# EDMONTON WOMEN'S QUALITY OF LIFE SCORECARD

*A Summary of Women's Initiative Edmonton Statistical Analysis*

**FEBRUARY 2017**

*Citizen Services*

WOMEN'S INITIATIVE
EDMONTON

Edmonton

# Executive Summary

## PREAMBLE

Edmonton's Women's Initiative led by Councillor Bev Esslinger and Mayor Don Iveson was approved by City Council in March 2014. The initiative includes a variety of dynamic, action–focused projects to explore issues and opportunities that affect the quality of life for women in Edmonton, and for all citizens.

The Edmonton Women's Quality of Life Scorecard (EWQL) was developed to provide insight into the life and experiences of women in Edmonton and track overtime where change may be occurring. **It is an opportunity to have a "made in Edmonton" analysis of women and their of quality of life**. Through research, review of practices in other municipalities and demographic/psychographic profiles, issues and opportunities for women in Edmonton can be identified.

Following extensive research of best practices, five diverse indicators were selected for this scorecard. They are used in conjunction with existing national and global gender gap rankings and reports.

The Edmonton Women's Quality of Life scorecard aims to evaluate the quality of life for women as related to five goals:

1. **Finance and Economy:** Women have the opportunity to be active members of the workforce and employment of their choice.
2. **Leadership, Political Empowerment and Participation:** Women are equitably represented in all levels of government and in key decision–making roles.
3. **Education:** Women have access to education to achieve qualifications needed to ensure increased opportunities.
4. **Health and Wellness:** Women have high levels of physical and mental health, happiness and wellness.
5. **Safety:** Women feel and experience safe environments.

## THE ANALYSIS AND THE REPORT

This summary and interpretation of findings contains the EWQL scorecard, a summary of results by year between 2011 and 2015, as available, and appendix tables with further details and methodologies.

Unless otherwise indicated, the Scorecard Results include a comparison to the Canadian women's averages (CWA) or Canadian census metropolitan areas (CMAs) women's results. These measurements are included as a benchmark of Edmonton's relative success in each goal; and where applicable, results from Edmonton men are included for a second reference. The analysis excludes additional breakdown of demographics beyond gender.

The data, unless otherwise available from a reliable source, is based on Statistics Canada reports of Edmonton census metropolitan area (CMA), with repeatable measurement data.

Further information about research data and the benchmark sources is provided in appendices – "Sources and Methodology" in the online version.

https://www.edmonton.ca/city_government/initiatives_innovation/womens–initiatives.aspx

The percentage of women in leadership roles by National Occupational Code category averages for Edmonton CMA in 2011.

**30%**

FRONT LINE LEADERSHIP

**37%**

MANAGEMENT LEADERSHIP

**29%**
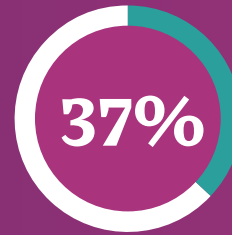
SENIOR MANAGEMENT

## FINDINGS

Overall, Edmonton women are above or on par with Canadian women in the three goals of **Finance and Economy, Education and Health**. The two goals for improvement are **Safety and Leadership, Political Empowerment and Participation**.

The specific measurement and subcategory areas where Edmonton women are behind national averages include:

· **Part–time employment rates** and participation in **apprenticeships and trades** (both 2% below CWA).

As related to political empowerment and participation:

· Overall number of women in Edmonton who are **council candidates** and subsequently elected as **municipal officials** are under–represented compared to other CMAs with variances of 5% and 18% respectively for councillors, and 16% for the elected mayors.

· Although Edmonton women are well represented for both provincial and federal elections candidates, only elected

Edmonton women Members of the Legislative Assembly are higher than the CMA average with 37% representation compared to 33% provincially; while the **Member of Parliament representation** falls 15% below the national average (11% compared to 26%).

With respect to leadership:

· Edmontonian women are behind the CWA in **frontline supervisory** roles by 3% while management, senior management and legislators are marginally at or above representation rates from other areas of Canada.

Finally, under safety:

· Edmonton women's **homeless rates** fall below Alberta benchmark rates in each subcategory with respect to provisional or full–time shelter, or unsheltered homelessness. The total homeless rate as expressed per 100,000 population has increased since 2012 and is above the Alberta 7 Cities 2014 benchmark. See Part II results.

## CONCLUSION

This initial scorecard is meant as a benchmark so that as new data is compiled, progress in Edmonton can be evaluated. This document has used sources that will allow future consistent analysis for data measurement.

The scorecard also provides an opportunity for Edmonton's women to have a ''made in Edmonton'' analysis of women and their state of quality of life. From the results, further research and initiatives

can be initiated as required. It is anticipated the research will also provide insights on how the Women's Initiative can use this scorecard as an evaluation component of program initiatives.

It is the intention that this scorecard will be reassessed as new data is released to measure Edmonton women's progress relative to Canadian benchmarks.

# Edmonton Women's Scorecard Measures 2017

FINANCE & ECONOMY

## Labour Force Participation

## 68%

of women participating in the labour force from the entire women population (age 15 and over), from Edmonton CMA.

