

sh!ft

THE PROJECT TO END
DOMESTIC VIOLENCE

**RECOMMENDATIONS FOR THE
IMPACT COLLECTIVE ON
ADVANCING SOCIAL
INCLUSION OF EQUITY-
DESERVING GROUPS TO STOP
VIOLENCE BEFORE IT STARTS**

2022



UNIVERSITY OF CALGARY
FACULTY OF SOCIAL WORK

Authors

Anya Litviniuc
Lana Wells

Acknowledgements

Shift: The Project to End Domestic Violence gratefully acknowledges the Max Bell Foundation for funding this project. We would also like to thank the following members of the IMPACT Foundation Document Review Working Group for their feedback on an earlier version of the report:

Amber Niemeier, YW Edmonton
Andrea Silverstone, IMPACT
Carrie McManus, IMPACT
Chris Johnson, Sanare Centre
Deb Tomlinson, Association of Alberta Sexual Assault Services
Diana Lowe, Reforming the Family Justice System
Giri Puligandla, Canadian Mental Health Association Edmonton
Jassim Al-Mosawi, Calgary Domestic Violence Collective/Mosaic Primary Care Network
Julie Peacock, Ministry of Community and Social Services
Krysta Halfe, Native Counselling Services of Alberta
Lindsay Whittaker, Ministry of Community and Social Services
Lisa Watson, Odyssey House
Lubna Zaeem, Islamic Family and Social Services Association

Acknowledging Indigenous territory and peoples

Shift acknowledges that our team members live across Turtle Island in what is today known as Canada. We acknowledge that the places we call home have deep ties to the Indigenous Peoples that have stewarded this land since time immemorial. We also acknowledge that colonial actors and institutions perpetually deny Indigenous people their rights to self-determination and sovereignty and these institutions must be challenged and changed. Shift is committed to the advancement of the United Nations Declaration on the Rights of Indigenous Peoples and the Calls to Action of the Truth and Reconciliation Commission.

Suggested Citation

Litviniuc, A., & Wells, L. (2022). *Recommendations for the IMPACT collective on advancing social inclusion of equity-deserving groups to stop violence before it starts*. Calgary, AB: The University of Calgary, Shift: The Project to End Domestic Violence.

Contact

Lana Wells, Brenda Strafford Chair in the Prevention of Domestic Violence
Faculty of Social Work, University of Calgary
2500 University Drive NW, Calgary, AB, Canada T2N 1N4
Phone: 403-220-6484 Email: lmwells@ucalgary.ca

IMPORTANT NOTE TO OUR READER

This report is part of a series of research reports informing the Alberta Primary Prevention Framework (APPF) Policy Collaborative, whose goal is to help the Government of Alberta and the IMPACT collective identify strategies and actions for primary prevention of domestic and sexual violence. Primary prevention means “preventing initial perpetration and victimization of domestic and sexual violence by scaling up interventions that target the structural and cultural conditions that produce and reinforce violence, discrimination, and inequalities.”¹ What does this definition and commitment mean to our practice? It means we need to focus our attention, resources, and time on upstream solutions that target the structures (i.e., laws, policies, practices) and cultures (i.e., norms, values, beliefs, behaviours) that reflect and reinforce gender inequality, social exclusion, and anti-Indigenous discrimination so that, ultimately, all Albertans live a life free from violence and experience equity and social inclusion in their daily lives.²

Using evidence from 290 research and policy documents by 70 Canadian policy actors, the enclosed report synthesizes recommendations for changing the cultural and structural factors that exclude equity-deserving groups from equal participation and make violence against them possible. While most of the recommendations are pragmatic rather than transformative (i.e., focused on reducing suffering in the short term versus reimagining our systems and structures), they can still help the human services sector move toward addressing the root causes and drivers of violence in Alberta. We hope this report will encourage IMPACT and their members to advocate for policy and legislative change while engaging in a much larger conversation on how the anti-violence sector can go beyond strategies that focus on reducing suffering to redesigning our systems and structures that cause and reinforce harm on particular populations.

How do we move forward? We have developed online [Shift to Learn](#) modules to support the capacity of IMPACT members to engage in primary prevention efforts. In these, we highlight the importance of focusing our work on changing ourselves first, so we can then work on changing the root causes of violence. We also discuss some tensions in the anti-violence movement that are creating barriers to moving upstream to stop the perpetration of violence before it starts. We encourage you to revisit those modules as you review the enclosed recommendations because they will support the sector in advancing social inclusion as a primary prevention strategy. This includes acknowledging and coming to terms with the difficult and sometimes harmful aspects of our history, systems, and practices, as well as recognizing and supporting community equity-deserving leaders and activists who have led social change throughout time. Only then can we advance primary prevention approaches that build on cultures founded on principles of healing, trust, and humility.³

In solidarity,

Lana Wells & Anya Litviniuc

TABLE OF CONTENTS

1.0 The case for social inclusion as a strategy to prevent the perpetration of domestic and sexual violence against equity-deserving groups	1
1.1 What is social inclusion?.....	1
1.2 Who is socially excluded and why?.....	1
1.3 What does the data say about the impact of social exclusion on violence perpetration against equity-deserving groups in Canada?	2
2.0 Moving forward: Helping IMPACT advance social inclusion to prevent the perpetration of domestic and sexual violence in Alberta	4
Strategy 1: Build the internal capacity of IMPACT as the collective for promoting social inclusion	4
Action 1: Adopt an explicit anti-oppressive equity framework to guide the work of the IMPACT collective.....	5
Action 2: Build the capacity of the anti-violence sector in anti-oppression practices.....	5
Action 3: Centre the rights and voices of specific equity-deserving groups.....	5
Action 4: Adopt a systemic change approach that will increase the efficiency and effectiveness of social inclusion and violence prevention efforts.	6
Action 5: Advocate for long-term, predictable funding to sustain comprehensive systems change.....	7
Action 6: Implement employment and workplace equity measures.	7
Strategy 2: Working with key equity deserving groups and key stakeholders to change the cultural and structural factors to advance social inclusion in Alberta	8
Action 1: Educate Albertans about the preventable nature of violence, the importance of social inclusion, and increase motivation to stop violence before it starts.	9
Action 2: Partner with people with lived experiences, researchers, organizations, and systems to gather information to better understand Alberta’s equity-deserving groups’ structural barriers to equity and experiences of violence.	10
Action 3: Align IMPACT programs and services with equity-deserving groups’ needs and preferences	12
Action 4: Advocate for better laws, policies, and practices based on these recommendations, the data that IMPACT collects, and the research it carries out/supports.	17
3.0 Conclusion	21
Appendix 1: Methods	22
References	23

1.0 The case for social inclusion as a strategy to prevent the perpetration of domestic and sexual violence against equity-deserving groups

This report sets the stage for IMPACT's primary prevention work by explaining why it is essential to increase social inclusion to prevent domestic and sexual violence and why focusing primary prevention efforts on equity-deserving groups matters. The report lists upstream solutions that IMPACT and their members can adopt and advocate for to help all Albertans live a life of dignity, justice, belonging, and safety, free from violence.

1.1 What is social inclusion?

Social inclusion is a multidimensional process for ensuring inclusive, accessible services and civic, social, economic, and political opportunities for everyone so that each individual, regardless of background, can actively participate in decision-making and achieve their full potential.⁴

Shift argues that social inclusion is a primary prevention strategy because it ensures that all social groups can thrive and live a life free from violence when they enjoy equal status in society and equal access to decision-making and resources to meet their needs. How do equal status and access to decision-making and resources contribute to prevention?

- Achieving equal status ensures that no group is seen as inferior and, as a result, potential perpetrators cannot rationalize their victimization through victim-blaming.
- Achieving equal access to decision-making allows all groups to ensure that their rights are reflected in all laws and policies and protected in all systems and institutions, guaranteeing their safety.
- Achieving equal access to resources, such as educational opportunities, well-paid jobs, adequate housing, and nutritious food to name a few, allows individuals to be self-reliant and deprives potential perpetrators of opportunities to exploit others' vulnerabilities.

If IMPACT and their members work together to promote positive representation of all social groups, provide appropriate and relevant services, and help create equitable socio-economic, political, and civic opportunities for all Albertans, violence against equity-deserving groups will be reduced, then prevented.

1.2 Who is socially excluded and why?

Historically, many social groups in Canada have experienced discrimination as a tool to maintain the systems of oppression (patriarchy, capitalism, colonialism, etc.) that allowed privileged groups to enjoy high status, power, and wealth. For example:

- Black people were enslaved to generate profit for capitalist owners.
- Women were subjugated to maintain heteronormative patriarchy allowing men to benefit and to maintain capitalism that relied on women's reproductive labour and unpaid domestic

labour to thrive.

- Certain social groups seen as unproductive or not contributing to the capitalist system (e.g., young children, seniors, people with disabilities, and people living in poverty), were deprived of rights and resources.

Such socially excluded groups are, today, known as equity-deserving groups.

An equity-deserving group is “any group of people who, because of systematic discrimination, face barriers that prevent them from having the same access to the resources and opportunities that are available to other members of society, and that are necessary for them to attain just outcomes.”⁵

While, today, Canada is officially committed to equity, various equity-deserving groups still experience prejudice, daily microaggressions, systemic discrimination, and exploitation. This leaves them with fewer resources, decision-making and institutional power, and results in worse outcomes in many systems and institutions, such as education, the labour market, health, child welfare, and criminal legal systems. In this way, social exclusion exposes equity-deserving groups to more and more severe social problems, including domestic and sexual violence.

1.3 What does the data say about the impact of social exclusion on violence perpetration against equity-deserving groups in Canada?*

Looking at Canadian data today, we see a clear overrepresentation of women, Indigenous Peoples,[†] and equity-deserving groups among those impacted by a range of social problems, such as unemployment, poverty, homelessness, and domestic and sexual violence. Research and data demonstrate that male perpetrators inflict higher rates of violence⁶ on women, Indigenous Peoples, and equity-deserving groups, and that violence against them is more frequent, severe, and life changing⁷ compared to socially included groups. There is a connection between social exclusion and perpetrators’ exploitation to commit violence.

At the level of culture, our society tolerates negative representations of equity-deserving groups, often denying their worth and equality. For example, popular culture, mass media, and social media promote texts and images that are overtly or covertly racist; sexist, homophobic, biphobic, or transphobic; ableist; ageist; or classist. Perpetrators use such representations to rationalize and justify the violence they inflict. For example, the relentless experiences of marginalization and mistreatment that have led to extreme and chronic stresses and internalized homophobia, biphobia, and

* We use Canadian data because Albertan data is very limited.

† Indigenous Peoples have a unique history and are distinct from equity-deserving groups. To identify primary prevention strategies for stopping violence against Indigenous People, Shift has engaged in a parallel research process with a group of Elders and Indigenous researchers. The results can be found here: [Strong Women’s Circle](#).

transphobia have contributed to 67% of women from the 2SLGBTQIA+ communities experiencing at least one type of intimate partner violence compared to 44% of heterosexual women.⁸

At the level of systems and institutions, our society denies equity-deserving groups equal opportunities due to unconscious bias, prejudice, and blatant discrimination, which leads to their poor outcomes. Perpetrators use equity-deserving groups' experiences of poverty, homelessness, poor health, and social and geographic isolation to control, coerce, and often victimize.⁹ For example:

- Racism, xenophobia, and sexism result in the overrepresentation of Black, other racialized, immigrant, and refugee women in precarious, low-paying jobs¹⁰ with inconvenient shift work. Due to low income, many women commute to work by public transit, which exposes them to potential perpetrators. As a result, racialized women experience more sexual harassment in public that makes them feel unsafe or uncomfortable than non-racialized women (35% versus 31%, respectively).¹¹
- Homophobia, biphobia, and transphobia increase 2SLGBTQIA+ Canadians' likelihood of experiencing homelessness: 27% of 2SLGBTQIA+ individuals, compared with 13% of their non-2SLGBTQIA+ counterparts, have faced homelessness or housing insecurity in their lifetime.¹² Living with strangers or on the street is a major risk factor for violence. For example, while living on the street, over 37% of women and 41% of non-binary and trans individuals have experienced sexual assault.¹³
- Ableist and ageist prejudice leads employers to doubt the capacity people with disabilities and seniors, who are often under-employed and underpaid as a result. Even when employers hire people with disabilities and seniors but do not offer them essential accommodations, they set those groups up for failure. For example, over the past decade, more people with disabilities left than entered the workforce across all sectors, with nearly double the number of people leaving the workforce than entering it in 2020.¹⁴ Perpetrators exploit unemployment, poverty, and the need for care to control people with disabilities and seniors. For example, although women with disabilities only make up about 15% of all Canadian women, they have experienced 45% of all reported incidents of violent crime against women.¹⁵
- Discrimination based on class and geographic location results in fewer employment opportunities, lower incomes, and fewer services, including mental health and addiction services, for residents of rural and remote communities.^{16,17} These social problems, together with geographic and social isolation and more rigid social norms, increase the risk of victimization. As a result, women living in rural areas are 75% more likely to experience intimate partner violence than urban women.¹⁸

While research and data support our argument that social exclusion is associated with victimization, the numbers above do not tell the whole story as they are conservative estimates of the true scale of domestic and sexual violence in Canada. We know that survivors, especially from equity-deserving groups, tend to under-report their victimization to official institutions.¹⁹ Therefore, we argue that violence prevention efforts must centre the experiences of equity-deserving groups and focus on advancing social inclusion in laws, policies, and practices in our culture, systems, and institutions.

The next section outlines specific actions IMPACT can take to contribute to social inclusion of equity-deserving groups to prevent domestic and sexual violence before they start.

2.0 Moving forward: Helping IMPACT advance social inclusion to prevent the perpetration of domestic and sexual violence in Alberta

Due to time and funding constraints, Shift engaged in research, consultations with experts with lived experience, and a prioritization process with the IMPACT collective and the Government of Alberta for the Alberta Primary Prevention Framework Policy Collaborative. As a result, the following equity-deserving groups are the focus of the framework: racialized and religious minority groups; 2SLGBTQIA+ communities; people with disabilities; unhoused people; seniors; and people living in rural and remote areas. We encourage IMPACT and the government to focus on other equity-deserving groups who experience social exclusion and violence, for example, intimate partners and families of gang members, sex trade workers, and prison inmates in the future.

The two main strategies that IMPACT can adopt to advance social inclusion for primary prevention are:

1. Building the internal capacity of the anti-violence sector to promote systems change and social inclusion through adopting anti-oppression frameworks and prioritizing equity-deserving groups.
2. Working with key stakeholders, including equity-deserving groups, to consult on and identify specific recommendations to change the cultural and structural factors to advance social inclusion.

Below, we outline specific actions under each strategy to help IMPACT embark on centering equity-deserving groups in their work and advancing social inclusion to prevent the perpetration of violence.

