



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

2026

ANNUAL  
REPORT



Équité *en*  
marche

Equity *in*  
motion



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



MARCHE  
MONDIALE  
DES  
FEMMES



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

**2026**

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

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# Message from the Chair

This year marks a historic milestone for our Coalition: 25 years of fighting for pay equity.

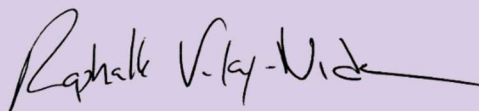
For a quarter century, we have worked to challenge the systemic undervaluation of women-dominated work. Thanks to the determination of our members, partners, and staff, we are now closer than ever to obtaining pay equity legislation in the private sector.

Fittingly, this pivotal year has been one of our busiest. The adoption of the Pay Transparency Act represents a major step forward in addressing wage discrimination and strengthening accountability in workplaces across the province. Moreover, Premier Susan Holt has reiterated her government's commitment to extend pay equity to the private sector, with legislation expected to be introduced in 2027.

But after 25 years of advocacy, we know that progress is never guaranteed. Governments shift priorities, timelines can be delayed, and momentum can disappear if we stop pushing forward.

So, while this moment deserves celebration, it also demands vigilance. If there was ever a time for a strong, vocal, and united support for pay equity, it is now. Remember: this progress was built on the persistence and solidarity of feminist leaders who refused to disband, even when things felt hopeless. Their work laid the foundation for where we are today, and it is now our responsibility to carry it forward and finish what they started.

For 25 years, this movement has been powered by solidarity in action. The next chapter depends on it just as much. Will you be part of it?



**RAPHAËLLE VALAY-NADEAU**

Coalition Chair



# Message from the Executive Director

As we mark the Coalition's 25th anniversary, we reflect on the growth of this movement while recognizing the important work still ahead.

We kicked off 2025 by organizing a march in Fredericton with feminist activists from across the province to celebrate the 25th anniversary of the World March of Women. The event echoed the historic 2000 march that helped shape this movement, recreating that spirit of solidarity and collective action. Premier Holt not only marched alongside us but also reiterated her government's commitment to introducing pay equity legislation for the private sector in 2027.

A major milestone followed: the introduction and adoption of the Pay Transparency Act. The Coalition played an active role in shaping it, working with legal experts to make key recommendations. We remain engaged with the Pay Equity Bureau as regulations are developed to ensure it delivers real results for New Brunswick workers, an important step towards pay equity.

This year also marked the conclusion of three initiatives, including our municipalities project, which helped us engage new audiences at the local government level, and our Indigenous project, which explored the need for pay equity in First Nation communities under federal jurisdiction. Our work with the non-profit sector to highlight the value and funding needs of the community sector is ongoing.

While the Coalition continues to seek new project funding opportunities, precarious government funding makes our fundraising campaign essential to long-term sustainability.

In closing, I would like to sincerely thank our staff, Board of Directors, volunteers, unions, partners, and supporters for their dedication throughout the year. I also want to extend heartfelt thanks to Raphaëlle Valay-Nadeau for two years of leadership as Chair.

In solidarity,



**JOHANNE PERRON**

Executive Director



# Year at a Glance

A lot happened this year! Here are the moments that mattered most.

**JUNE 2025**  
**Training Local Governments**  
Municipalities and Regional Service Commissions from across New Brunswick complete the Coalition's first job evaluation training session in collaboration with CUPE.

**SEPTEMBER 2025**  
**Valuing Care Work**  
The Coalition and Professor Rachelle Pascoe-Deslauriers hold a working session with caregiving associations on pay equity for caregiving.

**NOVEMBER 2025**  
**Throne Speech**  
The Throne Speech confirms pay transparency legislation is coming. Public consultations are launched across the province.

**MARCH 2026**  
**International Women's Rights Day**  
Full house for a screening of LILLY in Moncton for International Women's Day. Morning Comic Club tour brings pay transparency education to communities across New Brunswick.

**MAY 2026**  
**Microsite Launch**  
Launch of the Our Work Matters microsite, presenting findings from province-wide consultations with non-profit sector workers.

