



WOMEN'S ADVOCATE

THE OSSTF/FEESO WOMEN'S ADVOCATE PROGRAM IS COMING.

A Woman's Advocate is a woman in the District who will be trained by OSSTF/FEESO to be a resource in the District on domestic violence, and who will act as a support to others who may be facing domestic violence, gender-based violence and harassment.

What will a Woman's Advocate do?

An Advocate will provide resources, as requested, to members who may be facing abuse in their homes and/or worksites. A Woman's Advocate can help direct members to organizations in their community where they can obtain legal assistance, housing, medical support or counselling.

How can I become a Woman's Advocate?

Watch for the opportunity to apply to be a Woman's Advocate coming soon. Fill out an application and send it in to the appropriate person in your District. OSSTF/FEESO is asking those who apply to make a two-year commitment to the Women's Advocate program.



Move for Hope



QUICK FACTS ABOUT VIOLENCE AGAINST WOMEN

The discussion about violence against women is complex, so we've put together some quick facts to know when talking to your supporters about Move for Hope.

See our Get the Facts About Violence and How Your Support Raises Hope pages for even more information.

What is Violence Against Women?

- The United Nations defines violence against women as:

“Any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life.”* i

- Violence can include:* ii

Physical abuse: Slapping, choking, or punching her. Using hands or objects as weapons. Threatening her with a knife or gun. Committing murder.

The Need

67%
of Canadians have known a woman who has experienced physical or sexual abuse

66%
of female victims of sexual assault are under age 24 (11% are under age 11)



Less than 10%
of all sexual assaults are reported to police

60%
of women with a disability experience some form of violence

Every 6 days
in Canada a woman is killed by her intimate partner

Sexual abuse: Using threats, intimidation, or physical force to force her into unwanted sexual acts.

Emotional or verbal abuse: Threatening to kill her (or to kill the children, other family members or pets), threatening to commit suicide, making humiliating or degrading comments about her body or behaviour, forcing her to commit degrading acts, isolating her from friends or family, confining her to the house, destroying her possessions, and other actions designed to demean her or to restrict her freedom and independence.

Financial abuse: Stealing or controlling her money or valuables (of particular concern to older women). Forcing her to work. Denying her the right to work.

Spiritual abuse: Using her religious or spiritual beliefs to manipulate, dominate, and control her.

Criminal harassment/stalking: Following her or watching her in a persistent, malicious, and unwanted manner. Invading her privacy in a way that threatens her personal safety.

What is the extent of the problem?

- On any given day in Canada, more than 3,300 women (along with their 3,000 children) are forced to sleep in an emergency shelter to escape domestic violence. Every night, about 200 women are turned away because the shelters are full.* iii
- On average, every six days a woman in Canada is killed by her intimate partner.* iv
- Each year, over 40,000 arrests result from domestic violence—that's about 12% of all violent crime in Canada. Since only 22% of all incidents are reported to the police, the real number is much higher.* v
- According to the Department of Justice, each year Canadians collectively spend \$7.4 billion to deal with the aftermath of spousal violence. This figure includes immediate costs such as emergency room visits and future costs such as loss of income. It also includes tangible costs such as funerals, and intangible costs such as pain and suffering.* vi

If a woman is being abused, why doesn't she just leave the relationship?

- Women often stay because the abuser has threatened to kill them if they leave, or to kill himself, or to kill the children.* vii
- Women believe these threats, for good reason - the

most dangerous time for an abused women is when she attempts to leave her abuser.* viii

- About 25% of all women who are murdered by their spouse had left the relationship.* ix
- Almost 60% of all dating violence happens after the woman has broken off the relationship.* x
- Women sometimes stay because they are financially dependent on their partner. Over 1.22 million Canadian women live in poverty, along with their children. Women who leave a partner to raise children on their own are more than five times likely to be poor than if they had stayed.* xi
- Some women stay because they have strong beliefs about keeping family together. Sometimes, relatives or in-laws blame the woman for the violence and insist she stay.

Who is most at risk?

- Violence against women happens in all cultures and religions, in all ethnic and racial communities, at every age, and in every income group. However, some women are especially at risk.
- Aboriginal women are 3.5 times more likely to be victims of violence compared to non-Aboriginal women.* xii
- 66% of all female victims of sexual assault are under the age of twenty-four (11% are under the age of eleven).* xiii
- 60% of women with a disability experience some form of violence.* xiv
- Immigrant women may be more vulnerable to domestic violence due to economic dependence, language barriers, and a lack of knowledge about community resources.* xv

What effect does domestic violence have on children?

