity to **strengthen and improve the existing legislation and to ensure fair wages within the public sector**. In an effort to achieve this, we are working closely with public sector unions and the Pay Equity Bureau.



Improve and maintain pay equity in the public sector

June 2024 marked 15 years since the enactment of the Pay Equity Act, 2009!

We celebrated this by publishing a **joint press release** with the following unions: SNB, CUPE, and NBNU.

There is still work to do for full implementation.

As jobs evolve over time, it is essential to maintain pay equity through regular reviews of job evaluations.

To Do:

- ✓ Job evaluations:
 - Institutional Services and Community Care (CUPE) Part I
 - Teachers
- ✓ Pay equity maintenance, including admissible non-unionized groups.

Moving Forward Together:

- ✓ We have created a **Legal Experts Committee**: Louise Aucoin, Michèle Caron, and Julia Hughes.
- ✓ With the Legal Experts Committee, we established **principles for comprehensive pay equity legislation** and analysed the current Act based on these principles. This will allow us to propose amendments.

Meetings:

Before extending the Act to the private sector, we have to first address its deficiencies and suggest improvements. With this in mind, we invited New Brunswick unions to a joint working meeting, where we:

- ✓ Shared our experiences related to the application of the Act;
- ✓ Analyzed its weaknesses; and
- ✓ Discussed potential solutions to improve it.

We thank the following unions for their participation, collaboration, and support:



Obtain pay equity legislation for the private sector by June 2026

- ✓ **Raise awareness, educate, and mobilize the public and the private sector on pay equity**
- ✓ **Enhance our expertise on pay equity**
- ✓ **Influence the development of pay equity legislation for the private sector**

We called on political parties to commit to pay equity in the private sector, launched a vigorous campaign and... we succeeded! The provincial elections held in 2024 resulted in two major firsts: **a woman was elected Premier of the province** and the new **government promised to pass pay equity legislation for the private sector**.

This is our best opportunity to make pay equity a reality for all since the creation of the Coalition in 2001. There is no giving up. We are working closely with the government to introduce the best possible pay equity legislation for all workers in the private sector.



Ensure pay equity in the private sector

Ongoing project: Decent Work in the Private Sector

The first half of the year was spent asking for the support of all political parties for pay equity legislation in the private sector.

The second half was spent collaborating with the new government to ensure it fulfills its promise!

We gained some expertise, multiplied our partnerships, and engaged in ongoing political dialogue with key decision-makers.

Political Dialogue

We met with ministers from previous and current governments:

- ▶ **Hon. Susan Holt** (current Premier);
- ▶ **Hon. Sherry Wilson** (former Minister responsible for Women's Equality);
- ▶ **Hon. Lyne Chantal Boudreau** (current Minister responsible for Women's Equality and for Seniors);
- ▶ **Hon. Jean-Claude d'Amours** (Acting Minister of Postsecondary Education, Training and Labour);
- ▶ **Hon. Claire Johnson** (Minister of Education and Early Childhood Development); and
- ▶ **Hon. René Legacy** (Minister of Finance).

Legal Expertise and Strategic Partnerships

To enhance our expertise and make recommendations for solid pay equity legislation, we:

- ▶ **Consulted with pay equity experts** in unionized and non-unionized settings in Québec and Ontario;
- ▶ **Compared, with our Legal Experts Committee, current pay equity legislation** in New Brunswick, Québec, and Ontario to build a solid foundation for good legislation, and;
- ▶ **Continued to work** closely with the Pay Equity Bureau.

Mobilization

We continued building awareness by:

- ▶ **Distributing postcards** to all new members of the Legislative Assembly to encourage them to support legislation;
- ▶ Participating in several **solidarity activities** with unions and community partners;
- ▶ **Discussing with and making presentations on pay equity** in two universities (Université de Moncton and Mount Allison University), one general assembly, and a dozen or so events.

