

CanWaCH

Canadian Partnership for
Women and Children's Health



CanSFE

Partenariat canadien pour
la santé des femmes et des enfants

Research and Gender Equity During a Pandemic

Recherche et l'égalité des genres en temps de pandémie



July 15, 2020 | Le 15 juillet, 2020

Canada

CanWaCH.ca | CanSFE.ca

Zoom Features | Caractéristiques Zoom

- **Chat:** under the 'more' section there is a chat function, please use this if you have any technical difficulties and we will be happy to assist you. Amanda Anderson (Technical Support) is available to help.
- **Q&A:** you can also submit anonymous questions during the presentation using the Q&A button in the bottom middle bar on Zoom.
- **Raise your hand:** If you would like to speak/ask a question during the webinar Q&A, please click **Raise Hand** in the webinar controls at the bottom of your screen. The webinar host will take you off mute so that you can ask a question directly to the panelists.
- **Clavardage :** dans la barre du bas, il y a une fonction de clavardage (chat). Veuillez l'utiliser si vous éprouvez des difficultés techniques et nous nous ferons un plaisir de vous aider. Amanda Anderson (assistance technique) est là pour vous aider.
- **Période de questions :** vous pouvez envoyer une question de façon anonyme pendant la présentation en utilisant l'icône Q&A dans la barre du bas sur Zoom.
- **Levez la main :** si vous souhaitez parler/poser une question pendant la période de questions du webinaire, veuillez cliquer sur **Lever la main** dans les contrôles du webinaire dans le bas de votre écran. L'animateur du webinaire désactivera le mode silencieux pour que vous puissiez poser une question directement aux panélistes.



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July 8, 2020

Agenda | Programme

- Welcome/Opening Remarks
- Presentation - Shiva Mazrouei, Research Officer at YWCA Canada
- Panel Discussion
- Q&A
- Conclusion

- Bienvenue et aperçu
- Présentation - Shiva Mazrouei, Agent de recherche, YWCA Canada
- Table ronde
- FAQ
- Conclusion



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Anjum Sultana - Director of Public Policy & Strategic Communications



Anjum Sultana (she/her) serves as the Director of Public Policy & Strategic Communications at YWCA Canada. Anjum is also affiliated with the Ontario Council for International Cooperation's Gender Equality Hub. Anjum is an Advisor for the 2020/2021 Action Canada Public Policy Fellowship Programme. Anjum holds a Masters of Public Health from the Dalla Lana School of Public Health at the University of Toronto, completed a Research Fellowship at the Wellesley Institute and graduated from the Maytree Policy School. Anjum has published several peer-reviewed research articles examining the social determinants of health for women, immigrants, racialized communities and young people, in Canada and globally.



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Shiva Mazrouei - Research Officer



Shiva Mazrouei (she/her) is an Iranian-Canadian researcher and facilitator. Currently, as the Research Officer at YWCA Canada, she is carrying out national research on women's access to gainful employment, focusing on the barriers faced by made-vulnerable women. Shiva has also led various initiatives and events focused on women's experiences, equity and inclusion in her work in the non-profit and humanitarian sectors. Shiva's passion and work centre themes of equity, belonging, education, mental health and migration.



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Dr. Monica Malta - Global Health Scientist



Monica Malta is a global health scientist working at the Centre for Addiction and Mental Health and the University of Toronto. She is also on the leadership board of '500 Women Scientists', a grassroots organization representing thousands of women scientists all over the globe. Her research focuses mostly on health inequities faced by people living in low and middle income countries. During the COVID-19 pandemic she has been working to address the excess of mortality experienced in Latin American countries and the dramatic increase in domestic violence cases among women, girls and gender diverse people during lockdowns.



