

Provincial Advisory Council
on the Status of Women

NEWFOUNDLAND & LABRADOR

ANNUAL
REPORT

2023-2024



Provincial Advisory Council
on the Status of Women
NEWFOUNDLAND & LABRADOR

August 1, 2024

Honourable Pam Parsons
Minister Responsible for Women and Gender Equality
Government of Newfoundland and Labrador
P.O. Box 8700
St. John's, NL A1B 4J6

Dear Minister Parsons:

On behalf of the members of the Provincial Advisory Council on the Status of Women Newfoundland and Labrador, it is my pleasure to submit our 2023-24 Annual Report in accordance with the guidelines for Annual Performance Reports for Category 2 Government Entities.

This report was prepared under my direction. My signature reflects the Advisory Council members' accountability for the results contained in this report.

Sincerely,

Paula Sheppard,
President/CEO

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1 President/CEO's Message

I am pleased to present the 2023-24 Annual Report for the Provincial Advisory Council on the Status of Women Newfoundland and Labrador (PACSW). This performance report is submitted in accordance with PACSW's obligation under Section 9 of the **Transparency and Accountability Act**. This performance report was prepared under my direction, and as President/CEO, I am accountable for the results reported within.

This annual report provides an overview of the work accomplished by PACSW as guided by our mandate in advancing women and gender equity and equality in Newfoundland and Labrador. PACSW conducted research and provided policy analysis in priority areas identified with government's overall vision and strategic directions. This past year PACSW's focus centered on Economic and Social Well-Being, and Gender-Based Violence as set out in our 2023-2026 Business Plan.

Our framework includes using a gender-based analysis plus (GBA+) to assess how diverse groups of women and women identified individuals experience policies and programs in our province. In meeting the mandate as set out in the **Status of Women Advisory Council Act** the PACSW will continue the close working relationship with Government and community partners in the provision of advice and recommendations as well as public awareness on issues that impact women and gender-diverse people in Newfoundland and Labrador.

Respectfully,



Paula Sheppard
President/CEO
Provincial Advisory Council on the Status of Women NL

2 Overview

The Provincial Advisory Council on the Status of Women (PACSW) was established in 1980 by the Government of Newfoundland and Labrador and received legislative standing with the introduction of the **Status of Women Advisory Council Act**. As a government agency, it was created to advise on issues affecting the status of women, as well as to raise government and public awareness on matters of concern for women.

PACSW's President reports to the Minister Responsible for Women and Gender Equality. The 11 Advisory Council members follow the Independent Appointments Commission (IAC) process and are appointed for three-year terms by the Lieutenant-Governor in Council with eligibility for re-appointment when their terms end. The President/CEO position is salaried, requiring an open job competition also through the IAC process. Selection criteria include representation from diverse women's populations and sectors, demonstrated leadership in working to advance the status of women, and the ability to work on women's equity and equality issues from a regional or provincial perspective. Appointments aim to reflect the representation of women with diverse backgrounds and experiences living in Newfoundland and Labrador.

PACSW works closely with the Office for Women and Gender Equality, an office within the Executive Council. Other collaborations and partnerships include the regional women's centers, local and provincial non-profit organizations, other government agencies, boards, and commissions, as well as any individual or group sharing an agenda to improve the progress of equity and equality for women and gender-diverse people.

2.1 2023-24 Council Members

President/CEO	Paula Sheppard	St. John's
Vice-President	Vanessa McCarthy	Gander
Member	Valerie Barter	Conception Bay South
Member	Courtney Clarke	St. John's
Member	Megan Ford	St. John's
Member	Michelle Greene	St. John's
Member	Jacqueline Compton-Hobbs	Happy Valley-Goose Bay
Member	Trina Simms	Corner Brook
Member	Angie Wilmott	Corner Brook
Member	Raelene Vickers	St. John's
Member	Vacant	

2.2 Staff

PACSW employs three female-identified staff using she/her pronouns.

- Finance and Administration Manager
- Policy and Research Analyst
- Director of Public Engagement

2.3 Mandate

Section 3 of the **Status of Women Advisory Council Act** states that The Advisory Council shall:

- Advise the Minister on those matters relating to the status of women that the Minister refers to the Advisory Council for consideration;
- Advise the Minister on those matters relating to the status of women that the Advisory Council feels appropriate;
- Bring before the Provincial Government and the public matters of interest and concern to women; and
- Establish the general policies that will govern the organization, administration, and operation of the Advisory Council.

2.4 Vision

The vision of the Provincial Advisory Council on the Status of Women is equality, equity and inclusion for women in Newfoundland and Labrador.

2.5 Physical Location

PACSW's office is an accessible space located at 15 Hallett Crescent, Suite 103, St. John's, Newfoundland and Labrador.

