



Young women are changing the world!

The Women Deliver Young Leaders Program Class of 2020 counts 300 young leaders from 96 countries. These 1,000 young change makers are advancing gender equality in their communities, countries, and the world.

[Read about them here.](#)

Are you searching for excellent “diverse” books for children?

[Start Here!](#)



Resources for ending anti-Black racism from Canadian Women's Federation

Anti-Black racism has a long history in Canada, and the experience is intersectional. Black women, girls, Trans, and non-binary people experience discrimination based their race and gender and other identity factors such as sexuality, ability, faith, age, and more.

These resources on anti-Black racism in Canada and misogynoir are particularly helpful for non-Black people to educate themselves and share with others.

Author Robyn Maynard on anti-Black racism, misogyny, and policing in Canada

"One of the reasons that racism persists in Canada is because our commitment to the perception of racial tolerance & harmony seems to be prized above the actual lived experiences of people."

[Read more from this Q&A with Robyn Maynard, author of Policing Black Lives.](#)

Policing Black Lives: State Violence in Canada from Slavery to the Present

Five Black women talk about their lives in Canada—Past, present and future

"In Canada, Black women are still discriminated against in the healthcare system ... We continue to be victims of police and state violence, and in the workplace, continue to be paid less than both white men and white women."

[Read more from reporter Eternity Martis on the experience of being a Black woman in Canada.](#)

Our Dance of Revolution: The History of Toronto's Black Queer Community

Our Dance of Revolution tells a story over four decades of how Black queer folks in Toronto rose up against invisibility and police brutality. You can purchase a DVD for educational purposes or set up a screening on their website.

[Arrange to show this film at your work or school.](#)

Report on Black women in Canada

"Research shows that the cumulative impact of racism, discrimination, poverty and other structural and systemic inequalities profoundly impact the physical, emotional and mental health of all Black women in Canada."

[Get #BehindTheNumbers with this report on the experiences of Black women and girls in Canada.](#)

Why COVID-19 is even more dangerous for Black women

"Ultimately, the way we respond to racial profiling now can help set better precedent for how we treat and view vulnerable groups in a post-COVID-19 world. When we punish and question people of colour for accessing basic necessities, especially during a pandemic, it reveals who we think deserves to be healthy and safe."

[Read more from Eternity Martis about how the COVID-19 pandemic is exacerbating racism against Black women and girls.](#)

Showing Up for Racial Justice

Showing Up for Racial Justice (SURJ) is an international network of groups and individuals organizing white people for racial justice. [You can check out its resources and upcoming webinars on its website, start a chapter, or join the existing Toronto chapter.](#)

Roots and Resistance

This 2018 webinar from Yamikani Msosa explores the connections between sexual violence, state violence, and healing from collective and individual sexual abuse and trauma for Black survivors. [You can watch it here.](#)



Deepen your anti-racism work

This list of anti-racism resources is a robust source for everything from children's books to podcasts recommendations.

Check it out, and commit to reading, watching or listening to at least three of these texts.

Learn more:

- [Black Women's Identity in Canada: Parting the Roots of Black Hair with Simone Wright](#)
- [When Discrimination is About More Than Gender: The Village Bloggurls Tackle Race and Gender-Based Violence](#)

The Canadian Labour Congress (CLC) has begun a new action today. They are calling on the federal government to fulfil their election promises to double the financial commitment to ending racism in Canada. **You can help TODAY by Texting #BLM to 13438001413 to push the government.**

Home is not safe during the COVID-19 pandemic for women facing domestic violence

Canada's unions are calling for increased vigilance and awareness to the growing risk of domestic violence amidst the coronavirus pandemic.

The recommendation that people stay in their homes, along with added financial pressure and stress, can elevate the risk of violence and further entrenches isolation, which increases opportunities for abusers to exert power and control.

Women's shelters and transition houses across the country are doing their best to remain open for those fleeing domestic violence, despite the current challenges. Federal and provincial governments have announced some new spending to support these necessary services during this critical time.

