

# Vibrant COMMUNITIES

Gender And Poverty Project

## **Gender Analysis Case Studies**

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## Table of Contents

Case Study Summaries	1
I: Gender-based Action Research on Homelessness and Health	3
II: Gender and Social Exclusion Research	6
III: Housing Policy for Women Living in Urban Poverty	9
IV: Gender Analysis of Land Claims and Environmental Policy Effects on Inuit Women	12
V: Women, Poverty, Race and Health in Manitoba	15
VI: Men and Poverty in the United Kingdom	18
VII: Gender Analysis of Single Parents' Programming	21
VIII: The Gender-based Analysis in Community-Based Poverty Reduction Project	23

## Case Study Summaries

### **I: Gender-based Action Research on Homelessness and Health**

A women-centered action research or 'Gender-Based Research' project; community-based initiative undertaken by *Sistering – A Women's Place* and the *Toronto Community Care Access Centre* in Toronto, Ontario. Its strengths include inclusiveness, diversity of participants, and a strong set of recommendations for action backed by quotes from over 120 homeless women.

### **II: Gender and Social Exclusion Research**

A gender-based needs assessment undertaken by the Gellideg Foundation Group, a community-based organization formed with the help of Oxfam-Great Britain in response to issues of social exclusion, poverty and gender stereotyping in the estate of Gellideg, South Wales Valley. A true gender-based analysis in that data was collected and analyzed comparing men and women at all times. Strengths include inclusiveness, community ownership and participation, and the use of results to inform further work.

### **III: Housing Policy for Women Living in Urban Poverty**

A women-centred housing policy research project sponsored by Status of Women Canada's Policy Research Fund and undertaken by Action Research Teams in three Canadian cities: Victoria, Regina and Saint John. Research done in three phases, combining qualitative and inclusive participatory research in the community with gender-based analysis of policy and statistical data. Resulted in a valuable set of recommendations and lessons learned by the researchers.

### **IV: Gender Analysis of Land Claims and Environmental Policy Effects on Inuit Women**

Gender-based analysis of land and environmental policy in Labrador. Examines the effects of these policies on women living in the region, the vast majority of whom live in poverty and isolation. Most specifically, a gender-based analysis of assumptions made regarding solutions to economic problems in Inuit communities, such as those brought about by large-scale development projects like the Voisey's Bay Nickel Mine and Mill. Resulted in a high level of women's participation in the review of policy for the mining project and land claims, mainly due to its community-based format and its optimal timing.

## **V: Women, Poverty, Race and Health in Manitoba**

A gender-based analysis that makes a link between poverty and poor health among women. Undertaken by the Women's Health Clinic in Winnipeg, and funded by the Health Promotion and Programs Branch of Health Canada, as part of a wider public policy campaign entitled "Poverty is Hazardous to Women's Health." The research includes a series of interviews with women in Aboriginal communities in Manitoba, exposing how the effects of racism combine with sexism to result in the high poverty levels, and thus poor health, of Aboriginal women. All statistical data collected and analyzed for this research was sex-disaggregated, making it a true gender analysis.

## **VI: Men and Poverty in the United Kingdom**

Explores how men are affected by change in socio-economic status. Examines concerns related to men, work and poverty, arguing that inclusion of men is essential for successful poverty reduction and overall gender equality. Based on the principles of gender-based analysis as it is done internationally, focusing on the questions "who does what?," "who has what?," "who decides?," "who gains?" and "who loses?".

## **VII: Gender Analysis of Single Parents' Programming**

Ongoing gender-based research and analysis that has helped the work of the One Parent Families Support and Information Network in the UK. Describes how gender-based analysis and gender equality programming has led to new discoveries about the poverty reduction work being done by the organization, and ultimately, the changes that the organization has undergone to improve its work overall.

## **VIII: The Gender-based Analysis in Community-Based Poverty Reduction Project**

Pan-Canadian gender-based action research project undertaken as part of a comprehensive, multisectoral poverty reduction initiative known as Vibrant Communities. A project team and six communities carried out local and national research and used a popular education gender analysis workshop to gain a greater understanding of the gender dimensions of poverty in their communities. Project strengths include use of a popular education workshop process to bring a coordinated grass roots approach to six communities, strong local involvement and inclusion strategies, and the diversity of issues and groups incorporated within the local research.

## Case Study I: Gender-based action research on homelessness and health.

The following women-centered action research project, or Gender-Based Research, was a community-based initiative undertaken by *Sistering – A Women’s Place*, and the *Toronto Community Care Access Centre* in Toronto, Ontario. Its strengths include inclusiveness, diversity of participants and a strong set of recommendations for action backed by quotes from over 120 homeless women.

### Why Gender-Based Research?

The overall goal of this project was to increase the knowledge and understanding of health-sector stakeholders about the profile and experiences of homeless women. It did this by looking at the nature of women’s homelessness and its impact on women’s physical, mental and spiritual health, and at the barriers faced by women when trying to access the current system of support.

*“The main objective was to introduce to the field a piece of work that allows us collectively to share and learn about women’s experiences directly and as much as possible from the women... as well as how the system has responded to their needs”*

- Zubeida Ramji, quoted in the Toronto Star, June 12, 2002

### Who was involved in the Gender-Based Research?

126 women in the city of Toronto experiencing visible or hidden homelessness (women not in the shelter system, but who are in impermanent living conditions – e.g., sofa at a friend’s house, floor of an adult child’s apartment) were interviewed, in addition to 38 representatives of health, settlement, social service and emergency housing agencies. Focus was placed on women who are not usually included in such studies.

### When was the Gender-Based Research done?

This undertaking stood alone as a research project, not connected to any other project or proposal. It served primarily as an information-gathering and action-planning initiative, which took place in two phases – Phase I: Design of the Research and Phase II: Community-Based Action Research.

### How was the Gender-Based Research done?

The research was guided by an Advisory Committee made up of agency representatives and women who have experienced homelessness. It began with a collection of quantitative data on women’s homelessness in the region, which was complemented by qualitative data collected in personal interviews. There were two interview templates used for the research, the Short Interview and the Long Interview, which were designed as follows:

- Short Interview: About 45 minutes in length, geared towards obtaining information from women about their situation, emphasizing their housing situation, personal relationships and income. Also, the impact of their housing situation on their health, their concept of 'home,' and their hopes for the future. Demographic information was also collected.
- Long Interview: About 1 to 1.5 hours, less structured, asking about women's past and stories of homelessness. Questions focusing on the determinants of health, and finally, a description of the woman's day in order to find out how they use the 'system.'

These interviews were conducted in 14 different languages. Thirty-eight health sector representatives were also asked for input on a volunteer basis in focus group sessions. The sessions focused on the health care system in Toronto and the ways in which it is or is not meeting the needs of homeless women.

The research was guided by a gender-based framework, which incorporated a distinctive understanding of the concepts of *homelessness* and *health*. Homelessness was defined as encompassing two types of experiences that women face: visible homelessness (staying in a shelter or on the street) and invisible homelessness (temporarily staying with friends, living with family where they are subject to violence or conflict). The concept of health, from a gender-based perspective, was approached in a holistic manner, is seen as being affected by factors such as income and social status, education, employment and working conditions, and of course, gender.