EDUCATION

## Education Level

**82%** OF WOMEN HAVE A HIGH SCHOOL DIPLOMA

**16%** OF WOMEN HAVE A UNIVERSITY DEGREE

LEADERSHIP

## Political Representation

The percentage of women elected as Edmonton Councillors, provincial MLAs from Edmonton ridings and federal MPs from Edmonton ridings.

**8%** City Councillors

**37%** Provincial MLAs

**11%** Federal MPs

# Civic Engagement

**52%** The percentage of women on council–appointed civic agencies. This includes advisory boards, quasi–judicial boards, standing committees, decision–making boards, external boards, key boards and intergovernmental boards.

HEALTH

# Life Expectancy

## 84.18

The average life years as expected at birth for women in Edmonton health continuum zone (includes surrounding areas included in CMA).

HEALTH

# Total Homeless Rate

The rate of homeless women per 100,000 population, by subcategories of not–accommodated, sheltered and provisionally accommodated for the City of Edmonton only, which is higher than the benchmark, is

## 74.62

On average, Indigenous populations are

## 9x HIGHER

SAFETY

# Domestic Violence Occurences

## 8512

78.6% of the victims were female.

Rates are consistently higher in racialized and Indigenous women.

–*See Results Notes on page 8*

# Part I: EWQL Scorecard Measures

| OUTCOME | MEASURE NAME | MEASURE DESCRIPTION |
|---|---|---|
| **Finance and Economy #1** | | |
| **Women have the opportunity to be active members of the workforce and employment of their choice** | Labour Force Participation | The percentage of women participating in the labour force from the entire women population (age 15 and over), from Edmonton CMA. |
| | Employment Rates | The percentages of women labour force participants (age 15 and over) that are employed with subcategories of full time and part-time employment for Edmonton CMA. |
| | Low Income Rates | The percentages of all women that are below the low income measure after tax for Edmonton CMA. |
| **Leadership, Political Empowerment and Participation #2** | | |
| **Women are equitably represented in all levels of government and in key decision making roles** | Candidate Representation | The percentages of women candidates for Mayor, City Councillors, provincial MLA from Edmonton ridings, and federal MPs from Edmonton ridings. |
| | Political Representation | The percentages of women elected as Mayor, City Councillors, provincial MLAs from Edmonton ridings, and federal MPs from Edmonton ridings. |
| | Civic Agency Representation | The percentage of women on council-appointed civic agencies, both including and excluding the Women's Advocacy Voice of Edmonton (WAVE). This includes advisory boards, quasi-judicial boards, standing committees, decision-making boards, external boards, key boards and intergovernmental boards. |
| | Frontline Leadership | The percentage of women in frontline leadership positions by National Occupational Code category averages (occupations that include "supervisor") for Edmonton CMA. |
| | Management Leadership | The percentage of women in management positions by National Occupational Code category averages (occupations that include "manager") for Edmonton CMA. |
| | Senior Management / Legislators | The percentage of women in senior management and legislative roles by National Occupational Code category averages (occupations in category code "senior management and legislators") for Edmonton CMA. |
| **Education #3** | | |
| **Women achieve skills and qualifications to have increased opportunity** | Base Education Level | Percentage of women with no completed education certificate and high school diploma or equivalent as highest level of education achieved for Edmonton CMA. |
| | Post Secondary Education Level | Percentage of women with undergraduate degrees, bachelor's degrees, trades certificates or diplomas, college, CEGEP or other non-university certificate or diploma, for Edmonton CMA. |
| | Graduate Education Level | Percentage of women with university certificates or diploma above bachelor levels, degrees in medicine, dentistry, veterinary medicine or optometry, master's degrees or doctorates for Edmonton CMA. |
| **Health and Wellness #4** | | |
| **Women have high level of physical and mental health, wellness, and security** | Life Expectancy | The average life years as expected at birth for women in Edmonton health continuum zone (includes surrounding areas also included in CMA). |
| | Health Expectancy | The average number of years that a woman can expect to live in "full health" by taking into account years lived in less than full health due to disease and/or injury, for women in Edmonton health continuum zone (includes surrounding areas also included in CMA). |
| | Security | The rate of homeless women per 100,000 population, by subcategories of not-accommodated, sheltered and provisionally accommodated for City of Edmonton only. |
| **Safety #5** | | |
| **Women feel and experience safe environments** | Gender Based Violence *(per 100,000 population)* | Women victimization rates with subcategories of sexual assault and intimate partner violence for Edmonton CMA. |
| | Safety Perception | Percentage of women respondents who agree/strongly agree that overall, Edmonton is a safe city based on City of Edmonton respondents. |

