



National Action Plan on Violence Against Women & Gender-Based Violence¹

Reissued Call
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¹ Throughout this *Reissued Call*, violence against women (VAW) and gender-based violence (GBV) are defined as inclusive of cis women, trans women, and people of all marginalized genders, including Two-Spirit, trans, and non-binary people.

An Intersectional, Bold, and Ambitious Plan

Violence against women (VAW) and gender-based violence (GBV) are not only stand-alone harms. They both express and re-enforce inequality; this is a crucial factor in how to anticipate, combat, and prevent violence against women and gender-based violence, namely, through wholistic law and policy.

Executive Summary

The National Action Plan (NAP) needs to be:

- *Grounded in an intersectional women’s human rights framework,ⁱ responsive to international norms,ⁱⁱ obligations,ⁱⁱⁱ and standards throughout*
- *An all-of-government approach, inclusive of federal ministries in addition to the Department for Women and Gender Equality (WAGE) and the provincial/territorial Status offices*
- *Structured to provide continuous coordination and incentives for provincial and territorial adoption and leadership as solutions to the jurisdictional challenges of universal implementation and national standards^{iv}*
- *Grounded in VAW/GBV community-based expertise and service sustainability*
- *Inclusive of a robust prevention agenda*
- *Guided by intersectional feminist expertise*

- *Attached to a realistic and substantial budget, commensurate with the pervasiveness of the social harm*
- *Productive of interventions that are culturally and linguistically accessible and safe*
- *Guided by a robust feminist Monitoring, Evaluation, and Learning (MEL) process*
- *Harmonized with the parallel national action plan(s) on Missing and Murdered Indigenous Women and Girls (MMIWG)*

What advocates, experts, and the general public want is a national plan that is intersectional, bold, and ambitious; one that is adequately funded and leaves the response to the National Inquiry into MMIWG recommendations in the hands of Indigenous women and Indigenous legal experts, but harmonizes the planning process to provide for a vision of the eradication of VAW/GBV for all.

I. Intersectional^v

Pre-COVID-19 research shows that the levels of violence that women, girls, and gender-diverse people experience in Canada have changed little over the past two decades. The current systems of response to violence have failed to significantly lower the levels of violence they experience. Moreover, those with the least access to services – those in rural and remote areas and Indigenous, Disabled, racialized, Black, gender non-conforming, trans and migrant people – experience the highest rates of violence.^{vi} To build a Canada where women, girls, and gender

non-conforming people are not subjected daily to violence simply because of their identities, our governments must take a new approach. As part of the government’s COVID recovery response, and in light of the groundswell of discontent with inequality, racism, police brutality, and the stalled progress on the MMIWG recommendations, a truly intersectional NAP could mark real progress on many fronts.

The NAP: A bold election platform promise for intersectional feminist policy reform

Within the first mandate of the Trudeau Liberals, a *Federal VAW/GBV Strategy* was developed. Although this is a useful first step, the inability of a federal strategy to address jurisdictional gaps and inconsistencies means that many of the key issues highlighted by VAW/GBV advocates as essential to meaningfully address violence fell outside the scope of this Strategy.

In recognition that Canada needs a coherent, coordinated, well-resourced *National Action Plan (NAP)* on Violence Against Women/Gender-Based Violence (VAW/GBV) – one where postal codes do not define life or death due to violence – the current minority government’s election platform included development of a NAP. This requires the leadership of the federal government, along with the cooperation of provincial, territorial, and municipal governments, as well as on- and off-reserve First Nations/Indigenous governments.

The original Blueprint for Action developed by Women’s Shelters Canada (WSC) and its partners across Canada provided a roadmap for a NAP on VAW/GBV. It covered both the content and the process for defining and implementing the Plan.

During COVID, people living in Canada have seen how government can act in concert when the political will and the lives of Canadians are at stake. The pre-existing pandemic of violence against women and gender-based violence^{vii} should be considered of the same magnitude. Likewise, its intersections with other forms of oppression and exclusion, such as homelessness, poverty, anti-Black racism, disability, homophobia, and transphobia, have also been exposed for all to see. The lives of women and gender-diverse people who live with all these identities are worthy of the same public policy focus. Studies from the global to the local centre women’s equality as a prerequisite for full economic recovery for societies rebuilding after COVID.^{viii} Thus, proper investment in a holistic VAW/GBV NAP is critical to the whole country’s recovery.

