



# EDMONTON WOMEN'S QUALITY OF LIFE SCORECARD

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

[www.edmonton.ca/women](http://www.edmonton.ca/women)

**JANUARY 2019**

*Citizen Services*



**WOMEN'S  
INITIATIVE  
EDMONTON**



**Edmonton**

# Executive Summary

The **Edmonton Women's Quality of Life (EWQL) Scorecard** was developed to provide a point-in-time snapshot of the lives of women in Edmonton benchmarked against Edmonton men and Canadian female counterparts. The scorecard provides an opportunity to review quality of life indicators for women in Edmonton and identify areas of progress, as well as those in need of attention.

This snapshot provides insight into five areas:

- **Finance and Economy:** Women have the opportunity to be active members of the workforce and secure employment of their choice.
- **Leadership, Political Empowerment and Participation:** Women are equitably represented in all levels of government and in key decision-making roles.

- **Education:** Women have access to the education and qualifications they need to ensure increased opportunities.
- **Health and Wellness:** Women have high levels of physical and mental health, and wellness.
- **Safety:** Women feel and experience safe environments.

Since the first scorecard was published in 2017<sup>1</sup>, the social and political landscape have shifted significantly, particularly for women. Most notably, the **#metoo** movement and the Women's March started a conversation about power and privilege and how they impact women's lives, health and careers. There have also been more public conversations about the way factors such as race, sexual orientation and ability can affect women's opportunities.

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<sup>1</sup> While the first EWQL Scorecard was published in 2017, the most up-to-date version of data sources was 2015. For this 2019 edition, the most up-to-date data sources are from 2017.

## THE ANALYSIS AND THE REPORT

This report contains the EWQL scorecard, a summary of results by year between 2011 and 2018, as available, and appendix tables with further details and methodology.

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 of the five focus areas; where applicable, results from Edmonton men are included for a second reference. While the analysis provides an overview of the status of women as a whole, we recognize that women across the city have a diversity of experiences, the breadth of which is not fully captured here.

## FINDINGS

Overall, women in Edmonton are above or on par with their Canadian counterparts in three of five areas: Finance & Economy; Education; and Health & Wellness. As with the previous report, there is still opportunity for improvement in two areas: Leadership, Political Empowerment & Participation; and Safety.

Since the first EQWL scorecard was released, there have been some changes of note:

### Finance and Economy

While labour force participation remains relatively stable, there has been a shift among Edmonton women from full-time employment to part-time employment. This shift is very small (1%); however, it could be indicative of external conditions impacting women's ability or choice to engage in full-time employment, including access to child care and the recent economic downturn impacting employment province-wide. Despite these shifts and the overall discrepancy between men's and women's wages, it should be noted that women in Alberta are the highest paid in Canada.

Alberta has experienced an economic slowdown since 2014, which has impacted employment rates across the province. In Edmonton both women and men have experienced a reduction in the percentage of people in full-time employment since the last scorecard. For women, the percentage who are employed full-time has dropped from 57% to 55%, and for men it has dropped from 69% to 66%. For Edmonton, this economic slowdown has not significantly shifted the gender ratios for full-time employment since the last scorecard.

The percentage of women (20%) who participate in part-time employment is more than twice that of men (8%). This difference is consistent with the previous scorecard and could be indicative of external conditions impacting women's ability or choice to engage in full-time employment.

### **Leadership, Political Empowerment and Participation**

For municipal, provincial and federal elections, the number of women running for elected office has increased. This has not always resulted in women being elected but is a positive sign of potential future shifts. In the last election for Edmonton City Council, the percentage of women running increased from 21% to 29% and resulted in an additional woman being elected. For the 2015 provincial election, a slight increase in the number of women who ran for MLA (from 28% to 30%) resulted in a marked increase in the number of women elected (from 23% to 43%). The 2015 federal election had 36% female candidates, with 11% of women MPs elected. This mix of outcomes speaks to the continued need for programs and initiatives aimed at increasing women's political participation.

It should be noted that the number of women appointed to City of Edmonton agencies, boards and committees has been increasing slowly over the past four years and is now nearly at parity (49%). The analysis excludes the 15 members of the Women's Advocacy Voice of Edmonton Committee. If they were included, this percentage increases to 53%.

