



HOUSING RESEARCH REPORT

Applying a Gender Lens to Housing in Canada: Perspectives on a Gender-based Approach to Affordable Housing in Canada

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Applying a Gender Lens to Housing in Canada: Perspectives on a Gender-based Approach to Affordable Housing in Canada

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Canada Mortgage and Housing Corporation**

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Executive Summary

CMHC commissioned this study to examine existing practices for applying a gender-based lens to Canadian housing.

The study included a review of recent literature by CMHC and a broadly based, online survey of housing stakeholders conducted by SPR Associates Inc. to obtain perspectives on the use of a gender lens in housing for both women and LGBTQ+ communities. A total of 375 responses to the survey were received from across Canada and covered all housing sectors. SPR also carried out email follow-ups with the 44 respondents who had provided their contact information.

The review of recent literature (29 publications on gender and housing since 2010) showed that the majority of papers focused on distinct subgroups of women and LGBTQ+. Few broader, gender-based frameworks were found. With a strong focus on women sector groups, the review noted less consideration for holistic views in housing sector analysis. Major gaps were the limited needs analysis for understanding gender-based housing issues and the challenges of linking housing to other policies, such as health and security.

The online survey illustrated the broad-ranging and diverse perspectives of housing stakeholders in regard to the application of a gender lens in Canadian housing policy. Highlights included the following:

- Most respondents felt that the basic housing needs of women and LGBTQ+ persons are being addressed through an effective housing system that serves all people equitably. A strong minority had concerns that policies for distinct groups could distract from overall housing goals and programs.
- At the same time, many were concerned that current policies and programs do not sufficiently address the particular needs of women and LGBTQ+ people as regards housing design, access to housing and security or safety.
- Many respondents also noted a need for more holistic approaches and to consider linkages between housing and other sectors to better meet a range of needs. Such an approach could help dovetail housing with services in communities.
- Thirty per cent of survey respondents said their work covered the needs of women or the LGBTQ+ community (mostly in services for victims of family violence, homelessness, mental health or other services or in advocacy or public education). Many noted the need for two tiers of service, one tier with specialized gender-based services and a second tier with housing affordability supports.
- Of all survey respondents, 14% said they had direct involvement in housing designed for women or LGBTQ+ people in the past five years. These respondents were largely from women's groups or LGBTQ+ groups and noted differences in the intentionality of gendered approaches with regard to services.

Therefore, the survey respondents reflected a variety of different viewpoints on how to apply a gender lens to housing. Some successful examples and key lessons learned were:

- Involve people from across policy sectors and integrate services using a holistic approach.
- Develop organizational capacity and improve training for staff involved.
- Build the types of housing the community needs with a range or continuum of services to meet varied needs.

About half of the survey respondents provided detailed comments that focused specifically on housing design, access to housing with reduced discrimination, and improved safety and security. Many areas of improvement were noted and respondents recommended improved consultations to achieve broader housing policies and programs.

Follow-up emails with 44 of the survey respondents identified a suggestion for more dialogue on gender and housing, such as through a national workshop. Though discussions have been ongoing since the women's symposium in the Fall of 2017, the wider housing community may not be aware of the continuing efforts related to gender and housing.

The study revealed considerable interest among housing stakeholders in a gender lens for housing. A better understanding of women's/LGBTQ+ needs, and assessment of how well these needs are met in current housing policies and programs, could inform the ongoing discussion.

Key recurring themes are related to housing design, housing access and safety, as part of a gender lens approach. Moving forward, the report suggests CMHC could support continued workshops or symposiums to examine gender issues.

Résumé

La SCHL a commandé la présente étude dans le but d'examiner les pratiques existantes d'équité des genres dans le domaine du logement au Canada.

Faisaient partie de cette étude, une analyse de publications récentes effectuée par la SCHL et un vaste sondage en ligne auprès d'intervenants du secteur de l'habitation mené par la firme SPR Associates Inc. en vue d'obtenir des perspectives sur l'équité des genres dans le domaine du logement pour les femmes et les personnes LGBTQ+. En tout, 375 réponses, de partout au pays et de tous les segments du secteur de l'habitation, ont été reçues. SPR a également effectué un suivi par courriel auprès des 44 répondants qui avaient fourni leurs coordonnées.

L'analyse de publications récentes (29 documents portant sur l'équité des genres et le logement parues depuis 2010) a révélé que la majorité des documents faisaient une distinction entre les sous-groupes des femmes et des personnes LGBTQ+. Peu de publications faisaient état de cadres plus larges fondés sur le genre. En mettant particulièrement l'accent sur des groupes de femmes, l'analyse a relevé que l'on tenait moins compte des vues d'ensemble dans l'analyse genrée du secteur de l'habitation. Parmi les lacunes importantes soulevées, mentionnons les limites de l'analyse des besoins pour comprendre les enjeux liés au genre de même que les difficultés à établir un lien entre le logement et les politiques connexes comme celles qui relèvent de la santé et de la sécurité.

Le sondage en ligne a fait ressortir les perspectives vastes et diverses des intervenants du secteur de l'habitation sur l'équité des genres dans la politique canadienne sur le logement.

Principales constatations :

- La plupart des répondants considèrent que les besoins des femmes et des personnes LGBTQ+ sont pris en charge par un système de logement efficace qui traite tout le monde de façon équitable. Une forte minorité craint que des politiques s'adressant à des groupes distincts détournent l'attention des buts et programmes généraux de logement.
- Simultanément, nombreux sont ceux qui ont exprimé des préoccupations selon lesquelles les politiques et programmes actuels ne répondent pas suffisamment aux besoins des femmes et des personnes LGBTQ+ en matière de conception des logements, de leur accès et de leur sécurité.
- Un grand nombre de répondants a également indiqué qu'on doit adopter des approches globales et tenir compte des liens entre le logement et d'autres secteurs de politiques, afin de mieux répondre à l'éventail des besoins. Une telle approche pourrait aider à intégrer le logement dans les services offerts dans les collectivités.
- De tous les répondants, 30 % ont indiqué que leur travail répond aux besoins des femmes ou des personnes LGBTQ+ (surtout au moyen de services aux victimes de violence familiale, aux sans-abri, aux personnes souffrant d'une maladie mentale ou par d'autres services tels que la défense des intérêts ou la sensibilisation du public). De nombreux répondants ont indiqué qu'il faudrait deux niveaux de services, le premier étant des services spécialisés axés sur le genre et le deuxième étant le soutien de l'abordabilité du logement.

- De tous les répondants, 14 % ont dit avoir participé directement à la conception de logements destinés aux femmes ou aux personnes LGBTQ+ au cours des cinq dernières années. Ces répondants étaient principalement issus de groupes de femmes ou de groupes de personnes LGBTQ+. Ils ont fait remarquer qu'il y avait des différences d'intention dans les approches axées sur l'équité des genres en ce qui a trait aux services.

Par conséquent, les répondants au sondage ont soumis une vaste gamme de points de vue différents sur la façon d'appliquer l'équité des genres au logement. Voici des exemples de réussite et des leçons clés retenues :

- participation de personnes des différents secteurs de politique et intégration des services selon une approche globale;
- développement de la capacité organisationnelle et amélioration de la formation des employés concernés;
- construction des types de logements qui répondent aux besoins des collectivités assortis d'une gamme ou d'un continuum de services qui répondent à des besoins variés.

Environ la moitié des répondants au sondage ont fourni des commentaires détaillés portant particulièrement sur la conception des logements, l'accès au logement et réduction de la discrimination, et l'amélioration de la sécurité. Les répondants ont noté de nombreuses améliorations nécessaires et recommandé de meilleures consultations dans le but d'élargir les politiques et programmes de logement.

Dans le cadre d'un suivi par courriel auprès de 44 répondants, il a été suggéré d'accroître le dialogue sur l'équité des genres et le logement, lors d'un atelier national, par exemple. Bien que des discussions soient toujours en cours depuis le symposium sur le logement des femmes qui a eu lieu à l'automne 2017, l'ensemble du secteur du logement n'est peut-être pas au courant des efforts continus qui sont déployés à l'égard de l'équité des genres et du logement.

L'étude a révélé qu'une approche axée sur l'équité des genres présente un grand intérêt pour les intervenants du secteur du logement. Une meilleure compréhension des besoins des femmes et des personnes LGBTQ+ et une évaluation de la façon dont ceux-ci sont satisfaits par les politiques et les programmes de logement actuels pourraient être à la base du dialogue.

- Parmi les thèmes récurrents, mentionnons la conception et la sécurité des logements ainsi que l'accès à ceux-ci dans le cadre d'une approche axée sur l'équité des genres. À l'avenir, l'étude suggère que la SCHL pourrait collaborer à des ateliers ou à des symposiums dont l'objectif serait d'examiner les questions d'équité des genres.