Strategy 1: Build the internal capacity of IMPACT as the collective for promoting social inclusion

Reconciling our inner journey with how we show up in the world is critical to advancing social inclusion and preventing violence. Without the ability and time to reflect on and unlearn our internalized systems of oppression, heal, and learn how to enact equity and inclusion in our daily interactions and professional lives, our anti-violence sector may inadvertently perpetuate conditions that allow perpetrators to harm equity-deserving groups. Therefore, social inclusion work must start with

compassionate self-reflection and compassionate accountability. These activities can help us examine and address our own biases and problematic behaviours and find the courage to have difficult conversations with peers to transform our sector and ensure it is built on anti-oppression.[‡]

Anti-oppression means giving up power, being inclusive of all groups, having representation from historically underrepresented and marginalized groups, and having joint decision-making about policy, procedures, and practices.²⁰

Action 1: Adopt an explicit anti-oppressive equity framework to guide the work of the IMPACT collective.^{21,22}

IMPACT can change the views prevalent in society and in the anti-violence sector that see domestic and sexual violence as an interpersonal problem rather than a result of systems of oppression. Openly discussing the systems of oppression and the cultural and structural conditions that prop them up will help change those conditions and eventually dismantle those systems. When creating strategic plans, arranging collaborations, designing programs and services, and doing advocacy work, IMPACT members can allocate specific funding, select specific outcomes and measures, and target advocacy initiatives on anti-oppression and social inclusion of equity-deserving groups.

Action 2: Build the capacity of the anti-violence sector in anti-oppression practices.

IMPACT can provide learning opportunities for all members, both decision-makers and frontline staff, on anti-oppression and anti-oppressive best practices, unconscious bias, micro-aggressions, and the history of equity-deserving groups in Canada and Alberta to understand the root causes of inequity and inequitable outcomes.^{23,24}

Action 3: Centre the rights and voices of specific equity-deserving groups.^{25,26}

When creating strategic plans, arranging collaborations, and doing advocacy work, it is important that IMPACT members centre the voices and actions of community leaders and activists from equity-deserving groups and collaborate with community-led grassroots efforts by amplifying and supporting their initiatives. Equity-deserving groups must be a part of governance and decision-making. For this, IMPACT must ensure that:

- Specific equity-deserving groups are represented in leadership positions across the anti-violence sector.²⁷
- Representatives of all equity-deserving groups are part of equity governance committees within IMPACT and lead anti-oppressive work for their specific equity-deserving group.^{28,29}

[‡] For more on both, please go to the module [Changing Us First, To Change The Root Causes of Violence](#) in the [Shift to Learn](#) Advancing Primary Prevention education series.

- Hard-to-reach equity-deserving groups are engaged in violence prevention through active outreach³⁰ and are provided with all necessary supports (e.g., reimbursement, compensation, and accessibility accommodations).³¹
- Specific equity-deserving groups set the violence prevention agenda and meaningfully participate in formulating, implementing, and evaluating solutions for violence prevention, relying on their strengths, and lived experience.³²

When designing programs and offering services, IMPACT members can centre the unique needs and preferences of specific equity-deserving groups, including those at the intersection of multiple forms of oppression.³³ For example, IMPACT members who work in health and wellbeing can provide culturally appropriate sexual and reproductive health services to immigrant women from traditional religious and cultural backgrounds in a way that supports their decision-making and protects them from potential intimate partner violence. For example, if a woman uses family planning against the wishes of her male partner who sees many children as a sign of his masculinity.

Action 4: Adopt a systemic change approach that will increase the efficiency and effectiveness of social inclusion and violence prevention efforts.

A systemic change approach seeks to address the root causes, rather than the symptoms, of a societal issue by taking a holistic view of it and transforming policies, practices, power dynamics, social norms, or mindsets that underlie this societal issue by collaborating with a diverse set of players at local, regional, and national levels.³⁴

Because social exclusion spans social, economic, political, and cultural spheres, and impacts equity-deserving groups' outcomes in all systems, IMPACT must work across sectors and jurisdictions to effect comprehensive, sustainable change. For this, IMPACT can:³⁵

- Develop partnerships with other actors *outside* of the anti-violence sector working on social inclusion, such as children and youth-serving organizations, sports and recreation, arts and cultural organizations, and religious groups and organizations.
- Create a social inclusion systems map, identifying the existing gaps, codesigning the solutions to fill those gaps, assessing the quality of the existing solutions, and integrating and streamlining social inclusion initiatives across Alberta.
- Work towards systems and services' integration to ensure that individuals who access IMPACT programs and services receive walk-in "one-stop" access to comprehensive wrap-around supports under one roof where possible³⁶ with the ultimate goal being a "One Beneficiary, One Case" policy.³⁷
- Coordinate formal and informal knowledge sharing to identify and disseminate best practices, resources, and tools for social inclusion across sectors and jurisdictions.

Action 5: Advocate for long-term, predictable funding to sustain comprehensive systems change.

IMPACT can work with funders, including the Government of Alberta, to help them understand the importance of adopting a long-term, predictable, sustainable funding model³⁸ targeting equity-deserving groups for supports and providing funding directly to equity-deserving groups where possible. This will allow IMPACT and its members to carry out continuous social inclusion work without restrictive conditions (e.g., no time limitations and excessive reporting requirements, funding is not tied to programs or government cycles, and funding for program testing and modifications) and will empower equity-deserving groups to transform structures and systems directly.

Action 6: Implement employment and workplace equity measures.

As a group of employers, IMPACT members can promote social inclusion through the following steps:

- Hire more members of equity-deserving groups, especially in senior leadership roles.³⁹
- Create more high-quality jobs for women and other equity-deserving groups (e.g., full-time, permanent jobs with benefits).
- Adopt recruitment and retention strategies that mitigate barriers for each equity-deserving group. For example:
 - Modify the built infrastructure (e.g., gender neutral washrooms and accessible spaces for people with disabilities and seniors).⁴⁰
 - Adjust organizational practices (e.g., simplify the process of updating employee information for gender transitioning employees⁴¹ and introduce supplier diversity programs to purchase from businesses owned by equity-deserving groups).⁴²
 - Offer job transformations, cultural or accessibility accommodations,⁴³ and workplace supports^{44, 45} (e.g., various types of leave, flexible working arrangements, and technology assisted work).⁴⁶
- Implement and regularly review organizational anti-oppression policies and procedures, including workplace harassment and discrimination complaint mechanisms,^{47,48} and integrate equity into strategic and programmatic plans and other organizational documents.^{49,50}
- Provide compulsory pre-employment and ongoing equity and anti-oppression education and training for both managers and frontline staff to ensure a safe and inclusive work environment.⁵¹

By adopting these measures, IMPACT will increase its capacity to carry out effective work for changing the cultural and structural conditions that make domestic and sexual violence possible. It will also serve as a model for other organizations, both due to its professional capacity and its treatment of equity-deserving employees.

Strategy 2: Working with key equity deserving groups and key stakeholders to change the cultural and structural factors to advance social inclusion in Alberta

Research and data point to four problems that contribute to social exclusion and violence against equity-deserving groups:

1. Albertans see violence and social exclusion as natural parts of life and have little motivation to mobilize for equity-deserving groups' social inclusion to prevent violence. Lack of social cohesion, segregation, and polarization contribute to perpetuation of discriminatory and violence-supporting norms, values, beliefs, and behaviours throughout our systems, institutions, communities, and relationships, thereby increasing the risk of violence.
2. There is a lack of information about Alberta's equity-deserving groups' outcomes in systems and institutions and their experiences of violence. Coupled with discrimination against equity-deserving groups and their absence from social inclusion strategy decision-making processes, design, implementation, and evaluation, this results in measures that fail to promote their needs and rights. This also means that misinformation, stereotypes, and biases related to equity-deserving groups may go unchallenged at all levels of society, which reinforces the promotion of social exclusion.
3. Laws, policies, and practices reproduce inequalities because they ignore the outcomes and real needs of equity-deserving groups, which reinforce social exclusion and the threat of violence.
4. IMPACT programs and services may reinforce social exclusion because they are not targeted to specific equity-deserving groups' needs and preferences.

To address these problems, IMPACT can take the following actions:

1. Educate Albertans about the preventable nature of violence, the benefits of equity, and the importance of social inclusion for preventing violence, and increase their motivation to mobilize against violence and for equity.
2. Partner with people with lived experiences, researchers, organizations, and systems to gather better data to understand Alberta's equity-deserving groups' structural barriers to equity and experiences of violence.
3. Improve IMPACT programs and services to match equity-deserving groups' needs and preferences.
4. Advocate for better laws, policies, and practices to [advance social inclusion in Alberta](#).

The next section outlines specific steps under each action that IMPACT can take to advance social inclusion work in the province.

Action 1: Educate Albertans about the preventable nature of violence, the importance of social inclusion, and increase motivation to stop violence before it starts.

We can hope to eradicate domestic and sexual violence only if we adopt a whole-of-society approach. For this approach to work, we must ensure that all Albertans understand that violence is abnormal and highly preventable and that all groups should enjoy social inclusion, since exclusion increases the threat of violence. Furthermore, we must actively involve all Albertans into equity and anti-violence initiatives, including those for advancing the safety and wellbeing of equity-deserving groups.

To educate Albertans and increase their motivation to mobilize against violence and for equity, IMPACT can take the following steps:

1.1 Organize awareness campaigns on:

- The benefits of equity and human rights for all Albertans, addressing potential fears and concerns in a supportive manner to prevent backlash.⁵²
- The importance of equity policies such as affordable education, safe working conditions, livable minimum wage, and poverty reduction measures for human dignity of all Albertans, including those from equity-deserving groups.⁵³
- The direct impact of the systems of oppression on equity-deserving groups' inequitable outcomes in all systems and institutions⁵⁴ and the resulting higher vulnerability to domestic and sexual violence.
- The history of Canada's and Alberta's equity-deserving groups,⁵⁵ explaining the historical laws and policies that have created marginalization and overrepresentation among those impacted by domestic and sexual violence, as well as the challenges and strengths of each equity-deserving group.⁵⁶
- The risks that far-right political movements present when they promote systems of oppression and violence.⁵⁷

1.2 Organize and participate in:

- Public lectures, conferences, panels, seminars, workshops, and intercultural discussions,⁵⁸ including those organized and led by equity-deserving groups and organizations serving them,⁵⁹ on the importance of equity and anti-oppression for preventing domestic and sexual violence.
- Events that celebrate equity-deserving groups and their contributions to Canada and Alberta to improve public attitudes and increase Albertans' motivation to learn, interact, and support social inclusion.⁶⁰
- Innovative opportunities, including those that use art and technology, for equity-deserving populations to share their experiences to improve public attitudes towards equity and anti-oppression.⁶¹

1.3 Advocate for the Government of Alberta to:

- Focus its work on achieving human dignity and high living standards for all Albertans, including equity-deserving groups, and publicize its equity goals and initiatives to signal to Albertans that equity and human rights are a priority.
- Acknowledge that domestic and sexual violence stems from oppression rather than individual failings of perpetrators or victims and that violence is highly preventable.^{62,63}
- Ensure that all government communication is respectful and inclusive of all equity-deserving groups, with no negative portrayals or stereotypes⁶⁴ and increase the visibility and positive representation of equity-deserving groups in printed and marketing materials, on websites, and in social media.⁶⁵
- Fund events celebrating the achievements of equity-deserving groups in all sectors.⁶⁶
- Publicly denounce violent hate groups as a threat to Canadian values of equity and non-violence.⁶⁷

Organizing awareness campaigns and public events will help IMPACT build a provincial campaign for social inclusion of equity-deserving groups and against violence. Coupled with other structural measures, a better understanding that violence is unnatural and preventable, and that social inclusion benefits everyone, will motivate Albertans to make changes in their personal and professional lives. More importantly, it will diminish the blaming of women and other equity-deserving groups for the violence that they experience and contribute to more equitable outcomes and less violence among them.

Action 2: Partner with people with lived experiences, researchers, organizations, and systems to gather information to better understand Alberta's equity-deserving groups' structural barriers to equity and experiences of violence.

Based on our research, there is a lack of data and research on Alberta's equity-deserving groups' experiences with exclusion and violence. Therefore, IMPACT could support provincial data collection and research to understand how inequalities make equity-deserving groups more vulnerable to domestic and sexual violence. The data and research that IMPACT produces will then inform government laws, policies, and practices, and IMPACT's programs and services. To gather better data, IMPACT can take the following steps:

1. Develop and implement a **unified data collection, management, and reporting system** for the IMPACT collective⁶⁸ to standardize data collection across organizations and aggregate findings.⁶⁹
2. Build the **anti-violence sector's capacity for data collection** and ensure that it properly trains data collectors in data equity frameworks, anti-oppression, and cultural safety.⁷⁰
3. **Review and update data collection instruments** to ensure that they reflect equity-deserving groups' lived experiences and preferred terminology⁷¹ (e.g., an expanded range of sexual orientation options defined in terms of identity, attraction, and behaviour,⁷² and an expanded range of gender identity options⁷³ including non-binary self-identifiers).⁷⁴ Additionally, use the

demographic categories that can provide valuable information specifically on vulnerability to violence, e.g., differentiate women by ethno-racialized group and seniors by age intervals.

4. When providing programs and services, **collect nuanced demographic data** disaggregated by different meaningful identities (e.g., gender, racialized status, religious affiliation, immigrant status, 2SLGBTQIA+ status, and disability⁷⁵) to understand the demographic profile of program and service users. Also, **gather nuanced quantitative and qualitative data^{76,77} on beneficiaries' equity needs and experiences** to identify systemic disparities⁷⁸ and to rectify inequities that lead to violence.⁷⁹
5. Identify **gaps in data on groups at the intersection of several systems of oppression** and collect data to fill those gaps,⁸⁰ (e.g., racialized women with disabilities, racialized 2SLGBTQIA+ communities living in rural and remote areas).
6. **Involve equity-deserving groups in data-related initiatives⁸¹** (e.g., designing and testing data collection instruments) and share collected and analyzed data with the equity-deserving groups it represents in an informative and straightforward manner.⁸²
7. **Involve IMPACT program participants and service users in research.** IMPACT can leverage the trust of equity-deserving groups using its programs and services to both provide them with an opportunity to share their experiences and to inform future laws, policies, and programs.
8. **Support researchers from equity-deserving groups,⁸³** especially those who study social exclusion that increases equity-deserving groups' vulnerability to domestic and sexual violence.⁸⁴
9. **Advocate for the Government of Alberta to:**
 - Use GBA+ analysis including age, disability, and rural location lenses for all government data collection initiatives⁸⁵ and to share data on equity-deserving groups more widely.
 - Implement standardized metrics across the province to make data more comparable, reflecting the federal metrics where available.⁸⁶
 - Collect consistent longitudinal qualitative and quantitative data⁸⁷ on inequality and domestic and sexual violence⁸⁸ in Alberta.
 - Fund the anti-violence sector's capacity building⁸⁹ and access to innovative technological tools for data collection⁹⁰ and integration.
 - Fund researchers from equity-deserving groups⁹¹ working on social exclusion and domestic and sexual violence in the province.
 - Implement regular provincial polls to assess attitudes towards equity and discrimination in the province.⁹²

Gathering better data and carrying out essential research will offer a clearer picture to IMPACT and its stakeholders on the prevalence, severity, and manifestations of domestic and sexual violence in Alberta, in order to identify specific cultural and structural conditions that give rise to violence against equity-deserving groups. This step is essential for informing IMPACT's and the government's violence prevention agenda.