We all have a role to play.

How to help someone you know or those suffering in your community

What should you do if you are concerned about a co-worker, friend or family member that you believe is experiencing abuse?

- Remind them that you care about their health and well-being.
- Encourage them to reach out to their local shelter to get support and to develop a safety plan.
- Keep the lines of communication open to reduce isolation.
- Union representatives who have been assisting members with workplace safety planning can work with them and a shelter worker to adapt it to the new context.

How can you help in your community?

- Consider donating to local shelters so they can continue to offer services during this crisis. Contact your local organization to find out how you can help.

What to do if you need help

- Reach out to any women's shelter or helpline, which will provide information, support and referrals to other services. You do not need to seek shelter to get help.
- Even if leaving does not feel like an option, shelter workers can provide assistance with developing a safety plan, offer a listening ear and help you better understand your situation.
- If you belong to a union, create or adapt a workplace safety plan with your union representative. If you do not belong to one, work with your employer and a shelter worker.
- If you are in immediate danger, call 911. You do not need to tell the 911 operator why you are calling if you are afraid of your partner's reaction. Even if you just say, "I would like to order a pizza," police will come to your home.

Useful links

[Sheltersafe](#) provides information and can help identify a shelter in your community. [Crisis and distress lines](#) are available in most provinces and territories, and [211](#) can identify local sources of support in many communities.

Remember, employers must ensure that Employee Assistance Programs (EAPs) remain accessible during the pandemic. These may be useful for those experiencing violence right now.



Canada needs an action plan on violence against women and girls

www.donewaiting.ca/plan_vaw?utm_campaign=eml_dw_mcw_gbv_may&utm_medium=email&utm_source=canadianlabour

For more information, click on the link above and send a message to the government.

What the Provincial Status of Women Committee worked on this year—from the outgoing Chairperson—Teresa Marrello, District 27, Limestone

Exit report of the Provincial Status of Women Committee May 2020 (excerpted)

The purpose of this report is to highlight some of the accomplishments and challenges faced by our committee in the past two years that I have served as chairperson.

The Status of Women Committee (SWC) advocates for members who are women. We work to make sure that our policies, procedures and internal structures are equitable and accessible. We strive to make our work as visible and as intersectional as possible and we support forging partnerships with like-minded groups to engage our members and empower women. We believe that our committee remains relevant and vital to the work of our Federation.

With this in mind, this our committee developed two manuals—*A Guide for Status of Women Committee Members* to assist District and Bargaining Unit Status of Women officers and a *Provincial Status of Women Officer handbook* to assist members appointed to our provincial committee.

Membership outreach

Our committee held two successful regional workshops and hosted our bi-annual SWC conference during this time.

Passion, Persistence, Power—Pathways for Women

In May 2018, we held our bi-annual regional outreach conference at Great Wolf Lodge, in Niagara Falls. Our focus was to engage and empower members, at the start of their activist journey, to take on leadership roles locally and/or provincially within our Federation. Presentations by Marg McPhail—*Rise UP!* and Mellisa Bayon—*Being a Feminist, Becoming an Activist*, were very well received. Workshop topics included Best Practices for Local Engagement, Public Speaking for Women and Pathways to Leadership for Women Leaders. The workshops generated lots of discussion and shed a light on both the overt and covert barriers women face when pursuing leadership positions. Valuable information, along with suggested solutions, was shared to help women access the information they need to move along their pathways to leadership within our organization.

Thunder Bay Regional Outreach— Revitalizing Your Status of Women Committees

On November 8–9, 2019, we held one of our bi-annual regional outreach conference in Thunder Bay. Our focus was to engage and empower members, at the start of their activist journey, to take on leadership roles locally and/or provincially within our Status of Women Committees. The theme was Revitalizing Your Status of Women Committees with presentations by the committee and Bridget Perrier, cofounder of Sex Trade 101 and a survivor of sex trafficking in Thunder Bay. It was very well received. Workshop topics included: Revitalizing your Status of Women Committees, Planning the Next Year and Public Speaking. The workshops generated lots of discussion. We had planned to host a second regional outreach conference in May in North Bay. Unfortunately, this had to be cancelled due to COVID-19 and the need for physical distancing during the current pandemic.