Time’s Up: Intersectional harms escalate

- Before COVID hit, the Canadian Femicide Observatory for Justice and Accountability (CFOJA) released its first report^{ix} on January 30, 2019. From this report, we know that:
 - In 2018, 148 women and girls were killed by violence in Canada.
 - On average, every 2.5 days, one woman or girl is killed in this country – a consistent trend for four decades. Where an accused has been identified, 91% are male, consistent with national and international patterns.
 - Indigenous women and girls were overrepresented as victims, comprising about five percent of the population in Canada, but 36% of those women and girls who were killed by violence. Approximately 34% of women and girls were killed in

rural areas, whereas only about 16% of the population in Canada lives in rural areas.

- In its recent update, the CFOJA reports that 78 women and girls were killed in Canada between January 1 and June 30, 2020. Thirteen of these deaths occurred during the Nova Scotia killings. These tragedies, and subsequent renewed attention on domestic homicide and gender-based killings, add urgency to calls for a NAP.

Additional developments, research, and reports show that:

- Women with a disability were nearly twice as likely as women without a disability to have been sexually assaulted in the past 12 months; and
- About one-quarter of women with a cognitive disability (24%) or a mental health-related disability (26%) were sexually abused by an adult before they were 15 years of age.^x
- 1 in 3 women in Canada experience intimate partner violence and other forms of gender-based violence. Risks are heightened for women with a disability; Indigenous, Black, and racialized women; trans, non-binary, and gender non-conforming; migrant women; women targeted by Islamophobia; and sex workers.^{xi}
- The Nova Scotia massacre has made people living in Canada more aware of the elevated risk and impact that domestic and intimate partner violence has, not only on the person experiencing it, but also on the public,^{xii} workplace staff, and colleagues.^{xiii}
- A national survey of 375 gender-based violence service providers across Canada found that uncertainty about the sector's capacity to meet the needs of the widely expected increase in the number of women seeking help as COVID restrictions lift was among one of the most frequently cited concerns held by service providers.^{xiv}
- Several recent studies echo these findings and lay out the steps for a recovery that puts a comprehensive approach to women's equality and freedom from violence at the centre.^{xv}
- Tech-facilitated violence (referred to as cybermisogyny^{xvi}) has become an increasing concern as the world lives more of its public life online. The NAP on VAW/GBV needs to have adequate resources and expertise to address familiar forms of violence taking place in digital environments.

Numbers from within and outside Canada show that violence is increasing in the wake of COVID measures. Despite prior global public health directives on VAW/GBV, global public health directives issued on COVID failed to account for and predict the potentially deadly impact of "shelter at home" requirements for women who experience violence, leaving states to attempt to ameliorate increased rates of violence after the fact.^{xvii} A true gendered lens on public health directives might have anticipated such impacts on women and other populations without safe housing, and tailored public health directives to and for states accordingly from the start.

Additionally, Canadian Black and Indigenous activists who have long called for reform have joined international calls for addressing racism and gender bias in policing. This includes redirecting funds from these institutions that have remained resistant to culture change and into community programs that can attend to incidents of violence, mental health, and racism in

a manner that is consistent with human rights and Canadian Charter values. These calls for reform, with the foreground of the perceived inaction on the results of the MMIWG Inquiry Recommendations,^{xviii} calls for a bold new approach.

Patience for real action is wearing thin. The current federal government has faced many challenges in its second mandate, but none is as stark as the rising rates of violence against women against a backdrop of unaddressed and well-known gaps in protection, prevention, and mitigation.

The time for tinkering is well and truly done.

II. Bold: An all-of-government response

Violence against women and gender-based violence are non-partisan, societal issues affecting us all. Violence against women, awareness of it, and fears of its increase are current, pressing, and real concerns for people living in Canada.^{xix}

WSC and its partners view VAW/GBV and Canada's obligations to address it from within the international human rights frameworks of protection and attendant state obligations. As such, VAW/GBV is both a stand-alone violation of women's international human rights and is a core aspect of discrimination against women.^{xx} Effective policy development for this apparently intractable social harm must be rooted in an "all-of-government" approach, and can be grouped into the following broad categories:

- Prevention Measures
- Service Responses
- Legal and Justice Responses
- Social Policy Responses

The success of measures undertaken in each of these pillars requires attention to the measures undertaken in the others. Each pillar requires the others to ensure its effectiveness.