For women employed in leadership roles, progress is mixed. Overall, Edmonton women are ahead of their Canadian counterparts in management leadership (40% vs 37%) and have greater representation within the city since the last report.

### **Education**

Overall women in Edmonton are well-educated and, compared to Edmonton men, have higher rates of high-school completion (29% compared to 27%) and higher rates of post-secondary education, with the exception of Apprenticeship/Trades. This pattern aligns with trends seen across Canada, where women have substantially increased their high school graduation rates, and post-secondary education for women is now higher than men. The largest difference between women and men in Edmonton is in graduation rates for Apprenticeship/Trades (4% vs 16%), and Edmonton women also lag behind their Canadian counterparts for enrollment in Apprenticeships/Trades (4% vs 6%). This gap could indicate systemic issues in Edmonton preventing women from entering these fields.

### **Health and Wellness**

The total homelessness rate for Edmonton women has dropped from its high in 2014 and is lower than comparable cities. While this is a positive sign, it does not address persistent challenges for homeless women in Edmonton. Tracking the homeless rate for women is challenging, since many find provisional shelter, staying with friends or a partner. In Edmonton, there is only one shelter specifically for women experiencing homelessness, while the rest of the services available are safe houses for women experiencing domestic abuse. Clearly, additional services are needed to address the specific safety and health challenges for women experiencing homelessness.

### **Safety**

Rates of sexual assault (146 in 100,000 Edmonton women are assaulted compared to 107 per 100,000 throughout Canada) and intimate partner violence (Edmonton 499 compared to Canada 393 per 100,000) remain substantially higher and have increased since the last scorecard. Across Alberta, increasing numbers of women, children and seniors are seeking shelter, and the province is facing an ongoing crisis in domestic violence and abuse. While there are new programs in Edmonton to address gender-based violence, intimate partner violence still remains the greatest health risk to women around the world. Addressing the systemic issues contributing to this will require substantial shifts in social and cultural norms.