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International Women's Rights Day

In partnership with **Regroupement féministe du Nouveau-Brunswick**, we organized a **march to raise awareness of feminist economic policies** – policies which include pay equity. **More than 150 people participated**, including three ministers (Claire Johnson, Lyne Chantal Boudreau and Robert Gauvin) and an MLA (Megan Mitton). In fact, ministers Johnson and Boudreau and MLA Mitton each gave a speech in support of pay equity legislation in the private sector.



Recognition

Congratulations to our Executive Director, **Johanne Perron**, who received the **King Charles III Coronation Medal** from former Senator Nancy J. Hartling on International Women's Rights Day — a well-deserved honour! This distinction highlights her 24 years of leadership with the Coalition and her pivotal role in the fight for pay equity.

True to herself, Johanne sees this award as recognition for everyone fighting for pay equity.

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Budget 2025-2026 and Results

As part of the **2025-2026 pre-budget consultations**, we submitted a brief titled “**Investing in Equity**”, which we presented to the Minister of Finance, René Legacy, along with the following requests and outcomes:

1. An increase in the Pay Equity Bureau budget to support the development of legislation (\$400,000):
→ **An increase was approved, but the amount is yet to be determined.**
2. An increase in wages and improvement of working conditions in the community care and childcare sectors:
→ **Wage increases were approved for community care employees.**

Investment in wage increase for community care workers (2025-2026)

Community Care	Profession	2025-2026 Increase in wages	2025-2026 New wages	2025 Indexed equitable wages	Job value
Special care homes	Personal support worker	\$0.39	\$19.79	\$26.46	570
Home care services		\$0.41	\$20.81	\$26.46	570
Community residences	Human service counsellor	\$1.75 / hour (\$1 in April, \$0.75 in October)	\$23.80	\$30.40	677
Employment and Support Services Program (ESSP)			\$23.64	\$29.01	639
Family support (children)		To be determined	Unknown	\$30.56	681
Family support (adults)			Unknown	\$29.01	639
Group homes		\$2.00 / hour	\$24.80	Unknown	Unknown

3. Stable funding for transition houses, including wage increases for employees
→ **The government will invest \$9 M, but wages remain to be determined.**
4. Prioritizing social investments over balancing the budget.
→ **The government is taking a more social-investment approach.**

Provincial Election

We had one main objective for the 2024 provincial election:
to ensure all political party platforms included a commitment to pass pay equity legislation for the private sector.

What we did:

- ▶ **We delivered a poster** to political parties featuring messages from our members in support of pay equity.
- ▶ **We launched a microsite** on pay equity in the private sector:
www.equitableNB.ca
- ▶ **We analyzed the electoral platforms** of all political parties and shared the results with our members.
- ▶ **We organized a bilingual public leaders' debate on feminist economic issues**, which was broadcast one week before the elections:
 - **In partnership** with the **New Brunswick Multicultural Council**, the **Common Front for Social Justice**, the **Human Development Council**, and **Child Care Now – New Brunswick**;
 - **With participants** Susan Holt of the Liberal Party, David Coon of the Green Party, and Alex White of the New Democratic party;
 - **Themes**: pay equity, minimum wage, childcare, and racialized women's participation in the workforce.

Since the elections, the pay equity file has taken off!

- ▶ **Mandate letters for ministers** of the following departments included phasing in pay equity in the private sector:
 - Social Development;
 - Education and Early Childhood Development;
 - Post-Secondary Education, Training, and Labour; and
 - Women's Equality
- ▶ **The first Speech from the Throne** mentioned the government's commitment to phase in pay equity in the private sector.
- ▶ We are continuously **in contact with the Pay Equity Bureau** to promote good pay equity legislation for the private sector.
- ▶ We have **mobilized different sectors** in the province to advocate for pay equity.



Our efforts paid off!

For the first time in the Coalition's history, the elected party's (the Liberals) electoral platform **included a commitment to extend pay equity to the private sector:**

"Phase in pay equity in the private and care sector, using a model similar to Quebec and Ontario."

