

Girls to Womanhood – A Look at Gender Equality in Canada

Plan International Canada | Summary

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Nanos conducted an online survey of 1,000 Canadian women, 18 years of age and older. The purpose of the survey was to gauge their views on issues relating to gender equality. To follow are the detailed findings from the research.

Facing discrimination and sexual harassment

More than half of Canadian women report having a female friend who has experienced sexual harassment. A majority of Canadian women say they have to one extent or another experienced gender discrimination, and most often report experiencing it at work.

Over one in two Canadian women report they have had a female friend who experienced sexual harassment

- **More than six in ten Canadian women report experiencing gender discrimination** – A majority of Canadian women say they rarely (32%), occasionally (27%), or regularly (four per cent) feel discriminated against because of their gender, while 34 per cent say they never feel this way. Four per cent are unsure. Women ages 18 to 34 are most likely to say they occasionally feel discriminated against (34%), while those 55 plus are most likely to say they never feel discriminated against (44%).
- **Canadian women most often report experiencing discrimination because of their gender at work or say they have not experienced it** – Asked where in their life, if at all, they have experienced discrimination because of their gender, over three in ten Canadian women say at work (31%), while 28 per cent say they have not experienced gender-based discrimination. Thirteen per cent say they have experienced this at school, followed by with family (10%), with friends (eight per cent), and at home (five per cent). Women 55 years of age and older are more likely to say they have not experienced gender based discrimination (40%) than women 18 to 34 years of age (15%).
- **Over one in two Canadian women report they have had a female friend who experienced sexual harassment** – More than half of Canadian women (54%) report they have had a female friend who experienced sexual harassment, while 46 per cent report they have not. Women ages 18 to 34 years old are more likely report they have had a female friend experience sexual harassment (68%) than women 35 to 54 years old (54%), and women 55 plus (45%). Women who report they were born in Canada were more likely to report they have had this happen to a female friend (56%) than those who were not (46%).



Just over half of Canadian women think if they saw and reported sexual harassment that people in power would probably or definitely take action

Making change and taking action

Just over half of Canadian women think if they saw harassment and reported it that the people in power would probably or definitely take action. Most Canadian women say they are hopeful or somewhat hopeful about the progress of gender equality in Canada, as well as that gender equality in Canada will be achieved in their lifetime, although more than half trust or somewhat trust today's political leaders to advance issues related to gender equality.

- **Just over half of Canadian women think if they saw and reported sexual harassment that people in power would probably or definitely take action** – More than one in two Canadian women think if they saw and reported sexual harassment, people in power would definitely (20%) or probably (31%) take action. More than one in three think they would maybe take action (37%), while 10 per cent think probably not and one per cent think definitely not. Women who came to Canada under the age of 25 years old were more likely to think people in power would probably not (17%) or definitely not (four per cent) take action than those who came over the age of 25 (three per cent probably not; one per cent definitely not).
- **Canadian women who think people in power would probably not or definitely not take action most often cite the reason for their opinion as the culture/society does not support change** – Asked why they think people in power would probably not or definitely not take action if they reported sexual harassment, over one in three Canadian women say the culture/society does not support change (35%). This was followed by they would not take the claim seriously because of their gender (25%), they do not have enough seniority to effect change (15%), they would not take the claim seriously because of their age (14%), and none of the above (11%).
- **Just over one in two Canadian women say they identify or somewhat identify with the feminist movement** – More than half of Canadian women say they identify (16%) or somewhat identify (37%) with the feminist movement, while more than one in three say they somewhat do not (19%) or do not identify (17%). Eleven per cent are unsure.

Canadian women most often say schools and the educational system have the biggest opportunity to impact change when addressing gender inequality

- **More than three in four Canadian women say they are hopeful or somewhat hopeful about that gender equality in Canada will be achieved in their lifetime** – The majority of Canadian women say they are hopeful (30%) or somewhat hopeful (47%) that gender equality in Canada will be achieved in their lifetime, while nine per cent are somewhat not hopeful and six per cent are not hopeful. Eight per cent are unsure.
- **Those who are somewhat not or not hopeful most often say this is due to discrimination and violence** – Asked why they are somewhat not hopeful or not hopeful that gender equality in Canada will be achieved in their lifetime, Canadian women most often selected discrimination (i.e. racial, sexual orientation or gender discrimination)(21%), violence (i.e. harassment, bullying, sexual violence)(19%), and decision making and leadership (i.e. role in business, political leadership, etc)(18%). Sixteen per cent selected economics and financial (i.e. matters related to employment or pay), 11 per cent said education, and nine per cent said health (i.e. mental health, reproductive or sexual health). Women who report they were not born in Canada were more likely to select discrimination (31%) than women born in Canada (19%).
- **Canadian women most often say schools and the educational system have the biggest opportunity to impact change when addressing gender inequality** – Asked which group they believe has the biggest opportunity to impact change in terms of addressing gender inequality, just under three in ten say schools/educational system (28%), followed by families/communities (24%), youth (19%), government (18%), and business (12%). Women who report they were not born in Canada more often say schools have the biggest opportunity (36%) than women who were born in Canada (26%), and those who came to Canada over the age of 25 (41%) were more likely to say schools than those who came to Canada under 25 (30%).
- **More than eight in ten Canadian women say they feel hopeful or somewhat hopeful about the progress of gender equality in Canada** – A majority of Canadian women say they feel hopeful (33%) or somewhat hopeful (51%) about the progress of gender equality in Canada, while one in ten feel somewhat not hopeful (eight per cent) or not hopeful (three per cent). Six per cent are unsure.

Canadian women are six times more likely to say they feel less than equal to their male counterparts than more equal

- **Just over six in ten Canadian women say they feel hopeful or somewhat hopeful about the progress of gender equality globally** – A majority of Canadian women say they feel hopeful (15%) or somewhat hopeful (46%) about the progress of gender equality globally, while more than three in ten feel somewhat not hopeful (22%) or not hopeful (11%). Seven per cent are unsure.
- **Just over half of Canadian women say they trust or somewhat trust today's political leaders to advance gender equality issues** – More than one in two Canadian women say they trust (eight per cent) or somewhat trust (46%) today's political leaders to advance gender equality issues, while 23 per cent somewhat do not trust them and 12 per cent say they do not trust them to do so. Eleven per cent are unsure. Women 55 years of age and older are more likely to say they trust (eight per cent) or somewhat trust (53%) today's political leaders than women 18 to 34 (eight per cent trust; 42% somewhat trust) and 35 to 54 (seven per cent trust; 39% somewhat trust). Women who report they came to Canada at age 25 or older are more likely to trust (nine per cent) or somewhat trust (61%) today's leaders than those who came under the age of 25 (eight per cent trust; 27% somewhat trust).

Equality with male counterparts

While over half of Canadian women say they feel as equal to their male counterparts, they are six times more likely to say they feel less equal rather than more equal. Women are also more likely to say they have less opportunities or their ideas are taken less seriously than they are to say they have more opportunities or are taken more seriously because of their gender.

- **Canadian women are six times more likely to say they feel less than equal to their male counterparts than more equal** – More than one in two Canadian women (56%) say they feel equal to their male counterparts, while just under one in three feel less than equal (32%), and five per cent feel more than equal. Seven per cent are unsure. Women 18 to 34 are the least likely to say they feel equal (48%; 35-54: 58%; 55 plus: 59%). Women who report they came to Canada when they were 25 years of age or older are most likely to say they feel equal (60%; 41% of women who came under 25 years), while women who came under 25 years old more often say they feel less than equal (45%; 26% of those who came at 25 years or older).

Canadian women are 12 times more likely to say their ideas are taken less seriously rather than more seriously because of their gender

- **Canadian women are 12 times more likely to say their ideas are taken less seriously rather than more seriously because of their gender** – Just under one in two Canadian women say their ideas are taken as seriously because of their gender (49%), while 37 per cent say they are taken less seriously and three per cent say more seriously. Eleven per cent are unsure.
- **Over two thirds of Canadian women say most men they know are occasionally or regularly committed to achieving gender equality** – Over four in ten (44%) Canadian women say most men they know are committed to achieving gender equality occasionally, while 23 per cent say the men they know are committed regularly, and 13 per cent say they are never committed to this. Twenty per cent are unsure. Women age 55 plus are most likely to say most men they know are regularly committed to achieving gender equality (30%), compared to women 35 to 54 (20%) and 18 to 34 (17%).

Awareness of gender inequality

A majority of Canadian women say they became aware of gender inequality before 25 years of age, and most often say they first noticed it in school or at work, with older women more likely to say they noticed at work and younger women more likely to say at school. Canadian women often say they experienced the most gender inequality before the age of 25.

- **More than six in ten Canadian women report they became aware of gender inequality before the age of 25** – Asked at what age they first became aware of gender inequality, 23 per cent say they became aware at under 14 years of age, followed by 14 to 17 years old (22%), 18 to 24 years old (20%), and 25 plus (11%). Twenty-four per cent say they have not experienced gender discrimination (34% of those age 55 plus).
- **Canadian women most often report they first noticed gender inequality either in school, at work or say they have not experienced gender discrimination** – Asked where they first noticed gender inequality in their life, Canadian women most often say school (27%) or work (26%), while 26 per cent say they have not experienced gender based discrimination. Twelve per cent say they first noticed gender inequality at home, followed by with family (six per cent), and with friends (three per cent). Women age 55 plus are the most likely to say they first noticed gender inequality at work (30%) or have not experienced it at all (34%) compared to women 18 to 34 (20% at work; 18% have not experienced it). Younger women age 18 to 34 are more likely to report experiencing discrimination at school (40%; 35-54: 29%; 55 plus: 17%).


More than two in three Canadian women think women and girls need the most mentorship as teenagers

- **Canadian women most often report they experienced the most gender inequality before the age of 25; three in ten say they have not experienced gender discrimination** – Asked when they feel they experienced the most gender inequality as a result of their gender, three in ten Canadians women (30%) say they have not experienced discrimination because of their gender, while 24 per cent say it was between 18 to 24 years old, and 23 per cent say they were older than 25 years old. Fifteen per cent say they were between 14 and 17 years old, and eight per cent say they were under 14. Women age 55 plus were more likely to say they have not experienced gender inequality (39%) compared to women 18 to 34 (20%), while women 18 to 34 are more likely to say they experienced the most gender inequality between 18 to 24 years of age (36%; 16% of women 55 plus).

Mentorship and leadership

A majority of Canadian women report they have not mentored other women and girls and they themselves have not received mentorship. Two in three Canadian women feel women and girls would most benefit from mentorship in their teenage years rather than as young adults or adults.

- **Canadian women are 11 times more likely to say they have less opportunities rather than more opportunities to lead because of their gender** – Just over four in ten each say they have the same or less opportunities to lead because of their gender (42% each), while four per cent say they have more opportunities. Thirteen per cent are unsure.
- **Seven in ten Canadian women report they have not mentored other women and girls** – The majority of Canadian women (70%) report they have not mentored other women and girls, while 31 per cent report they have done so.
- **A majority of Canadian women report they have never received mentorship** – Asked if they have ever received mentorship, nearly two in three Canadian women (65%) report they have never received mentorship. Fourteen per cent report they received mentorship as an adult (ages 25+), while 11 per cent report they did as a young adult (ages 18-24), and nine per cent report they did as a teenager (ages 14-17).



Canadian women most often report they experienced the most gender inequality before the age of 25

- **Canadian women most often report they received mentorship from family or none of the above** – Asked from which individuals they feel they've received mentorship, Canadian women most often selected family (19%) and none of the above (19%), followed by friends (16%), other women (16%), teacher or professor (15%), partner/spouse (seven per cent), and men (four per cent).
- **More than two in three Canadian women think women and girls need the most mentorship as teenagers** – A majority of Canadian women (67%) think women and girls need the most mentorship as teenagers, followed by as young adults (23%), and as adults (three per cent). Eight per cent say women and girls do not need mentorship.
- **Canadian women most often say they wish that had more mentorship support in economic and financial matters when transitioning from girlhood to adulthood** – Asked in which areas they wish that had more mentorship support when they were transitioning from girlhood to adulthood, Canadian women most often selected economics and financial (i.e. matters related to employment or pay)(19%), followed by education (16%), decision making and leadership (i.e. role in business, political leadership, etc)(16%), violence (i.e. harassment, bullying, sexual violence)(15%), and health (i.e. mental health, reproductive or sexual health)(14%). Eight per cent say none of the above and they had enough support.

Empowerment to make decisions

Overall a majority of Canadian women say they feel empowered or somewhat empowered to make decisions about their lives, especially in terms of their sexuality and romantic relationships. Although still a majority, fewer Canadian women report feeling empowered or somewhat empowered to share their ideas in public, and younger women are less likely to say they feel empowered or somewhat empowered to have financial independence than older women.

- **A majority of Canadian women say they feel empowered or somewhat empowered to make their own decisions in terms of their sexuality** – More than eight in ten Canadian women say they feel empowered (59%) or somewhat empowered (27%) to make their own decisions when it comes to their sexuality, while five per cent each say they feel somewhat not empowered or not empowered. Five per cent are unsure.

A majority of Canadian women feel empowered or somewhat empowered to make their own decisions related to their sexuality, romantic relationships, and career

- **A majority of Canadian women say they feel empowered or somewhat empowered to make their own decisions in terms of their romantic relationships** – Nearly nine in ten Canadian women say they feel empowered (57%) or somewhat empowered (28%) to make their own decisions when it comes to their romantic relationships, while six per cent say they feel somewhat not empowered, and five per cent feel not empowered. Four per cent are unsure.
- **More than eight in ten Canadian women say they feel empowered or somewhat empowered to make their own decisions in terms of their career** – A majority of Canadian women say they feel empowered (50%) or somewhat empowered (30%) to make their own decisions when it comes to their career, while nine per cent say they feel somewhat not empowered, and five per cent feel not empowered. Six per cent are unsure.
- **Most Canadian women say they feel empowered or somewhat empowered to make their own decisions in terms of their financial independence** – More than eight in ten Canadian women say they feel empowered (50%) or somewhat empowered (33%) to make their own decisions when it comes to their financial independence, while eight per cent say they feel somewhat not empowered, and five per cent feel not empowered. Four per cent are unsure. Canadian women 18 to 34 are less likely to say they feel empowered (45%) or somewhat empowered (32%) than women 55 plus (52% empowered; 34% somewhat empowered).
- **Just under seven in ten Canadian women say they feel empowered or somewhat empowered to share their opinions or make their voice heard in public** – A majority of Canadian women say they feel empowered (30%) or somewhat empowered (39%) to share their opinions or make their voice heard in public, while 15 per cent say they feel somewhat not empowered, and nine per cent feel not empowered. Eight per cent are unsure.

More than one in two Canadian women have regularly or occasionally felt pressure to change their behaviour because of their gender

Feeling pressures

More than one in two Canadian women say they have regularly or occasionally felt pressure to change their behaviour because of their gender, but they most often say they have never felt pressure to change their physical appearance. Women 18 to 34 years of age are more likely to say they feel these pressures regularly than women 55 years of age or older.

- **Canadian women most often say they have never felt pressure to change their physical appearance because of their gender** – Just under one in two (49%) Canadian women say they have never felt pressure to change their physical appearance because of their gender, while 31 per cent say they have felt this pressure occasionally, and 15 per cent say they have felt this pressure regularly. Five per cent are unsure. Women 18 to 34 years of age are five times more likely to say they have felt this pressure regularly (30%) than women 55 plus (six per cent). Women who came to Canada under the age of 25 are more than two times more likely to say they have felt this pressure regularly (25%) than those who came to Canada over the age of 25 (10%).
- **More than one in two Canadian women have regularly or occasionally felt pressure to change their behaviour because of their gender** – Just over four in ten (42%) Canadian women say they have occasionally felt pressure to change their behaviour because of their gender, while 39 per cent say they have never felt this pressure, and 13 per cent say they have felt this pressure regularly. Six per cent are unsure. Women 18 to 24 years of age are likely to say they have felt this pressure regularly (29%) or occasionally (43%) than women 25 plus (11% regularly; 42% occasionally).

Nanos conducted an online survey of 1,000 Canadian women, 18 years of age or older, between February 5th and 6th, 2019. Participants were randomly administered a survey online. The results were statistically checked and weighted by age using the latest Census information and the sample is geographically stratified to be representative of Canada. No margin of error applies to this research.

The research was commissioned by Plan International Canada and was conducted by Nanos Research.

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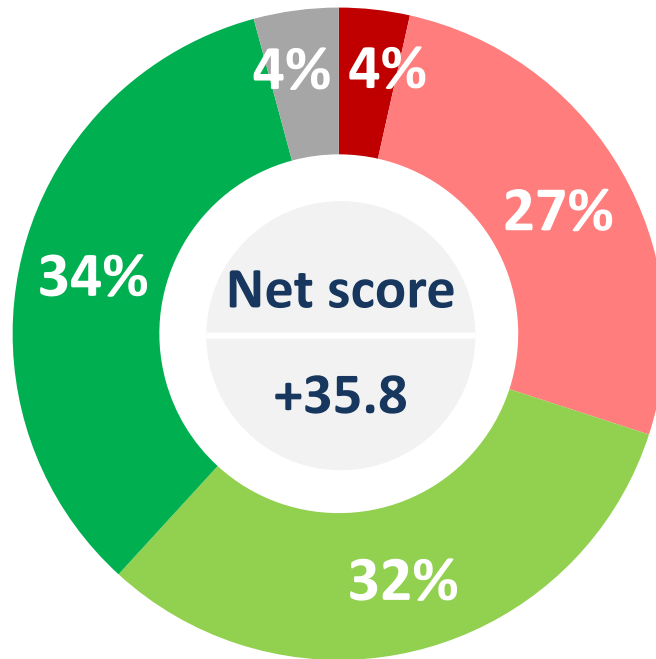


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1.0 Facing Discrimination and Sexual Harassment



Frequency of discrimination based on gender



■ Regularly discriminated
 ■ Occasionally discriminated
 ■ Rarely discriminated
■ Never discriminated
 ■ Unsure

	Rarely/never discriminated
Atlantic (n=100)	67.1%
Quebec (n=250)	74.3%
Ontario (n=300)	64.4%
Prairies (n=200)	59.6%
British Columbia (n=150)	61.7%
18 to 34 (n=322)	55.5%
35 to 54 (n=410)	65.5%
55 plus (n=268)	72.7%

*Weighted to the true population proportion.
 *Charts may not add up to 100 due to rounding.

QUESTION – Do you regularly, occasionally, rarely or never feel discriminated against because of your gender?

Experiencing discrimination based on gender

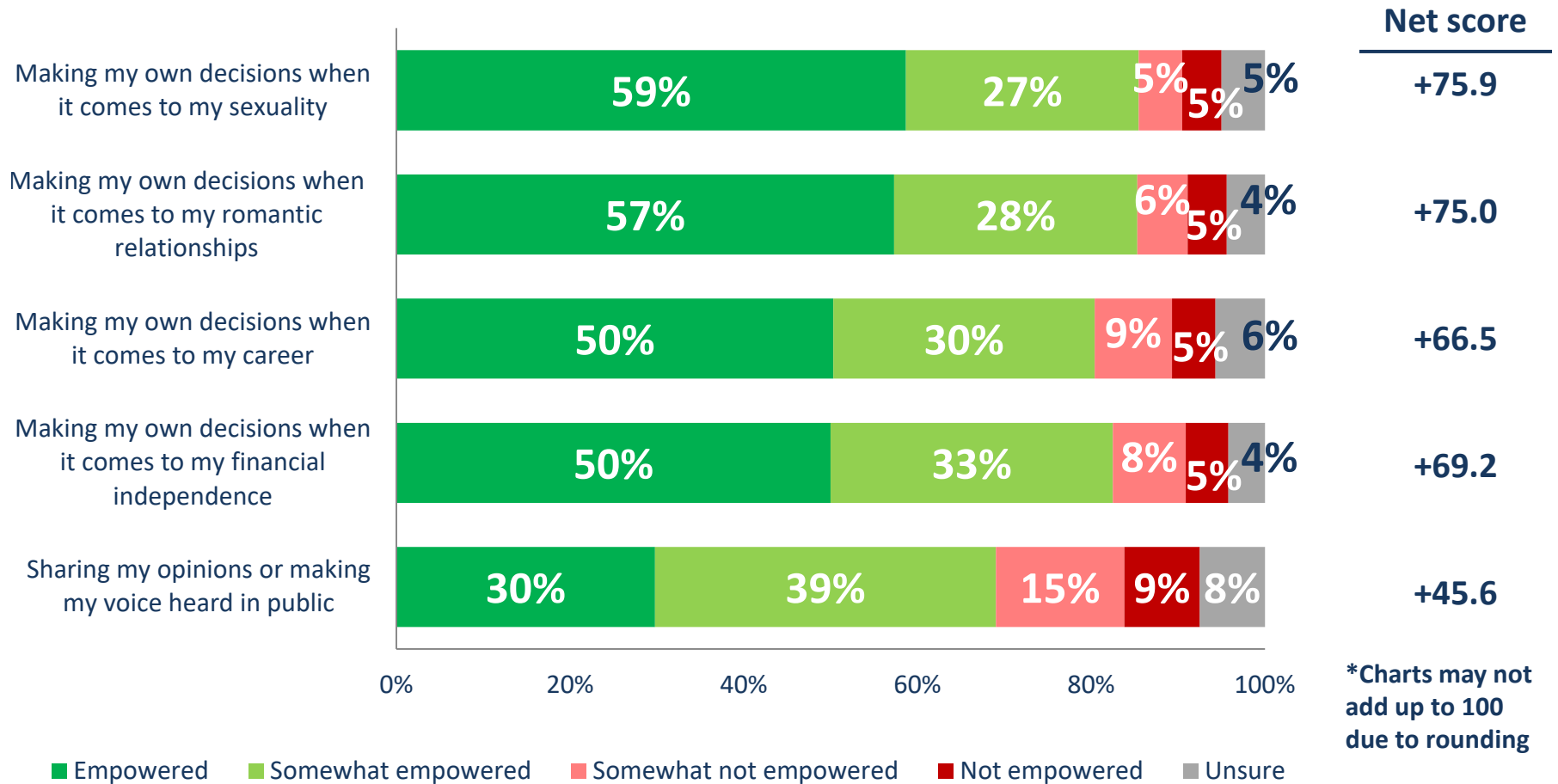


Top Mentions	Frequency (n=1446)*
Work	30.5%
I have not experienced discrimination because of my gender	28.1%
School	13.4%
With Family	10.3%
With Friends	7.6%
Home	5.4%
Everywhere/when in public	1.5%
Shopping	0.9%
Mechanic/car dealership/garage	0.8%
Vacation/travelling	0.4%

*Based on multiple mentions.

