



Resource Guide for Centering Women in DEI Work (2016)

Digging Deeper and Across Difference on March 8th

In her 1981 keynote address at the *National Women's Studies Association Conference*, black queer feminist Audre Lorde famously stated "I am not free while any woman is unfree, even when her shackles are very different from my own" (Lorde, 1981). It is Lorde's frank assertion of difference and collective organizing that pushes us to interrogate if *women have arrived in 2016, which women have arrived, and the need to address the gaps collectively*

While gender is a salient organizing principle of our communities, it is not the only category that impacts the political, social and economic framing of women. Particular global, national and local histories, narratives, and privileges - supported by key institutions - have shaped *which women have arrived* in 2016. Women's issues manifest differently for diverse women.

2015-2016 statistical data provides a contrasting picture of lived realities. On the one hand women as a larger group have made considerable gains compared to their predecessors a decade ago. On the other hand, when we begin to disaggregate the data, some women have been left behind. For example, in the Public Sector, 39.2% of the senior leadership consists of non-visible minority women compared to an abysmal 6.8% representation of visible minority women.

With this context in mind, how do we create change for all women when engaging in equity and inclusion work? In other words, how do we embed Lorde's words in our everyday actions?

It begins with surveying the state of our communities, organizations, and cities/regions: *What data is being collected?, Which communities are we engaging?, What type of research is taking place?, What and whose experiences are being captured and reported?*

It involves interrogating how we do the work: *What type of frameworks are we operating from?, What are our biases?, What kind of approaches and strategies are we using?, What are their results?*

It necessitates organizing across differences (identities, sectors, communities) for widespread and sustainable change: *How do we engage men and boys across racial and ethno-cultural communities?, What is the role of faith leaders?, How can sectors 'build the pipeline' for all women together?*

This dialogue is ever evolving and ongoing. However, the key is to keep moving forward in moments of apathy, extending the work beyond March 8th, and digging deeper than hashtags and posters.

This March, we created a resource guide consisting of recent reports, research, news articles, and analytical frameworks relevant to current women's issues. This resource list is not meant to be exhaustive but rather to function as an evolving guide. It (1) provides statistics, data and research emerging in the past year nationally, provincially and locally, (2) highlights the current dialogue around gender politics in the media, and (3) defines relevant analytical frameworks that recognize intersectional identities. It is critical to engage and learn from all three types of resources as each plays a role in shaping the way in which we recognize, understand and further include intersectional female identities in our societies. If you are unable to access the links, please connect with the RDR coordinator for soft copies.



A. Reports & Research:

National

Canadian Centre for Policy Alternatives

- [They Go Up So Fast: 2015 Child Care Fees in Canadian Cities](#) (December 2015)
- [The Best and Worst Places to Be a Woman in Canada 2015](#) (July 2015)
- [Making Women Count: The Unequal Economics of Women's Work](#) (March 2016)

Ministry of Labour – Gender Wage Gap Strategy Steering Committee

- [Closing the Gender Wage Gap: A Background Paper](#) (October 2015)

National Inquiry into Missing and Murdered Indigenous Women and Girls (January 2016)

Parliament of Canada – Standing Committee on the Status of Women:

- [The Economic leadership and Prosperity of Canadian Women](#) (April 2015)

Status of Women Canada

- [Issue Brief: Sexual Violence Against Women in Canada](#) (December 2015)
- [Promising Practices: Healthy Relationships and Dating Violence Prevention Programs in Canadian Schools](#)
- Women in Canada: A Gender-based Statistical Report, 7th Edition
 - [Female Population](#) (March 2015)
 - [Immigrant Women](#) (October 2015)
 - [Families and Living Arrangements](#) (November 2015)
- [Women and Girls in Canada: Presentation to the Social trends, Policies and Institutions Deputy Ministers' Policy Committee](#) (February 2015)

Provincial

Ontario Women's Directorate

- [It's Never Okay: An Action Plan to Stop Sexual Violence and Harassment](#) (March 2015)
- [It's Never Okay: 2015-2016 Progress Report](#) (March 2016)