2.6 Budget

PACSW's budget for the 2023-2024 fiscal year was \$443,600. IT services and support, council member meetings, salaries, and rent continue to account for the largest expenditures of the core operating budget. A further breakdown of these expenses by object is outlined in Section 7: Audited Financial Statement.

2.7 Lines of Business

In keeping with PACSW's legislated mandate, the following lines of business have been identified:

- Advising government on issues affecting the status of women.
- Public awareness on matters of concern for women.
- Administration and operation of the Provincial Advisory Council on the Status of Women NL.

3 Highlights and Partnerships

During the 2023-2024 reporting year, PACSW contributed to several initiatives that aligned with our scope of work.

3.1 Highlights

PACSW met with the Canadian Armed Forces Strategic Engagement Team, for the Department of National Defense, earlier in 2023 to discuss synergetic opportunities to potentially work together on areas of shared interest. The focus of the meeting was how the Armed Forces are integrating Gender-Based Plus Analysis (GBA+) into their internal policies, notably as it relates to recruitment and diversity, as well as preventing and responding to inappropriate behaviour, and training and education within their broader action plan.

This year the Provincial Government announced a significant review of PACSW's legislation - the **Status of Women Advisory Council Act**. The goal of this review involves a repeal and replacement of the Act to make it more inclusive of women and gender-diverse people. This is the first major examination of the Act since its inception in 1980. The Act will have a new name, and will incorporate more inclusive language, redefining the responsibilities, and expanding to advocate for 2SLGBTQIA+ people. It will also review the composition of the Advisory Council members, including membership criteria and term limits.

PACSW participated in public consultations regarding the repeal and replacement of the Act via in-person sessions, which were hosted by the Office of Women and Gender Equality. Virtual sessions were also held. EngageNL also accepted written submissions from the public about what they would like to see in a new act and made available an online questionnaire.

Supporting community organizations is integral to PACSW's commitment of making the voices of women and gender-diverse people heard in our province. In April 2023, PACSW attended Persistence Theatre's 'Raise Her Up' statue campaign. #RaiseHerUP is a project commemorating Armine Nutting Gosling, a pioneer in social reform, feminism and women's suffrage leader, with a life-sized bronze statue at Bannerman Park in St. John's. It will be the first public statue of a women in the City of St. John's and the first public statue in the province designed by a woman.

In March, PACSW attended Quadrangle NL's Check-Up on 2SLGBTQIA+ Healthcare in NL town hall at the Community Market. They presented their preliminary research findings on the barriers and facilitators to healthcare for the 2SLGBTQIA+ community of Newfoundland and Labrador. In the first provincial study of its kind, funded by Women and Gender Equality Canada, researchers at Quadrangle NL surveyed and interviewed hundreds of gender and sexually-diverse community members throughout the province to learn about their specific health needs, the barriers they face to accessing healthcare, and the changes they would like to see in the healthcare system.

3.2 Partnerships

An essential component to achieving PACSW's mandate is through partnerships and collaboration with various government departments and agencies, as well as working closely with community organizations by participating in committees, discussion groups and other community led projects. Through this work, a broader understanding of issues related to the status of women/women identified persons are achieved.

Government of Newfoundland and Labrador Departments, Agencies, and Commissions:

- Office of Women and Gender Equality (WGE)
- Department of Children, Seniors, and Social Development
- Department of Education
- Department of Health and Community Services
- Department of Industry, Energy, and Technology
- Department of Justice and Public Safety
- NL Schools
- Royal Newfoundland Constabulary (RNC)
- Office of the Child and Youth Advocate
- Office of the Seniors Advocate

Provincial Organizations and Other Entities:

- Association for New Canadians (ANC)
- Coalition Against Sexual Exploitation of Youth (CASEY)
- Coalition for a Just Recovery
- End Sexual Violence NL
- Equal Voice Newfoundland and Labrador Chapter (EVNL)
- First Voice Urban Indigenous Coalition
- First Voice Community Led Group on Police Oversight
- First Light
- Newfoundland and Labrador Teachers Association (NLTA)
- Newfoundland and Labrador Organization Women Entrepreneurs (NLOWE)
- Newfoundland and Labrador Coalition Against Human Trafficking Inc.
- Persistence Theatre Company
- Public Legal Information Association Newfoundland and Labrador (PLIAN)
- Regional Status of Women Councils
- Sexual Assault Nurse Examiner Program, Eastern Health (SANE)
- Thrive-Community Youth Network (Thrive)
- techNL
- Women in Resource Development Corporation (WRDC)
- Violence Prevention Newfoundland and Labrador (VPNL)

National Organizations and Other Entities:

- Canadian Armed Forces
- Royal Canadian Mounted Police (RCMP)

4 Report on Performance

Issue 1: Economic and Social Well-being

Barriers to social and economic services that only affect certain groups are at the root of systemic inequity. Women’s economic stability is a critical element to broader equity and equality, as well as a foundation for social well-being. Addressing systemic barriers that limit their ability to participate fully in the economy will result in a resilient and inclusive economy for the province. It is important to recognize that every sector in society has a role to play in improving women’s social well-being. By boosting the representation of women’s experiences in policy making, we can make a positive difference in health and well-being outcomes for women in Newfoundland and Labrador.