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Alison Riddle - Research Associate



Alison Riddle is a PhD candidate in the School of Epidemiology and Public Health at the University of Ottawa (Canada) and a Research Associate at the Bruyère Research Institute (Ottawa, Canada). Alison has 20 years of experience in the fields of gender equality, women's empowerment and global health. She is a former diplomat with the Canadian International Development Agency (now Global Affairs Canada) where she managed health and gender equality programs and served as a health and gender equality advisor for 13 years, followed by two years as a Senior Country Manager for Gavi, the Vaccine Alliance, managing immunization programs in eastern, southern, and west Africa. In addition to her PhD studies, Alison works as an independent gender equality and global health consultant with Canadian and international organizations, including Gavi, USAID, Nutrition International, and Stanford University.



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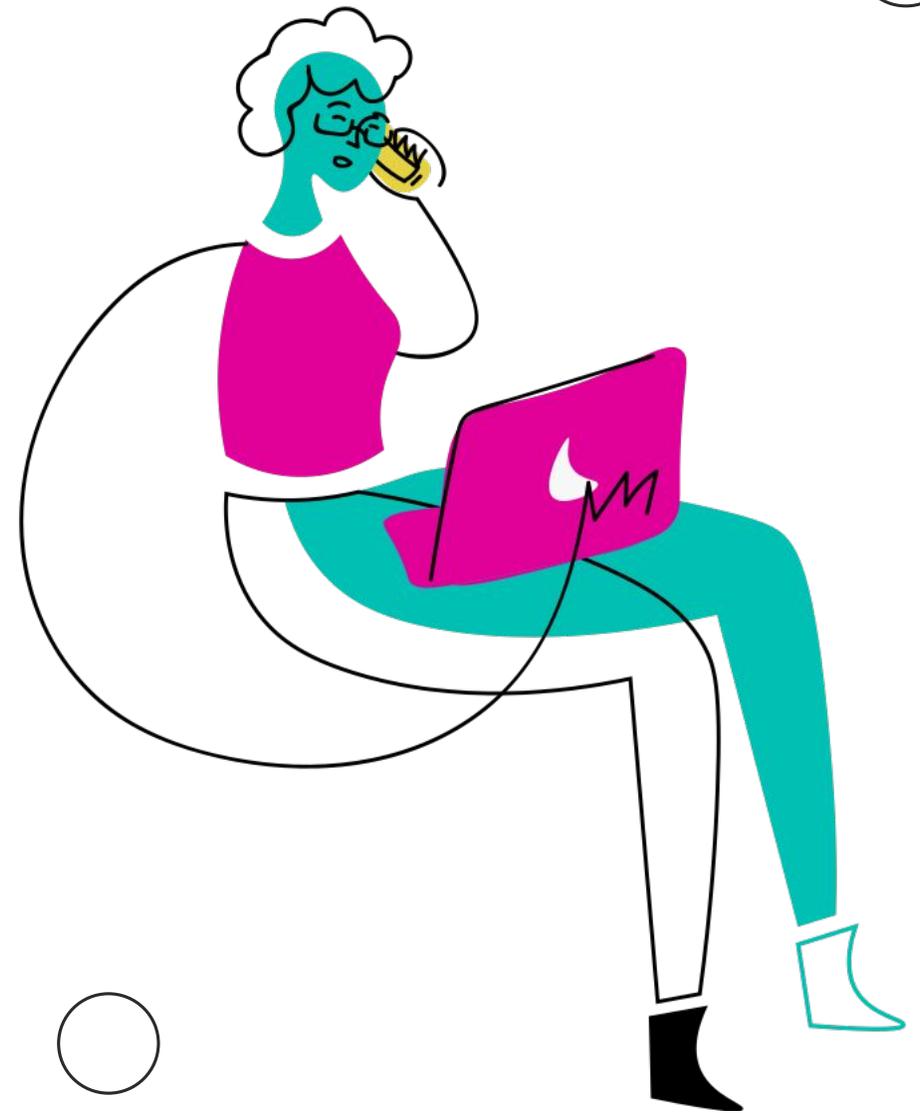
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Born to be Bold

YWCA Canada
July 15, 2020



Research

Why gather data?