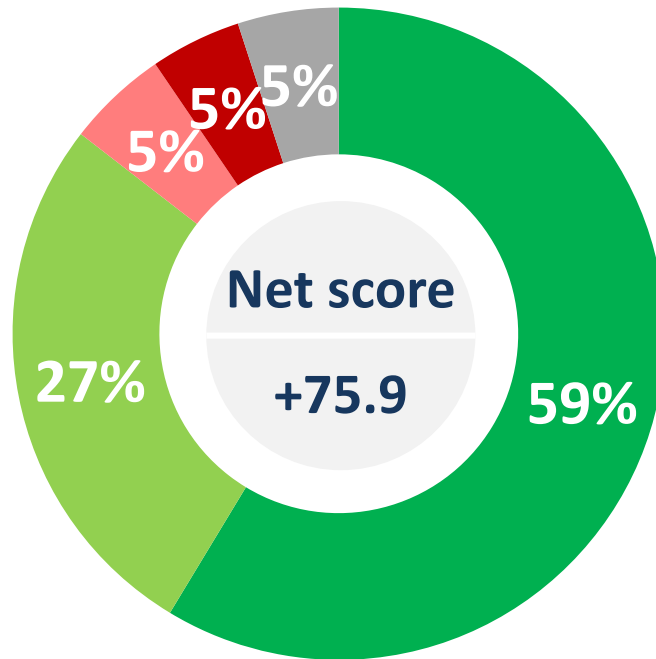
QUESTION – Where in your life, if at all, have you experienced discrimination because of your gender? Select as many as apply. [RANDOMIZE]

Empowerment related to decision making



QUESTION – Thinking about the following situations, do you feel empowered, somewhat empowered, somewhat not empowered or not empowered? [RANDOMIZE]

Empowerment related to making decisions about sexuality



■ Empowered ■ Somewhat empowered ■ Somewhat not empowered
■ Not empowered ■ Unsure

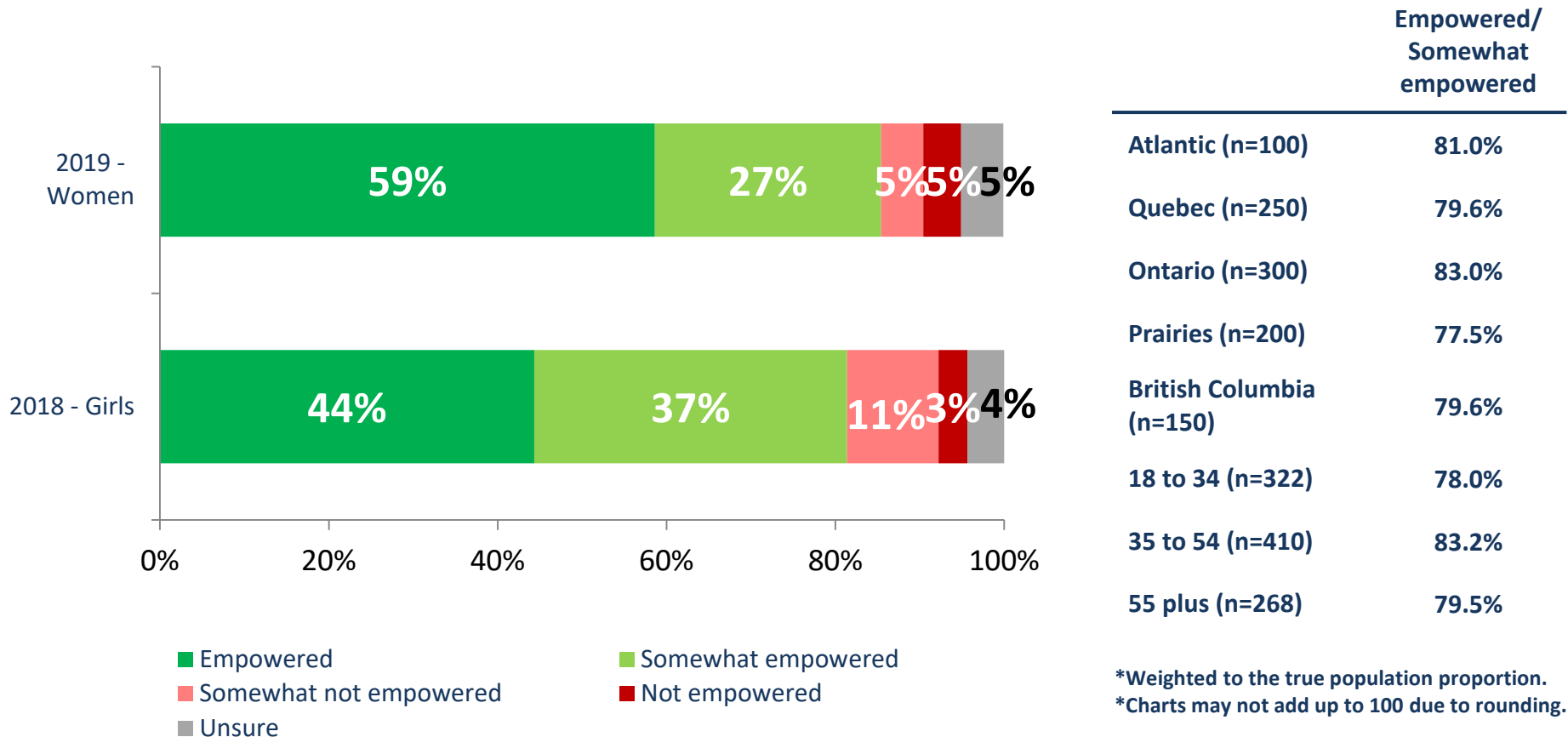
	Empowered/ Somewhat empowered
Atlantic (n=100)	84.0%
Quebec (n=250)	87.2%
Ontario (n=300)	84.7%
Prairies (n=200)	84.7%
British Columbia (n=150)	85.5%
18 to 34 (n=322)	82.1%
35 to 54 (n=410)	85.8%
55 plus (n=268)	87.3%

*Weighted to the true population proportion.
*Charts may not add up to 100 due to rounding.

QUESTION – Thinking about the following situations, do you feel empowered, somewhat empowered, somewhat not empowered or not empowered? [RANDOMIZE]

Making my own decisions when it comes to my sexuality

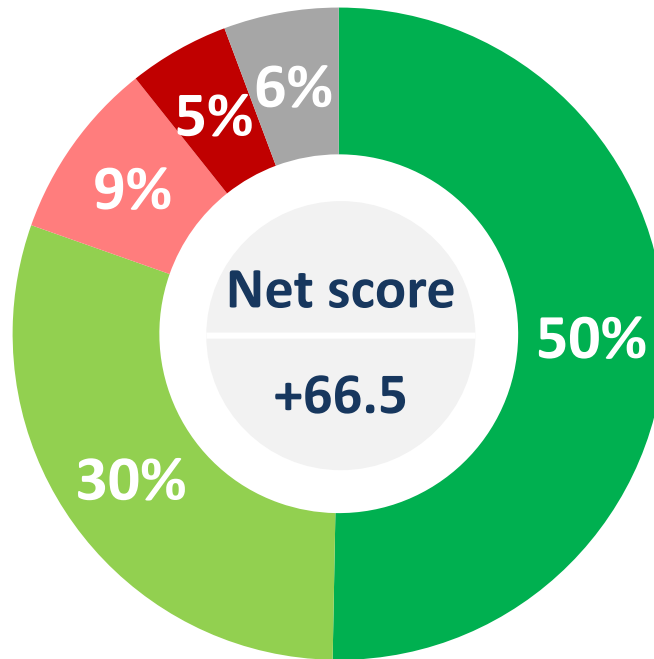
Empowerment related to making decisions about career



QUESTION – Thinking about the following situations, do you feel empowered, somewhat empowered, somewhat not empowered or not empowered? [RANDOMIZE]

Making my own decisions when it comes to my career

Empowerment related to making decisions about career



■ Empowered
■ Not empowered

■ Somewhat empowered
■ Unsure

■ Somewhat not empowered

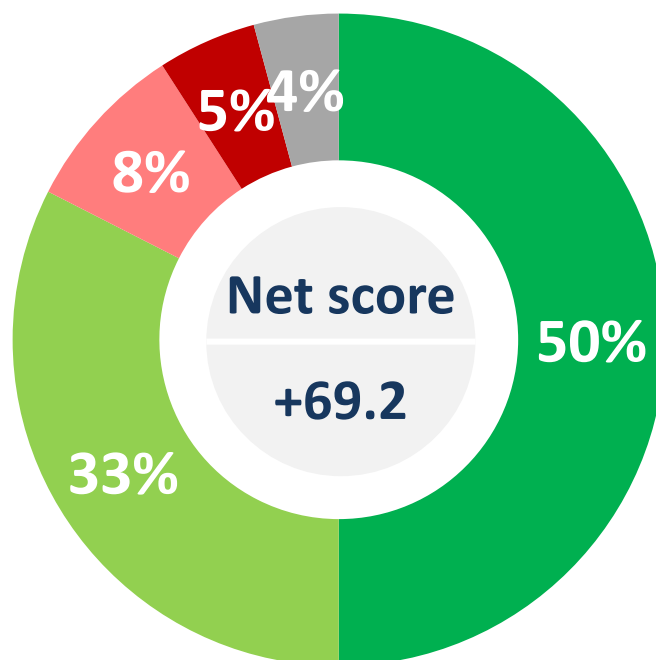
	Empowered/ Somewhat empowered
Atlantic (n=100)	81.0%
Quebec (n=250)	79.6%
Ontario (n=300)	83.0%
Prairies (n=200)	77.5%
British Columbia (n=150)	79.6%
18 to 34 (n=322)	78.0%
35 to 54 (n=410)	83.2%
55 plus (n=268)	79.5%

*Weighted to the true population proportion.
*Charts may not add up to 100 due to rounding.

QUESTION – Thinking about the following situations, do you feel empowered, somewhat empowered, somewhat not empowered or not empowered? [RANDOMIZE]

Making my own decisions when it comes to my career

Empowerment related to financial independence



■ Empowered
■ Not empowered

■ Somewhat empowered
■ Unsure

■ Somewhat not empowered

	Empowered/ Somewhat empowered
Atlantic (n=100)	82.2%
Quebec (n=250)	83.6%
Ontario (n=300)	80.0%
Prairies (n=200)	84.5%
British Columbia (n=150)	83.3%
18 to 34 (n=322)	77.8%
35 to 54 (n=410)	81.3%
55 plus (n=268)	86.6%

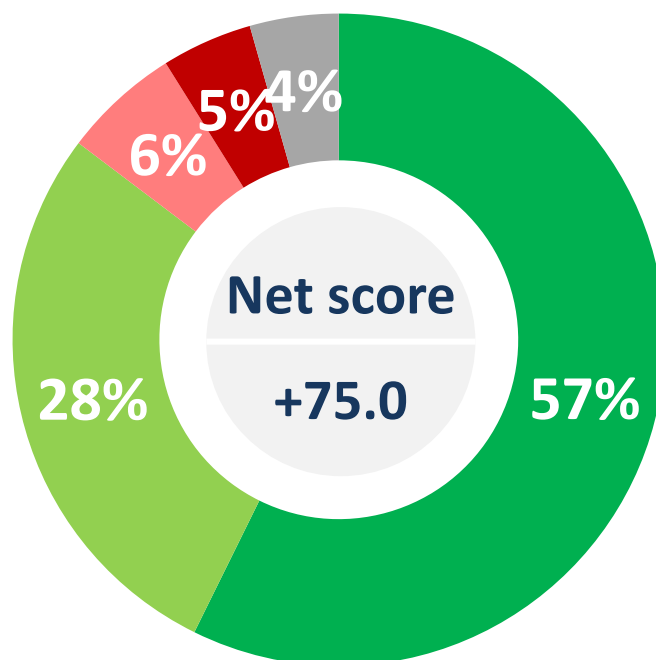
*Weighted to the true population proportion.

*Charts may not add up to 100 due to rounding.

QUESTION – Thinking about the following situations, do you feel empowered, somewhat empowered, somewhat not empowered or not empowered? [RANDOMIZE]

Making my own decisions when it comes to my financial independence

Empowerment related to making decisions about romantic relationships



■ Empowered
■ Not empowered

■ Somewhat empowered
■ Unsure

■ Somewhat not empowered

	Empowered/ Somewhat empowered
Atlantic (n=100)	84.0%
Quebec (n=250)	84.3%
Ontario (n=300)	84.8%
Prairies (n=200)	85.7%
British Columbia (n=150)	87.9%
18 to 34 (n=322)	80.8%
35 to 54 (n=410)	86.1%
55 plus (n=268)	87.5%

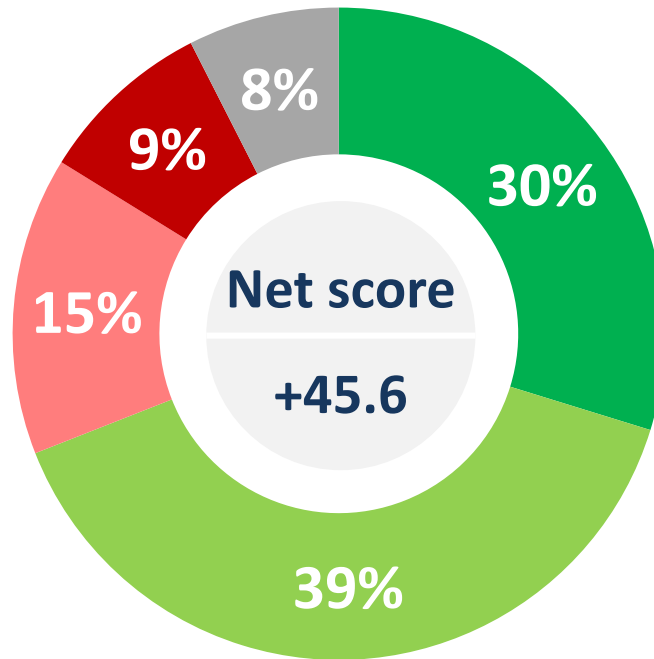
*Weighted to the true population proportion.

*Charts may not add up to 100 due to rounding.

QUESTION – Thinking about the following situations, do you feel empowered, somewhat empowered, somewhat not empowered or not empowered? [RANDOMIZE]

Making my own decisions when it comes to my romantic relationships

Empowerment related to sharing opinions



■ Empowered
■ Not empowered

■ Somewhat empowered
■ Unsure

■ Somewhat not empowered

	Empowered/ Somewhat empowered
Atlantic (n=100)	68.4%
Quebec (n=250)	65.7%
Ontario (n=300)	73.0%
Prairies (n=200)	66.7%
British Columbia (n=150)	70.7%
18 to 34 (n=322)	67.8%
35 to 54 (n=410)	70.6%
55 plus (n=268)	68.7%

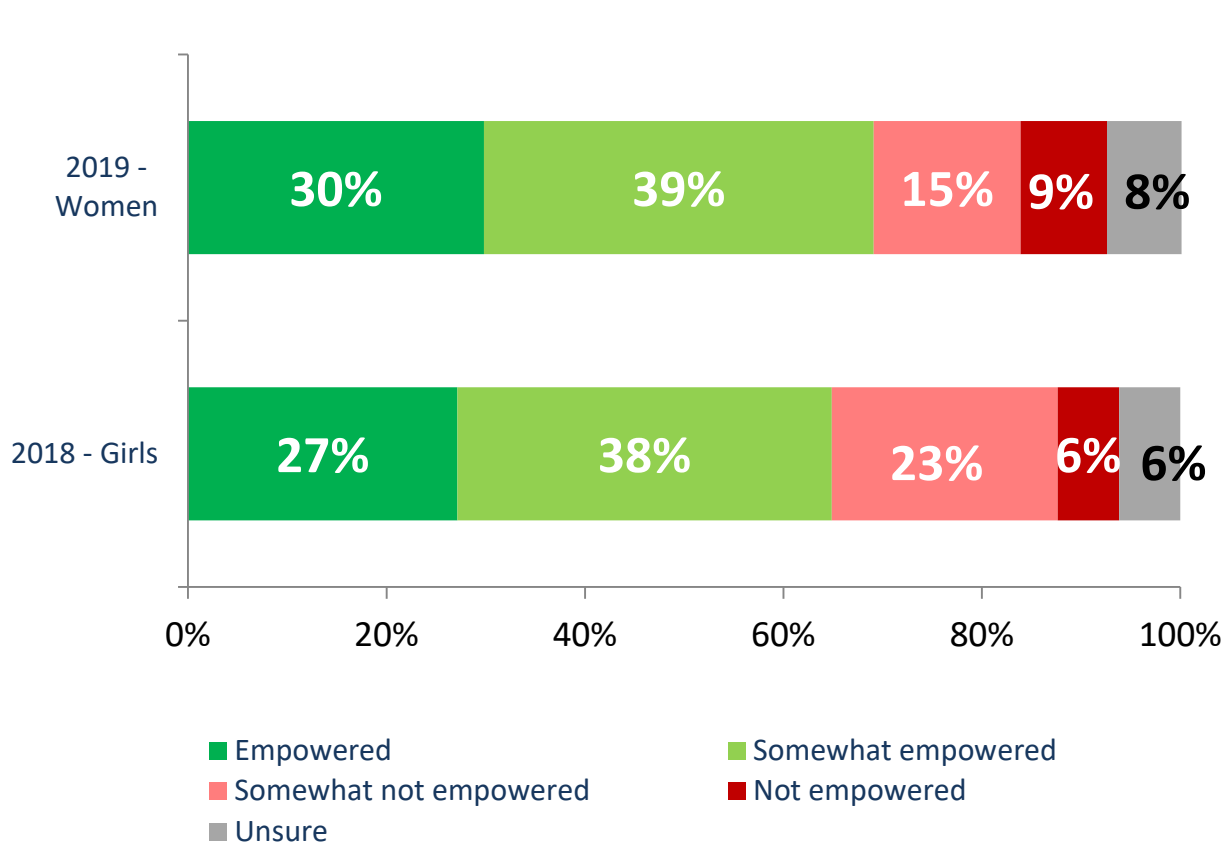
*Weighted to the true population proportion.

*Charts may not add up to 100 due to rounding.

QUESTION – Thinking about the following situations, do you feel empowered, somewhat empowered, somewhat not empowered or not empowered? [RANDOMIZE]

Sharing my opinions or making my voice heard in public

Empowerment related to sharing opinions



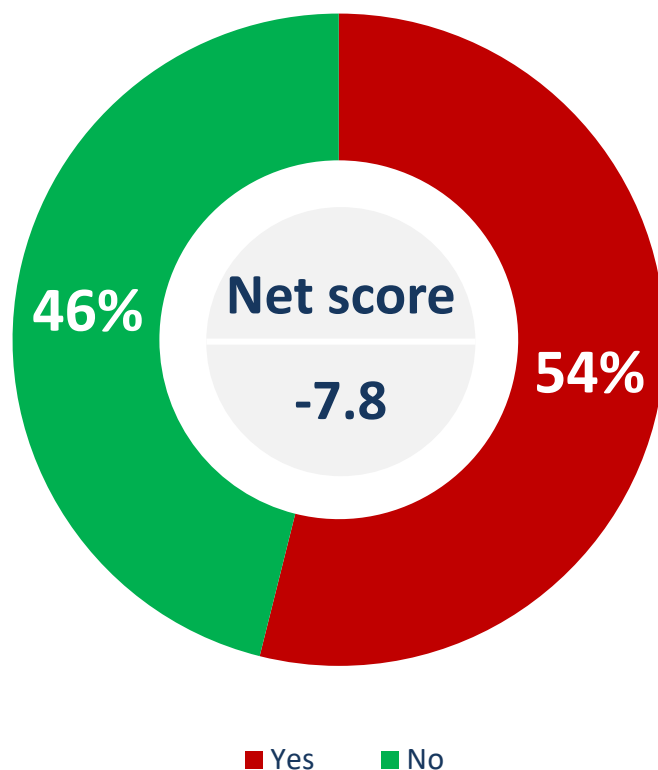
	Empowered / Somewhat empowered
Atlantic (n=100)	68.4%
Quebec (n=250)	65.7%
Ontario (n=300)	73.0%
Prairies (n=200)	66.7%
British Columbia (n=150)	70.7%
18 to 34 (n=322)	67.8%
35 to 54 (n=410)	70.6%
55 plus (n=268)	68.7%

*Weighted to the true population proportion.
 *Charts may not add up to 100 due to rounding.