- Each year in Canada, an estimated 362,000 children witness or experience family violence.* xvi
- Children who witness this violence are at immediate risk of being physically injured.* xvii
- According to the RCMP, a child who witnesses spousal violence is experiencing a form of child abuse, since research shows that "witnessing family violence is as harmful as experiencing it directly."* xviii
- Research shows that children who witness violence are more likely to grow up to become victims or abusers.* xix

* <https://canadianwomen.org/sites/canadianwomen.org/files/Quick%20Facts%20About%20Violence%20Against%20Women.pdf>



International Women's Day

MARCH 8, 2020

internationalwomensday.com

International Women's Day is a global day celebrating the social, economic, cultural and political achievements of women and is recognized March 8 annually. It has grown to be a day of recognition of women's successes and a call to action to support women's rights and to advance gender equality.

The world has witnessed a significant change and attitude shift in both women's and society's thoughts about women's equality and emancipation. The unfortunate fact is that women are still not paid equally to their male counterparts, and women are still not present in equal numbers in business and politics. Globally, women remain less likely than men to have access to education. Achieving a gender-equal world requires social innovations that work for both women and men and leave no one behind.

The United Nations theme this year is "#EachforEqual." We need to hear everyone's stories, thoughts and ideas to achieve a foundation for change; where no voice is unheard. We need to teach boys (in particular, young men) a healthier masculinity by encouraging boys to express a full range of emotions, discuss stereotypes and their impact, model and teach consent and promote kindness and empathy. The unique needs of women and young girls of equity seeking groups need to be recognized, and young girls everywhere need to be empowered to bring innovative ideas forward and to be leaders for change as our struggle continues.

Let's create a gender-equal world where we are all responsible for our own thoughts and actions. We need to challenge stereotypes, broaden perception, and change situations. An equal world is an enabled world. Collective action and shared responsibility is the key to a gender-balanced world.

Lisa Pilato

Status of Women Committee





International Women's Day

MARCH 8, 2020

internationalwomensday.com

– I am Generation Equality: Realizing Women's Rights

International Women's Day (IWD) is held on March 8 every year. It's a day when we celebrate the amazing social, cultural, economic and political achievements of women— while also campaigning for greater progress towards gender equality.

“ We cannot all succeed, when half of us are held back. ”

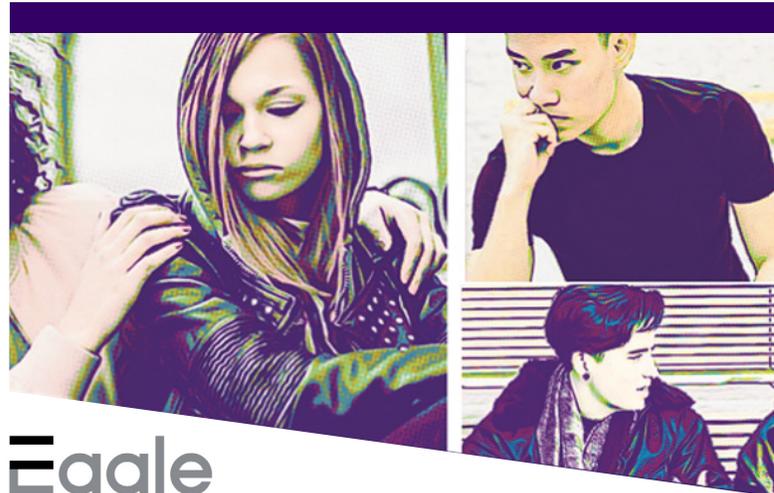
–Malala Yousafzai

10 Amazing things you can do to celebrate International Women's Day 2020

1. Fight for gender equality and pay equity
2. Join a march
3. Promote gender diversity in the workplace
4. Hold an IWD event at work or in your community
5. Read a compelling book by a woman author such as:
 - Foreign Soil* by Maxine Beneba Clarke
 - The Book of Memory* by Petina Gappah
 - Difficult Women* by Roxane Gay
 - Pachinko* by Min Jin Lee
 - This Too Shall Pass* by Milena Busquets
 - Everfair* by Nisi Shawl
6. Celebrate women in film
7. Attend a women's event in your community
8. Donate or volunteer at your local women's shelter/ transition house
9. Watch these empowering TED talks by women
 - [We should all be feminists](#) by Chimamanda Ngozi Adichie.
 - [Unlock the intelligence, passion, greatness of girls](#) by Leymah Gbowee.
 - [Color blind or color brave?](#) By Melody Hobson.
 - [The dangerous ways ads see women](#) by Jean Kilbourne.
 - [The price of shame](#) by Monica Lewinsky
10. Do something kind for a woman you love or admire.

ARE YOU HOLDING STATUS OF WOMEN EVENTS IN YOUR DISTRICT?