Can't treat what you don't know

Improve advocacy and target interventions

A very impactful or a very harmful tool?

History of harmful and dangerous data collection

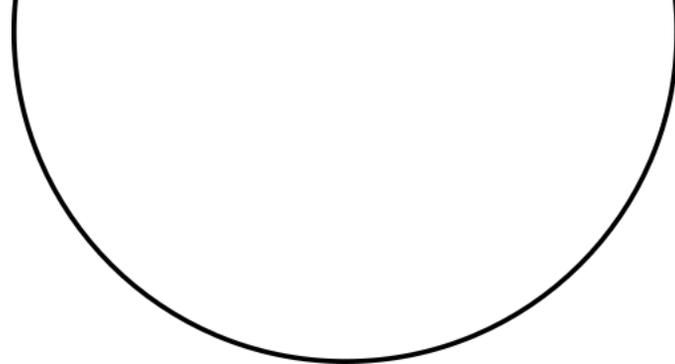
Decolonize research & data

OCAP® principles

Born to be Bold

Cross-country research to identify promising practices for increasing made-vulnerable* women's access to gainful employment.





Overview



Collaborating with 10 YWCAs in 9 provinces & territories to reach 6,000 service users



Engaging 5 national employers to commit to systemic change for vulnerable women



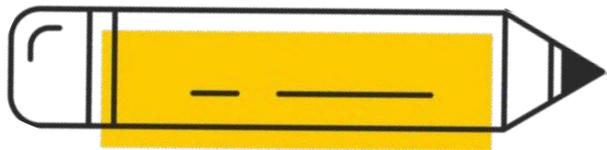
Increasing financial independence for women in Canada



Building community awareness and changing attitudes of leaders in business

Why?

WHAT WE KNOW ABOUT WOMEN & THE LABOUR MARKET



82% of women in Canada participate in the labour market compared to 91% of men.

Only 76% of Black, Indigenous, and women of colour participate in the labour force, but are 10% more likely to hold a university degree.

Canada's GDP could grow up to \$150 billion by 2026 by advancing women in the workforce.

According to a 2017 McKinsey Global Institute estimate



How?



Design

Research methods,
tools, and protocols

Data Collection

Quantitative &
qualitative data
collection at 10 sites

Analysis

Initial report with
key promising
practices

Pilot

Evaluate promising
practices in 10 pilot
sites

Share & engage

Knowledge mobilization
campaign & online
training modules to
build sector capacity



Research process

Review

What do we already know?

Design

Recruitment

Ethics framework and informed consent

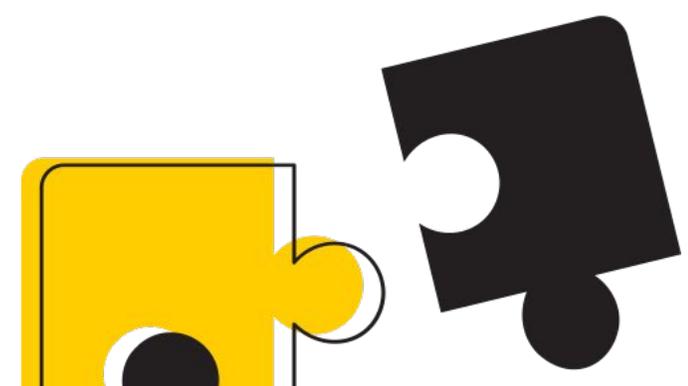
Research methods

Qualitative and quantitative methods

Research tools and activities

Definitions

Key terms, community



OUR RESEARCH ENGAGEMENT

196 women Participated in 23 focus groups and 48 interviews in nine of ten total sites