QUESTION – Thinking about the following situations, do you feel empowered, somewhat empowered, somewhat not empowered or not empowered? [RANDOMIZE]

Sharing my opinions or making my voice heard in public

Female friend experiencing sexual harassment



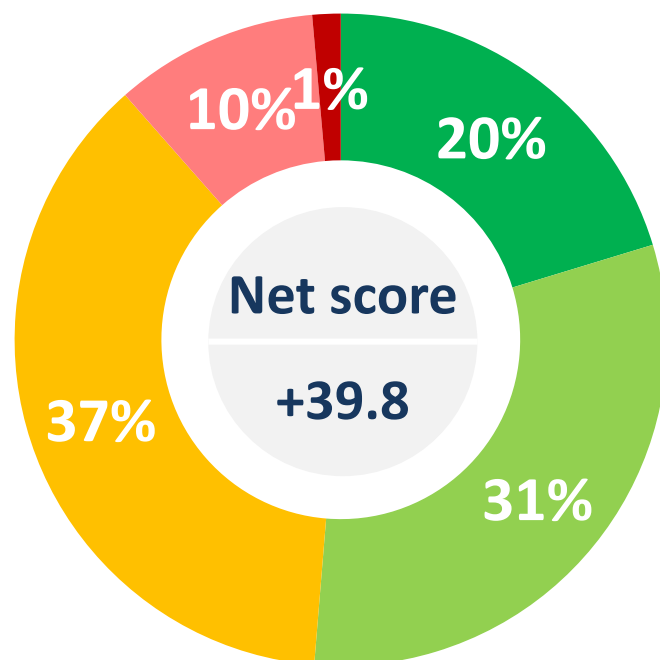
	Yes	No
Atlantic (n=100)	54.8%	45.2%
Quebec (n=250)	43.2%	56.8%
Ontario (n=300)	56.2%	43.8%
Prairies (n=200)	56.6%	43.4%
British Columbia (n=150)	63.2%	36.8%
18 to 34 (n=322)	68.0%	32.0%
35 to 54 (n=410)	54.2%	45.8%
55 plus (n=268)	44.5%	55.5%

*Weighted to the true population proportion.

*Charts may not add up to 100 due to rounding.

QUESTION – Have you ever had a female friend who experienced sexual harassment?

Action taken by authorities against sexual harassment



■ Yes, definitely ■ Yes, probably ■ Maybe ■ No, probably not ■ No, definitely not

	Yes, definitely/ probably
Atlantic (n=100)	48.5%
Quebec (n=250)	59.5%
Ontario (n=300)	53.4%
Prairies (n=200)	45.1%
British Columbia (n=150)	43.5%
18 to 34 (n=322)	50.9%
35 to 54 (n=410)	56.0%
55 plus (n=268)	47.7%

*Weighted to the true population proportion.

*Charts may not add up to 100 due to rounding.

QUESTION – Sexual harassment can be defined as unwanted, inappropriate remarks or physical advances of a sexual nature. It can happen in the workplace or in social settings. Keeping that definition in mind, if you saw sexual harassment taking place and reported it, do you think people in power would take action?

Reasons authorities would not take action

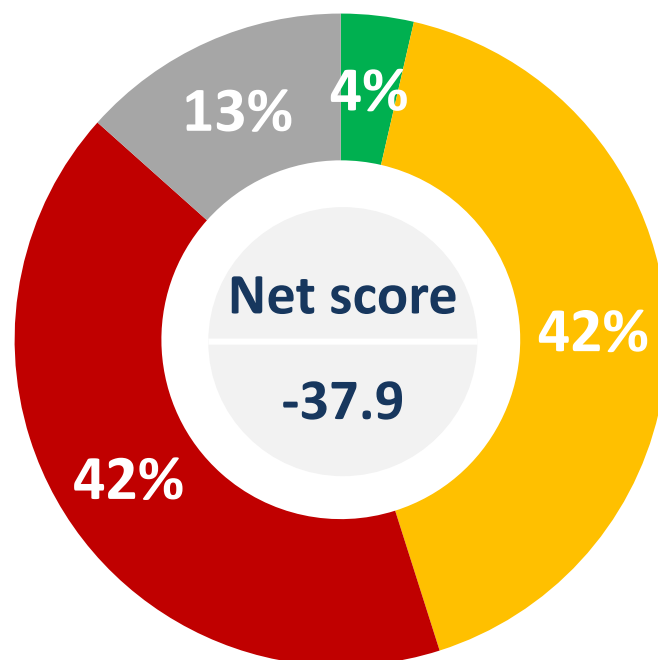


	Frequency (n=192)*
The culture/society does not support change	35.0%
They would not take my claim seriously because of my gender	25.0%
I do not have enough seniority to effect change	15.4%
They would not take my claim seriously because of my age	13.9%
None of the above	10.7%

*Based on multiple mentions.

QUESTION – [IF NO] Why do you think leaders would not take action? (Check all that apply)

Opportunities to lead based on gender



	More	The same	Less
Atlantic (n=100)	4.7%	36.2%	48.2%
Quebec (n=250)	4.4%	45.7%	34.6%
Ontario (n=300)	4.5%	43.4%	40.8%
Prairies (n=200)	1.6%	38.6%	48.4%
British Columbia (n=150)	2.5%	38.3%	40.5%
18 to 34 (n=322)	4.8%	37.7%	41.7%
35 to 54 (n=410)	4.8%	41.3%	40.5%
55 plus (n=268)	1.8%	44.2%	42.1%

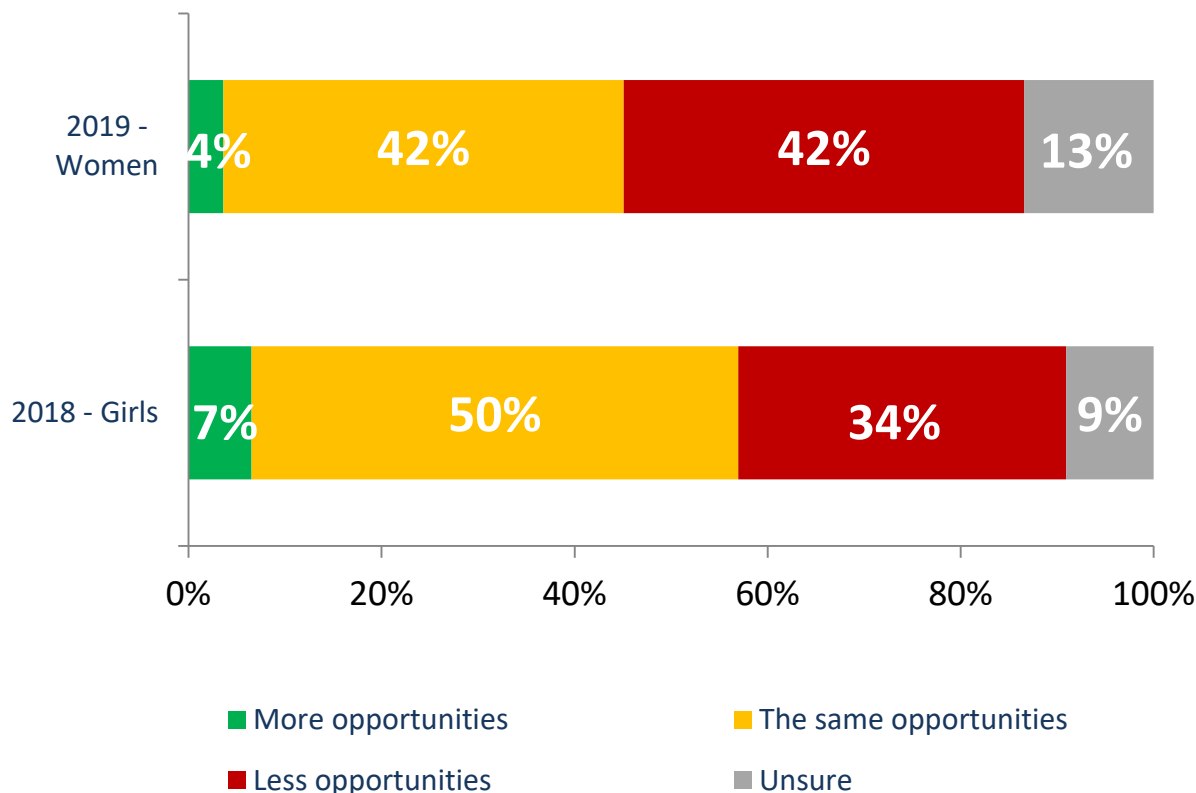
*Weighted to the true population proportion.

*Charts may not add up to 100 due to rounding.

■ More opportunities
 ■ The same opportunities
 ■ Less opportunities
 ■ Unsure

QUESTION – Because of your gender do you have more opportunities, the same opportunities or have less opportunities to lead than others?

Opportunities to lead based on gender



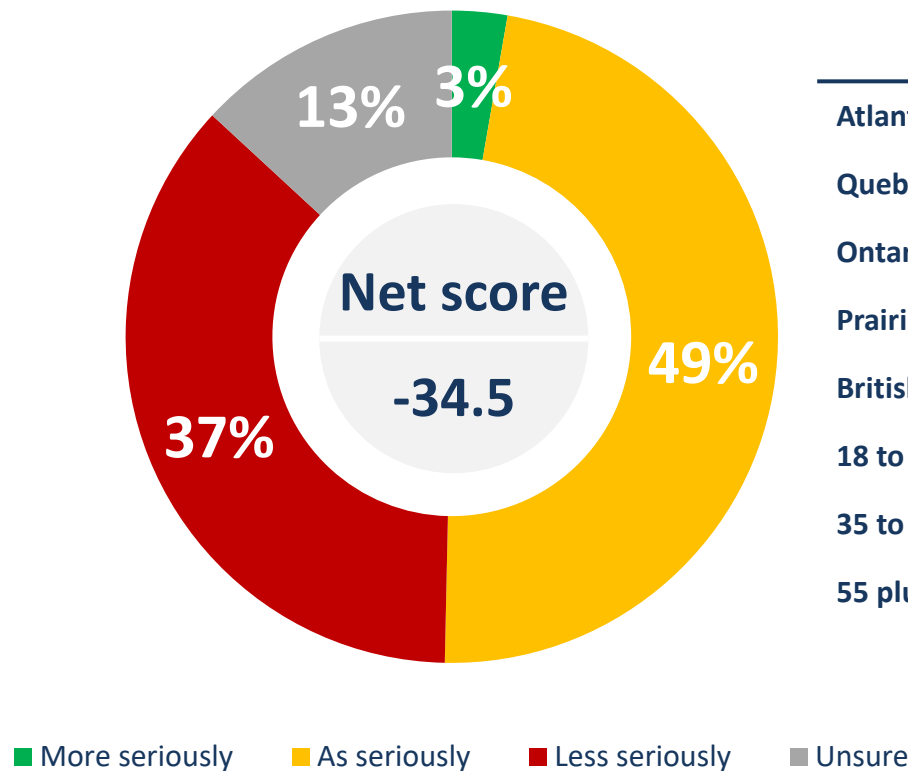
	More	The same	Less
Atlantic (n=100)	4.7%	36.2%	48.2%
Quebec (n=250)	4.4%	45.7%	34.6%
Ontario (n=300)	4.5%	43.4%	40.8%
Prairies (n=200)	1.6%	38.6%	48.4%
British Columbia (n=150)	2.5%	38.3%	40.5%
18 to 34 (n=322)	4.8%	37.7%	41.7%
35 to 54 (n=410)	4.8%	41.3%	40.5%
55 plus (n=268)	1.8%	44.2%	42.1%

*Weighted to the true population proportion.

*Charts may not add up to 100 due to rounding.

QUESTION – Because of your gender do you have more opportunities, the same opportunities or have less opportunities to lead than others?

Ideas taken seriously due to gender

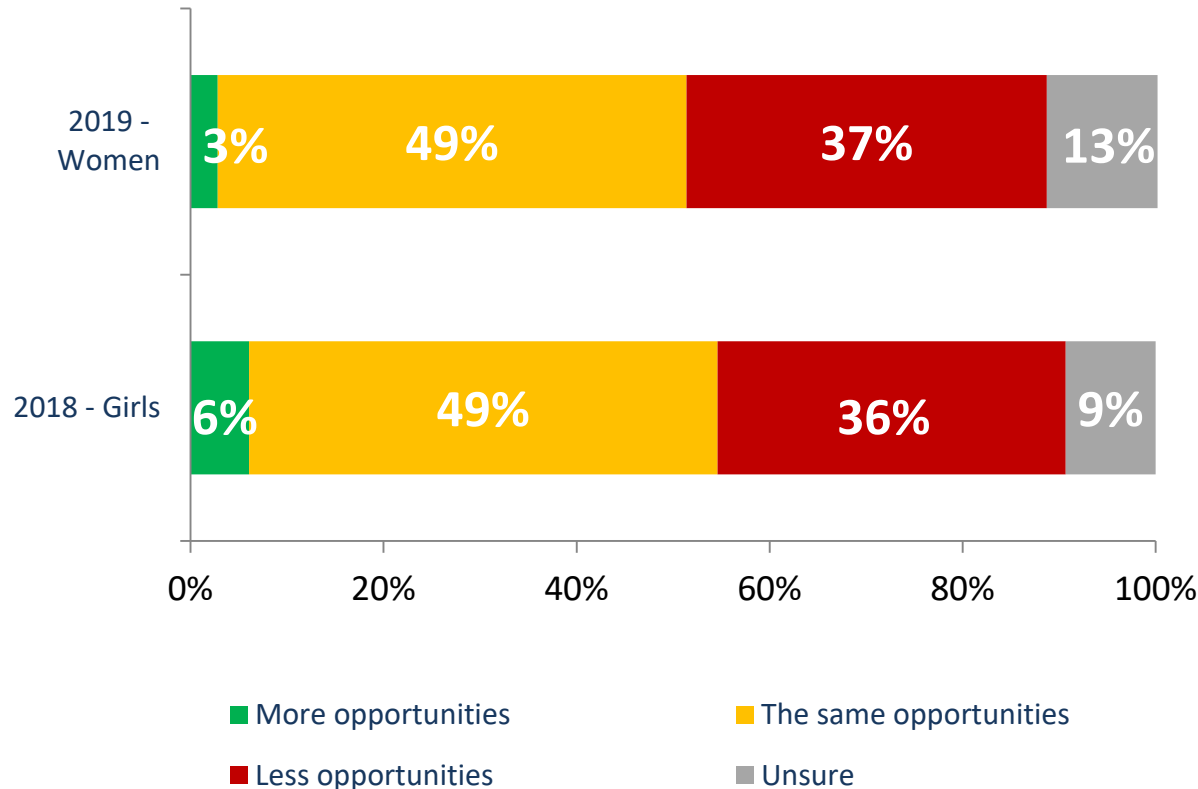


	More seriously	As seriously	Less seriously
Atlantic (n=100)	1.5%	46.3%	43.0%
Quebec (n=250)	3.8%	61.0%	26.2%
Ontario (n=300)	3.4%	42.5%	43.6%
Prairies (n=200)	2.4%	48.2%	36.7%
British Columbia (n=150)	1.3%	42.1%	40.5%
18 to 34 (n=322)	4.3%	45.3%	38.7%
35 to 54 (n=410)	3.4%	46.3%	36.7%
55 plus (n=268)	1.4%	52.6%	37.0%

*Weighted to the true population proportion.
*Charts may not add up to 100 due to rounding.

QUESTION – Because of your gender are your ideas taken more seriously, as seriously or less seriously than others?

Ideas taken seriously due to gender



	More	The same	Less
Atlantic (n=100)	4.7%	36.2%	48.2%
Quebec (n=250)	4.4%	45.7%	34.6%
Ontario (n=300)	4.5%	43.4%	40.8%
Prairies (n=200)	1.6%	38.6%	48.4%
British Columbia (n=150)	2.5%	38.3%	40.5%
18 to 34 (n=322)	4.8%	37.7%	41.7%
35 to 54 (n=410)	4.8%	41.3%	40.5%
55 plus (n=268)	1.8%	44.2%	42.1%

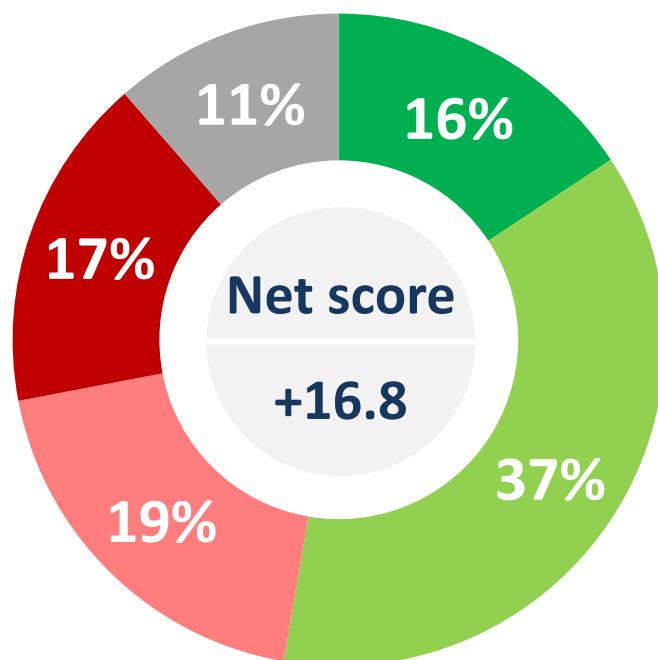
*Weighted to the true population proportion.
 *Charts may not add up to 100 due to rounding.

QUESTION – Because of your gender are your ideas taken more seriously, as seriously or less seriously than others?

2.0 Action on Gender Inequality



Identification with the feminist movement



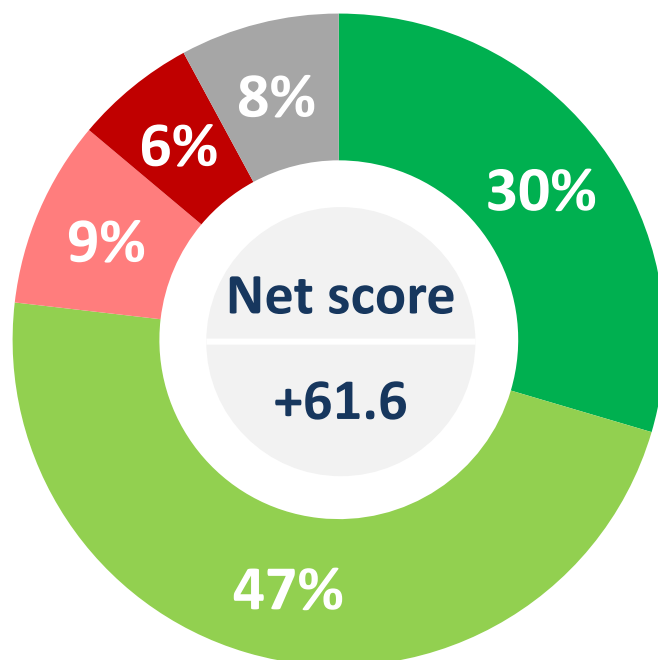
■ Identify ■ Somewhat identify ■ Somewhat not identify ■ Not identify ■ Unsure

	Identify/ Somewhat identify
Atlantic (n=100)	49.4%
Quebec (n=250)	53.1%
Ontario (n=300)	56.4%
Prairies (n=200)	46.9%
British Columbia (n=150)	54.4%
18 to 34 (n=322)	57.7%
35 to 54 (n=410)	51.8%
55 plus (n=268)	50.1%

*Weighted to the true population proportion.
*Charts may not add up to 100 due to rounding.

QUESTION – Do you identify, somewhat identify, somewhat not identify, or not identify with the feminist movement?

Hope for achieving gender equality in Canada



■ Hopeful ■ Somewhat hopeful ■ Somewhat not hopeful ■ Not hopeful ■ Unsure

	Hopeful/ Somewhat hopeful
Atlantic (n=100)	79.4%
Quebec (n=250)	75.2%
Ontario (n=300)	81.0%
Prairies (n=200)	69.2%
British Columbia (n=150)	80.3%
18 to 34 (n=322)	79.5%
35 to 54 (n=410)	79.2%
55 plus (n=268)	73.3%

*Weighted to the true population proportion.

*Charts may not add up to 100 due to rounding.

QUESTION – Are you hopeful, somewhat hopeful, somewhat not hopeful or not hopeful that gender equality in Canada will be achieved in your lifetime?

Reasons for lack of hope for achieving gender equality in Canada

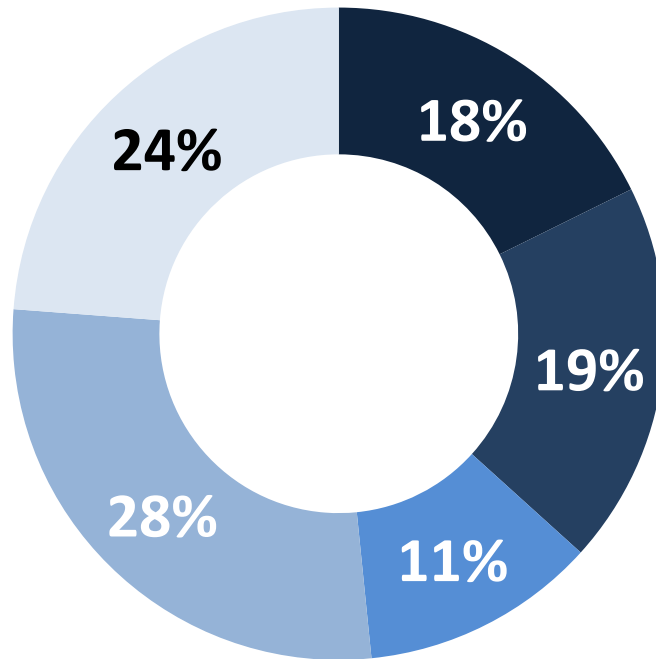


	Frequency (n=363)*
Discrimination (i.e. matters related to discrimination as a result of your race, sexual orientation or gender)	21.0%
Violence (i.e. matters related to harassment, bullying, sexual or physical violence)	19.2%
Decision making + leadership (i.e. matters related to your role in business, political leadership or government policy)	18.1%
Economics + Financial (i.e. matters related to your employment or pay)	15.6%
Education (i.e. matters related to your access to education, education path and/or educational resources relation to gender, sexuality)	10.5%
Health (i.e. matters related to your mental health, access to reproductive or sexual health care or resources)	9.0%
My age	1.2%
Parenting	0.2%
Other	1.0%
None of the above, I felt I had enough support	4.4%

*Based on multiple mentions.