### Findings of the Gender-Based Research:

"Women reported encountering judgmental attitudes and discrimination from workers at social assistance offices, hostels and shelters and hospital emergency rooms."

- from Phase II research findings, Kappel Ramji Consulting Group, 2002

This research project exposed some important findings on women's health and homelessness in the Toronto area. These can be summarized as follows:

- Women who do not live on the street do not consider themselves homeless.
- Women do not associate situations of family violence or substandard, overcrowded living situations with homelessness.
- Service providers' definition of homelessness is limited to living in shelters, hostels and on the street.
- Homelessness is a significant women's health issue.
- There is a failure to understand the real nature of women's homelessness.
- The Toronto health system is not sufficiently responsive to homeless women's health care and needs.
- The Toronto support and service system does not tap into the knowledge and leadership skills of homeless women to build solutions to homelessness and poverty.

## Outcomes and Lessons Learned through the Gender-Based Research:

This gender-based research project was of great value to the work being done by *Sistering – A Women’s Place* and the *Toronto Community Care Access Centre* in that it gathered information from women who are not usually included in studies on poverty and health. It resulted in a set of data regarding homelessness and health, and the barriers that women living in poverty face when trying to access health care in Toronto. It also illustrates this data with real stories narrated by the women who live them. The research findings were analyzed and translated into key recommendations for change within the Toronto health and social service system in order to make it more sensitive to women’s health needs. These recommendations included 62 specific actions for implementation.

A challenge presented itself in using the concept of ‘homelessness’ with research participants. The definition used in this research was difficult for people to comprehend, and therefore, a lot of time was spent clarifying the term to ensure that the research truly reflected its goals. Another challenge was that the research relied greatly on volunteer participants and the 43 agencies involved. It also required a lot of interpretation and background information for those interviewed.

It was discovered that the research sample was limited by the connections that the agencies had in the community, in turn impacting the diversity of the data collected. However, the number of interviews and the different languages in which they were conducted provided a diverse set of data and information.

For more information, please refer to:

Sistering, 2002. “Common Occurrence:” *The Impact of Homelessness on Women’s Health. Phase II: Community-Based Action Research – Final Report.*  
<http://www.sistering.org/issues.html>.

Clement Jones, V., 2002. “The plight of homeless women”. *The Globe and Mail*, Tuesday, June 11.

Morrison, J., 2002. “Women’s health linked to housing”. *The Toronto Star*, Wednesday, June 12.

## Case Study II: Gender and Social Exclusion Research

**The following gender-needs assessment was undertaken by the Gellideg Foundation Group, a community-based organization formed with the help of Oxfam-Great Britain in response to issues of social exclusion, poverty and gender stereotyping in the estate of Gellideg, South Wales Valley. This research was the first step in their poverty reduction work and is described here as an example of how gender analysis is undertaken and applied on the ground. This is a case study of a true Gender Analysis in that data was collected and analyzed comparing men and women at all times. Its strengths include inclusiveness, community ownership and participation and the use of results to inform further work.**

### Why Gender Analysis?

This gender analysis was done in order to inform a process of project design for poverty reduction work in the estate of Gellideg. The main goal of the Gellideg Foundation Group was to better understand the barriers that different groups face when looking for opportunities to make a living and to answer the following questions:

- How do men and women living in Gellideg experience poverty differently?
- How can they be involved in improving their situation?
- What is needed to bring about change?

### Who was involved in the Gender Analysis?

The Gellideg Foundation Group hired a coordinator and two youth workers from the community, one male and one female, to run the Gender Analysis. A sample of 73 men and women of various ages were chosen for the research, including single parents, men and women with disabilities, unemployed people, ethnic minorities and drug users.

### When was the Gender Analysis done?

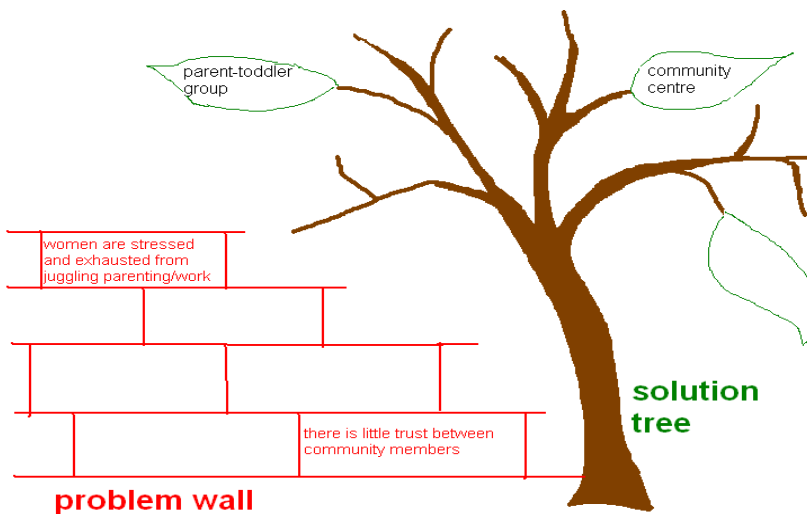
The Gender Analysis research was done during the application process for a three-year project addressing social exclusion and poverty in the community. The Gender Analysis helped them design a well-informed and inclusive program of activities for the project.

### How was the Gender Analysis done?

The entire process began with a workshop on Gender Analysis and determining the goals of the research for Foundation staff, the local Councillor, members of the Youth Group and other voluntary organizations in the community. The Core Team (Foundation Coordinator, Project Assistant and 2 youth workers) were then trained in gender and Participatory Appraisal in a three-day intensive program. Participatory appraisal is research that profiles a community with the full participation of the community members and its organizations from the research design stage to the analysis of the findings.

A total of 46 one-on-one interviews were done over a four-month period. The interview settings were very informal and personal, with a lot of time spent with each person in order to make them feel as comfortable as possible. Focus was placed on the choices people made in terms of taking up training or employment within and outside of the community, with very basic questions asked, such as: Who they are; What they do; How they survive; What they want to do, and What is preventing them from doing this. There was no questionnaire, and the interviewees did not write anything down during the interview. Notes were taken after the interview and then checked with the interviewee before being added to the set of data. The interviewees were approached personally to be involved rather than being randomly selected in order to get a cross-section of the community. Factors such as geographical spread of interviewees and the time of day they were contacted (day vs. evening) were also considered.

The interviewer used diagrammatic tools in order to get useful information from people, such as mobility mapping where participants map out their movement and activity in the community using a map, and the 'Problem Wall and Solution Tree,' where each participant is given a paper brick and leaf, and asked to write a problem and a solution to that problem. The bricks and leaves were then gathered to create a visual collection of problems and solutions for the community, as illustrated in the example below.



*"The tools were useful as a starter. They helped to find a way into the discussion, to get it going. We didn't write anything down during the interviews, otherwise it would set a barrier straight away. We went out and wrote things down immediately afterwards."*

- Mark, youth worker involved in the interview process

Other diagrammatic tools used were: Time Trend Analysis, OK/Not OK Line, Managing Wheel, and Impact and Flow Diagrams. About two to three tools were used per interview. Following the entire research process, letters were sent to the interviewees with a summary of survey outcomes, and an invitation to a 'community day,' where the research findings were displayed in diagrams.

