



GENDER, DIVERSITY, AND INCLUSION INITIATIVES REPORT AND PLAN

A report on activities from April 1, 2018 to March 31, 2020 and
a plan for April, 1 2020 to March 31, 2022



Department of Agriculture and Land
Government of Prince Edward Island

© **Government of Prince Edward Island, Department of Agriculture and Land**

Printed: Government of Prince Edward Island, Charlottetown, PE

Date of Publication: November, 2020

File: 2050-10-G6-02

Typeface people silhouettes (cover), Source: WeePeople, Creative Commons License

Approved by: Deputy Minister, Department of Agriculture and Land

Endorsed by: PEI Public Service Commission and the PEI Interministerial Women's Secretariat

Prepared by: Strategic Policy and Evaluation Division, Department of Agriculture and Land

Suggested citation: Government of Prince Edward Island, Department of Agriculture and Land (2020). *Gender, diversity, and inclusion initiatives report and plan: A report on activities from April 1, 2018 to March 31, 2020 and a plan for April, 1 2020 to March 31, 2022*. Charlottetown, PE: Strategic Policy and Evaluation Division.

Contact: agr-feedback@gov.pe.ca

Message from the Minister



Dear Staff and Stakeholders,

I am pleased to provide you with the Department of Agriculture and Land's Gender, Diversity, and Inclusion (GDI) Plan for the period of 2020 to 2022.

Over the past several years, the Department has implemented important policies, programs, and activities to promote diversity and inclusion in the Department and beyond.

Over the next two years, the Department will build on this momentum, and will work even harder to promote diversity and social inclusion, include diverse perspectives, backgrounds, and identities in decision-making, and promote gender, diversity, and inclusion activities and priorities within the Department and across industry.

Diversity and inclusion are important for agriculture and land. Efforts to ensure equity and equality are not just the right thing to do, but are important for stimulating innovation and for ensuring industry has access to a diverse labour pool. I look forward to supporting our diversity and inclusion priorities in agriculture and land.

Thank you for continuing to champion diversity and inclusion in our department and in the areas we serve.

Sincerely,

Bloyce Thompson
Minister

Message from the Deputy Minister



I am very pleased to present the results of the Department's activities with respect to gender, diversity and inclusion before and after our transition from the Department of Agriculture and Fisheries to the Department of Agriculture in Land in 2019.

The importance of agriculture and land to our Island's culture cannot be understated. The challenges faced during the development and implementation of agriculture and land policy can often be complex and require innovative public policy solutions. The Department is committed to developing public policy in a collaborative and inclusive way—a way that embraces diversity and recognizes that the best results will be those that incorporate the principles of inclusion.

In recognition of the importance of promoting inclusion both inwardly and outwardly, from 2018 to 2020, the Department supported a range of gender, diversity and inclusion initiatives among management, staff, and industry. These initiatives worked towards multiple goals and objectives related to diversity, inclusion, equality, and gender and diversity analysis.

As we look forward and present our next Gender, Diversity and Inclusion Plan for 2020 to 2022, the Department will continue to focus on promoting diversity and inclusion, including diverse perspectives, backgrounds, and identities in decision-making, and promoting gender, diversity, and inclusion activities within the Department and across industry.

Sincerely,

Brian Matheson
Deputy Minister

Table of Contents

1.0 INTRODUCTION	1
1.1 Public Policy Framework	1
1.1.1 Departmental Gender, Diversity, and Inclusion Policy Statement	1
1.1.2 Speech from the Throne (2019 June 14)	2
1.1.3 PSC Diversity and Inclusion Policy	2
1.1.4 Industry Perspectives for Gender, Diversity and Inclusion	2
1.1.5 Best Practices for Gender, Diversity, and Inclusion	3
1.2 Background	4
2.0 PROGRESS TOWARDS GENDER, DIVERSITY, AND INCLUSION GOALS (2018-2020)	8
3.0 PRIORITY AREA ACTIVITIES (2018-2020)	10
4.0 GENDER, DIVERSITY, AND INCLUSION PLAN (APRIL 1, 2020 to MARCH 31, 2022)	16
Glossary	18
References	22
Sources Consulted	24
Appendix A: French, Chinese, and Arabic Translation – GDI Policy Statement	26
附录 A: 阿拉伯语和中文翻译 – GDI 政策声明	
附錄 A: 阿拉伯語和中文翻譯 – GDI 政策聲明	
الملحق أ: الترجمة العربية والصينية لسياسة التنوع والاندماج	

List of Tables

Table 1.	Employees in Canada's Agriculture Sector by Gender, 2016 to 2019	4
Table 2.	Workers in PEI's Agriculture Sector by Gender, 2016 to 2019	5
Table 3.	PEI First Languages Learned at Home (other than English or French), 2016	6
Table 4.	Programs, Total Amount Approved versus Received by Gender, April 1, 2018 to March 31, 2020	13
Table 5.	Programs, Total Amount Approved versus Received, Indigenous, Newcomer, Acadian, Persons with a Disability, April 1, 2018 to March 31, 2020	13

List of Figures

Figure 1.	Policy framework for the DAL's GDI plan	1
Figure 2.	2019 gender profile of PEI's agriculture sector	4
Figure 3.	Women's participation in PEI's agriculture sector, employees, 2016 to 2019	4
Figure 4.	Women's participation in PEI's agriculture sector, employees, compared to national average, 2016-2019	5
Figure 5.	PEI agriculture labour profile, age, 2016 to 2019	6
Figure 6.	DAL senior management by gender, June 2020	7
Figure 7.	DAL management by gender, June 2020	7

Acronyms

AT Activity / Target

ABCs Agencies, Boards, and Commissions

CAHRC Canadian Agricultural Human Resource Council

CAP Canadian Agricultural Partnership

DAL Department of Agriculture and Land

FAP Farmer Assistance Program

GBA+ Gender-Based Analysis Plus

GDI Gender, Diversity, and Inclusion

PEI Prince Edward Island

PSC Public Service Commission

WI Women's Institute

1.0 INTRODUCTION

The Department of Agriculture and Land (DAL) recognizes that committing to gender, diversity, and inclusion (GDI) priorities can support growth, competitiveness, and better decision-making.¹ Diverse and inclusive industries, sectors and teams promote the inclusion of a broader range of ideas, perspectives, and approaches to solve complex problems.²

Both agriculture and land policy involve issues that affect all members of society, across many domains of life in Prince Edward Island (PEI). Issues are often complex and require innovative solutions. It is important that diversity and inclusion practices be considered as one measure to develop and implement effective public policies. The success of these measures is improved through plans that are intentionally strategic.³

This Plan and Report describes activities that were completed by the Department from April 1, 2018 to March 31, 2020. This Plan also commits the Department to completing twenty-five (25) GDI activities during the period of April 1, 2020 to March 31, 2022.

1.1 Public Policy Framework

This Report and Plan is responsive to public and administrative policies contained in the Speech from the Throne, the PEI Public Service Commission’s (PSC) Diversity and Inclusion Policy, and the Department’s GDI Policy Statement. The Report and Plan is also responsive to industry perspectives and best practice.

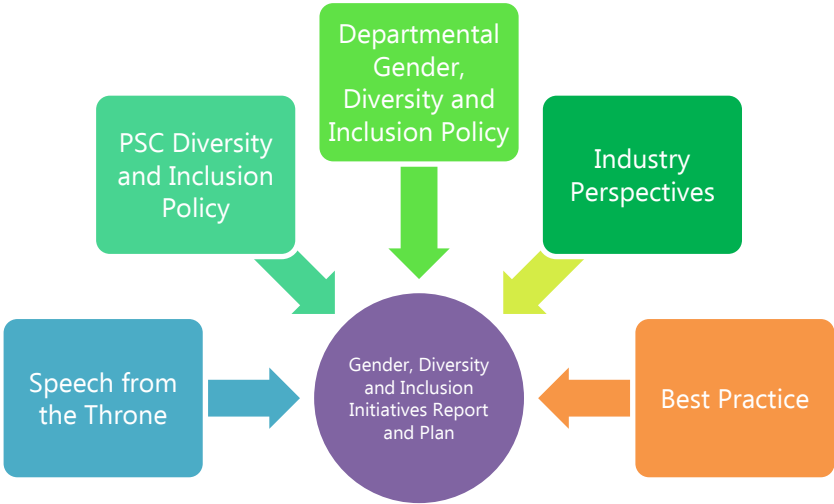


Figure 1. Policy framework for the DAL’s GDI plan.

1.1.1 Departmental Gender, Diversity, and Inclusion Policy Statement

Gender, diversity, and inclusion are important for the Department of Agriculture and Land. The inclusion of diverse perspectives, backgrounds, and identities in decision-making can increase opportunities for creativity and innovation, which are important for solving complex problems. Activities aimed at increasing the participation of under-represented groups in industry are important for equality, equity, and labour. The Department is committed to a principled approach to promoting GDI activities within the Department and across industries and sectors. This will be accomplished through dialogue, thoughtful inquiry, and the performance monitoring of commitments.

1.1.2 Speech from the Throne (2019 June 14)

The Speech from the Throne confirmed Government's support for embracing diversity, social inclusion, diverse perspectives, and collaboration with all residents of PEI.

1.1.3 PSC Diversity and Inclusion Policy¹

The PSC's Diversity and Inclusion Policy commits the civil service to supporting diversity and inclusion. The Policy supports the enrichment of the civil service through the promotion, acceptance, and appreciation of multiple diversity dimensions including generation, gender, gender identity, age, ethnicity, race, religious beliefs, sexual orientation, immigration status, political beliefs, income level, geographic locations, physical / mental ability, Indigenous identity, national origin, first language, etc. Administrative requirements for departments include completing and submitting an annual report to the PSC's Diversity and Inclusion Advisory Committee.