**JUNE 2025**  
**Revision of the Act**

Public and private sector unions convene for the first time to develop joint recommendations to improve the *Pay Equity Act, 2009*.

**JULY 2025**  
**Brief on the Non-Profit Sector**

The Coalition submits a brief arguing for pay equity in the nonprofit sector to the New Brunswick Child, Youth and Seniors' Advocate for his consultation.

**OCTOBER 2025**  
**World March of Women**

250 people march to the Legislative Assembly for the 25th anniversary of the World March of Women. Premier Holt commits to pay equity legislation for the private sector.

**DECEMBER 2025**  
**Legislative Framework on Pay Transparency**

The Coalition publishes its proposed legislative framework on pay transparency. The Pay Equity Bureau confirms that drafting of pay equity legislation for the private sector is underway. Target: 2027.

**MARCH 2026**  
**The Pay Transparency Act**

Minister Lyne Chantal Boudreau introduces Bill 24, the Pay Transparency Act, at the Legislative Assembly.

# Team and Partners

## Board of Directors

### **RAPHAËLLE VALAY-NADEAU**

Chair

### **NICOLE BOUDREAU**

North Representative

### **ISABELLE MCKEE-ALLAIN**

South-East Representative

### **JOVIAL ORLACHI OSUNDU**

Francophone Vice Chair

### **SELENA RICHARD**

Upper River Valley Representative

### **JOANNE WRIGHT**

Anglophone Vice-Chair

### **KATYA ABBASI**

Capital Regional Representative

### **JANELLE LEBLANC**

Secretary Treasurer

### **SYLVIA MELANSON**

Kent-Miramichi Representative

### **BRANDY STANOVICH** (until November 2025)

### **JASMINE PIRIE**

Indigenous Representative

### **TASHA SALESSE**

South Representative

### **RENÉE BOUDREAU**

Observer – *New Brunswick Nurses Union*

### **SUSIE PROULX-DAIGLE**

Observer – *New Brunswick Union*

## Volunteers

Volunteers contribute to the Coalition in countless ways: sitting on the Board of Directors and Fundraising Committee, advising on projects, participating in educational activities, writing opinion pieces, and meeting with decision-makers. Their commitment makes everything possible, and we are deeply grateful.

## Employees

### **JOHANNE PERRON**

Executive Director

### **RACHEL RICHARD**

Assistant Director

### **MACKENZIE DUNNETT**

Training and Communications Coordinator

### **CECILIA PÉREZ PLANCARTE**

Community Development Coordinator

### **PAN YAO**

Research Analyst – *Until September 2025*

### **EFFIE QUINN**

Administrative Assistant – *Until March 2026*

### **SIMONNE MAILLET**

Accounting Clerk





# Board of Directors

## Strategic Plan

This year, the Board made modest adjustments to the Strategic Plan to reflect the new political reality and progress made on our issues.

In 2025-2026, the Coalition focused on the following goals:

1. Improve and ensure full implementation of the Pay Equity Act, 2009
2. Obtain pay equity legislation for the entire private sector by June 2027
3. Obtain legislation on pay transparency in 2026
4. Monitor the implementation of the federal *Pay Equity Act*
5. Ensure the sustainability of the Coalition

## Management Committees

All Board members served on at least one management committee:

- Executive Committee;
- Bylaws, Policies and Procedures Committee;
- Nomination Committee;
- Risk Assessment Committee;
- Fundraising Strategy Committee.

Some members also served on volunteer committees addressing specific issues, including the **Ad Hoc Committee** on Inclusive Language (still ongoing) and the **Fundraising Committee**.

## Policies Adopted this Year

The Board adopted several important policy updates, including:

- ✓ **Personnel Policy** amendments
  - *Health Insurance* – For the first time in the Coalition's history, a health insurance policy was adopted for all staff. This is a significant step toward offering competitive working conditions and recognizing the value of our team.
  - *Conflict of Interest*
  - *Interim Executive Director's appointment process*
  - *Conflict Resolution Procedure*
- ✓ *Conflict of Interest Policy* on political engagement for Board members
- ✓ Change to fiscal year-end date to reduce year-end workload and better align with funder requirements

## Indigenous Representative

To ensure continued representation, the Board appointed **Jasmine Pirie** as interim representative to serve out the remainder of the term.