The Provincial Status of Women Committee would love to see your pictures or hear your ideas and post them in our newsletter for other committees to see them. Take a picture of something your committee is doing and send them to tracey.marshall@osstf.ca to post in our next newsletter.



Egale

NATIONAL SURVEY ON DATING VIOLENCE WITHIN THE LGBTQI2S COMMUNITY

Speak OUT is a 5-year, 3-phase project addressing youth dating violence within the LGBTQI2S community. This project aims to find answers about youth experiences of dating violence within the LGBTQI2S community, and to inform a youth-directed intervention program pilot.

Within this project, Egale is conducting a national survey about the personal experiences LGBTQI2S youth, ages 14 to 24, with dating violence, healthy relationships, and support services. The survey is being done in partnership with the University of Manitoba and will result in a comprehensive report. The results of this survey will help inform policy decisions, programming options to combat gender based violence, and will provide insight to our understanding of the unique contexts in which LGBTQI2S youth experience dating violence.

The survey is live now and, as part of our ongoing equity strategy, OSSTF/FEESO encourages members to share this survey with their contacts and in their classrooms. The survey closes March 2020.

For more information: egale.ca/egale-in-action/speak-out-national-survey/





FEM•LEAD•FÉM

FEM•LEAD•FÉM is a resource for Canadian teachers who identify as women and who are interested in:

- Greater engagement in their **union**
- Leadership in **teacher organizations**
- Civic engagement within their **community**

It is also a resource for who seek to support these women.

FEM•LEAD•FÉM is an initiative of the Canadian Teachers' Federation (CTF-FCE).

For more information femleadfem.ca



FEMINIST BOOKS COMING OUT IN 2020 FROM MS. MAGAZINE

The Magical Language of Others: A Memoir

By E. J. Koh (@thisisEJKoh). Tin House Books. 203 pages. Out January 7.

This arresting memoir is a reflection of a daughter—EJ Koh—left in the U.S. by her mother who returned to Korea; Koh uses history, poetry and her mother's letters to make sense of their relationship and herself.

Overground Railroad: The Green Book and the Roots of Black Travel in America

By Candacy Taylor (@candacytaylor). Abrams Press. 360 pages. Out January 7.

This book is but one piece of a larger multidisciplinary project focused on Black mobility and culture through the lens of the Green Book; there will also be a board game, a children's book, a Smithsonian exhibit and walking tours via mobile app.

Black Girl Unlimited: The Remarkable Story of a Teenage Wizard

By Echo Brown (@helloechobrown). Henry Holt and Co. (BYR). 304 pages. Out January 14.

In this semi-autobiographical debut, Echo Brown confronts themes of drug addiction, sexual abuse and depression within an evocative framework of magical realism and cements herself as a brilliant new literary voice at the same time.

Beyond Survival: Strategies and Stories from the Transformative Justice Movement

Edited by Ejeris Dixon (@ejeris) and Leah Lakshmi Piepzna-Samarasinha (@leahlakshmiwrites). AK Press. 260 pages. Out January 21.

This necessary collection is focused on practical, grassroots alternatives to current reactive measures for dealing with violence and crime.

Remembrance

By Rita Woods (@RitaWoodsAuthor). Forge Books. 416 pages. Out January 21.

Dr. Rita Woods' debut is a beautifully written historical novel centering resistance to the racism of the past and the present.

The Seep

By Chana Porter (@PorterChana). Soho Press. 216 pages. Out January 21.

If you're looking for something completely different in the new year, check out Chana Porter's absorbing debut for a peek into a utopian future brought on by a benevolent alien invasion, a future in which we still seek meaning, identity and connection.

Becoming a Man: The Story of a Transition

By P. Carl (@pcarlphd). Simon & Schuster. 240 pages. Out January 28.

P. Carl has written a candid, intimate and moving memoir about his gender transition in our current cultural moment and how it affected his relationships, his inner and outer identities and his place within the world.

Bury Me in Thunder

By moira j (@mxmoiraj). Sundress Publications. Out January 28.

The debut collection of poetry from moira j focuses on Indigeneity, queerness, nature and kinship. \$1 of every pre-order will go to support the [National Indigenous Women's Resource Center](https://www.nationalindigenouswomen.org/), a nonprofit organization aimed at providing safety for Indigenous women and their children.