1.1.4 Industry Perspectives on Gender, Diversity and Inclusion

Industry Perspectives on Gender Diversity and Inclusion

- ✓ "For the agriculture sector, which faces significant and increasing labour challenges in the coming years, increasing the proportion of women in the workforce at every level is crucial to success."⁴ – **Canadian Agricultural Human Resource Council**
- ✓ "The playing field in agriculture has become more even for men and women, but incidents that undermine are still taking place."⁵ – **Canadian Agricultural Human Resource Council**
- ✓ "Initiatives focused on the recruitment, retention and development of women, new Canadians, persons with disabilities, and Aboriginals in agriculture and agri-food" is needed to address labour shortages in agriculture.⁶ – **Canadian Federation of Agriculture**
- ✓ "There are three under-represented groups in agriculture [in PEI]. They include women, people with disabilities and newcomers ... We have just not successfully connected with people."⁷ – **PEI farmer**
- ✓ "CIP celebrates and promotes diversity, equality, and inclusion"⁸ "Applying an equity, diversity, and inclusion (EDI) lens to all levels of planning practice is required to confront and address systemic racism and discrimination in the governance systems, practices, and policies that planners implement, create, and influence."⁹ – **Canadian Institute of Planners**
- ✓ "Diverse perspectives reduce companies' tendencies to do things the way they've always been done and reduces the risk of groupthink"¹⁰ – **Canadian Construction Association**
- ✓ "A lot of time and energy [has been] put into promoting careers in trades to women, newcomers and Indigenous communities"¹¹ – **Construction Association of PEI**
- ✓ "By taking an industry-wide approach, and collaborating with other industries and community organizations, there is an opportunity to ensure greater labour market participation for underserved populations."¹² – **PEI Regional Economic Advisory Councils**

¹ PSC Diversity and Inclusion Policy (2019) Available at <https://www.princeedwardisland.ca/en/publication/diversity-and-inclusion-policy>

1.1.5 Best Practices for Gender, Diversity, and Inclusion

Best Practices for Gender, Diversity, and Inclusion

- ✓ Considering social systems during land-related planning can lead to a more thorough understanding of human-environment interactions and more socially- and ecologically-focused public policy.¹³
- ✓ Considering gender relations can lead to new insights about the practical implications of planning exercises.¹⁴
- ✓ It is important that planners understand the social and cultural differences from the perspective of the various communities involved in planning exercises and have the ability to confidently and competently embed these understandings into their day-to-day work.¹⁵
- ✓ The Food and Agriculture Organization (FAO) of the United Nations promotes strategies, policies and regulatory frameworks that support inclusive agricultural systems.¹⁶
- ✓ Understanding the root-cause of inequality issues supports responses that address barriers to inclusion in a meaningful way.¹⁷
- ✓ The effectiveness of inclusion policies is supported by explicitly linking diversity goals to business goals¹⁸ and also through efforts that promote dialogue.¹⁹
- ✓ Properly managing diversity includes proactively attracting new human resources from diverse backgrounds.²⁰
- ✓ Simply having a diverse workforce does not necessarily produce positive outcomes.²¹ To maximize the benefits of diversity and inclusion policies, such policies need to be “framed” correctly (to acknowledge everyone), focus on rationality (e.g., the benefits for problem solving and productivity), and empower staff to contribute to long-term GDI goals.²²
- ✓ Diversity and inclusion training is often considered a best practice.²³ Since the benefits of diversity training programs may decrease over time²⁴, it is important that diversity and inclusion training is completed regularly.
- ✓ Successful workplace diversity requires a strategic, long-term commitment of organizational resources by senior management.²⁵
- ✓ Formal networks for women in agriculture can act as important mechanisms for advancing to leadership roles in the industry.²⁶
- ✓ Collecting baseline data and establishing frameworks for collecting demographic indicators is important for gender- and diversity-based analyses of policies and programs.²⁷

1.2 Background

Canada

In Canada, the total number of agricultural employees remained relatively stable between 2016 and 2019. According to Statistics Canada, in 2019, there were 287,600 individuals employed in the agriculture sector. Agriculture employees who were women accounted for 31.6 per cent (91,000).

Table 1
Employees in Canada's Agriculture Sector by Gender, 2016 to 2019

Year	Women	Women (%)	Men	Men (%)	Total
2016	86,800	30.0	202,400	70.0	289,200
2017	84,700	30.3	194,800	69.7	279,500
2018	83,700	30.2	193,500	69.8	277,200
2019	91,000	31.6	196,600	68.4	287,600

Source: Statistics Canada. Table 14-10-0023-01

Prince Edward Island

In 2019, women represented 49 per cent of employed persons in PEI (38,400).^{28,29} According to Statistics Canada, in 2019, the total number of employees in PEI's agriculture sector was 4,200. There were 1,100 agriculture employees who were women (26.2 per cent of total agricultural employees).

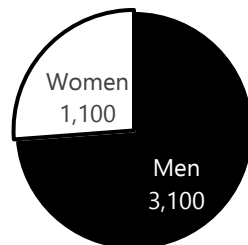


Figure 2. 2019 Gender profile of PEI's agriculture sector.

Source: Statistics Canada. Table 14-10-0023-01

Between 2016 and 2019, women's participation as employees in PEI's agriculture sector increased. In 2016, there were 600 women employed in the agriculture sector and in 2019 there were 1,100.

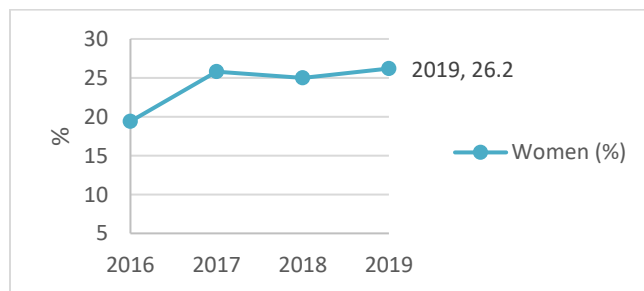


Figure 3. Women's participation in PEI's agriculture sector, employees, 2016 to 2019.

Source: Statistics Canada. Table 14-10-0023-01

As shown in Table 2, women continue to be under-represented in PEI's agriculture sector.

Table 2
Workers in PEI's Agriculture Sector by Gender, 2016 to 2019

Year	Women	Women (%)	Men	Men (%)	Total
2016	600	19.4	2,500	80.6	3,100
2017	800	25.8	2,300	74.2	3,100
2018	1,000	25.0	3,000	75.0	4,000
2019	1,100	26.2	3,100	73.8	4,200

Source: Statistics Canada. Table 14-10-0023-01

Canada and PEI Compared

Women's participation as employees in PEI's agriculture sector is lower than the national average.

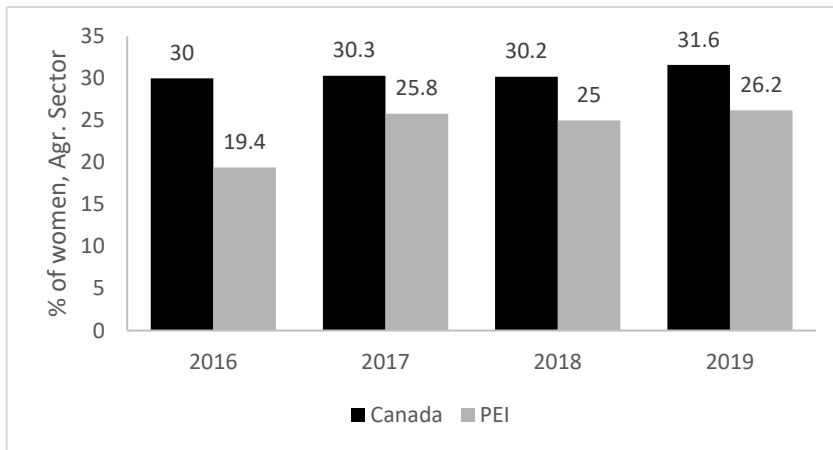


Figure 4. Women's participation in PEI's agriculture sector, employees, compared to national average, 2016-2019.

Source: Statistics Canada. Table 14-10-0023-01

PEI Agriculture Labour by Age Group

In 2019, approximately 16 per cent (700) of PEI's agricultural workforce was between the ages of 15 and 24, while 49 per cent (2,100) were between the ages of 25 and 54, and 35 per cent (1,500) were over the age of 55.

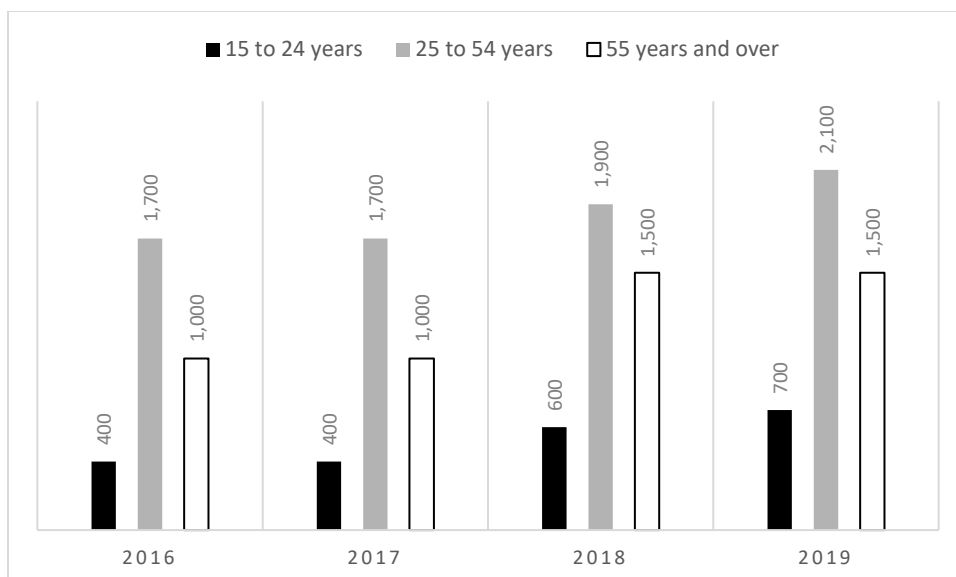


Figure 5. PEI agriculture labour profile, age, 2016 to 2019.

Source: Statistics Canada, Table: 14-10-0023-01

Languages (PEI)

In terms of languages that people in PEI identify as their “mother tongue”², in 2016, 95 per cent (132,870) of people identified English or French. Five per cent (7,155) identified their mother tongue as a language other than English or French. Other languages understood by people in PEI are shown in Table 3 below.