Similar commitments were also included in the platforms of the **Green Party** and the **New Democratic Party**.





Promote pay equity in local governments

**Ongoing project:
Pay Equity is
Coming to Town!**

This project, which started in November 2023, focuses on New Brunswick municipalities that have gone through major reform, resulting in many changes for employers and employees alike. This reform presents an ideal time to raise awareness on pay equity.



With help from a sector **advisory committee**, we mapped out a strategy to promote pay equity at the municipal level. Despite being occupied with tax reform issues, local governments and Regional Service Commissions (RSCs) have shown interest in pay equity. With the current government's commitment to new legislation, the project has shifted its focus toward preparing the sector for its implementation.

Tool Development

- ▶ We planned two **training sessions** on job evaluations for key actors in the sector (given by a CUPE expert).
- ▶ A **practical guide** was created to demystify job evaluation processes and pay equity.
- ▶ **Pay equity vignettes** were published in the Union of Municipalities of New Brunswick (UMNB) newsletter.

Meetings and Actions

- ▶ The **Advisory Committee** met four times.
- ▶ During the **Association francophone des municipalités du Nouveau-Brunswick's** annual convention in Edmundston, the Coalition participated in a panel discussion on municipal equity with the Association and the **Regroupement féministe du Nouveau-Brunswick**.
- ▶ The Coalition made a presentation for the **Regional Service Commissions**.

Conversations with:

- ▶ **Hon. Aaron Kennedy**, Local Governments Minister
- ▶ The N.B. Municipal Employees Committee, CUPE
- ▶ The Pay Equity Bureau
- ▶ The following municipal associations:
 - Association of Municipal Administrators of New Brunswick (AMANB);
 - Association francophone des municipalités du Nouveau-Brunswick (AFMNB); and
 - Union of Municipalities of New Brunswick
- ▶ Two associations, two municipalities, and one government services agency from Nova Scotia – to find out what is happening in our neighbour's municipal sector.



Mobilize for pay equity in the community sector

Ongoing project:
Equitable Wages and Fair Working Conditions in the Non-Profit Sector

It's long past time to advance pay equity and improve working conditions in this sector, which is composed primarily of women, and disproportionately of racialized women.

We must influence policies, funding, and political leaders to make meaningful change.

Objective

Promote economic security and prosperity of women working in non-profit organizations (NPOs).

Steps

- ▶ We reviewed data on wages and working conditions in the non-profit community sector;
- ▶ We created an Advisory Committee with representatives from:



Meetings

- ▶ The **Project Evaluation Committee** is composed of three Université de Moncton professors:
 - Isabel Lanteigne
 - Elda Savoie
 - Lise Savoie
- ▶ Project's Advisory Committee

Mobilization

We organized and facilitated **learning circles** across the province for frontline staff and directors in NPOs.

Goal: to document obstacles that interfere with equitable wages and improved working conditions.

- ▶ 12 in-person meetings in Moncton, Saint-Jean, Fredericton, and Caraquet
- ▶ 1 virtual meeting

Monitoring the implementation of the federal *Pay Equity Act*

- ✓ **Work with Indigenous communities to implement the federal Pay Equity Act in Indigenous governing bodies.**
- ✓ **We are keeping up to date on the implementation of the federal Act in New Brunswick.**
- ✓ **We are offering our support to national groups and unions that are overseeing the implementation of the federal Act.**

The federal Pay Equity Act is firmly in place, and despite some delays, federal employers are actively working to comply. We will continue to monitor the process closely, but our current focus has shifted to Indigenous governing bodies, who are also covered by the Act – though it will only take effect in these contexts after negotiated agreements.