# Part II: Scorecard Results

| GOAL MEASURE AND SUBCATEGORY | EDMONTON | | | | | CANADIAN BENCHMARK | | | MEETS/ EXCEEDS |
|---|---|---|---|---|---|---|---|---|---|
| | 2011 | 2012 | 2013 | 2014 | 2015 | WOMEN | MEN | YEAR | |
| **Finance & Economy #1** | | | | | | | | | |
| **Labour force participation** | 68% | 69% | 68% | 66% | 68% | 63% | 79% | 2015 | ✓ |
| **Employment rates** | | | | | | | | | ✓ |
| Full–time employment | 57% | 59% | 60% | 57% | 57% | 57% | 69% | 2015 | |
| Part–time employment | 20% | 20% | 17% | 20% | 19% | 21% | 7% | 2015 | ✗ |
| **Low income measure** | 9.5% | 6.5% | 8.7% | 6.1% | | 13.5% | 7.2% | 2014 | ✓ |
| **Leadership, Political Empowerment & Participation #2** | | | | | | | | | |
| **COE Candidate representation** | | | | | | | | | |
| City Mayor | | | 33% | | | 14% | 67% | 2015 | ✓ |
| Councillors | | | 21% | | | 26% | 79% | 2015 | ✗ |
| MLAs | | 26% | | | 27% | 27% | 73% | 2015 | ✓ |
| MPs | 24% | | | | 36% | 30% | 64% | 2015 | ✓ |
| **COE Political representation** | | | | | | | | | |
| City Mayor | | | 0% | | | 16% | 100% | 2015 | ✗ |
| Councillors | | | 8% | | | 26% | 92% | 2015 | ✗ |
| MLAs | | 26% | | | 37% | 33% | 63% | 2015 | ✓ |
| MPs | 25% | | | | 11% | 26% | 89% | 2015 | ✗ |
| **Civic engagement** | | | | | | | | | |
| With WAVE | | 42% | 45% | 48% | 52% | | 48% | 2015 | – |
| Without WAVE | | | | 41% | 45% | | 55% | 2015 | – |
| **Frontline leadership** | 30% | | | | | 33% | 70% | 2011 | ✗ |
| **Management leadership** | 37% | | | | | 37% | 63% | 2011 | ✓ |
| **Senior management / legislators** | 29% | | | | | 27% | 71% | 2011 | ✓ |
| **Education #3** | | | | | | | | | |
| **Base education level** | | | | | | | | | |
| No completed education certificate | 18% | | | | | 20% | 17% | 2011 | ✓ |
| High school diploma only | 28% | | | | | 26% | 25% | 2011 | ✓ |
| **Post secondary education level** | | | | | | | | | |
| Apprenticeship / trades | 5% | | | | | 7% | 17% | 2011 | ✗ |
| College / CEGEP | 20% | | | | | 20% | 16% | 2011 | ✓ |
| University below bachelor level | 5% | | | | | 5% | 4% | 2011 | ✓ |
| University at bachelor level | 16% | | | | | 14% | 13% | 2011 | ✓ |
| Graduate education level | 8% | | | | | 8% | 7% | 2011 | ✓ |
| **Health & Wellness #4** | | | | | | | | | |
| **Life expectancy** | 83.79 | 84.00 | 84.06 | 84.18 | | 83.89 | 79.53 | 2014 | ✓ |
| **Health expectancy** | | | 73.24 | 73.14 | | 72.06 | 69.89 | 2014 | ✓ |
| **Security** *(Per 100,000 population)* | | | | | | | | | |
| Unsheltered homeless rate | | 34.72 | | 11.99 | | 3.74 | 39.51 | 2014 | ✗ |
| Provisionally accommodated rate | | | | 23.00 | | 29.83 | 34.57 | 2014 | ✗ |
| Sheltered rate | | 25.24 | | 39.63 | | 41.14 | 127.72 | 2014 | ✗ |
| Total homeless rate | | 59.96 | | 74.62 | | 73.38 | 201.8 | 2014 | ✗ |
| **Safety #5** | | | | | | | | | |
| **Gender based violence** *(Per 100,000 population)* | | | | | | | | | |
| Sexual assault *(Edmonton)* | 180.3 | 181.8 | 168.8 | 166.0 | 170.8 | 102.7 | 15.6 | 2015 | |
| Intimate Partner Violence *(Edmonton)* | 548.1 | 570.9 | 498.6 | 485.9 | 497.2 | 478.3 | 76.9 | 2015 | |
| Sexual assault *(CMA)* | 151.3 | 152.4 | 141.3 | 140.5 | 144.7 | 96.5 | 13.5 | 2015 | |
| Intimate Partner Violence *(CMA)* | 576.6 | 577.1 | 516.0 | 492.6 | 505.1 | 408.7 | 98.5 | 2015 | |
| **Safety perception** *(Edmonton only)* | | | | | 65% | – | 72% | 2014 | – |

# RESULTS NOTES:

**Leadership representation:** Data from 2011 Statistics Canada National Household Survey, data unavailable again until 2016 (5 year census cycle).  See Appendix 1 – Leadership Representation Detailed Summary by National Occupational Code for further details.

**Education:** Data from 2011 Statistics Canada National Household Survey, data unavailable again until 2016 (5 year census cycle).

**Health expectancy:** Data only available for 2009–2010 and 2013–2014.

**Security:** Edmonton 2012 provisionally accommodated rates were not tracked by Homeward trust in 2012 making a categorical comparison to 2014 for Edmonton difficult.  Total homeless rate is the most valuable comparison for Edmonton women's year over year progress.  See Appendix 2 – Security Rates & Results Summary for further details.

**Domestic Violence:**  Domestic Violence is ANY use of physical or sexual force, actual or threatened, in an intimate relationship which may include a single act of violence or a number of acts forming a pattern of abuse through the use of assaultive and controlling behaviour.