# Edmonton Women's Scorecard Measures 2018

## FINANCE & ECONOMY

### Labour Force Participation

**67%**

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

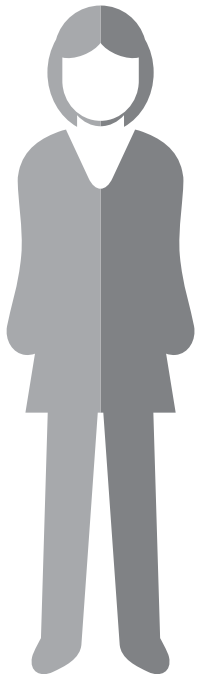


**49%**

Disabled labour force participation for women

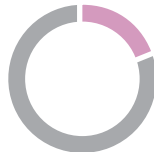
## EDUCATION

### Education Level



**85%**

of women have a high school diploma



**19%**

of women have a university degree



**30%**

of visible minority women have a degree



**51%**

of Aboriginal women have post-secondary qualifications

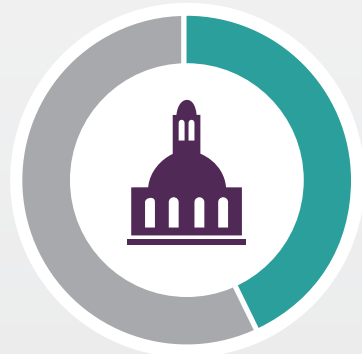
## LEADERSHIP

### Political Representation

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



**15%** City Councillors



**43%** Provincial MLAs



**11%** Federal MPs



**53%**

with WAVE committee

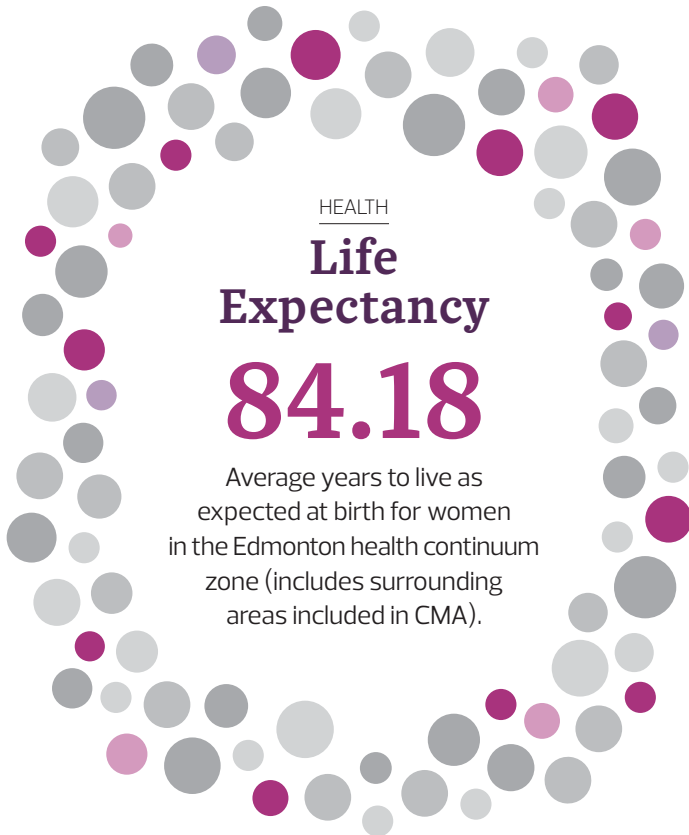
**49%**

without WAVE

LEADERSHIP

## Civic Engagement

The percentage of women on Council-appointed civic agencies. This includes advisory boards, quasi-judicial boards, standing committees, decision-making boards, external boards, and intergovernmental boards.



HEALTH

## Life Expectancy

**84.18**

Average years to live as expected at birth for women in the Edmonton health continuum zone (includes surrounding areas included in CMA).

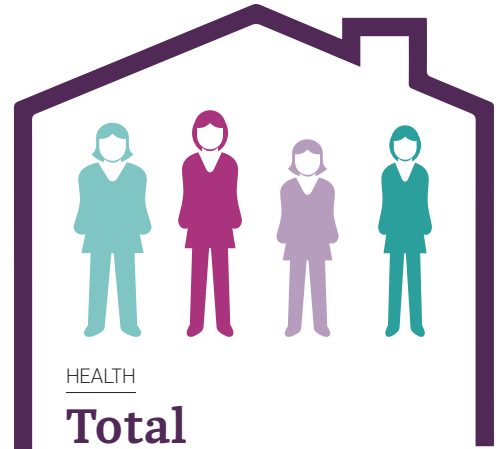
SAFETY

## Intimate Partner Violence Occurrences



**7,443** incidents per 100,000 people

**9x** Bisexual individuals are more likely to be sexually assaulted



HEALTH

## Total Homeless Rate

The rate of homeless women per 100,000 population, for the City of Edmonton only, which is higher than the benchmark.

**42.89**

On average, Indigenous populations are

**9x HIGHER**



# Part I: EWQL Scorecard Measures

OUTCOME	MEASURE NAME	MEASURE DESCRIPTION
<b>Finance and Economy #1</b>		
<b>Women have the opportunity to be active members of the workforce and employment of their choice.</b>	Labour Force Participation	The percentage of women participating in the labour force from the entire female 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 Measure	Low income measure (LIMs) are relative measures of low income, set at 50% of adjusted median household income.
<b>Leadership, Political Empowerment and Participation #2</b>		
<b>Women are equitably represented in all levels of government and in key decision making roles.</b>	Candidate Representation	The percentages of female candidates for Edmonton Mayor, Edmonton Councillors, provincial MLAs from Edmonton ridings, and federal MPs from Edmonton ridings.
	Political Representation	The percentages of women elected as Edmonton Mayor, Edmonton Councillors, provincial MLAs from Edmonton ridings, and federal MPs from Edmonton ridings.
	Civic Engagement	The percentage of women who are appointed to advisory boards, quasi-jurisdictional boards, standing committees, decision-making boards, external boards, and intergovernmental boards. This percentage excludes the WAVE Committee which consists of all women.
	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 / Legislator Leadership	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.
<b>Education #3</b>		
<b>Women to achieve skills and qualifications to have increased opportunity.</b>	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.
<b>Health and Wellness #4</b>		
<b>Women have high level of physical and mental health, wellness, and security.</b>	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.
<b>Safety #5</b>		
<b>Women feel and experience safe environments.</b>	Gender Based Violence <i>(per 100,000 population)</i>	The rate per 100,000 population of women reporting victimization with subcategories of sexual assault and intimate partner violence for Edmonton CMA.
	Safety Perception	Percentage of women respondents from the city of Edmonton who agree/strongly agree that overall, Edmonton is a safe city.