Goal: By March 31, 2026, the Provincial Advisory Council will have increased knowledge and awareness to Provincial Government and the public on the economic and social well-being of women in the province.	
Indicators	<ul style="list-style-type: none"> • Provided advice and recommendations to the Provincial Government on women’s economic and social well-being. • Developed resources for Provincial Government and the public on women’s economic and social well-being. • Increased public awareness initiatives on women’s economic and social well-being.

Objective 1:	By March 31, 2024, PACSW will have provided evidence-informed advice to the Provincial Government on increasing women’s economic and social well-being in the province.
Indicator:	Progress and accomplishments
Council members met with community organizations to discuss barriers to women’s economic and social well-being.	Throughout 2023-24, Council engaged with community organizations on economic and social well-being factors: <ul style="list-style-type: none"> - Held four meetings with regional women’s centers to identify and discuss regional economic and social well-being concerns - Involved with First Voice Urban Indigenous Coalition Partnership Meetings to discuss Universal Basic Income initiatives - Working Group member with First Voice’s Community Led Group on Police Oversight reviewing the province’s policing system and laying the foundation to implement MMIWG Calls for Justice 5.7 and 9.2(iii)
Authored research on areas impacting women’s economic and social well-being.	Throughout 2023-24, PACSW completed research impacting women’s economic and social well-being:

	<ul style="list-style-type: none"> - Jurisdictional scan, literature review, and executive summary: Child Sexual Abuse and Sexual Misconduct Within the K-12 Education System <p>A summary of PACSW’s research findings shows that despite existing national legislation to protect children, there is no clear direction on what should happen in schools. In the past year, three provinces have enacted or amended legislation to address the professional conduct of teachers and appropriate disciplinary action for cases of misconduct and have established an independent commissioner to investigate and respond to complaints and reports of teacher misconduct. Only five provinces make records on teacher discipline available to the public in some capacity; in most provinces, including Newfoundland and Labrador, publicly available data is based solely on media cases, as no disciplinary records or legal cases are available to researchers.</p>
Submitted briefing notes to Provincial Government on policies and legislation recommendations on women’s economic and social well-being.	<p>Throughout 2023-24, PACSW advised on policy and provided recommendations on several women’s economic and social well-being issues. Briefing notes were submitted to several government offices and departments, including the Office of Women and Gender Equality, Education, and Environment and Climate Change.</p> <ul style="list-style-type: none"> - Policy Review for Regulated Family Child Care Homes - Submission on Minimum Wage and Price Adjustment Review - Statutory Review of the Independent Appointments Commission Act - Recommendations on Pay Equity and Pay Transparency Act draft regulations consultation

Issue 2: Gender-Based Violence

PACSW has identified gender-based violence as a continued critical priority area for research and analysis. Accessible and equitable supports for survivors of domestic and sexual violence, advocating for more responsive legal and justice systems through sexual assault education and training in all entry points in the criminal justice field, violence and school safety, curriculum on consent, and child and youth exploitation are several focus areas important to public interest.

<p>By March 31, 2026, the Provincial Advisory Council will have increased knowledge and awareness to Provincial Government and the public on the impact of gender-based violence on women in the province.</p>	
Indicators	<ul style="list-style-type: none"> • Provided advice and recommendations to the Provincial Government about gender-based violence issues. • Developed resource materials for the Provincial Government and the public on gender-based violence issues.