**Gender Based Violence:** Includes; sexual assault, and intimate partner violence and family violence.

**Census Metropolitan Area (CMA):** A census metropolitan area (CMA) consists of one or more neighbouring municipalities situated around a major urban core. A CMA must have a total population of at least 100,000 of which 50,000 or more live in the urban core. To be included in the CMA, other adjacent municipalities must have a high degree of integration with the central urban area, as measured by commuting flows derived from census data. A CMA typically comprises more than one police service.

**Safety Perception:** Select Citizen's Perception Survey from January 2015. There is no Canadian benchmark on safety as this is a City of Edmonton survey.  The male Canandian benchmark statistic is for Edmonton only.

# LEADERSHIP REPRESENTATION DETAILED SUMMARY BY NATIONAL OCCUPATIONAL CODE

This appendix provides the detailed results of measures 4–6, frontline leadership, management leadership and senior leadership/legislators, by their respective National Occupational Classification (NOC). The benchmark results are the division of the women and men in the same NOC sublevels within Canada.

| **Measure #5: Management Leadership** | **Edmonton Results** | | **Benchmark Results** | |
|---|---|---|---|---|
| NATIONAL OCCUPATIONAL CLASSIFICATION SUB–LEVEL SUMMARY | WOMEN % | MEN % | WOMEN % | MEN % |
| 1211 Supervisors, general office and administrative support workers | 79% | 21% | 71% | 29% |
| 1212 Supervisors, finance and insurance office workers | 86% | 14% | 76% | 24% |
| 1213 Supervisors, library, correspondence and related information workers | 67% | 33% | 61% | 39% |
| 1214 Supervisors, mail and message distribution occupations | 49% | 51% | 65% | 35% |
| 1215 Supervisors, supply chain, tracking and scheduling co–ordination occupations | 24% | 76% | 30% | 70% |
| 3011 Nursing co–ordinators and supervisors | 87% | 13% | 88% | 12% |
| 6211 Retail sales supervisors | 61% | 39% | 62% | 38% |
| 6311 Food service supervisors | 60% | 40% | 66% | 34% |
| 6313 Accommodation, travel, tourism and related services supervisors | 51% | 49% | 49% | 51% |
| 6314 Customer and information services supervisors | 68% | 32% | 67% | 33% |
| 6315 Cleaning supervisors | 33% | 67% | 40% | 60% |
| 6316 Other services supervisors | 40% | 60% | 37% | 63% |
| 7201 Contractors and supervisors, machining, metal forming, shaping and erecting trades and related occupations | 2% | 98% | 4% | 96% |
| 7202 Contractors and supervisors, electrical trades and telecommunications occupations | 10% | 90% | 13% | 87% |
| 7203 Contractors and supervisors, pipefitting trades | 17% | 83% | 9% | 91% |
| 7204 Contractors and supervisors, carpentry trades | 5% | 95% | 3% | 97% |
| 7205 Contractors and supervisors, other construction trades, installers, repairers and servicers | 9% | 91% | 12% | 88% |
| 7301 Contractors and supervisors, mechanic trades | 4% | 96% | 7% | 93% |
| 7302 Contractors and supervisors, heavy equipment operator crews | 4% | 96% | 4% | 96% |
| 7303 Supervisors, printing and related occupations | 51% | 49% | 35% | 65% |
| 7304 Supervisors, railway transport operations | 0% | 100% | 10% | 90% |

**Measure #5:** *Continued*

| NATIONAL OCCUPATIONAL CLASSIFICATION SUB–LEVEL SUMMARY | Edmonton Results WOMEN % | Edmonton Results MEN % | Benchmark Results WOMEN % | Benchmark Results MEN % |
|---|---|---|---|---|
| 7305 Supervisors, motor transport and other ground transit operators | 20% | 80% | 17% | 83% |
| 8211 Supervisors, logging and forestry | 0% | 100% | 9% | 91% |
| 8221 Supervisors, mining and quarrying | 13% | 87% | 6% | 94% |
| 8222 Contractors and supervisors, oil and gas drilling and services | 1% | 99% | 6% | 94% |
| 8252 Agricultural service contractors, farm supervisors and specialized livestock workers | 30% | 70% | 42% | 58% |
| 8255 Contractors and supervisors, landscaping, grounds maintenance and horticulture services | 8% | 92% | 23% | 77% |
| 9211 Supervisors, mineral and metal processing | 0% | 100% | 6% | 94% |
| 9212 Supervisors, petroleum, gas and chemical processing and utilities | 6% | 94% | 15% | 85% |
| 9213 Supervisors, food, beverage and associated products processing | 37% | 63% | 28% | 72% |
| 9214 Supervisors, plastic and rubber products manufacturing | 0% | 100% | 19% | 81% |
| 9215 Supervisors, forest products processing | 0% | 100% | 6% | 94% |
| 9217 Supervisors, textile, fabric, fur and leather products processing and manufacturing | 0% | 0% | 44% | 56% |
| 9221 Supervisors, motor vehicle assembling | 0% | 100% | 14% | 86% |
| 9222 Supervisors, electronics manufacturing | 0% | 0% | 30% | 70% |
| 9223 Supervisors, electrical products manufacturing | 0% | 100% | 15% | 85% |
| 9224 Supervisors, furniture and fixtures manufacturing | 0% | 0% | 14% | 86% |
| 9226 Supervisors, other mechanical and metal products manufacturing | 0% | 100% | 9% | 91% |
| 9227 Supervisors, other products manufacturing and assembly | 0% | 100% | 23% | 77% |
| **Total Frontline Leadership Representation** | **30%** | **70%** | **33%** | **67%** |