QUESTION – [IF SOMEWHAT OR NOT HOPEFUL] Why are you not hopeful about gender equality being achieved in your lifetime? (Check all that apply) [RANDOMIZE]

Group with greatest opportunity to impact change for gender inequality



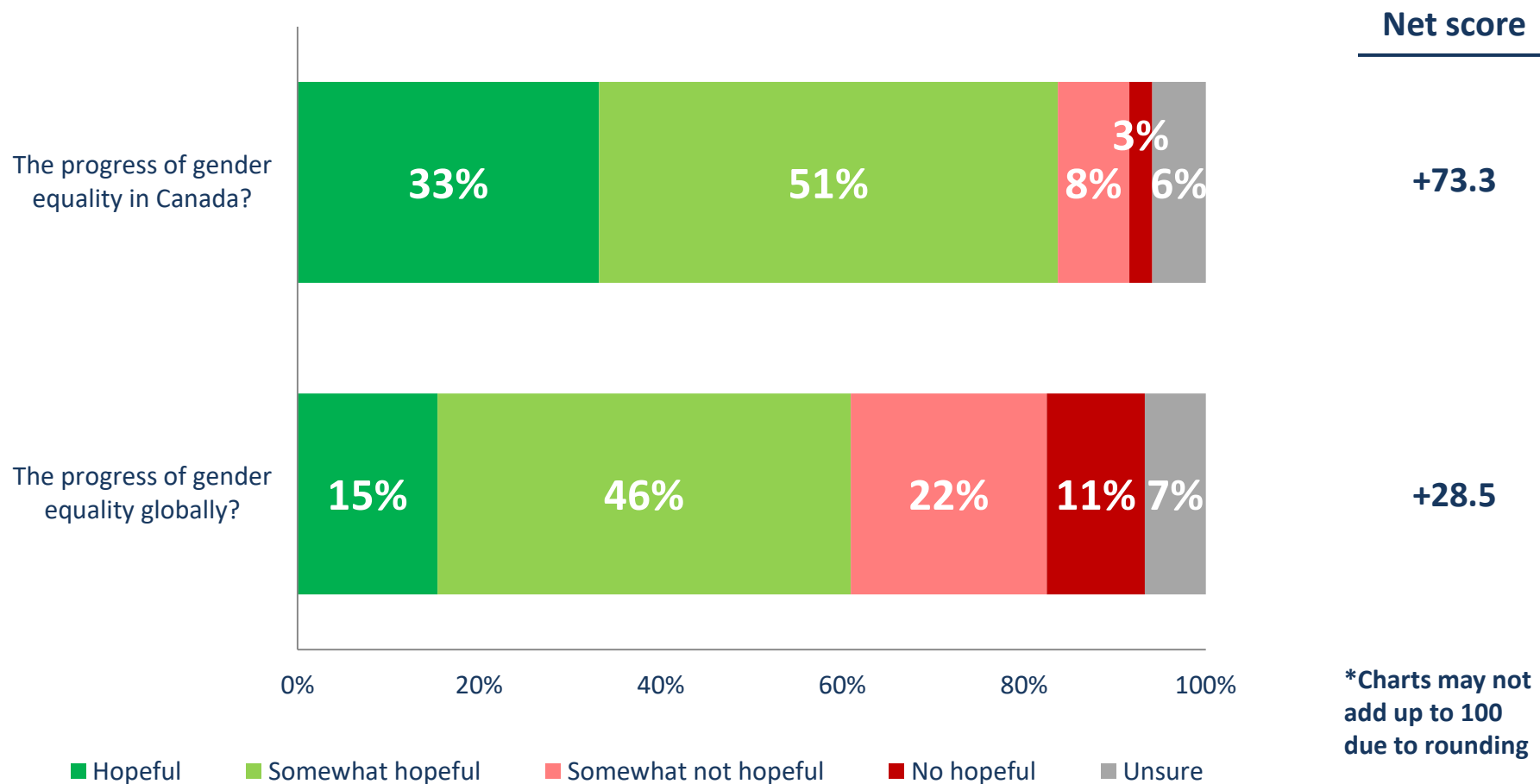
■ Government ■ Youth ■ Business ■ School/Educational system ■ Families/Communities

	School/ Education system
Atlantic (n=100)	29.0%
Quebec (n=250)	30.1%
Ontario (n=300)	28.3%
Prairies (n=200)	22.8%
British Columbia (n=150)	29.2%
18 to 34 (n=322)	31.1%
35 to 54 (n=410)	23.8%
55 plus (n=268)	29.1%

*Weighted to the true population proportion.
*Charts may not add up to 100 due to rounding.

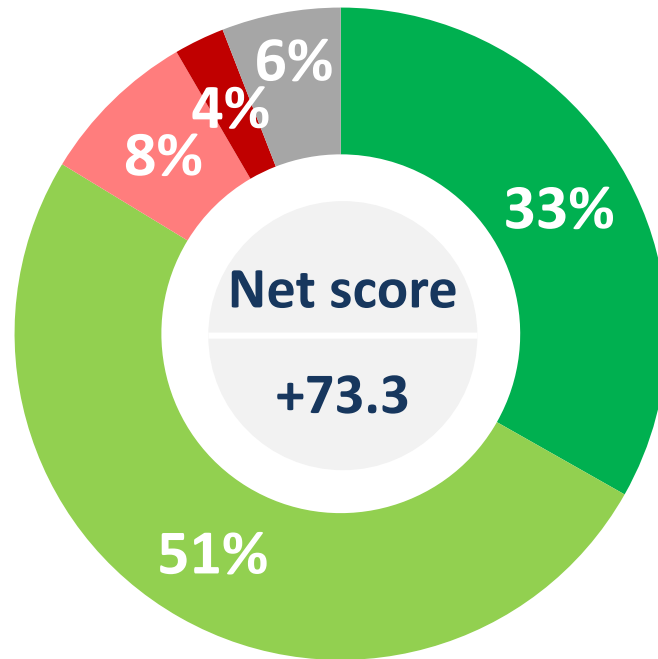
QUESTION – When it comes to addressing gender inequality, which one of the following groups do you believe has the biggest opportunity to impact change? [RANDOMIZE]

Hopefulness about progress on gender equality



QUESTION – Thinking about the future, do you feel hopeful, somewhat hopeful, somewhat not hopeful or not hopeful about the following: [ROTATE]

Hopefulness about progress of gender equality in Canada



■ Hopeful ■ Somewhat hopeful ■ Somewhat not hopeful ■ Not hopeful ■ Unsure

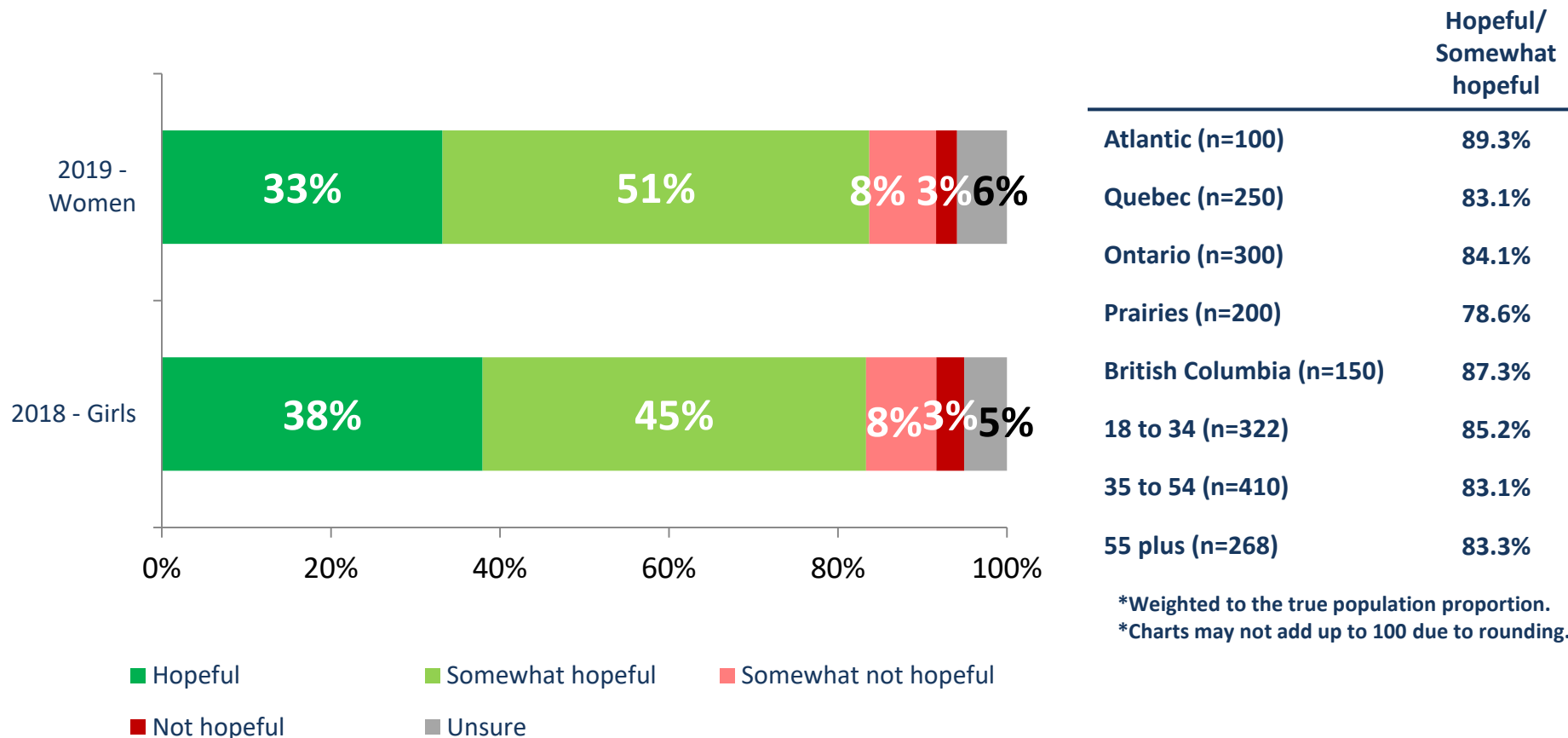
	Hopeful/ Somewhat hopeful
Atlantic (n=100)	89.3%
Quebec (n=250)	83.1%
Ontario (n=300)	84.1%
Prairies (n=200)	78.6%
British Columbia (n=150)	87.3%
18 to 34 (n=322)	85.2%
35 to 54 (n=410)	83.1%
55 plus (n=268)	83.3%

*Weighted to the true population proportion.
*Charts may not add up to 100 due to rounding.

QUESTION – Thinking about the future, do you feel hopeful, somewhat hopeful, somewhat not hopeful or not hopeful about the following: [ROTATE]

The progress of gender equality in Canada

Hopefulness about progress of gender equality in Canada

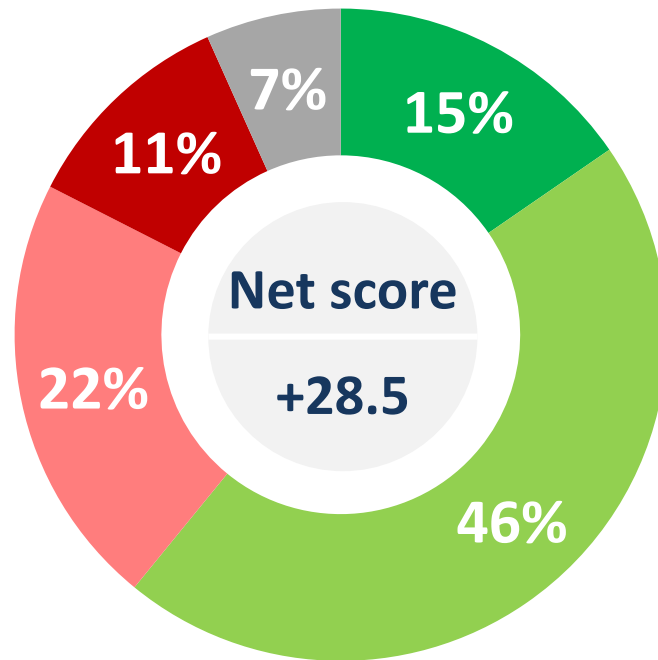


*Weighted to the true population proportion.
 *Charts may not add up to 100 due to rounding.

QUESTION – Thinking about the future, do you feel hopeful, somewhat hopeful, somewhat not hopeful or not hopeful about the following: [ROTATE]

The progress of gender equality in Canada

Hopefulness about progress of gender equality globally



■ Hopeful ■ Somewhat hopeful ■ Somewhat not hopeful ■ Not hopeful ■ Unsure

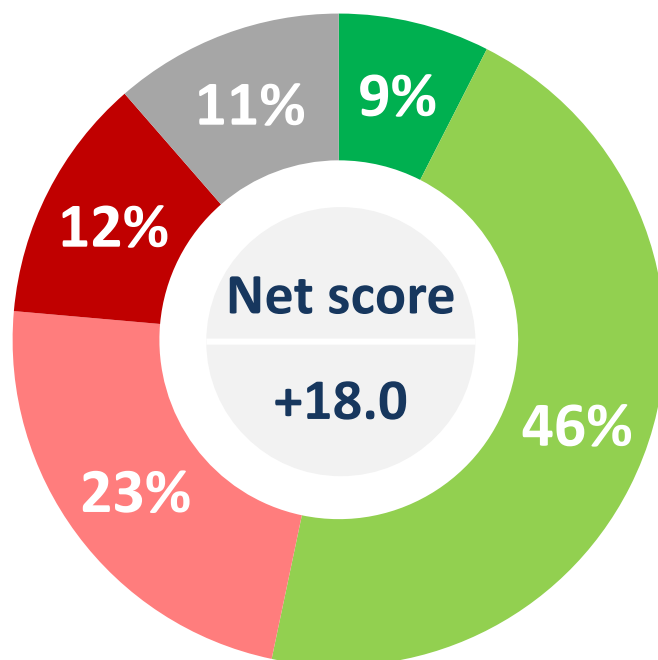
	Hopeful/ Somewhat hopeful
Atlantic (n=100)	62.5%
Quebec (n=250)	65.8%
Ontario (n=300)	62.3%
Prairies (n=200)	56.8%
British Columbia (n=150)	54.3%
18 to 34 (n=322)	63.7%
35 to 54 (n=410)	63.1%
55 plus (n=268)	57.2%

*Weighted to the true population proportion.
*Charts may not add up to 100 due to rounding.

QUESTION – Thinking about the future, do you feel hopeful, somewhat hopeful, somewhat not hopeful or not hopeful about the following: [ROTATE]

The progress of gender equality globally

Trust in political leaders to advance gender equality issues



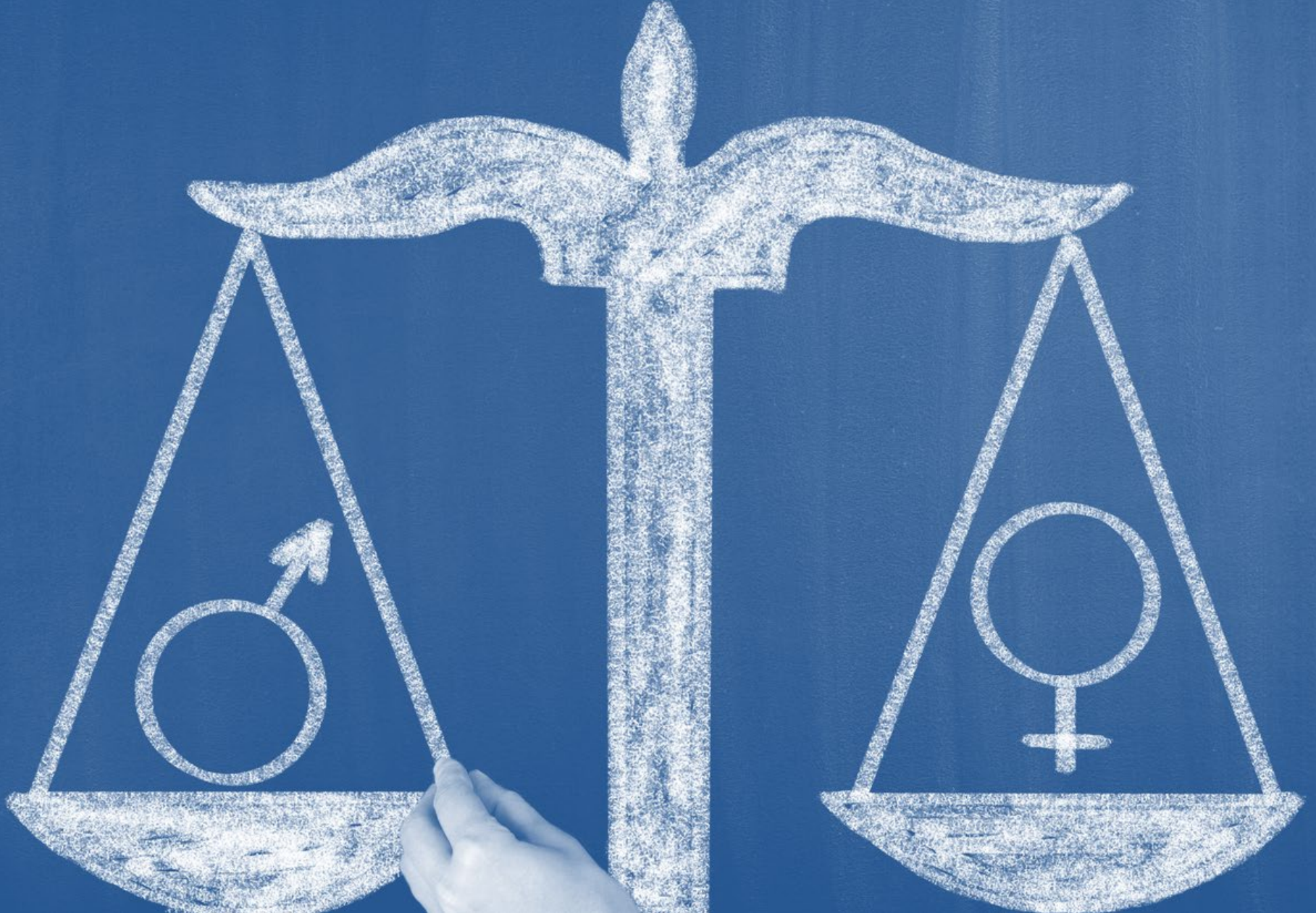
■ Trust ■ Somewhat trust ■ Somewhat not trust ■ Not trust ■ Unsure

	Trust/ Somewhat trust
Atlantic (n=100)	57.3%
Quebec (n=250)	57.9%
Ontario (n=300)	54.6%
Prairies (n=200)	40.5%
British Columbia (n=150)	57.5%
18 to 34 (n=322)	50.3%
35 to 54 (n=410)	46.1%
55 plus (n=268)	61.3%

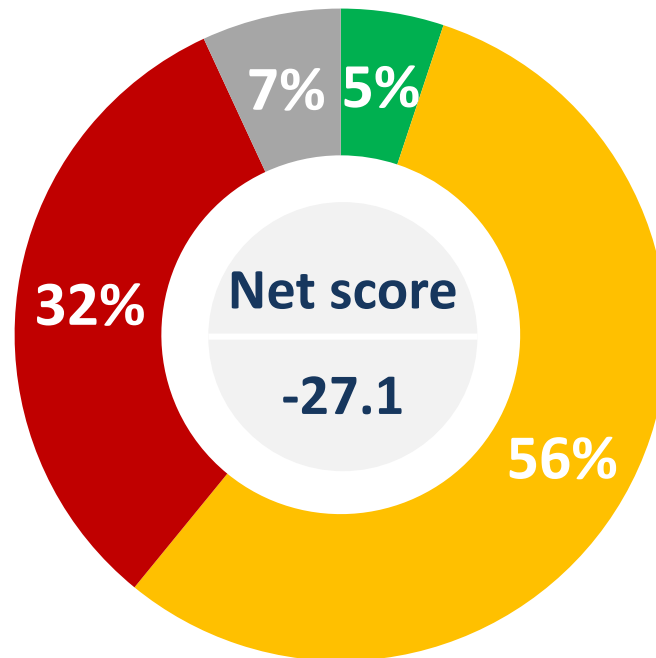
*Weighted to the true population proportion.
*Charts may not add up to 100 due to rounding.

QUESTION – Do you trust, somewhat trust, somewhat not trust or not trust today's political leaders to advance gender equality issues?