Promote pay equity among Indigenous women

Ongoing project:
**Building
Indigenous
Partnerships for
Pay Equity**

**This project is
meant to increase
knowledge-sharing
with Indigenous
women regarding
pay equity in their
communities.**

*N.B. The federal
Pay Equity Act does not
yet apply to Indigenous
governing bodies.*

Steps

1. The Coalition collaborated with its partner, the **Committee for the Advancement of Aboriginal Women (CAAW)**.
2. We hired **Han Martin Associates**.
3. We created an advisory committee made up of Indigenous women.
4. We drew **terms of reference** and created an information sheet on pay equity based on Indigenous women's perspectives.
5. We **pursued research on the gendered history of New Brunswick Indigenous peoples** to document the context for pay equity.

Meetings and Activities

- ▶ 3 meetings of the **Advisory Committee**
- ▶ Regular meetings of the **Project's Advisory Committee**
 - Committee for the Advancement of Aboriginal Women,
 - Han Martin Associates
 - Coalition for Pay Equity
- ▶ **Participation in the webinar** "Pay Equity is Power: Advocating for Native Women's Economic Justice", an activity organized to mark Native Women Pay Equity Day.

In New Brunswick, Indigenous women earn just 58% of what men earn. Pay equity is not only a matter of economic justice and fairness – it is also about recognizing the value of Indigenous women, their knowledge, and their work.

Obtain legislative measures on pay transparency

- ✓ **Raise awareness and educate the public about pay transparency as a complement to pay equity in the public and private sectors**
- ✓ **Promote the best legislative models for ensuring pay transparency**

We have been working on this project behind the scenes for several years now, waiting for the right political moment to move forward. We wanted to ensure pay transparency was not viewed as an alternative to pay equity, but as a **supplementary tool**. Done! The government has **committed to legislating on both fronts** during its mandate.

We are currently adapting our model legislation on pay transparency, lobbying the government, and collaborating with political leaders to make New Brunswick the fifth province in Canada to pass legislation for pay transparency.



Legislate pay transparency

Ongoing project: Decent Work in the Private Sector

Our work on pay transparency was temporarily paused during the provincial election period as we shifted our focus to securing a commitment from political parties to legislate pay equity in the private sector.

While this commitment was achieved, pay transparency was not part of the Liberal party's platform on election day.



Our Progress

The new government has promised to **pass pay transparency legislation** to supplement pay equity during its mandate and intends to consult the Coalition in the development of legislation.

So, what's the link between pay transparency and pay equity?

Pay equity's purpose is to stop the devaluation of women-dominated jobs while pay transparency's purpose is to **fight secrecy that too often conceals inequalities**. We cannot correct what we cannot see!

Pay transparency makes wage information visible. Inequalities can thus be identified more easily, ensuring everyone is paid fairly and equitably. Legislation could include the following provisions:

- ▶ Employers must include the salary range (minimum and maximum salary) for all employment opportunities;
- ▶ Employers cannot ask a candidate what they previously earned; and
- ▶ Employees are allowed to discuss their salaries with their colleagues.

We cannot wait to talk to you about it!

Campaign launch

After working on pay transparency behind the scenes for so long, we have finally **launched our new education campaign** in front of a full house! During a luncheon in Moncton, approximately 50 people came to listen to **Jan Borowy**, a well-known expert on pay transparency and co-president of the **Equal Pay Coalition** in Ontario.

Meetings

- ▶ We met with **St. John's Status of Women Council** to discuss their achievements and challenges regarding pay equity and pay transparency legislation recently adopted in Newfoundland-and-Labrador.
- ▶ We met regularly with the **Pay Equity Bureau**.

Education and communication

- ▶ We reflected with our Legal Experts Committee on the best legislative framework to ensure pay transparency and pay equity
- ▶ We prepared a more detailed action plan to better inform the public on pay transparency.

Ensure the sustainability of the Coalition

- ✓ **Diversify our funding sources to meet an annual budget of \$200,000**
- ✓ **Build reserves to ensure the Coalition's stability between grants**
- ✓ **Consolidate our contingency fund in the event of the Coalition's closure**

The Coalition is in an ideal position. It is ready to act on the government's historic commitment to extend pay equity for the private sector and is supported by its largest team to date, along with several generous sources of funding for various projects.