211 survey responses from women in 9 participating sites

1 digital story



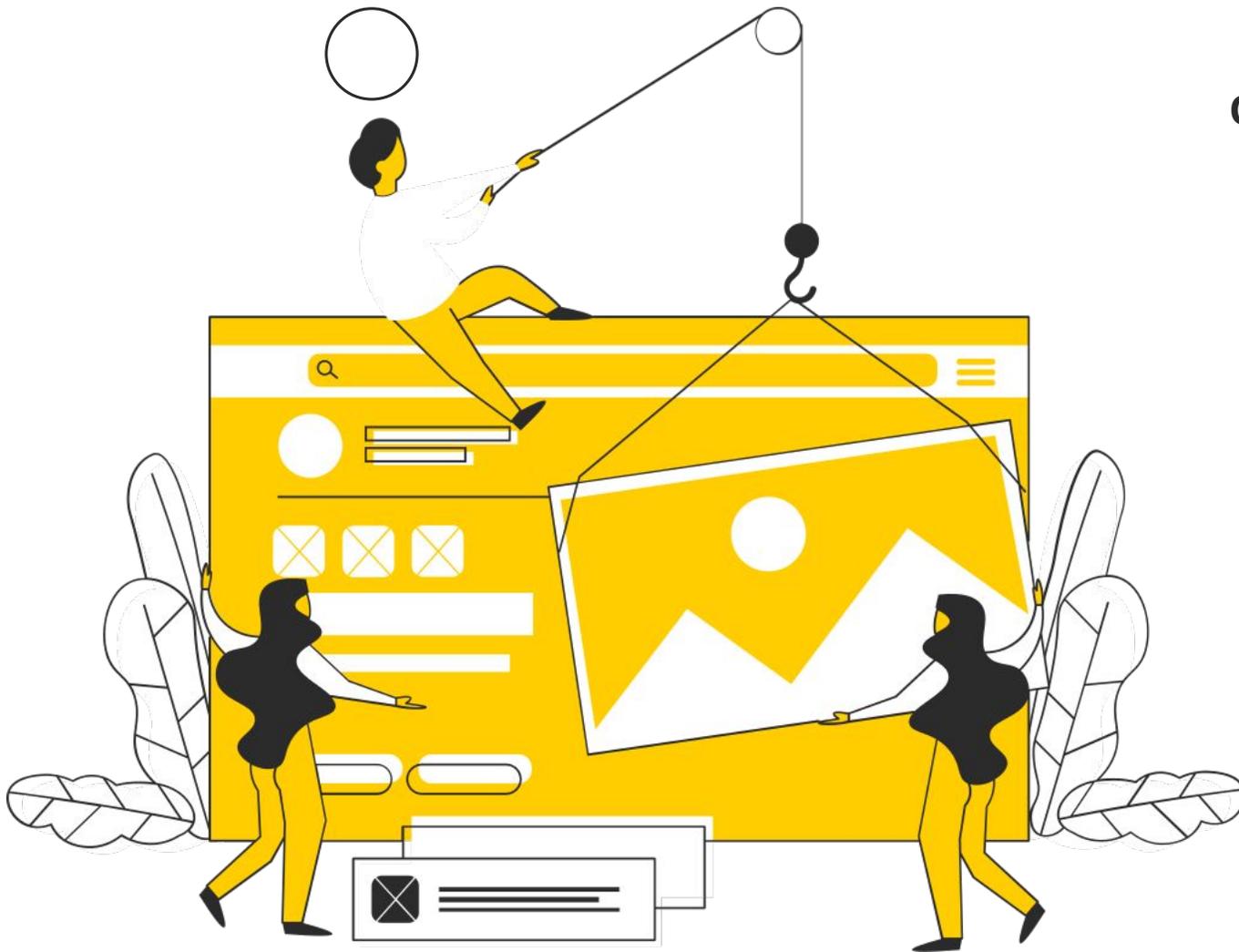
Initial findings

Overarching theme

- A holistic & person- centered approach

Barriers

- Income and housing
- Childcare
- Transportation
- Systems and structures
- Skills, education, and experience
- Trauma, mental health and abuse