Action 3: Align IMPACT programs and services with equity-deserving groups' needs and preferences

Since IMPACT members work with various equity-deserving groups, they can take specific measures to increase each group's social inclusion. First, IMPACT can focus its services on promoting positive attitudes, norms, and values related to these groups' representation and worth. IMPACT needs to work on addressing both institutional oppression, such as discriminatory portrayals of equity-deserving groups in social narratives and the media, and internalized oppression (i.e., views about themselves that these groups come to accept and embody). Second, IMPACT can contribute to increasing these groups' social, economic, political, and cultural participation so that they gain the same power, resources, and opportunities as the dominant majority and meet their basic needs. Better attitudes, beliefs, norms, and values related to equity-deserving groups' rights and worth, and better opportunities and outcomes for equity-deserving groups in all systems and institutions will strengthen their dignity, safety, justice, and belonging and diminish the risks of suffering or perpetrating domestic and sexual violence.

To achieve this goal, members of the IMPACT collective can take the following steps based on their area of focus:

3.1 Provide culturally appropriate programs and services for racialized groups to promote social inclusion and prevent domestic and sexual violence.

When working with racialized groups, IMPACT can address the impact of racism on these groups' negative portrayals in societal narratives and on their limited access to the resources necessary for their basic needs. Through the measures listed below, IMPACT can ensure these groups take advantage of its services and programs and increase their chances of thriving in the educational system, labour market, health care, and other systems, which will reduce vulnerability to violence.

- Integrate best practices for culturally appropriate approaches to domestic and sexual violence prevention and culturally safe services.⁹³
- When delivering educational programs for children and adults, diversify the curricula, adopting an explicit social equity lens, focusing on experiences of racialized and religious equity-deserving groups,⁹⁴ including their stories and positive representations,⁹⁵ and positively affirming their identities.⁹⁶
- When delivering services, implement targeted cultural and religious accommodations,⁹⁷ by offering facilities for prayer, respecting people's fasting and dietary needs, or serving people based on their cultural beliefs about seniority (e.g., elderly first and children last).
- Hire more staff from racialized and religious equity-deserving groups for decision-making and frontline positions.⁹⁸
- In programs working with racialized youth, provide effective evidence-based leadership training and mentorship programs⁹⁹ and leadership opportunities.¹⁰⁰
- Support and promote outreach activities by community and grassroots organizations to involve racialized and religious equity-deserving groups into civic activism and the political

processes¹⁰¹ to develop leadership and build social capital and networks.

- Support initiatives by racialized and religious communities to promote mental health and resilience among children, youth, women, and equity-deserving groups (e.g., programs for refugee women suffering from prolonged post-traumatic stress disorder).¹⁰²
- Provide relevant and adequate spiritual, psychological mental health resources for racialized communities, including grievance circles and counselling support when major tragedies and traumas occur locally, nationally, and globally.¹⁰³
- In cooperation with racialized and religious community organizations develop and provide culturally appropriate prevention services that strengthen families, e.g., family counselling, and counselling and supports for children and youth who come out as 2SLGBTQIA+, and their parents.¹⁰⁴
- In cooperation with racialized and religious community organizations, develop and implement initiatives that promote resilience, smoother transitions to adulthood, better educational outcomes for racialized children and youth, meet cultural needs, and address impacts of systemic oppression.¹⁰⁵

3.2 Provide programs and services for 2SLGBTQIA+ communities to promote social inclusion and prevent domestic and sexual violence.

When working with 2SLGBTQIA+ communities, IMPACT can address the effects of homophobia, biphobia, and transphobia on the negative portrayals of these groups in social narratives and their discrimination in educational institutions, workplaces, and particularly health care. Through the measures listed below, IMPACT can ensure these groups take advantage of its services without fear of harsh treatment and can support their participation in other social systems, thus reducing vulnerability to violence.

- Fix the infrastructure of the facilities where programs take place to make it 2SLGBTQIA+ inclusive¹⁰⁶ (e.g., visible indicators of 2SLGBTQIA+ inclusion that welcome and affirm 2SLGBTQIA+ people, gender neutral washrooms, single-user change rooms, and signage on multi-user spaces).
- In partnership with 2SLGBTQIA+ organizations and advocates, help create low-barrier, gender-specific, and responsive 2SLGBTQIA+-focused homeless shelters, women's shelters, transitional housing, drop-in services, and permanent supportive housing with particular focus on trans and gender non-conforming individuals.^{107,108}
- Provide sexual health resources, including affordable contraceptives, immunization plans, and preventative sexual health care, such as pre-/post-exposure prophylaxis for 2SLGBTQIA+ individuals, focusing on rural regions.¹⁰⁹
- Provide youth-centric non-reparative medical care for 2SLGBTQIA+ youth, especially trans and intersex youth,¹¹⁰ addressing the needs of different age groups in a supportive manner, and respecting youth needs and preferences rather than imposing medical solutions based on heteronormative and cis-normative worldviews.
- Facilitate access to comprehensive sexual education and reproductive health services for 2SLGBTQIA+ youth with disabilities.¹¹¹

- Promote safe, confidential, and culturally sensitive programming and supports for 2SLGBTQIA+ youth and adults who are experiencing exclusion¹¹² based on their intersecting identities,¹¹³ disability, mental health challenges, substance use, engagement in criminalized activities, or incarceration.^{114,115}
- Promote initiatives that increase access to technology and digital services for 2SLGBTQIA+ individuals, especially those with disabilities, affected by homelessness, living in rural areas, and seniors, etc.¹¹⁶
- Promote programs that support 2SLGBTQIA+ seniors living with dementia.¹¹⁷

3.3 Provide programs and services for people living with disabilities to promote their social inclusion and prevent domestic and sexual violence.

When working with people with disabilities, IMPACT can address the effects of ableism on these groups' negative portrayals as less valuable and worthy of opportunities and even life. IMPACT can address frequent omission of these groups' needs from programming in all social systems or superficial measures that fail to address the full spectrum of requirements that people with disabilities have. Empowering people with disabilities in all social systems will ensure that they have the decision-making power and the social and material resources to thrive and avoid domestic and sexual violence.

- In educational activities, implement Universal Design for Learning, a collaborative approach to instruction that helps all learners, including those with diverse needs, to participate and succeed by adapting learning objectives, activities, methods of assessment, etc.¹¹⁸
- Amend all education programs provided by IMPACT members to be truly accessible, inclusive, and integrated.¹¹⁹
- Implement positive inclusive and emancipatory sex education programs that centre the experiences and realities of people with disabilities and respect their rights to healthy sexual lives.¹²⁰
- Implement initiatives that teach employers how to apply best practices for accessible and inclusive workplaces.¹²¹
- Promote initiatives to improve the quality of health care for people with disabilities,¹²² including lifestyle change programs for people with episodic disabilities.¹²³
- Promote culturally appropriate, quality respite services for families, including the aging parents of middle-aged children, with significant disabilities.¹²⁴
- Promote accessible community mental health and addictions services and supports focused on people with disabilities.¹²⁵
- Promote initiatives that support people with cognitive disabilities to exercise legal capacity.¹²⁶

3.4 Provide programs and services for people at risk of or affected by homelessness to promote social inclusion and prevent domestic and sexual violence.

When working with people at risk of or affected by homelessness, IMPACT can address class-based biases and discrimination, as well as harmful stereotypes related to mental health and addictions,

that give rise to negative portrayals of these populations in social narratives. Furthermore, IMPACT can reduce acute suffering among these populations by providing resources and opportunities to meet their basic needs as well as create structural changes that will integrate these populations into all the social systems and limit their exposure to the threat of violence while living on the streets.

- As a part of programs for youth from equity-deserving groups, educate on homelessness, what to do if they become homeless, what services to access, and how to escape homelessness.¹²⁷
- Support afterschool programs and community-based groups that promote affiliation and modelling, such as Big Brothers and theatre arts groups, to keep youth at risk of or suffering from homelessness occupied¹²⁸ and to help working parents ensure their children are supervised while they work.
- Promote initiatives that help homeless youth reengage with education and adults to access adult education¹²⁹ and employment opportunities,¹³⁰ working in collaboration with training colleges, trade unions, and local businesses.
- Promote programs that offer hands-on supports to connect youth at risk of or affected by homelessness to training and employment opportunities,¹³¹ especially those coupled with offering youth secure employment upon graduation from the program.¹³²
- Implement initiatives that help equity-deserving groups to age well out of homeless shelters and hospitals,¹³³ for example, by providing targeted social assistance, vocational trainings, and permanent accommodation.
- Support initiatives that improve homeless shelter culture,¹³⁴ the quality of shelter services, including nutrition, access to physical activity,¹³⁵ the use of art and spirituality for healing,¹³⁶ and allow pets,¹³⁷ including free vet care.
- Support low-barrier community-based health and mental health services for low-income Albertans at risk of and experiencing homelessness.¹³⁸
- Offer low-cost or free family mediation and counselling to families from equity-deserving groups facing housing precarity.¹³⁹
- Implement initiatives that offer free hygiene supplies, feminine hygiene products, and first aid kits; free sexual and reproductive health products that mitigate the challenges of homelessness; free pregnancy tests; respectful, high-quality prenatal care; and sexual and reproductive health and relationship counselling for homeless people.¹⁴⁰
- Support safe injection sites that are accessible, inclusive, safe, and user-friendly for youth and equity-deserving groups.¹⁴¹
- Support initiatives that offer free legal advice and representation for homeless people to prevent incarceration and further exposure to violence.¹⁴²

3.5 Provide programs and services for seniors to promote social inclusion and prevent domestic and sexual violence.

When working with seniors, IMPACT can improve the portrayal of seniors in social narratives by emphasizing their worth. Additionally, IMPACT can ensure that seniors have access to programs that reduce isolation as well as access to material resources that help meet basic needs, both of which will reduce dependency on others and vulnerability to violence.

- Promote regional hubs in larger rural communities to provide a range of roving health and social service programs to rural and remote seniors.¹⁴³
- Implement low-cost, evidence-based healthy aging programs (e.g., physical activity, nutrition, injury prevention, and mental health among senior Albertans^{144,145}).
- Support neighbourhood physical infrastructure projects that provide opportunities for seniors to exercise, network, and socialize.¹⁴⁶
- Promote initiatives that help seniors build social relationships and overcome isolation and loneliness.^{147,148}
- Support programs that offer social services,¹⁴⁹ such as meal preparation and delivery, laundry and housework, adult day programs, and caregiver support, to help seniors live independently or semi-independently and support their caregivers.^{150,151}
- Support initiatives that increase seniors' access to safe private transportation, including free or reduced-cost taxis and other rides,¹⁵² especially in rural and remote locations.
- Support peer travel-training programs¹⁵³ to promote seniors' awareness of urban and municipal transportation options¹⁵⁴ and increase comfort levels with using public transit.
- Create an age-friendly guide on age-friendly and accessible public spaces and natural areas, such as parks, nature reserves.¹⁵⁵
- Develop an online platform with mobile health and care technology for healthy aging apps that have been screened for efficacy, usability, and security of personal data.¹⁵⁶

3.6 Provide programs and services for residents of rural and remote communities to promote social inclusion and prevent domestic and sexual violence.

When working with rural residents, IMPACT can address the lack of services in rural areas, which undermines residents' ability to meet basic needs and participate in socio-political life meaningfully. Advocating for more services reflecting the needs of equity-deserving groups living in rural and remote communities will help IMPACT contribute to reducing their isolation and exposure to violence.

- Support initiatives for rural women, girls, and equity-deserving groups in terms of health, safety, participation, education, and employment.¹⁵⁷
- Promote culturally relevant programs and counselling for youth with addictions^{158,159} and advocate for youth-focused detox and rehabilitation centres in larger rural communities.¹⁶⁰
- Organize educational campaigns on practical ways to improve community and family food security,¹⁶¹ including through inter-generational food knowledge sharing initiatives,¹⁶² hunting, and fishing.¹⁶³
- Promote initiatives that leverage technology for rural residents' civic participation and social and cultural activities that counter isolation.^{164,165}

While all these recommended steps stem from reports by equity-deserving organizations, we urge IMPACT to partner with each equity-deserving group to prioritize and contextualize the steps described above to ensure they match people's lived experiences and current needs.

Action 4: Advocate for better laws, policies, and practices based on these recommendations, the data that IMPACT collects, and the research it carries out/supports.

Historically, our laws, policies, and official practices have been created by people in power to maintain and increase their advantage. In some cases, such laws, policies, and practices have had intended and unintended discriminatory effects on equity-deserving groups. For example, until the 1960s, the *Immigration Act* limited immigration to “healthy, white, preferably British or American agriculturalists,” serving as the principal instrument for the maintenance of the “Keep Canada White” policies.¹⁶⁶ . Other unamended and discriminatorily applied laws continue to impact Indigenous and equity-deserving Albertans negatively. For example, Indigenous children make up only 10% of Alberta’s population of children and youth yet they represent 74% of children and youth in care;¹⁶⁷ suggesting the Alberta’s *Child, Youth and Family Enhancement Act* impacts the apprehension of Indigenous children disproportionately.

IMPACT can leverage its understanding of inequality’s impact on violence and its partnership with the Government of Alberta to advocate for more equitable laws, policies, and official practices to decrease the vulnerability of equity-deserving groups to domestic and sexual violence. Some reforms may include all Albertans and target equity-deserving groups indirectly. For example, pay equity legislation will lift all poor Albertans out of poverty, but especially equity-deserving groups, who are overrepresented among the poor. Pay equity legislation will enable these groups to have more autonomy over their lives, increase their access to resources that will increase their wellbeing, and reduce their likelihood of experiencing or perpetrating violence.

4.1 IMPACT can advocate for the following laws that will increase social inclusion of equity-deserving groups and reduce their vulnerability to domestic and sexual violence either directly or by mitigating associated risks.

Legislation benefitting all groups:

- Pay equity legislation.¹⁶⁸
- Employment standards (e.g., minimum guaranteed hours; restrictions on gruelling scheduling;¹⁶⁹ more safe, secure, and stable full-time, permanent jobs with benefits¹⁷⁰).
- Amendments to the *Child, Youth and Family Enhancement Act* to allow children in foster care to remain in care until at least 24 years old or until graduation from their first postsecondary institution¹⁷¹ to reduce the risks of homelessness, sex trafficking, and addictions that increase the likelihood of sexual violence.

Legislation for racialized groups and immigrants:

- Anti-racism legislation and policies (e.g., giving relevant registrars the right to prevent white supremacist groups from registering as a society¹⁷² and banning violent white supremacist rallies on provincial property¹⁷³ to prevent them from normalizing violence and inequality).

Legislation for 2SLGBTQIA+ communities:

- Amendments to all legislation related to families to ensure that it is 2SLGBTQIA+ inclusive and recognizes the unique needs of 2SLGBTQIA+ individuals as partners, parents, and relatives to reduce the likelihood of domestic violence.¹⁷⁴
- Legislation related to health care provision to protect 2SLGBTQIA+ people and people with disabilities from coercion by health care providers to make decisions that may cause harm or result in domestic violence (e.g., forced abortion, imposed contraception, or sterilization¹⁷⁵).
- Legislation to reduce the age at which youth can act as an advocate for themselves in the health care system and access mental health and addictions services without parental signatures¹⁷⁶ to ensure they can obtain help before they resort to violence.

Legislation for people with disabilities:

- Mandatory infrastructure accessibility codes and building standards based on Universal Design Principles¹⁷⁷ to apply to all professional, residential, and community spaces,¹⁷⁸ and mandatory accessibility standards for essential services^{179,180} to reduce the isolation and dependence on others, which exposes people with disabilities to violence.
- Legislation to recognize legally “independent” and “interdependent” decision-making capability of people with disabilities¹⁸¹ to protect them from financial abuse or coercion into end-of-life decisions.
- Landlord-tenant legislation to require landlords to accommodate the needs of people with disabilities, especially for cases of emergencies,¹⁸² and protect people with disabilities from homelessness or living with family members out of necessity who may harm them.
- Legislation to introduce diversion options for offenders with mental disabilities¹⁸³ to protect them from incarceration where people are exposed to extreme violence, which they become accustomed to and use against their families upon release.