**Table 3
PEI First Languages Learned at Home (other than English or French), 2016**

Language	Total	Language	Total
Mandarin	2,165	Korean	120
Arabic	575	Punjabi	105
Dutch	465	Albanian	95
Tagalog	365	Japanese	95
German	320	Portuguese	80
Spanish	305	Polish	70
Chinese; n.o.s.	295	Italian	65
Cantonese	210	Hungarian	65
Nepali	205	Malayalam	55
Persian (Farsi)	180	Somali	50
Russian	140	Hindi	50
Vietnamese	120	Urdu	50
Note n.o.s “not otherwise specified”			

Source: Statistics Canada Catalogue no. 98-316-X2016001 (Census Profile 2016)

² The Government of Canada, Statistics Canada (2018) defines ‘mother tongue’ as “First language learned at home in childhood and still understood at the time of the census.”

Departmental Gender Profile

At the DAL, women make up 67 per cent of senior management and 50 per cent of management.

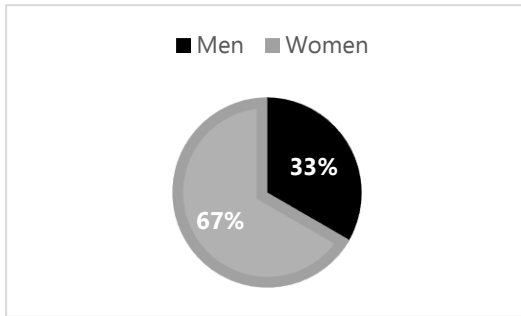


Figure 6. DAL senior management by gender, June 2020.

Source: June 2020 HR Organizational Chart

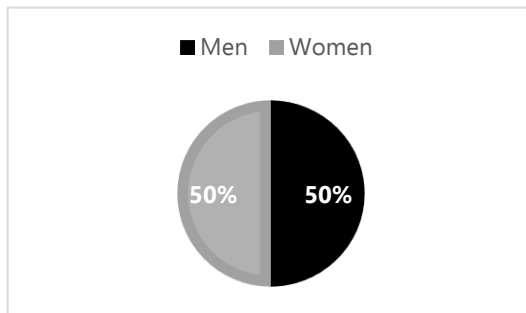


Figure 7. DAL management by gender, June 2020.

Source: June 2020 HR Organizational Chart

2.0 PROGRESS TOWARDS GENDER, DIVERSITY, AND INCLUSION GOALS

In 2018, the Department committed to working towards eight GDI goals. The following reports on activities the Department completed to work towards GDI priorities during the period of April 1, 2018 to March 31, 2020. Several activities completed worked towards multiple goals and objectives.

Priority Area ³⁰	Goal/Objective	Target ³¹	Activities Completed (Apr 1 2018-Mar 31 2020)
Make Equality a Priority (6 Activities Completed)	Communicate the Department's commitment to gender, diversity and inclusion	Add statements to program guidelines that communicate the Department's position on GDI	✓ All program guidelines for the Canadian Agriculture Partnership now include a GDI statement.
		Add statements to job advertisements that communicates the Department's position on GDI	✓ All job advertisements now include a GDI statement.
	Increase opportunities for women to participate in agriculture	Invest program dollars in activities which encourage women's participation in agriculture ³²	<ul style="list-style-type: none"> ✓ Investment in community food security projects involving over 500 participants who were women or girls ✓ Investment in the Annual Advancing Women in Agriculture Conference ✓ Investment in the Women's Institute
Other ✓ Funding was invested in community food security projects that involved over 500 participants who identified as Indigenous.			
Apply Gender and Diversity Analysis (11 Activities Completed)	Improve Department's capacity to complete gender and diversity-based analysis	GBA+ training completed by department staff (100% of management and 50% of staff)	<ul style="list-style-type: none"> ✓ 64% of management completed training ✓ 42% of staff completed training
	Other <ul style="list-style-type: none"> ✓ The Department partnered with the Diversity and Social Justice Program at UPEI to receive inclusion training from students ✓ The Department participated in the 2018 and 2019 Advancing Women in Agriculture Conference ✓ The Department worked with an interdepartmental working group through a Policy Hack Case Competition focusing on gender inclusion in agriculture 		
	Understand the Department's impacts on gender, diversity and inclusion	Complete a gender and diversity analysis of the Department's programs that includes the perspectives of stakeholders	<ul style="list-style-type: none"> ✓ The Department completed a study on gender and agriculture which included surveys and interviews with women ✓ Investment in a working group of women to address issues related to increasing the representation of under-represented groups in agriculture. ✓ The Department now collects demographic information from program applicants. ✓ The Department has begun to integrate GDI reporting requirements into its funding agreements
Include Indigenous Peoples in programming	Complete a program sharing event	✓ The Department met with PEI First Nations and the Mi'kmaq Confederacy of PEI to discuss programs and identify Indigenous priorities for agriculture development.	
Other ✓ Department officials attended Indigenous policy conferences to understand Indigenous policy priorities			

Encourage Diversity and Inclusion (3 Activities Completed)	Increase under-represented groups' representation on the Department's agencies, boards, and commissions (ABC).	Complete a communication campaign targeted at people who are under-represented to encourage participation on ABCs	✓ A news release was issued profiling women's participation with DAL's ABCs.
	Increase targeted employment recruitment towards diverse talent	Communication targeted at people who are often underrepresented focused on encouraging their application to employment positions at the Department	Not completed
		Complete a focus group with women to identify barriers and enablers for participation on ABCs	✓ Interviews and surveys completed with women to determine barriers and enablers for participation in agriculture at-large
Other ✓ Promotion and participation with LGBTQ+ Pride			
Support Women in Decision-Making (4 Activities Completed)	Increase representation of women on the Department's Agencies, Boards, and Commissions (ABCs)	A communication campaign targeted at women and focused on encouraging women's participation in DAL's ABCs.	✓ A news release was issued profiling women's participation with DAL's ABCs.
	Other <ul style="list-style-type: none"> ✓ Investment in a working group of women to address issues related to increasing the representation of under-represented groups in agriculture ✓ Investment in the Annual Advancing Women in Agriculture Conference ✓ Investment in the Women's Institute 		
Women's Health (2 Activities Completed)	Strengthen mental health support services for families	Increase financial support for mental health programming for families	✓ Financial support for the Farmer Assistance Program (FAP) was increased
	Other <ul style="list-style-type: none"> ✓ A #FarmersTalk campaign was implemented to increase awareness of mental health issues and supports available to farmers and their families 		

3.0 PRIORITY AREA ACTIVITIES (APRIL 1 2018 – MARCH 31, 2020)

2018-2020 Priority Areas³

Making equality a priority requires commitment by an organization's senior management.³³ Leadership must understand and value that diversity includes different perspectives and approaches towards work and decision-making.³⁴

Applying gender and diversity analysis requires that organizations incorporate gender, diversity and inclusion considerations into policymaking and bureaucratic practice.³⁵ Best practice encourages organizations to incorporate gender, diversity and inclusion considerations from the beginning of policy and program planning.³⁶

Encouraging diversity and inclusion requires a strategic, long-term commitment of organizational resources by senior management.³⁷ Realizing diversity and inclusion in an organization requires involvement from personnel at all levels.³⁸ Inclusion involves being open to multiple opinions and insights.³⁹

Supporting women in decision-making requires that organizations work to institute changes which are constant, concrete, and concerted at all levels.⁴⁰ These types of changes should include individual and organizational development opportunities that address the unique challenges faced by women in achieving decision-making positions.³⁶

Make Equality a Priority **All program guidelines for the Canadian Agricultural Partnership now communicate the Department's position towards inclusion.**

Program guidelines for the Canadian Agricultural Partnership (CAP) now include statements which communicate the Department's diversity and inclusion policy. The Department has committed to encouraging the participation of under-represented groups in CAP programs.

Make Equality a Priority **The Department's job advertisements now include a statement on the Department's position towards diversity and inclusion.**

All of the Department's job advertisements now communicate that the Department aims to encourage the development of an innovative, diverse and inclusive workforce which enables the organization to realize its goals.

Make Equality a Priority **Funding was invested in community food security projects that involved over 500 participants who were women or girls.**

The Community Food Security and Agriculture Awareness Program funded projects that connected participants to the local food system, promoted nutrition, and enhanced the capacity for people to create food system change. During the April 1, 2018 to March 31, 2020 program period, over 500 women or girls participated in projects.

Make Equality a Priority **In 2018 and 2019, the Department supported the annual Advancing Women in Agriculture Conference.**

The Department supported industry and staff members to attend the Advancing Women in Agriculture Conference. The conference provided the opportunity for women to network, learn about coaching and mentorship, as well as acquire tools for setting career goals in agriculture.

Support Women in Decision-Making

³ The Department's 2018 to 2020 priority areas were developed based on the PEI Advisory Council on the Status of Women's priorities (2015).

Apply Gender and Diversity Analysis

The Department worked with an interdepartmental working group through a Policy Hack case focusing on gender inclusion in agriculture.

In 2019, Government assigned policy issues to groups of civil servants to explore through a Policy Hack Case Competition. Through this initiative, Department staff worked with an intergovernmental group to identify barriers and enablers for increasing women's participation in agriculture, aquaculture, and fisheries. The findings of this group informed activities implemented under the DAL's GDI Policy.

Make Equality a Priority

The Department continued to invest in the Women's Institute.