Member contributions still ensure core funding that is crucial to our survival, while plain hard work to obtain federal financing for different projects allows us to work on a number of initiatives that increase our impact. We hope to continue our collaboration with the newly elected federal government.



Ensure the financial sustainability of the Coalition

Charitable organization status

We submitted our application for registration as a charitable organization earlier this year. The Canada Revenue Agency asked for more details, and our Board of Directors decided to withdraw the application and submit a new one later on.

Collaboration with other organizations

We are members of Fair Funding for Nonprofits, a coalition established by **Imagine Canada**. As its name suggests, this group was formed to increase federal funding for organizations like ours. Lack of core funding is a constant worry for many of these NPOs.

Diversify our sources of funding

This year, we received funding for a new project and an extension for two others. Our team has grown to 7 employees, and we currently have funding for 4 large projects:

1. Decent Work in the Private Sector

(January 2023 - December 2025)

Funded by Women and Gender Equality Canada (WAGE)

2. Pay Equity is Coming to Town!

(November 2023 – March 2026)

Funded by Women and Gender Equality Canada

3. Indigenous Partnerships for Pay Equity

(January 2023 - September 2025)

Funded by Intersectoral Action Fund,
Public Health Agency of Canada

4. NEW PROJECT! Equitable Wages and Just Conditions of Work in the Community Sector in New Brunswick

(August 2024 – March 2027)

Funded by Women and Gender Equality Canada

We also received financing for smaller projects (\$ 10,000 or less) from:

- ▶ SEED (student employment, summer 2024)
- ▶ Canada Summer Jobs (student employment, summer 2024)
- ▶ Support for Translation and Interpretation Program



Huberte Gautreau

Founding member of the Coalition
(1934 - 2025)

It is with deep sadness that we learned of the passing of Huberte Gautreau — a woman of heart, conviction, and action.

Huberte didn't just believe in a more just and equitable world — she dedicated her life to building it. Her legacy lives on through the organizations she founded or co-founded, including [Crossroads for Women](#), the [Fondation Marichette](#), and the New Brunswick Coalition for Pay Equity, all of which continue the work she championed with passion.

Huberte led a New Brunswick delegation to the World March of Women in 2000 in New York, laying the groundwork for the creation of the Coalition. As a founding member and its first president, she passionately and resolutely raised the voices of working women, helping to build the foundation for the fight for pay equity that we continue today.

Thank you, Huberte.

"Our collective work changes lives. Let us never give up on gender equity, because it is *essential* not only for women and girls, but for *society as a whole*."

2024-25 Fundraising Campaign

**Our fundraising campaign, *Invest in our Rights!*
exceeded our goal of \$65,000 and raised over **\$69,000!****

Thank you to our fundraising committee:
Chantal Abord-Hugon, Simone LeBlanc-Rainville, Isabelle McKee-Allain, Johanne Perron, Rachel Richard et Charline Vautour.

A heartfelt thank you to those in the Vision category: individuals who gave over \$600 and organizations that contributed more than \$6,000. Your generosity propels our work forward and brings us closer to a more equitable future.

The Coalition drives change thanks to the commitment of so many individuals and organizations who believe in our mission. Thank you to everyone who contributed to our campaign. **Your support strengthens our demands and amplifies our collective voice.**

By choosing to **invest in our rights**, you're doing more than supporting a cause — you're fueling a movement.

Thank you for being a part of it.