3.0 Awareness of inequality



Equality relative to male counterparts



■ More than equal ■ Equal ■ Less than equal ■ Unsure

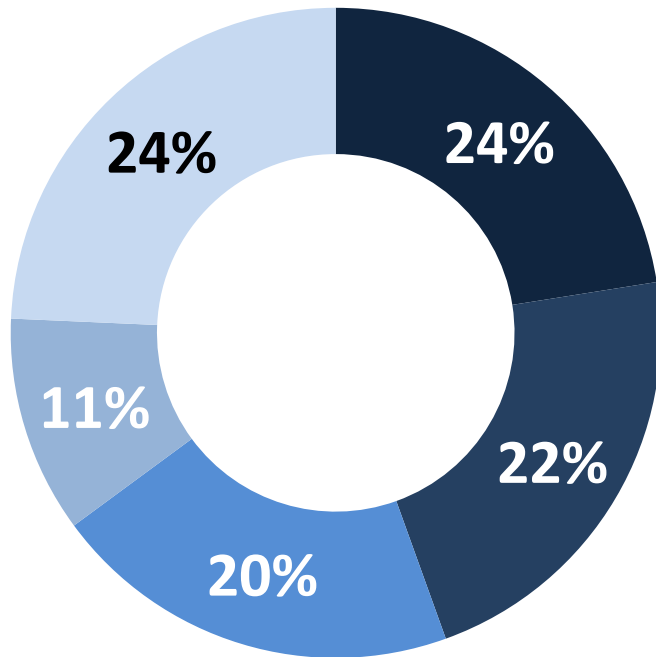
	More than equal	Equal	Less than equal
Atlantic (n=100)	7.5%	53.2%	33.9%
Quebec (n=250)	5.6%	64.3%	23.4%
Ontario (n=300)	5.6%	56.9%	31.8%
Prairies (n=200)	4.2%	49.5%	39.2%
British Columbia (n=150)	3.2%	49.4%	37.1%
18 to 34 (n=322)	5.3%	48.4%	38.2%
35 to 54 (n=410)	3.7%	57.5%	31.8%
55 plus (n=268)	6.3%	59.2%	28.5%

*Weighted to the true population proportion.

*Charts may not add up to 100 due to rounding.

QUESTION – Do you feel more than equal, equal or less than equal to your male counterparts?

Becoming aware of gender inequality



- Under 14
- 14 – 17
- 18 – 24
- 25+
- I have not experienced discrimination because of my gender

	Under 14	14-17	18-24	Not experienced
Atlantic (n=100)	19.6%	22.3%	24.6%	23.6%
Quebec (n=250)	22.7%	18.4%	21.8%	28.4%
Ontario (n=300)	20.3%	21.6%	20.4%	25.5%
Prairies (n=200)	24.9%	25.0%	17.3%	20.5%
British Columbia (n=150)	25.6%	24.4%	19.3%	20.7%
18 to 34 (n=322)	28.0%	37.3%	17.7%	12.9%
35 to 54 (n=410)	27.6%	18.7%	21.1%	21.6%
55 plus (n=268)	14.7%	14.7%	21.5%	33.9%

*Weighted to the true population proportion.
 *Charts may not add up to 100 due to rounding.

QUESTION – At what age did you first become aware of gender inequality?

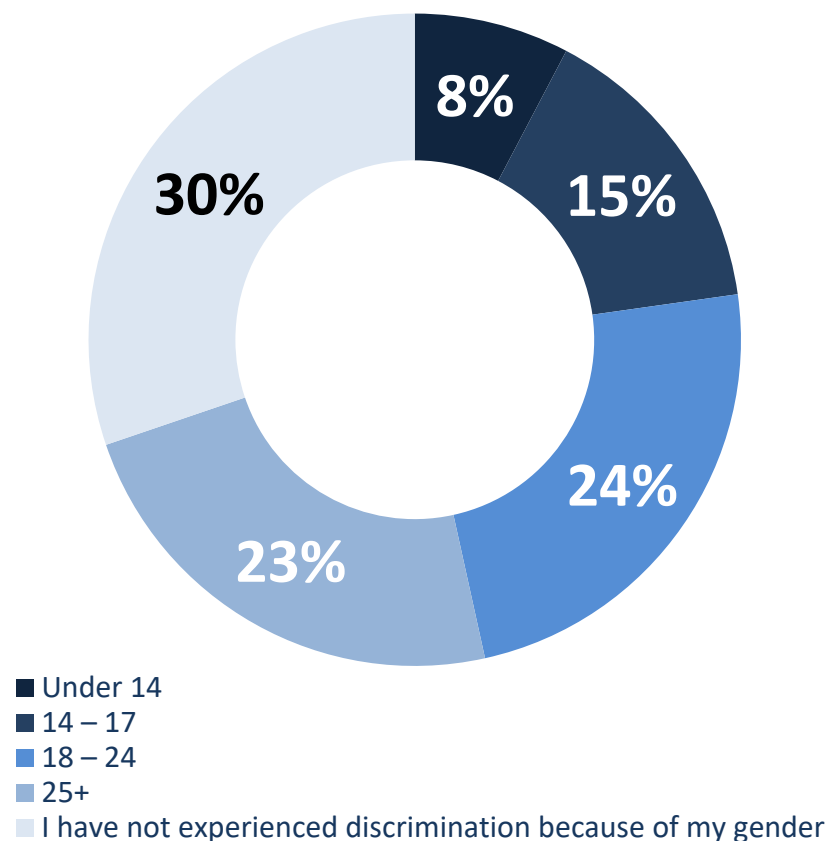
Circumstance in which gender inequality was first noticed



Top Mentions	Frequency (n=1000)
School	26.7%
Work	26.1%
I have not experienced discrimination because of my gender	25.6%
Home	11.9%
With Family	5.5%
With Friends	2.8%
When I became a senior	0.3%
Watching the news	0.3%
At church	0.3%
In public	0.2%

QUESTION – Where did you first notice gender inequality in your life?

Age at which gender inequality was experienced the most



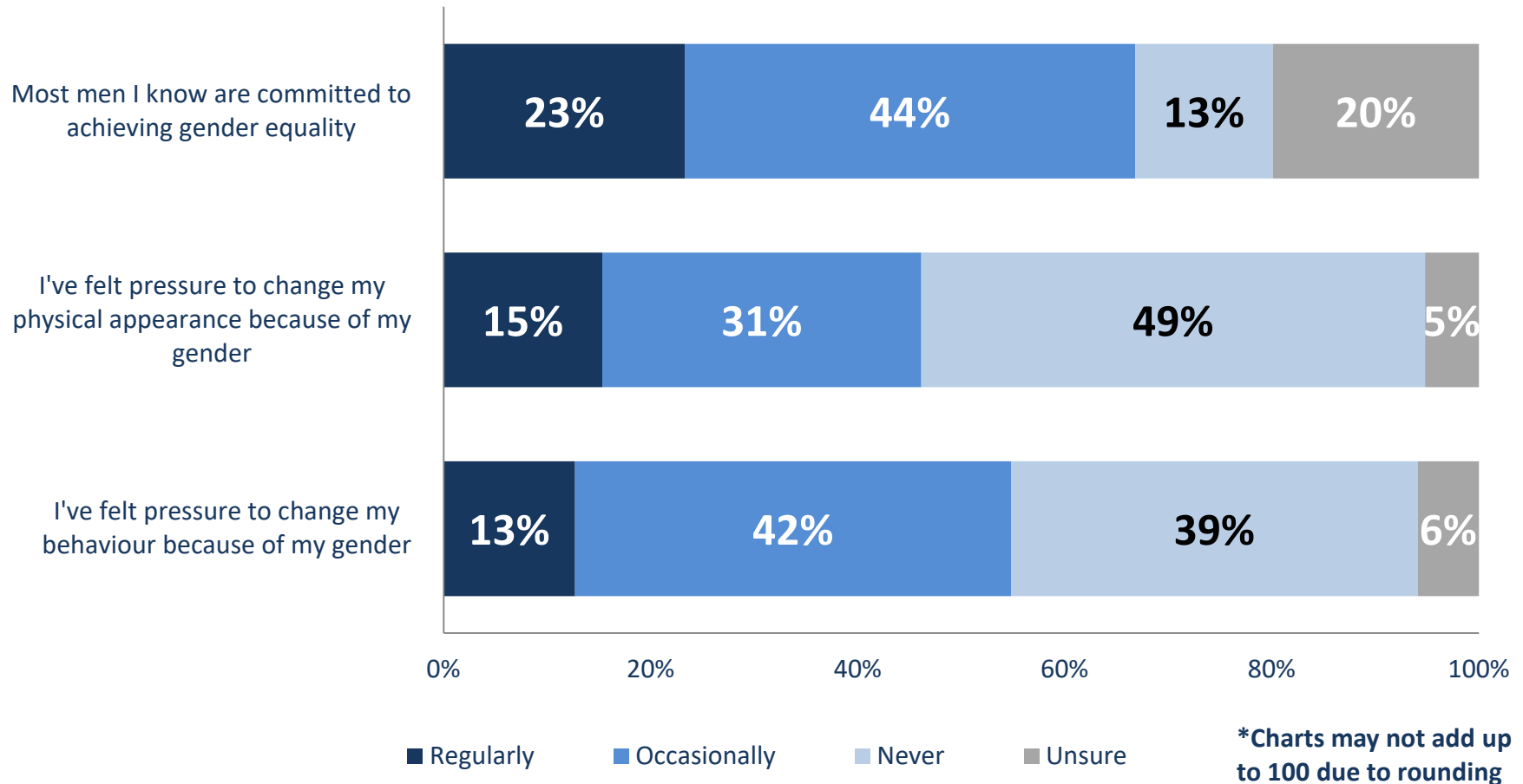
	Not experienced
Atlantic (n=100)	29.9%
Quebec (n=250)	34.9%
Ontario (n=300)	32.8%
Prairies (n=200)	24.6%
British Columbia (n=150)	25.1%
18 to 34 (n=322)	19.7%
35 to 54 (n=410)	28.4%
55 plus (n=268)	38.6%

*Weighted to the true population proportion.

*Charts may not add up to 100 due to rounding.

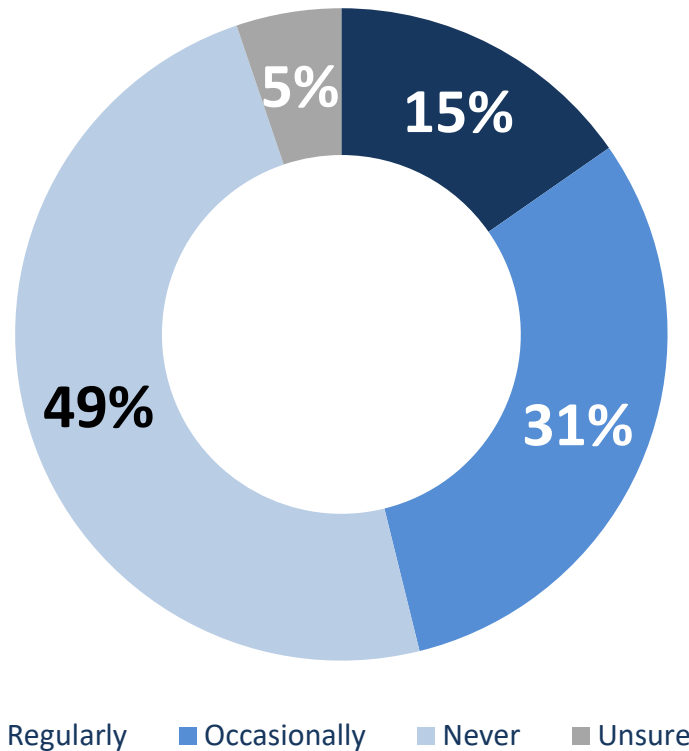
QUESTION – When did you feel you experienced the most inequality, if at all, as a result of your gender?

Pressure based on gender inequality



QUESTION – Would you say the following occur regularly, occasional or never? [RANDOMIZE]

Pressure to change physical appearance



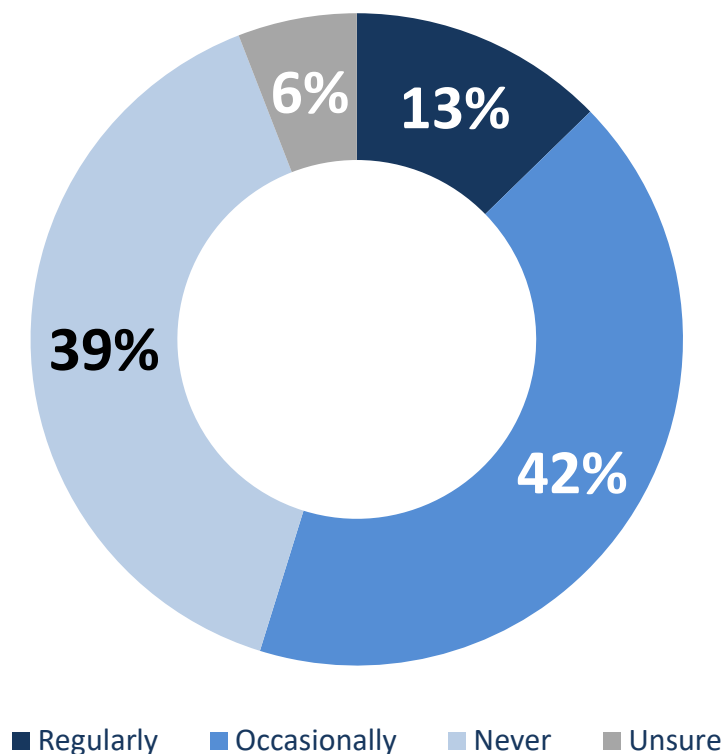
	Regularly	Occasionally	Never
Atlantic (n=100)	12.6%	23.2%	55.9%
Quebec (n=250)	13.0%	29.8%	51.6%
Ontario (n=300)	15.0%	30.1%	50.3%
Prairies (n=200)	14.6%	34.9%	45.3%
British Columbia (n=150)	22.6%	33.6%	39.9%
18 to 34 (n=322)	29.7%	38.4%	28.5%
35 to 54 (n=410)	15.5%	32.8%	44.1%
55 plus (n=268)	5.7%	24.2%	65.6%

*Weighted to the true population proportion.
*Charts may not add up to 100 due to rounding.

QUESTION – Would you say the following occur regularly, occasional or never? [RANDOMIZE]

I've felt pressure to change my physical appearance because of my gender

Pressure to change behaviour



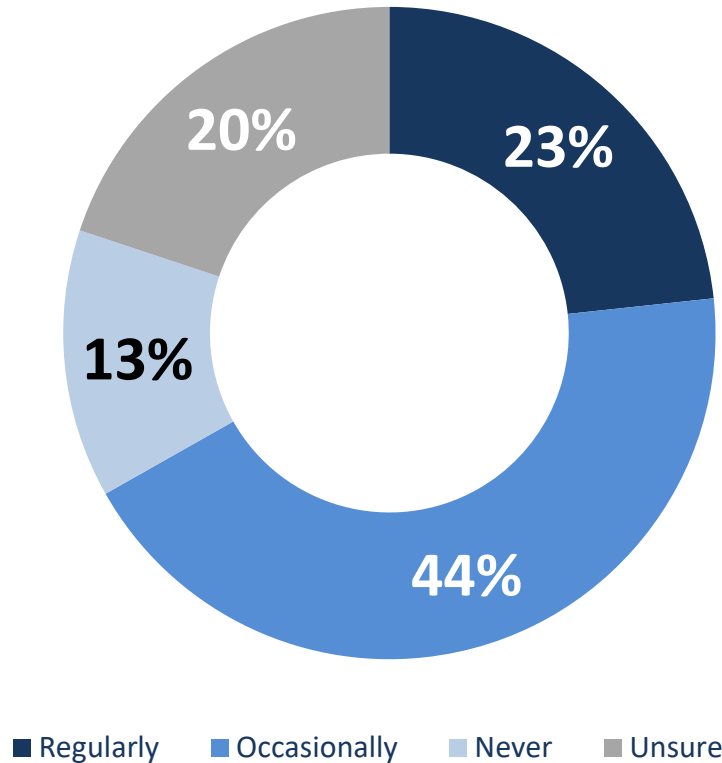
	Regularly	Occasionally	Never
Atlantic (n=100)	9.4%	38.6%	45.2%
Quebec (n=250)	11.2%	42.1%	40.8%
Ontario (n=300)	13.9%	39.4%	41.9%
Prairies (n=200)	13.0%	45.3%	34.9%
British Columbia (n=150)	14.9%	45.4%	33.5%
18 to 34 (n=322)	22.2%	51.6%	21.3%
35 to 54 (n=410)	12.1%	44.4%	35.4%
55 plus (n=268)	7.0%	34.0%	54.4%

*Weighted to the true population proportion.
 *Charts may not add up to 100 due to rounding.

QUESTION – Would you say the following occur regularly, occasional or never? [RANDOMIZE]

I've felt pressure to change my behaviour because of my gender

Commitment of men to achieving gender equality



	Regularly	Occasionally	Never
Atlantic (n=100)	24.5%	41.5%	20.0%
Quebec (n=250)	29.7%	41.7%	12.2%
Ontario (n=300)	21.9%	42.3%	13.2%
Prairies (n=200)	18.2%	44.7%	11.8%
British Columbia (n=150)	21.7%	48.6%	12.7%
18 to 34 (n=322)	17.0%	45.6%	16.8%
35 to 54 (n=410)	20.3%	43.0%	13.7%
55 plus (n=268)	30.0%	42.5%	10.6%

*Weighted to the true population proportion.

*Charts may not add up to 100 due to rounding.

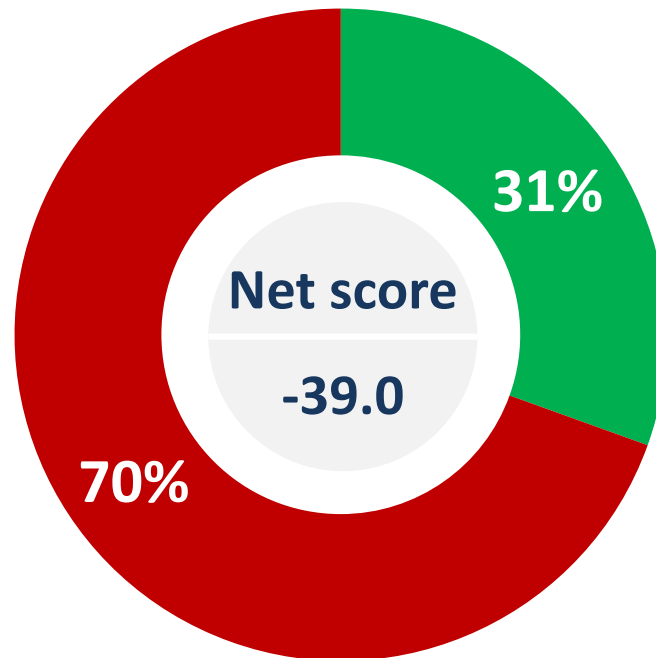
QUESTION – Would you say the following occur regularly, occasional or never? [RANDOMIZE]

Most men I know are committed to achieving gender equality

4.0 Mentorship



Mentoring other women or girls



- Yes, I currently mentor or have mentored other women and girls
- No, I have not mentored other women and girls

	Yes	No
Atlantic (n=100)	30.6%	69.4%
Quebec (n=250)	20.9%	79.1%
Ontario (n=300)	33.8%	66.2%
Prairies (n=200)	40.1%	59.9%
British Columbia (n=150)	27.0%	73.0%
18 to 34 (n=322)	29.9%	70.1%
35 to 54 (n=410)	27.9%	72.1%
55 plus (n=268)	33.2%	66.8%

*Weighted to the true population proportion.
*Charts may not add up to 100 due to rounding.

QUESTION – Mentorship can be defined as a relationship in which an experienced person assists another in developing skills or knowledge that enhance the less experienced person in their personal and/or professional life. A mentor can be older or younger than the mentee, and the relationship may be formal (i.e. regular, scheduled meetings) or informal (someone you call or meet with occasionally, as needed). Keeping this definition in mind, have you ever been a mentor to other women or girls?

Receiving mentorship



	Atlantic (n=108)*	Quebec (n=257)*	Ontario (n=320)*	Prairies (n=226)*	British Columbia (n=158)*	18 to 34 (n=356)*	35 to 54 (n=438)*	55 plus (n=275)*	Total (n=1069)*
No, I have never received mentorship.	68.7%	70.9%	63.2%	58.3%	69.0%	60.6%	64.9%	69.4%	65.4%
Yes, as an adult (ages 25+)	12.7%	11.3%	17.9%	13.4%	12.3%	7.0%	14.9%	18.2%	14.0%
Yes, as a young adult (ages 18-24)	12.1%	10.4%	11.2%	12.9%	8.9%	14.5%	11.1%	8.7%	11.1%
Yes, as a teenager (ages 14-17)	6.6%	7.3%	7.8%	15.4%	9.7%	17.9%	9.2%	3.7%	9.4%

*Based on multiple mentions.