# Part II: Scorecard Results

FOCUS AREA, MEASURE AND SUBCATEGORY	EDMONTON WOMEN							Women's CDN Benchmark Results	Edmonton Men Benchmark Results
	2011	2012	2013	2014	2015	2016	2017		
<b>Finance and Economy #1</b>									
Labour force participation	67.9%	68.7%	68.2%	66.3%	67.6%	67%	67%	62.4%	78.4%
<b>Employment rates</b>									
Full-time employment	57%	59%	60%	57%	57%	56%	55%	58%	66%
Part-time employment	20%	20%	17%	20%	19%	19%	20%	20%	8.0%
Low income measure	9.5%	6.5%	8.7%	6.1%	6.2%	6.1%		13.8%	7.2%
<b>Leadership, Political Empowerment and Participation #2</b>									
<i>Note: bolded values indicate election year</i>									
<b>Candidate representation</b>									
City Mayor			<b>33%</b>					16%	85%
Councillors			<b>21%</b>					24%	71%
MLAs		<b>28%</b>			<b>30%</b>			27%	73%
MPs	<b>24%</b>				<b>36%</b>			30%	64%
<b>Political representation</b>									
City Mayor			<b>0%</b>					13%	100%
Councillors			<b>8%</b>					32%	85%
MLAs		<b>23%</b>			<b>43%</b>			34%	63%
MPs	<b>25%</b>				<b>11%</b>			27%	89%
<b>Civic engagement</b>									
ABCs (excluding WAVE)				41%	45%	46%	49%		51%
Frontline leadership	30%					28%		32%	72%
Management leadership	37%					40%		37%	60%
Senior management / legislators	29%					27%		27%	73%
<b>Education #3</b>									
<b>Base education level</b>									
No completed education certificate	18%					15%		18%	16%
High school diploma only	28%					29%		27%	27%
<b>Post secondary education level</b>									
Apprenticeship / trades	5%					4%		6%	16%
College / CEGEP	20%					22%		22%	16%
University below bachelor level	5%					4%		3%	3%
University at bachelor level	16%					19%		17%	15%
Graduate education level	8%					7%		9%	7%
<b>Health and Wellness #4</b>									
Life expectancy	83.79	84.00	84.06	84.18				83.89	79.53
Health expectancy			73.24	73.14				72.06	69.89
<b>Security (Per 100,000 population)</b>									
Unsheltered homeless rate		34.72		11.99		10.19		2.42	28.42
Provisionally accommodated rate				23.00		14.05		40.67	41.39
Sheltered rate		25.24		39.63		18.66		25.5	56.83
Total homeless rate		59.96		74.62		42.89		48.67	126.64
<b>Safety #5</b>									
<b>Gender-based violence (Per 100,000 population)</b>									
Sexual assault (Edmonton)	180.3	182.2	169.3	166.5	173.1	161.4	173.6		
Intimate Partner Violence (Edmonton)	409.2	410.2	357.9	350.6	360.9	319.6	309		
Sexual assault (CMA)	151.3	152.7	141.7	140.9	145.1	133.4	146.2	107.35	15.2
Intimate Partner Violence (CMA)	576.6	578.2	517.2	493.9	508.7	506.8	499.9	393.5	103.1
Safety perception (Edmonton only)				65%	65%	65%	63%		69%

## CONCLUSION

Since the scorecard was launched in 2017, women have been leading a robust conversation about their status, health, power and safety. There is still substantial work to do to ensure Edmonton is a city where women have the best opportunity to thrive and achieve their goals. Improving the city for women improves it for all citizens and enriches the community at large.

This updated scorecard is meant as a benchmark so that, as new data is compiled, progress in Edmonton will continue to be evaluated.

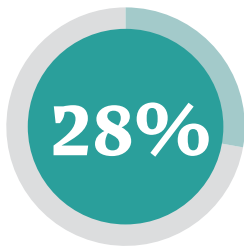
The scorecard also provides an opportunity for a "made in Edmonton" review of women and their quality of life. It is the intention that this biannual scorecard will be reassessed and compiled as new data is released to measure Edmonton women's status relative to Edmonton men and Canadian benchmarks.