Acknowledgements

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Staffing

The overall study was led by Dr. Ted Harvey, President & Senior Consultant, SPR. Ms. Marian Ficysz, SPR's Research Director, designed the on-line survey and Dr. Patricia Streich, Senior Consultant on Housing, co-authored the final report. Dr. Johanne Sanschagrin of CMHC conducted the literature scan component for the study.



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1. INTRODUCTION

1.1 Purpose of this Report

CMHC commissioned this study in the Fall 2017 to examine aspects of applying a gender-based lens to affordable housing.¹ The study included an environmental scan of approaches from recent literature and an on-line survey of housing researchers and housing sector groups. This report summarizes the information obtained and discusses policy implications for CMHC.

Study Objective: The objective of the overall study was to provide an overview of existing practices applying a gender lens to affordable housing and to document the need for better application of this approach to housing.

1.2 Scope of the Study

The study examined how a gender lens may be applied at any stage of housing – from planning, design, development and construction – to operations and assessment of results. It also covered the housing needs of various groups, such as:

- Diverse groups of women such as immigrants, seniors, lone-parents, Indigenous, women fleeing domestic violence, low-income women, and others who are vulnerable; and
- Members of LGBTQ+ communities (Lesbian, Gay, Bisexual, Transgender, Transsexual, Queer, Questioning, and other gender distinct identities).

For this study, affordable housing was broadly defined as housing that costs less than 30% of household income, including any part of the housing continuum, from temporary emergency shelters through transitional housing, supportive housing, subsidized housing, market rental and market homeownership. Affordable housing was seen as being provided by the public, non-profit, co-operative or private sectors and including all forms of housing tenure.

Therefore, the study was to provide a high level view of the gender lens and housing.

1.3 Study Methods

The study relied on two main sources of information: existing information drawn from a scan of recent literature conducted by CMHC (see Annex A); and results from an on-line survey of housing stakeholders across Canada, to collect primary data.

Survey Method: The self-completed (on-line) survey was targeted to organizations and professionals involved in housing and related areas. The survey invitation was distributed by CMHC to CMHC information users in the following groups:²

¹ This study was distinct from the symposium on women and housing (Pan-Canadian Voice for Women's Housing) held in Toronto in September 2017.

² Altogether, invitations were sent to some 20,000+ users of CMHC information resources. Invitations were sent on 7 September 2017 initially, and a reminder was also sent on 22 September 2017. Additional invites to respond to the survey were sent to about 50 women who attended a symposium in Toronto on women and housing in September 2017.

- Planning and housing officials;
- Housing developers, financial and real estate; and
- Non-profit sponsors or partners and private sector.

The survey included some structured questions to provide numerical information on the Gender Lens approach as well as open-ended questions that provided qualitative data from respondents. Therefore, the survey provides a variety of perspectives from housing stakeholders on use of a gender lens for housing.

Topics examined in the survey included the following:

- Type of involvement in housing;
- Involvement in housing, services, other related areas, or for women and the LGBTQ+ community;
- Examples of housing designed specifically for women and/or the LGBTQ+ community;
- Areas for related improvements in government policies/programs;
- Other ways to encourage/improve housing for women and the LGBTQ+ community.

A total of 375 housing stakeholders provided detailed information on the above topics. A summary of these results is shown in Section 3 within. A copy of the survey questionnaire is shown in Annex B.

Follow-up Assessments:

Some 44 respondents to the on-line survey were contacted and provided additional details, in particular, on how current housing meets the needs of women and LGBTQ+ persons in terms of suitable housing design, access to housing and security. The follow-up assessments also gauged interest in subsequent related research, workshops or continuing dialogue on these issues.

1.4 Outline of this Report

The remainder of the report is comprised of three main sections:

- Section 2 presents key themes from the scan of recent literature;
- Section 3 summarizes information compiled from the on-line survey; and
- Section 4 highlights implications of the information gathered, overall observations and the researchers' recommendations.

Annex B includes the On-line Survey Questionnaire.

2. PERSPECTIVES FROM RECENT STUDIES

This section highlights information drawn from a scan of 29 publications and reports related to gender and housing, published since 2010. The scan was prepared by CMHC researchers. A review of media sources on housing for women and LGBTQ+ communities was not included in the study. Earlier literature related to women and housing was not reviewed for this study.

2.1 A Summary Scan of Recent Literature

Sources reviewed by CMHC covered a wide range of topics related to gender lens approaches and varied populations. Examples were examined from the US and Canada as well as international studies and covered phases along a spectrum from the design of housing to evaluation of the approaches; and gender-based analysis methods and assessment tools. The researchers also examined: Quets et al., "A Gender Lens on Affordable Housing", *Re: Gender*, January 2016. (See Annex A for key sources and coverage related to gender and housing.)

Coverage of Topics and Population Groups: The literature illustrates the diversity of sub-groups included under the umbrella of women and the LGBTQ+ community. The number of papers covered in the literature scan is shown in parentheses):

- Gender and intersectionality (6);
- Women in general (3);
- Women homeless (3);
- Violence against women (3);
- Transgender (2);
- LGBTQ+ youth homeless (2);
- LGBTQ+ seniors (2);
- LGBTQ+ refugees (1);
- Indigenous and violence against women (1);
- Homeless Indigenous women and their children (1);
- Indigenous women (1);
- Homeless women and their children (1);
- Women newcomers (1);
- Women and men (1);
- Women and girls (1).

Scope Related to Phases of Housing & Other Topics: Only a few of the sources dealt with specific phases of housing development (mostly related to the design phase). Some were broader gender-based frameworks. Four of the examples dealt with evaluation or assessment of results from specific programs or approaches.

Table 1
Recommendations from the Literature Scan

Population(s)	Housing-related recommendations stemming from the literature scan	
	Shelters	Other housing (e.g. rental)
Women and LGBTQ2+ individuals – all	<ul style="list-style-type: none"> Recognize housing as a basic human right Consult with shelter workers and individuals with lived experience to develop housing solutions Provide wrap-around services in shelters 	<ul style="list-style-type: none"> Consider housing location that ensures safety though walking proximity of key services and amenities (e.g. schools, grocery stores, daycare) Offer portable housing benefits for a greater range of housing choices
Women – specific	<ul style="list-style-type: none"> Provide women specific shelters Conduct safety audits led by women with lived experience and address safety concerns Create 24-hour low barrier safe spaces for women (and transwomen) 	<ul style="list-style-type: none"> Create more co-operative housing Provide mechanisms for women owned co-ops and non-profit housing Consider location in proximity to public transit and in walkable neighbourhoods Install safety features in social housing (e.g., locks, lighting sensors, cameras in stairwells and elevators) Conduct community safety audits (e.g. METRAC)
LGBTQ2+ individuals – specific	<ul style="list-style-type: none"> Consider specialized shelters, specific beds, or gender inclusive sleeping rooms for LGBTQ+ individuals Built LGBTQ+ awareness among front-line workers Use inclusive language everywhere Provide gender inclusive or private bathrooms in shelters Provide inclusive intake process (i.e., including LGBTQ+ options) 	<ul style="list-style-type: none"> Offer training to landlords to combat discrimination Consider housing retirement options for low-income LGBTQ+ seniors
Women – Indigenous	<ul style="list-style-type: none"> Develop culturally-sensitive shelters (e.g., staff speak an Indigenous language, train shelter staff) Frame response through colonization and intergenerational trauma Be responsive to the needs of those with residential schools experience Consider support from Elders Conduct further research to identify best housing solutions for Indigenous women fleeing domestic violence 	<ul style="list-style-type: none"> Promote a culturally-sensitive approach from landlords Address barriers of Indigenous women securing housing
Women – with children	<ul style="list-style-type: none"> Provide more shelter spaces for women and their children Provide protected play spaces for children 	<ul style="list-style-type: none"> Combat discrimination (e.g., rental discrimination against single parents)
Women – fleeing domestic violence	<ul style="list-style-type: none"> Provide “holistic” approaches to victims (i.e., understanding domestic violence as both community and family issue) Offer options to accommodate victims’ pets in shelters or offer them a safe place 	
Women – newcomers	<ul style="list-style-type: none"> Provide wrap-around services in first “shelters” 	<ul style="list-style-type: none"> Consider training housing and immigration services providers for newcomers Provide information to newcomers on dominant culture and Canadian housing system
Women and LGBTQ2+ individuals – complex intersectionality	<ul style="list-style-type: none"> Produce more research on shelter needs of individuals with complex intersectionality 	

2.2 Key Themes and Challenges

The information reviewed illustrated several themes which can be considered in approaches for a gender-based approach to housing:

- Diversity of needs mainly related to shelters, transitional and supportive housing with services;
- A focus on holistic views of the needs of women and LGBTQ+ communities;
- A focus on women sector groups (Violence Against Women (VAW), YWCA, etc.); and
- Limited consideration to broader housing sector analysis.