Often, investment in policing and criminal justice makes the headlines. However, social policy and organizations working in grassroots and community-based responses – particularly those led by Indigenous women, Black women, racialized women, and women with a disability – are key to changing social norms and systemic factors that contribute to and exacerbate violence. Investments here will go far. This is increasingly important to consider at a time when policing in particular is under scrutiny for its attitudinal intransigence and overall costliness. Based on our research, we recommend a NAP guided by the following scaffolding and process guidance. Central to it will be an accountability or Feminist Monitoring, Evaluation, and Learning (MEL) framework that resides within the NAP.

We propose the following overall structure of the NAP:

- **Integrated governance arrangements** that connect across traditional government boundaries and engage community-based sectors. **Provincial and territory ministers**

who oversee the implementation of the NAP also monitor progress and develop further Action Plans specific to their regions. Because reducing violence against women is relevant to many areas of government, these ministers will partner with other groups of ministers where appropriate to progress key national priorities.

- **Working groups** advance the implementation of important national priorities. Membership will be drawn from **government and non-government organizations that are led by and represent marginalized women.**

A national implementation plan is essential

- All governments should work together to develop a national implementation plan within four months of the launch of the NAP. The national implementation plan will set out how governments will enact key national priorities. These implementation plans should be measurable and monitored for success. New implementation plans should be developed for each action plan duration to reflect changing and emerging priorities.

Jurisdictional/regional implementation plans

- Alongside the national implementation plan, each jurisdiction will develop and make public jurisdictional implementation plans every three years. These plans need to be anchored in the leadership of VAW/GBV community-based experts with appropriate federal funding mechanisms to incentivize provincial/territorial collaboration and cooperation

Evidence-based research

- A key priority of the NAP should be to build a lasting and robust evidence base, which will bring together existing research as well as undertake new research under an agreed national research agenda. Knowledge-sharing across the country will be crucial to monitoring and evaluation of the Plan and of advancing successful strategies to end VAW/GBV. This must be embedded within a feminist MEL process.

Without such measures as part of the forethought of the Plan, success will be impossible to govern and monitor. Monitoring includes robust communication and report-backs with GBV/VAW advocates and experts. Our research on other national plans shows this to be, in its absence, a weakness of any plan, and in its presence, vital to its success.

Based on our original Blueprint, and our reissued Call to Action in March 2020, just pre-COVID lockdown, we had consensus across Canada from a wide range of stakeholders on the following:

Principles to guide the National Action Plan

- High-level commitment to a multi-pronged, coordinated, pan-Canadian approach
- Consistency across and within jurisdictions in policies and legislation that address VAW/GBV

- Shared understanding of the root causes of VAW/GBV and how it differentially impacts women subject to intersecting discrimination and oppression
- Consistent approaches to prevention of and responses to VAW/GBV

In terms of **content**, the same group of experts informed the following broad areas of concern.

Canada's National Action Plan needs to include:

- New commitments and clear targets: these must be co-led with community-based experts and advocates.
- Coordinated, clear, and effective services and systems for survivors of VAW/GBV that respect and respond to intersectionality based on multiple forms of discrimination and differential access to protection by the state. This framework should build on the international obligations and country observations Canada of which is already in possession.
- Universal coverage of response mechanisms for survivors: this must include provisions for universality of access across regions and in rural and remote communities.
- A review of all justice mechanisms, including policing, prosecution, and offender management practices to ensure new interventions do not repeat experiences that drive the most marginalized women away from seeking assistance and protection from the state.^{xxi}
- Efforts to strengthen social policies that affect women's vulnerability to violence, addressing well-known gaps in social safety nets and housing.
- Support for reliable intersectional data collection on the rates, frequency, and types of violence and weapons used as well as the duration of violence and incidents of femicide^{xxii} allowing for:
 - better tracking and evaluation
 - greater understanding of the needs of the most marginalized
 - particular attention to Indigenous women and women with a disability
- Effective prevention mechanisms
- Human and financial resources to support these measures