During the April 1, 2018 to March 31, 2020 period, the Department invested \$230,000 in the Women's Institute (WI) to support women's leadership and the active participation of women in PEI. The Department provides funding to the WI to:

- Stimulate and develop leadership among women in PEI
- Establish the WI as a social and educational centre for women
- Support members in remaining informed about community needs
- Support the public in learning about healthy, local food
- Establish and strengthen networks for women in the agriculture industry in PEI
- Support women's economic status
- Support diversity and inclusion in agriculture

Women's Institute activities included working towards:

- ✓ Supporting the needs of women in shelter who had experienced family violence
- ✓ Increasing the knowledge of membership in regards to understanding what family violence is and how to prevent it
- ✓ Promoting the Purple Ribbon Campaign and other violence prevention initiatives
- ✓ Increasing women's emergency preparedness capacity
- ✓ Increasing women's knowledge of agriculture, health and safety, immigration, culture, environment, nutrition, and international affairs
- ✓ Facilitating social connections among over 1,000 women in PEI

Support Women in Decision-Making

Women's Institute activities worked towards increasing agriculture awareness through:

- ✓ Hosting workshops on food products from PEI
- ✓ Communicating agriculture knowledge through social media
- ✓ Circulating food safety information to the community
- ✓ Furthering connections with other agriculture organizations including 4-H, Farm and Food Care PEI, and the PEI Association for Newcomers to Canada.

Apply Gender and Diversity Analysis

In total, 64% of the Department's management team and 50 staff members have completed GBA+ training as of March 31, 2020.

Through the Status of Women Canada's online platform, staff at the Department have completed GBA+ training. GBA+ is an analytical process used to assess how diverse groups of women, men and non-binary people may experience policies, programs and initiatives.

Apply Gender and Diversity Analysis

Department staff received training from the Diversity and Social Justice Studies Program at the University of PEI.

In 2019, the Department worked with the Diversity and Social Justice Studies Program at UPEI to design a staff training program. The training was delivered to staff by students as part of a capstone course project. The training focused on how to analyze and understand GDI-related considerations in the workplace.

Apply Gender and Diversity Analysis

The Department completed a study on gender inclusion to determine barriers and enablers for the participation of women in agriculture.

In 2019, the Department completed surveys and interviews to understand barriers and enablers

Encourage Diversity and Inclusion

for increased gender inclusion in agriculture. The recommendations from this study led to the Department supporting an external working group mandated to identify opportunities to increase women’s participation in agriculture.



FINAL REPORT

Prepared for the Department of Agriculture and Land
Department of Agriculture and Land
Government of Prince Edward Island
Charlottetown
2022

Apply Gender and Diversity Analysis

The Department provided funding to a working group of women to address issues related to increasing the representation of under-represented groups in agriculture.

Support Women in Decision-Making

In 2019, the department committed \$20,000 to support the PEI Federation of Agriculture to establish a working group of women in agriculture. The Working Group’s activities aimed to address barriers to participation. The group’s mandate included training and applying gender-based analysis to issues affecting women in agriculture in PEI.



Apply Gender and Diversity Analysis

The Department now collects demographic information from program applicants to understand the extent to which under-represented groups are accessing programs.

Program applications for the Canadian Agricultural Partnership now collect demographic information from applicants. In the future, this data will help to support GBA+ analysis of programs.

The Department reviewed program statistics to identify GDI-relevant implications.

The Department reviewed program statistics, to identify the demographic profiles of program applicants and the amount of funding approved and received by demographic groups. The review focused on select programs (shown below).

Table 4
Programs, Total Amount Approved versus Received by Gender, April 1, 2018 to March 31, 2020

	Applied (No. of People)	Received (No. of People)	Approved (\$)	Received (\$)
Men	303	290 (95%)	2,135,275.58	1,912,896.35
Women	66	65 (98%)	732,977.40	583,788.61
Unspecified	147	111 (75%)	1,091,784.82	824,565.25
Total	516	466 (90%)	3,960,037.80	3,321,250.21

Note

1. The statistics in this table are from the following programs: Agriculture Stewardship Program, Assurance Systems Program, Agriculture Research and Innovation Program, and Business Development Program
2. The amount received versus approved is different due to several factors, including that some clients may not end up spending the full amount of the investment committed to/approved by the Department. The statistics on amount received are inclusive up to March 31, 2020.
3. Demographic questions on applications are voluntary. 'Unspecified' means that the client did not provide demographic information.
4. The percentage (%) refers to the percentage of received vs. applied for the respective demographic group.

Table 5
Programs, Total Amount Approved versus Received, Indigenous, Newcomer, Acadian, Persons with a Disability, April 1, 2018 to March 31, 2020

	Applied (No. of People)	Received (No. of People)	Approved (\$)	Received (\$)
Indigenous	2	2 (100%)	2,267	882
Newcomer	9	8 (88%)	59,755	52,471.78
Acadian Heritage	4	3 (75%)	114,200	114,325
Person with a disability	1	1 (100%)	1,815	1,815

Note

1. The statistics in this table are from the following programs: Agriculture Stewardship Program, Assurance Systems Program, Agriculture Research and Innovation Program, and Business Development Program
2. The amount received versus approved is different due to several factors, including that some clients may not end up spending the full amount of the investment committed to/approved by the Department. The statistics on amount received are inclusive up to March 31, 2020.
3. Demographic questions on applications are voluntary. 'Unspecified' means that the client did not provide demographic information.
4. The percentage (%) refers to the percentage of received vs. applied for the respective demographic group.

Apply Gender and Diversity Analysis

The Department has begun to integrate GDI reporting requirements into its funding agreements.

To support receiving data on the impacts of the Department's funding on under-represented groups, the Department has included GDI reporting requirements in funding agreements. For example, the PEI Federation of Agriculture, Food Island Partnership, 4-H, the Women's Institute, and other organizations now collect GDI data for events delivered with the support of funding from the Department.

Apply Gender and Diversity Analysis

The Department met with PEI First Nations and the Mi'kmaq Confederacy of PEI to discuss programs and identify Indigenous priorities for agriculture development.

In October of 2019, DAL staff met with members of the Mi'kmaq Confederacy of PEI, Abegweit First Nation, and Lennox Island Development Corporation to understand priorities for agriculture in PEI's First Nations communities. Information about the Department's programs was shared, and applications from Indigenous communities were encouraged.

Apply Gender and Diversity Analysis

Department staff attended Indigenous policy conferences and training to understand Indigenous policy priorities.

The Department participated in the third and fourth annual Indigenous Consultation Atlantic Conference (October, 2018 and November, 2019). During the conferences, information about the spirit of consultation, the UN Declaration on the Rights of Indigenous Peoples, and traditional knowledge was shared with participants.

Make Equality a Priority

Funding was invested in community food security projects that involved over 500 participants who identified as Indigenous.

The Community Food Security Sub-Program was intentionally designed to target under-represented groups in agriculture, including Indigenous Peoples. During the April 1, 2018 to March 31, 2020 period, over \$25,000 was invested in community food projects with Indigenous Peoples. Some of these projects included:

- **Abegweit First Nations Early Childcare Centre**

- **Farm to Fork Project**

- Children gained hands-on experience with the food cycle, from production and planting to maintenance of a garden, to harvesting and preparing fresh produce. Tours of Epekwitk Gardens were completed, as well as educational activities that focused on traditional food planting and cooking. The project included harvest day feasts with Elders.

- **Farm to Fork: Digging Deeper Project**

- This project built on the knowledge gained in the previous project and extended knowledge to other members of the Abegweit community.

- **Mi'kmaq Family Resources Centre**

- **Mijisi – To Eat Project**

- Educational programming, activities, and events specific to a community feast were delivered. Elders, youth and community members from off-reserve were brought together. Young parents learned about how to cook healthy meals on a budget and preserving food.

- **Netugulit – To Provide Project**

- Families participated in monthly activities and experiential education workshops that focused on agriculture/fishing knowledge and skills for traditional food gathering and hunting. Sessions were inclusive of Elders providing cultural and historical knowledge. Community feasts were organized

and families shared information they learned.

- **Native Council of PEI**

- 10 Steps to a Healthier You Project

- Educational programming was provided to participants about where to source local, healthy food on a budget and how to prepare healthy meals in a culturally relevant way.

Encourage Diversity and Inclusion

The Department promoted and participated in activities related to LGBTQ+ Pride.

In 2019, the Department implemented activities in the Department to make visible the organization's support for diversity and inclusion and the elimination of homophobia and transphobia.



Source: Government of PEI (2019)

Encourage Diversity and Inclusion

A news release was issued profiling women's participation with DAL's Agencies, Boards, and Commissions.

In 2019, a news release was issued that profiled the work of Liz Maynard, vice chairperson of the Agricultural Insurance Corporation. The release focused on the important contributions that women make to agriculture.



LIZ MAYNARD, VICE CHAIRPERSON, AGRICULTURAL INSURANCE CORPORATION

Support Women in Decision-Making

Women's Health

Financial support for the Farmer Assistance Program (FAP) was increased.

The Farmer Assistance Program provides members of the agriculture community, their families and staff with free confidential counselling. During the April 1 2018 to March 31, 2020 period, the Department increased its investment in the Farmer Assistance Program from \$16,500 to \$21,500. In the 2019-2020 fiscal year, approximately 50 per cent of FAP clients were women.

Women's Health

A #FarmersTalk campaign was implemented to increase awareness of mental health issues and supports available to farmers and their families.

The FarmersTalk.ca website was launched on January 30, 2020. Between the launch of the site and March 20, 2020, there were 3758 page views from 1751 unique users. Four YouTube videos promoting the Farmer Assistance Program launched on January 31, 2020. Between the launch of the videos and March 31, 2020, the videos were viewed 2132 times.



Source: Agriculture and Agri-Food Canada (2020)

4.0 GENDER, DIVERSITY, AND INCLUSION PLAN APRIL 1, 2020 to MARCH 31, 2022

The Department of Agriculture and Land has committed to completing twenty-five (25) GDI activities between April 1, 2020 and March 31, 2022. The Department will report on its progress in the next GDI Report and Plan. These activities are guided by the following Priority Principles.