## Measure #6: Management Leadership

| NATIONAL OCCUPATIONAL CLASSIFICATION SUB–LEVEL SUMMARY | | Edmonton Results | | Benchmark Results | |
|---|---|---|---|---|---|
| | | WOMEN % | MEN % | WOMEN % | MEN % |
| 0111 | Financial managers | 58% | 42% | 56% | 44% |
| 0112 | Human resources managers | 65% | 35% | 64% | 36% |
| 0113 | Purchasing managers | 30% | 70% | 31% | 69% |
| 0114 | Other administrative services managers | 64% | 36% | 54% | 46% |
| 0121 | Insurance, real state and financial brokerage managers | 45% | 55% | 51% | 49% |
| 0122 | Banking, credit and other investment managers | 60% | 40% | 58% | 42% |
| 0124 | Advertising, marketing and public relations managers | 45% | 55% | 56% | 44% |
| 0125 | Other business services managers | 41% | 59% | 55% | 45% |
| 0131 | Telecommunication carriers managers | 28% | 72% | 32% | 68% |
| 0132 | Postal and courier services managers | 48% | 52% | 40% | 60% |
| 0211 | Engineering managers | 7% | 93% | 13% | 87% |
| 0212 | Architecture and science managers | 49% | 51% | 42% | 58% |
| 0213 | Computer and information systems managers | 18% | 82% | 24% | 76% |
| 0311 | Managers in healthcare | 73% | 27% | 75% | 25% |
| 0411 | Government managers – health and social policy development and program administration | 64% | 36% | 61% | 39% |
| 0412 | Government managers – economic analysis, policy development and program administration | 39% | 61% | 44% | 56% |
| 0413 | Government managers – education policy development and program administration | 41% | 59% | 55% | 45% |
| 0414 | Other managers in public administration | 44% | 56% | 40% | 60% |
| 0423 | Managers in social, community and correctional services | 70% | 30% | 73% | 27% |
| 0511 | Library, archive, museum and art gallery managers | 78% | 22% | 77% | 23% |
| 0512 | Managers – publishing, motion pictures, broadcasting and performing arts | 49% | 51% | 54% | 46% |
| 0601 | Corporate sales managers | 22% | 78% | 28% | 72% |
| 0621 | Retail and whole sale trade managers | 39% | 61% | 51% | 49% |
| 0631 | Restaurant and food service managers | 49% | 51% | 60% | 40% |
| 0632 | Accommodation service managers | 49% | 51% | 60% | 40% |
| 0651 | Managers in customer and personal services | 62% | 38% | 72% | 28% |
| 0711 | Construction managers | 10% | 90% | 14% | 86% |
| 0712 | Home building and renovation managers | 7% | 93% | 16% | 84% |
| 0714 | Facility operation and maintenance managers | 24% | 76% | 20% | 80% |
| 0731 | Managers in transportation | 25% | 75% | 27% | 73% |
| 0811 | Managers in natural resources production and fishing | 7% | 93% | 13% | 87% |
| 0821 | Managers in agriculture | 29% | 71% | 60% | 40% |
| 0822 | Managers in horticulture | 59% | 41% | 57% | 43% |
| 0823 | Managers in aquaculture | 0% | 0% | 14% | 86% |
| 0912 | Utilities manager | 20% | 80% | 17% | 83% |
| **Total Management Leadership Representation** | | **37%** | **63%** | **37%** | **63%** |

| Measure #7: Senior Management & Legislators | | Edmonton Results | | Benchmark Results | |
|---|---|---|---|---|---|
| **NATIONAL OCCUPATIONAL CLASSIFICATION SUB–LEVEL SUMMARY** | | **WOMEN %** | **MEN %** | **WOMEN %** | **MEN %** |
| 0011 | Legislators | 39% | 61% | 34% | 66% |
| 0012 | Senior government managers and officials | 39% | 61% | 46% | 54% |
| 0013 | Senior managers – financial, communications and other business services | 20% | 80% | 33% | 67% |
| 0014 | Senior managers – health, education, social and community services and membership organizations | 61% | 39% | 59% | 41% |
| 0015 | Senior managers – trade, broadcasting and other services | 26% | 74% | 34% | 66% |
| 0016 | Senior managers – construction, transportation, production and utilities | 10% | 90% | 20% | 80% |
| **Total Senior Management & Legislators** | | **29%** | **71%** | **27%** | **73%** |

## SECURITY RATES & RESULTS SUMMARY

This appendix summarizes further details of women's homelessness, by subcategories of not–accommodated, sheltered and provisionally accommodated, both as the actual numbers of women experiencing homelessness and the rates per 100,000 population. Edmonton men's rates, Calgary subcategory results, and Alberta 7 Cities total numbers and rates are included for benchmarking.