Initial findings

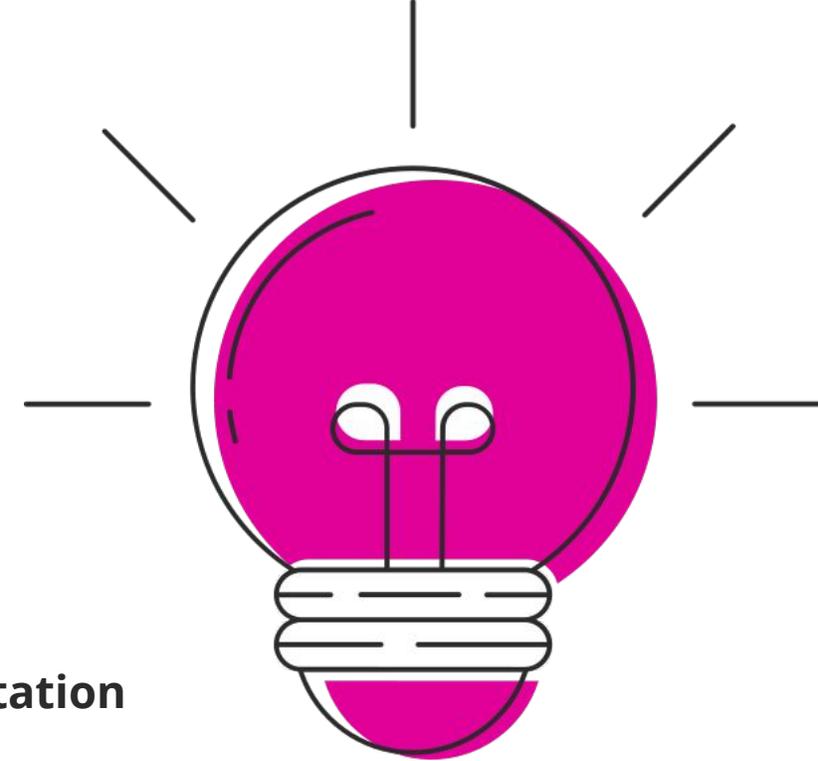
PROMISING PRACTICES

Flexible work arrangements

- Flexible work schedules and locations
- Provide necessary tools for remote work
- Ex: Flex hours, leave days

Child care & transportation

- Free or low-cost childcare and child minding
- Accessible, affordable, and safe transportation options
- Ex: On-site childcare, transportation/ childcare subsidies



