

April 15, 2021

The Honourable Pam Parsons
Minister Responsible for Women and Gender Equality

Dear Minister Parsons:

Congratulations on your appointment as Minister Responsible for Women and Gender Equality. As part of this Cabinet, you are working on behalf of, and alongside, the people of Newfoundland and Labrador to face the challenges confronting our province while preparing for the great opportunities ahead. I have confidence in our Government and in this province. This is the right team at the right time.

Together, we will deliver on our promises to the people of this province. Together, we will promote a healthy Newfoundland and Labrador, drive meaningful economic opportunities, foster inclusive population growth, modernize education and childcare, and build strong partnerships. We will realize our vision of a prosperous and fiscally responsible province that is inclusive and welcoming to people from all over the world.

As Minister, you will take a lead in building a prosperous future for this province. You will foster strong relationships with Indigenous governments and organizations and with relevant stakeholder groups. Each relationship must be founded upon respect and mutual understanding.

Now is the time to take meaningful steps on the path to prosperity, and decisive action to build a solid foundation for future generations. I am asking you to work with your Cabinet colleagues and with all Members of the House of Assembly to advance the following priorities.

As Minister Responsible for Women and Gender Equality, I ask you to support an "all of government" approach to the application of Gender-based Analysis Plus to programs, services, policies, legislation, and budgets. Support the work of community partners to collectively achieve our common goals - advancing the social, economic, cultural, and legal status of women in our province, and working toward equality among people of all genders.

I ask for your partnership in co-chairing the Premier's Roundtable on Gender Equity. I ask that you collaborate with the 2SLGBTQIA+ community to ensure Newfoundland and Labrador is a safe, accessible and inclusive place for people of all gender identities and sexual orientations.

I ask that you work with community partners and government departments and agencies to develop an intersectional, research-based, and culturally-sensitive approach to violence prevention. I ask that you also collaborate with Indigenous women, governments, and

organizations to improve the social and economic well-being of Indigenous women and girls, specifically in the areas of violence against women and girls and mental health.

Working with your colleagues, the Minister of Justice and Public Safety and the Minister Responsible for Indigenous Affairs and Reconciliation, continue to advance necessary work in response to the final report of the National Inquiry into Missing and Murdered Indigenous Women and Girls.

Please continue to undertake initiatives to encourage, promote, support, and retain women in leadership roles including in running for elected office. Continue to work toward advancing the economic security of women in the area of pay equity and implementation of Women's Employment Plans and Gender Equity and Diversity Plans.

Finally, it is estimated that between one in six and one in eight people experience infertility in Canada, and Newfoundland and Labrador is one of only two provinces that does not have an in-vitro fertilization (IVF) clinic. As this issue especially impacts women, please work closely with Cabinet colleagues, specifically the Minister of Health and Community Services, and stakeholders to equitably increase access to fertility treatments in the province.

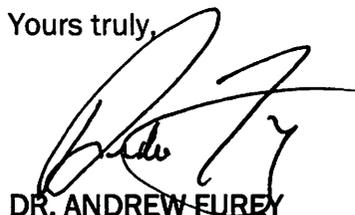
We will always remain focused on a robust economy where there is a place for all workers, an economy that embraces renewable energy while maximizing our oil and gas advantage. We will foster a business environment that supports new and growing technology and we will reimagine and reinvigorate our fishing and mining sectors to meet global demand for our abundant resources.

As we work to build a strong economy, we must also work to create a prosperous society. We envision a province with healthy, active residents who not only have access to the means to treat illness but also to achieve wellness. We envision a province with vibrant, engaged communities in which nobody is left behind. We must ensure that in our quest to build economic wealth we also build social, environmental, and cultural wealth.

Our Government must always be mindful of the needs of the most vulnerable in our society and must ensure that quality social services are available and accessible to Newfoundlanders and Labradorians. To ensure our Government is meeting this need, a Gender-Based Plus Analysis must be integrated into all policies and proposals.

I call on you and every other Newfoundlander and Labradorian to join me in my commitment to make a difference for our province. Together, we will harness our collective strengths and build a better and brighter future for this province.

Yours truly,



DR. ANDREW FUREY
Premier