For more information on Edmonton's Women's Initiative visit: [www.edmonton.ca/women](http://www.edmonton.ca/women)

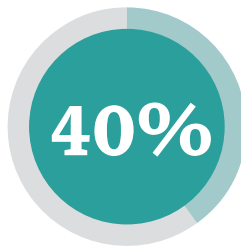
### WOMEN IN LEADERSHIP



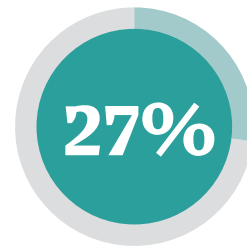
The percentage of women in leadership roles by National Occupational Code category averages for Edmonton CMA in 2016.



FRONT LINE  
LEADERSHIP



MANAGEMENT  
LEADERSHIP



SENIOR  
MANAGEMENT



## 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 #4: Frontline Leadership Representation		Edmonton Results		Benchmark Results	
		WOMEN %	MEN %	WOMEN %	MEN %
NATIONAL OCCUPATIONAL CLASSIFICATION (NOC) SUB-LEVEL SUMMARY					
1211	Supervisors, general office and administrative support workers	64%	36%	62%	38%
1212	Supervisors, finance and insurance office workers	80%	20%	73%	27%
1213	Supervisors, library, correspondence and related information workers	62%	38%	65%	35%
1214	Supervisors, mail and message distribution occupations	41%	59%	62%	38%
1215	Supervisors, supply chain, tracking and scheduling co-ordination occupations	28%	72%	32%	68%
3011	Nursing co-ordinators and supervisors	90%	10%	90%	10%
6211	Retail sales supervisors	58%	42%	62%	38%
6311	Food service supervisors	61%	39%	66%	34%
6313	Accommodation, travel, tourism and related services supervisors	58%	42%	55%	45%
6314	Customer and information services supervisors	62%	38%	63%	37%
6315	Cleaning supervisors	38%	62%	36%	64%
6316	Other services supervisors	37%	63%	34%	66%
7201	Contractors and supervisors, machining, metal forming, shaping and erecting trades and related occupations	3%	97%	5%	95%
7202	Contractors and supervisors, electrical trades and telecommunications occupations	4%	96%	8%	92%
7203	Contractors and supervisors, pipefitting trades	4%	96%	5%	95%
7204	Contractors and supervisors, carpentry trades	3%	97%	2%	98%
7205	Contractors and supervisors, other construction trades, installers, repairers and servicers	9%	91%	6%	94%
7301	Contractors and supervisors, mechanic trades	5%	95%	6%	94%
7302	Contractors and supervisors, heavy equipment operator crews	5%	95%	3%	97%
7303	Supervisors, printing and related occupations	25%	75%	34%	66%
7304	Supervisors, railway transport operations	16%	84%	12%	88%
7305	Supervisors, motor transport and other ground transit operators	20%	80%	20%	80%
8211	Supervisors, logging and forestry	23%	77%	9%	91%
8221	Supervisors, mining and quarrying	5%	95%	4%	96%
8222	Contractors and supervisors, oil and gas drilling and services	7%	93%	6%	94%

#### Measure #4: Frontline Leadership Representation *Continued*

NATIONAL OCCUPATIONAL CLASSIFICATION (NOC) SUB-LEVEL SUMMARY		Edmonton Results		Benchmark Results	
		WOMEN %	MEN %	WOMEN %	MEN %
8252	Agricultural service contractors, farm supervisors and specialized livestock workers	50%	50%	33%	67%
8255	Contractors and supervisors, landscaping, grounds maintenance and horticulture services	14%	86%	14%	86%
9211	Supervisors, mineral and metal processing	8%	92%	7%	93%
9212	Supervisors, petroleum, gas and chemical processing and utilities	13%	87%	17%	83%
9213	Supervisors, food, beverage and associated products processing	29%	71%	32%	68%
9214	Supervisors, plastic and rubber products manufacturing	16%	84%	20%	80%
9215	Supervisors, forest products processing	11%	89%	8%	92%
9217	Supervisors, textile, fabric, fur and leather products processing and manufacturing	71%	29%	54%	46%
9221	Supervisors, motor vehicle assembling	0%	100%	16%	84%
9222	Supervisors, electronics manufacturing	40%	60%	25%	75%
9223	Supervisors, electrical products manufacturing	22%	78%	21%	79%
9224	Supervisors, furniture and fixtures manufacturing	17%	83%	15%	85%
9226	Supervisors, other mechanical and metal products manufacturing	0%	100%	11%	89%
9227	Supervisors, other products manufacturing and assembly	6%	94%	17%	83%