Several types of gaps in the literature were noted, drawing from the reports. Among these, housing needs was a key area noted as potentially being addressed by further research:

- **Housing Needs Analysis:** Broader frameworks may be required to consider how gender relates to affordable housing issues in housing markets. Housing data shows that lone-parent, female-led families with children face serious housing affordability problems and they make up a high proportion of applicants on wait lists for subsidized housing. However, the nature of these problems relate mainly to their income levels and the shortages of lower rent, housing supply.

As well, low-income seniors face various challenges in housing markets, especially when they are single individuals relying on fixed, basic pensions. Women make up a higher proportion of aging seniors. Although many may remain for some time in homes that they own (what is described as 'aging-in-place'), access to support services can become a barrier to remaining in their homes.

Therefore, both younger and older women may be precariously housed due to difficulties affording monthly rents or shelter costs within their small household budgets. Lone-parent women and senior women are disproportionately impacted by poverty and the continuing wage gap in the labour force. Demographically, more women will live longer and may outlive spouses, thereby having no-one to share expenses. These related trends impact on gender based housing needs.

Two approaches could be used to shed more light on gender-related needs of women in housing markets. First, gender-specific analysis of housing needs could help to clarify the high financial burdens faced by women. As well, reporting of results from housing initiatives could include the gender relationship if the gender variable was built into reporting requirements.

Other areas noted as potentially warranting further research included:

- **Relationship to the housing continuum:** The gender variable is not currently part of Canada's housing continuum framework as that framework is tenure and market-based. Much of the literature scanned for the current study deal with the lower end of the continuum, e.g. shelters and transitional housing, including shelters for women fleeing violence. The applicability of gender-based analysis to a housing continuum requires further consideration.
- **Linkages of gender to stages of housing development:** The scan suggested that much of the recent literature has focussed on the project design stage and the evaluation or assessment of results of projects. Limited information was available on the housing development and operation phases.

- **Linkages between housing and other needs:** The needs of women and the LGBTQ+ communities may go beyond affordable housing. Part of the challenge for housing policies is how they intersect with or relate to other policy fields. At a community or housing project level, these connections become more compelling as they affect individual well-being and quality of life. More work would be needed with particular housing providers to assess factors in successful outcomes.
- **Levels of policy issues:** The policy context for housing in Canada is complex due to the involvement of three levels of government and the roles of the private/public/non-profit sectors. Although 'gender' could be identified in policies at all levels and for all sectors, approaches to implement gender-based policies outside of women's sector groups has not been well-researched.
- **Overall Assessment:** The literature illustrates the challenges of applying the gender lens in a policy area such as housing.

To obtain additional insight into a Gender Lens perspective to housing, as it is applied in Canada today, a specially-designed on-line survey was launched, inviting input from professionals and practitioners in Canada's housing sector.

3. STAKEHOLDER VIEWS FROM THE 2017 SURVEY

3.1 General Patterns of Response

A total of 375 responses were received from across Canada, from a wide cross-section of stakeholders from a variety of organizations. These included not only women's and LGBTQ+ groups but also others from government and community housing organizations.

The on-line survey was circulated to past users of CMHC information resources (web-sites, publications, etc.) and some 50 women who participated in the Pan-Canadian Voice for Women's Housing, a symposium supported by CMHC that was held in Toronto in September 2017, on women and housing.

Respondents to the on-line survey were viewed as having housing interests and background knowledge relevant to the survey. It should be noted that this survey was different from a 'public opinion' poll on gender and housing and the findings do not represent general public attitudes on these topics.

Characteristics of respondents: Feedback was received from people in a broad cross-section of housing fields and organizations. Characteristics of respondents were as follows:

- 64.3% female, 33.5% male and 2.2% other (Figure 1, below);
- 21.1% worked in housing policy or programs and 18.7% in services for women or the LGBTQ+ community. (Figure 2, next page) 'Others' worked in real estate, banking, mortgage financing, urban planning, research, homelessness, co-op housing, property management, and made up 45.3% of respondents.
- 10.1% were from women's groups and 3.7% from LGBTQ+ groups. The largest proportions were from local communities or municipalities (34.7%) and government (18.9%). 'Others' (29.1%) were from non-governmental organizations, real estate and financial organizations, churches, architectural firms, First Nations, universities and non-profits (Figure 3, next page).

Figure 1
Respondent's Gender Identity (Question 14)
(n=367 valid responses)

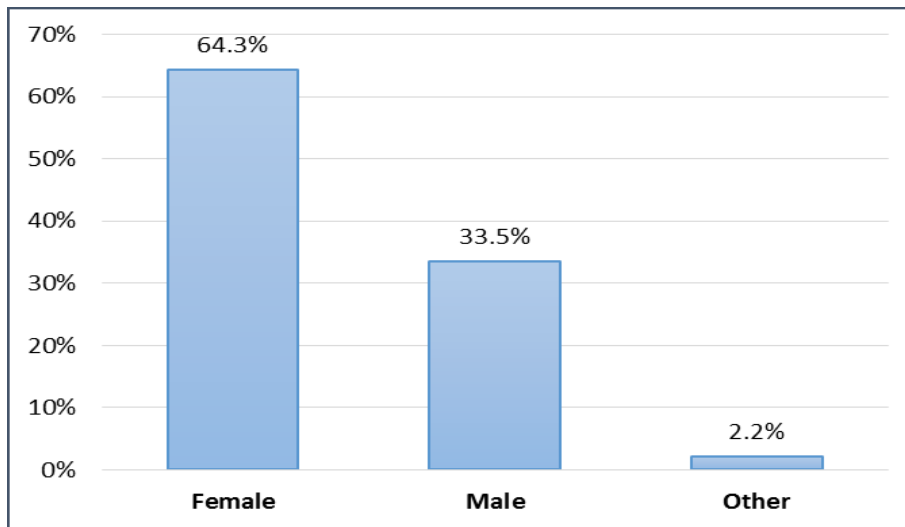
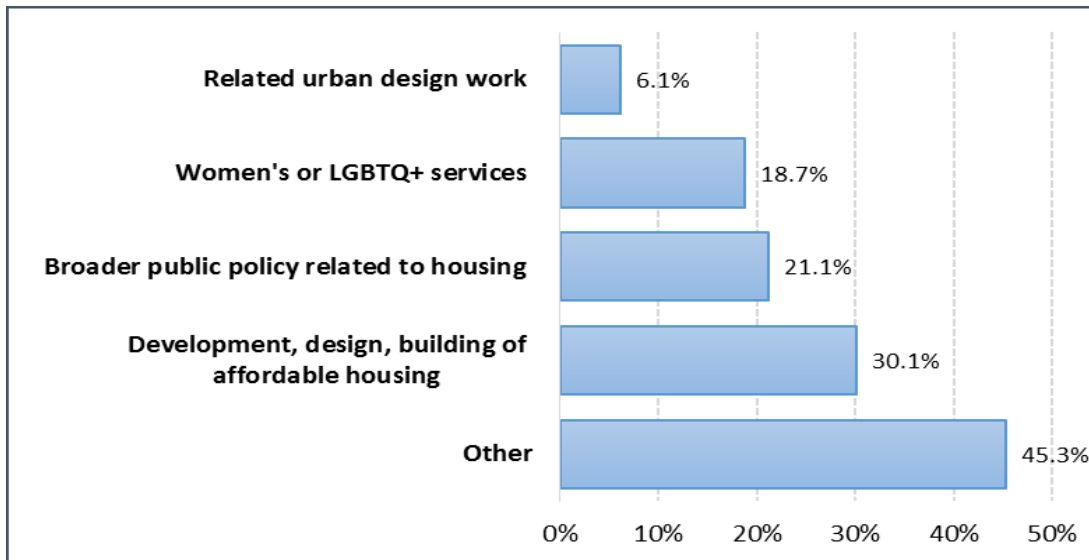