Legislation for people at risk of or suffering from homelessness:

- “Duty to Refer” legislation to ensure that all professionals who engage with young people and equity-deserving populations recognize an individual at risk of homelessness and refer them to relevant services with permission and consent before they are exposed to sexual violence living in the streets.¹⁸⁴
- “Duty to Assist” legislation to ensure that any young person under 25 is provided with the appropriate supports, information, and advice to remain housed, or quickly become re-housed¹⁸⁵ before they are exposed to sexual violence while living on the streets.
- Regulatory measures for real estate practices that create segregation and deplete the stock of affordable housing,¹⁸⁶ leading to poor neighbourhoods with unsafe infrastructure and homelessness among equity-deserving groups (e.g., leaving residential housing stock empty¹⁸⁷ especially when rental vacancy is low;¹⁸⁸ using housing stock as short-term accommodations, such as Airbnb;¹⁸⁹ and using urban land and housing stock to create wealth¹⁹⁰).
- Landlord-tenant legislation to strengthen tenants’ rights and prevent precarious housing and evictions that lead to homelessness and greater risk of sexual violence (e.g., mandatory housing education for landlords, ban on landlords’ requests for information that is not legally required for a tenancy contract,¹⁹¹ legislated rent controls, rent supplements, crisis supports

for those imminently at risk of eviction,^{192,193} and penalties for landlords for not maintaining safe, adequate, and clean housing¹⁹⁴).

Legislation for seniors:

- A provincial family caregiver act to provide free health trainings, financial supports, a right of leave, and respite care for informal/unpaid caregivers¹⁹⁵ to reduce their vulnerability to committing or experiencing violence.
- Legislation for gradual phasing out of for-profit residential long-term care¹⁹⁶ and minimal service standards for home and community care¹⁹⁷ to protect seniors from abuse.
- Legislation on age-friendly housing and zoning to promote safe, affordable housing for seniors (e.g., secondary, in-law, and garden suites; laneway housing; home-sharing and intergenerational co-housing models with trusted others^{198,199,200}) that can protect them from homelessness or unsafe living arrangements.
- Landlord-tenant legislation against evicting people over the age of 65,²⁰¹ strengthen the protection of seniors' tenant rights, and help older adults age in place rather than force them to move in with family members who may abuse them or to unsafe seniors' homes.²⁰²
- Legislation on age-friendly services and goods, including dementia-friendliness,²⁰³ e.g., in stores, libraries, and gyms, to reduce seniors' isolation and proneness to abuse.
- Alberta Personal Information Protection Act (PIPA) to encourage financial institution employees to report suspicions of decline in seniors' mental capacity that can put them at risk of abuse.^{204,205}

4.2 IMPACT can advocate for the following provincial strategies and action plans that will increase social inclusion of equity-deserving groups and reduce vulnerability to domestic and sexual violence either directly or by mitigating associated risks:

- Strategy and plan to eradicate anti-Indigenous discrimination, racism,²⁰⁶ antisemitism, and Islamophobia.²⁰⁷
- A 2SLGBTQIA+ strategy and action plan with a gender-affirming care strategy.²⁰⁸
- An intersectional disability strategy inclusive of the neglected forms of disability²⁰⁹ (e.g., episodic disability and chronic illness²¹⁰).
- A housing and homelessness strategy and action plan that centres the rights to housing of equity-deserving populations.^{211,212}
- A seniors' strategy and action plan²¹³ that addresses the differentiated needs of the young-old, middle-old, and frail-old seniors through different policies and programs.²¹⁴
- An emergency and disaster prevention and response plan for seniors²¹⁵ and people with disabilities that considers the barriers that equity-deserving groups face (e.g., poverty, substandard housing, and health issues).
- An informal/unpaid caregiver strategy and action plan²¹⁶ to protect caregivers from poverty and exploitation and protect both caregivers and care recipients from violence and abuse.²¹⁷
- A rural development strategy²¹⁸ outlining both hard infrastructure (physical assets like roads, bridges, fibre optics, etc.) and soft infrastructure (services such as health care and education)²¹⁹ that meet the needs of women and other equity-deserving groups and increase

protective factors from violence.

- A green infrastructure strategy for rural Alberta²²⁰ to mitigate the impact of extractive industries on sexual violence.

4.3 IMPACT can advocate for the following provincial offices and governance structures to lead the social inclusion work that will contribute to violence reduction:^{221,222}

- Provincial and municipal anti-racism directorates to guide anti-racism work.
- A provincial 2SLGBTQIA+ advocate.²²³
- An independent accessibility advisor.²²⁴
- An Ombuds for housing and homelessness.²²⁵
- An independent seniors' advocate²²⁶ and a seniors' protective agency.²²⁷
- An age-friendly advisory committee to oversee policies and programs related to creating age-friendly social and built environments.²²⁸
- A Ministry of Rural Development^{229,230} to promote economic, social, cultural, and civic rural development, and improve the wellbeing of women and other equity-deserving groups living in rural Alberta.

4.4 IMPACT can advocate for the establishment of independent legislation and policy review and audit committees.²³¹

Such committees, in which IMPACT can participate, will carry out regular, unbiased reviews and audits of government legislation, policy, initiatives, and infrastructure from the perspective of equity-deserving groups' rights, social inclusion, and vulnerability to violence. For example, an independent committee for the rights of people with disabilities would review government laws, policies, and investments for ableist bias; assess the availability and quality of government disability supports and non-governmental programs and services; and assess the accessibility of public infrastructure; identifying how these may exclude and increase the risks of violence and abuse.

4.5 IMPACT can advocate for the provincial government to build its internal capacity for designing laws, policies, and programs for equity.

Mandatory pre-employment and ongoing trainings for decision-makers and frontline staff on equity, anti-oppression, specific systems of oppression, and the history of specific equity-deserving groups in Canada and Alberta will help understand the vulnerabilities of equity-deserving groups, their needs, and most appropriate measures for social inclusion and violence reduction.²³²

More equitable laws, policies, practices, and programs; special bodies established to lead social inclusion work, including independent review committees; and a government that has the required knowledge and capacity to respond to the needs of equity-deserving groups will not only change the structural conditions that give rise to violence, but will also improve Albertans' attitudes toward domestic and sexual violence by signalling that violence is unacceptable and equity-deserving groups must never bear the brunt of it because of the systems of oppression.

3.0 Conclusion

Although the recommendations outlined above presuppose numerous legislative changes and require substantial investment, they also promise to address social inclusion to improve the dignity, safety, justice, and belonging of all Albertans, and specifically, equity-deserving groups. IMPACT can play a significant role as an advocacy body to advance and promote social inclusion, as a collection of employers of equity-deserving groups, and as a provider of programs and services in a wide range of areas, by leveraging its expertise for successful advocacy and partnerships to stop violence before it starts.

Appendix 1: Methods

The research process involved the following steps:

- A review of violence prevention and response plans and gender equality plans from seven countries with the most advanced policy for addressing the root causes of domestic, family, and sexual violence through comprehensive measures: Australia, Canada, Denmark, Finland, New Zealand, Norway, and Sweden. Plans were identified through a systematic search and were included for review if they were government-produced or endorsed; created in the past 10 years; available online in English; and contained specific recommendations either formulated as policy or that could be reformulated as policy implementable by the government or community organizations working towards preventing domestic, family, and sexual violence. In total, 53 violence prevention and response plans and 24 gender equality plans were reviewed. All recommendations related to preventing technology-facilitated domestic, family, and sexual violence were extracted, themed, and synthesized.
- A review of documents containing policy recommendations produced by Canadian policy actors, such as non-profits, policy institutes, and think tanks, on equity-deserving groups in Canada and Alberta. Documents were identified through a systematic search and included if they were available online in English and contained specific recommendations either formulated as policy or that could be reformulated as policy implementable by the government or community organizations working towards preventing gender and socio-economic discrimination and promoting the rights of equity-deserving groups.
- Synthesis of the recommendations from the violence prevention and response plans and gender equality plans with Canadian policy actors' recommendations for filling in the gaps or strengthening the existing legislation and policy through best practices in the field.

References

- ¹ Lee, L., Wells, L., & Ghidei, W. (2021, March). *Discussion paper to support the design of Alberta's primary prevention framework to prevent family and sexual violence*. [Unpublished manuscript]. University of Calgary: Shift: The Project to End Domestic Violence.
- ² Lee, L., Wells, L., & Ghidei, W. (2021, March). *Discussion paper to support the design of Alberta's primary prevention framework to prevent family and sexual violence*. [Unpublished manuscript]. University of Calgary: Shift: The Project to End Domestic Violence.
- ³ Claussen, C. & Wells, L. (Forthcoming). *Best and promising practices in alternative justice approaches to sexual violence prevention and healing*. The University of Calgary, Shift: The Project to End Domestic Violence.
- ⁴ UN Department of Economic and Social Affairs. (n.d.). *Social inclusion*.
<https://www.un.org/development/desa/socialperspectiveondevelopment/issues/social-integration.html>
- ⁵ Government of Canada. (2022). Guide on equity, diversity and inclusion terminology. <https://www.noslangues-ourlanguages.gc.ca/en/publications/equite-diversite-inclusion-equity-diversity-inclusion-eng#lettre-letter-E>.
- ⁶ Damonti, P. (2014). Can gender-based violence result in a process of social exclusion? A quantitative-qualitative analysis. *Procedia - Social and Behavioural Sciences*. 161(41-47). doi: 10.1016/j.sbspro.2014.12.008
- ⁷ Khare, N., Shroff, F., Nkennor, B. and Mukhopadhyay, B. (2020). *Reimagining safety in a pandemic: The imperative to dismantle structural oppression in Canada*. CMAJ 192 (41) E1218-E1220; DOI: <https://doi.org/10.1503/cmaj.201573>.
- ⁸ WAGE Canada. (2021). What is gender-based violence? <https://women-gender-equality.canada.ca/en/gender-based-violence-knowledge-centre/about-gender-based-violence.html>
- ⁹ Kaukinen, C. E., & Powers, R. A. (2015). The role of economic factors on women's risk for intimate partner violence. *Violence Against Women*, 21(2), 229–248. <https://doi.org/10.1177/1077801214564686>.
- ¹⁰ Tabibi, J., Ahmad, S., Baker, L., & Lalonde, D. (2018). Intimate Partner Violence Against Immigrant and Refugee Women. Learning Network Issue 26. London, Ontario: Centre for Research & Education on Violence Against Women & Children. https://www.vawlearningnetwork.ca/our-work/issuebased_newsletters/issue-26/index.html
- ¹¹ Cotter, A. and Savage, L. (2019). Gender-based violence and unwanted sexual behaviour in Canada, 2018: Initial findings from the Survey of Safety in Public and Private Spaces. *Juristat*. Statistics Canada Catalogue no. 85-002-X.
- ¹² Statistics Canada. (2021). A statistical portrait of Canada's diverse LGBTQ2+ communities. <https://www150.statcan.gc.ca/n1/en/daily-quotidien/210615/dq210615a-eng.pdf?st=IP-ggtWm>
- ¹³ Canadian Women's Foundation. (2021). *The facts about sexual assault and harassment*. <https://canadianwomen.org/the-facts/sexual-assault-harassment/>
- ¹⁴ Employment and Social Development Canada. (2021). *Employment equity act: Annual report 2021*. <https://www.canada.ca/en/employment-social-development/corporate/portfolio/labour/programs/employment-equity/reports/2021-annual.html#h3.11>
- ¹⁵ Lalonde, D., and Baker, L. (2019). Women with disabilities and d/deaf women, housing, and violence. *Learning Network Issue 27*. London, Ontario: Centre for Research & Education on Violence Against Women & Children. https://www.vawlearningnetwork.ca/our-work/issuebased_newsletters/issue-27/index.html
- ¹⁶ Government of Canada. (2019). Rural opportunity, national prosperity: An economic development strategy for rural Canada. <https://ised-isde.canada.ca/site/rural/sites/default/files/documents/2022-03/rural-strat-eng.pdf>
- ¹⁷ Nonomura, R. and Baker, L. (2021). Gender-based violence in rural, remote & northern communities. *Learning Network Issue 35*. London, Ontario: Centre for Research & Education on Violence Against Women & Children. https://www.vawlearningnetwork.ca/our-work/issuebased_newsletters/issue-35/index.html
- ¹⁸ Nonomura, R. and Baker, L. (2021). Gender-based violence in rural, remote & northern communities. *Learning Network Issue 35*. London, Ontario: Centre for Research & Education on Violence Against Women & Children. https://www.vawlearningnetwork.ca/our-work/issuebased_newsletters/issue-35/index.html
- ¹⁹ Rahmanipour, S., Kumar, S., & Simon-Kumar, R. (2019). Underreporting sexual violence among 'ethnic' 1 migrant women: Perspectives from Aotearoa/New Zealand. *Culture, Health & Sexuality*, 21(7), 837.
- ²⁰ Wong, H., and Ying Yee, J. (2010). *An anti-oppression framework for child welfare in Ontario*. <http://www.oacas.org/wp-content/uploads/2017/01/Framework.pdf>