Built-In Early Wins: Making "bold" realizable

- A NAP could be the vehicle for a government framework to address the misogyny, lax risk assessment practices, and racialized violence that characterize **criminal justice responses to Indigenous and racialized people and women** who seek state protection.
- A NAP could entail revenue-neutral sign-ons, such as **Convention C-190**, adopted by the Centenary Conference of the International Labour Organization (ILO) in 2019. It is the first global treaty on violence and harassment in the world of work. Some countries have already ratified it. Canada was instrumental in negotiating this document and its leadership should be followed through with ratification and implementation. The Convention makes the process of developing a workplace component of a NAP much easier and more streamlined.^{xxiii}

- **Bill C-78:** Two of the most important and positive changes to the *Divorce Act* are the inclusion of a broad and inclusive definition of family violence and a detailed best interests of the child test (the test used by courts to decide on post-separation parenting arrangements for children), along with the exclusion of any presumption of equal shared parenting. These changes to the *Divorce Act* offer much hope to women whose former partners have been (and, often, continue to be) abusive and, too often, deadly. Delays in the implementation of this Bill have been met with sharp criticism.^{xxiv} **Implementing these amendments immediately would kick off the NAP and instill faith in advocates and the women for whom justice is being delayed.**^{xxv}
- **Clare’s Law:** Also known as **Domestic Violence Disclosure Scheme**, Clare’s Law is intended to provide information that could protect someone from being a victim of domestic violence. The scheme allows the police to disclose information on request about a partner’s previous history of domestic violence or violent acts. Because the nature of VAW/GBV is cyclical, risk of lethality increases over time, and the law currently regards VAW as event-based,^{xxvi} this scheme could close one of the deadliest aspects of women’s vulnerability to violence. The prairie provinces and Newfoundland and Labrador are leading the country on implementation.^{xxvii} These legal regimes deserve some attention and analysis for how they may be differentially applied across the country and/or supported by federal ministries, and this can be contained within the NAP.
- **Protection of people living in Canada and women against gun violence: Bill C-71,** adding GBV protections for licencing of those guns that are most often used to kill and terrorize women, has been given Royal Assent, and can be announced as brought into force by the Governor in Council^{xxviii} as part of a launch of the Plan. The **Cabinet Order**, prohibiting more than 1,050 types of semi-automatic rifles, which are mostly associated with public acts of misogyny and violence, can also be rolled into the early wins. As this latter Order is being challenged in several court proceedings, public understanding of it should be improved in order to protect its advances in protection against gun violence.
- **Bill C-5, An Act to Amend the Judges Act and Criminal Code,** requiring judicial education on sexual assault law and social context, was in the process of being reviewed by the Standing Committee of Justice and Human Rights when the COVID shutdowns began in mid-March. The contents of C-5 need to be finalized and agreed by the House and Senate, and then Royal Assent given. The inclusion of recommendations put forth by a range of women’s organizations will demonstrate commitment to improving the criminal justice system’s response to sexualized violence.
- **Extend and advance existing pilots to protect migrant women:** In service providers’ experience, most **migrant women** facing VAW/GBV are subject to economic and sexual coercion that is the product of the migration system.^{xxix} Starting in July 2019, changes made by the federal government allow newcomers experiencing family violence access to a fee-exempt temporary resident permit, leading to immigration status in Canada that includes a work permit and health care coverage.^{xxx} This 2-year pilot also expedites the process for those in urgent situations of family violence by allowing them to apply for permanent residence on humanitarian and compassionate grounds. **We recommend**

that this should become a permanent legislative change instead of a pilot.^{xxxii} In addition, we recommend:

- **That this pilot be amended to include protection to survivors of human trafficking.** Canada also needs to provide adequate support to trafficked persons and faster access to permanent residence.
- An increase in access to information about Temporary Residence Permits (TRPs) to survivors of human trafficking, an increase in duration from 180 days to 12 months, and streamlining applications for Permanent Residence for survivors.^{xxxiii}
- **The Safe Third Country Agreement and survivors of violence: Abandon the appeal:** Canada's emphasis on border security may have the negative consequence of forcing women fleeing VAW/GBV into more unsafe and irregular passageways to seek asylum. Canada has been experiencing a dramatic increase in irregular border crossings by asylum seekers who are unable to enter Canada through official channels because of the Safe Third Country Agreement. This includes women and children whose forced underground entry makes them more susceptible to exploitation by human traffickers. The Agreement was recently struck down by the Federal Court.^{xxxiii} On August 21, Minister Blair announced that the federal government would appeal the court's decision.^{xxxiv} Legal pathways must be made available and be well-known to asylum claimants.^{xxxv}
 - The Safe Third Country Agreement appeal should be abandoned to reduce the increased safety risks for women and the potential for human trafficking.
 - Canada could increase its exposure internationally so would-be asylum seekers are aware of legal routes of entry.
 - Efforts should be made to educate would-be asylum seekers and migrants about the risk of human trafficking through irregular entry.
- **The Emergency Support to VAW/GBV Services Across Canada: \$50 million to support shelters, sexual assault centres, and other VAW/GBV support services** during COVID demonstrated an understanding by the federal government of the differential impact of COVID on women experiencing violence and the strength of the network of shelters, sexual assault centres, and related services that support women to build lives free from violence; this success can be built on for the NAP.
- **The Economic Snapshot** included a robust GBA+ analysis that provides a foundation to work from in developing the case for each area of budget allocation and each area of ministerial responsibility.^{xxxvi}

III. Ambitious: Fulfilling Canada's International Human Rights Obligations

Since 2013, the United Nations World Health Organization (WHO) has referred to VAW/GBV as a global epidemic, shortly followed by an upgrade to pandemic.^{xxxvii} Canada's VAW statistics are consistent with global levels. The Special Rapporteur on Violence Against Women (SRVAW) confirmed this during her visit to Canada in 2018, noting in her report an urgent need for a more comprehensive and holistic National Action Plan on Violence Against Women, ensuring that women and girls in all areas of the country have access to comparable levels of services and human rights protections. She therefore recommends adopting, in cooperation with

independent human rights institutions and civil society organizations (CSOs), a National Action Plan on Violence Against Women and Domestic Violence, based on human rights standards. The Plan must address, in her view, prevention, service provision, and prosecution of violence against women. It must adhere to intersectional anti-discrimination obligations enshrined in the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW) and its General Recommendation No. 35 on gender-based violence against women.^{xxxviii}

The 2013 WHO report, and all related United Nations mechanisms following it, including the General Assembly and the Office of Secretary General, have framed the global pandemic of violence against women as both a public health and human rights crisis.^{xxxix} The SRVAW's report confirms that Canada is very much implicated in this pandemic. The discriminatory harm of VAW/GBV is embedded in the very fabric of our society and cannot be addressed by a one-term potpourri of measures. WSC and its partners are therefore calling for a bold, ambitious, and intersectional plan that accords the scope and resources required for this administration to leave a legacy of real amelioration, not Band-Aid solutions.

The Budget: Commensurate with the Scale of the Harm

The human rights, public health, and economic costs mean not addressing VAW/GBV in a holistic and all-of-government way is too costly to ignore. Based on 2013 numbers,

the combined cost of adult sexual assault and intimate partner violence is \$334 per person in Canada. This compares to the cost of the use of illegal drugs in Canada which is an estimated \$262 per person and the cost of smoking in Canada which is an estimated \$541 per person. The same cost effectiveness arguments that have led to more effective public policy to address smoking are equally relevant here. The question is not how much more do we need to spend to address this issue, but how much can we save by working to end these forms of violence.^{xi}

The total cost of intimate partner violence alone has been estimated at \$7.4 billion per year, similarly, based on 2009 numbers, published in 2013.^{xii} This is just one form of VAW/GBV that the Plan will need to address. At half this investment, or \$3.7 billion, Canada would off-set this snowballing economic and human cost, and come in at less than 20% of the COVID recovery plan signed with provinces and territories on July 16, 2020.^{xiii} This figure is based on previous Canadian studies of gender budgeting to mitigate and reduce VAW^{xliii} and our research into the successes and shortfalls of the Australian National Plan.^{xliv}

Additionally, a 2014 report focused on the ways domestic violence impacts workplaces showed that spousal abuse means losses for employers at approximately \$77.9 million annually.^{xlv}

Conclusion: The Time is Now

Women's Shelters Canada, in collaboration with partners from across the country, has been advocating for a National Action Plan on Violence against Women and Gender-Based Violence since 2015.^{xlvi} Our *Reissued NAP* adheres to a policy consensus as to the best way for states to

deal with VAW/GBV It builds on the solid foundation of the previous calls for a National Action Plan on VAW/GBV and takes stock of the different contexts we find ourselves in five years later.