Guiding Priority Principles	
A	Promote diversity, social inclusion, diverse perspectives, and collaboration Speech from the Throne (2019 June 14) PSC Diversity and Inclusion Policy
B	Include diverse perspectives, backgrounds, and identities in decision-making Departmental GDI Policy Statement
C	Promote GDI activities and priorities within the Department Departmental GDI Policy Statement
D	Promote GDI activities and priorities across industries and sectors Departmental GDI Policy Statement

Primary Principle (s) ⁴	Departmental GDI Activity / Target (AT)	Performance Metric ⁵	Responsibility Primary (P) / Secondary (S)
A, C	1 Increase staff awareness of the PSC's Diversity and Inclusion Policy	No. of awareness-building activities by type	Manager of Human Resources (P)
A, C	2 Increase staff awareness of GDI theories, concepts and terms	No. of awareness-building activities by type Pre-/post- surveys	Manager of Human Resources (P)
C	3 Increase staff awareness of the structure and impacts of systemic racism	No. of awareness-building activities by type Pre-/post training surveys	Manager of Human Resources (P) Directors (S)
A, C	4 100 per cent of staff have completed GBA+ training	No. of staff who have completed training	Manager of Human Resources (P) Directors (S) Staff (S)
A, C	5 100 percent of management have completed unconscious/implicit bias training	No. of management who have completed training	Manager of Human Resources (P) Directors (S)
A, D	6 Targeted recruitment towards under-represented groups for vacant positions	No. of targeted recruitment activities	Manager of Human Resources (P)
A, B, D	7 Communication activities targeted at women for vacant inspector positions	No. of communication activities	Land Division (P)
A, B, D	8 Development of inspection career information/promotional material targeted at women	No. of information (by type)	Land Division (P)
A, D	9 Translate Divisional program and policy information to multiple languages	No. of information translated (by type and language)	Land Division (P)
A, C	10 Increase capacity to use a disability lens for decision-making	Outcomes of the use of a disability lens	Land Division (P)
A, B, D	11 Increase knowledge of industry priorities for GDI (e.g., through meetings, surveys, research, etc.)	No. of knowledge-building activities Outcomes of knowledge building activities	Strategic Policy and Evaluation Division (P)
D	12 Implement a mental health awareness-building campaign targeted at women in agriculture	No. of activities Results of activities	Strategic Policy and Evaluation Division (P)
B, C	13 Increase the Division's capacity to complete advanced gender- and diversity-based analysis	No. of training activities Outcomes of activities	Strategic Policy and Evaluation Division (P)
A, B, C, D	14 Complete a formal gender- and diversity-based analysis/evaluation of policies or	Outcomes of analysis	Strategic Policy and Evaluation Division (P)

⁴ **Primary Principle(s)**: ATs may contribute to principles other than those identified. The principles identified are those that the AT is most likely to contribute to. In some cases, the AT itself contributes to the priority principle(s). In other cases, it is solely the *outcome* of the AT that is anticipated to contribute to the principle(s). There are 21 ATs aligned with promoting diversity, social inclusion, diverse perspectives, and collaboration (A), there are 6 ATs aligned with including diverse perspectives, backgrounds, and identities in decision-making (B), 9 aligned with promoting GDI activities and priorities within the Department (C), and 15 that are aligned with promoting GDI activities and priorities across industries and sectors (D).

⁵ **Pre-/post- surveys**: Will be administered only when applicable to determining the impact of the AT.

		programs (which includes the perspectives of under-represented groups)		
A	15	Increase awareness of the department's language profile to better serve clients who communicate in languages other than English	Outcomes of language survey	Strategic Policy and Evaluation Division (P)
A, B, D	16	Implement an ABC-awareness campaign targeted at under-represented groups (i.e., to encourage applications to ABCs)	No. of activities Results of activities	Strategic Policy and Evaluation Division (P)
A, D	17	Program information sharing event with PEI First Nations	No. of events	Strategic Policy and Evaluation Division (P) Agriculture Resources (S)
A	18	Promote diversity and cultural awareness among Division staff (e.g., strategic communication)	No. of activities by type	Animal Health, Regulatory and Analytical Laboratories (P)
A, C	19	Evaluate the Division's cultural competencies	No. of evaluation activities (by type) Outcomes of activities	Animal Health, Regulatory and Analytical Laboratories (P)
A, D	20	Develop multi-language and GDI-focused information for clients (policies, programs, etc.)	No. of information developed (by type)	Animal Health, Regulatory and Analytical Laboratories (P)
D	21	Increase reporting of GDI-relevant statistics for the Division's programs	No. of reports (by type)	Animal Health, Regulatory and Analytical Laboratories (P)
A, D	22	Complete agriculture awareness and knowledge transfer activities with under-represented groups who speak English as an additional language	No. of activities (by type)	Agriculture Resources (P)
A, D	23	Translate Divisional program information to multiple languages	No. of information translated (by type and language)	Agriculture Resources (P)
A, D	24	Continue to invest in community food security projects targeted at under-represented groups	No. of projects (by type and participant) Outcomes of projects	Agriculture Resources (P)
A, D	25	Translate Divisional program information to multiple languages	No. of information translated (by type and language)	Farm Business Risk (P)

Glossary

Activity – A process or system where “cognition, behaviour and motivation are integrated and organized by goals.”⁴¹

Anti-racism approach – “Anti-racism is a process, a systematic method of analysis, and a proactive course of action rooted in the recognition of the existence of racism, including systemic racism. Anti-racism actively seeks to identify, remove, prevent, and mitigate racially inequitable outcomes and power imbalances between groups and change the structures that sustain inequities.”⁴²

Collaboration – There is often disagreement on what collaboration means in theory and practice. Collaboration happens between people and different forms of institutions. It is often concerned with the sharing of limited resources and ways to govern equally. Collaboration is used to solve problems through the establishment of common goals, negotiation, sharing, and the equalization of power and status.⁴³ “Collaboration is the intellectual and emotional interaction that takes place between diverse people who are in a changing relation with each other and are able to mutually communicate through an accurate and shared verbal and nonverbal language.”⁴⁴

Diversity – “Diversity is the range of visible and invisible qualities, experiences and social and cultural identities that shape who we are, how we think and how we engage with, and are perceived by the world. These can be along the dimensions of age, skin colour, gender, national origin, ethnicity or physical/mental ability, and also includes other dimensions such as economic status, sexual orientation, gender identity, education level, family status, thinking styles, geographic location, first language, immigration/refugee status, socioeconomic background, religious/spiritual beliefs, or political ideologies and many more. They can also include differences such as personality, style, capabilities, and thoughts/perspectives.”⁴⁵

Equality – A concept that brings into question the idea of fairness.⁴⁶ Equality adopts the idea that there should be equal outcomes for all. Equality is achieved when there is “equal enjoyment ... of socially-valued goods, opportunities, resources and rewards.”⁴⁷

Equity – Similar to equality, ‘equity’ is also a concept that brings into question the idea of fairness. Equity focuses on the proportionality of rewards to contributions.⁴⁸ The World Health Organization defines equity as: “the absence of avoidable or remediable differences among groups of people, whether those groups are defined socially, economically, demographically, or geographically.”⁴⁹ To ensure fairness, equity requires strategies to compensate for historical and social disadvantages that prevented individuals from otherwise operating on a level playing field.⁵⁰ “Equity is the quality of being fair, which often requires treatment that is not the same. Individuals are given different supports so that they have equal access.”⁵¹

Gender – “Gender is a social classification based upon the personality traits, qualities, and social roles, responsibilities and relations expected and generally considered acceptable for and among a particular gender. ‘Woman,’ ‘man,’ ‘women,’ ‘men,’ ‘trans’ and ‘non-binary’ are some terms that relate to gender. Gender expectations, expressions and relations vary across cultures and across time. Gender expression and gender identity are traditionally expressed across a continuum from masculinity to femininity.”⁵²

Gender-based analysis plus (GBA+) – “An analytical process used to help identify the potential impacts of policies, programs and services on diverse groups of women, men and gender-diverse people. The ‘plus’ acknowledges that GBA goes beyond sex and gender differences. ... GBA+ considers many other identity factors, such as race, ethnicity, religion, age, place of residence, Indigenous origin or identity, and mental or physical disability.”⁵³

Identity – Involves “how a person understands [their] relationship to the world, how that relationship is structured across time and space, and how the person understands possibilities for the future.”⁵⁴ Identity is fluid, subject to change, and impacted by context.⁵⁵ It involves membership to a “group”, or group(s), based on particular attributes (e.g., race, gender, sexual orientation, institutional affiliation, etc.). These attributes or characteristics can shape how a person thinks, feels, and behaves. People within a particular identity group sometimes have comparable viewpoints, values, characteristics, and may interact in similar ways with those outside of their group.⁵⁶

Inclusion (general) – “Inclusion is an attitude and approach that embraces diversity in the workplace where all employees feel valued and have a sense of belonging within an organization that applies the principles of equity and fairness in all aspects of its policies, practices, procedures and service delivery. An inclusive environment enables individuals and groups to feel safe, respected, engaged, motivated, and valued, for who they are and for their contributions toward organizational and societal goals.”⁵⁷

Inclusion (social) – “The process of improving the terms for individuals and groups to take part in society; The process of improving the ability, opportunity, and dignity of those disadvantaged on the basis of their identity to take part in society.”⁵⁸

Intersectionality – “Intersectionality is the way in which people’s lives are shaped by their multiple and overlapping identities and social locations, which, together, can produce a unique and distinct experience for that individual or group, for example, creating additional barriers, opportunities, and/or power imbalances. [For example,] in the context of race and Indigenous identity, this means recognizing the ways in which people’s experiences of racism or privilege, including within any one group, may vary depending on the individual’s or group’s relationship to additional overlapping or intersecting social identities, like religion, ethnic origin, gender, age, disabilities or citizenship and immigration status. An intersectional analysis enables better understanding of the impacts of any one particular systemic barrier by considering how that barrier may be interacting with other related factors.”⁵⁹

Marginalization – “Marginalization is a long-term, structural process of systemic discrimination that creates a class of disadvantaged minorities. Marginalized groups become permanently confined to the fringes of society. Their status is perpetuated through various dimensions of exclusion, particularly in the labour market, from full and meaningful participation in society.”⁶⁰

Outcome – A term that is often used interchangeably with output and impact.⁶¹ In the context of public policy, outcome often refers to “changes within society (achievement of intended results, solution to problem, unintended results).”⁶²

Plan – “The articulation of strategic choices, which provides information on how an organization intends to achieve its priorities and associated results. Generally, a plan will explain the logic behind the strategies chosen and tend to focus on actions that lead up to the expected result.”⁶³