### **How has Gender Analysis influenced the poverty reduction work of the organization?**

The Gender Analysis research helped to raise awareness and support for the Gellideg Foundation within the community, provided a valuable socio-economic profile to be used in future poverty reduction work and strengthened involvement of individuals in their community. It also served to gather practical suggestions from men and women about ways in which to improve the community. For example, men say there are jobs to be had and that people have to take advantage of available training programs, and women say that with family support they can be able to take up training and education.

Gender Analysis also helped the *Gellideg Foundation Group* write a comprehensive project proposal for poverty reduction that was approved for three additional years of funding. One main objective of the three-year project is to “challenge gender stereotypes.” The residents of Gellideg have formed sub-groups that are gender aware, and the Foundation has hired another youth worker from the community, an adult educator and a gender officer. Gender Analysis also helped the team to develop a clear set of policy recommendations for poverty reduction in its community.

"Using a gender perspective gave a deeper understanding of the complex relations that create a community. It showed how men and women can sometimes act similarly and sometimes react wholly differently in similar circumstances... A gendered analysis [...] will enable [us] to tailor interventions to fit the needs of both groups [...] and to build a programme around an understanding of these differences."

-from *Fifty Voices are Better than One: Combating Social Exclusion and Gender Stereotyping in Gellideg, South Wales Valley.*

### What were the Lessons Learned by the Organization?

Key concerns when researching sensitive issues such as gender and poverty:

- How to represent the information without jeopardizing relationships with the interviewee and the community?
- How to deal with other's perception about what you are doing, especially if they feel threatened by it?
- The need to ensure everyone understands the goal of the research.

- from *Fifty Voices are Better than One: Combating Social Exclusion and Gender Stereotyping in Gellideg, South Wales Valley*

Some important lessons were learned during this research that can be useful to groups planning Gender Analysis research in their communities. The first is that the time required for research cannot be overestimated. Time is required to build the trust needed to conduct successful research when dealing with sensitive issues such as poverty and exclusion. It became evident that a safe environment is essential when talking to people about personal issues and that it was nearly impossible to get people out to meetings or to talk in groups. The researchers discovered that the Participatory Appraisal tools used were very helpful in promoting discussion, as they provided a visual for describing situations and feelings. A constant challenge for the research group was dealing with the level of ignorance they discovered within institutions regarding an understanding of gender and equality, as well as the concept of participation.

### What Recommendations for doing Gender Analysis emerged from this research?

The first recommendation emerging from this research was that gender analysis be a requirement for project development for all agencies involved in tackling social exclusion and poverty. The Gellideg Foundation Group has determined that men and women living in poverty should always be actively involved in the development of anti-poverty policy and project design. They also recommend that Gender Analysis be a participatory process, ensuring that men and women of all ages and representing all groups be involved. It is recommended that a clear understanding of the research goals and process be developed in the community. And finally, the Gender Analysis needs to have a longer-term vision than just the ‘assessment’ – one that considers how the process will continue and the issues will be taken forward.

For more information, please refer to:

Buhaenko, H., C. Flower and S. Smith, 2003. *“Fifty Voices Are Better Than One”: Combating Social Exclusion and Gender Stereotyping in The South Wales Valleys.* Gellideg Foundation Group and Oxfam GB. WEB SITE

## Case Study III: Housing Policy for Women Living in Urban Poverty

This women-centred housing policy research project was sponsored by Status of Women Canada's Policy Research Fund and undertaken by Action Research Teams in three Canadian cities: Victoria, Regina and St. John. The research was done in three phases, which combined qualitative and inclusive participatory research in the community with gender-based analysis of policy and statistical data. This case study resulted in a valuable set of recommendations and lessons learned by the researchers.

### Why Gender-Based Analysis?

This research was one of various projects sponsored by Status of Women Canada with the goal of "factoring diversity into policy analysis and development." In this particular case, the research purpose was to document the housing concerns of women living on low incomes in Victoria, Regina and Saint John, with the ultimate goal of proposing housing policy options for urban policy makers to consider in addressing these concerns.

### How was the Gender-Based Analysis done, and who was involved?

The research was done in three phases, using three distinct methods of Gender-Based Analysis, and looking at three Canadian cities.

**Phase One** was a qualitative assessment of the housing needs of low-income women in Greater Victoria and the policy gaps that exist in addressing these needs. This phase was undertaken by three main researchers and a research associate, and guided by an Action Research Team consisting of six knowledgeable and influential women in the community. There were 96 participants in total, including 19 women living on low incomes, and as renters in private and social housing, 23 housing service providers, and 44 housing decision-makers in the public and private sectors. Personal interviews were conducted with the low-income participants, and the following questions were asked:

- How would you describe the place where you live?
- How did you find your place, and how long have you been there?
- What could make your housing situation better?
- What should be done to improve housing for women living on low incomes?

The housing service providers and decision-makers in the public and private sectors were also asked how they thought the housing situation for women could be improved.

"Three principles informed the project's methodology from the outset. First, policy-oriented action research must involve the people affected, and they must have a say in determining how the research process evolves and what its results are. Second, practical ideas and the energy to address women's housing concerns are more likely to emerge if one conducts research close to home in one's own community. Third, women living in poverty are not primarily victims, whether they are inadequately housed, visibly homeless or 'couch-surfing.' Whatever their life circumstances, women, poor and non-poor, are engaged in searching for a home - a place of comfort, pride, privacy and work in a community of their choice."

- from *Housing Policy Options For Women Living in Urban Poverty :An Action Research Project in Three Cities*

**Phase Two** of the research was an analysis of selected municipal and regional policy documents in the capital region of southern Vancouver Island. The research team was the same as that in Phase One, with three main researchers, a research associate, and an Action Research Team of community members. For this Phase, the official community plans of six urban municipalities in the region were analyzed, guided by the perspectives on women's housing conditions and options that were gathered in Phase One of the research.

**Phase Three** of the research consisted of a statistical analysis of previously unpublished 1996 Census data relating to women, poverty and housing in the cities of Victoria, Regina and Saint John. Again, a research team of four people were involved, along with a community-based Action Research Team from each city. For this Phase, representatives of each community participated in the gathering of data on poverty rates and housing needs, as well as documenting activities in each community that have built links between these issues, gathered ideas and pressured for change. In Regina, the research team was organized by the Faculty of Social Work, the YWCA, and the provincial Women's Secretariat. In Saint John, the community-based research was facilitated by the Urban Core Support Network.

Action Research often combines community-based work and academic resources [...] Throughout this project, we came into contact with many individuals searching for ways to increase safe, affordable housing in this region and elsewhere. We met others who wanted to raise awareness for the need for affordable housing. All were looking for solutions [...] Participants take what they have learned back to their own work – along with new understandings and new ideas.

- from *Housing Policy Options For Women Living in Urban Poverty :An Action Research Project in Three Cities*

### **When was the Gender-Based Analysis done?**

This research was part of a four-project series on women's issues in Canada, sponsored by Status of Women Canada. The other four issues covered were women with disabilities, women affected by First Nation's land claims and women in correctional institutions.