Ontario Human Rights Commission

- [OHRC Policy Position on Gender-Specific Dress Codes](#) (March 2016)

Peel Region

Brampton Multicultural Community Centre

- [Executive Summary - Opening Doors: Economic Opportunities for Immigrant Women](#) (April 2015)
- [Needs Assessment Report - Opening Doors Economic Opportunities for Immigrant Women](#) (April 2015)

PCAWA

- [Consolidated Peel Region Community Resources](#) (February 2015)

Peel Institute on Violence Prevention

- [Persisting Inequities at the Intersection of Multiple Identities of Victims of Violence Due to Inequities in Social Determinants of Health and Well-being: Literature Review](#) (May 2015)

The Regional Diversity Roundtable

- [Tough Questions Café – It's 2015: Which Women Have Arrived?, Sandeep Tatla \(Chief Diversity Officer, Ontario College of Trades\) Presentation](#) (February 2016)
- [Learning Component – HR Policies: harassment, Disclosure and the Action Plan to Help Solve it, PCAWA Presentation](#) (November 2016)



- [Learning Component – Violence Against Women: Media Narratives and Workplace Culture, Pamela Uppal & Amrita Kumar-Ratta Presentation](#) (November 2014)

B. In the News:

CBC Forum

- [How Should Canada's Court System Deal with Sexual Assault Cases?](#) (February 2016)

CBC The Current Episode

- Cheam First Nation chief call for murdered men to be included in inquiry (January 2016)
- [2 Niqabs and a hijab: 3 Muslim women talk about the face covering](#) (March 2015)

Globe and Mail Series: Work in Progress

- [Have We Achieved Gender Equality? Nine Canadian Women Respond](#) (March 2016)
- [Economic Imbalance](#) (March 2016)
- [Women Still Earning Less Money than Men Despite Gains in Education](#) (March 2016)

[World Economic Forum Annual Meeting – Progress towards Parity](#) (January 2016)

C. Analytical Frameworks:

Gender Mainstreaming: “Gender Mainstreaming is a globally accepted strategy for promoting gender equality. Mainstreaming is not an end in itself but a strategy, an approach, a means to achieve the goal of gender equality. Mainstreaming involves ensuring that gender perspectives and attention to the goal of gender equality are central to all activities – policy, development, research, advocacy/dialogue, legislation, resource allocation, and planning, implementation and monitoring of programmes and projects. ” – *UN Women*

Gender Based Analysis Plus (GBA+): “GBA+ is an analytical tool the federal government uses to advance gender equality in Canada. The ‘plus’ in the name highlights that Gender-based Analysis goes beyond gender, and includes the examination of a range of other intersection identity factors (such as age, education, language, geography, cultural and income). GBA+ is used to assess the potential impacts of policies, programs or initiatives on diverse groups of women and men, girls and boys, taking into account gender and other identity factors. GBA+ helps recognize and respond to the different situations and needs of the Canadian population. ” – *Status of Women Canada*

Intersectionality: “The term ‘Intersectionality’ was coined in 1989 by American critical legal race scholar [Kimberle Williams Crenshaw \(1989\)](#). However, the central ideas of Intersectionality have long historic roots within and beyond the United States. Black Activists and feminists, as well as Latina, post-colonial, queer and Indigenous scholars have all produced work that reveals the complex factors and processes that shape human lives (Bunjun, 2010; Collins, 1990, Valdes, 1997; Van Herk, Smith, & Andrew 2011). Intersectionality promotes an understanding of human beings as shaped by the interaction of different social locations (e.g., ‘race’/ethnicity, Indigeneity, gender, class, sexuality, geography, age, disability/ability, migration status, religion). These interactions occur within a context of connected systems and structures of power (e.g., laws, policies, state governments and other political and economic unions, religious institutions, media). Through such processes, interdependent forms of privilege and oppression shaped by colonialism, imperialism, racism, homophobia, ableism and patriarchy are created.” – *Institute for Intersectionality Research and Policy, Simon Fraser University*