Principle – Refers to assumptions, general rules and/or codes of conduct.⁶⁴

Priority – “A plan or project that an organization has chosen to focus and report on during the planning period. Priorities represent the things that are most important or what must be done first to support the achievement of the desired departmental results.”⁶⁵

Public Policy – The result of what officials within government, and by extension the citizens they represent, choose to do or not to do about public problems. Public problems refer to conditions the public widely perceives to be unacceptable and therefore requiring intervention.⁶⁶ Public policy is often understood as a course of action chosen by public authorities to solve a problem or address an issue. Public policy is expressed in the body of laws, regulations and policy frameworks implemented through programs and projects.⁶⁷

Racialized (person or group) – “Racialized persons and/or groups can have racial meanings attributed to them in ways that negatively impact their social, political, and economic life. This includes but is not necessarily limited to people classified as ‘visible minorities’ under the Canadian census.”⁶⁸

Sex – “Sex is a biological classification of males and females based on differences in reproductive organs, physiology and anatomy, genes and hormones. ‘Male’ and ‘female’ and ‘intersex’ are some terms that relate to sex.”⁶⁹

Systemic racism – “Systemic racism consists of organizational culture, policies, directives, practices or procedures that exclude, displace or marginalize some racialized groups or create unfair barriers for them to access valuable benefits and opportunities. This is often the result of institutional biases in organizational culture, policies, directives, practices, and procedures that may appear neutral but have the effect of privileging some groups and disadvantaging others.”⁷⁰

ENDNOTES

- ¹ Kats, J. & Miller, F. (2016); Jayne, M. & Dipboye, R. (2004)
- ² Page, S. (2018)
- ³ Das, R. (2019)
- ⁴ Canadian Agricultural Human Resource Council. (2018). "A way forward on diversity and inclusion in agriculture"
- ⁵ Canadian Agricultural Human Resource Council. (n.d.). Profile of PEI farmer Mary Robinson.
- ⁶ Canadian Federation of Agriculture (n.d.). Addressing agriculture's labour shortage. Issue Brief: Human resources (p.3).
- ⁷ "Agriculture group trying to reduce barriers for more women to work on P.E.I. farms." CBC PEI. (2018 Feb 07)
- ⁸ Canadian Institute of Planners. (2020). Available at <http://cip-icu.ca/Volunteer-Opportunity-Nominations-Subcommittee#>
- ⁹ Canadian Institute of Planners, 2020
- ¹⁰ Canadian Construction Association. (2019). The value of diversity and inclusion in the Canadian construction industry: A business case.
- ¹¹ "Recruitment tool for P.E.I. trades 'seeing positive growth,' says construction association" CBC PEI (2019 Sep 06)
- ¹² Government of PEI, Department of Fisheries and Communities (2019), p. 13
- ¹³ Ban, et al. 2013
- ¹⁴ Reed, 1997; Rahder & Altilia, 2004, p. 108
- ¹⁵ Rahder & Milgrom, 2004; Reeves, 2004
- ¹⁶ FAO 2017, p. 2
- ¹⁷ Sturm, 2009, p. 100
- ¹⁸ McCann & Kohntopp, 2017, p. 356
- ¹⁹ Jaeger, et al., 2015
- ²⁰ D'Netto & Sohal, 1999, p. 531; Tipper, 2004, p. 160
- ²¹ Jayne & Dipboye, 2004; Tomlinson & Egan, 2002
- ²² Dover et al., 2020
- ²³ Rynes & Rosen, 1995, p. 252 & 262
- ²⁴ Bezrukova et al., 2016
- ²⁵ Kreitz, 2008, p. 105; Sabharwal, 2014, p. 3
- ²⁶ Griffeth, et al., 2018
- ²⁷ Poole, et al. 2016, pp. 27-28
- ²⁸ Statistics Canada defines 'employed person' as: "Those who, during the reference period, had a labour force status of 'employed'. That is, those who, during the reference period: (a) Did any work at all at a job or business, that is, paid work in the context of an employer-employee relationship, or self-employment. This also includes persons who did unpaid family work, which is defined as unpaid work contributing directly to the operation of a farm, business or professional practice owned and operated by a related member of the same household; or (b) Had a job but were not at work due to factors such as their own illness or disability, personal or family responsibilities, vacation or a labour dispute. This category excludes persons not at work because they were on layoff or between casual jobs, and those who did not then have a job (even if they had a job to start at a future date)."
- ²⁹ Statistics Canada. Table: 14-10-0023-01 - Labour force characteristics by industry, annual (x 1,000).
- ³⁰ The Department's 2018 priority areas were developed to align with those of the PEI Advisory Council on Status of Women.
- ³¹ The rationale for selecting these targets can be found in 2018-2020 GDI report on the Department's website
- ³² In the 2018-2020 Plan, this Target was aligned with "Increase diverse and vulnerable groups' representation on DAF's boards".
- ³³ Kreitz, 2008, p. 105; Sabharwal, 2014, p. 3
- ³⁴ McCann & Kohntopp, 2017, p. 354
- ³⁵ Scala & Paterson, 2017, p. 427
- ³⁶ Johnson, Greaves & Repta, 2009, p. 9
- ³⁷ Kreitz, 2008, p. 105; Sabharwal, 2014, p. 3
- ³⁸ Purnell, et al., 2011, p. 7
- ³⁹ McCann & Kohntopp, 2017, p. 354
- ⁴⁰ Seo, Huang & Han, 2017, p. 52
- ⁴¹ John & Ganah, 2016, p. 107
- ⁴² Government of Ontario. (n.d.). 'Anti-racism approach'.
- ⁴³ Thayer-Bacon & Pack-Brown, 2000, pp. 46-47 referring to Schwartz (Ed.), 1990
- ⁴⁴ Thayer-Bacon & Pack-Brown, 2000, p. 55
- ⁴⁵ Government of PEI, Public Service Commission, 2019, p.7
- ⁴⁶ Konow, et al., 2020
- ⁴⁷ UN Population Fund, 2005
- ⁴⁸ Konow, et al., 2020
- ⁴⁹ WHO, 2020
- ⁵⁰ UN Population Fund, 2005
- ⁵¹ Government of Canada, Status of Women Canada, 2020
- ⁵² Government of PEI, Interministerial Women's Secretariat, 2017, p. 2
- ⁵³ Government of Canada, Department for Women and Equality, 2019, p. 30
- ⁵⁴ Norton, 2000, p. 5
- ⁵⁵ Ahmed, Lighbourn, & Anderson, 2018, p. 80
- ⁵⁶ Stephens, K. (2018), pp. 23-24
- ⁵⁷ Government of PEI, Public Service Commission, 2019, p. 7
- ⁵⁸ World Bank, 2020

-
- ⁵⁹ Government of Ontario. (n.d.). 'Intersectionality'
- ⁶⁰ Government of Ontario. (n.d.). 'Marginalization'
- ⁶¹ Woerrlein & Scheck, 2016, p. 234
- ⁶² Woerrlein & Scheck, 2016, p. 236
- ⁶³ Government of Canada, Department for Women and Equality, 2019, p. 31
- ⁶⁴ Merriam-Webster Dictionary, 2020 (online)
- ⁶⁵ Government of Canada, Department for Women and Equality, 2019, p. 31
- ⁶⁶ Kraft & Furlong, 2007, p. 4
- ⁶⁷ Food and Agriculture Organization of the U.N., n.d.
- ⁶⁸ Government of Ontario. (n.d.). 'Racialized person or group'
- ⁶⁹ Government of PEI, Interministerial Women's Secretariat, 2017, p. 2
- ⁷⁰ Government of Ontario. (n.d.). 'Systemic racism'

References

- Ahmed, T., Lighbourn, S. & Anderson, A. (2018).** Diaspora through identity texts: A tri-autoethnography from the perspective of three educators negotiating identity and language in various diasporic communities in Canada. *Simon Fraser University Educational Review*, 11 (1), 75-90.
- Ban, N., Mills, M., Tam, J., Hicks, C., Klain, S., Stoeckl, N., Bottrill, M., Levine, J., Pressey, R., Satterfield, T. & Chan, K. (2013).** A social—ecological approach to conservation planning: Embedding social considerations. *Frontiers in Ecology and Environment*, 11 (4), 194-202.
- Bezrukova, K., Spell, C. S., Perry, J. L., & Jehn, K. A. (2016).** A meta-analytical integration of over 40 years of research on diversity training evaluation. *Psychological Bulletin*, 142 (11), 1227.
- Canadian Institute of Planners. (2020).** Equity, diversity, and inclusion. Available at <http://www.cip-icu.ca/Topics/Equity-Diversity-and-Inclusion>
- Curtis, E. & Dreachslin, J. (2008).** Integrative literature review: Diversity management: Interventions and organizational performance: A synthesis of current literature. *Human Resource Development Review*, 7 (1), 107-134.
- Das, R. (2019).** Diversity management as a strategic human resource agenda: Critique and roadmap. *Strategic HR Review*, 18 (1), 26-29.
- Dover, T. L., Kaiser, C. R., & Major, B. (2020).** Mixed signals: The unintended effects of diversity initiatives. *Social Issues and Policy Review*, 14(1), 152-181.
- Food and Agriculture Organization of the United Nations. (2017).** *Strategic work of FAO for inclusive and efficient food systems.* Available at <http://www.fao.org/3/a-i6627e.pdf>
- Food and Agriculture Organization of the United Nations (n.d.).** *Food and agriculture policy classification.* Available at <http://www.fao.org/3/a-bc358e.pdf>
- Griffeth, L., Tiller, L., Jordan, J., Sapp, R., & Randall, N. (2018).** Women leaders in agriculture: Data-driven recommendations for action and perspectives on furthering the conversation. *Journal of Extension*, 56 (7), 56-57.
- Government of Canada, Department for Women and Gender Equality (2019).** *Departmental plan.* Available at <https://cfc-swc.gc.ca/trans/account-resp/pr/dp-pm/1920/dp-pm-en.pdf>
- Government of Canada, Statistics Canada. (2018).** *The evolution of language populations in Canada, by mother tongue, from 1901 to 2016.* Available at <https://www150.statcan.gc.ca/n1/pub/11-630-x/11-630-x2018001-eng.htm>
- Government of Canada, Status of Women Canada. (2020).** *Are we striving for equity or equality?* Introduction to GBA+ Available at https://cfc-swc.gc.ca/gba-acs/course-cours/eng/mod02/mod02_02_01.html
- Government of Ontario. (n.d.).** *Glossary.* Data Standards for the Identification and Monitoring of Systemic Racism. Available at <https://www.ontario.ca/document/data-standards-identification-and-monitoring-systemic-racism/glossary>