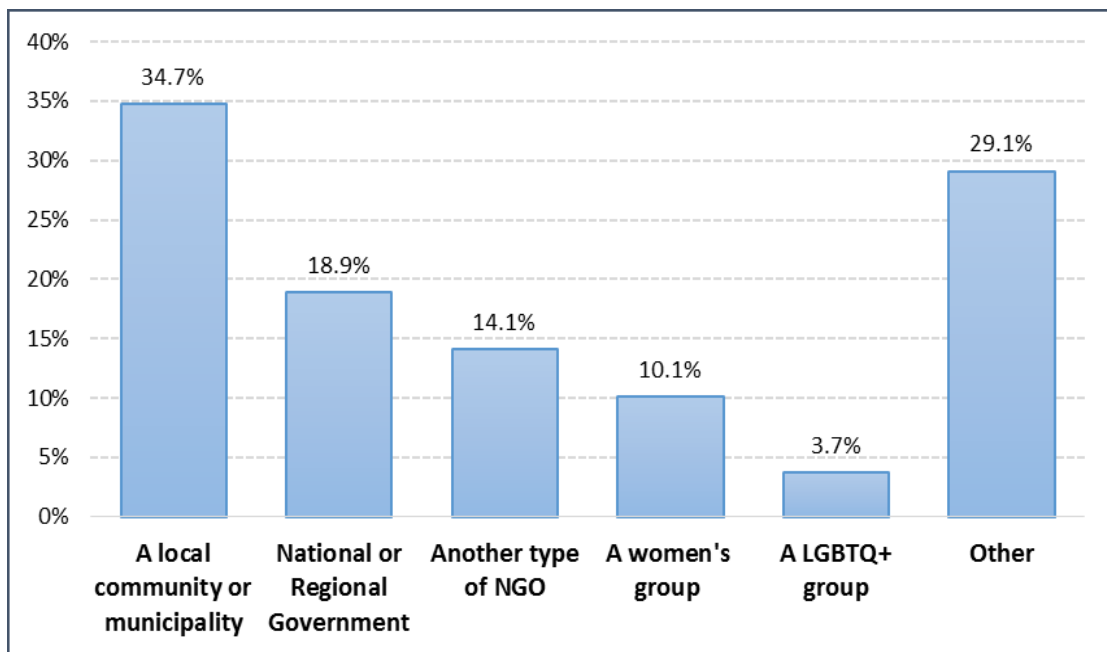
Figure 2
Respondents' Field of Work (Question 1)
 (n=375 valid responses)



Note 1: Multiple answers possible.

Note 2: 'Others' includes: real estate, banking, mortgage financing, homelessness services, co-op housing, research, property management, urban planning, rental housing, and program funding.

Figure 3
Type of Organizations Where Respondents Employed or Volunteered (in past 5 years)
 (Question 2)
 (n=375 valid responses)



Note 1: Multiple answers possible.

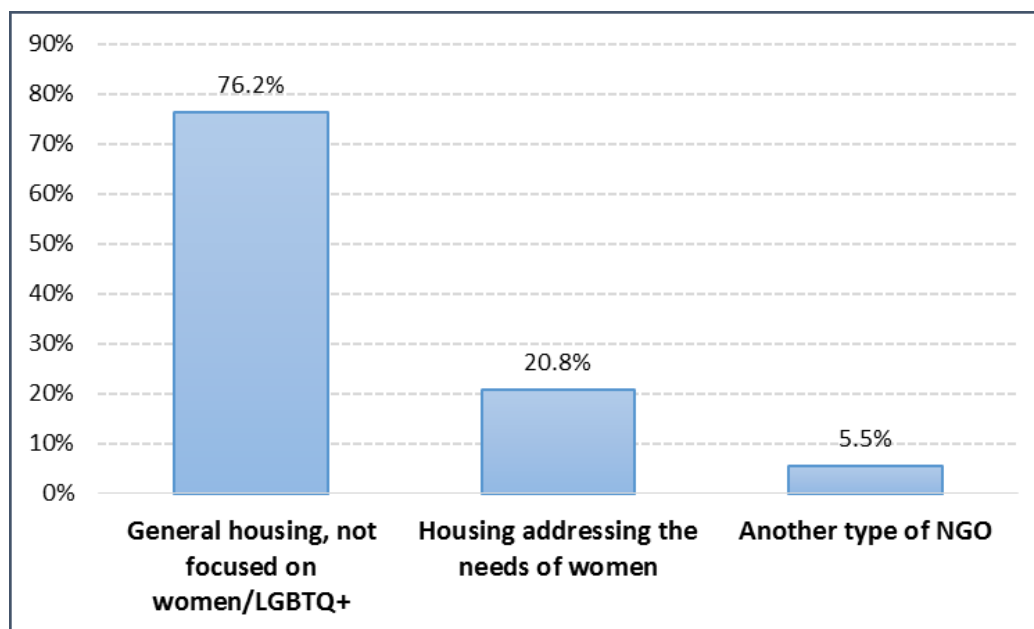
Note 2: 'Other' includes: banks, real estate brokers, churches, First Nations, non-profits, chamber of commerce, universities, architecture, housing bureau, and others.

Involvement in housing with a gender lens: Survey results revealed a variety of housing involvement among respondents.

Most stakeholders (61.6%) had a general involvement in housing. These housing stakeholders said they were involved in housing for the community as a whole (e.g. not focused on the needs of women or the LGBTQ+ community specifically).

However, in commentary, some housing providers noted that they provide special priority for housing or rental assistance (housing allowances) for victims of violence, help women to obtain or buy affordable homes, carry out advocacy work for women with housing or landlord-tenant issues, etc. For example: (1) provinces set priorities for women who experience family violence to access social housing; (2) many housing non-profits (such as Atira and the YWCA in Vancouver, Wood Buffalo Housing in Alberta, Habitat for Humanity, and many more) have high priority access for women-led families; and (3) BC has a shelter allowance program for low-income seniors (many of whom are single females) who receive rent assistance in the private market. Quebec also provides shelter allowances for families and seniors, again with high ratios of female-led households. These program impacts are difficult to quantify as they are provided under general responsibilities for housing in communities and they tend to be targeted by income rather than gender. Nevertheless, given the lower-income status of women versus men, they largely address affordable housing needs for women.

Figure 4
Type of Housing Respondent Involved in
Over the Past 5 Years (Question 3)
(n=307 valid responses)

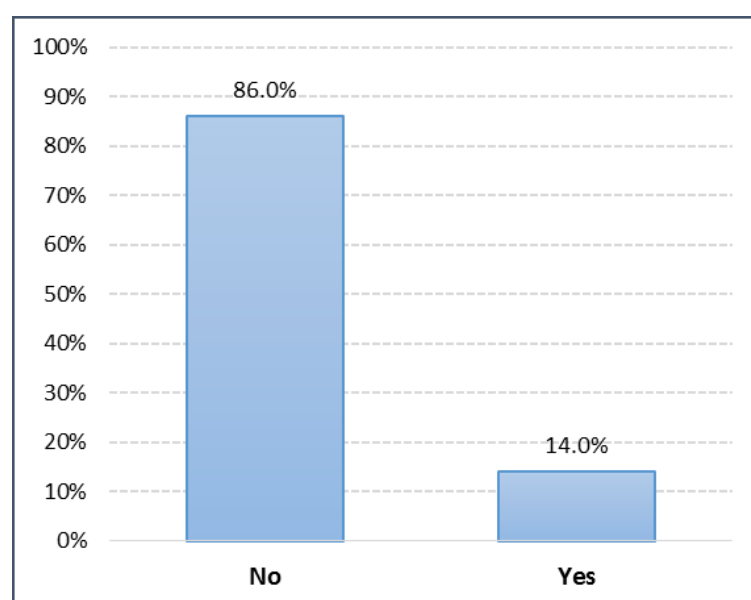


Note: Multiple answers possible.

General involvement with women and the LGBTQ+ community: Some 30% of responding housing stakeholders said that their work broadly addressed various needs of women or the LGBTQ+ community. For example, they reported being involved in:

- housing-specific issues (such as providing affordable housing for victims of family violence, assisting women with homeownership, homelessness);
- support services (such as trauma response, addiction issues, mental health), counselling and other assistance; and
- public education, advocacy and information resources.

Figure 5
Respondent is involved in housing specifically designed for women/LGBTQ+ community during the past 5 years (Question 4)
(n=372 valid responses)



Most housing stakeholders had broad involvement in housing – for the general community. Only a minority (14%) were involved in specific projects for women or the LGBTQ+ community.

Involvement in Specific Women's or LGBTQ+ Projects: Only a minority of housing stakeholders (about 14%) said that they (or their organizations) had been involved in housing projects which serve the unique needs of women and the LGBTQ+ community in the past five years. These stakeholders were largely representatives of women's groups or LGBTQ+ groups such as women's shelters (Violence against Women) and transitional housing, sexual assault centres, homeless services, supports for low-income mothers with children, addictions services, etc. Respondents to the survey also noted that they use a holistic framework to meeting needs that goes beyond shelter and housing.

The best use of a gender lens: The survey results suggest that looking at housing through a gender lens includes two broad tiers of housing supports related to gender: (1) *A specialized tier of gender-based services*, usually provided through women's sector organizations and offering a diverse range of services and supports; and (2) *A general tier of housing affordability supports* provided through housing sector policies and programs addressing the housing affordability for lower-income women with and without children, across all age groups.

These two types of involvement operate along-side each other. However, approaches to address women's needs for affordable housing are very diverse. Some comments noted a difference in the '**intentionality**' of gendered and feminist lenses in services through women's organizations. Other approaches may focus more on improved access and reducing barriers (such as dealing with discrimination issues).

For example, some housing stakeholders suggested that projects intentionally based on gender are more effective in meeting the needs of women or the LGBTQ+ community. Examples included co-housing developments or co-operatives, for example, bringing together people who are committed to supporting members of the community and share a sense of belonging and mutual reciprocity.