	<ul style="list-style-type: none"> Produced public awareness initiatives on ending gender-based violence.
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Objective 1:	By March 31, 2024, PACSW will have provided evidence-informed advice to the Provincial Government on addressing gender-based violence.
Indicator:	Progress and Accomplishments
Council members met with community organizations to discuss impacts of gender-based violence in the province.	<p>Throughout 2023-24, Council engaged with community organizations on impacts of gender-based violence:</p> <ul style="list-style-type: none"> Held four meetings with regional women’s centers including Mokami Status of Women, St. John’s Status of Women, Gender Status of Women, and Labrador West Status of Women to discuss regional gender-based violence concerns they have identified as priorities for research and advocacy Ongoing Member of the Coalition Against Human Trafficking and CASEY Committee to discuss and address issues pertaining to the sexual exploitation of adults and youth Organized meetings with Stella’s Circle, Quadrangle NL, Office of the Seniors Advocate, Office of the Child and Youth Advocate, and the SANE program at NL Health Services to discuss overlapping priority areas on gender-based violence and partnership opportunities to work together in this area Invited to offer input and guidance on Senator Fabian Manning’s roundtable discussion on Federal Bill S-249: An Act respecting the development of a national strategy for the prevention of intimate partner violence
Authored research on key issues in gender-based violence.	<p>Throughout 2023-24, PACSW examined several topics within gender-based violence and authored the following research:</p> <ul style="list-style-type: none"> Jurisdictional scan and literature review: Sexual Violence in the Post-Secondary Education Context: Informing Policy, Enacting Change <p>A summary of PACSW’s research findings show that while sexual violence is not uniquely a problem for Canadian post-secondary institutions, it is a wider societal and cultural issue in need of broad-based solutions to invoke a shift in attitudes and behaviours. Universities and colleges are places where there are many young people – particularly those who identify as women and those who occupy multiple intersections of oppression – who are more likely to experience sexual violence when compared to other members of the general population. Many post-secondary</p>

	<p>institutions have policies and procedures to address sexual violence. In some provinces, these are mandated by provincial legislation, but there is no federal legislation in place in Canada that oversees the development and implementation of these, as education falls under the jurisdiction of the provinces.</p> <p>Areas of key focus identified in the literature and research conducted to date on sexual violence in post-secondary institutions highlight the importance of prevention and awareness, education and training to respond, and policy development improvement and evaluation.</p>
Submitted briefing notes to Provincial Government on policies and legislation recommendations in gender-based violence.	<p>Throughout 2023-24, PACSW advised on policy and provided recommendations on several gender-based violence issues. Briefing notes were submitted to several government offices and departments, including the Office of Women and Gender Equality, Indigenous Affairs and Reconciliation, Education, Children, Seniors, and Social Development, and Justice and Public Safety.</p> <ul style="list-style-type: none"> - Post-Sexual Assault Medical Care for Victims/Survivors - Sexual Violence in the Post-Secondary Education Context - Child Sexual Abuse and Sexual Misconduct Within the K-12 Education System - Interpersonal Violence Disclosure Protocol Act Implementation - Provided advice and recommendations on the National Action Plan to End Gender-based Violence consultations

5 Achieving Objectives for 2024-25

Issue 1: Economic and Social Well-being

Goal 1:	By March 31, 2026, the Provincial Advisory Council will have increased knowledge and awareness to Provincial Government and the public on the economic and social well-being of women in the province.
Objective 2:	By March 31, 2025, PACSW will have created educational material for government and the public on women's economic and social well-being in our province.
Indicators	<ul style="list-style-type: none"> • Engaged in discussions with partners and stakeholders to inform development of educational material on women's economic and social well-being.

	<ul style="list-style-type: none"> • Expanded on research related to economic and social well-being issues to assist with educational material to government and the public. • Delivered educational material to government and the public on women’s economic and social well-being issues
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Issue 2: Gender-Based Violence

Goal 1:	By March 31, 2026, the Provincial Advisory Council will have increased knowledge and awareness to Provincial Government and the public on the impact of gender-based violence on women in the province.
Objective 2:	By March 31, 2025, PACSW will have created educational resource material for the public on gender-based violence in our province.
Indicators	<ul style="list-style-type: none"> • Engaged in discussions with partners and stakeholders to inform development of educational material on gender-based violence areas. • Expanded on research related to gender-based violence issues to assist with educational material to government and the public. • Delivered educational material to government and the public on gender-based violence issues

6 Opportunities and Challenges

Continuous engagement with the broader community will be essential to understanding the obstacles that women and gender-diverse persons face in this province. Hearing from frontline organizations who work with persons with lived experience is crucial in conducting PACSW’s research and developing policy advice and recommendations to government. In the coming year, PACSW will continue to connect and collaborate with community organizations throughout the province. PACSW’s 10 current Advisory Council members located in various regions will be key to the support needed to build relationships.. This on-the-ground effort will be important in solving some of the challenges associated with in-person provincial engagement. The desire is to work in a united way recognizing it is an excellent approach to ensure all points of view are included to advance the equity and equality of all women and gender-diverse persons in Newfoundland and Labrador.

One vacancy remains on the Advisory Council. There are currently 10 members, including the President/CEO, instead of 11 members. This is both a challenge and an opportunity. Without a full complement of members, outreach opportunities are reduced. However, the proposed repeal and replacement of the Status of Women Advisory Council Act will allow for a more inclusive representation of gender-diverse individuals when filling future vacancies.