Government of Prince Edward Island, Department of Fisheries and Communities. (2019). *Regional economic advisory councils activity report 2018-2019*. Available at <https://www.princeedwardisland.ca/en/publication/regional-economic-advisory-councils-activity-report>

Government of Prince Edward Island, Interministerial Women's Secretariat. (2017). *Honouring our differences: Gender and diversity analysis community guide 2017*. Available at <https://www.princeedwardisland.ca/en/publication/honouring-our-differences-gender-and-diversity-analysis-community-guide-2017>

Government of Prince Edward Island, Public Service Commission. (2019). *Diversity and inclusion policy*. Available at <https://www.princeedwardisland.ca/en/publication/diversity-and-inclusion-policy>

Hopkins, M. M., O'Neil, D. A., Passarelli, A., & Bilimoria, D. (2008). Women's leadership development strategic practices for women and organizations. *Consulting Psychology Journal: Practice and Research*, 60(4), 348-365.

Jaeger, P., Sarin, L., & Peterson, K. (2015). Diversity, inclusion, and library and information science: An ongoing imperative (or why we still desperately need to have discussions about diversity and inclusion). *The Library Quarterly*, 85 (2), 127-132.

Jayne, M. & Dipboye, R. (2004). Leveraging diversity to improve business performance: Research findings and recommendations for organizations. *Human Resource Management*, 43 (4), 409-424.

John, G. & Ganah, A. (2016). *Activity theory perspective for project management research in the built environment*. Fifth International Scientific Conference on Project Management in the Baltic Countries. Riga: University of Latvia, April 14-15.

Johnson, J., Greaves, L., & Repta, R. (2009). Better science with sex and gender: Facilitating the use of a sex and gender-based analysis in health research. *International Journal for Equity in Health*, 8 (14), 1-11.

Kats, J. & Miller, F. (2016). Leveraging diversity and inclusion for performance. In W. Rothwell, J. Stavros & R. Sullivan (Eds.), *Practicing Organization Development: Leading Transformation and Change* (4th ed.) (pp. 366-375). Hoboken, NJ: John Wiley & Sons, Inc.

Konow, J., Saijo, T. & Akai, K. (2020). Equity versus equality: Spectators, stakeholders and groups. *Journal Economic Psychology*, 77, 1-14.

Kraft, M. & Furlong, S. (2007). *Public policy: Politics, analysis, and alternatives*. Washington: CQ Press.

Kreitz, P. (2008). Best practices for managing organizational diversity. *The Journal of Academic Leadership*, 34 (2), 101-120.

Kubik, W. (2005). Farm women: The hidden subsidy in our food. *Canadian Woman Studies*, 24 (4), 85-90.

Lieutenant Governor of PEI. (2019 June 14). *Speech from the throne* [1st Session of the 66th General Assembly of the PEI Legislature]. Available at <https://www.princeedwardisland.ca/en/publication/speech-from-the-throne-2019>

McCann, J. & Kohntopp, T. (2017). Developing a sustainable environment for workplace diversity. *International Journal of Sustainable Strategic Management*, 5 (4), 347-365.

Norton, B. (2000). *Identity and language learning: Gender, ethnicity and educational practice*. New York, NY: Longman.

Page, S. (2018). *The diversity bonus: How great teams pay off in the knowledge economy*. Princeton, NJ: Princeton University Press.

Pendry, L., Driscoll, D., & Field, S. (2007). Diversity training: Putting theory into practice. *Journal of Organizational Psychology*, 80, 27-50.

Poole, J., Ndiwa, N. & Mmbone, M. (2016). Good data, smart analysis, meaningful conclusions: Towards a gender analysis framework. In R. Pyburn & A. van Eerdewijk (Eds.), *A Different Kettle of fish? Gender Integration in Livestock and Fish Research* (27-35). Volendam, The Netherlands: LM Publishers.

Purnell, L., Davidhizar, R., Giger, J., Strickland, O., Fishman, D., & Allison, D. (2011). A guide to developing a culturally competent organization. *Journal of Transcultural Nursing*, 22 (1), 7-14.

Rahder, B. & Altilia, C. (2004). Where is feminism in planning going? Appropriation or transformation? *Planning Theory*, 3 (2), 107-116.

Reed, M. (1997). Seeing trees: Engendering environmental and land use planning. *Canadian Geographer*, 41 (4), 398-414.

Rynes, S. & Rosen, B. (1995). A field survey of factors affecting the adoption and perceived success of diversity training. *Personnel Psychology*, 48 (2), 247-270.

Sabharwal, M. (2014). Is diversity management sufficient? Organizational inclusion to further performance. *Public Personnel Management*, 43 (2), 1-21.

Seo, G., Huang, W., & Han, S.-H. C. (2017). Conceptual review of underrepresentation of women in senior leadership positions from a perspective of gendered social status in the workplace: Implication for HR research and practice. *Human Resource Development Review*, 16(1), 35-59.

Scala, F. & Paterson, S. (2017). Gendering public policy or rationalizing gender? Strategic interventions and GBA+ practice in Canada. *Canadian Journal of Political Science*, 50 (2), 427-442.

Stephens, K. (2018). *Managing implicit bias with transformational conversation: A qualitative field of study of social identity theory.* PhD Dissertation, Executive Doctorate in Business. Robinson College of Business, Georgia State University.

Sturm, S. (2009). Negotiating workplace equality: A systemic approach. *Negotiation and Conflict Management Research*, 2 (1), 92-106

Thayer-Bacon, B. & Pack-Brown, S. (2000). What is collaboration? Diverse perspectives. *Journal of Thought*, 35 (2), 45-58.

Tipper, J. (2004). How to increase diversity through your recruitment practices. *Industrial and Commercial Training*, 36 (4), 158-161.

United Nations Population Fund. (2005). *Frequently asked questions about gender equality.* Available at <https://www.unfpa.org/resources/frequently-asked-questions-about-gender-equality#>

Woerrlein, L. & Scheck, B. (2016). Performance management in the third sector: A literature-based analysis of terms and definitions. *Public Administration Quarterly*, 40 (2), 220-255.

World Bank. (2020). Social inclusion. Available at <https://www.worldbank.org/en/topic/social-inclusion>

World Health Organization. (2020). *Equity.* Available at <https://www.who.int/healthsystems/topics/equity/en/>

Sources Consulted

Ameyaw, S. (2000). Appreciative planning: An approach to planning with diverse ethnic and cultural groups. In M. Burayidi (Ed.) *Urban Planning in a Multicultural Society* (pp. 101-114). Westport, CN: Praeger Publishers.

Dunne, L. (2009). Discourses of Inclusion: A critique. *Power and Education*, 1(1), 42-56.

Finegold, M., Holland, B., & Lingham, T. (2002). Appreciative inquiry and public dialogue: An approach to community change. *Public Organization Review*, 2 (3), 235-252.

Fuller, C., Griffin, T., & Ludema, J. (2000). Appreciative future search: Involving the whole system in positive organization change. *Organization Development Journal*, 18 (2), 29-41.

Government of Canada, Agriculture and Agri-Food Canada. (2020). *AgriDiversity program.* Available at <https://www.agr.gc.ca/eng/agricultural-programs-and-services/agridiversity-program/?id=1517326808755>

Government of Australia, Department of Agriculture, Water, and the Environment. (2013). *Diversity strategy 2013-2017.* Available at <https://www.environment.gov.au/resource/diversity-strategy-2013-2017>

Government of Prince Edward Island, Innovation PEI. (2017). *Culture action plan*. Available at <https://www.princeedwardisland.ca/en/information/innovation-pei/culture-action-plan>

Government of the United States of America, Department of Agriculture, Office of Inspector General. (2014). *Diversity and inclusion strategic plan: Fiscal years 2014-2018*. Available at <https://www.usda.gov/oig/webdocs/DIStratPlanFY14-FY18.pdf>

Government of Western Australia, Department of Agriculture and Food. (2016). *Workforce and diversity plan 2016-2018*. Available at <https://www.agric.wa.gov.au/workforce-and-diversity-plan-2016-18>

Noon, M. (2018). Pointless diversity training: Unconscious bias, new racism and agency. *Work, Employment and Society*, 32(1), 198-209.

Nova Scotia, Office of the Auditor General. (2019). Public service commission, agriculture, community services, and justice: Diversity and inclusion in the public service. In *Report of the Auditor General to the Nova Scotia House of Assembly: Performance* (pp. 7-27). Halifax, NS. Available at <https://oag-ns.ca/sites/default/files/publications/May2019%20.pdf>

Prince Edward Island Advisory Council on the Status of Women. (2015). *2015 equality report card*. Available at https://www.princeedwardisland.ca/sites/default/files/publications/equality_report_card_2015.pdf

Tomlinson, F., & Egan, S. (2002). Organizational sensemaking in a culturally diverse setting: Limits to the 'valuing diversity' discourse. *Management Learning*, 33(1), 79-97.