# Governance and Strategic Orientations

## OUR VISION

The Coalition's vision is a society where the value of jobs traditionally or predominantly held by women is **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:

- Axis 1. Improve and ensure full implementation of the *Pay Equity Act, 2009***
- Axis 2. Obtain pay equity legislation for the entire private sector by June 2027**
- Axis 3. Obtain legislation on pay transparency in 2026**
- Axis 4. Monitor the implementation of the federal *Pay Equity Act***
- Axis 5. Ensure the sustainability of the Coalition**

The following report presents what we accomplished over the past year to fulfill these priorities.



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

More than 15 years after the *Pay Equity Act, 2009* came into force, thousands of public sector workers in New Brunswick earn fairer wages. But pay equity cannot be achieved only once; it must be maintained.

With new pay equity legislation for the private sector now in development, this is the right moment to review the existing Act, close its gaps, and ensure it can serve as a strong foundation for what comes next. This year, we worked on two fronts: supporting the completion of outstanding pay equity evaluations in the public sector and building the case for stronger legislation.

Public and private sector unions worked together, under the Coalition's leadership, to strengthen the *Pay Equity Act, 2009*. Their joint recommendations will help shape the upcoming pay equity legislation in New Brunswick.

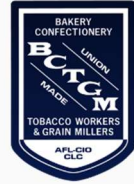
## Monitoring the application of the Act

Before the Act can be extended to the private sector, it needs to deliver on its existing commitments. Two groups have yet to complete pay equity evaluations, but they have made some progress this year:

- ✓ **Institutional Services and Care:** Good news! Pay equity processes were initiated by both employers and bargaining agents.
- ✓ **Teachers:** We opened discussions with the **New Brunswick Teachers' Federation** about the long-delayed pay equity evaluations in the education sector.

## Collaboration with unions

We organized two working meetings with six unions to review the Act and identify its shortcomings. These discussions are producing joint recommendations for improving the legislation.



Our Law Experts Committee /supported this process by developing guiding principles for strong pay equity law and drafting concrete proposals for amending the Act.

We reviewed the Act according to these principles:

1. **A human right**
2. **Enforceable and non-negotiable**
3. **Inclusive**
4. **Gender-neutral**
5. **Proactive**
6. **Participatory**
7. **Transparent**
8. **Timely implementation**
9. **Ongoing maintenance**
10. **Subject to independent oversight**



# Obtain pay equity legislation for the entire private sector by 2027

After a quarter century of advocacy, we are closer than we have ever been to our goal. When the Coalition was founded, one of its early champions, Huberte Gautreau, believed the importance of pay equity was so self-evident that it would only take a few years to achieve. She wasn't wrong about the principle, only about how long the journey would take!

The current government made a historic commitment to introduce pay equity legislation for the private sector, and we intend to hold them to it. Passing pay transparency legislation in 2026 was a welcome first step. The work now is to make sure the promise on pay equity becomes law, too.

This year, we worked on three fronts simultaneously through different projects: advancing legislation for the private and care sectors, preparing local governments, and documenting the reality facing workers in the non-profit sector. Because when pay equity legislation finally arrives, every sector needs to be ready.

Work toward pay equity legislation for the private sector is now underway. Following Premier Holt's announcement at the World March of Women that a law is planned for 2027, the Pay Equity Bureau confirmed that drafting has already begun.

## Collaboration with the Pay Equity Bureau

We maintained ongoing strategic dialogue with the Pay Equity Bureau throughout the year. These regular meetings allowed us to track the progress of legislative drafting, share our recommendations, and ensure the Coalition's voice is present at every stage of the process.