| SUBCATEGORY | Edmonton Women's Results | | | | Benchmark Results | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| | 2012 ACTUAL | 2012 RATE | 2014 ACTUAL | 2014 RATE | CALGARY ACTUAL | CALGARY/ AB RATE | EDM MEN ACTUAL 2014 | EDM MEN RATE 2014 |
| Unsheltered homeless | 282 | 34.72 | 98 | 11.99 | 43 | 3.74[CGY] | 321 | 39.51 |
| Provisionally accommodated | | | 188 | 23.00 | 343 | 29.83[CGY] | 283 | 34.57 |
| Sheltered | 205 | 25.24 | 342 | 39.63 | 473 | 41.14[CGY] | 1044 | 127.72 |
| **Total** | **487** | **59.96** | **628** | **74.62** | **859** | **74.62[AB]** | **1848** | **201.80** |
| Women's % of total homeless persons | | | | 27% | | 26%[AB] | | 73% |

[i] Rates are per 100,000

[CGY] Compared to Calgary's 2014 Point–In–Time Homeless count

[AB] Compared to 7 Cities on Housing and Homelessness statistics (Medicine Hat, Grande Prairie, Red Deer, Lethbridge, Wood Buffalo, Calgary & Edmonton)

Edmonton 2011 population: 812,201; 2014 population: 877,926. Calgary 2014 population: 1,195,195

# THE EWQL SCORECARD SOURCES & METHODOLOGY

| MEASURE NAME | BENCHMARK | DATA SOURCE | REPORTING FREQUENCY | ADDITIONAL DETAILS AND CALCULATION METHODS |
|---|---|---|---|---|
| Labour force participation | Women's CMA average. Men's Edmonton percentages | Statistics Canada, CANSIM Table 282-0129: http://www5.statcan.gc.ca/cansim/a26?lang=eng&retrLang=eng&id=2820129&&pattern=&stByVal=1&p1=1&p2=1&tabMode=dataTable&csid= | Annual and current to 2015 | The participation rate is the annual number of labour force participants expressed as a percentage of the population 15 years of age and over. The participation rate for a particular group (age, sex, marital status) is the number of labour force participants in that group expressed as a percentage of the population for that group. Estimates are percentages, rounded to the nearest tenth. Method: extract table by going to "add/remove data" filter on Edmonton for geography, females for sex, and participation rate for labour force characteristics. Select "apply filters" at the bottom of the page. Download results to Excel. For CMA average repeat but filter on Canada for geography, females for sex, and participation rate for labour force characteristics. |
| Female employment rates | Women's CMA average. Men's Edmonton percentages | Statistics Canada, CANSIM Table 282-0129: http://www5.statcan.gc.ca/cansim/a26?lang=eng&retrLang=eng&id=2820129&&pattern=&stByVal=1&p1=1&p2=1&tabMode=dataTable&csid= & 051-0056 (Population): http://www5.statcan.gc.ca/cansim/a26?lang=eng&retrLang=eng&id=0510056&&pattern=&stByVal=1&p1=1&p2=1&tabMode=dataTable&csid= | Annual and current to 2015 | Full-time employment consists of persons who usually work 30 hours or more per week at their main or only job. Estimates in thousands, rounded to the nearest hundred. Part-time employment consists of persons who usually work less than 30 hours per week at their main or only job. Estimates in thousands, rounded to the nearest hundred. Method: extract use table 282-0129 and filter on all CMAs for geography, both male and females for sex (not all – need to select individually), and full time employment from the labour force characteristics. Repeat this step exactly for part time employment rates. Put both tables into Excel. Extract the total population numbers from table 0510-0056 filtering by CMA area for geography and both male and females for sex (not all – need to select individually). Divide the employment rates of full/part time numbers by the total population (0510-0056) x the participation rates (282-0129) for Edmonton women, then men and other CMAs to obtain the benchmark data. |
| Low income measure | Women's CMA average. Men's Edmonton percentages | Stats Canada, CANSIM Table 206-0041 http://www5.statcan.gc.ca/cansim/a26?lang=eng&id=2060041 | Annual and current to 2014 | Low income measures (LIMs), are relative measures of low income, set at 50% of adjusted median household income. Method: extract table by going to "add/remove data" filter on Edmonton and Canada for geography, females and sales for sex, and low income measure after tax for low income lines. Select "apply filters" at the bottom of the page. Download results to Excel. For CMA average repeat but filter on Canada for geography, females for sex, and participation rate for labour force characteristics. |