- ▶ Dawn Arnold
- ▶ Jean-Claude Basque
- ▶ Sharon Crabb
- ▶ Anne Crocker
- ▶ Julia Hughes
- ▶ Frances LeBlanc
- ▶ Simone LeBlanc-Rainville and Maurice Rainville
- ▶ Isabelle McKee Allain and Greg Allain
- ▶ Michelle Parent
- ▶ Johanne Perron
- ▶ Odette Snow
- ▶ Robyn Tingley



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2024-2025 Fundraising Campaign

ORGANIZATIONS: VISION (\$6,000 and more)



ORGANIZATIONS: TRAILBLAZING (\$2,000 to \$5,999)

CUPE, local 2745
Canadian Union of Public Employees (CUPE-NB)
New Brunswick Nurses Union
Public Service Alliance of Canada -Atlantic
Unifor

ORGANIZATIONS: FRIENDSHIP (\$600 to \$1,999)

Association des bibliothécaires, professeurs et professeurs de l'Université de Moncton
Congrégation des Sœurs maristes Le Havre communautaire
New Brunswick Association of Social Workers
Unifor section locale 506

ORGANIZATIONS: SUPPORT (\$150 to \$599)

Association of University of New Brunswick Teachers
Centre du bénévolat de la péninsule acadienne
Dames d'Acadie de Caraquet Inc.
Faculté des arts et des sciences sociales, Université de Moncton
Canadian Federation of University Women - Fredericton
Canadian Federation of University Women - Moncton
Mount Allison Faculty Association
Woodpecker Treecare

INDIVIDUALS: VISION (\$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
Odette Snow
Robyn Tingley

INDIVIDUALS: TRAILBLAZING (\$300 to \$599)

Late Ghislaine and Late Fernand Arsenault
Michèle Caron
Lucille Colette
Pierre Cormier
Rachel Daigle
Mickaëlle Guignard
Catherine Holtman
Isabelle Jean
Odette Landry
Lauraine Léger
Monique Levesque
Chadia Moghrabi
Lise Ouellette
Michelyne Paulin
Noëlla Richard
Rachel Richard
Lise Rodrigue
Joanne Wright

INDIVIDUALS: FRIENDSHIP (\$150 to \$299)

Chantal Abord-Hugon
Anne Marie Arseneault
Ronald Babin

Anne Basque
Lorraine Bourque
France Caissy
Marianne Cormier
Catalina Ferrer
Evelyne Foex
Jeanne d'Arc Gaudet
Carmen Gibbs
Lyne Godbout
Myrna Hunter
Kathryn Hamer Edwards
Louise Imbeault
Raymonde Lantaigne
Catherine Laratte
Madeleine Delaney-LeBlanc
Diane LeBreton
Liliane Léger-Maples
Julie Morin
Régina Robichaud
Serge Rousselle
Liane Roy
Jean-François Thibeault
Raphaëlle Valay-Nadeau
George Wybouw

INDIVIDUALS: SUPPORT (\$50 to \$149)

Hélène Albert
Albertine Basque
Annette Boudreau
Morel Caissie
Michel Cardin
Lynne Castonguay
Bernice Doiron Chiasson
Omer Chouinard
Margaret Conrad
Jacques Paul Couturier
Rachel Cyr
Denise Daigle Lavigne
Georgie Day
Léandre Desjardins
Christopher Doran
Suzanne Doucet

Jeanne Farrah
Françoise Gagnon
Rose-Marie Gigou
Nicole Gionet
Judianne Godbout
Sandy Harding
Nancy Hartling
Nisk Imbeault
Joanne and Rodrigue Landry
Colette Landry-Martin
Isabel Lantaigne
Geneviève Latour
Robert LeMoignan
Anne-Marie LeBlanc
Janelle LeBlanc
Matthieu LeBlanc
Marie-Linda Lord
Lynn Losier
Barbara Losier
Valmond Martin
Margaret McEachrean
Michelle Paulin
Marie-Andrée Pelland
Camille Perron-Cormier
Ginette Petitpas-Taylor
Claude Potvin
Monique Richard
Alain Roberge
Roma de Robertis
Mireille Roy
Thérèse and Maurice Roy
Lisa Roy
Denise Savoie
Lise Savoie
Mai Savoie
Linda Schofield
Cyrille Sippley
Paulette Sonier Rioux
Charline Vautour
Lita Villalon