Initial findings

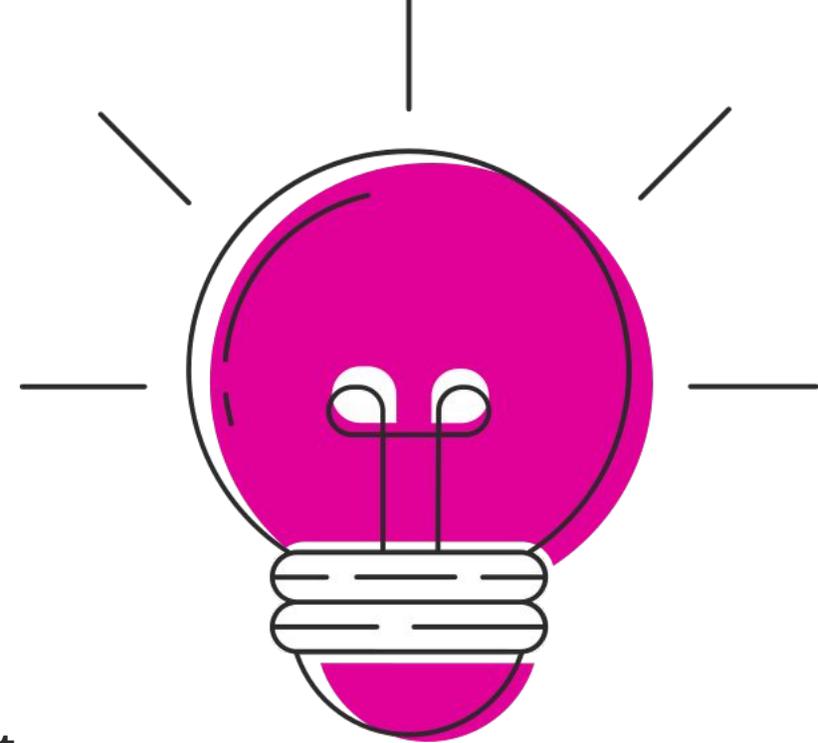
PROMISING PRACTICES CONTINUED

Education, experience, & skills

- Recognize lived, diverse, and foreign experience
- Provide paid training, placement, and learning opportunities

Peer programming & Communities of support

- Peer-led programs by folks with shared experience
- Cohort-based models
- provide 1:1 support and resource navigation



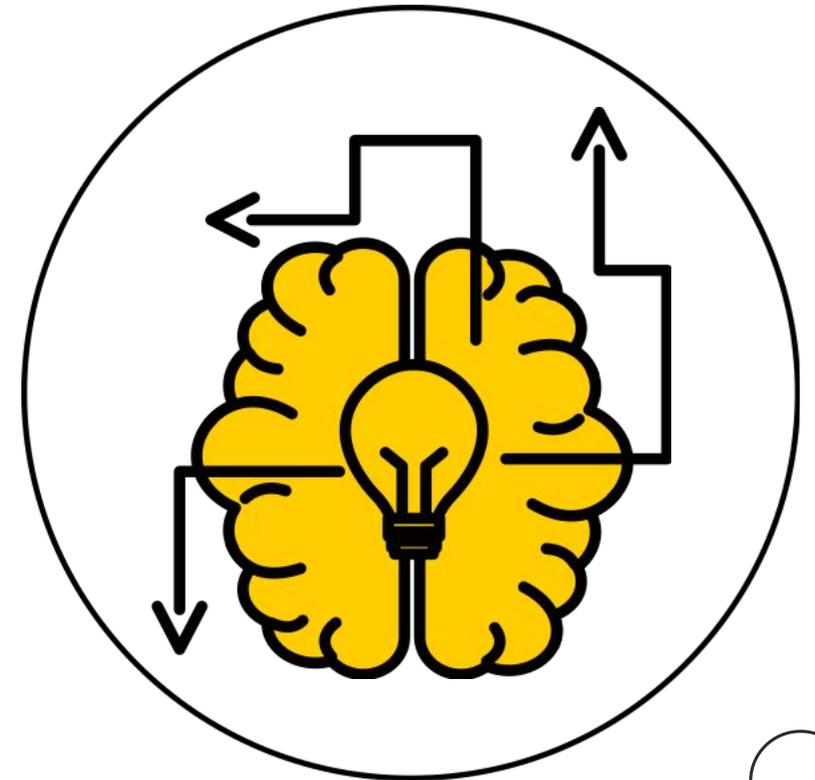
Recognize limitations

ASK QUESTIONS & ADJUST

Accessibility

Who is missing? Who benefits?

How do we define our terms?





Thank you!

KEEP IN TOUCH

Email

smazrouei@ywcacanada.ca

YWCA Canada

www.ywcacanada.ca

Twitter

[@shiva_mzr](https://twitter.com/shiva_mzr)

Panel Discussion



Dr. Alison Riddle



Dr. Monica Malta



Shiva Mazrouei



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Connect with us!

info@canwach.ca

Contactez-nous!

info@canwach.ca



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Stay tuned

Next Webinar Wednesday:

Engaging Canadians: CanWaCH Summer Update

Wednesday, July 22, 2020, 1:00 - 2:00 pm EDT

Restez à l'affût

Le prochain webinaire du mercredi :

Mobiliser les Canadiens : mise à jour estivale du CanSFE

Mercredi 22 juillet 2020, 13 h – 14 h, HAE



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Thank you for joining us!
Merci de votre participation!

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