## Political dialogue

This year, we met with numerous government representatives to advance the legislation, including:

- ✓ **Hon. Lyne Chantal Boudreau**, Minister responsible for Women and Gender Equity
- ✓ **Hon. Cindy Miles**, Minister of Social Development
- ✓ **Hon. Alyson Townsend**, Minister responsible for Labour
- ✓ **Julie Robichaud**, Deputy Chief of Staff, Office of the Premier
- ✓ **Natacha Vautour**, MLA and Chair of the Government Caucus
- ✓ **Alexandre Cédric Doucet**, MLA
- ✓ **Megan Mitton**, MLA
- ✓ **Kate Wilcott**, MLA
- ✓ New Brunswick Women's Council
- ✓ New Brunswick Human Rights Commission
- ✓ And more!

## Developing our expertise

Our Law Experts Committee tackled the hard questions that will define the quality of future legislation: intersectional frameworks, workplaces without male comparators, sectoral bargaining, inclusion of non-binary individuals, and enforcement. Two staff members also

completed a week-long pay equity evaluation training in Magog, Quebec, organized by the **Fédération des travailleurs et travailleuses du Québec** (FTQ).

## Valuing Care Work

Building on the Valuing Care Work Summit we co-hosted two years ago with Dr. Rachelle Pascoe-Deslauriers of Mount Allison University, we organized a follow-up working meeting, bringing together sector workers, employers, sector associations, and the Pay Equity Bureau to advance the case for pay equity in the care sector.

## Mobilization

We engaged workers, students, employers, and decision-makers across the province through over a dozen presentations at universities, labour conventions, professional conferences, and community events, along with ongoing collaboration with care sector associations, childcare organizations, and government bodies.

## 2026-2027 Budget

Following our pre-budget brief, **Investing in Human Resources** (*only available in French*), the provincial budget delivered two important results: **\$250,000 for the Pay Equity Bureau** to support the development of pay transparency legislation, and **\$9.3 million in wage increases** for care sector workers. These increases are key, but the gap between current wages and equitable wages remains around \$6 on average.



**World March of Women 2000**

The World March of Women holds a special place in the Coalition's history. In 2000, our founding member, Huberte Gautreau and ally, former senator Nancy Hartling, led the New Brunswick delegation to the World March in New York. They joined forces with the Women's Union for Pay Equity, laying the groundwork for the Coalition's creation. Twenty-five years later, we marched again!



### **Equity in Motion**

On October 17, 2025, over 200 people marched to the Legislative Assembly in Fredericton to mark the March's 25th anniversary and demand pay equity for the private sector. We organized a bus from Moncton so that no one would be left behind.

Premier Susan Holt, ministers and MLAs, the Lieutenant Governor, and the Mayor of Fredericton marched side by side with workers, students, and activists.





# Promote Pay Equity in Local Governments

For the first time, pay equity is on the agenda in local governments in New Brunswick. Through training, practical tools, and sustained dialogue, municipalities and Regional Service Commissions (RSC) are better prepared to implement pay equity when legislation arrives.

## Training and tools

With the help of **Serge Robichaud**, a Job Evaluation Officer with **CUPE**, we delivered two (2) training sessions on job evaluations for municipal and RSC leaders. In May, we delivered training to the local governments of Kent RSC and South-East RSC.

We developed and delivered practical resources to help municipalities take steps toward pay equity:

- ✓ **Pay Equity Evaluations: A Guide to Understanding the Process** — a training guide for municipal and RSC employers and staff.
- ✓ A job evaluation checklist for municipalities and other employers.
- ✓ Monthly information capsules published in the newsletters of three (3) associations.
- ✓ A job evaluation component will be included in the Université de Moncton's Municipal Management Training Program in the fall of 2026.

## Political action

A pay equity module will be included in the onboarding guide for newly elected municipal officials, following our meeting with the **Honourable Aaron Kennedy**, Minister of Local Government.

## Engagement with the sector

We presented at the **AAMNB** congress and met with HR professionals to generate interest in the training. Our advisory committee met regularly to plan next steps, and we maintained ties with the three (3) municipal associations: **AMANB**, **AFMNB**, and **UMNB**.

## What we are learning

Since municipal reform, some local governments have begun conducting job evaluations, but these mostly focus on internal equity rather than pay equity. This project is helping municipalities understand the gap between where they are and where legislation will require them to be.



# Mobilize for Pay Equity in the Community Sector

We held consultations where the non-profit sector had an important opportunity to speak up and be heard. Workers and organizations across New Brunswick helped shape the evidence base that will drive demands for fairer wages, better funding, and mobilize the sector to push for change.