## Measure #5: Management Leadership Representation

NATIONAL OCCUPATIONAL CLASSIFICATION (NOC) SUB-LEVEL SUMMARY		Edmonton Results		Benchmark Results	
		WOMEN %	MEN %	WOMEN %	MEN %
0111	Financial managers	62%	38%	58%	42%
0112	Human resources managers	61%	39%	68%	32%
0113	Purchasing managers	31%	69%	36%	64%
0114	Other administrative services managers	52%	48%	51%	49%
0121	Insurance, real estate and financial brokerage managers	39%	61%	43%	57%
0122	Banking, credit and other investment managers	60%	40%	56%	44%
0124	Advertising, marketing and public relations managers	53%	47%	57%	43%
0125	Other business services managers	37%	63%	39%	61%
0131	Telecommunication carriers managers	29%	71%	30%	70%
0132	Postal and courier services managers	41%	59%	41%	59%
0211	Engineering managers	9%	91%	14%	86%
0212	Architecture and science managers	46%	54%	41%	59%
0213	Computer and information systems managers	25%	75%	24%	76%
0311	Managers in healthcare	78%	22%	73%	27%
0411	Government managers – health and social policy development and program administration	62%	38%	60%	40%
0412	Government managers – economic analysis, policy development and program administration	24%	76%	46%	54%
0413	Government managers – education policy development and program administration	67%	33%	63%	37%
0414	Other managers in public administration	53%	47%	41%	59%
0423	Managers in social, community and correctional services	77%	23%	74%	26%
0511	Library, archive, museum and art gallery managers	75%	25%	73%	27%
0512	Managers – publishing, motion pictures, broadcasting and performing arts	56%	44%	46%	54%
0601	Corporate sales managers	29%	71%	31%	69%
0621	Retail and whole sale trade managers	41%	59%	42%	58%
0631	Restaurant and food service managers	48%	52%	49%	51%
0632	Accommodation service managers	55%	45%	54%	46%
0651	Managers in customer and personal services	59%	41%	56%	44%
0711	Construction managers	9%	91%	11%	89%
0712	Home building and renovation managers	9%	91%	5%	95%
0714	Facility operation and maintenance managers	26%	74%	22%	78%
0731	Managers in transportation	23%	77%	23%	77%
0811	Managers in natural resources production and fishing	9%	91%	11%	89%
0821	Managers in agriculture	28%	72%	25%	75%
0822	Managers in horticulture	48%	52%	42%	58%
0823	Managers in aquaculture	0%	0%	15%	85%
0911	Manufacturing managers	12%	88%	19%	81%
0912	Utilities manager	19%	81%	19%	81%

## Measure #6: Senior Management & Legislators

NATIONAL OCCUPATIONAL CLASSIFICATION SUB-LEVEL SUMMARY		Edmonton Results		Benchmark Results	
		WOMEN %	MEN %	WOMEN %	MEN %
0011	Legislators	46%	54%	35%	65%
0012	Senior government managers and officials	41%	59%	46%	54%
0013	Senior managers - financial, communications and other business services	18%	82%	25%	75%
0014	Senior managers - health, education, social and community services and membership organizations	58%	42%	57%	43%
0015	Senior managers - trade, broadcasting and other services	22%	78%	24%	76%
0016	Senior managers - construction, transportation, production and utilities	15%	85%	14%	86%

## 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	2016 ACTUAL	2016 RATE	CALGARY ACTUAL	CGY/AB RATE	EDM MEN ACTUAL 2014	EDM MEN RATE 2014
Unsheltered homeless	282	34.72	98	11.99	95	10.19	30	2.42 <sup>(CGY)</sup>	265	28.42
Provisionally accommodated			188	23.00	131	14.05	504	40.67 <sup>(CGY)</sup>	386	41.39
Sheltered	205	25.24	342	39.63	174	18.66	316	25.5 <sup>(CGY)</sup>	530	56.83
<b>Total</b>	<b>487</b>	<b>59.96</b>	<b>628</b>	<b>74.62</b>	<b>400</b>	<b>42.89</b>	<b>850</b>	<b>42.89<sup>(AB)</sup></b>	<b>1181</b>	<b>126.64</b>
Women's % of total homeless persons				27%		25%		24% <sup>(AB)</sup>		75%