QUESTION – Have you ever received mentorship? (Check all that apply)

Individuals from which mentorship was received

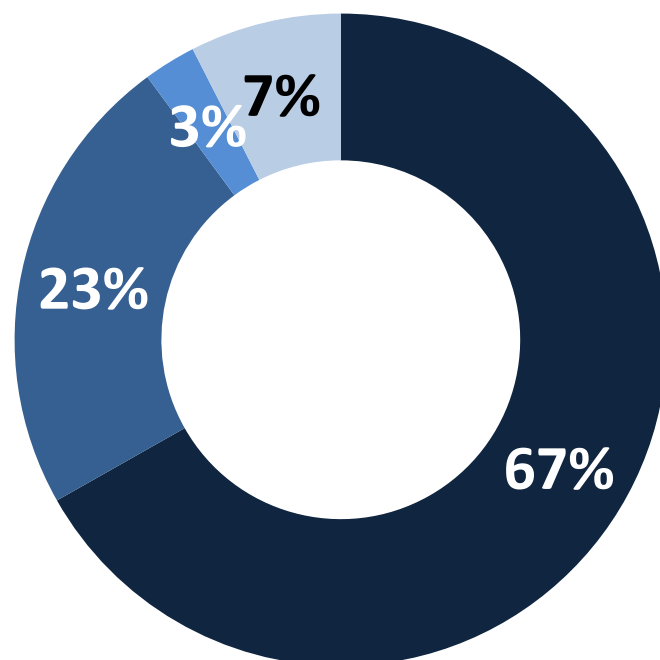


Top Mentions	Frequency (n=1846)*
Family	18.9%
Friends	15.9%
Other women	15.6%
Teacher or professor	14.8%
Partner/spouse	7.2%
Men	4.4%
Social media	2.9%
Boss	0.4%
Colleagues	0.3%
Volunteer leads	0.2%

*Based on multiple mentions.

QUESTION – In your lifetime, from which of the following individuals do you feel you’ve received mentorship? (Check all that apply)

Age at which mentorship is most needed for women and girls



- As teenagers (14-17)
- As young adults (18-24)
- As adults (25+)
- Women/girls do not need mentorship

	As teenagers (14-17)
Atlantic (n=100)	67.1%
Quebec (n=250)	51.6%
Ontario (n=300)	73.4%
Prairies (n=200)	71.5%
British Columbia (n=150)	72.4%
18 to 34 (n=322)	67.7%
35 to 54 (n=410)	70.0%
55 plus (n=268)	63.5%

*Weighted to the true population proportion.

*Charts may not add up to 100 due to rounding.

QUESTION – In your opinion, when do you think women/girls need the most mentorship?

Areas of need for mentorship support



	Frequency (n=2501)*
Economics + Financial (i.e. matters related to your employment or pay)	18.5%
Education (i.e. matters related to your access to education, education path and/or educational resources relation to gender, sexuality)	15.9%
Decision making + leadership (i.e. matters related to your role in business, political leadership or government policy)	15.7%
Violence (i.e. matters related to harassment, bullying, sexual or physical violence)	14.9%
Health (i.e. matters related to your mental health, access to reproductive or sexual health care or resources)	14.2%
Discrimination (i.e. matters related to discrimination as a result of your race, sexual orientation or gender)	12.9%
None of the above, I felt I had enough support	8.0%

*Based on multiple mentions.

QUESTION – Considering your own experience transitioning from girlhood to adulthood, in which of the following areas do you wish you had more mentorship support? (Check all that apply)



Nanos conducted an online representative national survey of 1,000 Canadian women, 18 years of age or older, between February 5th and 6th, 2019. Participants were administered a survey online. The results were statistically checked and weighted by age using the latest Census information and the sample is geographically stratified to be representative of Canada.

No margin of error applies to this research.

The research was commissioned by Plan International Canada and was conducted by Nanos Research.

Note: Charts may not add up to 100 due to rounding.

TECHNICAL NOTE



Element	Description
Organization who commissioned the research	Plan International Canada
Final Sample Size	1,000 Canadian women
Margin of Error	No margin of error applies to this survey.
Mode of Survey	Online survey
Sampling Method Base	The sample included Canadian women 18 years of age and older.
Demographics (Captured)	Atlantic Canada, Quebec, Ontario, Prairies, British Columbia; Women; 18 years and older. Six digit postal code was used to validate geography.
Fieldwork/Validation	Not applicable.
Number of Calls	Not applicable.
Time of Calls	Not applicable.
Field Dates	February 5 th and 6 th , 2019.
Language of Survey	The survey was conducted in both English and French.
Standards	This report meets the standards set forth by ESOMAR and AAPOR.

Element	Description
Weighting of Data	The results were weighted by age and gender using the latest Census information (2016) and the sample is geographically stratified to ensure a distribution across all regions of Canada. See tables for full weighting disclosure
Screening	Screening ensured potential respondents did not work in the market research industry, in the advertising industry, in the media or a political party prior to administering the survey to ensure the integrity of the data.
Excluded Demographics	Individuals younger than 18 years old; individuals without land or cell lines could not participate.
Stratification	By age and gender using the latest Census information (2016) and the sample is geographically stratified to be representative of Canada. Smaller areas such as Atlantic Canada were marginally oversampled to allow for a minimum regional sample.
Estimated Response Rate	Not applicable.
Question Order	Question order in the preceding report reflects the order in which they appeared in the original questionnaire.
Question Content	All questions are included in the report.
Question Wording	The questions in the preceding report are written exactly as they were asked to individuals.
Survey Company	Nanos Research
Contact	Contact Nanos Research for more information or with any concerns or questions. http://www.nanos.co Telephone:(613) 234-4666 ext. 237 Email: info@nanosresearch.com.

ABOUT NANOS



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TABULATIONS





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			Region						Age		
			Canada 2019-02	Atlantic	Quebec	Ontario	Prairies	British Columbia	18 to 34	35 to 54	55 plus
Question 1 - Do you regularly, occasionally, rarely or never feel discriminated against because of your gender?	Total	Unwgt N	1000	100	250	300	200	150	322	410	268
		Wgt N	1000	100	250	300	200	150	262	337	401
	Regularly discriminated	%	3.5	2.3	3.3	5.1	2.2	3.4	5.2	3.2	2.6
	Occasionally discriminated	%	26.5	26.9	19.9	27.3	31.3	29.0	33.5	27.4	21.1
	Rarely discriminated	%	31.8	29.7	33.2	30.8	31.1	33.7	34.6	33.3	28.6
	Never discriminated	%	34.0	37.4	41.1	33.6	28.5	28.0	20.9	32.2	44.1
	Unsure	%	4.2	3.8	2.6	3.2	6.9	5.9	5.7	3.9	3.6

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			Region						Age		
			Canada 2019-02	Atlantic	Quebec	Ontario	Prairies	British Columbia	18 to 34	35 to 54	55 plus
Question 3 - Where in your life, if at all, have you experienced discrimination because of your gender? Select as many as apply. [RANDOMIZE]	Total	Unwgt N	1446	139	335	442	304	226	554	560	332
		Wgt N	1401	138	327	420	292	225	451	458	491
	Home	%	5.4	3.4	6.5	5.5	5.4	5.1	6.6	4.9	4.9
	Work	%	30.5	29.5	25.0	32.3	31.7	34.1	30.0	31.8	29.6
	School	%	13.4	14.0	12.5	11.5	16.4	13.7	19.7	12.8	8.1
	With Friends	%	7.6	7.9	7.4	6.6	7.1	9.9	11.7	6.3	4.9
	With Family	%	10.3	10.8	8.5	11.7	10.0	10.4	13.4	10.8	6.9
	I have not experienced discrimination because of my gender	%	28.1	31.0	37.3	27.7	22.5	21.2	15.3	27.9	40.1
	Church	%	0.3	0.0	0.0	0.2	0.5	0.9	0.3	0.0	0.5
	Vacation/travelling	%	0.4	1.1	0.7	0.2	0.0	0.4	0.2	0.3	0.6
	Shopping	%	0.9	1.1	0.0	1.8	0.5	0.9	0.2	0.8	1.6
	Mechanic/car dealership/garage	%	0.8	0.6	0.2	0.2	2.9	0.0	0.2	1.1	1.0
	Bank	%	0.2	0.0	0.0	0.4	0.2	0.0	0.0	0.1	0.3
	Everywhere/when in public	%	1.5	0.0	1.9	1.3	1.5	2.3	1.2	2.3	1.1
	Court	%	0.1	0.0	0.0	0.2	0.0	0.0	0.0	0.2	0.0
	Doctors office	%	0.1	0.0	0.0	0.2	0.0	0.4	0.0	0.4	0.0
	Out at a bar	%	0.2	0.0	0.0	0.2	0.7	0.0	0.6	0.0	0.0
	Online	%	0.1	0.0	0.0	0.0	0.3	0.0	0.2	0.0	0.0
	Other	%	0.3	0.6	0.0	0.0	0.5	0.8	0.4	0.2	0.3

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Thinking about the following situations, do you feel empowered, somewhat empowered, somewhat not empowered or not empowered? [RANDOMIZE]

			Region						Age		
			Canada 2019-02	Atlantic	Quebec	Ontario	Prairies	British Columbia	18 to 34	35 to 54	55 plus
Question 4 - Making my own decisions when it comes to my sexuality	Total	Unwgt N	1000	100	250	300	200	150	322	410	268
		Wgt N	1000	100	250	300	200	150	262	337	401
	Empowered	%	58.6	55.7	59.7	57.2	59.1	60.8	48.9	60.3	63.6
	Somewhat empowered	%	26.8	28.3	27.5	27.5	25.6	24.7	33.2	25.5	23.7
	Somewhat not empowered	%	5.0	8.3	4.5	5.4	3.7	4.9	7.2	4.4	4.2
	Not empowered	%	4.5	3.1	4.8	3.2	6.1	5.4	5.1	3.6	4.9
	Unsure	%	5.0	4.6	3.4	6.7	5.5	4.2	5.7	6.2	3.7

Thinking about the following situations, do you feel empowered, somewhat empowered, somewhat not empowered or not empowered? [RANDOMIZE]

			Region						Age		
			Canada 2019-02	Atlantic	Quebec	Ontario	Prairies	British Columbia	18 to 34	35 to 54	55 plus
Question 5 - Making my own decisions when it comes to my career	Total	Unwgt N	1000	100	250	300	200	150	322	410	268
		Wgt N	1000	100	250	300	200	150	262	337	401
	Empowered	%	50.3	51.8	51.8	51.9	45.3	49.8	44.6	50.9	53.4
	Somewhat empowered	%	30.1	29.2	27.8	31.1	32.2	29.8	33.4	32.3	26.1
	Somewhat not empowered	%	8.9	12.1	10.4	6.1	9.6	8.9	12.4	6.4	8.7
	Not empowered	%	5.0	2.4	4.9	3.3	8.4	6.2	4.4	5.2	5.3
	Unsure	%	5.7	4.7	5.0	7.6	4.6	5.3	5.2	5.1	6.5

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Thinking about the following situations, do you feel empowered, somewhat empowered, somewhat not empowered or not empowered? [RANDOMIZE]

			Region						Age		
			Canada 2019-02	Atlantic	Quebec	Ontario	Prairies	British Columbia	18 to 34	35 to 54	55 plus
Question 6 - Making my own decisions when it comes to my financial independence	Total	Unwgt N	1000	100	250	300	200	150	322	410	268
		Wgt N	1000	100	250	300	200	150	262	337	401
	Empowered	%	50.0	52.3	53.0	48.0	50.2	47.5	45.4	51.1	52.2
	Somewhat empowered	%	32.5	29.9	30.6	32.0	34.3	35.8	32.4	30.2	34.4
	Somewhat not empowered	%	8.4	7.0	6.1	11.4	6.8	9.1	11.5	8.5	6.2
	Not empowered	%	4.9	5.3	7.2	3.8	4.8	3.3	5.5	4.7	4.8
	Unsure	%	4.2	5.4	3.2	4.8	4.0	4.3	5.2	5.6	2.4

Thinking about the following situations, do you feel empowered, somewhat empowered, somewhat not empowered or not empowered? [RANDOMIZE]

			Region						Age		
			Canada 2019-02	Atlantic	Quebec	Ontario	Prairies	British Columbia	18 to 34	35 to 54	55 plus
Question 7 - Making my own decisions when it comes to my romantic relationships	Total	Unwgt N	1000	100	250	300	200	150	322	410	268
		Wgt N	1000	100	250	300	200	150	262	337	401
	Empowered	%	57.3	57.0	60.6	55.4	54.1	59.8	50.7	57.4	61.5
	Somewhat empowered	%	28.0	27.0	23.7	29.4	31.6	28.1	30.1	28.7	26.0
	Somewhat not empowered	%	5.8	6.8	7.1	6.3	5.5	2.2	9.9	3.9	4.6
	Not empowered	%	4.5	6.8	4.9	4.1	3.9	4.1	4.7	4.0	4.8
	Unsure	%	4.4	2.3	3.7	4.8	4.9	5.7	4.6	5.9	3.1

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Thinking about the following situations, do you feel empowered, somewhat empowered, somewhat not empowered or not empowered? [RANDOMIZE]

			Region						Age		
			Canada 2019-02	Atlantic	Quebec	Ontario	Prairies	British Columbia	18 to 34	35 to 54	55 plus
Question 8 - Sharing my opinions or making my voice heard in public	Total	Unwgt N	1000	100	250	300	200	150	322	410	268
		Wgt N	1000	100	250	300	200	150	262	337	401
	Empowered	%	29.8	28.4	29.8	32.7	29.0	26.1	27.8	33.1	28.3
	Somewhat empowered	%	39.3	40.0	35.9	40.3	37.7	44.6	40.0	37.5	40.4
	Somewhat not empowered	%	14.8	10.0	17.2	13.6	18.5	11.3	17.6	13.2	14.3
	Not empowered	%	8.7	13.2	11.2	5.9	7.1	9.0	7.0	9.6	9.0
	Unsure	%	7.5	8.4	5.9	7.5	7.7	9.1	7.6	6.7	8.0

			Region						Age		
			Canada 2019-02	Atlantic	Quebec	Ontario	Prairies	British Columbia	18 to 34	35 to 54	55 plus
Question 9 - Have you ever had a female friend who experienced sexual harassment?	Total	Unwgt N	1000	100	250	300	200	150	322	410	268
		Wgt N	1000	100	250	300	200	150	262	337	401
	Yes	%	53.9	54.8	43.2	56.2	56.6	63.2	68.0	54.2	44.5
	No	%	46.1	45.2	56.8	43.8	43.4	36.8	32.0	45.8	55.5

			Region						Age		
			Canada 2019-02	Atlantic	Quebec	Ontario	Prairies	British Columbia	18 to 34	35 to 54	55 plus
Question 10 - Sexual harassment can be defined as unwanted, inappropriate remarks or physical advances of a sexual nature. It can happen in the workplace or in social settings. Keeping that definition in mind, if you saw sexual harassment taking place and reported it, do you think people in power would take action?	Total	Unwgt N	1000	100	250	300	200	150	322	410	268
		Wgt N	1000	100	250	300	200	150	262	337	401
	Yes, definitely	%	20.3	18.4	22.4	23.3	18.0	15.3	17.8	21.5	21.0
	Yes, probably	%	31.0	30.1	37.1	30.1	27.1	28.2	33.1	34.5	26.7
	Maybe	%	37.2	41.4	27.8	37.3	41.3	44.4	37.1	32.3	41.4
	No, probably not	%	10.1	9.3	11.1	6.9	13.2	11.3	10.6	10.1	9.9
	No, definitely not	%	1.4	0.8	1.6	2.4	0.3	0.8	1.5	1.6	1.1

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			Region						Age		
			Canada 2019-02	Atlantic	Quebec	Ontario	Prairies	British Columbia	18 to 34	35 to 54	55 plus
Question 11 - [IF NO] Why do you think leaders would not take action? (Check all that apply)	Total	Unwgt N	192	23	55	46	41	27	78	74	40
		Wgt N	181	20	53	42	38	28	63	60	58
	They would not take my claim seriously because of my age	%	13.9		17.5	17.3	3.8		11.3	15.1	15.6
	They would not take my claim seriously because of my gender	%	25.0		25.3	26.6	30.2		25.8	25.8	23.2
	I do not have enough seniority to effect change	%	15.4		5.9	14.9	15.4		19.1	17.4	9.3
	The culture/society does not support change	%	35.0		36.9	30.1	43.4		35.0	27.7	42.6
	None of the above	%	10.7		14.4	11.1	7.2		8.8	14.0	9.3

			Region						Age		
			Canada 2019-02	Atlantic	Quebec	Ontario	Prairies	British Columbia	18 to 34	35 to 54	55 plus
Question 12 - Because of your gender do you have more opportunities, the same opportunities or have less opportunities to lead than others?	Total	Unwgt N	1000	100	250	300	200	150	322	410	268
		Wgt N	1000	100	250	300	200	150	262	337	401
	More opportunities	%	3.6	4.7	4.4	4.5	1.6	2.5	4.8	4.8	1.8
	The same opportunities	%	41.5	36.2	45.7	43.4	38.6	38.3	37.7	41.3	44.2
	Less opportunities	%	41.5	48.2	34.6	40.8	48.4	40.5	41.7	40.5	42.1
	Unsure	%	13.4	10.9	15.3	11.3	11.5	18.6	15.8	13.3	11.9

			Region						Age		
			Canada 2019-02	Atlantic	Quebec	Ontario	Prairies	British Columbia	18 to 34	35 to 54	55 plus
Question 13 - Because of your gender are your ideas taken more seriously, as seriously or less seriously than others?	Total	Unwgt N	1000	100	250	300	200	150	322	410	268
		Wgt N	1000	100	250	300	200	150	262	337	401
	More seriously	%	2.8	1.5	3.8	3.4	2.4	1.3	4.3	3.4	1.4
	As seriously	%	48.6	46.3	61.0	42.5	48.2	42.1	45.3	46.3	52.6
	Less seriously	%	37.3	43.0	26.2	43.6	36.7	40.5	38.7	36.7	37.0
	Unsure	%	11.3	9.2	9.1	10.5	12.7	16.0	11.7	13.6	9.0

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			Region						Age		
			Canada 2019-02	Atlantic	Quebec	Ontario	Prairies	British Columbia	18 to 34	35 to 54	55 plus
Question 14 - Do you identify, somewhat identify, somewhat not identify, or not identify with the feminist movement?	Total	Unwgt N	1000	100	250	300	200	150	322	410	268
		Wgt N	1000	100	250	300	200	150	262	337	401
	Identify	%	15.7	13.7	15.6	17.8	11.9	18.0	19.5	14.7	14.0
	Somewhat identify	%	37.0	35.7	37.5	38.6	35.0	36.4	38.2	37.1	36.1
	Somewhat not identify	%	19.3	23.7	21.1	17.7	16.0	21.1	15.0	18.4	23.0
	Not identify	%	16.6	14.5	17.4	14.3	23.8	11.2	15.8	14.7	18.6
	Unsure	%	11.4	12.4	8.4	11.5	13.3	13.2	11.5	15.0	8.3

			Region						Age		
			Canada 2019-02	Atlantic	Quebec	Ontario	Prairies	British Columbia	18 to 34	35 to 54	55 plus
Question 15 - Are you hopeful, somewhat hopeful, somewhat not hopeful or not hopeful that gender equality in Canada will be achieved in your lifetime?	Total	Unwgt N	1000	100	250	300	200	150	322	410	268
		Wgt N	1000	100	250	300	200	150	262	337	401
	Hopeful	%	29.6	30.3	21.8	34.0	32.4	29.5	32.7	33.7	24.1
	Somewhat hopeful	%	47.3	49.1	53.4	47.0	36.8	50.8	46.8	45.5	49.2
	Somewhat not hopeful	%	9.3	8.4	10.5	7.1	10.1	10.9	8.9	6.6	11.7
	Not hopeful	%	6.0	7.6	7.4	4.3	8.2	2.9	4.3	6.4	6.7
	Unsure	%	7.9	4.6	7.1	7.6	12.5	5.9	7.4	7.8	8.2

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			Region						Age		
			Canada 2019-02	Atlantic	Quebec	Ontario	Prairies	British Columbia	18 to 34	35 to 54	55 plus
Question 16 - [IF SOMEWHAT NOT OR NOT HOPEFUL] Why are you not hopeful about gender equality being achieved in your lifetime? (Check all that apply) [RANDOMIZE]	Total	Unwgt N	363	38	97	93	83	52	100	147	116
		Wgt N	366	44	100	84	84	55	79	117	170
	Economics + Financial (i.e. matters related to your employment or pay)	%	15.6	20.5	16.8	10.9	15.2	17.1	13.7	13.1	18.1
	Decision making + leadership (i.e. matters related to your role in business, political leadership or government policy)	%	18.1	13.8	19.3	17.4	16.1	23.4	21.9	17.5	16.7
	Education (i.e. matters related to your access to education, education path)	%	10.5	10.4	13.3	10.5	7.4	10.0	9.4	8.6	12.2
	Health (i.e. matters related to your mental health, access to reproductive or sexual health care or resources)	%	9.0	5.2	4.6	14.3	10.7	9.3	10.0	12.5	6.1
	Discrimination (i.e. matters related to discrimination as a result of your race, sexual orientation or gender)	%	21.0	22.5	18.7	24.6	20.1	19.5	21.2	21.0	20.8
	Violence (i.e. matters related to harassment, bullying, sexual or physical violence)	%	19.2	22.5	21.2	18.6	18.4	15.0	16.6	23.3	17.5
	None of the above	%	4.4	1.8	6.0	0.9	9.1	1.5	5.2	4.1	4.2
	My age	%	1.2	3.4	0.0	2.0	0.0	2.2	0.0	0.0	2.6
Parenting			0.2	0.0	0.0	0.9	0.0	0.0	0.9	0.0	0.0
Other			1.0	0.0	0.0	0.0	3.1	2.2	1.0	0.0	1.8