7 Audited Financial Statement and Independent Auditor’s Report

**PROVINCIAL ADVISORY COUNCIL
ON THE STATUS OF WOMEN -
NEWFOUNDLAND AND LABRADOR**

FINANCIAL STATEMENTS

MARCH 31, 2024

Management's Report

Management's Responsibility for the Provincial Advisory Council on the Status of Women – Newfoundland and Labrador Financial Statements

The financial statements have been prepared by management in accordance with Canadian public sector accounting standards and the integrity and objectivity of these statements are management's responsibility. Management is also responsible for all of the notes to the financial statements, and for ensuring that this information is consistent, where appropriate, with the information contained in the financial statements.

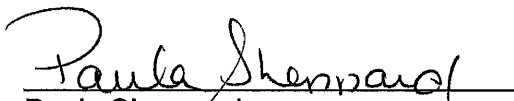
Management is also responsible for implementing and maintaining a system of internal controls to provide reasonable assurance that transactions are properly authorized, assets are safeguarded and liabilities are recognized.

Management is also responsible for ensuring that transactions comply with relevant policies and authorities and are properly recorded to produce timely and reliable financial information.

The Council members are responsible for ensuring that management fulfills its responsibilities for financial reporting and internal control and exercises these responsibilities through participation in Council meetings. The Council members review internal financial information on a quarterly basis and external audited financial statements yearly.

The Auditor General conducts an independent audit of the annual financial statements of the Council, in accordance with Canadian generally accepted auditing standards, in order to express an opinion thereon. The Auditor General has full and free access to financial management of the Provincial Advisory Council on the Status of Women - Newfoundland and Labrador.

On behalf of the Provincial Advisory Council on the Status of Women - Newfoundland and Labrador.


Paula Sheppard
President/CEO



INDEPENDENT AUDITOR'S REPORT

To the Council Members
Provincial Advisory Council on the Status of Women
- Newfoundland and Labrador
St. John's, Newfoundland and Labrador

Opinion

I have audited the financial statements of the Provincial Advisory Council on the Status of Women - Newfoundland and Labrador (the Council), which comprise the statement of financial position as at March 31, 2024, and the statement of operations, statement of change in net financial assets, and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In my opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Council as at March 31, 2024, and the results of its operations and its cash flows for the year then ended in accordance with Canadian public sector accounting standards.

Basis for Opinion

I conducted my audit in accordance with Canadian generally accepted auditing standards. My responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of my report. I am independent of the Council in accordance with the ethical requirements that are relevant to my audit of the financial statements in Canada, and I have fulfilled my other ethical responsibilities in accordance with these requirements. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Other Information

Management is responsible for the other information. The other information comprises the information included in the annual report, but does not include the financial statements and my auditor's report thereon. The annual report is expected to be made available to me after the date of this auditor's report.

My opinion on the financial statements does not cover the other information and I will not express any form of assurance conclusion thereon.

Independent Auditor's Report (cont.)

In connection with my audit of the financial statements, my responsibility is to read the other information identified above when it becomes available and, in doing so, consider whether the other information is materially inconsistent with the financial statements or my knowledge obtained in the audit, or otherwise appears to be materially misstated. When I read the annual report, if I conclude that there is a material misstatement therein, I am required to communicate the matter to those charged with governance.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian public sector accounting standards, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Council's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Council's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

My objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, I exercise professional judgment and maintain professional skepticism throughout the audit. I also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

Independent Auditor's Report (cont.)

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Council's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Council's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the Council to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

I communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.



DENISE HANRAHAN, CPA, CMA, MBA, ICD.D
Auditor General

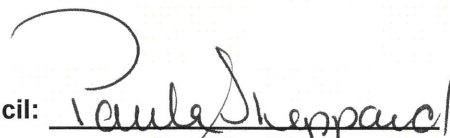
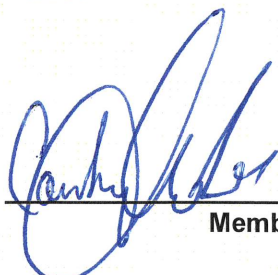
June 18, 2024
St. John's, Newfoundland and Labrador

**PROVINCIAL ADVISORY COUNCIL ON THE STATUS OF WOMEN
- NEWFOUNDLAND AND LABRADOR
STATEMENT OF FINANCIAL POSITION
As at March 31**

	2024	2023
FINANCIAL ASSETS		
Cash	\$ 208,773	\$ 196,076
Accounts receivable	2,715	4,587
	211,488	200,663
LIABILITIES		
Accounts payable and accrued liabilities (Note 3)	24,647	22,640
	24,647	22,640
Net financial assets	186,841	178,023
NON-FINANCIAL ASSETS		
Tangible capital assets (Note 4)	1,325	469
Prepaid expenses (Note 5)	10,134	10,976
	11,459	11,445
Accumulated surplus	\$ 198,300	\$ 189,468

The accompanying notes are an integral part of these financial statements.