**Note:** Rates are per 100,000

<sup>CGY</sup> Compared to Calgary's 2014 Point-In-Time Homeless count

<sup>AB</sup> 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; 2016 population: 932,546. Calgary 2014 population: 1,195,195; 2016 population: 1,239,220

## THE EWQL SCORECARD SOURCES & METHODOLOGY

	MEASURE NAME	BENCHMARK	DATA SOURCE	REPORTING FREQUENCY	ADDITIONAL DETAILS AND CALCULATION METHODS
FINANCE AND ECONOMY #1	Labour force participation	Women's CMA average. Men's Edmonton percentages	<a href="#">Statistics Canada, CANSIM Table 282-0129</a>	Annual and current to 2016	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. <b>Method:</b> 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 all CMAs for geography, females for sex, and participation rate for labour force characteristics.
	Female employment rates	Women's CMA average. Men's Edmonton percentages	<a href="#">Statistics Canada, CANSIM Table 051-0056</a> <a href="#">Statistics Canada, CANSIM Table 282-0129</a>	Annual and current to 2016	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. <b>Method:</b> 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 051-0056 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	<a href="#">Stats Canada, CANSIM Table 206-0041</a>	Annual and current to 2016	Low income measures (LIMs), are relative measures of low income, set at 50% of adjusted median household income. <b>Method:</b> extract table by going to "add/remove data" filter on Edmonton and Canada for geography, females and males 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.

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	MEASURE NAME	BENCHMARK	DATA SOURCE	REPORTING FREQUENCY	ADDITIONAL DETAILS AND CALCULATION METHODS
LEADERSHIP, POLITICAL EMPOWERMENT AND PARTICIPATION #2	Candidate Representation	Council comparisons: select CMAs. All women candidates for MLA from Alberta. All women candidates for MP from Canada.	Multiple – see calculation methods and links below. <a href="#">2017 Edmonton General Election Results</a> <a href="#">MLA Candidate Gender Summary</a> <a href="#">MP Edmonton Ridings Candidates Profile Source</a> <a href="#">Benchmark MP Candidate Info</a>	Updated with elections schedule. Current to 2017	<b>Edmonton council / mayor:</b> Extract candidates and elected officials from <a href="http://data.edmonton.ca/City-Administration/2017-Edmonton-General-Election-Official-Results/gg6p-rhvt">data.edmonton.ca/City-Administration/2017-Edmonton-General-Election-Official-Results/gg6p-rhvt</a> and export into Excel. Add column for gender. Create a pivot table to summarize candidates by gender. <b>Benchmark data:</b> 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. <b>MLAs:</b> Candidate gender summary extracted from <a href="http://en.wikipedia.org/wiki/2015_Alberta_general_election_officialresults.elections.ab.ca/orresultspage.cfm?EventId=31">en.wikipedia.org/wiki/2015_Alberta_general_election_officialresults.elections.ab.ca/orresultspage.cfm?EventId=31</a> and <a href="http://daveberta.ca/2015/03/women-alberta-politics-elections/">daveberta.ca/2015/03/women-alberta-politics-elections/</a> . Review candidate profiles via multiple web searches to assign gender to each category. <b>MPs: Edmonton ridings candidates</b> go to: <a href="http://www.parl.gc.ca/Parliamentarians/en/election-candidates">www.parl.gc.ca/Parliamentarians/en/election-candidates</a> 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: <a href="http://edmontonjournal.com/news/politics/riding-profile-edmonton-manning">edmontonjournal.com/news/politics/riding-profile-edmonton-manning</a> . Create pivot table and summarize total female candidates. Benchmark MP candidate info extracted from: <a href="http://leanincanada.com/women-in-parliament-federal-election-2015/">leanincanada.com/women-in-parliament-federal-election-2015/</a> .
	Political Representation	Council comparisons: 20 CMAs areas. All women MLAs from Alberta. All women MPs from Canada	Multiple – see calculation methods and links below. <a href="#">Edmonton Mayor/Councillor</a> <a href="#">Benchmark Information for Mayor and Councillor</a> <a href="#">MLA's</a> <a href="#">MP's for Edmonton Riding</a> <a href="#">Benchmark Data</a>	Updated with elections schedule. Current to 2017	<b>Edmonton mayor / councillor:</b> <a href="http://data.edmonton.ca/City-Administration/2017-Edmonton-General-Election-Official-Results/gg6p-rhvt">data.edmonton.ca/City-Administration/2017-Edmonton-General-Election-Official-Results/gg6p-rhvt</a> 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: <a href="http://www.fcm.ca/home/programs/women-in-local-government.htm">www.fcm.ca/home/programs/women-in-local-government.htm</a> . <b>MLAs:</b> Extract elected officials information from: <a href="http://www.assembly.ab.ca/net/index.aspx?p=mla_home&amp;rnumber=">www.assembly.ab.ca/net/index.aspx?p=mla_home&amp;rnumber=</a> 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 female representation from Edmonton. <b>MPs:</b> For Edmonton ridings, enter "Edmonton" into "Find MP" search bar of <a href="http://www.parl.gc.ca/Parliamentarians/en/members">www.parl.gc.ca/Parliamentarians/en/members</a> . Use titles and photos to assess gender and record accordingly. Benchmark data from: <a href="http://www.parl.gc.ca/Parliamentarians/en/members">www.parl.gc.ca/Parliamentarians/en/members</a> . 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. <b>Method:</b> 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 the WAVE Committee membership. With 15 members of WAVE Committee included in analysis, 2017 percentage increases from 49% to 53%.