## Listening across the province

We conducted a second round of consultations in Moncton, Caraquet, Fredericton, and Saint John, followed by a province-wide virtual survey that received over 200 responses.

The findings are documented in the report, **Our Work Matters: The reality of working in the community nonprofit sector**, which will form the basis of our advocacy recommendations for the sector.

## Engaging decision-makers

We **presented our findings and recommendations**, in person and by writing, to Kelly Lamrock, **NB Child, Youth and Seniors Advocate**, as part of his public consultations, *The Right Thing, Now!* We highlighted the gendered nature of non-profit work and the chronic underfunding of the sector.

## Building relationships across the sector

We continued our work with our advisory committee and, through consultations and individual meetings, engaged with around fifty different organizations across the province. We are gradually building a network of partners who will amplify and share our message.

## New microsite launched!

The microsite, *Our Work Matters*, is now live! Built around the findings from our consultations and written in the voice of workers themselves, it serves as both a public education tool and a mobilization platform for the sector. **Stay in the loop through our newsletter, available on the microsite.**

[www.equitableNB.ca](http://www.equitableNB.ca)





## Obtain legislation on pay transparency in 2026

**Pay transparency and pay equity work hand in hand. While pay equity corrects the undervaluation of women-dominated jobs, pay transparency pulls back the curtain on wage practices that too often hide inequalities. You cannot fix what you cannot see.**

**For years, the Coalition worked on pay transparency through research, education, and advocacy, ensuring it would complement pay equity, not replace it. That work paid off this year!**

**Years of persistent advocacy by the Coalition have brought New Brunswick to the verge of becoming the sixth province in Canada to pass pay transparency legislation.**

**On March 18, 2026, Minister Lyne Chantal Boudreau introduced Bill 24, the Pay Transparency Act, at the Legislative Assembly. The bill passed second reading was reviewed by the Standing Committee on Economic Policy, and was adopted following the 3rd reading. At the time of writing, Royal Assent is expected in June 2026, though this timeline may change before the publication of this report. Some provisions will come into force at a later date, along with the accompanying regulations.**

### **Years of groundwork**

This victory did not happen overnight. The Coalition had been building toward pay transparency legislation for years. We consulted with legal experts and community groups in New Brunswick, researched models from other provinces, and developed legal recommendations. When the provincial government committed to legislating on pay transparency in its 2025 Throne Speech, we were ready!

## What the Act will do

The **Pay Transparency Act** aims to eliminate systemic wage disparities by making salary information more visible. It will:

- require employers to include salary ranges in job postings;
- prohibit employers from asking candidates about their salary history;
- protect employees from reprisals for discussing their wages; and
- require employers with 50 or more employees to file a compensation report.

The Act is designed to address pay gaps that disproportionately affect women, gender-diverse individuals, Indigenous people, Black and racialized people, people with disabilities, and 2SLGBTQIA+ individuals.

*Note: The Coalition is currently advocating for its recommendations to be reflected in the development of the upcoming regulations.*

## Building our legal case

- ✓ We worked with legal experts to develop a detailed legal framework and draft our position paper, **Pay Transparency in New Brunswick: The necessary tool to enforce equity in workplaces**.
- ✓ We consulted with experts in British Columbia, Ontario, and Newfoundland and Labrador to understand what legislation looks like in practice. Our progress in New Brunswick helped spark a pan-Canadian meeting organized by the **Equal Pay Coalition**, bringing together unions and organizations from across the country on pay equity and pay transparency.
- ✓ We also worked with Dr. Rachelle Pascoe-Deslauriers, professor at **Mount Allison University**, to develop a business case for pay transparency, making the human resources argument for employers.

## Engaging government

In fall 2025, the Coalition and its members participated in the government's public consultations on pay transparency.

We worked closely with the **Pay Equity Bureau** throughout the development of the legislation. After the bill was introduced, we presented our analysis and proposed amendments to Minister Boudreau to strengthen it, and met with Minister of Labour Alyson Townsend to discuss its implementation.