Signed on behalf of the Council:

President/CEO
Member

PROVINCIAL ADVISORY COUNCIL ON THE STATUS OF WOMEN
- NEWFOUNDLAND AND LABRADOR
STATEMENT OF OPERATIONS
For the Year Ended March 31

	2024 Budget (Note 8)	2024 Actual	2023 Actual
REVENUES			
Province of Newfoundland and Labrador	\$ 431,500	\$ 443,600	\$ 431,500
Interest	-	2,448	1,075
Miscellaneous	-	745	-
	431,500	446,793	432,575
EXPENSES (Note 7)			
Administration	425,100	429,759	427,535
Advisement of Government	3,000	5,529	4,345
Public Awareness and Engagement	3,400	2,673	1,633
	431,500	437,961	433,513
Annual surplus (deficit)	-	8,832	(938)
Accumulated surplus, beginning of year	189,468	189,468	190,406
Accumulated surplus, end of year	\$ 189,468	\$ 198,300	\$ 189,468

The accompanying notes are an
integral part of these financial statements.

PROVINCIAL ADVISORY COUNCIL ON THE STATUS OF WOMEN
- NEWFOUNDLAND AND LABRADOR
STATEMENT OF CHANGE IN NET FINANCIAL ASSETS
For the Year Ended March 31

	2024 Budget (Note 8)	2024 Actual	2023 Actual
Annual surplus (deficit)	\$ -	\$ 8,832	\$ (938)
Tangible capital assets			
Acquisition of tangible capital assets	-	(1,987)	-
Amortization of tangible capital assets	-	1,131	2,615
	-	(856)	2,615
Prepaid expenses			
Acquisition of prepaid expenses	-	(10,134)	(10,976)
Use of prepaid expense	-	10,976	8,719
	-	842	(2,257)
Increase (decrease) in net financial assets	-	8,818	(580)
Net financial assets, beginning of year	178,023	178,023	178,603
Net financial assets, end of year	\$ 178,023	\$ 186,841	\$ 178,023

The accompanying notes are an
integral part of these financial statements.

**PROVINCIAL ADVISORY COUNCIL ON THE STATUS OF WOMEN
- NEWFOUNDLAND AND LABRADOR
STATEMENT OF CASH FLOWS
For the Year Ended March 31**

2024

2023

Operating transactions

Annual surplus (deficit)	\$	8,832	\$	(938)
Adjustment for non-cash items				
Amortization of tangible capital assets		1,131		2,615

9,963

1,677

Change in non-cash working capital

Accounts receivable		1,872		(243)
Accounts payable and accrued liabilities		2,007		(10,306)
Prepaid expenses		842		(2,257)

Cash provided from (applied to) operating transactions

14,684

(11,129)

Capital transactions

Cash used to acquire tangible capital assets		(1,987)		-
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Cash applied to capital transactions

(1,987)

-

Increase (decrease) in cash

12,697

(11,129)

Cash, beginning of year

196,076

207,205

Cash, end of year

\$ 208,773

\$ 196,076

The accompanying notes are an integral part of these financial statements.

**PROVINCIAL ADVISORY COUNCIL ON THE STATUS OF WOMEN
- NEWFOUNDLAND AND LABRADOR
NOTES TO FINANCIAL STATEMENTS
March 31, 2024**

1. Nature of operations

The Provincial Advisory Council on the Status of Women - Newfoundland and Labrador (the Council) is a Crown corporation of the Province of Newfoundland and Labrador, established under the Status of Women Advisory Council Act. The purpose of the Council is to advise the Minister responsible for the Status of Women, the Government and the public on matters of interest and concern to women. Its affairs are managed by Council members appointed by the Lieutenant-Governor in Council.

The Council is a Crown entity of the Province of Newfoundland and Labrador and as such is not subject to Provincial or Federal income taxes.

2. Summary of significant accounting policies

(a) Basis of accounting

The Council is classified as an Other Government Organization as defined by Canadian public sector accounting standards (CPSAS). These financial statements are prepared by management in accordance with CPSAS for provincial reporting entities established by the Canadian Public Sector Accounting Board (PSAB). The Council does not prepare a statement of re-measurement gains and losses as the Council does not enter into relevant transactions or circumstances that are being addressed by the statement.