Leadership, Inspiration, Action

On May 10, 2019, we held our bi-annual Status of Women Conference 2019—Leadership, Inspiration and Action with guest speaker Julie S. Lalonde. Attendees enjoyed a performance by Fay and Fluffy Drag Queen Story time. SWC members as well as Kavita Dogra, Tessa Hill, and White Ribbon gave workshops and presentations in English and French with a focus on empowering our members towards activism and leadership.

In addition to developing resources and offering workshops, the committee publishes *Update* articles and e-newsletters each Federation year to coincide with significant events International Women's Day (March), Sexual Harassment Awareness Week (June). Take Back the Night (September), Women's History Month (October), and the National Day of Remembrance and Action on Violence against Women (December). Our members reach out to our local Status of Women Officers on a regular basis to share resources and best practices.

We are now busy planning our 2021 Status of Women Conference—Ordinary Lives, Extraordinary Women. Our committee work this year focused on updating our Pathways to Leadership document and workshop, and the December 6 poster, promoting free feminine hygiene products in schools, and developing curriculum resources for the Rise Up! website.

We are proud that OSSTF/FEESO continues to be actively involved in wide variety of provincial women's committees, and associations, such as: the CLC, OFL, the Ontario Federation of Labour, the Ontario Coalition for Better Childcare, Youth Mental Health Canada, the Women's Legal Education and Action Fund (LEAF), the Canadian's Women's Foundation, the Women's March, Egale, the Equal Pay Coalition, the Native Women's Association of Canada, Feminist Alliance for International Action (FAFIA), and the Ontario Health Coalition. We are proud of the new Women's Advocate program initiative and the partnership with White Ribbon developing resources dealing with the issue of Sexual Exploitation.

Challenges

As with our fellow Standing Committees, we have faced challenges in the past two years. Of changing membership within the committee and attendance at meetings. Things out of our control like weather causing the cancellation of meetings, and the current pandemic have impeded our productivity. None of us planned for a year impacted by difficult negotiations, strikes and now a pandemic that threatens our way of life. Nevertheless, I trust that the new committee will endeavour to complete the projects we started this past year and discover innovative ways to meet virtually as the current conditions demand.

We know the pandemic is impacting women especially hard and will continue to do so. Violence against women and children is on the rise. Women are risking their lives working in jobs deemed essential. Women are struggling to balance working from home and caring for children and their extended families. Women are resourceful, we always rise to the occasion in times of crisis, and I know our new committee will respond to the current challenges facing women with tenacity to support our women members. Our work, the struggle for equality and equity for women, is more important than ever.

I wish to thank the following members and staff for their support and commitment to OSSTF/FEESO and to our committee work. We appreciate all the work they do on behalf of members who are female, some or all of the time, transwomen, non-binary and cisgender women within our Federation and more broadly, in our province and country.

Kristina Budny, **District 12, Toronto**

Sarah McLaren, **District 4, Near North**

Michelle Dalrymple, **District 29, Hastings-Prince Edward, Vice-Chair**

Eunice O'Mahony, **District 12, Toronto**

Kim Daley, **District 5B, Rainy River**

Lisa Pilato, **District 6A, Thunder Bay**

Karen Kading, **District 11, Thames Valley**

Nancy Tshibola, **District 32, Centre-Sud-Ouest de l'Ontario**

Cheryl Lampkin, **PC Liaison**

Malini Leahy, **PE Liaison**

Tracey Marshall, **Secretariat Liaison**

Yvonne Choi, **Provincial Office staff**