On the other hand, some housing stakeholders urged caution in claims for 'unique' status for women and the LGBTQ+ community, arguing for inclusive communities for all people. For example, respondents noted: "... housing for ALL..... [it's a disservice to specify gender or sexual identity]"; "Need to plan for all ages, abilities and genders"; "Remove barriers that dictate which women we can help – remove labels"; "We need more information as to unique needs".

Thus, the survey results reflected a variety of viewpoints. These views were not always in agreement and, in fact, pointed to the need for a process to develop a consensus view on how housing does and should serve these groups.³

3.2 Relationship of the Gender Lens to Phases of Housing Development

One question examined in the study was how a gender lens may be related to the key phases of housing, from housing design and development, to the operations of housing and assessments of results. Survey results showed that:

- About 30% of survey respondents said that they were involved in the design and development of affordable housing -- 19% were involved in services and 21% in policies related to housing.
- Nearly half of respondents (45%) were involved in other ways such as in land use planning, funding, real estate, property management, etc.

Many of the organizations reported being involved across the spectrum of developing and operating housing to meet affordable housing needs. Therefore, it proved challenging to distinguish how a gender lens relates to the various phases of activities. For those involved in direct services to women and others, the primary focus is on range of services they can provide to meet all needs, with housing as an important subset of those supports.

Nevertheless, there were numerous comments about the need for design of housing and communities as relate to women's needs for safety, access to services and amenities with improved community safety. Comments reflected an awareness of the issues, although there was no clear consensus on how they might be addressed.

³ Respondents also pointed out that needs are not homogeneous – even within the LGBTQ+ community. For example, they suggested that the needs of transgender persons are different and should not be grouped with other identities. Some noted the specific issues faced by LGBTQ+ and same-sex parents with children. Among women, some noted that the needs of single women without children are not adequately addressed, as there has been far more focus on mothers with children.

3.3 Lessons Learned from Successful Projects

Among survey respondents, 14% said that they have been involved in specific projects which address the needs of women and the LGBTQ+ community.

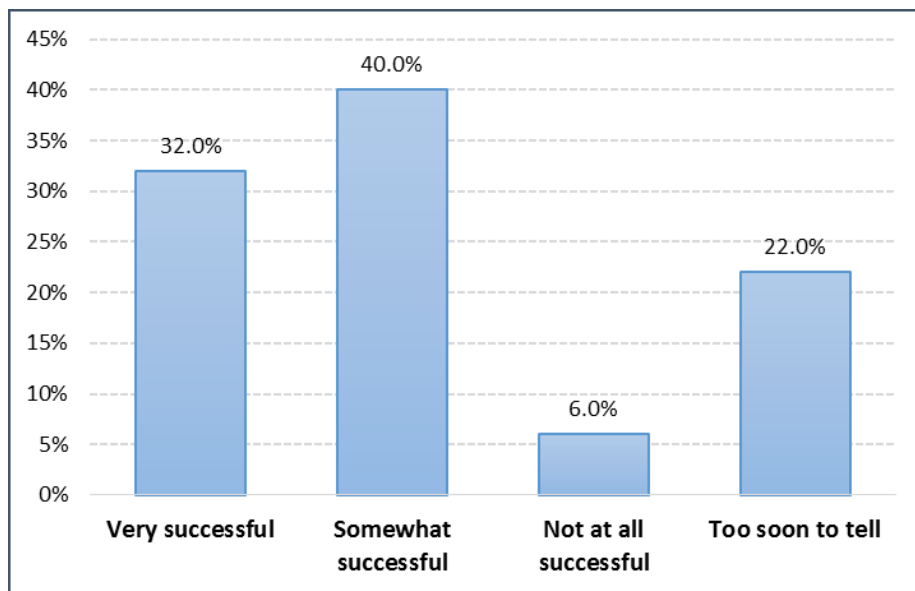
- 32% indicated that their projects were 'very successful', 40% 'somewhat successful', and 6% indicated 'not at all successful' (the balance indicated "*too soon to tell*");
- Some of the lessons learned included:
 - Involve people from other departments (across sectors);
 - Integrate services;
 - Apply a holistic approach;
 - Provide better training to staff;
 - Encourage capacity building in organizations involved; and
 - Build the types of affordable housing needed by community members.

In other questions, respondents identified elements of their approaches that they felt are central to their effectiveness, such as:

- Providing a broad, robust continuum of women's services that operate within an integrated anti-racist/anti-oppression framework;
- Applying a gendered and feminist lens to all services and intentionally seeking to raise women's voices;
- Enhancing advocacy and liaison with other organizations to promote more gender-specific service provision
- Dealing with inter-sectoral issues across broader issues such as income and discrimination that impact on housing issues.

These comments suggest a need for frameworks that go beyond a sector-by-sector approach.

Figure 6
Respondents' rating of the success of housing projects that address women and LGBTQ+ community (Question 4)
(n=50 valid responses)



Some Successful Approaches Identified: Respondents provided a number of examples of specific projects that they cited as being successful. For example:

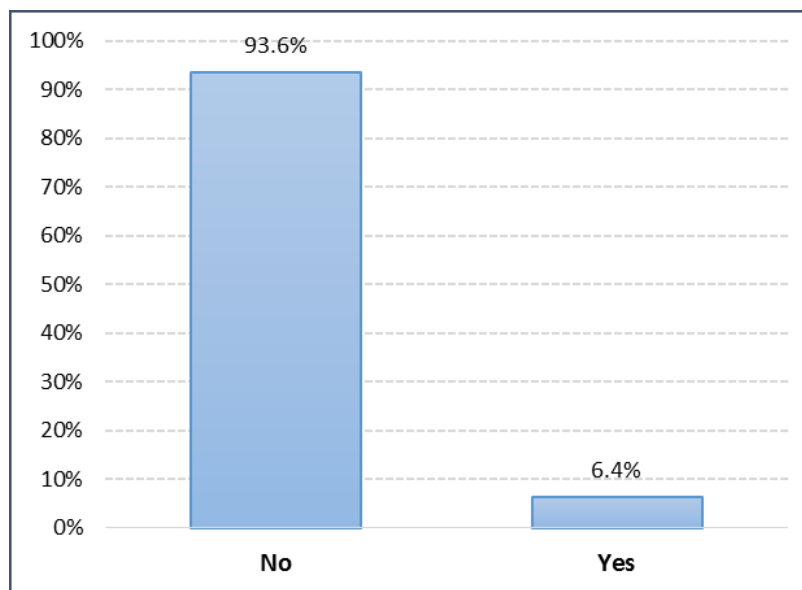
- *Cornerstone Affordable Housing Program*, Edmonton: Development of the 30-unit 'Our House Next Door,' sponsored by *WINGS (Women In Need Growing Stronger)*, Providence Society. This project involves transition, second-stage housing for low-income women escaping family violence;
- The Good Shepherd, a 26 unit housing development project with supports for women (Hamilton, Ontario);
- *OUTS Saskatoon Pride House*, a place for LGBTQ youth to find housing, support, and community (Saskatoon, Saskatchewan);
- *Calgary Sexual Health Centre*, for healthy sexuality for all and across the lifespan (Calgary, Alberta);
- *Getting Ahead Program* for women's economic empowerment (Gravenhurst, Ontario);
- The *Native Women's Resource Centre of Toronto (NWRCT)* – a community-based organization dedicated to providing resources and support to urban Indigenous women and their families (Toronto, Ontario);
- *Monarch Place Transition House* (to be completed in 2018), shelter and support for women and children fleeing domestic violence (New Westminster, BC); and
- *Transitional and Housing Support Program (THSP)* Network for women who have experienced or are experiencing abuse and for women leaving the shelter and establishing lives for themselves and their children (Barrie, Ontario).

The above projects could be examined in future research.

Respondents were also asked if there were aware of tools to evaluate housing through a gender lens. Only 6.4% of respondents said they were aware of tools (Figure 7) and few specific tools were identified through the survey questions.

- Several respondents identified types of 'needs assessment' or survey tools for specific populations such as single parent women or women experiencing violence. One identified the Vienna gender mainstreaming in urban planning. Another identified past Blueprint Projects by Status of Women. Some tools were planning for specific facilities such as schools, education planning or sexual health centres.
- One noted the need of participatory methods for evaluation research, which is to include clients in assessing programs.
- In other survey questions, a few respondents noted the usefulness of CPTED (Crime Prevention Through Environmental Design) to assess safety issues as these key concerns with housing for women and gender diversity. Some suggested possible use of case management systems to assess ways to improve programming.

Figure 7
Respondent is aware of tools to evaluate housing through a gender lens (Question 9)
 (n=362 valid responses)



3.4 Proposed Alternatives and Policy Suggestions

The survey identified considerable stakeholder interest in improving housing policies, programs and design for women and/or the LGBTQ+ community. Stakeholders placed particular emphasis on issues of access (eliminating discrimination), design and safety.