# THE EWQL SCORECARD SOURCES & METHODOLOGY *Continued*

| MEASURE NAME | BENCHMARK | DATA SOURCE | REPORTING FREQUENCY | ADDITIONAL DETAILS AND CALCULATION METHODS |
|---|---|---|---|---|
| Candidate Representation | Council comparisons: select CMAs. All women candidates for MLAs from Alberta. All women candidates MPs from Canada. | Multiple – see calculation methods | Updated with elections schedule. Current to 2015 | Edmonton council/mayor: Extract candidates and elected officials from https://data. edmonton.ca/City-Administration/2013-Edmonton-Election-Official-Results/b6ng-fzk2 and export into Excel. Add column for gender. Review candidate profiles via multiple web searches to assign gender to each category. Create a pivot table to summarize candidates by gender. Benchmark data: select CMAs only (Toronto, London, Hamilton, Halifax, St. Catharine's, Vancouver, Victoria and Calgary selected as cross country representation and low and high rankings per CCPA 2014 report). Go to individual municipal websites, extract candidates from most recent elections data and fill in gender representation based on profiles and titles. MLAs: candidate gender summary extracted from http://daveberta. ca/2015/03/women-alberta-politics-elections/. MPs: Edmonton ridings candidates: go to: http://www.parl.gc.ca/Parliamentarians/en/election-candidates and export the CSV of the candidates to Excel. Filter on Edmonton ridings. Add a column for gender. Use candidate profiles and titles to populate data. Profile source is: http://edmontonjournal.com/news/ politics/riding-profile-edmonton-manning. Create pivot table and summarize total female candidates. Benchmark MP candidate info extracted from: http://leanincanada.com/women-in-parliament-federal-election-2015/. |
| Political Representation | Council comparisons: 20 CMAs areas. All women MLAs from Alberta. All women MPs from Canada | Multiple – see calculation methods | Updated with elections schedule. Current to 2015 | Edmonton mayor/councillor: https://data.edmonton.ca/City-Administration/2013-Edmonton-Election-Official-Results/b6ng-fzk2 follow pivot table instructions above, only filtering on elected candidates (elected candidates will be indicated in bold from Open Data Edmonton information). Benchmark information for mayor and councillor from: http://www.fcm.ca/home/ programs/women-in-local-government.htm. MLA's: extract elected officials information from: https://www.assembly.ab.ca/net/index.aspx?p=mla_home&rnumber= (select "download MLA contact information" then filter on MLAs with MLA information only (no legislature office or constituency office) then create CSV file. Go back to assembly site and select "print MLA listing (with photos)." Use MLA title information (i.e. Mr., Mrs. Hon., Dr., etc) and photo ID to identify gender. Create two pivot tables, on the first, do not specify the riding information – this will give the benchmark data of women represented. On the second pivot table select Edmonton ridings only to give you the women representation from Edmonton. MPs: For Edmonton ridings, enter "Edmonton" into "Find MP" search bar of http://www.parl.gc.ca/Parliamentarians/en/members. Use titles and photos to assess gender and record accordingly. Benchmark data from: http://www.parl.gc.ca/ Parliamentarians/en/members. Summary data on left will summarize male and female elected officials. |
| Civic Engagement | None | City of Edmonton | Annual, Current to 2015 | Request from Governance and Legislative Services, Office of the City Manager, Office of the City Clerk. Method: Take total women appointed to advisory boards, quasi-judicial boards, standing committees, decision-making boards, external boards, key boards and intergovernmental boards. Show totals including and excluding WAVE. |

# THE EWQL SCORECARD SOURCES & METHODOLOGY *Continued*

| MEASURE NAME | BENCHMARK | DATA SOURCE | REPORTING FREQUENCY | ADDITIONAL DETAILS AND CALCULATION METHODS |
|---|---|---|---|---|
| Frontline Leadership | National averages. Men's Edmonton percentages | 2011 Census National Household Survey 99-012-X2011033: Hyperlink: https://www12.statcan.gc.ca/nhs-enm/2011/dp-pd/dt-td/Rp-eng.cfm?LANG=E&APATH=3&DETAIL=0&DIM=0&FL=A&FREE=0&GC=0&GID=0&GK=0&GRP=1&PID=105897&PRID=0&PTYPE=105277&S=0&SHOWALL=1&SUB=0&Temporal=2013&THEME=96&VID=0&VNAMEE=&VNAMEF= | 5 years. Current to 2011 | Method: From data table, select Edmonton as geographic index, sex as female; all age groups.  Submit and download data and save Excel download.  Complete again using sex filter as male.  The % of women in each NOC = total women / total women + men by each NOC add these formulas into Excel extracted data.  Filter on frontline leadership = all NOC code descriptors  with "supervisor" in title, and create a subtotal for all supervisor occupation codes. |
| Management Leadership | | | 5 years. Current to 2011 | Same as above – management = all NOC codes with manager in title (excluding 00xx codes). |
| Senior Management / Legislator Leadership | | | 5 years. Current to 2011 | Same as above – senior management / legislators = 00xx NOC codes |
| Base education level | National percentages and provincial averages for women. Men's Edmonton percentages | Statistics Canada National Household Survey 99-012-X2011040, http://www12.statcan.gc.ca/nhs-enm/2011/dp-pd/dt-td/Rp-eng.cfm?LANG=E&APATH=3&DETAIL=0&DIM=0&FL=A&FREE=0&GC=0&GID=0&GK=0&GRP=0&PID=105910&PRID=0&PTYPE=105277&S=0&SHOWALL=1&SUB=0&Temporal=2013&THEME=96&VID=0&VNAMEE=&VNAMEF= | Census years; every 5 years, current to 2011 | Data is presented in total count from table X2011040: Highest Certificate, Diploma or Degree (15), Age Groups (13B), Major Field of Study – Classification of Instructional Programs (CIP) 2011 (14), Location of Study (29), Attendance at School (3) and Sex (3) for the Population Aged 15 Years and Over, in Private Households of Canada, Provinces, Territories, Census Metropolitan Areas and Census Agglomerations, 2011 National Household Survey.  Needs to be converted to percentage based on "total – highest certificate, diploma or degree". Export to Excel. Change geography filter to Edmonton and sex filter to females only.  Divide the  education level category (i.e. none, high school, post secondary etc) by the "Total – highest certificate, diploma or degree" (using "total age groups" data).  Repeat for each category.  For  baseline information, download data again, maintain the Edmonton filter and change the sex to male.  Repeat the math to determine the percentage of male graduates in each category. Download again using Canada as geography filter and female as sex filter, repeat the math  again – this will provide the female graduates for Canadian benchmark. |
| Post secondary education level | | | | |
| Graduate education level | | | | |
| Life Expectancy | Provincial average (all). Men's Edmonton percentages | Alberta Health Services Open data Life Expectancy at Birth by Sex, Alberta and Alberta Health Services Continuum Zones. http://open.alberta.ca/dataset/life-expectancy-at-birth-by-sex-alberta-and-alberta-health-services-continuum-zones/resource/a3ac4d15-9c8b-4f23-8544-e1349f4e1252 | Annual, current to 2014 | Alberta Health Services Open data Life Expectancy at Birth by Sex, Alberta and Alberta Health Services Continuum Zones.  Export data as presented and use the Edmonton information exactly as provided. Use the Edmonton men's results and Alberta information as provided for the benchmark data. |
| Health  Expectancy | Provincial average (all). Men's Edmonton percentages | Alberta Interactive Health Data Application: http://www.ahw.gov.ab.ca/IHDA_Retrieval/redirectToURL.do?cat=3&subCat=484 | Available for 2009 and 2010; 2013 and 2014 | Alberta Interactive Health Data Application: From the application, pick a data set from Mortality database as "health adjusted life expectancy", add additional information filtering on Edmonton (Z4) zone, both sexes, and the applicable years of review.  When the data comes up, use the HALE column (not life expectancy) as this is the health expectancy measure. Initial data will show men's results, and re-run filter with Alberta zone connected for benchmark data. |