### **What were the findings of the Gender-Based Analysis?**

In Phase One of the research, it was discovered that women perceive gender as a factor that affects their housing and economic situation. They also see age, family status, lack of knowledge of the system, physical and mental disability, and health problems as restrictions to housing access. In general, the visions for the future among low-income women are hopeful and contain ideas that could inform housing policy options.

In Phase Two, it was found that the concept of gender is absent in both the official community plans and in documents relating to the regional growth strategy process of all six municipalities studied. It was also discovered that the policy documents contain useful information about doable housing options.

In Phase Three of the research, the analysis of Census data for the three cities found that a) women's poverty seriously affected their capacity to afford suitable housing and b) low-income households with core housing needs are generally one, two or three person households, households maintained by lone, female parents or working women living alone, and renters.

### What Actions Emerged from the Gender-Based Analysis?

In Victoria, this research led to the resurrection of the Victoria Housing Coalition. Also, professionals involved in the research gathered to develop a supportive housing strategy and a 'peer learning initiative,' including women on low incomes, was established at the Division of Continuing Studies, University of Victoria.

In Regina, a Research Advisory Committee was formed, which organized a focus group to discuss the housing needs of women, and eventually obtained small grants to conduct a full needs assessment of supportive housing needs of women in the community who deal with mental health concerns. Continuing work includes addressing the loss of affordable housing in Regina.

In Saint John, the Urban Core Support Network, already active around several issues of poverty in the community, began working on changes in government policies addressing: household income, wage exemptions, transitional support for multiply challenged women and housing for single women.

### What Lessons were Learned by doing Gender-Based Analysis?

The first lesson learned by those involved in this research was that the perspectives of low-income women are essential for the identification of housing needs and policy gaps. They discovered the importance of grounding the description of housing needs in the reality of low-income women's experiences.

[We] as researchers were responsible for finishing the project, writing up the report and ending our official involvement within the stated timelines. However, there is no cut-off time for reflection and action for those involved in the project. Action research produces energy that spins off in its own way as new ideas, actions and solutions are arrived at every day.

- from *Housing Policy Options For Women Living in Urban Poverty :An Action Research Project in Three Cities*

Secondly, it became very clear throughout the research that participants did not want the resulting document to "sit on a shelf collecting dust." Thus, the researchers recommend asking the following questions when undertaking action research:

- What is our responsibility to ensure that the recommendations are heard once the final report is completed?
- Do we have an ethical duty to respond to the unwritten assumptions of the participants that action will be taken on the recommendations?
- Should research projects such as these be set up with provision for ongoing action?
- Would research projects such as these be approved with that provision?

For more information, please refer to:

Reitsma-Street, M., J. Schofield, B. Lund and C. Kasting, 2001. *Housing Policy Options For Women Living in Urban Poverty: An Action Research Project in Three Cities*. Status Of Women Canada Policy Research Fund. WEB SITE

## **Case Study IV: Gender Analysis of Land Claims and Environmental Policy Effects on Inuit Women**

**This is a case study of gender-based analysis of land and environmental policy in Labrador. The research examined the effects of these policies on women living in the region, the vast majority of whom live in poverty and isolation. Most specifically, this research is a gender-based analysis of assumptions made regarding solutions to economic problems in Inuit communities, such as those brought about by large-scale development projects like the Voisey's Bay Nickel Mine and Mill. This research resulted in a high level of women's participation in the review of policy for the mining project and land claims, mainly due to its community-based format, and its optimal timing.**

### **Why Gender-Based Analysis?**

This research was one of various projects sponsored by Status of Women Canada with the goal of “factoring diversity into policy analysis and development.” In this particular case, focus was placed on the socio-economic aspects of land claim negotiations and Environmental Impact policy, and their impact on the lives of Inuit women in Labrador. The research is based on the understanding that there are several gender issues hidden within these policies and their consequences.

### **Who was involved in the Gender-Based Analysis?**

Inuit women from the communities of Nain, Makkovik, Postville, Hopedale and Rigolet participated in the research, their involvement facilitated by the Tongamiut Inuit Annait (TIA), which is the organization representing Inuit women in northern Labrador.

### **How was the Gender-Based Analysis done?**

Workshops were held with women in each of the communities in order to explore their views on the impacts of economic development through a mega-project such as the nickel mine. The Environmental Impact Statement for the mine was examined in the workshops, particularly the socio-economic aspect, and comments were exchanged on the accuracy of the assumptions made. Each impact outlined within the policy documents was analyzed by the group, such as the full-time work provided by the mine and the two-week rotation work schedule.

The main exercise in the workshop had the participants imagine that one of the principal arguments in the Environmental Impact Statement for the nickel mine was true – that the project would lead to jobs for the Inuit, to more money for families and decreasing social problems in the communities. This scenario was discussed in small-group format using flip-chart paper to record comments.

## When was the Gender-Based Analysis done?

This research was conducted parallel to public hearings by the Environmental Assessment Panel examining the proposed nickel mine at Voisey's Bay, held in several Inuit communities during the period of September to November 1998.

## What were the findings of the Gender-Based Analysis?

The primary finding of this research was that land claim and environmental assessment policy is largely gender-invisible, and the results of this are far-reaching among the Inuit communities of Labrador. The workshops conducted for this research resulted in an analysis of land and environmental management from a women's perspective, leading to new views on old assumptions.

"There are many women who have been left out and ignored in this land claims process. Yet they have put in long hours and given their time freely to support our leaders and pick up the pieces when their husbands and fathers can no longer bear the burden of the land claims process."

– from *If Gender Mattered: A Case Study of Inuit Women, Land Claims and the Voisey's Bay Nickel Project*

"[Voisey's Bay Nickel Company] suggests that [these] problems will be addressed through a combination of higher incomes and the company's Employment Assistance Plan. An often-used example is that an increase in income will make hunting more affordable... In contracts, women expressed concerns that the two-week in/two-week out work schedule will possibly lead to less hunting... Women also objected to the assumption that full-time work is, in itself, positive. Given people's seasonal land and sea-based activities, full-time work may seriously disrupt the lifestyle and economies of families and communities."

– from the presentation to the Environmental Assessment Panel, informed by gender analysis workshops.

The research exposed perspectives on family organization and tradition, economic activity, nutrition and child care, all revealed by women who previously had little opportunity to participate in such discussions. Concerns regarding the effects of the nickel mine on their lives, as well as the hopes they have regarding increased control over land and tradition through land claims were narrated in their own words, and exchanged with others in a safe environment.

Another valuable outcome of this research was that a definition of poverty was obtained directly from the participants.

"Richness is rooted in the land, wildlife, Inuit culture and ways of life. Social problems are rooted in loss of language, culture and traditions. This loss leads to real poverty – poverty is not just a lack of money."

– recorded on flip-chart paper during a workshop

The final report resulting from the research process is an analysis of the gender equality concerns of Inuit women in Labrador in relation to land claims and environmental assessment policies and processes. It also discusses the consequences of gender-invisible land claims and environmental policy, exposing how extensive their effects can be. A common theme resulting from the research is that of control: the desire for more control over development in their communities.

