

Roadmap to 2100:

An Equitable & Sustainable Canada



Foundational Policies Hold & Deepen 2025-2050

\$10 a day Childcare stabilized

- Educators' wages, work conditions, and professional standards are up.
- Workplace participation increases among women parenting young children.

Care Industry Infrastructure Framework

- The care industry & service sectors gain value for contributions to quality of life.
- Women-led businesses benefit from equitable, bias-free risk investment analysis embedded in lending regulations.

Pay Gap \leq 5% by 2036

- Pay Equity & Parental Leave policies are strengthened, and sector desegregation indices improve year over year.
- Bias & Equity Training in public institutions and Gender-Inclusive Curriculum.

Technology

- Infrastructure ensures access to everyone, everywhere.
- Regulations define secure, bias-free design, algorithms and use.

Gender Based Violence (GBV)

- Action Plan 2.0 ties funding to outcomes, i.e., injury, homicide, shelter turnaways, survivor housing guaranteed, trauma-informed support.
- Intergenerational women, girls and allies work together to protect and advance equality and progress against GBV.

National Inclusive Gender Health Care

- Women's Health/Research & Rights are a Priority (Menstrual supplies are accessible and covered for all).
- Reproductive, transition medical tests, and mental health support indices are agreed upon at the Federal-Provincial, Territorial and Indigenous Governance table.

Gender-Based Analysis Plus (GBA+ Index)

- Scoring and programs are funded based on outcomes, not just on inputs.
- 10-year funding of women's organizations & essential services, decade over decade.

2050-2075

System Integration

2

Work and the Economy

- The Care & Service Economy framework is integrated with other valued sectors of the GDP.
- Participatory AI & Human-supported audits drive wage equity and representation.
- Demographics are managed through an annual equity benchmark index that tracks gender, race, ability and socioeconomic status. Canada remains a plural and vibrant labour force.

Health Care Continuum Infrastructure Advancements

- Universal care, including reproductive health, birth, transition, mental health, developmental special needs, eldercare, respite, hospice & end of life, is widely integrated and accessible.

Technology & Human Governance Frameworks

- Innovative social, economic, justice, and political systems use collaborative, iterative Artificial Intelligence (AI) & Human Governance, coined Biological & Natural Intelligence (BI).

Gender-based Analysis Plus Framework

- Embedded GBA+ indicators in the Budget and System Funding Criteria.

Inclusive Constitutional Amendments explicitly recognize all genders

- Including non-binary, two-spirit, trans, and fluid identities.

Gender-balanced leadership in politics and corporations is codified into law



2075-2100

Transformation

Intersectional Equity

- Full dismantling of systemic barriers at the intersection of gender, race, ability and class.
- Embodied access to health, education, justice and employment - no one is excluded.

Reconciliation & Environmental Stewardship

- Indigenous cultural, gender, two-spirit & environmental stewardship are valued and incorporated into governance partnerships with national, provincial and territorial leaders.

Global Leadership

- By 2100, Canada achieves full-spectrum gender equity. Social, economic, and political systems adapt fluidly to diverse gender identities and expressions. Inclusion, Diversity, Equity, and Access are embedded in governance, justice, culture, health, and education through dynamic participatory AI and Human-governed technology, ensuring dignity, agency, and access for all.

2100 & Beyond

Dynamic & Self-Sustaining Equality

4

Near-zero structural Pay Gap (+/-2%), small residual-explained gaps, through sustained equal pay

- Universal child care, pay equity, and representation reporting and funding are fully automated.
- Gender Equality is no longer a reactive correction but a living system.

Safety and Gender-Based Violence (GBV) is a key civic well-being performance indicator (KPI)

- Prevention is systemic (not programmatic), includes early warning analytics, guaranteed survivor pathways to housing, income and trauma-informed care.

Universal Care Infrastructure and Health Continuum - provide portable entitlements across the lifespan

- Reproductive, prenatal, birthing, menopausal, gender-affirming, and mental health supports; early learning & child care, special needs, after-school, employee assistance, elder care and end-of-life.

Intersectional Equity and Budgeting - outcome-based standards are embedded in all systems

- Systemic barriers are consistently dismantled at the intersection of gender, race, ability and class.
- Equity is a self-sustaining part of Canada's cultural DNA, governed by universal adaptive policies.

Boards, Public Service and Workplace Leadership Parity - In governance and corporate operations.