Close to 50% of survey respondents made suggestions for improvements. Some also had comments on ways of improving housing affordability and/or safety. While some comments related

to broader housing policies beyond the scope of this study, in particular, the need for improving access and affordability generally (typical comments specific to a gender lens are highlighted below).

Recommendations for improvements in housing policy included consultation and planning, program design, eliminating discrimination, and other areas, as discussed below.

The need for improved consultation with these groups to better assess needs was one topic addressed by a number of respondents. For example:

- Listen to these groups of people about what they need.
- Work closely with stakeholders to better understand needs and identify strategies to meet demand.
- Engage "Persons with Lived Experience" in the planning and development of specific additional housing units.
- Do not group transgender in with other members of the LGBTQ2S community, their needs are different and their risks are even more elevated. Among women and the LGB and Trans communities pay special attention to both young and older age groups, as they also have unique needs.
- Better consultations with marginalized groups to ensure that policies and programs address their unique needs.
- Do more research on needs ..., more engagement with population groups in particular LGBTQ community; should be involved in research and development
- Involve these community groups through public consultation processes, focus groups, etc. when developing new bylaws, policies, or programs (e.g. Official Community Plans, Affordable Housing Strategies)
- I think it starts by asking them, focus groups and surveys to find out specific needs.
- A Working Group could be struck to determine the best way to identify opportunities to better meet the needs of women and/or the LGBTQ+ community
- Survey the impacted groups.
- Consult with target populations. Recognize and address unique needs in design and operation. Not just bricks & mortar - need to support development of inclusive, equitable communities to create sustainable, safe housing.
- Planning - Involve these communities in early stages of design and development. Allow that input to be for exclusive AND inclusive communities, so that housing with a mixed community is addressing their needs BEFORE design is set in stone. Safe housing for senior members of the LGBTQ community.

The need for improved planning and programs: Broader housing policies and programs were also noted as needing attention:

- "Prioritize: Support single women and single women with children as a priority, followed by two parent families of any gender.
- Women do well in community and especially so with children. A neighborhood consisting of small townhouses around a central courtyard, with a good walk score to schools, grocery stores, and playgrounds would help them to be safe.
- Combining housing and daycare or housing and employment would help. Women run around searching for daycare and driving various places. It represents a huge part of the additional mental workload they take on.

- Create housing projects in rural areas that focus on helping younger generations, including single mothers, to be eligible for assistance. Rural areas need more focus.
- Design 2 bedroom properties that share a common living space. More and more women are searching for someone to share a home or apartment with for financing and social reasons. Manufactured home communities are an ideal setting as they have been promoting these types of housing designs & they offer safety
- Cohousing communities are *intentional communities* that bring together people who are committed to supporting everyone in the housing community. The intentionality of the community creates an environment where all residents feel welcome, included, safe and enjoy a true sense of belonging and of reciprocity.
- More affordable units closer to employment opportunities, lighting considerations for new builds, more community-oriented multi-residential, so people can get to know their neighbours.
- Common space and daycare services within building, including common kitchen facilities, more communal space for children after school play and study. Some mixing in gender, age and ethnicity is enriching and in my opinion favorable in promoting and teaching tolerance and care for all others."

The need for improved consultation and needs assessments were noted as key priorities among the housing stakeholders surveyed.

Stakeholders also provided the following comments:

- More funding for Housing First that can be put towards specific initiatives for women
- Provide matching dollar grants toward provincially-funded capital projects aimed at these populations, increase the number of programs (housing and employment and training) targeted to these populations.
- Designate and adapt/customize social housing stock to create a planned community of women in recovery from addiction - who are pregnant and/or parenting preschool children. This would build connection, increase strength and resiliency and produce better outcomes for this client group.
- Provide access to purchase housing with reduced or subsidized down payments which would assist particularly with single mothers. Often rent costs are considerably higher than mortgage payments and the ability of these people to accumulate the down payment is limited.
- Continuing housing co-operatives is an effective and efficient way to support a diverse community.
- Build more co-ops! For decades now, housing co-ops have worked to make their communities inclusive - from units dedicated for people living with AIDS to women-led household co-ops. The co-op housing model empowers people in the development stage, and continues in the day-to-day operations.
- Fund more co-housing projects which would be of more interest to women and/ or LGBTQ+ groups.

- More housing for single women is needed. Most social housing projects focus on children, which is excellent but often leaves single women homeless or couch surfing.
- There is no such thing as affordability. Housing and land are expensive. You can subsidize it, or make it smaller, or put it in non-urban locations (not recommended), or even more unlikely, put it on municipal or provincial or federal owned land (that they rarely give up land in amounts that will make a difference). Specifically, the three levels of government have the capacity to increase affordability by taking unused or underused property from their enormous inventories and encouraging the construction of affordable housing for women, women and children, LGBTQ+ community, and families. But they hoard the land.

While broad features of housing programs (such as planning and consultation in design), were seen as needing attention, stakeholders placed particular emphasis on access, safety and discrimination as areas which could be better addressed by applying a gender lens thoroughly.

Safety and security issues: Stakeholders emphasized safety and security as issues which needed to be better addressed by overall housing policies. Comments included:

- "For safety, there are many design ideas, some as simple as ensuring a basic CPTED review (Crime Prevention through Environmental Design), i.e. no blind corners, good lighting, etc. Others more expensive or complicated like having a door person, or technology for gaining entrance to a building."
- "Safety is important, for both of these groups."
- "Affordability is one issue only. The other is safety and this requires services such as accessible and affordable day care, reliable and nearby transportation, shopping and health centers etc. Though not directly related to housing, proximity to those resources is a factor in housing affordability, i.e. not just is the home affordable but can I afford to live there (ancillary costs)."
- "More resources/support for survivors of domestic violence and their children to find safe housing when leaving abusive relationships, options that allow pets (which are often used by abusers as leverage against victims), the same for LGBTQ2S people in abusive relationships and people with disabilities leaving abusive relationships."
- "DV resources for folks that aren't women otherwise men and non-binary people are forced to access homelessness shelters that provide no security or protection (i.e. their abusers can show up and be housed in the same space and gay/bi men then have to out themselves in a homeless shelter, etc.) Most trans folk are precariously employed (+70% of trans people are unemployed or underemployed and have been fired because of their gender) and so safe housing is often inaccessible to them completely."
- "As for LGBTQ, the government needs to find a way to improve safety and affordability as my LGBTQ friends often worry about finding affordable housing after they break up with their partners."
- "The LGBTQ community already faces enough challenges without having access to affordable housing be an issue. Domestic violence is also on the increase for all women and having access to emergency housing should never be an issue. I

know Governments are stretched beyond limits with funding for these things but more money or an increase in preventative programs needs to happen."

The broad range of issues noted by stakeholders points to a need for a broad evaluation of how well specific needs of women and the LGBTQ+ community are being met by current housing policies and programs.

Discrimination was noted as a particular issue that was not well-addressed in current housing programs, possibly because of the inter-governmental nature of these issues. This may be because discrimination is a long standing issue, and one addressed fairly well in human rights programs. However, concern with this was reflected in the following stakeholders' comments:

- "Strengthen anti-discrimination policies."
- "Treat LGBTQ as a vulnerable group."
- "We need more education as to the uniqueness of the needs. There is a will to improve but given the little need expressed (smaller community/city) we do not have a clear picture of the needs."
- "I see the need for special programs etc. for women's shelters but by and large we should be enforcing the human rights code that already exists. We should all be providing services irrespective of gender issues rather than imposing special considerations for certain groups - weakens HRC."
- "A focus on more administrative case management that improves programming in areas of release planning, intake to address housing barriers in the private rental market and increase overall independence in women using social housing and family violence shelters in the north."
- "Require municipalities to adjust by-laws to accommodate intentionally diverse cohousing."

3.5 Feedback from a Follow-up with Housing Stakeholders on Key Themes

Survey respondents who provided a contact e-mail address (in Question 16) were re-contacted by email and asked to provide follow-up information. Forty-four responded and provided an overview of key themes, in particular, with regards to access to housing, discrimination and safety/security.

An Overall Picture of Needs: Housing stakeholders generally viewed the needs of women and LGBTQ+ persons as being mainly dealt with through the broader housing system. However, some specialized needs were identified by the follow-up respondents as requiring additional attention. These included:

- Need for better design of housing for women in general;
- Better access to housing for both women and LGBTQ+ persons (for example, for financing) and to address discrimination;
- Better security and safety for both women and the LGBTQ+ community, but mainly for women.

These needs were identified as important by virtually all of those contacted for follow-up assessments. The need for more research on these issues was clearly indicated.