### **What Actions Emerged from the Gender-Based Analysis?**

This gender-based research took place during an influential period in land claim and environmental management in Labrador. On November 2-3, 1998, during the Environmental Assessment Panel hearings, technical hearings on the socio-economic impacts and women's issues took place in Goose Bay. The Tongamiut Inuit Annait (TIA) presented a brief at these hearings and women research participants from Nain decided to make a presentation specifically on women's issues, using information gathered through the gender-based research and workshops. Before the community workshops took place, there were no women volunteers for Panel presentations, yet women from other communities also decided to make similar presentations to the Panel when it visited their communities after participating in the workshops. In addition, the TIA president, who also sits on the Labrador Inuit Association Board, was able to bring forward recommendations and issues informed by the women participating in this research.

The main recommendations resulting from the research were:

- That the Department of Indian Affairs and Northern Development and the Canadian Environmental Assessment Agency need to re-evaluate their policies through a gender-lens.
- That a gender-based analysis of the federal land-claims policy be undertaken with the full representation and participation of Aboriginal women's organizations.

### **What Lessons were Learned by doing Gender-Based Analysis?**

This research led to specific recommendations regarding the process of gender analysis of land-claims and environmental policy for northern and Aboriginal communities. They are as follows:

- That research guidelines and indicators must assume that not all Aboriginal women are the same.
- That it is important to understand how gender intersects with culture and race
- That the women to be affected by the policy must be given the opportunity to participate in the analysis
- That those undertaking the gender analysis be required to outline the entire methodology used, including the extent of women's participation in the process, and the limitations of the research process.

For more information, please refer to:

Archibald, L. and M. Crnkovich, 1999. *If Gender Mattered: A Case Study of Inuit Women, Land Claims and the Voisey's Bay Nickel Project*. Status of Women Canada Policy Research Fund.

## Case Study V: Women, Poverty, Race and Health in Manitoba

**This gender-based analysis makes a link between poverty and poor health among women. It was undertaken by the Women’s Health Clinic in Winnipeg, and funded by the Health Promotion and Programs Branch of Health Canada, as part of a wider public policy campaign entitled “Poverty is Hazardous to Women’s Health.” The research includes a series of interviews with women in Aboriginal communities in Manitoba, exposing how the effects of racism combine with sexism to result in the high poverty levels, and thus poor health, of Aboriginal women. All statistical data collected and analyzed for this research was sex-disaggregated, making it a true gender analysis.**

### Why Gender-Based Analysis?

This study was undertaken to provide a solid background for a public campaign aimed at drawing attention to the links between income and health of women. It aimed to involve the public in action research in order to lead to effective change – to include women in health care evaluation and planning.

### Who was involved in the Gender-Based Analysis?

Statistical data analysis was done by a researcher hired by the Women’s Health Clinic in Winnipeg and assisted by members of the community. For the interview phase of the research, a member of the Aboriginal community working in the health care field was chosen to conduct the research. Research participants included the Director of Health and the Assistant to the Director of Health of the Assembly of Manitoba Chiefs, an Aboriginal midwife, an Aboriginal Elder and Diabetes/HIV specialist, an Aboriginal Psych-Health nurse, an anonymous community health representative and an anonymous medical interpreter.

### How was the Gender-Based Analysis done?

The research was done in several steps, ensuring that all available data was used, including statistical data and qualitative data from community participants. It began with a collection of data on income distribution and poverty in Manitoba and a review of literature on the connections between income and health. The research then entered the community, with a collection of data on the use of health services by Manitoba women, the key issues in health services for low-income women and ideas for changes in public policy that can improve the health of women living in poverty.

The first phase of data collection began with statistics on women’s and men’s poverty levels in Manitoba for all age groups, and on Aboriginal versus non-Aboriginal poverty rates. Poverty levels for all visible minority groups as a whole in Canada and Manitoba were also analyzed, comparing women versus men. This data gathering formed a valuable basis for discussion around the relationship between race and income, complemented with qualitative data from Aboriginal women collected in the second phase of the research.

The series of personal interviews embedded in this research were with Aboriginal women who work in the health care field, and addressed issues of Aboriginal women's poverty, health, and health care services. The interview questions were designed, and the interviews conducted by an Aboriginal woman with experience in the health care field.

Questions asked of Aboriginal women participants:

1. In your opinion, how does poverty affect the health of Aboriginal women?
2. How does poverty affect Aboriginal women's health in a holistic sense, in terms of not only physical, but mental and spiritual health?
3. In your opinion, what do Aboriginal women face in terms of inequalities in regards to their health?
4. According to the National Forum on Health, Aboriginal women face a heightened risk of a wide range of health problems including both increased morbidity and mortality. In what way do you see the inequalities in health for Aboriginal women playing a role in these findings?
5. In terms of pre-existing health services and programs, what has worked and why?
6. In terms of pre-existing health services and programs, what has NOT worked and why?

- from *Women, Income and Health in Manitoba: An Overview and Ideas for Action.*

### When was the Gender-Based Analysis done?

The gender-based analysis was the first phase of a Manitoba-wide campaign launched in February 2001, called "Poverty is Hazardous to Women's Health."

### What were the findings of the Gender-Based Analysis?

The analysis of statistical data for women's and men's health vs. income levels in Manitoba reflected the trends for Canada and the rest of the world, namely, that in general, women experience higher poverty rates than men. An analysis of statistics on Aboriginal and visible minority communities in Manitoba showed that both men and women of visible minority groups are more likely to experience poverty than others, and that women within visible minority groups, especially Aboriginal women, are more likely to experience poverty than men.

The personal interview phase of the research revealed more about the connection between race and poverty, and the effects that both of these have on health, and access to health care services in Manitoba. The Aboriginal women participants in the research identified poverty and discrimination as the two main factors that have negative effects on their health and that of their families. Lack of employment was identified as the main factor contributing to poverty levels among Aboriginal women, as well as lack of treatment programs for addictions and mental health. The main recommendations emerging from the research participants were that educational health services geared specifically towards Aboriginal women were needed, such as pre-natal clinics and medical interpreters.

Reasons why Aboriginal women have poor access to health care as identified by the interviewees:

- For those who live in rural areas, health care facilities are limited or non-existent
- For those who live in urban areas, women do not always have transportation (e.g., bus fare) or childcare readily available.
- Racism and discrimination in the health care system were identified as major problems.
- Aboriginal women who do not have treaty Indian status cannot always pay for the prescriptions that they need.

- from *Women, Income and Health in Manitoba: An Overview and Ideas for Action.*

## What Actions Emerged from the Gender-Based Analysis?

The Women's Health Clinic in Manitoba used the findings of this gender-based research to support an awareness campaign on women's poverty and health. A greater goal of this campaign is to help decision-makers within and beyond the health care system to consider policy alternatives that can address the disparities found in the research. Suggestions for action that emerge from the research are:

- Raising the minimum wage
- Increasing social assistance rates
- Broadening eligibility for Employment Insurance
- Increasing the number of subsidized child care spaces
- Providing non-insured health benefits such as dental care to those living in poverty.<sup>1</sup>

The research also led to recommendations for additional research in the region, specifically a more extensive gender analysis of statistical data on income and poverty among Manitoba women, covering trends in income levels and poverty rates for young women, seniors single mothers, Aboriginal and visible minority women.