Appendix A – French, Chinese, and Arabic Translation

附录 A: 法语、中文和阿拉伯语翻译/ 附錄 A: 法語、中文和阿拉伯語翻譯

ملحق أ: الترجمة العربية والصينية لسياسة التنوع والاندماج

English ↓	French ↓	Chinese (Simplified) ↓	Chinese (Traditional) ↓	Arabic ↓
<p>Gender Diversity and Inclusion Initiatives Report and Plan A report on activities from April 1, 2018 to March 31, 2020 and a plan for April, 1 2020 to March 31, 2022</p>	<p>Rapport et plan concernant les initiatives en matière d'égalité des genres, de diversité et d'inclusion Rapport sur les activités pour la période du 1^{er} avril 2018 au 31 mars 2020 et plan pour la période du 1^{er} avril 2020 au 31 mars 2022</p>	<p>性别多样性和包容性倡议报告和计划 关于 2018 年 4 月 1 日至 2020 年 3 月 31 日活动的报告以及 2020 年 4 月 1 日至 2022 年 3 月 31 日的计划</p>	<p>性別多樣性和包容性倡議報告和計劃 關於 2018 年 4 月 1 日至 2020 年 3 月 31 日活動的報告以及 2020 年 4 月 1 日至 2022 年 3 月 31 日的計劃</p>	<p>مبادرة التنوع والاندماج (التقرير والخطة المستقبلية). تقرير حول الأنشطة ما بين 1 نيسان (أبريل) للعام 2018 و31 آذار (مارس) للعام 2020 والخطة المستقبلية للفترة ما بين 1 نيسان (أبريل) للعام 2020 و31 آذار (مارس) للعام 2022.</p>
<p>Department of Agriculture and Land Government of Prince Edward Island</p>	<p>Ministère de l'Agriculture et des Terres Gouvernement de l'Île-du-Prince-Édouard</p>	<p>农业和土地部 爱德华王子岛省政府</p>	<p>農業和土地部 愛德華王子島省政府</p>	<p>دائرة الزراعة والأراضي. حكومة برنس إدوارد آيلاند.</p>
<p>Summary The importance of agriculture and land to our Island's culture cannot be understated. The challenges faced during the development and implementation of agriculture and land policy can often be complex and require innovative public policy solutions. The Department is committed to developing public policy in a collaborative and inclusive way—a way that embraces diversity and recognizes that the best results will be those that incorporate the principles of inclusion.</p>	<p>Résumé On ne saurait sous-estimer l'importance de l'agriculture et des terres dans notre culture insulaire. Les défis à surmonter lorsqu'on élabore et met en œuvre des politiques relatives à l'agriculture et aux terres sont souvent complexes et nécessitent des solutions innovatrices. Le Ministère a à cœur d'élaborer des politiques publiques d'une manière collaborative et inclusive — en favorisant la diversité et en reconnaissant que les meilleurs résultats s'appuieront sur les principes d'inclusion.</p>	<p>摘要 农业和土地对我们岛文化的重要性不可低估。在农业和土地政策的制定和实施过程中面临的挑战通常很复杂，需要创新的公共政策解决方案。本部门致力于以协作和包容的方式制定公共政策，这种方式应包含多样性并认识到最好的结果将是那些纳入包容性原则的结果。</p>	<p>摘要 農業和土地對我們島文化的重要性不可低估。在農業和土地政策的制定和實施過程中面臨的挑戰通常很複雜，需要創新的公共政策解決方案。本部門致力於以協作和包容的方式制定公共政策，這種方式應包含多樣性並認識到最好的結果將是那些納入包容性原則的結果。</p>	<p>الملخص لا يمكن التقليل من أهمية الزراعة والأراضي لتقافة جزيرتنا. غالباً ما تكون التحديات التي يتم مواجهتها أثناء تطوير وتنفيذ سياسة الزراعة والأراضي معقدة وتتطلب حلولاً مبتكرة في السياسة العامة. تلتزم دائرة الزراعة والأراضي بتطوير السياسة العامة بطريقة تعاونية وشاملة — طريقة تتبنى التنوع وتدرك أن أفضل النتائج تلك التي تتضمن مبادئ الاندماج.</p>

In recognition of the importance of promoting inclusion both inwardly and outwardly, from 2018 to 2020, the Department supported a range of gender, diversity and inclusion initiatives among management, staff, and industry. These initiatives worked towards multiple goals and objectives related to diversity, inclusion, equality, and gender and diversity analysis. As we look forward and present our next Gender, Diversity and Inclusion Plan for 2020 to 2022, the Department will continue to focus on promoting diversity and inclusion, including diverse perspectives, backgrounds, and identities in decision-making, and promoting gender, diversity, and inclusion activities within the Department and across industry.

Departmental Gender, Diversity, and Inclusion Policy Statement

Conscient de l'importance de promouvoir l'inclusion aussi bien à l'interne qu'à l'externe, le Ministère a soutenu, entre 2018 et 2020, un éventail d'initiatives en matière d'égalité des genres, de diversité et d'inclusion auprès de la direction, du personnel et de l'industrie. Ces initiatives visaient de multiples buts et objectifs concernant la diversité, l'inclusion, l'égalité ainsi que l'analyse axée sur le genre et la diversité.

C'est en nous tournant vers l'avenir que nous présentons notre prochain plan en matière d'égalité des genres, de diversité et d'inclusion pour la période de 2020 à 2022. Le Ministère continuera de mettre l'accent sur la promotion de la diversité et de l'inclusion, notamment en misant sur une pluralité de points de vue, d'antécédents et d'identités pour la prise de décisions, ainsi que de promouvoir des activités en matière d'égalité des genres, de diversité et d'inclusion au sein du Ministère et de l'industrie.

Énoncé de politique ministérielle en matière d'égalité des genres, de diversité et d'inclusion

认识到在内部和外部促进包容性的重要性，从 2018 年到 2020 年，本部门支持在管理层、员工和行业中的一系列性别、多样性和包容性计划。这些举措致力于实现与多样性、包容性、平等以及性别与多样性分析有关的多个目标。

在我们期待并提出我们的下一个 2020 年至 2022 年性别、多样性和包容性计划时，本部门将继续致力于促进多样性和包容性，包括决策过程中的不同观点、背景和身份，以及促进本部门内部和整个行业的性别、多样性以及包容性活动。

部门性别、多样性和包容性政策声明

認識到在內部和外部促進包容性的重要性，從 2018 年到 2020 年，本部門支持在管理層、員工和行業中的一系列性別、多樣性和包容性計劃。這些舉措致力於實現與多樣性、包容性、平等以及性別與多樣性分析有關的多個目標。

在我們期待並提出我們的下一個 2020 年至 2022 年性別、多樣性和包容性計劃時，本部門將繼續致力於促進多樣性和包容性，包括決策過程中的不同觀點、背景和身份，以及促進本部門內部和整個行業的性別、多樣性以及包容性活動。

部門性別、多樣性和包容性政策聲明

إدراكاً لأهمية تعزيز الاندماج داخلياً وخارجياً للفترة الواقعة ما بين 2018 و2020، دعمت الوزارة مجموعة من المبادرات للنوع الاجتماعي والتنوع والاندماج بمساهمة الإدارة والموظفين والصناعة. هدفت هذه المبادرات الى تحقيق غايات متعددة تتعلق بالتنوع والشمول والمساواة وتحليل النوع الاجتماعي والتنوع.

في الوقت الذي نتطلع فيه للمستقبل ونبني خطتنا للتنوع والاندماج للفترة ما بين 2020 و2022، سنواصل دائرة الزراعة والأراضي التركيز على تعزيز مبادئ التنوع واندماج ومحات النظر المختلفة والخلفيات والهويات المتنوعة في صنع القرار وتعزيز التنوع وأنشطة الاندماج داخل الدائرة وعبر الصناعة.

بيان سياسة التنوع والاندماج – دائرة الزراعة والأراضي.

Gender, diversity, and inclusion is important for the Department of Agriculture and Land. The inclusion of diverse perspectives, backgrounds, and identities in decision-making can increase opportunities for creativity and innovation, which is important for solving complex problems. Activities aimed at increasing the participation of under-represented groups in industry is important for equality, equity, and labour. The Department is committed to a principled approach to promoting GDI activities within the Department and across industries and sectors: This will be accomplished through dialogue, thoughtful inquiry, and the performance monitoring of commitments.

L'égalité des genres, la diversité et l'inclusion sont importantes pour le ministère de l'Agriculture et des Terres. L'inclusion d'une pluralité de points de vue, d'antécédents et d'identités dans le processus décisionnel favorise davantage la créativité et l'innovation, ce qui est important pour la résolution de problèmes complexes. Les activités visant à stimuler la participation des groupes sous-représentés au sein de l'industrie sont importantes sur le plan de l'égalité, de l'équité et de la main-d'œuvre. Le Ministère utilise une approche raisonnée pour promouvoir les activités relatives à l'ÉGDI au sein du Ministère ainsi que de l'industrie et des secteurs. Pour ce faire, on mise sur le dialogue, un questionnement judicieux et la surveillance de la performance par rapport aux engagements.

性别、多样性和包容性对于农业和土地部至关重要。在决策中包含不同的观点、背景和身份可以增加创造和创新的机会，这对于解决复杂的问题非常重要。旨在提高代表性不足的行业群体的参与度的活动对于平等、公平和劳工很重要。本部门致力于采用原则性方法来促进本部门内部以及跨行业和部门的 GDI 活动：这将通过对对话、周到的询问和对承诺的绩效监控来实现。

性別、多樣性和包容性對於農業和土地部至關重要。在決策中包含不同的觀點、背景和身份可以增加創造和創新的機會，這對於解決複雜的問題非常重要。旨在提高代表性不足的行业群體的參與度的活動對於平等、公平和勞工很重要。本部門致力於採用原則性方法來促進本部門內部以及跨行業和部門的 GDI 活動：這將通過對話、周到的詢問和對承諾的績效監控來實現。

التنوع والاندماج مهم لبادارة الزراعة والأراضي. تضمين وجهات النظر المختلفة والخلفيات والهويات المتنوعة في صناعة القرار يحسن فرص الإبداع والابتكار والتي بدوره يدعم حل المشاكل المعقدة. الأنشطة الهادفة الى تعزيز مشاركة المجموعات الممتلئة بشكل ناقص في القطاع الزراعي مهمة لتحقيق مبدأ العدالة والمساواة في العمل. دائرة الزراعة والأراضي ملتزمة بتعزيز أنشطة التنوع والاندماج داخل الدائرة وفي القطاع الصناعي والقطاعات الأخرى: سيتم تحقيق ذلك من خلال الحوار والتفكير المدروس ومراقبة الالتزام.