The 2019 election returned the Liberal government on a platform that included the development and implementation of a NAP on VAW/GBV. Since then, COVID, high profile police brutality, and the increased profile and incidents of VAW/GBV provide an opportunity to leave a legacy that addresses the pandemic of VAW in Canada once and for all. The experts at WSC and its partners are ready to support this effort.

We encourage organizations to endorse this Reissued Call [HERE](#)

ⁱ The Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) has integrated intersectionality through its doctrine, and expressly through General Recommendation (GR) 28 and the subsequent GR 35. In GR 28, the CEDAW Committee reinterprets the entire treaty through an intersectional lens via article 2 on State Obligation: “Intersectionality is a basic concept for understanding the scope of the general obligations of States parties contained in article 2. The discrimination of women based on sex and gender is inextricably linked with other factors that affect women, such as race, ethnicity, religion or belief, health, status, age, class, caste and sexual orientation and gender identity. Discrimination on the basis of sex or gender may affect women belonging to such groups to a different degree or in different ways to men. States parties must legally recognize such intersecting forms of discrimination and their compounded negative impact on the women concerned and prohibit them,” UN Committee on the Elimination of Discrimination Against Women (CEDAW), *General Recommendation No. 28 on the Core Obligations of States Parties under Article 2 of the Convention on the Elimination of All Forms of Discrimination against Women CEDAW/C/GC/28* (2010) at para 18.

ⁱⁱ Prime Minister Trudeau pledged to ratify the Inter-American regional VAW Treaty protection known as Belem do Para. See: Prime Minister of Canada, news release, “Prime Minister concludes his participation at the VIII Summit of the Americas” (14 April 2018), online: <markets.businessinsider.com/news/stocks/prime-minister-concludes-his-participation-at-the-viii-summit-of-the-americas-1021373332>.

ⁱⁱⁱ Canada has received numerous guidance from international treaty bodies and special procedures specific to a NAP on GBV/VAW. See: CEDAW/C/CAN/CO/8-9 at paras 24, 25, online: <[tinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW%2fC%2fCAN%2fCO%2f8-9&Lang=en](http://internet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW%2fC%2fCAN%2fCO%2f8-9&Lang=en)>. For a summary, see: Canada, *Matrice of Recommendations: 128.30*. “Continue to engage with civil society groups and demonstrate that challenges presented by relationships between its federal, provincial and territorial governments do not present unnecessary obstacle to ensuring implementation of its international human rights obligations” (United Kingdom of Great Britain and Northern Ireland); Source of position: A/HRC/24/11/Add.1 at para 7, online: <www.ohchr.org/EN/HRBodies/UPR/Pages/CAindex.aspx>; Dubravka Šimonović, *Visit to Canada Report of the Special Rapporteur on violence against women, its causes and consequences*, A/HRC/41/42/Add.1 [advance unedited version], July 2019, online: <www.ohchr.org/EN/HRBodies/HRC/RegularSessions/Session41/Documents/A_HRC_41_42_Add_1_EN.docx>.

^{iv} See CEDAW *supra* note iii, “The Committee is concerned that the federal Government may not sufficiently use the available accountability mechanisms to ensure that the provincial and territorial governments establish legal and policy measures that are fully compliant with the Convention” at para 11.

^v The term intersectionality was first coined by Kimberlé Crenshaw, an American critical race feminist activist and legal scholar. The term in her writing was a metaphor for how discrimination works in real life: “Discrimination, like traffic through an intersection, may flow in one direction, and it may flow in another. If an accident happens in an

intersection, it can be caused by cars traveling from any number of directions, and sometimes from all of them.” In this analogy, the accident is the human rights harm that is caused to an individual, and the intersections are all the different “grounds,” or identities/situations that are forms of discrimination. See: Kimberlé Crenshaw, “Demarginalizing the Intersection of Race and Sex: A Black Feminist Critique of Antidiscrimination Doctrine, Feminist Theory and Antiracist Politics,” (1989) *U Chi Leg F* 139 at 149.