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			Region						Age		
			Canada 2019-02	Atlantic	Quebec	Ontario	Prairies	British Columbia	18 to 34	35 to 54	55 plus
Question 17 - When it comes to addressing gender inequality, which one of the following groups do you believe has the biggest opportunity to impact change? [RANDOMIZE]	Total	Unwgt N	1000	100	250	300	200	150	322	410	268
		Wgt N	1000	100	250	300	200	150	262	337	401
	Government	%	17.7	23.8	15.6	16.7	14.9	23.2	17.6	17.8	17.8
	Youth	%	19.0	19.6	24.1	17.8	19.2	12.0	21.1	20.0	16.7
	Business	%	11.7	10.0	10.6	9.0	17.2	12.7	12.4	12.6	10.5
	School/Educational system	%	27.8	29.0	30.1	28.3	22.8	29.2	31.1	23.8	29.1
	Families/Communities	%	23.8	17.6	19.7	28.2	25.9	22.9	17.8	25.8	26.0

Thinking about the future, do you feel hopeful, somewhat hopeful, somewhat not hopeful or not hopeful about the following: [ROTATE]

			Region						Age		
			Canada 2019-02	Atlantic	Quebec	Ontario	Prairies	British Columbia	18 to 34	35 to 54	55 plus
Question 18 - The progress of gender equality in Canada	Total	Unwgt N	1000	100	250	300	200	150	322	410	268
		Wgt N	1000	100	250	300	200	150	262	337	401
	Hopeful	%	33.2	37.1	26.9	34.7	34.7	36.6	37.1	35.5	28.8
	Somewhat hopeful	%	50.5	52.2	56.2	49.4	43.9	50.7	48.1	47.6	54.5
	Somewhat not hopeful	%	7.9	4.6	9.6	5.7	10.4	8.2	7.6	8.5	7.6
	Not hopeful	%	2.5	3.1	2.1	2.9	3.5	0.6	1.8	2.3	3.1
	Unsure	%	5.9	3.1	5.3	7.3	7.5	3.8	5.4	6.1	6.0

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Thinking about the future, do you feel hopeful, somewhat hopeful, somewhat not hopeful or not hopeful about the following: [ROTATE]

			Region						Age		
			Canada 2019-02	Atlantic	Quebec	Ontario	Prairies	British Columbia	18 to 34	35 to 54	55 plus
Question 19 - The progress of gender equality globally	Total	Unwgt N	1000	100	250	300	200	150	322	410	268
		Wgt N	1000	100	250	300	200	150	262	337	401
	Hopeful	%	15.4	18.6	15.9	17.4	12.1	13.0	17.8	17.4	12.2
	Somewhat hopeful	%	45.5	43.9	49.9	44.9	44.7	41.3	45.9	45.7	45.0
	Somewhat not hopeful	%	21.6	23.7	19.2	18.5	23.3	28.0	19.4	18.6	25.5
	Not hopeful	%	10.8	10.7	8.8	11.4	10.8	13.2	9.6	11.2	11.3
	Unsure	%	6.7	3.1	6.3	7.7	9.1	4.5	7.2	7.1	6.0

			Region						Age		
			Canada 2019-02	Atlantic	Quebec	Ontario	Prairies	British Columbia	18 to 34	35 to 54	55 plus
Question 20 - Do you trust, somewhat trust, somewhat not trust or not trust today's political leaders to advance gender equality issues?	Total	Unwgt N	1000	100	250	300	200	150	322	410	268
		Wgt N	1000	100	250	300	200	150	262	337	401
	Trust	%	7.5	10.8	11.3	6.5	3.5	6.4	7.9	6.7	7.9
	Somewhat trust	%	45.8	46.5	46.6	48.1	37.0	51.1	42.4	39.4	53.4
	Somewhat not trust	%	23.1	21.1	21.3	26.7	25.8	16.7	26.3	28.2	16.8
	Not trust	%	12.2	11.6	8.1	11.0	20.2	10.8	13.0	14.3	9.8
	Unsure	%	11.4	10.0	12.7	7.7	13.4	15.0	10.4	11.4	12.1

			Region						Age		
			Canada 2019-02	Atlantic	Quebec	Ontario	Prairies	British Columbia	18 to 34	35 to 54	55 plus
Question 21 - Do you feel more than equal, equal or less than equal to your male counterparts?	Total	Unwgt N	1000	100	250	300	200	150	322	410	268
		Wgt N	1000	100	250	300	200	150	262	337	401
	More than equal	%	5.1	7.5	5.6	5.6	4.2	3.2	5.3	3.7	6.3
	Equal	%	55.8	53.2	64.3	56.9	49.5	49.4	48.4	57.5	59.2
	Less than equal	%	32.2	33.9	23.4	31.8	39.2	37.1	38.2	31.8	28.5
	Unsure	%	6.9	5.4	6.8	5.8	7.1	10.3	8.1	7.1	6.0

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			Region						Age		
			Canada 2019-02	Atlantic	Quebec	Ontario	Prairies	British Columbia	18 to 34	35 to 54	55 plus
Question 22 - At what age did you first become aware of gender inequality?	Total	Unwgt N	1000	100	250	300	200	150	322	410	268
		Wgt N	1000	100	250	300	200	150	262	337	401
	Under 14	%	22.5	19.6	22.7	20.3	24.9	25.6	28.0	27.6	14.7
	14 – 17	%	22.0	22.3	18.4	21.6	25.0	24.4	37.3	18.7	14.7
	18 – 24	%	20.4	24.6	21.8	20.4	17.3	19.3	17.7	21.1	21.5
	25+	%	10.8	9.8	8.8	12.2	12.4	10.0	4.1	10.9	15.1
	I have not experienced discrimination because of my gender	%	24.3	23.6	28.4	25.5	20.5	20.7	12.9	21.6	33.9
			Region						Age		
			Canada 2019-02	Atlantic	Quebec	Ontario	Prairies	British Columbia	18 to 34	35 to 54	55 plus
Question 23 - Where did you first notice gender inequality in your life?	Total	Unwgt N	1000	100	250	300	200	150	322	410	268
		Wgt N	1000	100	250	300	200	150	262	337	401
	Home	%	11.9	9.4	12.2	12.8	12.5	10.3	12.5	13.6	10.0
	Work	%	26.1	29.8	25.8	27.8	22.3	25.7	20.1	25.9	30.1
	School	%	26.7	29.3	21.7	23.7	31.9	32.2	39.7	28.6	16.6
	With Friends	%	2.8	1.6	2.6	3.0	3.4	2.6	3.3	2.9	2.3
	With Family	%	5.5	4.0	5.9	6.5	5.3	4.1	5.8	6.6	4.4
	I have not experienced discrimination because of my gender	%	25.6	25.1	30.9	24.4	23.3	22.8	17.5	21.8	34.2
	When I became a senior	%	0.3	0.0	0.0	0.6	0.0	0.8	0.0	0.0	0.7
	Mechanic	%	0.1	0.0	0.0	0.0	0.7	0.0	0.0	0.0	0.3
	Watching the news	%	0.3	0.8	0.6	0.2	0.0	0.0	0.6	0.0	0.4
	At church	%	0.3	0.0	0.0	0.6	0.7	0.0	0.0	0.0	0.8
	In public	%	0.2	0.0	0.3	0.2	0.0	0.6	0.3	0.5	0.0
	Other	%	0.1	0.0	0.0	0.0	0.0	0.8	0.0	0.0	0.3
	Unsure	%	0.1	0.0	0.0	0.2	0.0	0.0	0.3	0.0	0.0

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			Region						Age		
			Canada 2019-02	Atlantic	Quebec	Ontario	Prairies	British Columbia	18 to 34	35 to 54	55 plus
Question 24 - When did you feel you experienced the most inequality, if at all, as a result of your gender?	Total	Unwgt N	1000	100	250	300	200	150	322	410	268
		Wgt N	1000	100	250	300	200	150	262	337	401
	Under 14	%	7.7	7.9	9.0	6.1	8.7	7.0	8.2	11.7	4.0
	14 – 17	%	15.1	15.5	16.0	11.8	16.6	17.9	22.5	13.9	11.2
	18 – 24	%	23.8	24.8	21.5	24.0	23.9	26.3	35.5	23.8	16.1
	25+	%	23.2	21.9	18.7	25.3	26.2	23.6	14.2	22.2	30.1
	I have not experienced discrimination because of my gender	%	30.2	29.9	34.9	32.8	24.6	25.1	19.7	28.4	38.6

Would you say the following occur regularly, occasionally or never? [RANDOMIZE]

			Region						Age		
			Canada 2019-02	Atlantic	Quebec	Ontario	Prairies	British Columbia	18 to 34	35 to 54	55 plus
Question 25 - I've felt pressure to change my physical appearance because of my gender	Total	Unwgt N	1000	100	250	300	200	150	322	410	268
		Wgt N	1000	100	250	300	200	150	262	337	401
	Regularly	%	15.3	12.6	13.0	15.0	14.6	22.6	29.7	15.5	5.7
	Occasionally	%	30.8	23.2	29.8	30.1	34.9	33.6	38.4	32.8	24.2
	Never	%	48.6	55.9	51.6	50.3	45.3	39.9	28.5	44.1	65.6
	Unsure	%	5.2	8.3	5.6	4.7	5.1	3.9	3.4	7.5	4.5

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Would you say the following occur regularly, occasionally or never? [RANDOMIZE]

			Region						Age		
			Canada 2019-02	Atlantic	Quebec	Ontario	Prairies	British Columbia	18 to 34	35 to 54	55 plus
Question 26 - I've felt pressure to change my behaviour because of my gender	Total	Unwgt N	1000	100	250	300	200	150	322	410	268
		Wgt N	1000	100	250	300	200	150	262	337	401
	Regularly	%	12.7	9.4	11.2	13.9	13.0	14.9	22.2	12.1	7.0
	Occasionally	%	42.1	38.6	42.1	39.4	45.3	45.4	51.6	44.4	34.0
	Never	%	39.3	45.2	40.8	41.9	34.9	33.5	21.3	35.4	54.4
	Unsure	%	5.9	6.8	5.9	4.8	6.7	6.1	4.9	8.1	4.6

Would you say the following occur regularly, occasionally or never? [RANDOMIZE]

			Region						Age		
			Canada 2019-02	Atlantic	Quebec	Ontario	Prairies	British Columbia	18 to 34	35 to 54	55 plus
Question 27 - Most men I know are committed to achieving gender equality	Total	Unwgt N	1000	100	250	300	200	150	322	410	268
		Wgt N	1000	100	250	300	200	150	262	337	401
	Regularly	%	23.3	24.5	29.7	21.9	18.2	21.7	17.0	20.3	30.0
	Occasionally	%	43.5	41.5	41.7	42.3	44.7	48.6	45.6	43.0	42.5
	Never	%	13.3	20.0	12.2	13.2	11.8	12.7	16.8	13.7	10.6
	Unsure	%	19.9	14.0	16.4	22.6	25.3	17.0	20.6	23.0	16.8

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			Region						Age		
			Canada 2019-02	Atlantic	Quebec	Ontario	Prairies	British Columbia	18 to 34	35 to 54	55 plus
Question 28 - Mentorship can be defined as a relationship in which an experienced person assists another in developing skills or knowledge that enhance the less experienced person in their personal and/or professional life. A mentor can be older or younger than the mentee, and the relationship may be formal (i.e. regular, scheduled meetings) or informal (someone you call or meet with occasionally, as needed). Keeping this definition in mind, have you ever been a mentor to other women or girls?	Total	Unwgt N	1000	100	250	300	200	150	322	410	268
		Wgt N	1000	100	250	300	200	150	262	337	401
	Yes, I currently mentor or have mentored other women and girls	%	30.5	30.6	20.9	33.8	40.1	27.0	29.9	27.9	33.2
	No, I have not mentored other women and girls	%	69.5	69.4	79.1	66.2	59.9	73.0	70.1	72.1	66.8

			Region						Age		
			Canada 2019-02	Atlantic	Quebec	Ontario	Prairies	British Columbia	18 to 34	35 to 54	55 plus
Question 29 - Have you ever received mentorship? (Check all that apply)	Total	Unwgt N	1069	108	257	320	226	158	356	438	275
		Wgt N	1062	108	256	318	222	158	290	360	412
	Yes, as a teenager (ages 14-17)	%	9.4	6.6	7.3	7.8	15.4	9.7	17.9	9.2	3.7
	Yes, as a young adult (ages 18-24)	%	11.1	12.1	10.4	11.2	12.9	8.9	14.5	11.1	8.7
	Yes, as an adult (ages 25+)	%	14.0	12.7	11.3	17.9	13.4	12.3	7.0	14.9	18.2
	No, I have never received mentorship	%	65.4	68.7	70.9	63.2	58.3	69.0	60.6	64.9	69.4

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			Region						Age		
			Canada 2019-02	Atlantic	Quebec	Ontario	Prairies	British Columbia	18 to 34	35 to 54	55 plus
Question 30 - In your lifetime, from which of the following individuals do you feel you've received mentorship? (Check all that apply)	Total	Unwgt N	1846	198	377	569	405	297	651	752	443
		Wgt N	1817	196	367	571	389	294	530	624	663
	Friends	%	15.9	16.6	9.8	15.8	18.4	20.2	18.0	15.9	14.2
	Family	%	18.9	20.6	15.6	20.5	20.1	17.2	21.0	19.3	16.9
	Teacher or professor	%	14.8	15.9	15.5	14.5	14.9	13.4	15.8	15.7	13.0
	Social media	%	2.9	3.1	3.4	3.6	0.8	3.5	5.7	2.1	1.4
	Partner/spouse	%	7.2	6.7	7.7	7.4	7.3	6.5	6.8	7.7	7.1
	Other women	%	15.6	13.6	14.0	16.0	16.9	16.2	12.6	16.6	17.0
	Men	%	4.4	5.5	5.2	4.4	3.8	3.5	4.2	4.0	5.0
	None of the above	%	18.9	16.0	28.1	16.0	16.7	18.1	14.8	17.6	23.4
	Colleagues	%	0.3	0.0	0.4	0.4	0.2	0.0	0.1	0.1	0.5
	Boss	%	0.4	1.2	0.0	0.7	0.0	0.7	0.6	0.1	0.7
	Volunteer leads	%	0.2	0.0	0.0	0.4	0.0	0.3	0.1	0.2	0.3
	People from my church	%	0.2	0.0	0.0	0.0	0.5	0.3	0.0	0.2	0.3
	Life coach	%	0.1	0.4	0.2	0.0	0.0	0.0	0.0	0.2	0.0
	Counsellor	%	0.1	0.0	0.0	0.3	0.0	0.0	0.0	0.3	0.0
	Other	%	0.1	0.0	0.0	0.0	0.5	0.0	0.0	0.0	0.3
	Unsure	%	0.0	0.4	0.0	0.0	0.0	0.0	0.2	0.0	0.0

			Region						Age		
			Canada 2019-02	Atlantic	Quebec	Ontario	Prairies	British Columbia	18 to 34	35 to 54	55 plus
Question 31 - In your opinion, when do you think women/girls need the most mentorship?	Total	Unwgt N	1000	100	250	300	200	150	322	410	268
		Wgt N	1000	100	250	300	200	150	262	337	401
	As teenagers (14-17)	%	66.8	67.1	51.6	73.4	71.5	72.4	67.7	70.0	63.5
	As young adults (18-24)	%	23.1	26.1	29.3	19.0	21.8	20.6	23.5	22.3	23.5
	As adults (25+)	%	2.6	0.0	5.6	2.5	0.8	1.9	2.6	2.1	3.0
	Women/girls do not need mentorship	%	7.5	6.7	13.5	5.0	5.9	5.1	6.2	5.6	10.0

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			Region						Age		
			Canada 2019-02	Atlantic	Quebec	Ontario	Prairies	British Columbia	18 to 34	35 to 54	55 plus
Question 32 - Considering your own experience transitioning from girlhood to adulthood, in which of the following areas do you wish you had more mentorship support? (Check all that apply)	Total	Unwgt N	2501	256	524	808	524	389	929	1004	568
		Wgt N	2436	245	507	778	523	384	755	830	851
	Economics + Financial (i.e. matters related to your employment or pay)	%	18.5	18.1	20.0	18.8	16.7	18.2	16.6	18.3	20.3
	Decision making + leadership (i.e. matters related to your role in business, political leadership or government policy)	%	15.7	18.6	15.6	15.0	15.8	15.5	17.2	14.9	15.3
	Education (i.e. matters related to your access to education, education path and/or educational	%	15.9	15.5	14.3	16.5	15.8	17.3	15.4	16.1	16.2
	Health (i.e. matters related to your mental health, access to reproductive or sexual health care or resources)	%	14.2	15.3	11.3	14.8	15.4	14.2	16.8	14.8	11.2
	Discrimination (i.e. matters related to discrimination as a result of your race, sexual orientation or gender)	%	12.9	11.7	11.8	14.1	13.0	12.6	13.8	13.1	11.9
	Violence (i.e. matters related to harassment, bullying, sexual or physical violence)	%	14.9	13.9	15.3	14.0	15.0	16.6	15.8	15.6	13.3
	None of the above, I felt I had enough support	%	8.0	6.9	11.7	6.7	8.2	5.7	4.4	7.1	11.9
	All of the above	%	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.1	0.0

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			Were you born in Canada?				At what age did you come to Canada?		
			Canada 2019-02	Yes	No	Prefer not to say	Under 25	25 plus	Refuse
Question 2 - Do you regularly, occasionally, rarely or never feel discriminated against because of your gender?	Total	Unwgt N	1000	818	174	8	81	87	6
		Wgt N	1000	821	172	7	78	88	6
	Regularly discriminated	%	3.5	3.2	5.1		4.5	5.9	
	Occasionally discriminated	%	26.5	26.3	28.1		35.0	21.9	
	Rarely discriminated	%	31.8	32.9	26.8		24.4	28.8	
	Never discriminated	%	34.0	33.8	35.0		32.9	36.2	
	Unsure	%	4.2	3.8	5.1		3.2	7.1	

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			Were you born in Canada?				At what age did you come to Canada?		
			Canada 2019-02	Yes	No	Prefer not to say	Under 25	25 plus	Refuse
Question 3 - Where in your life, if at all, have you experienced discrimination because of your gender? Select as many as apply. [RANDOMIZE]	Total	Unwgt N	1446	1192	245	9	118	117	10
		Wgt N	1401	1156	237	8	111	117	9
	Home	%	5.4	5.3	6.1		7.4	4.5	
	Work	%	30.5	30.5	30.4		26.0	34.8	
	School	%	13.4	13.3	14.0		15.4	12.3	
	With Friends	%	7.6	7.5	7.5		10.1	5.7	
	With Family	%	10.3	10.5	9.1		13.6	5.6	
	I have not experienced discrimination because of my gender	%	28.1	27.7	29.7		25.3	33.2	
	Church	%	0.3	0.3	0.5		0.0	1.0	
	Vacation/travelling	%	0.4	0.4	0.4		0.0	0.7	
	Shopping	%	0.9	0.9	0.6		0.0	1.3	
	Mechanic/car dealership/garage	%	0.8	0.9	0.0		0.0	0.0	
	Bank	%	0.2	0.2	0.0		0.0	0.0	
	Everywhere/when in public	%	1.5	1.6	1.1		1.4	0.9	
	Court	%	0.1	0.0	0.4		0.8	0.0	
	Doctors office	%	0.1	0.1	0.4		0.0	0.0	
	Out at a bar	%	0.2	0.2	0.0		0.0	0.0	
	Online	%	0.1	0.1	0.0		0.0	0.0	
	Other	%	0.3	0.3	0.0		0.0	0.0	

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Thinking about the following situations, do you feel empowered, somewhat empowered, somewhat not empowered or not empowered? [RANDOMIZE]

			Were you born in Canada?				At what age did you come to Canada?		
			Canada 2019-02	Yes	No	Prefer not to say	Under 25	25 plus	Refuse
Question 4 - Making my own decisions when it comes to my sexuality	Total	Unwgt N	1000	818	174	8	81	87	6
		Wgt N	1000	821	172	7	78	88	6
	Empowered	%	58.6	59.9	52.0		56.7	45.7	
	Somewhat empowered	%	26.8	26.1	31.0		27.5	35.2	
	Somewhat not empowered	%	5.0	4.8	6.3		8.4	4.9	
	Not empowered	%	4.5	4.5	4.2		3.2	5.3	
	Unsure	%	5.0	4.7	6.4		4.2	8.9	

Thinking about the following situations, do you feel empowered, somewhat empowered, somewhat not empowered or not empowered? [RANDOMIZE]

			Were you born in Canada?				At what age did you come to Canada?		
			Canada 2019-02	Yes	No	Prefer not to say	Under 25	25 plus	Refuse
Question 5 - Making my own decisions when it comes to my career	Total	Unwgt N	1000	818	174	8	81	87	6
		Wgt N	1000	821	172	7	78	88	6
	Empowered	%	50.3	50.7	47.9		53.4	43.4	
	Somewhat empowered	%	30.1	30.0	31.9		28.5	34.1	
	Somewhat not empowered	%	8.9	8.7	10.0		11.9	8.1	
	Not empowered	%	5.0	5.3	3.1		2.0	4.2	
	Unsure	%	5.7	5.3	7.1		4.1	10.2	

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Thinking about the following situations, do you feel empowered, somewhat empowered, somewhat not empowered or not empowered? [RANDOMIZE]

			Were you born in Canada?				At what age did you come to Canada?		
			Canada 2019-02	Yes	No	Prefer not to say	Under 25	25 plus	Refuse
Question 6 - Making my own decisions when it comes to my financial independence	Total	Unwgt N	1000	818	174	8	81	87	6
		Wgt N	1000	821	172	7	78	88	6
	Empowered	%	50.0	50.9	45.9		49.4	43.1	
	Somewhat empowered	%	32.5	31.9	35.4		32.8	37.1	
	Somewhat not empowered	%	8.4	7.8	11.3		12.4	11.2	
	Not empowered	%	4.9	5.4	3.1		3.2	2.2	
	Unsure	%	4.2	4.0	4.3		2.2	6.4	