## What Recommendations emerged from the Gender-Based Analysis?

"A major shift [is required] in the perspective of health planners and health care services providers, to incorporate gender analysis in design, implementation and evaluation throughout the health care system, and not only in those programs with a specific "women's health" mandate."

- from *Women, Income and Health in Manitoba: An Overview and Ideas for Action*.

The following recommendations to decision-makers, health service providers and the public emerged from this research:

1. The many complex ways in which income and gender affect health must be recognized.
2. The implications on health of decisions made outside of the health care system must be considered.
3. Health service systems must be designed and re-designed in ways that recognize the needs of low-income women.
4. The impact of socio-economic inequalities on all aspects of women's health must be recognized.

For more information, please refer to:

Donner, L., 2000. *Women, Income and Health in Manitoba: An Overview and Ideas for Action*. Part of the Women, Poverty and Health Project, Women's Health Clinic, Manitoba.  
[www.womenshealthclinic.org/whats\\_new.html](http://www.womenshealthclinic.org/whats_new.html).

Canadian Women's Health Network, 2001. "Poverty is Hazardous to Women's Health – And we can do something about it". *Network Magazine*, Volume 4/5, No. 4/1.  
[www.cwhn.ca/network-reseau/5-1/5-1pg8.html](http://www.cwhn.ca/network-reseau/5-1/5-1pg8.html).

<sup>1</sup> Canadian Women's Health Network, 2001. "Poverty is Hazardous to Women's Health – And we can do something about it". *Network Magazine*, Volume 4/5, No. 4/1.

## Case Study VI: Men and Poverty in the United Kingdom

This research explores how men are affected by change in socio-economic status. While it admits that there are more women living in poverty in the region, it chooses to examine concerns related to men, work and poverty, arguing that inclusion of men is essential for successful poverty reduction and overall gender equality. The study, which is sponsored by Oxfam-UK, is based on the principles of gender-based analysis as it is done internationally, focusing on the questions “who does what?”, “who has what?”, “who decides?”, “who gains?” and “who loses?”.

### Why Gender-Based Research?

This project cannot be considered a gender-analysis in its true sense, as it does not compare the situations of men and women. It is, however, an exploration of the effects of poverty on men, as well as opportunities for poverty reduction, and leads to a valuable discussion with recommendations on how gender analysis can be improved and used in poverty reduction work. It is one of few projects where the situation of men is looked at exclusively, and argues that men must be engaged in order for poverty reduction work to succeed.

“...there are dangers with equating ‘gender’ with women; this can result in the entrenchment of static definitions of women (e.g., as carers) and men (e.g., as breadwinners). Failure to engage with men can result too in a greater burden of labour falling on women, confining them to low status and low paid tasks. Conversely, attempts to engage men through project interventions based on clear gender analysis can encourage them to take greater responsibility for areas of concern, such as violence, fatherhood and sexual health.”

- from *Men, Masculinities and Poverty in the UK*

It should be noted that gender analysis in its true form is used at one point in this research. That is, in the analysis of four areas of programs and services that exist for men who are living in poverty.

### Who was involved in the Gender-Based Research?

Representatives from 28 grass roots projects and organizations across the country were involved. People working in the fields of employment training, men’s health, gender-based violence and fatherhood were the focus.

### How was the Gender-Based Research done?

The primary method of this research was individual interviews. Questions were asked of the participants in order to obtain insight into the following areas:

- examples of work being done with men who live in poverty and social exclusion
- examples of poverty reduction work that is based on a clear gender analysis
- examples of literature and research on men, masculinities and poverty

This information was gathered with the final goal of producing a UK-wide analysis of the nature, and effectiveness of work with men that directly or indirectly impacts on poverty, and to make recommendations for future work with men in order to address poverty and gender equality.

The researchers then applied a gender analysis to the four areas of work explored in the interviews – employment training, men’s health, gender-based violence and fatherhood – and summarized key findings that are hoped will guide this work to be more gender equal.

### **When was the Gender-Based Research done?**

This research took place as the first step to a greater project entitled “Gender Equity and Men,” which is being managed by an international network of Oxfam offices. Its overall goal is to improve program work and policy to tackle women and men’s poverty.

### **What were the findings of the Gender-Based Research?**

The most valuable findings of this research resulted from the particular phase that applied a gender analysis to the four areas of work being done with men living in poverty: employment training, men’s health, gender-based violence and fatherhood. The findings can be summarized as follows:

- Many projects, most particularly employment training programs, are “gender blind,” not making any distinction between the sexes, and therefore reinforcing existing biases, for example, designing programs that follow traditionally gendered patterns of work.
- The most “gender aware”<sup>2</sup> programs are those that work on sexual and domestic violence. “Gender aware” practices and approaches are generally written into project policy, and there is an evident effort placed on networking with other organizations that work with women.
- Other projects set up specifically for men living in poverty, such as men’s health and fatherhood programs, do not have specific gender statements written into policy, yet the majority did exhibit an awareness of gender issues.

### **What Recommendations emerged from the Gender-Based Research?**

The recommendations coming out of this research address mainly the need for gender analysis in programming for people living in poverty, and can be summarized as follows:

- Use gender analysis in all sectors, and involve all key stakeholders: local authorities, voluntary organizations, training programs, labour unions, employers, parents’ organizations and other projects.
- Make institutional changes that are “gender aware” (e.g., hiring, training, management).
- Policy-makers, professionals and funders should develop work that is specifically geared towards men.
- Make cross-sectoral linkages between various projects working with men (e.g., men’s health with employment counseling). Funders need to be on board for this.

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<sup>2</sup> As defined in this research, “gender aware” approaches are those that recognize that men and women have different needs, interests and priorities. Ruxton, 2002.

- Consider the diversity of masculinity, and respond to it. Recognize that there is a relationship between masculinity and race, social class, disability, age and sexual orientation.
- Use appropriate communication strategies while working with men. Create settings with reduced pressure, address issues that are important to them, use language that they identify with.
- Develop cooperation between men and women organizations; design joint projects, and seek funding together.

### **What Actions Emerged from the Gender-Based Research?**

The recommendations emerging from the research will be part of the greater “Gender Equity and Men” project, managed by Oxfam UK, to promote the use of gender analysis in program work and policy development.

For more information, please refer to:

Ruxton, S., 2002. *Men, Masculinities and Poverty in the UK*. Oxfam Publishing, Oxford, UK.

## Case Study VII: Gender Analysis of Single Parents' Programming

This is a case study of ongoing gender-based research and analysis that has helped the work of the One Parent Families Support and Information Network in the UK. It describes how gender-based analysis and gender equality programming has led to new discoveries about the poverty reduction work being done by the organization, and ultimately, the changes that the organization has undergone to improve its work overall.

### Why Gender-Based Research?

The One Parent Families Support and Information Network felt that it was discriminating against men in its work. So it sought out the support of the UK Poverty Programme to undertake a “gender mainstreaming”<sup>3</sup> initiative, which has involved gender-based research and gender-equality programming such as personnel training, workshops and outreach work.