- ²¹ Turner, T. (2016). *One vision one voice: Changing the Ontario child welfare system to better serve African Canadians. Practice framework part 2: Race equity practices*. Toronto, ON: Ontario Association of Children's Aid Societies. http://www.oacas.org/wp-content/uploads/2016/09/One-Vision-One-Voice-Part-2_digital_english-May-2019.pdf
- ²² Shibli, A. (2019). *Discrimination in the workplace: A stumbling block towards professional development for Arab youth in the Canadian labour market*. Canadian Arab Institute. <https://static1.squarespace.com/static/5e09162ecf041b5662cf6fc4/t/5e7cda6e678813093fc50022/1585240686622/Professional+Development.pdf>
- ²³ Bucik, A., Ptolemy, A., Ali-Akow, C., and Devonish, M. (2017). *Budgeting for inclusion: Why Canada needs to include LGBTQ2S communities in the federal budget of 2017*. Egale Canada Human Rights Trust. <https://egale.ca/wp-content/uploads/2017/11/Budgeting-for-Inclusion-eng.pdf>
- ²⁴ Canadian Centre for Diversity and Inclusion. (2021). *Sustaining the Black Lives Matter movement in the workplace: A toolkit for employers*. <https://www.ccdi.ca/media/2957/20210805-ccdi-blm-toolkit-final.pdf>
- ²⁵ Mental Health Commission of Canada and Wisdom2Action. (2019). *MHCC-W2A Rainbow Youth Health Forum: Creating safer spaces for 2SLGBTQ+ emerging adults in health care*. Ottawa, ON: Mental Health Commission of Canada. https://www.mentalhealthcommission.ca/wp-content/uploads/drupal/2019-07/2SLGBTQ_Emerging_Adults_Forum_Report_eng_0.pdf
- ²⁶ Bucik, A., Ptolemy, A. and Simpson, A. (2017). *Canada: Discrimination and violence against LGBTQ2S persons with disabilities*. Egale Canada Human Rights Trust. <https://egale.ca/wp-content/uploads/2017/03/Egale-Canada-CRPD-Submission-2017-02-24.pdf>
- ²⁷ Mamatis, D., Sanford, S., Ansara, D., and Roche, B. (2019). *Promoting health and well-being through social inclusion in Toronto: Synthesis of international and local evidence and implications for future action*. <https://www.wellesleyinstitute.com/wp-content/uploads/2019/07/Social-Inclusion-Report.pdf>
- ²⁸ Shibli, A. (2019). *Discrimination in the workplace: A stumbling block towards professional development for Arab youth in the Canadian labour market*. Canadian Arab Institute. <https://static1.squarespace.com/static/5e09162ecf041b5662cf6fc4/t/5e7cda6e678813093fc50022/1585240686622/Professional+Development.pdf>
- ²⁹ Canadian Centre for Policy Alternatives. (2019). *Unfinished business a parallel report on Canada's implementation of the Beijing declaration and platform for action*. <https://www.policyalternatives.ca/sites/default/files/uploads/publications/National%20Office/2019/10/Unfinished%20business.pdf>
- ³⁰ Schwan, K., Vaccaro, M., Reid, L., and Ali, N. (2020). *Implementation of the right to housing for women, girls, and gender diverse people in Canada*. https://womenshomelessness.ca/wp-content/uploads/EN_CHRC_13-1.pdf
- ³¹ Schwan, K., Kidd, S., Gaetz, S., O'Grady, B., & Redman, M. (2017). *Mental health care for homeless youth: A proposal for federal, provincial, and territorial leadership, coordination, and targeted investment*. Toronto: Canadian Observatory on Homelessness Press. https://www.homelesshub.ca/sites/default/files/attachments/YouthMentalHealth_Policy_Brief.pdf
- ³² Mental Health Commission of Canada and Wisdom2Action. (2019). *MHCC-W2A Rainbow Youth Health Forum: Creating safer spaces for 2SLGBTQ+ emerging adults in health care*. Ottawa, ON: Mental Health Commission of Canada. https://www.mentalhealthcommission.ca/wp-content/uploads/drupal/2019-07/2SLGBTQ_Emerging_Adults_Forum_Report_eng_0.pdf
- ³³ Disability and Work in Canada Steering Committee. (2019). *Moving forward together: A pan-Canadian strategy for disability and work*. https://www.crwdp.ca/sites/default/files/dwc_strategy_-_moving_forward_together.pdf
- ³⁴ Catalyst2030. (2018). *About systems change*. <https://catalyst2030.net/what-is-systems-change/>
- ³⁵ Mamatis, D., Sanford, S., Ansara, D., and Roche, B. (2019). *Promoting health and well-being through social inclusion in Toronto: Synthesis of international and local evidence and implications for future action*. <https://www.wellesleyinstitute.com/wp-content/uploads/2019/07/Social-Inclusion-Report.pdf>
- ³⁶ Schwan, K., Kidd, S., Gaetz, S., O'Grady, B., & Redman, M. (2017). *Mental health care for homeless youth: A proposal for federal, provincial, and territorial leadership, coordination, and targeted investment*. Toronto: Canadian Observatory on Homelessness Press. https://www.homelesshub.ca/sites/default/files/attachments/YouthMentalHealth_Policy_Brief.pdf
- ³⁷ Gulliver-Garcia, T. (2016). *Putting an end to child & family homelessness in Canada*. Toronto: Raising the Roof. <https://raisingtheroof.org/wp-content/uploads/2020/11/CF-Report-Final.pdf>

- ³⁸ Alberta Council for Disability Services. (2020). *Moving forward with common goals: Achieving our vision for community disability services in collaboration with the government of Alberta*. <https://acds.ca/files/Advocacy/Moving-Forward-with-Common-Goals.pdf>
- ³⁹ Canadian Labour Congress. (2019). *Islamophobia at work: Challenges and opportunities*. <http://documents.clctc.ca/human-rights-and-equality/Islamophobia/IslamophobiaAtWork-Report-2019-03-20-EN.pdf>
- ⁴⁰ Egale Canada, Fondation Émergence and Optimus SBR. (2021). *Emerging from the purge: Reviewing the State of LGBTQI2S inclusion in Canada's federal workplaces*. <https://lgbtpurgedfund.com/wp-content/uploads/2021/05/Emerging-from-the-Purge-FINAL-May-2021.pdf>
- ⁴¹ Egale Canada, Fondation Émergence and Optimus SBR. (2021). *Emerging from the purge: Reviewing the state of LGBTQI2S inclusion in Canada's federal workplaces*. <https://lgbtpurgedfund.com/wp-content/uploads/2021/05/Emerging-from-the-Purge-FINAL-May-2021.pdf>
- ⁴² Canadian Centre for Diversity and Inclusion. (2016). *Supplier diversity in Canada: Research and analysis of the next step in diversity and inclusion for forward-looking organizations*. <https://ccdi.ca/media/1066/ccdi-report-supplier-diversity-in-canada-updated-4072016.pdf>
- ⁴³ Lifshen, M., McIntyre, E., and Yoo, S. (2020). *Common experiences of looking for work for people with disabilities*. Canadian Council on Rehabilitation and Work. <https://www.ccrw.org/wp-content/uploads/2021/03/Common-Experiences-of-PWD-when-applying-for-work-141220.pdf>
- ⁴⁴ CanAge. (2020). *VOICES of Canada's seniors: A roadmap to an age-inclusive Canada*. https://www.canage.ca/wp-content/uploads/2021/03/CanAge_VOICES_Roadmap_2020.pdf
- ⁴⁵ Canadian Association of Retired Persons. (2019). *Caregivers policy*. https://s3.amazonaws.com/zweb-s3.uploads/carp/2014/11/CARP-Policy-Caregivers_DraftJanuary2019.pdf
- ⁴⁶ National Institute on Ageing. (2020). *An evidence informed national seniors strategy for Canada - Third edition*. Toronto, ON: National Institute on Ageing. http://nationalseniorsstrategy.ca/wp-content/uploads/2020/09/NSS_2020_Third_Edition.pdf
- ⁴⁷ Canadian Centre for Diversity and Inclusion. (2015). *In&Out: Diverging perspectives on LGBT+ inclusion in the workplace*. <https://ccdi.ca/media/1070/20150528-report-lgbt-inclusion-in-the-workplace-en.pdf>
- ⁴⁸ Egale Canada, Fondation Émergence and Optimus SBR. (2021). *Emerging from the purge: Reviewing the state of LGBTQI2S inclusion in Canada's federal workplaces*. <https://lgbtpurgedfund.com/wp-content/uploads/2021/05/Emerging-from-the-Purge-FINAL-May-2021.pdf>
- ⁴⁹ Turner, T. (2016). *One vision one voice: Changing the Ontario child welfare system to better serve African Canadians. Practice framework part 2: Race equity practices*. Toronto, ON: Ontario Association of Children's Aid Societies. http://www.oacas.org/wp-content/uploads/2016/09/One-Vision-One-Voice-Part-2_digital_english-May-2019.pdf
- ⁵⁰ Egale Canada, Fondation Émergence and Optimus SBR. (2021). *Emerging from the purge: Reviewing the state of LGBTQI2S inclusion in Canada's federal workplaces*. <https://lgbtpurgedfund.com/wp-content/uploads/2021/05/Emerging-from-the-Purge-FINAL-May-2021.pdf>
- ⁵¹ Schwan, K., Gaetz, S., French, D., Redman, M., Thistle, J., & Dej, E. (2018). *What would it take? Youth across Canada speak out on youth homelessness prevention*. Toronto, ON: Canadian Observatory on Homelessness Press. https://www.homelesshub.ca/sites/default/files/attachments/COH-AWH_What_Would_it_Take.pdf
- ⁵² Canadian Centre for Diversity and Inclusion. (2018). *Navigating race in Canadian workplaces: A toolkit for diversity and inclusion practitioners*. <https://www.ccdi.ca/media/1849/20180731-toolkit-navigating-race-in-canadian-workplaces.pdf>
- ⁵³ Canadian Alliance to End Homelessness. (2018). *A position paper from the Canadian alliance to end homelessness*. <https://caeh.ca/wp-content/uploads/CAEH-Right-to-Housing-Discussion-Paper-FINAL.pdf>
- ⁵⁴ Canadian Centre for Diversity and Inclusion. (2018). *Navigating race in Canadian workplaces: A toolkit for diversity and inclusion practitioners*. <https://www.ccdi.ca/media/1849/20180731-toolkit-navigating-race-in-canadian-workplaces.pdf>
- ⁵⁵ Canadian Labour Congress. (2019). *Islamophobia at work: Challenges and opportunities*. <http://documents.clctc.ca/human-rights-and-equality/Islamophobia/IslamophobiaAtWork-Report-2019-03-20-EN.pdf>
- ⁵⁶ Van Berkum, A. and Oudshoorn, A. (2015). *Best practice guideline for ending women's and girl's homelessness*. <https://www.abeoudshoorn.com/wp-content/uploads/2015/08/Best-Practice-Guideline-for-Ending-Womens-and-Girls-Homelessness.pdf>

- ⁵⁷ Canadian Labour Congress. (2019). *Islamophobia at work: Challenges and opportunities*. <http://documents.clcctc.ca/human-rights-and-equality/Islamophobia/IslamophobiaAtWork-Report-2019-03-20-EN.pdf>
- ⁵⁸ Valerio, N. (2018). *Policy paper: Lessons from Jewish responses to anti-semitism in Canada for Muslims countering anti-muslim hatred*. The Tessellate Institute and Institute for Religious and Socio-political Studies. <http://tessellateinstitute.com/wp-content/uploads/2019/02/Policy-Paper.Lessons-from-Anti-Semitism-in-Canada.pdf>
- ⁵⁹ Shibli, A. (2019). *Dismantling systemic racism in Canadian post-secondary institutions: Arab students' experiences on campus*. Canadian Arab Institute. <https://static1.squarespace.com/static/5e09162ecf041b5662cf6fc4/t/5e7cda8faf0ca67eba4a5f89/1585240719341/Dismantling+Systemic+Racism+in+Canadian+Post-Secondary+Institutions-+Arab+Students%E2%80%99+Experiences+on+Campus.pdf>
- ⁶⁰ National Council of Canadian Muslims. (2021). *NCCM recommendations: National summit on islamophobia*. https://www.nccm.ca/wp-content/uploads/2021/06/Policy-Recommendations_NCCM.pdf
- ⁶¹ Schwan, K., Gaetz, S., French, D., Redman, M., Thistle, J., & Dej, E. (2018). *What would it take? Youth across Canada speak out on youth homelessness prevention*. Toronto, ON: Canadian Observatory on Homelessness Press. https://www.homelesshub.ca/sites/default/files/attachments/COH-AWH_What_Would_it_Take.pdf
- ⁶² Turner, T. (2016). *One vision one voice: Changing the Ontario child welfare system to better serve African Canadians. Practice framework part 2: Race equity practices*. Toronto, ON: Ontario Association of Children's Aid Societies. http://www.oacas.org/wp-content/uploads/2016/09/One-Vision-One-Voice-Part-2_digital_english-May-2019.pdf
- ⁶³ Shibli, A. (2019). *Discrimination in the workplace: A stumbling block towards professional development for Arab youth in the Canadian labour market*. Canadian Arab Institute. <https://static1.squarespace.com/static/5e09162ecf041b5662cf6fc4/t/5e7cda6e678813093fc50022/1585240686622/Professional+Development.pdf>
- ⁶⁴ National Council of Canadian Muslims. (2013). *Position brief: National security and radicalization*. <https://www.nccm.ca/wp-content/uploads/2014/03/NCCM-Position-Brief-National-Security-Radicalization.pdf>
- ⁶⁵ BC Healthy Communities Society. (2020). *Age-friendly communities action guide*. http://bchealthycommunities.ca/wp-content/uploads/2020/06/Age_Friendly_Action_Guide_V1.0_Web.pdf
- ⁶⁶ Canadian Centre for Diversity and Inclusion. (2016). *Supplier diversity in Canada: Research and analysis of the next step in diversity and inclusion for forward-looking organizations*. <https://ccdi.ca/media/1066/ccdi-report-supplier-diversity-in-canada-updated-4072016.pdf>
- ⁶⁷ National Council of Canadian Muslims. (2019). *NCCM 2019 federal elections policy guide*. <https://www.nccm.ca/wp-content/uploads/2019/09/NCCM-2019-Federal-Elections-Guide.pdf>
- ⁶⁸ Diversity Institute. (2020). *Diverse representation in leadership: A review of eight Canadian cities*. https://www.ryerson.ca/diversity/reports/DiversityLeads_2020_Canada.pdf
- ⁶⁹ Brennan, K., Hackett, C., Halpenny, C., Pakula, B., and Waite, S. (2021). *Building the evidence base about economic, health, and social inequities faced by LGBTQ2S+ individuals in Canada: Phase 1 report*. The Social Research and Demonstration Corporation: <https://www.srdc.org/media/553123/wage-phase1-report.pdf>
- ⁷⁰ Wellesley Institute. (2018). *Wellesley institute submission in response to the proposed regulation under the anti-racism act on data standards for the identification and monitoring of systemic racism*. <https://www.wellesleyinstitute.com/wp-content/uploads/2018/03/Anti-Racism-Directorate-Data-Standards-Submission.pdf>
- ⁷¹ Egale Canada. (2020). *Written submission for the pre-budget consultations in advance of Canada's federal budget 2020*. https://egale.ca/wp-content/uploads/2020/02/Egale-Canada_Written-Submission-for-the-Pre-Budget-Consultations_Federal-Budget-2020.pdf
- ⁷² Brennan, K., Hackett, C., Halpenny, C., Pakula, B., and Waite, S. (2021). *Building the evidence base about economic, health, and social inequities faced by LGBTQ2S+ individuals in Canada: Phase 1 report*. The Social Research and Demonstration Corporation: <https://www.srdc.org/media/553123/wage-phase1-report.pdf>
- ⁷³ Brennan, K., Hackett, C., Halpenny, C., Pakula, B., and Waite, S. (2021). *Building the evidence base about economic, health, and social inequities faced by LGBTQ2S+ individuals in Canada: Phase 1 report*. The Social Research and Demonstration Corporation: <https://www.srdc.org/media/553123/wage-phase1-report.pdf>
- ⁷⁴ Bucik, A., Ptolemy, A., Ali-Akow, C., and Devonish, M. (2017). *Budgeting for inclusion: Why Canada needs to include LGBTQI2S communities in the federal budget of 2017*. Egale Canada Human Rights Trust. <https://egale.ca/wp-content/uploads/2017/11/Budgeting-for-Inclusion-eng.pdf>