(b) Financial instruments

The Council's financial instruments recognized in the statement of financial position consist of cash, accounts receivable and accounts payable and accrued liabilities. The Council generally recognizes a financial instrument when it enters into a contract which creates a financial asset or financial liability. Financial assets and financial liabilities are initially measured at cost, which is the fair value at the time of acquisition.

The Council subsequently measures all of its financial assets and financial liabilities at cost. Financial assets measured at cost include cash and accounts receivable. Financial liabilities measured at cost include accounts payable and accrued liabilities.

(c) Cash

Cash includes cash in the bank.

(d) Tangible capital assets

Tangible capital assets are recorded at cost, including amounts that are directly related to the acquisition of the assets.

**PROVINCIAL ADVISORY COUNCIL ON THE STATUS OF WOMEN
- NEWFOUNDLAND AND LABRADOR
NOTES TO FINANCIAL STATEMENTS
March 31, 2024**

2. Summary of significant accounting policies (cont.)

(d) Tangible capital assets (cont.)

The cost, less residual value, of the tangible capital assets is amortized on a straight-line basis over their estimated useful lives as follows:

Furniture and equipment	5 years
Computer hardware and software	3 years
Leasehold improvements	5 years

Tangible capital assets are written down when conditions indicate that they no longer contribute to the Council's ability to provide services, or when the value of future economic benefits associated with the tangible capital assets are less than their net book value. The net write-downs are accounted for as expenses in the statement of operations.

(e) Prepaid expenses

Prepaid expenses are charged to the expense over the periods expected to benefit from it.

(f) Employee future benefits

The employees of the Council are subject to the Public Service Pensions Act, 2019. Employee contributions are matched by the Council and remitted to Provident¹⁰ from which pensions will be paid to employees when they retire. This plan is a multi-employer, defined benefit plan, providing a pension on retirement based on the member's age at retirement, length of service and the average of their best 6 years of earnings for service on or after January 1, 2015, and, for service before January 1, 2015, the higher of the average of the frozen best 5 years of earnings up to January 1, 2015, or the average of the best 6 years of earnings for all service.

The contribution of the Council to the plan is recorded as an expense for the year.

(g) Revenues

Revenues are recognized in the period in which the transactions or events occurred that gave rise to the revenues. All revenues are recorded on an accrual basis, except when the accruals cannot be determined with a reasonable degree of certainty or when their estimation is impracticable.

**PROVINCIAL ADVISORY COUNCIL ON THE STATUS OF WOMEN
- NEWFOUNDLAND AND LABRADOR
NOTES TO FINANCIAL STATEMENTS
March 31, 2024**

2. Summary of significant accounting policies (cont.)

(g) Revenues (cont.)

The Council recognizes the receipt of government transfers as revenue in the period the transfer is authorized and all eligibility criteria have been met, except when and to the extent that the transfer gives rise to an obligation that meets the definition of a liability for the Council. Government transfers consist of funding from the Province of Newfoundland and Labrador. Income attributable to financial instruments is reported in the statement of operations.

(h) Expenses

Expenses are reported on an accrual basis. The cost of all goods consumed and services received during the year is expensed.

Transfers, which include grants and subsidies, are recorded as expenses when the grant is authorized, eligibility criteria have been met by the recipient and a reasonable estimate of the amount can be made.

(i) Measurement uncertainty

The preparation of financial statements, in conformity with CPSAS, requires management to make estimates and assumptions that affect the reporting amounts of assets and liabilities, and disclosure of contingent assets and liabilities, at the date of the financial statements and the reported amounts of the revenues and expenses during the period. Items requiring the use of significant estimates include the useful life of capital assets.

Estimates are based on the best information available at the time of preparation of the financial statements and are reviewed annually to reflect new information as it becomes available. Measurement uncertainty exists in these financial statements. Actual results could differ from these estimates.

**PROVINCIAL ADVISORY COUNCIL ON THE STATUS OF WOMEN
- NEWFOUNDLAND AND LABRADOR
NOTES TO FINANCIAL STATEMENTS
March 31, 2024**

3. Accounts payable and accrued liabilities

	<u>2024</u>	<u>2023</u>
Trade accounts payable and accruals	\$ 14,745	\$ 14,883
Accrued leave	9,902	7,757
	<u>\$ 24,647</u>	<u>\$ 22,640</u>

4. Tangible capital assets

	Furniture and equipment	Computer hardware and software	Leasehold improvements	Total
Cost				
Balance, March 31, 2023	\$ 27,766	\$ 11,269	\$ 3,272	\$ 42,307
Additions	-	1,987	-	1,987
Disposals	-	-	-	-
Balance, March 31, 2024	27,766	13,256	3,272	44,294
Accumulated amortization				
Balance, March 31, 2023	27,766	10,800	3,272	41,838
Amortization expense	-	1,131	-	1,131
Disposals	-	-	-	-
Balance, March 31, 2024	27,766	11,931	3,272	42,969
Net book value, March 31, 2024	\$ -	\$ 1,325	\$ -	\$ 1,325
Net book value, March 31, 2023	\$ -	\$ 469	\$ -	\$ 469