## Educating the public

Over the year, we rolled out our education campaign, **End the secrecy. Transparency!** to build understanding of pay transparency and why it matters.

We launched our **pay transparency comic**, adapted from work by the **Fédération des femmes acadiennes de la Nouvelle-Écosse**, and presented it across the province through **Morning Comic Club** events in Sackville, Fredericton, Moncton, and Caraquet. Working with local partners helped highlight the intersectional impacts of pay transparency.



We marked **International Women's Rights Day** with a full-house screening of **LILLY** in Moncton. The movie tells the story of Lilly Ledbetter, whose fight against pay discrimination in the United States led to landmark legislation



## Monitor the implementation of the federal *Pay Equity Act*

**The federal Pay Equity Act covers workers under federal jurisdiction, but it does not yet apply to Indigenous governing bodies. For Indigenous women in New Brunswick, who earn 42% less than men in the province, this gap is one part of a longer history of economic exclusion that pay equity legislation must eventually help address.**

**Bridging that gap requires more than extending existing legislation. It requires building understanding of pay equity within communities, on their own terms and at their own pace. That is the work our project is doing.**

**This year brought a deeper understanding of the gendered history of Indigenous peoples in New Brunswick and how it shapes economic inequality today. Grounded in Indigenous histories and teachings, this work opened conversations about how best to ensure pay equity in communities.**

### **Building the right foundation**

An advisory committee of ten Indigenous women leaders from both Wolastoqey and Mi'kmaq communities guided every step of this project. The committee met four (4) times over the year to shape the research direction and ensure the work reflected their priorities.

### **Research and resources**

We partnered with the **Committee for the Advancement of Aboriginal Women** and **Han Martin Associates**, an Indigenous majority-owned consulting firm. Together, we conducted research on the historical and cultural context shaping how Indigenous women in New Brunswick experience economic inequality and pay inequity today. This research is based on an exhaustive literature review and discussions with elders. It also informed the development of an information document on pay equity written specifically for Indigenous women. Both are expected to be published in the coming year.



## Ensure the sustainability of the Coalition

The Coalition's sustainability rests on two things: the passion of those who believe in pay equity, and the funding to act on it. Without financial stability, there is no team, no research, no seat at the table when legislation is written. Building a sustainable organization is what makes it possible, and we couldn't do it without our members.

This year marks the end of an extraordinary chapter. Three projects were completed — work on multiple fronts that would not have been possible without their funding. The historic wins in this report are inseparable from their contribution, and we are incredibly proud.

### Project grants

This year, the Coalition ran four (4) concurrent projects, an unprecedented level of activity made possible by the trust and support of our funders:

#### *Women and Gender Equality Canada*

- ✓ **Decent Work in the Private Sector**  
(January 2023 to March 2026)
- ✓ **Pay Equity is Coming to Town!**  
(November 2023 to May 2026)
- ✓ **Fair Wages and Working Conditions in the Community Non-Profit Sector**  
(August 2024 to March 2027)

#### *Public Health Agency of Canada*

- ✓ **Building Indigenous Partnerships for Pay Equity** (March 2024 to April 2026)

For the first time, the Coalition received provincial funding: a \$5,000 grant from **Women and Gender Equity** to support education on pay equity and pay transparency. They also covered the cost of our bus to the World March of Women in October 2025.

### Looking ahead

We will be seeking new project funding from Women and Gender Equality Canada in the coming year and are active in national networks working to strengthen federal funding for women's rights organizations and non-profits — a priority for the Coalition and central to our non-profit sector project.

# 2025-2026 Fundraising Campaign

With three projects wrapping up this year, our fundraising campaign matters more than ever. Year after year, individuals, unions, and organizations across New Brunswick invest in pay equity, and that support keeps the Coalition going while we await new funding.

**Our 2025-2026 campaign raised over \$73,000, exceeding our \$65,000 goal for the third year in a row!** A huge thank you for every single donation.

*A heartfelt thank you to our Fundraising Committee, whose dedication made this campaign possible:* Chantal Abord-Hugon, Jeanne d'Arc Gaudet, Simone LeBlanc-Rainville, Marie-Linda Lord, Isabelle McKee-Allain, Johanne Perron, Effie Quinn, Rachel Richard, Charline Vautour and Joanne Wright.