- ⁷⁵ Ng, E. S., and Gagnon, S. (2020). *Employment gaps and underemployment for racialized groups and immigrants in Canada: Current findings and future directions*. Diversity Institute.
<https://www.ryerson.ca/diversity/reports/Employment-gaps-and-underemployment.pdf>
- ⁷⁶ Kelly, P. (2014). *Understanding intergenerational social mobility: Filipino youth in Canada*. IRPP. <https://irpp.org/wp-content/uploads/assets/research/diversity-immigration-and-integration/filipino-youth/kelly-feb-2014.pdf>
- ⁷⁷ Siddiqi, A., Chung, R., Ansloos, J., and Senior, P. (2021). *Addressing economic racism in Canada's pandemic response and recovery*. Broadbent Institute.
https://d3n8a8pro7vhm.cloudfront.net/broadbent/pages/7831/attachments/original/1611011661/Addressing_Economic_Racism_in_Canada's_Pandemic_Response_and_Recovery_-_Report.pdf?1611011661
- ⁷⁸ Canadian Centre for Policy Alternatives. (2019). *Unfinished business a parallel report on Canada's implementation of the Beijing declaration and platform for action*.
<https://www.policyalternatives.ca/sites/default/files/uploads/publications/National%20Office/2019/10/Unfinished%20business.pdf>
- ⁷⁹ Black Legal Action Centre. (2020). *Statement and demands by the black legal action centre on policing and anti-black racism*. <https://www.blacklegalactioncentre.ca/wp-content/uploads/2021/02/BLAC-Statement-on-Policing-and-Anti-Black-Racism-June-25-2020.pdf>
- ⁸⁰ Canadian Centre for Policy Alternatives. (2019). *Unfinished business a parallel report on Canada's implementation of the Beijing declaration and platform for action*.
<https://www.policyalternatives.ca/sites/default/files/uploads/publications/National%20Office/2019/10/Unfinished%20business.pdf>
- ⁸¹ Brennan, K., Hackett, C., Halpenny, C., Pakula, B., and Waite, S. (2021). *Building the evidence base about economic, health, and social inequities faced by LGBTQ2S+ individuals in Canada: Phase 1 report*. The Social Research and Demonstration Corporation: <https://www.srdc.org/media/553123/wage-phase1-report.pdf>
- ⁸² Siddiqi, A., Chung, R., Ansloos, J., and Senior, P. (2021). *Addressing economic racism in Canada's pandemic response and recovery*. Broadbent Institute.
https://d3n8a8pro7vhm.cloudfront.net/broadbent/pages/7831/attachments/original/1611011661/Addressing_Economic_Racism_in_Canada's_Pandemic_Response_and_Recovery_-_Report.pdf?1611011661
- ⁸³ Bullock, K., and Nesbitt-Larking, P. (2011). *Canadian muslim youth and political participation: A willingness to engage*. Tessellate Institute. <http://tessellateinstitute.com/wp-content/uploads/2014/02/Canadian-Muslim-Youth-and-Political-Participation-A-Willingness-to-Engage.June-20112.pdf>
- ⁸⁴ Colour of Poverty - Colour of Change, Canadian Arab Federation, Chinese & Southeast Asian Legal Clinic, Chinese Canadian National Council Toronto Chapter, Council of Agencies Serving South Asians, Ontario Council of Agencies Serving Immigrants, South Asian Legal Clinic of Ontario. (2018). *Joint submission to the Canada mortgage and housing corporation*. <https://colourofpoverty.ca/wp-content/uploads/2018/06/joint-submission-on-canadas-national-housing-strategy-cop-coc-et-al-may-31-2018.pdf>
- ⁸⁵ Inclusion Canada. (2021). *Position on financial security and income support*. https://inclusioncanada.ca/wp-content/uploads/2021/07/Jul21-Position-Income-Security-2021_Final_May-11.pdf
- ⁸⁶ Canadian Rural Revitalization Foundation. (2019). *State of rural Canada III: Bridging rural data gaps*. <http://sorc.crrf.ca/wp-content/uploads/2019/10/SORC3.pdf>
- ⁸⁷ Canadian Rural Revitalization Foundation. (2019). *State of rural Canada III: Bridging rural data gaps*. <http://sorc.crrf.ca/wp-content/uploads/2019/10/SORC3.pdf>
- ⁸⁸ Canadian Rural Revitalization Foundation. (2020). *Gender-based violence in rural and remote communities – Impacts from covid-19*. Rural Insights Series. Covid-19: <http://crrf.ca/ri-genderbasedviolence/>
- ⁸⁹ Schwan, K., Vaccaro, M., Reid, L., Ali, N., & Baig, K. (2021). *The Pan-Canadian women's housing & homelessness survey*. Toronto, ON: Canadian Observatory on Homelessness. <https://womenshomelessness.ca/wp-content/uploads/EN-Pan-Canadian-Womens-Housing-Homelessness-Survey-FINAL-28-Sept-2021.pdf>
- ⁹⁰ French, D., Gaetz, S., Redman, M. (2017). *Opportunity Knocks: Prioritizing Canada's most vulnerable youth*. Toronto: Canadian Observatory on Homelessness Press.
<https://www.homelesshub.ca/sites/default/files/attachments/OpportunityKnocks.pdf>
- ⁹¹ Bullock, K., and Nesbitt-Larking, P. (2011). *Canadian muslim youth and political participation: A willingness to engage*. Tessellate Institute. <http://tessellateinstitute.com/wp-content/uploads/2014/02/Canadian-Muslim-Youth-and-Political-Participation-A-Willingness-to-Engage.June-20112.pdf>

- ⁹² National Council of Canadian Muslims. (2021). *NCCM recommendations: National summit on islamophobia*. https://www.nccm.ca/wp-content/uploads/2021/06/Policy-Recommendations_NCCM.pdf
- ⁹³ Ijaz, N. (2019). *Dishonourable violence: Changing the narratives on honour and shame among Muslim Canadian communities*. Islamic Relief Canada. https://issuu.com/islamicreliefcanada/docs/dishonourable_violence_final_online?fr=sMGZjNTI1NzZMDg
- ⁹⁴ National Council of Canadian Muslims. (2017). *Summary of recommendations submitted to YRDSB reviewers*. https://www.nccm.ca/wp-content/uploads/2017/03/Summary_of_YRDSB_Recommendations_March_27_2017.pdf
- ⁹⁵ National Council of Canadian Muslims. (2021). *NCCM recommendations: National summit on islamophobia*. https://www.nccm.ca/wp-content/uploads/2021/06/Policy-Recommendations_NCCM.pdf
- ⁹⁶ Kelly, P. (2014). *Understanding intergenerational social mobility: Filipino youth in Canada*. IRPP. <https://irpp.org/wp-content/uploads/assets/research/diversity-immigration-and-integration/filipino-youth/kelly-feb-2014.pdf>
- ⁹⁷ Shibli, A. (2019). *Dismantling systemic racism in Canadian post-secondary institutions: Arab students' experiences on campus*. Canadian Arab Institute. <https://static1.squarespace.com/static/5e09162ecf041b5662cf6fc4/t/5e7cda8faf0ca67eba4a5f89/1585240719341/Dismantling+Systemic+Racism+in+Canadian+Post-Secondary+Institutions-+Arab+Students%E2%80%99+Experiences+on+Campus.pdf>
- ⁹⁸ Berns-McGown, R. (2013). *"I Am Canadian": Challenging stereotypes about young Somali Canadians*. IRPP. <https://irpp.org/wp-content/uploads/assets/research/diversity-immigration-and-integration/i-am-canadian/IRPP-Study-no38.pdf>
- ⁹⁹ National Council of Canadian Muslims. (2021). *NCCM recommendations: National summit on islamophobia*. https://www.nccm.ca/wp-content/uploads/2021/06/Policy-Recommendations_NCCM.pdf
- ¹⁰⁰ Al Qazzaz, K., and Valerio, N. (2020). *Lessons from examining Canadian Muslim youth: Challenges and pathways to resilience*. Institute for Religious and Socio-Political Studies. <https://i-rss.org/wp-content/uploads/2021/02/Policy-Paper-IRSS-Muslim-Youth-Challenges-1.pdf>
- ¹⁰¹ Bullock, K., and Nesbitt-Larking, P. (2011). *Canadian Muslim youth and political participation: A willingness to engage*. Tessellate Institute. <http://tessellateinstitute.com/wp-content/uploads/2014/02/Canadian-Muslim-Youth-and-Political-Participation-A-Willingness-to-Engage.June-20112.pdf>
- ¹⁰² Berns-McGown, R. (2013). *"I Am Canadian": Challenging stereotypes about young Somali Canadians*. IRPP. <https://irpp.org/wp-content/uploads/assets/research/diversity-immigration-and-integration/i-am-canadian/IRPP-Study-no38.pdf>
- ¹⁰³ Al Qazzaz, K., and Valerio, N. (2020). *Lessons from examining Canadian Muslim youth: Challenges and pathways to resilience*. Institute for Religious and Socio-Political Studies. <https://i-rss.org/wp-content/uploads/2021/02/Policy-Paper-IRSS-Muslim-Youth-Challenges-1.pdf>
- ¹⁰⁴ Turner, T. (2016). *One vision one voice: Changing the Ontario child welfare system to better serve African Canadians. Practice framework part 2: Race equity practices*. Toronto, ON: Ontario Association of Children's Aid Societies. http://www.oacas.org/wp-content/uploads/2016/09/One-Vision-One-Voice-Part-2_digital_english-May-2019.pdf
- ¹⁰⁵ Turner, T. (2016). *One vision one voice: Changing the Ontario child welfare system to better serve African Canadians. Practice framework part 2: Race equity practices*. Toronto, ON: Ontario Association of Children's Aid Societies. http://www.oacas.org/wp-content/uploads/2016/09/One-Vision-One-Voice-Part-2_digital_english-May-2019.pdf
- ¹⁰⁶ Dyck, R. (2012). *Report on outcomes and recommendations: LGBTQ youth suicide prevention summit*. Egale Canada Human Rights Trust. <https://egale.ca/wp-content/uploads/2013/02/YSPS-Report-online.pdf>
- ¹⁰⁷ Van Berkum, A. and Oudshoorn, A. (2015). *Best practice guideline for ending women's and girl's homelessness*. <https://www.abeoudshoorn.com/wp-content/uploads/2015/08/Best-Practice-Guideline-for-Ending-Womens-and-Girls-Homelessness.pdf>
- ¹⁰⁸ Gender Equality Network. (2020). *Pan-Canadian strategy to advance gender equality*. <https://canadianwomen.org/wp-content/uploads/2020/10/Pan-Canadian-Strategy-March-2020-FINAL.pdf>
- ¹⁰⁹ Bucik, A., Ptolemy, A., Ali-Akow, C., and Devonish, M. (2017). *Queering the sustainable development goals in Canada: Not leaving LGBTQI2S communities behind*. Egale Canada Human Rights Trust. <https://egale.ca/wp-content/uploads/2017/10/SDG-eng-final.pdf>
- ¹¹⁰ Gender Equality Network. (2020). *Pan-Canadian strategy to advance gender equality*. <https://canadianwomen.org/wp-content/uploads/2020/10/Pan-Canadian-Strategy-March-2020-FINAL.pdf>

- ¹¹¹ Gender Equality Network. (2020). *Pan-Canadian strategy to advance gender equality*. <https://canadianwomen.org/wp-content/uploads/2020/10/Pan-Canadian-Strategy-March-2020-FINAL.pdf>
- ¹¹² Mamatis, D., Sanford, S., Ansara, D., and Roche, B. (2019). *Promoting health and well-being through social inclusion in Toronto: Synthesis of international and local evidence and implications for future action*. <https://www.wellesleyinstitute.com/wp-content/uploads/2019/07/Social-Inclusion-Report.pdf>
- ¹¹³ Bucik, A., Ptolemy, A., Ali-Akow, C., and Devonish, M. (2017). *Budgeting for inclusion: Why Canada needs to include LGBTQI2S communities in the federal budget of 2017*. Egale Canada Human Rights Trust. <https://egale.ca/wp-content/uploads/2017/11/Budgeting-for-Inclusion-eng.pdf>
- ¹¹⁴ Gaetz, S., Schwan, K., Redman, M., French, D., & Dej, E. (2018). *Report 1: Structural prevention of youth homelessness*. A. Buchnea (Ed.). Toronto, ON: Canadian Observatory on Homelessness Press. https://www.homelesshub.ca/sites/default/files/Structural_Prevention.pdf
- ¹¹⁵ Gender Equality Network. (2020). *Pan-Canadian strategy to advance gender equality*. <https://canadianwomen.org/wp-content/uploads/2020/10/Pan-Canadian-Strategy-March-2020-FINAL.pdf>
- ¹¹⁶ Gender Equality Network. (2020). *Pan-Canadian strategy to advance gender equality*. <https://canadianwomen.org/wp-content/uploads/2020/10/Pan-Canadian-Strategy-March-2020-FINAL.pdf>
- ¹¹⁷ Egale Canada. (2020). *National action plan for LGBTQI2s rights in Canada*. https://egale.ca/wp-content/uploads/2020/01/Egale-Canada-National-LGBTQI2S-Action-Plan-Full_Web_Final.pdf
- ¹¹⁸ Towle, H. (2015). *Disability and inclusion in Canadian education: Policy, procedure, and practice*. Canadian Centre for Policy Alternatives. https://www.policyalternatives.ca/sites/default/files/uploads/publications/National%20Office/2015/07/Disability_and_Inclusion_in_Education.pdf
- ¹¹⁹ Furrie, A. D., Lero, D. S., D'Aubin, A., and Ewles, G. (2016). *Willing but unable: A population in waiting*. Centre for Research on Work Disability Policy. https://www.crwdp.ca/sites/default/files/Research%20and%20Publications/finalwilling_but_unable_kp_final.pdf
- ¹²⁰ DisAbleD Women's Network of Canada / Réseau d'actions des femmes handicapées du Canada. DAWN Canada. (2020). *Girls without barriers: An intersectional feminist analysis of girls and young women with disabilities in Canada*. 1st edition, ISBN: 978-0-9937378-3-1: https://dawnCanada.net/media/uploads/page_data/page-64/girls_without_barriers.pdf
- ¹²¹ Disability and Work in Canada Steering Committee. (2019). *Moving forward together: A Pan-Canadian strategy for disability and work*. https://www.crwdp.ca/sites/default/files/dwc_strategy_-_moving_forward_together.pdf
- ¹²² Canadian Access and Inclusion Project. (2017). *CAIP lawyers' panel legislation recommendations*. <https://sci-can.ca/sites/default/files/attach/CAIP%20Lawyers%20Panel%20Legislation%20Recommendations%20Final.pdf>
- ¹²³ Furrie, A. D. (2018). *People with episodic health conditions speak*. <https://www.ccrw.org/wp-content/uploads/2018/01/Episodic-Survey-Final-Report.pdf>
- ¹²⁴ Prince, M. J. (2016). *Inclusive employment for Canadians with disabilities: Toward a new policy framework and agenda*. IRPP: <https://irpp.org/wp-content/uploads/2016/08/study-no60.pdf>
- ¹²⁵ Canadian Mental Health Association. (2017). *Position paper on medical assistance in dying*. <https://cmha.ca/wp-content/uploads/2017/09/CMHA-Position-Paper-on-Medical-Assistance-in-Dying-FINAL.pdf>
- ¹²⁶ Institute for Research and Development on Inclusion and Society. (2021). *The equal right to decide in Canada: Closing the gap*. <https://irisinstitute.ca/wp-content/uploads/sites/2/2021/03/2020-right-to-decide-policy-brief.pdf>
- ¹²⁷ Schwan, K., Gaetz, S., French, D., Redman, M., Thistle, J., & Dej, E. (2018). *What would it take? Youth across Canada speak out on youth homelessness prevention*. Toronto, ON: Canadian Observatory on Homelessness Press. https://www.homelesshub.ca/sites/default/files/attachments/COH-AWH_What_Would_it_Take.pdf
- ¹²⁸ Van Berkum, A. and Oudshoorn, A. (2015). *Best practice guideline for ending women's and girl's homelessness*. <https://www.abeoudshoorn.com/wp-content/uploads/2015/08/Best-Practice-Guideline-for-Ending-Womens-and-Girls-Homelessness.pdf>
- ¹²⁹ Canadian Observatory of Homelessness. (2016). *Towards an Ontario youth homelessness strategy*. Policy brief. <https://www.homelesshub.ca/sites/default/files/attachments/YH%20Policy%20Brief-final.pdf>
- ¹³⁰ Van Berkum, A. and Oudshoorn, A. (2015). *Best practice guideline for ending women's and girl's homelessness*. <https://www.abeoudshoorn.com/wp-content/uploads/2015/08/Best-Practice-Guideline-for-Ending-Womens-and-Girls-Homelessness.pdf>