A Proposal for More Dialogue: Nearly all who participated in the e-mail follow-up indicated that it would be desirable for CMHC to convene a national workshop to examine gender lens issues and the extent to which women and LGBTQ+ persons were treated even-handedly by the housing system as compared to the population in general. For example, such a workshop could consider how a gender lens could best be applied across housing policies and programs, and how specific needs of women and LGBTQ+ persons could be better met.

4. THE IMPLICATIONS OF A GENDER LENS FOR HOUSING POLICIES

4.1 Overview of Implications

This section discusses key implications of the research for a gender-based lens on housing, in particular, for affordable housing and focusing on what it may mean for housing strategies and policies.

Two broad themes emerged from this study, namely:

- Canada's housing system is addressing most of the housing needs of women and other groups, including those of the LGBTQ+ community and there are policies in place to address affordability issues; and
- Specialized additional needs relate to specific issues such as domestic violence, homelessness and the need for supportive services generally provided through other policy sectors.

While there are certainly suggestions for more general improvements in housing design and specific areas for better linkages across policy sector, the information available suggests a need for more discussion and research on the role of a more strongly applied gender lens in housing policies.

Several factors lead to this conclusion:

- The population sub-groups under the umbrella heading of women and the LGBTQ community are very diverse. Furthermore, their needs change in relation to other factors such as age, health and financial circumstances.
- The types of housing are also very diverse, ranging from short-term to permanent housing, housing with supports, and all forms of tenure. The ways in which a gender lens could support housing in all of these areas requires further discussion.
- Most of the successful examples to-date have focused on specific sub-sets of very specialized needs.

4.2 Relation to Canada's Housing Continuum

Canada has used the concept of a continuum of housing to provide a framework for meeting wide ranging needs. It could be useful to consider the relevance of gender considerations along this continuum or even to consider the usefulness of a gender-lens continuum itself and what might be involved.

The environmental scan and the survey results suggest that a gender lens is most relevant for groups with multiple challenges and support needs. There is limited information on gender-related needs in market rental and homeownership housing, although some issues are related to discrimination (in rental housing) and access to financing (for home buying). However, there are existing regulations and provisions to address discrimination as well as programs in place to assist women to purchase homes for themselves and their children.

An underlying assumption of gender-based analysis is that certain needs are related to gender because women experience circumstances differently from men. Much attention has been focused on the safety

needs of women, particularly around issues of domestic violence. But in recent years, attention to issues such as access to financing has been limited.

The concept of a 'continuum' has been applied in fields other than housing. For example, goals for a 'continuum of care' are frequently applied in the supportive living field for seniors, although this is tied to the notion of changing needs over time as people age. Transitional-type services in some types of health fields (such as mental health and addictions services) involve rehabilitative therapies with levels of services based on changing client support needs. Applying the continuum concept to 'gender needs' is challenging because gendered experiences may change over time, related to other factors such as age, health, etc.

Some types of women's needs may warrant more specialized housing. For example, victims of domestic violence may require safe places to stay and members of the LGBTQ+ community may not be able to obtain the services that they need. Homeless women or female youth may not feel safe in shelters for both genders.

Linkages of Housing to Other Policy Sectors: Housing policies are fundamentally linked to many other policy sectors that provide services to Canadians. Although many policies have specialized gender dimensions, others are not gender-specific and it may be challenging to differentiate the types of linkages required, given the following factors:

- The scan of recent studies identified a link with the violence against women sector and homelessness. Policies for children, girls or youth cut across many policy sectors, whereas for older women, there may be links to health and support services for their needs. A broader gender-based housing approach would need to dovetail with gender approaches in many other policy areas.
- A more comprehensive or holistic approach using a gender-lens for housing requires further discussion. Survey results indicate considerable support from respondents to a more gender-based approach to housing and some suggestions were offered based on past experience and lessons learned. However, the survey suggests the need for a dialogue -- a way to discuss how this could best be achieved.

Another issue that could benefit from a 'fresh' review, would be examination of how well current human rights programs protect women and LGBTQ+ persons from discrimination in housing (e.g. ability to rent, ability to obtain financing), and how these measures could be strengthened for vulnerable women and LGBTQ+ persons who experience discrimination in housing.

5. CONCLUSIONS

The study revealed considerable interest among housing stakeholders in a gender lens for housing.

Three overall conclusions emerged from this study:

- A better understanding of the needs and assessment of how well these are met in current housing policies and programs could inform the ongoing dialogue.
- Key recurring themes related to housing design, housing access and safety as part of a gender lens approach.
- Moving forward, CMHC could support continued workshops or symposiums to examine gender lens issues in housing.

Need for better understanding: Findings from this survey indicated that noteworthy concerns exist as to how well the affordable housing needs of women and the LGBTQ+ community are met. Respondents pointed to a need for better understanding of the types of needs.

SPR recommends an evaluation to assess the effectiveness of current housing programs in meeting the needs of women and the LGBTQ+ community. The evaluation could examine concerns for each of design, access (to housing) and security in housing. This would provide input to the ongoing dialogue.

Continuing dialogue: Housing stakeholders surveyed proposed that CMHC support a national workshop to examine gender lens issues. Topics to consider include how a gender lens could best be applied across housing policies and programs, and how specific needs of women and LGBTQ+ persons could be better addressed. Linkages between housing and other policy sectors could be discussed to develop more holistic approaches. .

Overall, the study findings point to further discussion on how a gender lens could be applied in Canada's housing policies and programs. Topics such as housing design, access and safety could be priorities along with more holistic approaches to address needs.

Annex A:

Selected Literature Identified in the Environmental Scan Report

(Updated by CMHC as of November 27, 2017)

Source	Population(s)	Stage(s) of application of the gender lens
Abramovitch, Alex & Jama Shelton, Eds. (2017) Where am I going to go? Intersectional approaches to ending LGBTQ2S youth homelessness in Canada and the U.S. Canadian Observatory on Homelessness. Retrieved from: http://homelesshub.ca/sites/default/files/Where_Am_I_Going_To_Go.pdf	LGBTQ2S youth and intersectionality – homeless	Program and operations
Alberta Government (2013) LGBTQ2S – Youth Housing and Shelter Guidelines. Retrieved from: http://www.humanservices.alberta.ca/documents/LGBTQ2S-youth-housing-and-shelter-guidelines.pdf	LGBTQ2S youth – including homeless	Housing policies, programs and operations
Alberta Interagency Council on Homelessness (2016) Housing and Homelessness Policy Recommendations for Indigenous Women Affected by Domestic Violence: A Scoping Review. Retrieved from: https://policywise.com/wp-content/uploads/2016/11/2016-11NOV-01-Scoping-Review-Indigenous-Women-DV-Homelessness.pdf	Indigenous women victim of domestic violence	Recommendations on housing concept , design and operations (services)
Atira Women's Resource Society (2017) Pan-Canadian Voice for Women's Housing Symposium, 14-15 September 2017, Toronto.	Women and intersectionality	Housing design and operations (safety and location)
Baker, C. K., Niolon, P. H. & H. Oliphant (2009). A descriptive analysis of transitional housing programs for survivors of intimate partner violence in the United States. Violence Against Women, 15(4), pg. 460-481.	Women victims of domestic violence	Evaluation of transitional housing
Bryant, Toba (2009) Housing & Income as Social Determinants of Women's Health in Canadian Cities, Women's Health and Urban Life, Vol 8 (2), pg. 1-20. Retrieved from: https://tspace.library.utoronto.ca/bitstream/1807/17683/1/bryant.pdf	Women (low-income, lone-parent and unattached)	Housing conditions
Care Foran (2013) How to Design a City for Women, <i>The Atlantic</i> . Retrieved from: https://challenges.openideo.com/challenge/womens-safety/research/frauen-werk-stadt-women-work-city-a-township-designed-for-women-in-vienna-austria	Women in general	Project (Frauen-Werk-Stadt) planned and designed by women
Carr, Sarah & Paul Ross (2013) Assessing current and future housing and support options for older LGB people, Joseph Rowntree Foundation. Retrieved from: https://www.jrf.org.uk/report/assessing-current-and-future-housing-and-support-options-older-lgb-people	Older LGB people	Housing concept , planning , and delivery
Chasey, S., P. Duff & A. Perderson (2009) Worth a Second Look: Considerations for Action on Health Inequities in British Columbia with a Sex, Gender, and Diversity Lens. Centre of Excellence for Women's Health (B.C.) and Provincial Health Services Authority (B.C.). Retrieved from: http://bccwh.bc.ca/wp-content/uploads/2012/05/2009_Worth-a-Second-Look.pdf	Gender and intersectionality	Housing design features
Drabble, Jenna & Sadie McInnes (2017) Finding her home, Canadian Centre for Policy alternatives. Retrieved from: https://www.policyalternatives.ca/sites/default/files/uploads/publications/Ma_nitoba%20Office/2017/03/Finding_Her_Home_%20low-res.pdf	Indigenous women homeless and their children	Housing design (safety) and operation (services)
Gissane, Hannah (2017) Gender and Housing: An Overview of Data Issues. Parity, Vol. 30 (3), May 2017: pg. 16-17.	Women in general	Housing design
Homes for Women (2013) Housing First, Women Second? Gendering Housing First. Retrieved from: http://ywcaCanada.ca/data/documents/00000382.pdf	Women and intersectionality	Housing operation , especially services
HUD (n.d.) Equal Access for Transgender People, Supporting Inclusive Housing and Shelters, United States. Retrieved from: http://www.transequality.org/sites/default/files/docs/resources/Equal-Access-for-Transgender-People-Supporting-Inclusive-Housing-and-Shelters.pdf	Transgender people	Guidance on how to design/ construct and operate shelters.