# THE EWQL SCORECARD SOURCES & METHODOLOGY *Continued*

| MEASURE NAME | BENCHMARK | DATA SOURCE | REPORTING FREQUENCY | ADDITIONAL DETAILS AND CALCULATIONS |
|---|---|---|---|---|
| Security | Calgary measures for the same. Alberta 7 Cities comparison for total rates. Men's Edmonton percentages. | Homeward Trust Report 2014: http://homewardtrust.ca/. 7 Cities: http://media.wix.com/ugd/ff2744_82ee4dec83f24f60a821cee54bec8990.pdf. 2012 EDM Point in Time Count: http://homewardtrust.ca/. 2012 census data: https://www12.statcan.gc.ca/census-recensement/2011/as-sa/fogs-spg/select-Geo-Choix.cfm?Lang=Eng&GK=CSD&PR=10#PR48. Calgary 2014 Point in Time Report: http://calgaryhomeless.com/wp-content/uploads/2014/06/Winter-2014-PIT-Count-Report.pdf. Calgary census: http://www.calgary.ca/CA/city-clerks/Documents/Election-and-information-services/Census2014/City%20Wide%20Tables.pdf | Bi-Annual, current to 2014 | Total Edmonton count from Homeward Trust report as reported in Table 1by subcategories of unsheltered, provisionally accommodated, and sheltered.  Take the percentages from each category listing.  Repeat the same math for males for a benchmark census data.  Divide the total number of women by category by the total population divided by 100,000.  Repeat for the males for benchmark rate per 100,000.  Use 2012 Homeward Trust point in time count  for progress information. Only need Edmonton women's figures, no historical benchmark using 2011 census data for rates per 100,000.  For Calgary benchmark by category, combine 'short term supportive housing with systems' into provisionally accommodated benchmark. Apply rates by gender per section 6 of report.  Use census data for population figures to  determine the rates per 100,000 by category. Total benchmark: Use 7 Cities data to compare  total rates per 100,000 by females (page 22). Use the gender breakdown as provided on page 33 to determine total count by males and females.  Divide the total number of women by category by the total population divided by 100,000 for each City.  Since the breakdown by category (i.e. accommodated, unsheltered) is not provided, can not compare the 7 Cities data  by category by Edmonton women's results; only total by gender. |
| Gender based violence | | Data is provided by Edmonton Police Services. Source: Statistics Canada, Canadian Centre for Justice Statistics | | Gender Based Violence includes; sexual assault, and intimate partner violence and family violence. A census metropolitan area (CMA) consists of one or more neighbouring municipalities situated around a major urban core. A CMA must have a total population of at least 100,000 of which 50,000 or more live in the urban core. To be included in the CMA, other adjacent municipalities must have a high degree of integration with the central urban area, as measured by commuting flows derived from census data. A CMA typically comprises more than one police service. |
| Safety Perception | None | Edmontonians Perception Survey: http://www.edmonton.ca/city_government/facts_figures/citizen-satisfaction-survey.aspx | Bi-Annual, current to 2015 | Select Citizen's Perception Survey from January 2015.  There is no Canadian benchmark on safety as this is a City of Edmonton survey.  The male Canandian benchmark statistic is for Edmonton only. |