- ¹³¹ Schwan, K., Gaetz, S., French, D., Redman, M., Thistle, J., & Dej, E. (2018). *What would it take? Youth across Canada speak out on youth homelessness prevention*. Toronto, ON: Canadian Observatory on Homelessness Press. https://www.homelesshub.ca/sites/default/files/attachments/COH-AWH_What_Would_it_Take.pdf
- ¹³² Schwan, K., Gaetz, S., French, D., Redman, M., Thistle, J., & Dej, E. (2018). *What would it take? Youth across Canada speak out on youth homelessness prevention*. Toronto, ON: Canadian Observatory on Homelessness Press. https://www.homelesshub.ca/sites/default/files/attachments/COH-AWH_What_Would_it_Take.pdf
- ¹³³ International Federation on Ageing. (2018). Addressing inequalities summit. <https://ifa.ngo/wp-content/uploads/2018/12/Addressing-Inequalities-Summit-Report.pdf>
- ¹³⁴ Van Berkum, A. and Oudshoorn, A. (2015). *Best practice guideline for ending women's and girl's homelessness*. <https://www.abeoudshoorn.com/wp-content/uploads/2015/08/Best-Practice-Guideline-for-Ending-Womens-and-Girls-Homelessness.pdf>
- ¹³⁵ Van Berkum, A. and Oudshoorn, A. (2015). *Best practice guideline for ending women's and girl's homelessness*. <https://www.abeoudshoorn.com/wp-content/uploads/2015/08/Best-Practice-Guideline-for-Ending-Womens-and-Girls-Homelessness.pdf>
- ¹³⁶ Van Berkum, A. and Oudshoorn, A. (2015). *Best practice guideline for ending women's and girl's homelessness*. <https://www.abeoudshoorn.com/wp-content/uploads/2015/08/Best-Practice-Guideline-for-Ending-Womens-and-Girls-Homelessness.pdf>
- ¹³⁷ Schwan, K., Gaetz, S., French, D., Redman, M., Thistle, J., & Dej, E. (2018). *What would it take? Youth across Canada speak out on youth homelessness prevention*. Toronto, ON: Canadian Observatory on Homelessness Press. https://www.homelesshub.ca/sites/default/files/attachments/COH-AWH_What_Would_it_Take.pdf
- ¹³⁸ Gaetz, S., Schwan, K., Redman, M., French, D., and Dej, E. (2018). *Report 2: Systems prevention of youth homelessness*. A. Buchnea (Ed.). Toronto, ON: Canadian Observatory on Homelessness Press. https://www.homelesshub.ca/sites/default/files/Systems_Prevention.pdf
- ¹³⁹ Gaetz, S., Schwan, K., Redman, M., French, D., & Dej, E. (2018). *Report 1: Structural prevention of youth homelessness*. A. Buchnea (Ed.). Toronto, ON: Canadian Observatory on Homelessness Press. https://www.homelesshub.ca/sites/default/files/Structural_Prevention.pdf
- ¹⁴⁰ Van Berkum, A. and Oudshoorn, A. (2015). *Best practice guideline for ending women's and girl's homelessness*. <https://www.abeoudshoorn.com/wp-content/uploads/2015/08/Best-Practice-Guideline-for-Ending-Womens-and-Girls-Homelessness.pdf>
- ¹⁴¹ Schwan, K., Gaetz, S., French, D., Redman, M., Thistle, J., & Dej, E. (2018). *What would it take? Youth across Canada speak out on youth homelessness prevention*. Toronto, ON: Canadian Observatory on Homelessness Press. https://www.homelesshub.ca/sites/default/files/attachments/COH-AWH_What_Would_it_Take.pdf
- ¹⁴² Schwan, K., Gaetz, S., French, D., Redman, M., Thistle, J., & Dej, E. (2018). *What would it take? Youth across Canada speak out on youth homelessness prevention*. Toronto, ON: Canadian Observatory on Homelessness Press. https://www.homelesshub.ca/sites/default/files/attachments/COH-AWH_What_Would_it_Take.pdf
- ¹⁴³ CanAge. (2020). *VOICES of Canada's seniors: A roadmap to an age-inclusive Canada*. https://www.canage.ca/wp-content/uploads/2021/03/CanAge_VOICES_Roadmap_2020.pdf
- ¹⁴⁴ Canadian Medical Association. (2017). *Advancing inclusion and quality of life for seniors*. <https://policybase.cma.ca/documents/BriefPDF/BR2018-03.pdf>
- ¹⁴⁵ National Institute on Ageing. (2020). *An evidence informed national seniors strategy for Canada - Third edition*. Toronto, ON: National Institute on Ageing. http://nationalseniorsstrategy.ca/wp-content/uploads/2020/09/NSS_2020_Third_Edition.pdf
- ¹⁴⁶ IRPP Task Force on Aging. (2015). *Designing a national seniors strategy for Canada*. <https://irpp.org/wp-content/uploads/2015/10/report-2015-10-07.pdf>
- ¹⁴⁷ CanAge. (2020). *VOICES of Canada's seniors: A roadmap to an age-inclusive Canada*. https://www.canage.ca/wp-content/uploads/2021/03/CanAge_VOICES_Roadmap_2020.pdf
- ¹⁴⁸ Van Berkum, A. and Oudshoorn, A. (2015). *Best practice guideline for ending women's and girl's homelessness*. <https://www.abeoudshoorn.com/wp-content/uploads/2015/08/Best-Practice-Guideline-for-Ending-Womens-and-Girls-Homelessness.pdf>
- ¹⁴⁹ National Institute on Ageing. (2020). *An evidence informed national seniors strategy for Canada - Third edition*. Toronto, ON: National Institute on Ageing. http://nationalseniorsstrategy.ca/wp-content/uploads/2020/09/NSS_2020_Third_Edition.pdf

- ¹⁵⁰ Canadian Centre for Elder Law. (2017). *We are not all the same: Key law, policy and practice strategies for improving the lives of older women in the Lower Mainland*. https://www.bcli.org/wordpress/wp-content/uploads/2017/03/OlderWomenDialogueReportMarch_2017Web.pdf
- ¹⁵¹ Golant, S. M. (2014). *Age-friendly communities: Are we expecting too much?* IRPP Insight. <https://irpp.org/wp-content/uploads/2014/02/insight-no5.pdf>
- ¹⁵² Golant, S. M. (2014). *Age-friendly communities: Are we expecting too much?* IRPP Insight. <https://irpp.org/wp-content/uploads/2014/02/insight-no5.pdf>
- ¹⁵³ BC Healthy Communities Society. (2020). *Age-friendly communities action guide*. http://bchealthycommunities.ca/wp-content/uploads/2020/06/Age_Friendly_Action_Guide_V1.0_Web.pdf
- ¹⁵⁴ CanAge. (2020). *VOICES of Canada's seniors: A roadmap to an age-inclusive Canada*. https://www.canage.ca/wp-content/uploads/2021/03/CanAge_VOICES_Roadmap_2020.pdf
- ¹⁵⁵ BC Healthy Communities Society. (2020). *Age-friendly communities action guide*. http://bchealthycommunities.ca/wp-content/uploads/2020/06/Age_Friendly_Action_Guide_V1.0_Web.pdf
- ¹⁵⁶ AGE-WELL. (2020). *AGE-WELL position paper on mobile technology and data-informed approaches for healthy aging and aging-in-place*. <https://agewell-nce.ca/wp-content/uploads/2017/11/Mobile-technology-and-data-informed-approaches-WP7.3.pdf>
- ¹⁵⁷ Van Berkum, A. and Oudshoorn, A. (2015). *Best practice guideline for ending women's and girl's homelessness*. <https://www.abeoudshoorn.com/wp-content/uploads/2015/08/Best-Practice-Guideline-for-Ending-Womens-and-Girls-Homelessness.pdf>
- ¹⁵⁸ Schwan, K., Gaetz, S., French, D., Redman, M., Thistle, J., & Dej, E. (2018). *What would it take? Youth across Canada speak out on youth homelessness prevention*. Toronto, ON: Canadian Observatory on Homelessness Press. https://www.homelesshub.ca/sites/default/files/attachments/COH-AWH_What_Would_it_Take.pdf
- ¹⁵⁹ Van Berkum, A. and Oudshoorn, A. (2015). *Best practice guideline for ending women's and girl's homelessness*. <https://www.abeoudshoorn.com/wp-content/uploads/2015/08/Best-Practice-Guideline-for-Ending-Womens-and-Girls-Homelessness.pdf>
- ¹⁶⁰ Schwan, K., Gaetz, S., French, D., Redman, M., Thistle, J., & Dej, E. (2018). *What would it take? Youth across Canada speak out on youth homelessness prevention*. Toronto, ON: Canadian Observatory on Homelessness Press. https://www.homelesshub.ca/sites/default/files/attachments/COH-AWH_What_Would_it_Take.pdf
- ¹⁶¹ Robinson, A. (2014). *Paradox in the land of plenty: Issues of food security in Brooks, Alberta*. Alberta Centre for Sustainable Rural Communities. <https://www.ualberta.ca/augustana/media-library/research/acsrc/policy-briefs/amber-robinson-final.pdf>
- ¹⁶² Yu, M. (2014). *Addressing food security in MacKenzie County, Northern Alberta: A community-based approach to policy development*. Alberta Centre for Sustainable Rural Communities. <https://www.ualberta.ca/augustana/media-library/research/acsrc/policy-briefs/finalpolicy-briefmegan-yu.pdf>
- ¹⁶³ Robinson, A. (2014). *Paradox in the land of plenty: Issues of food security in Brooks, Alberta*. Alberta Centre for Sustainable Rural Communities. <https://www.ualberta.ca/augustana/media-library/research/acsrc/policy-briefs/amber-robinson-final.pdf>
- ¹⁶⁴ Lane, J., and Pittman, S. (2020). *Towards a rural digital economic strategy*. Canada West Foundation. https://cwf.ca/wp-content/uploads/2020/07/2020-07-CWF_Upgrade_Digital_Economy_Report.pdf
- ¹⁶⁵ Canadian Rural Revitalization Foundation. (2020). *Gender-based violence in rural and remote communities – Impacts from Covid-19*. Rural Insights Series. Covid-19: <http://crrf.ca/ri-genderbasedviolence/>
- ¹⁶⁶ Mooten, N. (2021). *Racism, Discrimination and Migrant Workers in Canada: Evidence from the Literature*. <https://www.canada.ca/en/immigration-refugees-citizenship/corporate/reports-statistics/research/racism-discrimination-migrant-workers-canada-evidence-literature.html#s2-2>.
- ¹⁶⁷ Schwientek, S. (2023). *74% of youth in care in Alberta are Indigenous. Here's what 2 of them had to say*. CBC News: <https://www.cbc.ca/news/indigenous/indigenous-youth-child-welfare-1.6796576>.
- ¹⁶⁸ Canadian Labour Congress. (2019). *Islamophobia at work: Challenges and opportunities*. <http://documents.clctc.ca/human-rights-and-equality/Islamophobia/IslamophobiaAtWork-Report-2019-03-20-EN.pdf>
- ¹⁶⁹ Lamb, D., and Chatoor, K. (2019). *Great divide or small fissure? A Comparison of skills, education and earnings across standard and non-standard workers*. Future Skills. <https://static1.squarespace.com/static/5b06c8abe17ba31ac307c5fe/t/5ec3ff7e6261c859140f816e/1589903233433/RIE+S++Great+Divide+or+Small+Fissure+-+Report.pdf>

- ¹⁷⁰ Siddiqi, A., Chung, R., Ansloos, J., and Senior, P. (2021). *Addressing economic racism in Canada's pandemic response and recovery*. Broadbent Institute.
https://d3n8a8pro7vhm.cloudfront.net/broadbent/pages/7831/attachments/original/1611011661/Addressing_Economic_Racism_in_Canada's_Pandemic_Response_and_Recovery_-_Report.pdf?1611011661
- ¹⁷¹ Bucik, A., Ptolemy, A., Ali-Akow, C., and Devonish, M. (2017). *Queering the sustainable development goals in Canada: Not leaving LGBTQI2S communities behind*. Egale Canada Human Rights Trust. <https://egale.ca/wp-content/uploads/2017/10/SDG-eng-final.pdf>
- ¹⁷² National Council of Canadian Muslims. (2021). *NCCM recommendations: National summit on islamophobia*. https://www.nccm.ca/wp-content/uploads/2021/06/Policy-Recommendations_NCCM.pdf
- ¹⁷³ National Council of Canadian Muslims. (2021). *NCCM recommendations: National summit on islamophobia*. https://www.nccm.ca/wp-content/uploads/2021/06/Policy-Recommendations_NCCM.pdf
- ¹⁷⁴ Bucik, A., Ptolemy, A., Ali-Akow, C., and Devonish, M. (2017). *Queering the sustainable development goals in Canada: Not leaving LGBTQI2S communities behind*. Egale Canada Human Rights Trust. <https://egale.ca/wp-content/uploads/2017/10/SDG-eng-final.pdf>
- ¹⁷⁵ Gender Equality Network. (2020). *Pan-Canadian strategy to advance gender equality*. <https://canadianwomen.org/wp-content/uploads/2020/10/Pan-Canadian-Strategy-March-2020-FINAL.pdf>
- ¹⁷⁶ Schwan, K., Gaetz, S., French, D., Redman, M., Thistle, J., & Dej, E. (2018). *What would it take? Youth across Canada speak out on youth homelessness prevention*. Toronto, ON: Canadian Observatory on Homelessness Press. https://www.homelesshub.ca/sites/default/files/attachments/COH-AWH_What_Would_it_Take.pdf
- ¹⁷⁷ Schwan, K., Vaccaro, M., Reid, L., Ali, N., & Baig, K. (2021). *The Pan-Canadian women's housing & homelessness survey*. Toronto, ON: Canadian Observatory on Homelessness. <https://womenshomelessness.ca/wp-content/uploads/EN-Pan-Canadian-Womens-Housing-Homelessness-Survey-FINAL-28-Sept-2021.pdf>
- ¹⁷⁸ Schwan, K., Vaccaro, M., Reid, L., Ali, N., & Baig, K. (2021). *The Pan-Canadian women's housing & homelessness survey*. Toronto, ON: Canadian Observatory on Homelessness. <https://womenshomelessness.ca/wp-content/uploads/EN-Pan-Canadian-Womens-Housing-Homelessness-Survey-FINAL-28-Sept-2021.pdf>
- ¹⁷⁹ Hertel, D. (2020). *Why an accessible Alberta act? companion brief. Alberta accessibility legislation advisory group*. <https://vadsociety.ca/pdf/accessibility-companion-brief---final-1598024288.pdf>
- ¹⁸⁰ Lepofsky, D. (2016). *Discussion paper on what to include in the Canadians with disabilities act*: https://www.marchofdimes.ca/en-ca/aboutus/govrelations/national/Documents/Canadians_with_Disabilities_Act_Discussion_Paper-Mr2015.pdf/
- ¹⁸¹ Institute for Research and Development on Inclusion and Society. (2021). *The equal right to decide in Canada: Closing the gap*. <https://irisinstitute.ca/wp-content/uploads/sites/2/2021/03/2020-right-to-decide-policy-brief.pdf>
- ¹⁸² John Humphrey Centre for Peace and Human Rights. (2021). *Report on the status of rights of people living with disability in Alberta*. <https://www.canva.com/design/DAEdE-vVuS8/ao-pcZ19aDNUG5vKO5OQzg/view>
- ¹⁸³ Alberta Centre for Civil Liberties Research. (2018). *Representing mentally disabled persons in criminal justice system*. <https://static1.squarespace.com/static/511bd4e0e4b0cecdc77b114b/t/5b5b906103ce64bd19c80316/1532727394687/Chapter+14+reform+MPR+final+2.pdf>
- ¹⁸⁴ Gaetz, S., Schwan, K., Redman, M., French, D., & Dej, E. (2018). *The roadmap for the prevention of youth homelessness*. A. Buchnea (Ed.). Toronto, ON: Canadian Observatory on Homelessness Press. https://www.homelesshub.ca/sites/default/files/YPRfullreport_2.pdf
- ¹⁸⁵ Gaetz, S., Schwan, K., Redman, M., French, D., & Dej, E. (2018). *The roadmap for the prevention of youth homelessness*. A. Buchnea (Ed.). Toronto, ON: Canadian Observatory on Homelessness Press. https://www.homelesshub.ca/sites/default/files/YPRfullreport_2.pdf
- ¹⁸⁶ Centre for Equality Rights in Accommodation. (2021). *Housing discrimination and spatial segregation in Canada*. <https://housingrights.ca/wp-content/uploads/SRAH-Submission-Discrimination-and-Spatial-Segregation-in-Canada-CERA-NRHN-SRAC-May-2021.pdf>
- ¹⁸⁷ Canadian Association of Retired Persons. (2019). *Recommendations to improve access to housing for Ontario seniors*. <https://s3.amazonaws.com/zweb-s3.uploads/carp/2014/11/Ontario-housing-consult-Jan-25-2-019.pdf>
- ¹⁸⁸ Canadian Association of Retired Persons. (2019). *Briefing submission on challenges faced by older women*. <https://s3.amazonaws.com/zweb-s3.uploads/carp/2014/11/CARP-Briefing-Submission-on-Older-Adult-Women.pdf>
- ¹⁸⁹ Canadian Association of Retired Persons. (2019). *Recommendations to improve access to housing for Ontario seniors*. <https://s3.amazonaws.com/zweb-s3.uploads/carp/2014/11/Ontario-housing-consult-Jan-25-2-019.pdf>