^{vi} Adam Cotter, “Violent victimization of women with disabilities,” *Statistics Canada* (15 March 2018), online: <www150.statcan.gc.ca/n1/pub/85-002-x/2018001/article/54910-eng.htm>; Statistics Canada, “Fact Sheet: Victims of police-reported violent crime in the Northwest Territories, 2016,” online: <www150.statcan.gc.ca/n1/pub/85-002-x/2018001/article/54960/s13-eng.htm>; Department of Justice Canada, “Victimization of Indigenous Women and Girls” (July 2017), online: <www.justice.gc.ca/eng/rp-pr/jr/jf-pf/2017/july05.html>.

^{vii} World Health Organization, “Executive Summary,” *Global and regional estimates of violence against women: prevalence and health effects of intimate partner violence and non-partner sexual violence* (2013), online: <apps.who.int/iris/bitstream/handle/10665/85239/9789241564625_eng.pdf>.

^{viii} UN Women, “COVID 19 and ending Violence Against Women and Girls: Examples of Responses from Governments,” *Issue Brief* (2020), online: <www.unwomen.org/-/media/headquarters/attachments/sections/library/publications/2020/issue-brief-covid-19-and-ending-violence-against-women-and-girls-en.pdf>; CWF, CCPA, ONN, Kathleen Lahey, *Resetting Normal: Funding a Thriving Women’s Sector* (CWF: May 2020), online: <canadianwomen.org/resetting-normal>; CWF, CCPA, and Fay Faraday, *Resetting Normal: Women, Decent Work and Canada’s Fractured Care Economy* (CWF: July 2020), online: <canadianwomen.org/resetting-normal>; A. Sultana & C. Ravanera, *A Feminist Economic Recovery Plan for Canada: Making the Economy Work for Everyone* (GATE and YWCA Canada: 28 July 2020), online: <static1.squarespace.com/static/5f0cd2090f50a31a91b37ff7/t/5f205a15b1b7191d12282bf5/1595955746613/Feminist+Economy+Recovery+Plan+for+Canada.pdf>; Anne Nuorgam, “COVID-19 and Indigenous peoples,” *United Nations Department of Economic and Social Affairs*, online: <www.un.org/development/desa/indigenouspeoples/covid-19.html>; Gina Starblanket and Dallas Hunt, “Indigenous communities and COVID-19: The virus may not discriminate, but responses to it do,” *The Globe & Mail* (27 March 2020), online: <www.theglobeandmail.com/opinion/article-indigenous-communities-and-covid-19-the-virus-may-not-discriminate>.

^{ix} Myrna Dawson, Danielle Sutton, Michelle Carrigan, and Valérie Grand'Maison, *#CallItFemicide: Understanding gender-related killings of women and girls in Canada 2018* (CFOJA: 2019), online: <femicideincanada.ca/callitfemicide.pdf>.

^x Adam Cotter, “Violent victimization of women with disabilities, 2014,” *Canadian Centre for Justice Statistics* (28 March 2018), online: <www150.statcan.gc.ca/n1/pub/85-002-x/2018001/article/54910-eng.htm>.

^{xi} NAWL/ANFD, *Written Submission for the Pre-Budget Consultations in Advance of the Upcoming Federal Budget*, July 2020 at 3.

^{xii} Jude McCulloch and Jane Maree Maher, “The Intimate Connection between Mass Shootings and Violence Against Women,” *Policy Options* (May 2020), online: <policyoptions.irpp.org/magazines/may-2020/the-intimate-connection-between-mass-shootings-and-violence-against-women>.

^{xiii} Canadian Labour Congress and Western University, Domestic Violence at Work Resource Centre, online: <canadianlabour.ca/issues-research/domestic-violence-work>.

^{xiv} Ending Violence Against Women Canada, *Draft Document*, via email in author’s possession, August 2020.

^{xv} CWF, CCPA, ONN, Kathleen Lahey, *supra* note viii; CWF, CCPA, and Fay Faraday, *supra* note viii.

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