“We commonly make the assumption that working for gender equality means working with women.”  
- from *Lone Parents in the UK*

### Who was involved in the Gender-Based Research?

The One Parent Families Support and Information Network involved its staff, volunteers and program participants, which number around 3000 single parents, in its gender-based research and gender-equality programming.

### When was the Gender-Based Research done?

The gender-based research was done in response to a concern within the organization regarding gender discrimination in its work.

### How was the Gender-Based Research done?

The gender-based research and gender programming included several types of initiatives to encourage learning around gender equality and change within the organizational programming. These activities included outreach work with the single parents it works with, a survey of its service users, and a series of workshops with single fathers that served as a needs-assessment. A series of workshops on gender and parenting, gender and power, and gender and sexuality was provided by the UK Poverty Programme.

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<sup>3</sup> Gender mainstreaming is defined by the United Nations Economic and Social Council (ECOSOC) as: “... the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in any area and at all levels. It is a strategy for making the concerns and experiences of women as well as of men an integral part of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres, so that women and men benefit equally, and inequality is not perpetuated. The ultimate goal of mainstreaming is to achieve gender equality.” From [www.ilo.org](http://www.ilo.org)

A “gender impact toolkit” designed by the UK Poverty Programme was also used with the One Parent Families Support and Information Network, a tool made available to service-providing organizations to facilitate a gender-based evaluation of their programs.

The organization collected sex-disaggregated data on its services, and on the situation of poverty and single parenting in the community. This data allowed them to conduct a gender analysis of poverty and the service that they provide to parents living in poverty, and thereby draw conclusions about the effectiveness of their programming, and ways in which it can be made more gender-equal.

### **What Lessons were Learned by doing the Gender–Based Research, and how did the work of the organization change as a result?**

Applying a gender analysis to poverty in the region led to a discovery of the widespread effects of gender relationships. One main conclusion of the research was that in many cases, gender relationships are the source of child poverty. In response to this discovery, the One Parent Families Support and Information Network changed its focus from providing services to individual parents to improving parenting skills, and to encouraging support for the child from both parents.

The existing biases regarding the parenting skills of men and women were challenged by doing this research, and led to a re-thinking of stereotypes within the organization. Also, it was discovered that single parents are not always ‘alone,’ and that two parents often share parenting responsibilities. In response to this, the organization has realized it should focus on ways to encourage improved relations between parents, and thus, the long-term well-being of the child.

In general, it is found that men and women feel more comfortable in the drop-in-centre, women feel less threatened, and men feel less judged and more welcome. Trends in service use have also changed, with women and men signing up for less stereotypical programs (e.g., more women are taking computer courses, and more men are using counselling services). It has even been found that relations among staff have improved since the gender-based research and programming has taken place.

It is felt that the gender mainstreaming efforts of the One Parent Families Support and Information Network have led to services that are not only more available and accessible to single parents regardless of sex, but also to people of different race and ability.

### **What Specific Actions Emerged from the Gender-Based Research?**

The more concrete actions undertaken by the organization in response to the lessons learned by gender-based analysis are as follows:

- Establishment of a resource center
- A change in the organization rules to make services equally available to single fathers
- A program focused on developing better parenting relationships: a course looking at how women and men parent differently and how they can learn from each other

For more information, please refer to: Smith, S., 2003. “Lone Parents in the UK”. Published in *Links: A Newsletter on Gender for Oxfam-GB Staff and Partners*, May.

## Case Study VIII: The Gender-based Analysis for Community-Based Poverty Reduction Project

The following case study profiles a Pan-Canadian gender-based action research project undertaken as part of a comprehensive, multisectoral poverty reduction initiative called Vibrant Communities.

A project team and six communities carried out local and national research and used a popular education gender analysis workshop to gain a greater understanding of the gender dimensions of poverty in their communities

Project strengths include use of a popular education workshop process to bring a coordinated grass roots approach to six communities, strong local involvement and inclusion strategies, and the diversity of issues and groups incorporated within the local research.

### Why Gender-Based Analysis?

The overall goal of this project was to enhance the capacity of the Vibrant Communities initiative, and the participating communities, to recognize and address the gender dimensions of poverty.

### Who was involved in the Gender-Based Analysis?

A project team and six communities from the Vibrant Communities initiative participated in a Pan-Canadian Gender and Poverty Working Group. The six communities included:

- Capital Region, British Columbia
- Surrey, British Columbia
- Saskatoon, Saskatchewan (six core neighbourhoods)
- Trois Rivières, Quebec
- Saint John, New Brunswick
- Halifax, Nova Scotia (inner city neighbourhood)

The Pan-Canadian Gender and Poverty Working Group included at least two representatives from each community with the inclusion of low-income individuals. It was responsible for local leadership and coordination, championing the integration of a gender lens within Vibrant Communities and sharing lessons learned with other participants in Vibrant Communities – a group of 14 communities from across Canada who have come together to support one another in learning about comprehensive, multisectoral approaches to poverty reduction. The working group met through monthly teleconference calls and held one face-to-face meeting.

### When and how was the Gender-Based Analysis done?

A multi-layered approach was used that combined national and local streams of activities to achieve the project objectives.

The strategies included:

-National research on tools and resources:

“Looking at our communities and the world around us using a gender lens means looking at situations in our daily lives, societal events, policies and actions.

When we apply this lens to our work in poverty reduction and community action, the gender lens helps us consider how men and women are affected differently by the conditions of poverty and by the work we do to reduce poverty and increase access to jobs and social programs”.

From: *The Thinking Behind the Wall Workshop: Why Gender and Poverty?*

Adapted from “*Starting with Women’s Lives: Changing Today’s Economy*”

A toolkit and resource guide of pertinent resource materials (international in scope with a focus on Canada) was created; including gender-based analysis tools, a literature review that identified sources of national statistics and research on gender and poverty, and case studies from the field. Interestingly, no case studies were found on the use of a gender lens in comprehensive community initiatives (CCI), or within the context of race and poverty or disability and poverty.

*-Local research on the gender dimensions of poverty in six communities:*

This included producing brief **narrative and statistical profiles** highlighting the gender dimensions of poverty in the local settings. Several communities focused on diverse groups or issues within their research, and carried out **focus groups** with men and women living in poverty to facilitate community involvement in the research process. Diverse approaches included a focus on:

- disability issues in Capital Region, B.C.
- the African Nova Scotian community in an inner-city neighborhood in Halifax, N.S.
- issues of education, training and employment programs in Saint John, N.B.

Significant gaps were found in research and statistical data relating to gender and poverty locally. Access to customized local statistics that accounted for gender was cost prohibitive. Other statistics were not available. The data available did not take into account persons ‘lost’ to the system – that is, those not included in official statistics because they are no longer assisted by government programs that have been cut or, like recent immigrants, youth and people without senior citizen pensions, have simply not been included in government programs to begin with.

*-Local workshops in six communities:*

A workshop methodology was selected to provide a coordinated approach to introducing gender-based analysis in each community. The methodology, taken from “Starting With Women’s Lives: Changing Today’s Economy,”<sup>4</sup> used a popular education/visual workshop approach (called “Building the Wall”), and was a way for participants to expose and discuss the factors that influence the process of poverty for both men and women. Several of the communities organized smaller focus groups to bring new information to the day-long workshops, and to engage and invite low-income men and women to participate in the process. In all, over 200 people participated in the local workshops and focus groups.