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MEASURE NAME	BENCHMARK	DATA SOURCE	REPORTING FREQUENCY	ADDITIONAL DETAILS AND CALCULATION METHODS
Frontline Leadership	National averages. Men's Edmonton percentages	<a href="#">2011 Census National Household Survey 99-012-X2011033</a>	5 years. Current to 2016	<b>Method:</b> 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 average for all supervisor occupation codes.
Management Leadership			5 years. Current to 2016	Same as above - management = all NOC codes with manager in title (excluding 00xx codes).
Senior Management/ Legislator Leadership			5 years. Current to 2016	Same as above - senior management/legislators = 00xx NOC codes
<b>EDUCATION #3</b>	Base education level  Post secondary education level	National percentages and provincial averages for women. Men's Edmonton percentages  <a href="#">Statistics Canada National Household Survey 99-012-X2011040</a>	Census years; every 5 years, current to 2011	Data is presented in total count from table X2016241: Highest Certificate, Diploma or Degree (15), Major Field of Study - Classification of Instructional Programs (CIP) 2016 (82), Age (9) and Sex (3) for the Population Aged 15 Years and Over in Private Households of Canada, Provinces and Territories, Census Metropolitan Areas and Census Agglomerations, 2016 National Household Survey. Needs to be converted to percentage based on total - highest certificate, diploma or degree. Change geography filter to Edmonton and sex filter to females only. Export data. 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.
<b>HEALTH AND WELLNESS #4</b>	Life Expectancy	Provincial average (all). Men's Edmonton percentages  <a href="#">Alberta Health Services open data Life Expectancy at Birth by Sex, Alberta and Alberta Health Services Continuum Zones</a>	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  <a href="#">Alberta Interactive Health Data Application</a>	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.



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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.	Multiple – see calculation methods and links below. <a href="#">Homeward Trust Report 2016</a> <a href="#">7 Cities</a> <a href="#">2012 Edmonton Point in Time Count</a> <a href="#">2016 Census Data</a> <a href="#">Calgary 2016 Point in Time Report</a>	Bi-Annual, current to 2016	Total Edmonton count from Homeward Trust report as reported in Table 1 by subcategories of unsheltered, provisionally accommodated and sheltered. Take the percentages from each from by gender from Table 2. Multiply percentage of females by each category (sheltered etc.) by the total number of people in each category to determine the number of women living in each category listing. Repeat the same math for males for a benchmark of total count of men in each category. To determine rates per 100,000; use 2016 municipal 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 2016 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. <b>Total benchmark:</b> Use 7 Cities data to compare total rates per 100,000 by females (page 4). Use the gender breakdown as provided on page 20 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.
SAFETY #5	Gender based violence	Edmonton Police Services, Statistics Canada, Canadian Centre for Justice Statistics		Gender-based Violence includes sexual assault, 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	<a href="#">Edmontonians Perception Survey</a>	Current to 2017