Lyons, Tara, Andrea Krüsi, Leslie Pierre, Adrienne Smith, Will Small & Kate Shannon (2016) Experiences of Trans Women and Two-Spirit Persons Accessing Women-Specific Health and Housing Services in a Downtown Neighbourhood of Vancouver, Canada. LGBT Health, Vol.3 (5), pg. 373-378. (Attached document)	Trans Women and Two-Spirit Persons	Housing operations
Milaney, Katrina, Kaylee Ramage, Xiao Yang Fang & Marilyn Louis (2017) Understanding Mothers Experiencing Homelessness: A gendered approach to finding solutions for family homelessness. Canadian Observatory on Homelessness. Retrieved from: http://homelesshub.ca/sites/default/files/Family_Homelessness_Report.pdf	Homeless mothers and their children	Housing services and operations
Miller, Shauna (2015) Why LGBTQ Seniors Need a Housing Strategy of Their Own, CityLab, 18 February 2015. Retrieved from: https://www.citylab.com/equity/2015/02/why-lgbtq-seniors-need-a-housing-strategy-of-their-own/385321/	LGBT seniors	Housing concept
Native Women's Association of Canada (2017) Culturally Relevant Gender Based Analysis. Retrieved from: https://www.nwac.ca/policy-areas/health/cr-gba/	Indigenous women	N/A but information on gender-based analysis
Rose, Damaris & Alexandra Charette (2017). Finding housing for the Syrian refugee newcomers in Canadian cities: challenges, initiatives and policy implications. Synthesis report. INRS Centre - Urbanisation Culture Société, Montréal. Retrieved from: http://espace.inrs.ca/6458/	Refugees and LGBTQ	Housing access and housing system
Sagert, Erika (2017) Designing common spaces for women-centred supportive housing. Retrieved from: http://www.atira.bc.ca/sites/default/files/2017-04-07%20Designing%20Common%20Spaces%20for%20Women%20in%20Supportive%20Housing.pdf	Women (with their children) who may struggle to thrive in the private market	Recommendations on how to design common space in non-profit supportive housing for women and children.
Status of Women Canada (2017) What is GBA+. Retrieved from: http://www.swc-cfc.gc.ca/gba-acsc/index-en.html	Gender and intersectionality	N/A , but information on gender-based analysis
Status of Women Canada (2017) Demystifying GBA+: job aid.	Gender and intersectionality	Applying a gender lens in general
UN-Habitat (2009) The Right to Adequate Housing, Fact Sheet No. 21 (Rev.1). Retrieved from: https://unhabitat.org/the-right-to-adequate-housing-fact-sheet-no-21rev-1/	Women	Housing characteristics (safety and location)
Walsh, C. A., K. Beamer, C. Alexander, M.L. Shier, M. Loates & Graham, J. R. (2010). Listening to the silenced: Informing homeless shelter design for women through investigation of site, situation, and service. Social Development Issues, 32(3), pg. 35-49. https://link.springer.com/article/10.1007/s12134-015-0444-y	Women – homeless	Some information on housing design
Walsh, C. A., J. Hanley, N. Ives & S. R. Hordyk (2016) Exploring the Experiences of New Comer Women with Insecure Housing in Montréal Canada. International Migration & Integration, 17, pg. 887-904.	Women – new comers	Housing operations
Walsh, C. A., G.E. Rutherford & N. Kuzmak (2009). Characteristics of home: Perspectives of women who are homeless. The Qualitative Report, 14(2), pg. 299-317.	Women – homeless	Characteristics of a home
Washington, T. (2002). The homeless need more than just a pillow, they need a pillar: An evaluation of a transitional housing program. Families in Society: The Journal of Contemporary Human Services, 83(2), pg. 183-188.	Women – homeless	Transitional housing - evaluation
Woodhall-Melnik, J., S. Hamilton-Wright, N. Daoud, F.I. Matheson, J.R. Dunn & P. O'Campo (2017). Establishing stability: Exploring the meaning of 'home' for women who have experienced intimate partner violence. Journal of Housing and the Built Environment, 32(2), pg. 253-268.	Women victims of domestic violence	Evaluation of projects
WHO (n.d.) WHO Gender Assessment Tool (GAT). Retrieved from: http://www.who.int/gender/mainstreaming/GMH_Participant_GenderAssessmentTool.pdf	Women and men	Evaluation of projects
YWCA (2016) Counting Women and Girls In to the National Housing Strategy. Retrieved from: http://ywcacanada.ca/data/documents/00000532.pdf	Women and girls	Recommendations on how to design/construct projects

Annex B:
The On-Line Survey



Applying a Gender-based Lens to Affordable Housing
A Study for CMHC by SPR Associates Inc.
18-260 Adelaide Street East, Toronto, ON M5A 1N1

Thank you for participating in our survey. Please respond to the survey questions by drawing on your experience in housing, urban design and/or gender issues.

The goal of the project is to identify ways of developing affordable housing and identifying lessons learned regarding gender and housing (in particular, affordable housing for women and lesbian, gay, bisexual, transgender, queer and questioning persons).

At the end of the survey, please ensure that you click SUBMIT to record your answers.

1. Which of the following are you/your organization involved in? *(Select all that apply)*

- ☐ Development, design, building of affordable housing (please describe): _____
- ☐ Other urban design work (please describe): _____
- ☐ Services for women or the LGBTQ+ community (please describe): _____
- ☐ Broader public policy related to housing (please describe): _____
- ☐ Other (please describe): _____

2. Are you employed by, or active as a volunteer in any of the following? *(Select all that apply)*

- ☐ Local community or municipality
- ☐ Women's group
- ☐ LGBTQ+ group
- ☐ Another type of NGO
- ☐ Government (please specify): _____
- ☐ Other (please specify): _____

3. Which (if any) of the following have you/your organization been involved in over the past 5 years? *(Select all that apply)*

- ☐ General housing projects which do not focus on the needs of women or the LGBTQ+ community but rather serve the community as a whole
- ☐ Housing that addresses the unique needs of women (please briefly describe one specific project and indicate where we can get more information which describes how womens' unique needs were met, including web links and/or contact information for persons knowledgeable about the project): _____
- ☐ Housing that reflect the unique needs of the LGBTQ+ community (please briefly describe one such project and indicate where we can get more information on how LGBTQ+ needs were met, including web links and/or contact information for persons knowledgeable about the project): _____

4. Have you or your organization been involved in a housing project in the past 5 years which specifically addresses the needs of women and/or the LGBTQ+ community?

- ☐ Yes
- ☐ No (**SKIP TO Q.7**)

5. How would you rate the housing project's success to-date?

- ☐ Very successful **(SKIP TO Q.7)**
- ☐ Somewhat successful
- ☐ Not at all successful
- ☐ Too soon to tell **(SKIP TO Q.7)**

6. Is there anything that you would do differently in the future?

7. Does your work specifically address the needs of women or the LGBTQ+ community in other ways?

- ☐ No
- ☐ Yes (please describe): _____

8. Do you have any suggestions about the ways which governments can encourage or improve housing policies/programs, or housing/urban design for women and/or the LGBTQ+ community?

- ☐ No
- ☐ Yes (please describe): _____

9. Are you aware of any tools (e.g. surveys) that have been used to evaluate housing projects through a gender lens?

- ☐ Yes
- ☐ No **(SKIP TO Q.11)**

10. Please describe these tools (e.g. how they work, where we can obtain more details):

11. Do you have any other comments or suggestions about how to encourage or improve housing for women and/or the LGBTQ+ community, including improving affordability and/or safety?

12. Are you aware of other organizations or researchers who are engaged in work in this area that we can contact for further information?

13. Please provide the contact information for these individuals/organizations (e.g. names, phone numbers and e-mail addresses):

14. Do you self-identify as:

- ☐ Female
- ☐ Male
- ☐ Other (please specify): _____

15. Who invited you to complete this survey?

☐ Received invitation directly from SPR Associates

☐ CMHC

☐ Another organization (please specify): _____

16. If you would like to receive a summary of the study results, please provide your name and email address below:

Name: _____

Email: _____

Thank you for your assistance!

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