**PROVINCIAL ADVISORY COUNCIL ON THE STATUS OF WOMEN
- NEWFOUNDLAND AND LABRADOR
NOTES TO FINANCIAL STATEMENTS
March 31, 2024**

5. Prepaid expenses

	<u>2024</u>	<u>2023</u>
Rent	\$ 3,847	\$ 3,847
Workplace, Health, Safety and Compensation Commission	1,079	2,518
Insurance	1,479	1,475
Other	3,729	3,136
	<hr/>	
	\$ 10,134	\$ 10,976
	<hr/>	

6. Financial risk management

The Council recognizes the importance of managing significant risks and this includes policies, procedures and oversight designed to reduce the risks identified to an appropriate threshold. The risks that the Council are exposed to through its financial instruments are credit risk, liquidity risk and market risk. There was no significant change in the Council's exposure to these risks or its processes for managing these risks from the prior year.

Credit risk

Credit risk is the risk that one party to a financial instrument will cause a financial loss for the other party by failing to discharge an obligation. The Council's main credit risk relates to cash and accounts receivable. The Council's maximum exposure to credit risk is the carrying amounts of these financial instruments. The Council is not exposed to significant credit risk with its cash because this financial instrument is held with a Chartered Bank. The Council is not exposed to significant credit risk related to its accounts receivable. In addition, the Council has policies and procedures for the monitoring and collection of its accounts receivable so as to mitigate potential credit losses. There is no allowance for doubtful accounts since all amounts are considered collectible.

Liquidity risk

Liquidity risk is the risk that the Council will be unable to meet its contractual obligations and financial liabilities. The Council manages liquidity risk by monitoring its cash flows and ensuring that it has sufficient resources available to meet its obligations and liabilities. The Council's exposure to liquidity risk relates mainly to its accounts payable and accrued liabilities.

**PROVINCIAL ADVISORY COUNCIL ON THE STATUS OF WOMEN
- NEWFOUNDLAND AND LABRADOR
NOTES TO FINANCIAL STATEMENTS
March 31, 2024**

6. Financial risk management (cont.)

Market risk

Market risk is the risk that the fair value of future cash flows of a financial instrument will fluctuate because of changes in market prices. Market risk comprises three types of risk: currency (foreign exchange) risk, interest rate risk and other price risk. The Council is not exposed to significant foreign exchange, interest rate or other price risk.

7. Expenses by object

The following is a summary of expenses by object:

	2024 <u>Budget</u> (Note 8)	2024 <u>Actual</u>	2023 <u>Actual</u>
Amortization of tangible capital assets	\$ 3,130	\$ 1,131	\$ 2,615
Other	800	1,419	592
Professional fees	3,500	3,051	2,200
Rent	46,160	46,160	46,160
Salaries and benefits	360,255	367,191	363,276
Supplies and services	17,155	16,129	16,575
Travel	500	2,880	2,095
	\$ 431,500	\$ 437,961	\$ 433,513

8. Budgeted figures

Budgeted figures, which have been prepared on a cash basis, are provided for comparison purposes and have been derived from the estimates approved by the Council.

9. Employee future benefits

The Council and its employees contribute to the Public Service Pension Plan in accordance with the Public Service Pensions Act, 2019 (the Act). The plan is administered by Provident¹⁰, including payment of pension benefits to employees to whom the Act applies.

**PROVINCIAL ADVISORY COUNCIL ON THE STATUS OF WOMEN
- NEWFOUNDLAND AND LABRADOR
NOTES TO FINANCIAL STATEMENTS
March 31, 2024**

9. Employee future benefits (cont.)

The plan provides a pension to employees based on the member's age at retirement, their length of service and rates of pay. The maximum contribution rate for eligible employees was 11.85% (2023 – 11.85%). The Council contributes an amount equal to the employee contributions to the plan. The pension expense for the Council for the year ended March 31, 2024 was \$30,411 (2023 - \$31,711).

10. Related party transactions

The Council receives grants from the Province of Newfoundland and Labrador. Operating grants received during the year totaled \$443,600 (2023 - \$431,500).

11. Non-financial assets

The recognition and measurement of non-financial assets is based on their service potential. These assets will not provide resources to discharge liabilities of the Council. For non-financial assets, the future economic benefit consists of their capacity to render service to further the Council's objectives.



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