*“(There was a) sense of community – hope – feel ‘a part’ of the process instead of apart from the process”*

- Feedback from participant of Surrey’s Building the Wall Workshop

**Issues Arising from Local Gender and Poverty Workshops and Research:**

The local workshops and research raised many issues concerning recent changes to jobs and social programs and their effects on men and women, boys and girls – in the home, community and workplace. It provided an opportunity for men and women living in poverty to have a voice and share their lived experiences. A few of the issues/themes that emerged were:

<sup>4</sup> Starting with Women’s Lives: Changing Today’s Economy. A facilitator’s guide to a visual workshop methodology. Suzanne Doerge and Beverley Burke, 2000. Canadian Labour Council and the Women’s Inter-Church Council of Canada.

- Culture of fear in home, community, workplace due to cutbacks, job loss and insecurity – less advocacy taking place.

*“The desire for comprehensive change to address access to transportation, the rise in the cost of living, child care, the lack of leeway for unforeseen contingencies, the concern about housing, clothing, delicate health and illness is common to all of the environments we come from.”*

- Participant’s comment from women’s focus group held November 27, 2003

From “Portrait of Women and Poverty in Trois-Rivières”

- Isolation due to triple role – experienced by men, women and children.
- Increasingly difficult for individuals to ‘fit’ into programs; bureaucratization and less accessibility of services/benefits; removing of services from neighbourhoods
- Women more impacted by cuts to public services – experienced greater job losses due to cutbacks in public sector jobs as well as loss of service; reversal of earlier gains
- Few resources tailored for single dads, few personal supports for men living in poverty
- Men feel disposable, unlikely to seek help
- Race, culture, age and ability deepen dimensions of discrimination and experience of poverty. These also can become the primary social identifiers before gender.

In several of the communities, the local workshops included cross-sectoral groups of participants including business, community agencies, government, and men and women living in poverty. While this was a reflection of the comprehensive nature of the Vibrant Communities model, it proved to be a challenge for adapting the workshop methodology without losing some of the power of its self-empowerment approach. One community, the Capital region of B.C., had an innovative response to this issue, and used a ‘fishbowl’<sup>5</sup> model to deliver a workshop for disabled community members, while representatives from the private sector and government observed and reflected on what they heard.

While each community worked to include action planning as part of the workshop, there was not adequate time to do so. As a result, all of the communities have a need to carry this work forward in order to integrate the experience into concrete action. Additional resources were cited as essential to making this happen.

### Local and National Project Outcomes:

As a result of the project a commitment has been made by Vibrant Communities to revise their Poverty Matrix (one of their essential community analysis tools) to give it a gender dimension and this may lead to a Vibrant Communities recommendation that groups seeking funding consider gender in their plans.

The Pan-Canadian Working Group also recommended continued capacity building, including:

- Additional gender analysis training with local working group and Vibrant Communities representatives
- Greater integration between local Vibrant Communities, poverty reduction work and local women’s organizations

<sup>5</sup> The ‘Fishbowl’ model: In this model a circle of people whose voices are often not heard were in control of the discussion, people with disabilities who were living on low incomes. Observing and learning from the discussion were people who have power to make changes for people in this community, both from the government and private sector. –Excerpt from “Quality of Life Challenge-Gender and Poverty in BC’s Capital Region,” Feb. 2004.

- More time and capacity to build in learning; in particular, to explore connections between race and gender in poverty
- Collaborating on access to gender statistics
- Resources to accommodate the participation of low-income men and women in poverty reduction work (e.g., for childcare, transportation)
- Advocating to go beyond project funding to follow through on concrete actions related to gender and poverty.

Other examples of outcomes at the local level include:

- Commitment to continue work on gender, disability and poverty in Capital Region, B.C.
- New link with regional women's organization in Saskatoon and increased participation in the Saskatoon Anti-Poverty Coalition
- Integration of gender considerations in ongoing work of Vibrant Surrey and its member organizations
- Strategic planning process in Trois Rivières' poverty reduction work to incorporate a gender dimension
- Planning by Halifax Inner City Initiative to use the popular education workshop approach to facilitate continued community engagement
- Interest in using the findings and policy recommendations of the Saint John local research by the New Brunswick Provincial Department of Training and Employment Development in Fredericton, N.B.

### **Analysis and reporting on results and sharing learning:**

In order to integrate the outcomes/learning of the project into Vibrant Communities, the project team and community members of the working group participated in national forums. These included presenting to the Vibrant Communities Policy Dialogue (a monthly teleconference/meeting involving government policy-makers and community representatives) and a Vibrant Communities Convenors' roundtable discussion (held on March 8, 2004 – International Women's Day). A Gender and Poverty project page was set up on the Vibrant Communities website to feature links to the local and national research and reports, and outreach will be done to disseminate the project learnings and resources through links to websites of women's and antipoverty organizations.

For more information, please refer to:

*Vibrant Communities Gender-based Analysis for Community-Based Poverty Reduction Project, 2004*

(<http://www.vibrantcommunities.ca/q2s321.html>)

*Final Report*

*Resource and Tool Kits*

*Project Case Studies*

### *Local Community Reports:*

The following reports reflect local research and narrative reporting from the six communities involved in the Vibrant Communities Gender-Based Analysis for Community-Based Poverty Reduction Project. Central to each report are local statistics on gender and poverty, and transcription/documentation of the "Building the Wall" workshop that took place in each community:

*Moving On: Education, Training and Employment Programs, A Gender Based Analysis on Poverty Reduction in Saint John*

([http://www.vibrantcommunities.ca/downloads/gender/Moving\\_On.pdf](http://www.vibrantcommunities.ca/downloads/gender/Moving_On.pdf))

By Cathy Wright for Urban Core Support Network, December 2003

*Halifax Inner City Initiative Gender and Poverty Project Narrative Report and Focus Group/Workshop Documentation*

([http://www.vibrantcommunities.ca/downloads/gender/Halifax\\_final\\_report.pdf](http://www.vibrantcommunities.ca/downloads/gender/Halifax_final_report.pdf))

By Rebecca Parker for the Halifax Inner City Initiative, January 2004

*Vibrant Surrey Gender and Poverty Project*

([http://www.vibrantcommunities.ca/downloads/gender/VibrantSurrey\\_final.pdf](http://www.vibrantcommunities.ca/downloads/gender/VibrantSurrey_final.pdf))

By Louise Hara with Colleen Reid, January 2004

*Portrait of Women and Poverty in Trois-Rivières*

(<http://www.vibrantcommunities.ca/downloads/gender/TroisRivieres.pdf>)

Trois-Rivières, January 2004

*Quality of Life CHALLENGE – Gender and Poverty in B.C.'s Capital Region*

([http://www.vibrantcommunities.ca/downloads/gender/QOL\\_Challenge.pdf](http://www.vibrantcommunities.ca/downloads/gender/QOL_Challenge.pdf))

*Gender and Poverty Project: A Report by the Gender and Poverty Subcommittee of the Saskatoon Anti-Poverty Coalition, April 2004*

(<http://www.vibrantcommunities.ca/downloads/gender/saskatoon.pdf>)