## Vision donors

We wish to highlight our visionary supporters. We recognize them here with deep gratitude.



Jean-Claude Basque  
Michèle Caron  
Sharon Crabb  
Anne Crocker  
Jula Hughes  
Frances LeBlanc

Isabelle McKee-Allain and Greg Allain  
Michelle Parent  
Johanne Perron  
Noëlla Richard  
Odette Snow  
Judith Weiss



# Investing in our rights!

## **VISION ORGANIZATIONS** (\$6,000 +)

New Brunswick Union

## **TRAILBLAZING ORGANIZATIONS** (\$2,000 - \$5,000)

Agence Résidentielle Restigouche

Canadian Union of Public Employees – New Brunswick

Filles de Marie-de-l'Assomption  
New Brunswick Association of Social Workers

New Brunswick Nurses Union

Public Service Alliance of Canada – Atlantic Region

Unifor – Atlantic Regional Council

## **FRIENDSHIP ORGANIZATIONS** (\$600 – \$1,999)

Association des bibliothécaires, professeures et professeurs de l'Université de Moncton

Faculté des arts et des sciences sociales, Université de Moncton

Le Havre Communautaire

Unifor Local 506

## **SUPPORT ORGANIZATIONS** (\$15 – \$599)

Association des Bibliothécaires, Professeures et Professeurs retraités de l'Université de Moncton

Canadian Federation of University Women – Moncton

Canadian Federation of University Women – Fredericton

Dames d'Acadie des Îles Lamèque et Miscou

Mount Allison Faculty Association

## **VISION INDIVIDUALS** (\$600 +)

Jean-Claude Basque

Michèle Caron

Sharon Crabb

Anne Crocker

Jula Hughes

Frances LeBlanc

Isabelle McKee-Allain & Greg Allain

Michelle Parent

Johanne Perron

Noëlla Richard

Odette Snow

Judith Weiss

## **TRAILBLAZING INDIVIDUALS** (\$300 – \$599)

Louise Aucoin

Lorraine Bourque

France Caissy

Yolande Chiasson

Lucille Collette

Pierre Cormier

Rachel Daigle

Madeleine Delaney-LeBlanc

Louise Imbeault

Odette Landry

Simone LeBlanc-Rainville & Maurice Rainville

Lauraine Léger

Monique Levesque

Lise Oullette

Michelyne Paulin

Régina Robichaud

Lise Rodrigue

Sharon Teare

Joanne Wright

## **FRIENDSHIP INDIVIDUALS** (\$150 – \$299)

Chantal Abord-Hugon

Anne-Marie Arsenault

Chantale Bellemare

Marianne Cormier

Jeanne Farrah

Catalina Ferrer

Evelyne Foex

Jeanne d'Arc Gaudet

Line Godbout

Kathryn Hamer Edwards

Claudette Lajoie Chiasson

Aldéa Landry

Joanne & Rodrigue Landry

Raymonde Lanteigne

Catherine Laratte

Elizabeth LeBlanc

Janelle LeBlanc

Lucie LeBouthillier

Diane LeBreton

Lilianne Léger-Maples

Marie-Linda Lord

Joanne Losier

Carole Manzerolle

Rachel Richard

Serge Rousselle

Liane Roy

Aurel Schofield

Isabelle Thériault

Lita Villalon

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# Acknowledgements

A coalition isn't built alone — it's built together. Thank you to all the organizations, unions, institutions, and universities we collaborated with this year. We couldn't do it without you

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Coalition for Pay Equity  
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We express gratitude to do this important work in the traditional unceded territory of the **Wolastoqiyik, Mi'kmaq** and **Peskotomuhkati**. This territory is covered by the “**Treaties of Peace and Friendship**” signed by the British Crown in 1726, and this treaty does not surrender land and resources but establishes rules to build a Nation-Nation relationship.

We strive to honour knowledge keepers, and seek for guidance on how to develop relationships with Indigenous people within what is now known as “New Brunswick”.

[www.equite-equity.com](http://www.equite-equity.com)

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