

# EMPOWERING WOMEN AND GIRLS

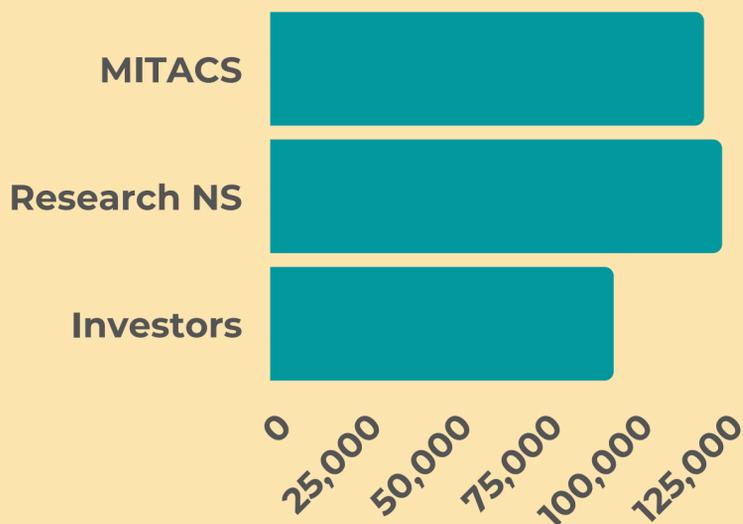
Gender is the leading form of discrimination reported in Canada



**PRUDENTIA  
INSTITUTE**

YOUTH KNOWLEDGE EXCHANGE

**\$340,000  
Invested**



## Our Critical Path



### Phase 1: Research

This phase focuses on primary investigations and data analysis to understand gender-based discrimination in social and formal environments including school and work.



### Phase 2: Development

This phase focuses on development of open-source programming and resources, which are highly accessible and adaptable to different environments including schools and community spaces.



### Phase 3: Knowledge Mobilization

This phase focuses on reducing barriers for women and girls and ensuring greater opportunities for women in under-represented industries, professions and sectors, as well as leadership roles.

### Key Performance Indicators:

1. Accessible educational programs
2. Industry renewal and transformation
3. Policy adoption and implementation

- We are developing a model of empowerment and inclusion for women and girls.
- We are taking an evidence informed approach to reduce gender-based discrimination and systemic barriers.

**Resource Creation:** The creation of open source resources, policy recommendations and educational programs for educators, policy makers, industry and community.

**Industry Partnerships:** On boarding and supporting industry partners in the adoption of new gender equity policy and practices.

**Youth Education:** Reaching youth throughout Atlantic Canada with multi-modal, educational programs (in and out of school).



**Mr. Stuart Rath**



THANK YOU TO OUR INVESTORS AND PARTNERS



# EMPOWERING WOMEN AND GIRLS

Empowerment is an essential element of a meaningful life

## January 2023, Progress Report: Phase 1

### Student Research Lab

Prudentia Institute's Student Research Lab launched in October 2022 with its first cohort. After months of preparation and in collaboration with Early Education and Childhood Development, Prudentia became an approved Community Host and the Lab became an official cooperative placement, earning high school students a full high school credit.

The Lab is an immersive and experiential developmental program in which youth in grades 11 and 12 learn all aspects of the research process and become youth-peer-to-peer researchers. They were trained in data collection, analysis and research ethics. To support career exploration, youth also met career mentors who use data and research every day.

In the fall of 2022, youth in the Lab assisted in the collection of data and conducted 24 qualitative interviews with their peers to gather youth perspectives on what it means to be empowered. Preliminary findings have been shared through social media and Prudentia's Network of 25 Youth Serving Organizations (NYSO).

The next youth research cohort starts this spring!

DAL REB File #2022-6031

### Womens' Leadership Cohort

With the assistance of our professional network and DAL Innovates, Prudentia Institute recruited a cohort of women leaders from across Canada to participate in our study. A series of in-depth interviews were carried out over the summer and fall of 2022.

The Women's Leadership Cohort is comprised of 21 entrepreneurs, industry leaders, scientists and c-suite management from a variety of sectors, including finance, healthcare, technology, fisheries, pharmaceuticals, biotech, applied research, International business, media, supply chain management, ecosystem development, innovation and more.

Initial data analysis points to several durable barriers across various sectors and professions that interfere with women either staying in their chosen field or advancing in leadership roles. These barriers are often taken for granted as the *nature of the work*, the *culture of the industry* or as just *acceptable practice* within work spaces.

Secondary data collection is planned for winter and spring 2023.

DAL REB File #2022-6022

### What does it mean to be empowered?

Empowerment depends on factors like financial security, health and personal safety. Empowerment can contribute to motivation, confidence, resilience and the capacity to lead. Empowerment is associated with acceptance, agency and voice.

### A single moment can be transformative!

Empowering experiences can be transformative and even a single moment can build confidence, autonomy, self-control and a sense of responsibility. Empowerment is contributes to individual and collective transformation.

### Empowerment is a complex subject!

Empowerment is a complex social phenomenon that is conceptually not well understood. Many sub fields within research are investigating empowerment, including sociology, psychology, social work, neuroscience and organizational studies.