Thinking about the following situations, do you feel empowered, somewhat empowered, somewhat not empowered or not empowered? [RANDOMIZE]

			Were you born in Canada?				At what age did you come to Canada?		
			Canada 2019-02	Yes	No	Prefer not to say	Under 25	25 plus	Refuse
Question 7 - Making my own decisions when it comes to my romantic relationships	Total	Unwgt N	1000	818	174	8	81	87	6
		Wgt N	1000	821	172	7	78	88	6
	Empowered	%	57.3	58.1	53.8		53.9	53.5	
	Somewhat empowered	%	28.0	26.8	34.1		34.5	33.1	
	Somewhat not empowered	%	5.8	6.2	3.3		3.2	3.7	
	Not empowered	%	4.5	4.4	5.0		5.0	5.3	
	Unsure	%	4.4	4.5	3.8		3.4	4.3	

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Thinking about the following situations, do you feel empowered, somewhat empowered, somewhat not empowered or not empowered? [RANDOMIZE]

			Were you born in Canada?				At what age did you come to Canada?		
			Canada 2019-02	Yes	No	Prefer not to say	Under 25	25 plus	Refuse
Question 8 - Sharing my opinions or making my voice heard in public	Total	Unwgt N	1000	818	174	8	81	87	6
		Wgt N	1000	821	172	7	78	88	6
	Empowered	%	29.8	29.1	32.7		31.7	34.0	
	Somewhat empowered	%	39.3	40.2	36.0		40.0	32.8	
	Somewhat not empowered	%	14.8	14.0	18.3		18.6	17.4	
	Not empowered	%	8.7	9.5	5.2		6.5	3.5	
	Unsure	%	7.5	7.3	7.8		3.3	12.3	

			Were you born in Canada?				At what age did you come to Canada?		
			Canada 2019-02	Yes	No	Prefer not to say	Under 25	25 plus	Refuse
Question 9 - Have you ever had a female friend who experienced sexual harassment?	Total	Unwgt N	1000	818	174	8	81	87	6
		Wgt N	1000	821	172	7	78	88	6
	Yes	%	53.9	55.6	46.3		47.2	42.9	
	No	%	46.1	44.4	53.7		52.8	57.1	

			Were you born in Canada?			At what age did you come to Canada?			
			Canada 2019-02	Yes	No	Prefer not to say	Under 25	25 plus	Refuse
Question 10 - Sexual harassment can be defined as unwanted, inappropriate remarks or physical advances of a sexual nature. It can happen in the workplace or in social settings. Keeping that definition in mind, if you saw sexual harassment taking place and reported it, do you think people in power would take action?	Total	Unwgt N	1000	818	174	8	81	87	6
		Wgt N	1000	821	172	7	78	88	6
	Yes, definitely	%	20.3	19.9	22.6		17.1	28.2	
	Yes, probably	%	31.0	31.1	29.5		30.8	27.4	
	Maybe	%	37.2	37.4	36.2		30.8	40.6	
	No, probably not	%	10.1	10.4	9.2		17.0	2.8	
	No, definitely not	%	1.4	1.1	2.5		4.4	1.0	

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			Were you born in Canada?				At what age did you come to Canada?		
			Canada 2019-02	Yes	No	Prefer not to say	Under 25	25 plus	Refuse
Question 11 - [IF NO] Why do you think leaders would not take action? (Check all that apply)	Total	Unwgt N	192	170	22	0	17	5	0
		Wgt N	181	157	24	0	20	4	0
	They would not take my claim seriously because of my age	%	13.9	14.5					
	They would not take my claim seriously because of my gender	%	25.0	25.2					
	I do not have enough seniority to effect change	%	15.4	15.4					
	The culture/society does not support change	%	35.0	37.2					
	None of the above	%	10.7	7.7					

			Were you born in Canada?				At what age did you come to Canada?		
			Canada 2019-02	Yes	No	Prefer not to say	Under 25	25 plus	Refuse
Question 12 - Because of your gender do you have more opportunities, the same opportunities or have less opportunities to lead than others?	Total	Unwgt N	1000	818	174	8	81	87	6
		Wgt N	1000	821	172	7	78	88	6
	More opportunities	%	3.6	3.9	2.5		2.2	1.9	
	The same opportunities	%	41.5	40.5	46.2		35.8	56.0	
	Less opportunities	%	41.5	42.0	39.4		47.2	33.2	
	Unsure	%	13.4	13.6	11.8		14.9	8.8	

			Were you born in Canada?				At what age did you come to Canada?		
			Canada 2019-02	Yes	No	Prefer not to say	Under 25	25 plus	Refuse
Question 13 - Because of your gender are your ideas taken more seriously, as seriously or less seriously than others?	Total	Unwgt N	1000	818	174	8	81	87	6
		Wgt N	1000	821	172	7	78	88	6
	More seriously	%	2.8	2.6	3.3		4.3	2.7	
	As seriously	%	48.6	48.8	47.6		43.4	50.6	
	Less seriously	%	37.3	37.3	38.5		42.6	35.5	
	Unsure	%	11.3	11.3	10.6		9.7	11.2	

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			Were you born in Canada?				At what age did you come to Canada?		
			Canada 2019-02	Yes	No	Prefer not to say	Under 25	25 plus	Refuse
Question 14 - Do you identify, somewhat identify, somewhat not identify, or not identify with the feminist movement?	Total	Unwgt N	1000	818	174	8	81	87	6
		Wgt N	1000	821	172	7	78	88	6
	Identify	%	15.7	16.6	12.1		12.9	10.3	
	Somewhat identify	%	37.0	37.6	34.5		33.0	35.3	
	Somewhat not identify	%	19.3	19.9	16.9		20.3	15.1	
	Not identify	%	16.6	15.9	19.8		16.2	23.3	
	Unsure	%	11.4	10.0	16.8		17.6	16.0	

			Were you born in Canada?				At what age did you come to Canada?		
			Canada 2019-02	Yes	No	Prefer not to say	Under 25	25 plus	Refuse
Question 15 - Are you hopeful, somewhat hopeful, somewhat not hopeful or not hopeful that gender equality in Canada will be achieved in your lifetime?	Total	Unwgt N	1000	818	174	8	81	87	6
		Wgt N	1000	821	172	7	78	88	6
	Hopeful	%	29.6	29.5	30.8		25.6	33.5	
	Somewhat hopeful	%	47.3	47.3	47.8		51.7	45.7	
	Somewhat not hopeful	%	9.3	9.6	8.0		11.8	4.1	
	Not hopeful	%	6.0	6.4	4.2		3.4	5.1	
	Unsure	%	7.9	7.2	9.2		7.4	11.5	

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			Were you born in Canada?			At what age did you come to Canada?			
			Canada 2019-02	Yes	No	Prefer not to say	Under 25	25 plus	Refuse
Question 16 - [IF SOMEWHAT OR NOT HOPEFUL] Why are you not hopeful about gender equality being achieved in your lifetime? (Check all that apply)[RANDOMIZE]	Total	Unwgt N	363	314	49	0	31	15	3
		Wgt N	366	315	51	0	32	17	3
	Economics + Financial (i.e. matters related to your employment or pay)	%	15.6	16.4	10.2		12.8		
	Decision making + leadership (i.e. matters related to your role in business, political leadership or government policy)	%	18.1	18.1	18.0		17.4		
	Education (i.e. matters related to your access to education, education path)	%	10.5	10.3	11.6		4.4		
	Health (i.e. matters related to your mental health, access to reproductive or sexual health care or resources)	%	9.0	9.2	7.6		12.3		
	Discrimination (i.e. matters related to discrimination as a result of your race, sexual orientation or gender)	%	21.0	19.4	30.6		32.0		
	Violence (i.e. matters related to harassment, bullying, sexual or physical violence)	%	19.2	19.5	16.9		21.1		
	None of the above, I felt I had enough support	%	4.4	4.8	1.5		0.0		
	My age	%	1.2	1.4	0.0		0.0		
Parenting	%	0.2	0.2	0.0		0.0			
Other	%	1.0	0.6	3.6		0.0			

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			Were you born in Canada?				At what age did you come to Canada?		
			Canada 2019-02	Yes	No	Prefer not to say	Under 25	25 plus	Refuse
Question 17 - When it comes to addressing gender inequality, which one of the following groups do you believe has the biggest opportunity to impact change? [RANDOMIZE]	Total	Unwgt N	1000	818	174	8	81	87	6
		Wgt N	1000	821	172	7	78	88	6
	Government	%	17.7	17.4	19.3		23.4	17.0	
	Youth	%	19.0	19.9	14.1		17.3	11.3	
	Business	%	11.7	12.7	7.6		8.3	6.2	
	School/Educational system	%	27.8	26.2	36.3		29.7	40.7	
	Families/Communities	%	23.8	23.8	22.8		21.3	24.8	

Thinking about the future, do you feel hopeful, somewhat hopeful, somewhat not hopeful or not hopeful about the following: [ROTATE]

			Were you born in Canada?				At what age did you come to Canada?		
			Canada 2019-02	Yes	No	Prefer not to say	Under 25	25 plus	Refuse
Question 18 - The progress of gender equality in Canada	Total	Unwgt N	1000	818	174	8	81	87	6
		Wgt N	1000	821	172	7	78	88	6
	Hopeful	%	33.2	32.4	38.1		36.6	38.2	
	Somewhat hopeful	%	50.5	52.1	42.0		42.2	42.7	
	Somewhat not hopeful	%	7.9	7.9	8.0		11.7	4.3	
	Not hopeful	%	2.5	2.7	1.8		1.9	1.9	
	Unsure	%	5.9	4.9	10.1		7.6	12.9	

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Thinking about the future, do you feel hopeful, somewhat hopeful, somewhat not hopeful or not hopeful about the following: [ROTATE]

			Were you born in Canada?				At what age did you come to Canada?		
			Canada 2019-02	Yes	No	Prefer not to say	Under 25	25 plus	Refuse
Question 19 - The progress of gender equality globally	Total	Unwgt N	1000	818	174	8	81	87	6
		Wgt N	1000	821	172	7	78	88	6
	Hopeful	%	15.4	14.7	19.2		18.0	17.6	
	Somewhat hopeful	%	45.5	45.8	42.7		35.4	50.3	
	Somewhat not hopeful	%	21.6	22.7	17.2		21.0	15.0	
	Not hopeful	%	10.8	10.7	11.9		18.2	6.1	
	Unsure	%	6.7	6.1	9.0		7.4	11.0	

			Were you born in Canada?				At what age did you come to Canada?		
			Canada 2019-02	Yes	No	Prefer not to say	Under 25	25 plus	Refuse
Question 20 - Do you trust, somewhat trust, somewhat not trust or not trust today's political leaders to advance gender equality issues?	Total	Unwgt N	1000	818	174	8	81	87	6
		Wgt N	1000	821	172	7	78	88	6
	Trust	%	7.5	7.5	7.8		7.5	8.6	
	Somewhat trust	%	45.8	45.6	46.7		27.0	60.6	
	Somewhat not trust	%	23.1	23.6	21.4		32.1	13.4	
	Not trust	%	12.2	12.2	12.6		22.3	4.8	
	Unsure	%	11.4	11.2	11.5		11.1	12.6	

			Were you born in Canada?				At what age did you come to Canada?		
			Canada 2019-02	Yes	No	Prefer not to say	Under 25	25 plus	Refuse
Question 21 - Do you feel more than equal, equal or less than equal to your male counterparts?	Total	Unwgt N	1000	818	174	8	81	87	6
		Wgt N	1000	821	172	7	78	88	6
	More than equal	%	5.1	4.9	5.7		7.4	4.6	
	Equal	%	55.8	56.5	52.0		40.9	59.5	
	Less than equal	%	32.2	31.9	34.4		45.4	25.9	
	Unsure	%	6.9	6.6	7.9		6.2	10.0	

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			Were you born in Canada?				At what age did you come to Canada?		
			Canada 2019-02	Yes	No	Prefer not to say	Under 25	25 plus	Refuse
Question 22 - At what age did you first become aware of gender inequality?	Total	Unwgt N	1000	818	174	8	81	87	6
		Wgt N	1000	821	172	7	78	88	6
	Under 14	%	22.5	24.5	13.6		17.0	9.6	
	14 – 17	%	22.0	21.4	24.2		28.3	20.2	
	18 – 24	%	20.4	20.2	21.7		24.0	19.2	
	25+	%	10.8	10.1	14.7		8.5	21.3	
	I have not experienced discrimination because of my gender	%	24.3	23.9	25.8		22.3	29.6	

			Were you born in Canada?				At what age did you come to Canada?		
			Canada 2019-02	Yes	No	Prefer not to say	Under 25	25 plus	Refuse
Question 23 - Where did you first notice gender inequality in your life?	Total	Unwgt N	1000	818	174	8	81	87	6
		Wgt N	1000	821	172	7	78	88	6
	Home	%	11.9	12.5	9.3		11.5	7.9	
	Work	%	26.1	26.0	27.5		29.0	25.2	
	School	%	26.7	26.9	24.7		19.4	28.9	
	With Friends	%	2.8	2.5	4.2		7.1	0.0	
	With Family	%	5.5	5.2	7.1		7.8	7.0	
	I have not experienced discrimination because of my gender	%	25.6	25.2	26.8		24.2	31.0	
	When I became a senior	%	0.3	0.3	0.0		0.0	0.0	
	Mechanic	%	0.1	0.2	0.0		0.0	0.0	
	Watching the news	%	0.3	0.4	0.0		0.0	0.0	
	At church	%	0.3	0.4	0.0		0.0	0.0	
	In public	%	0.2	0.2	0.4		0.9	0.0	
	Other	%	0.1	0.1	0.0		0.0	0.0	
	Unsure	%	0.1	0.1	0.0		0.0	0.0	

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			Were you born in Canada?				At what age did you come to Canada?		
			Canada 2019-02	Yes	No	Prefer not to say	Under 25	25 plus	Refuse
Question 24 - When did you feel you experienced the most inequality, if at all, as a result of your gender?	Total	Unwgt N	1000	818	174	8	81	87	6
		Wgt N	1000	821	172	7	78	88	6
	Under 14	%	7.7	8.0	6.2		4.7	7.9	
	14 – 17	%	15.1	15.8	12.2		15.5	8.2	
	18 – 24	%	23.8	23.7	24.4		33.0	17.5	
	25+	%	23.2	23.2	23.3		16.2	28.4	
	I have not experienced discrimination because of my gender	%	30.2	29.3	33.9		30.6	38.0	

Would you say the following occur regularly, occasionally or never? [RANDOMIZE]

			Were you born in Canada?				At what age did you come to Canada?		
			Canada 2019-02	Yes	No	Prefer not to say	Under 25	25 plus	Refuse
Question 25 - I've felt pressure to change my physical appearance because of my gender	Total	Unwgt N	1000	818	174	8	81	87	6
		Wgt N	1000	821	172	7	78	88	6
	Regularly	%	15.3	14.9	16.9		24.9	9.9	
	Occasionally	%	30.8	31.7	26.7		28.0	26.6	
	Never	%	48.6	48.7	48.8		44.8	51.7	
	Unsure	%	5.2	4.7	7.5		2.3	11.7	

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Would you say the following occur regularly, occasionally or never? [RANDOMIZE]

			Were you born in Canada?				At what age did you come to Canada?		
			Canada 2019-02	Yes	No	Prefer not to say	Under 25	25 plus	Refuse
Question 26 - I've felt pressure to change my behaviour because of my gender	Total	Unwgt N	1000	818	174	8	81	87	6
		Wgt N	1000	821	172	7	78	88	6
	Regularly	%	12.7	12.7	13.3		18.3	8.8	
	Occasionally	%	42.1	42.4	40.0		33.4	45.8	
	Never	%	39.3	39.3	39.7		40.9	38.3	
	Unsure	%	5.9	5.6	7.0		7.3	7.1	

Would you say the following occur regularly, occasionally or never? [RANDOMIZE]

			Were you born in Canada?				At what age did you come to Canada?		
			Canada 2019-02	Yes	No	Prefer not to say	Under 25	25 plus	Refuse
Question 27 - Most men I know are committed to achieving gender equality	Total	Unwgt N	1000	818	174	8	81	87	6
		Wgt N	1000	821	172	7	78	88	6
	Regularly	%	23.3	24.9	16.4		16.5	16.3	
	Occasionally	%	43.5	43.8	42.2		43.9	42.7	
	Never	%	13.3	12.4	17.6		18.5	16.0	
	Unsure	%	19.9	18.9	23.9		21.2	25.0	

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			Were you born in Canada?				At what age did you come to Canada?		
			Canada 2019-02	Yes	No	Prefer not to say	Under 25	25 plus	Refuse
Question 28 - Mentorship can be defined as a relationship in which an experienced person assists another in developing skills or knowledge that enhance the less experienced person in their personal and/or professional life. A mentor can be older or younger than the mentee, and the relationship may be formal (i.e. regular, scheduled meetings) or informal (someone you call or meet with occasionally, as needed). Keeping this definition in mind, have you ever been a mentor to other women or girls?	Total	Unwgt N	1000	818	174	8	81	87	6
		Wgt N	1000	821	172	7	78	88	6
	Yes, I currently mentor or have mentored other women and girls	%	30.5	30.7	30.1		21.5	36.9	
	No, I have not mentored other women and girls	%	69.5	69.3	69.9		78.5	63.1	

			Were you born in Canada?				At what age did you come to Canada?		
			Canada 2019-02	Yes	No	Prefer not to say	Under 25	25 plus	Refuse
Question 29 - Have you ever received mentorship? (Check all that apply)	Total	Unwgt N	1069	873	187	9	83	98	6
		Wgt N	1062	871	183	8	80	97	6
	Yes, as a teenager (ages 14-17)	%	9.4	9.4	8.4		8.4	8.8	
	Yes, as a young adult (ages 18-24)	%	11.1	10.7	13.1		8.9	17.4	
	Yes, as an adult (ages 25+)	%	14.0	14.3	12.6		6.8	17.5	
	No, I have never received mentorship	%	65.4	65.5	65.9		75.8	56.3	

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			Were you born in Canada?				At what age did you come to Canada?		
			Canada 2019-02	Yes	No	Prefer not to say	Under 25	25 plus	Refuse
Question 30 - In your lifetime, from which of the following individuals do you feel you've received mentorship? (Check all that apply)	Total	Unwgt N	1846	1517	313	16	135	167	11
		Wgt N	1817	1496	307	14	128	166	13
	Friends	%	15.9	15.7	16.7		17.5	16.4	
	Family	%	18.9	18.7	19.8		24.7	16.0	
	Teacher or professor	%	14.8	15.0	13.6		12.7	15.3	
	Social media	%	2.9	2.9	3.3		1.9	4.6	
	Partner/spouse	%	7.2	7.1	7.9		6.5	8.6	
	Other women	%	15.6	16.6	11.0		9.3	11.7	
	Men	%	4.4	4.3	5.0		2.4	5.9	
	None of the above	%	18.9	18.5	21.0		23.6	19.2	
	Colleagues	%	0.3	0.2	0.5		0.0	1.0	
	Boss	%	0.4	0.4	0.5		0.0	0.9	
	Volunteer leads	%	0.2	0.2	0.0		0.0	0.0	
	People from my church	%	0.2	0.1	0.6		1.4	0.0	
	Life coach	%	0.1	0.1	0.2		0.0	0.5	
	Counsellor	%	0.1	0.1	0.0		0.0	0.0	
	Other	%	0.1	0.1	0.0		0.0	0.0	
	Unsure	%	0.0	0.1	0.0		0.0	0.0	

			Were you born in Canada?				At what age did you come to Canada?		
			Canada 2019-02	Yes	No	Prefer not to say	Under 25	25 plus	Refuse
Question 31 - In your opinion, when do you think women/girls need the most mentorship?	Total	Unwgt N	1000	818	174	8	81	87	6
		Wgt N	1000	821	172	7	78	88	6
	As teenagers (14-17)	%	66.8	66.0	70.8		72.0	70.8	
	As young adults (18-24)	%	23.1	24.2	17.9		18.6	15.5	
	As adults (25+)	%	2.6	2.4	3.4		2.1	4.8	
	Women/girls do not need mentorship	%	7.5	7.4	7.9		7.3	8.9	

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			Were you born in Canada?				At what age did you come to Canada?		
			Canada 2019-02	Yes	No	Prefer not to say	Under 25	25 plus	Refuse
Question 32 - Considering your own experience transitioning from girlhood to adulthood, in which of the following areas do you wish you had more mentorship support? (Check all that apply)	Total	Unwgt N	2501	2024	455	22	245	190	20
		Wgt N	2436	1981	436	19	224	195	18
	Economics + Financial (i.e. matters related to your employment or pay)	%	18.5	19.0	16.0		16.0	16.2	
	Decision making + leadership (i.e. matters related to your role in business, political leadership or government policy)	%	15.7	15.4	17.1		17.0	17.6	
	Education (i.e. matters related to your access to education, education path and/or educational	%	15.9	16.3	14.0		14.9	13.4	
	Health (i.e. matters related to your mental health, access to reproductive or sexual health care or resources)	%	14.2	14.0	14.7		15.1	14.7	
	Discrimination (i.e. matters related to discrimination as a result of your race, sexual orientation or gender)	%	12.9	12.2	15.6		15.6	15.3	
	Violence (i.e. matters related to harassment, bullying, sexual or physical violence)	%	14.9	14.9	14.9		17.5	11.1	
	None of the above, I felt I had enough support	%	8.0	8.0	7.6		3.9	11.7	
	All of the above	%	0.0	0.0	0.0		0.0	0.0	

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