- ¹⁹⁰ Centre for Equality Rights in Accommodation. (2021). *Housing discrimination and spatial segregation in Canada*. <https://housingrights.ca/wp-content/uploads/SRAH-Submission-Discrimination-and-Spatial-Segregation-in-Canada-CERA-NRHN-SRAC-May-2021.pdf>
- ¹⁹¹ Schwan, K., Gaetz, S., French, D., Redman, M., Thistle, J., & Dej, E. (2018). *What would it take? Youth across Canada speak out on youth homelessness prevention*. Toronto, ON: Canadian Observatory on Homelessness Press. https://www.homelesshub.ca/sites/default/files/attachments/COH-AWH_What_Would_it_Take.pdf
- ¹⁹² Gaetz, S. and Dej, E. (2017). *A new direction: A framework for homelessness prevention*. Toronto: Canadian Observatory on Homelessness Press. <https://www.homelesshub.ca/ANewDirection>
- ¹⁹³ Van Berkum, A. and Oudshoorn, A. (2015). *Best practice guideline for ending women's and girl's homelessness*. <https://www.abeoudshoorn.com/wp-content/uploads/2015/08/Best-Practice-Guideline-for-Ending-Womens-and-Girls-Homelessness.pdf>
- ¹⁹⁴ Schwan, K., Gaetz, S., French, D., Redman, M., Thistle, J., & Dej, E. (2018). *What would it take? Youth across Canada speak out on youth homelessness prevention*. Toronto, ON: Canadian Observatory on Homelessness Press. https://www.homelesshub.ca/sites/default/files/attachments/COH-AWH_What_Would_it_Take.pdf
- ¹⁹⁵ Canadian Association of Retired Persons. (2014). *Ontario budget submission*. <http://zweb-s3.uploads.s3.amazonaws.com/carp/2014/01/Ontario-budget-Submission-2014.pdf>
- ¹⁹⁶ Parkland Institute. (2014). *From bad to worse: Residential elder care in Alberta*. <https://s3-us-west-2.amazonaws.com/parkland-research-pdfs/frombadtoworse.pdf>
- ¹⁹⁷ IRPP Task Force on Aging. (2015). *Designing a national seniors strategy for Canada*. <https://irpp.org/wp-content/uploads/2015/10/report-2015-10-07.pdf>
- ¹⁹⁸ BC Healthy Communities Society. (2020). *Age-friendly communities action guide*. http://bchealthycommunities.ca/wp-content/uploads/2020/06/Age_Friendly_Action_Guide_V1.0_Web.pdf
- ¹⁹⁹ CanAge. (2020). *VOICES of Canada's seniors: A roadmap to an age-inclusive Canada*. https://www.canage.ca/wp-content/uploads/2021/03/CanAge_VOICES_Roadmap_2020.pdf
- ²⁰⁰ Canadian Association of Retired Persons. (2017). *Submission to HUMA*. <https://s3.amazonaws.com/zweb-s3.uploads/carp/2014/11/CARP-Submission-to-HUMA-October-19-2017-Final.pdf/>
- ²⁰¹ Van Berkum, A. and Oudshoorn, A. (2015). *Best practice guideline for ending women's and girl's homelessness*. <https://www.abeoudshoorn.com/wp-content/uploads/2015/08/Best-Practice-Guideline-for-Ending-Womens-and-Girls-Homelessness.pdf>
- ²⁰² National Institute on Ageing. (2020). *An evidence informed national seniors strategy for Canada - Third edition*. Toronto, ON: National Institute on Ageing: http://nationalseniorsstrategy.ca/wp-content/uploads/2020/09/NSS_2020_Third_Edition.pdf
- ²⁰³ National Institute on Ageing. (2020). *An evidence informed national seniors strategy for Canada - Third edition*. Toronto, ON: National Institute on Ageing: http://nationalseniorsstrategy.ca/wp-content/uploads/2020/09/NSS_2020_Third_Edition.pdf
- ²⁰⁴ Passmore, M. and Watts, L. T. (2017). *Report on vulnerable investors: Elder abuse, financial exploitation, undue influence and diminished mental capacity*. Canadian Foundation for the Advancement of Investor Rights and Canadian Centre for Elder Law: <https://www.bcli.org/wordpress/wp-content/uploads/2017/11/171115-Vulnerable-Investor-Paper-FINAL.pdf>
- ²⁰⁵ Canadian Association of Retired Persons. (2018). *Written submission for the pre-budget consultations*. <https://s3.amazonaws.com/zweb-s3.uploads/carp/2014/11/CARP-Federal-Budget-Submission-Final-2018.pdf>
- ²⁰⁶ Black Legal Action Centre. (2020). *Statement and demands by the black legal action centre on policing and anti-black racism*. <https://www.blacklegalactioncentre.ca/wp-content/uploads/2021/02/BLAC-Statement-on-Policing-and-Anti-Black-Racism-June-25-2020.pdf>
- ²⁰⁷ National Council of Canadian Muslims. (2021). *NCCM recommendations: National summit on islamophobia*. https://www.nccm.ca/wp-content/uploads/2021/06/Policy-Recommendations_NCCM.pdf
- ²⁰⁸ Bucik, A., Ptolemy, A., Ali-Akow, C., and Devonish, M. (2017). *Budgeting for inclusion: Why Canada needs to include LGBTQ2S communities in the federal budget of 2017*. Egale Canada Human Rights Trust. <https://egale.ca/wp-content/uploads/2017/11/Budgeting-for-Inclusion-eng.pdf>
- ²⁰⁹ John Humphrey Centre for Peace and Human Rights. (2021). *Report on the status of rights of people living with disability in Alberta*. <https://www.canva.com/design/DAEdE-vVuS8/ao-pcZ19aDNUG5vKO5OQzg/view>

- ²¹⁰ DisAbleD Women's Network of Canada / Réseau d'actions des femmes handicapées du Canada. DAWN Canada. (2019). *More than a footnote: A research report on women and girls with disabilities in Canada*. 1st Edition. ISBN: 978-0-9937378-0-0: [https://www.dawncanada.net/media/uploads/page_data/page-64/beyond_crpd_final_eng_\(2\).pdf](https://www.dawncanada.net/media/uploads/page_data/page-64/beyond_crpd_final_eng_(2).pdf)
- ²¹¹ Nichols, N., Schwan, K., Gaetz, S., Redman, M., French, D., Kidd, S., O'Grady, B. (2017). *Child welfare and youth homelessness in Canada: A proposal for action*. Toronto: Canadian Observatory on Homelessness Press. <https://www.homelesshub.ca/sites/default/files/attachments/ChildWelfare-PolicyBrief-final.pdf>
- ²¹² Van Berkum, A. and Oudshoorn, A. (2015). *Best practice guideline for ending women's and girl's homelessness*. <https://www.abeoudshoorn.com/wp-content/uploads/2015/08/Best-Practice-Guideline-for-Ending-Womens-and-Girls-Homelessness.pdf>
- ²¹³ Passmore, M. and Watts, L. T. (2017). *Report on vulnerable investors: Elder abuse, financial exploitation, undue influence and diminished mental capacity*. Canadian Foundation for the Advancement of Investor Rights and Canadian Centre for Elder Law. <https://www.bcli.org/wordpress/wp-content/uploads/2017/11/171115-Vulnerable-Investor-Paper-FINAL.pdf>
- ²¹⁴ Canadian Association of Retired Persons. (2017). *Submission to HUMA*. <https://s3.amazonaws.com/zwebs3.uploads/carp/2014/11/CARP-Submission-to-HUMA-October-19-2017-Final.pdf/>
- ²¹⁵ CanAge. (2021). *What would a senior friendly budget look like?* <https://www.canage.ca/voices-overview/federal-budget-2021/>
- ²¹⁶ Canadian Medical Association. (2017). *Advancing inclusion and quality of life for seniors*. <https://policybase.cma.ca/documents/BriefPDF/BR2018-03.pdf>
- ²¹⁷ Fast, J. (2015). *Caregiving for older adults with disabilities: Present costs, future challenges*. IRPP Study. <https://irpp.org/wp-content/uploads/2015/12/study-no58.pdf>
- ²¹⁸ Canadian Rural Revitalization Foundation. (2021). *State of rural Canada 2021*. <https://sorc.crrf.ca/fullreport2021/>
- ²¹⁹ Canadian Rural Revitalization Foundation. (2021). *CRRF's submission to infrastructure Canada's building the Canada we want in 2050 consultation*. <http://crrf.ca/building-the-canada-we-want-in-2050/>
- ²²⁰ Canadian Rural Revitalization Foundation. (2020). *Rethinking infrastructure investments: Supporting post-pandemic rural recovery and climate resilience through green infrastructure*. Rural Insights Series: Covid-19. <http://crrf.ca/riinfrastructure/>
- ²²¹ National Council of Canadian Muslims. (2021). *NCCM recommendations: National summit on islamophobia*. https://www.nccm.ca/wp-content/uploads/2021/06/Policy-Recommendations_NCCM.pdf
- ²²² National Council of Canadian Muslims. (2017). *Submission to the united nations committee for the elimination of racial discrimination, 93rd session, July 31 – August 25, 2017*. https://www.nccm.ca/wp-content/uploads/2017/08/NCCM_Submission_to_CERD_August32017_93rd_Treaty_Bodies_Session_CANADA-1.pdf
- ²²³ Egale Canada. (2020). *National action plan for LGBTQI2S rights in Canada*. https://egale.ca/wp-content/uploads/2020/01/Egale-Canada-National-LGBTQI2S-Action-Plan-Full_Web_Final.pdf
- ²²⁴ Lepofsky, D. (2016). *Discussion paper on what to include in the Canadians with disabilities act*. https://www.marchofdimes.ca/en-ca/aboutus/govtrelations/national/Documents/Canadians_with_Disabilities_Act_Discussion_Paper-Mr2015.pdf/
- ²²⁵ Schwan, K., Gaetz, S., French, D., Redman, M., Thistle, J., & Dej, E. (2018). *What would it take? Youth across Canada speak out on youth homelessness prevention*. Toronto, ON: Canadian Observatory on Homelessness Press. https://www.homelesshub.ca/sites/default/files/attachments/COH-AWH_What_Would_it_Take.pdf
- ²²⁶ CanAge. (2021). *Justice and human rights committee – Elder abuse*. <https://www.canage.ca/wp-content/uploads/2021/10/FED-2021-Justice-and-Human-Rights-Committee-JUST-%E2%80%93-Study-of-Elder-Abuse.pdf>
- ²²⁷ Passmore, M. and Watts, L. T. (2017). *Report on vulnerable investors: Elder abuse, financial exploitation, undue influence and diminished mental capacity*. Canadian Foundation for the Advancement of Investor Rights and Canadian Centre for Elder Law. <https://www.bcli.org/wordpress/wp-content/uploads/2017/11/171115-Vulnerable-Investor-Paper-FINAL.pdf>
- ²²⁸ BC Healthy Communities Society. (2020). *Age-friendly communities action guide*. http://bchealthycommunities.ca/wp-content/uploads/2020/06/Age_Friendly_Action_Guide_V1.0_Web.pdf
- ²²⁹ Canadian Rural Revitalization Foundation. (2021). *State of rural Canada 2021*. <https://sorc.crrf.ca/fullreport2021/>
- ²³⁰ Canadian Rural Revitalization Foundation. (2021). *CRRF's submission to infrastructure Canada's building the Canada we want in 2050 consultation*. <http://crrf.ca/building-the-canada-we-want-in-2050/>

²³¹ Lepofsky, D. (2016). *Discussion paper on what to include in the Canadians with disabilities act*.

[https://www.marchofdimes.ca/en-](https://www.marchofdimes.ca/en-ca/aboutus/govtrelations/national/Documents/Canadians_with_Disabilities_Act_Discussion_Paper-Mr2015.pdf/)

[ca/aboutus/govtrelations/national/Documents/Canadians_with_Disabilities_Act_Discussion_Paper-Mr2015.pdf/](https://www.marchofdimes.ca/aboutus/govtrelations/national/Documents/Canadians_with_Disabilities_Act_Discussion_Paper-Mr2015.pdf/)

²³² International Federation on Ageing. (2018). *Addressing inequalities summit*. [https://ifa.ngo/wp-](https://ifa.ngo/wp-content/uploads/2018/12/Addressing-Inequalities-Summit-Report.pdf)

[content/uploads/2018/12/Addressing-Inequalities-Summit-Report.pdf](https://ifa.ngo/wp-content/uploads/2018/12/Addressing-Inequalities-Summit-Report.pdf)