New book lists will be posted monthly at msmagazine.com/2020/01/01/reads-for-the-rest-of-us-feminist-books-coming-out-in-2020

bitchmedia

BITCHWATCH: THE MOST ANTICIPATED MOVIES OF 2020

Little Women

Birds of Prey

Misbehaviour

Wonder Women 1984

Antebellum

The Witches

Eternals



ARTICLES OF INTEREST AND INTERACTIVE TOOLS

interactive.unwomen.org/multimedia/campaign/unpacktheeveryday/index.html#hero

www.international-alert.org/stories/survivors-ending-violence-against-women-through-peacebuilding

www.theguardian.com/society/ng-interactive/2015/jun/02/domestic-violence-five-women-tell-their-stories-of-leaving-the-most-dangerous-time

www.camh.ca/-/media/files/community-resource-sheets/domestic-violence-survivors-pdf.pdf?la=en&hash=03A3FC4B4A8061ED1AAF2E8C86019C588B572F76

www.msn.com/en-ca/news/world/us-reporter-groped-on-live-television-says-she-was-violated-objectified/ar-BBXX8uF?li=AAgNb9

www.msn.com/en-ca/lifestyle/family/39-very-candid-celebrity-snapshots-every-mom-can-relate-to/ss-BBWsd6?li=AAgNb9#image=39

www.msn.com/en-ca/news/canada/female-doctors-fill-toronto-church-with-song-in-honour-of-dr-elana-fric/ar-BBY0Mtp

THINKING OF BUYING FLOWERS FOR VALENTINE'S DAY?

Giving roses for Valentine's Day has been a time honoured tradition since the early 1900s.



Here's another alternative to 100 billion dollars of flowers ending up in the garbage as waste or fading within two to three weeks. A donation to the Giving Roses Project is an alternative to buying flowers for your loved ones. Working with the Canadian Women's Foundation, the Giving Roses Project channels your donation to Canadian projects that benefit women and girls. For more information visit givingrosesproject.com

THINKING OF APPLYING FOR A COMMITTEE OR COUNCIL OF OSSTF/FEESO?

Here's what you need to know.

Filling out your application:

Now is not the time to be modest! You need to sell yourself because chances are that the members of the Nominations Committee will not know who you are. When adding information to your application it is important not only to list the committees/workgroups you have sat on or positions you may have held. It is more important to list the actionable things that you have done and relate them to your contribution to the committee, and describe how your actions can benefit the committee that you're applying for. Make sure you read the tips for applicants and statement of needs for the committee that you are applying for.

The role of the PROVINCIAL COUNCIL NOMINATIONS COMMITTEE (taken from the Provincial Council Handbook)

5.2.1 ROLE

5.2.1.1

The Provincial Council Nominations Committee, comprising not more than nine (9) voting members, will be appointed at the **February** meeting of Provincial Council. The Nominations Committee will recommend candidates for appointment to Provincial Standing Committees and Councils.

5.2.2 DATABASE

5.2.2.1

In order to provide an adequate database for the decisions of the Nominations Committee, the following documents shall be available:

5.2.2.1.1

An Application Form completed by each applicant for each Provincial Standing Committee or Council to which appointment is sought;

5.2.2.1.2

A Recommendation Form completed by the Provincial Councillor, which comprises a record confidential to the Nominations Committee.

5.2.3.8

The deliberations of the Nominations Committee will be governed by the Constitution, Bylaws, Policies, and Procedures of the OSSTF/FEESO. The terms of reference for the Standing Committees of OSSTF/FEESO and the ability of applicants to contribute to the accomplishment of said terms will be the primary consideration of all appointments. Notwithstanding this, OSSTF/FEESO recognizes that equal opportunity to participate in the Federation does not mean treating all members the same. With a democratic framework, promoting the engagement of members of equity-seeking groups is a valid and necessary approach to reaching equal outcomes. As such, the Nominations Committee will solicit the voluntary self-identification of all applicants who belong to an equity-seeking group, and will take action to promote engagement by those members.

5.2.3.9

Prior to the April Provincial Council meeting, the Nominations Committee shall meet to make selections using the following criteria:

- (i) committee/council membership requirements
- (ii) geographical distribution;
- (iii) gender equity;
- (iv) new/experienced;
- (v) Bargaining Unit;
- (vi) on-time applications; (late applications will be considered for appointment only if there are not enough on-time applications for that Provincial Standing Committee or Council);
- (vii) applications without a Provincial Councillor's recommendation will not be considered;
- (viii) to comply with the constitution, the Nominations Committee will ensure that recommendations for appointments to Provincial Standing Committees representing equity-seeking groups shall be comprised, where possible, of a majority of members who self-identify as belonging to the equity-seeking group(s) represented by the committee.

OSSTF/FEESO PROVINCIAL STANDING COMMITTEES AND COUNCILS APPLICATIONS FOR 2020/2021

January 10, 2020—Applications are now open to all members of OSSTF/FEESO for appointments to provincial standing committees and councils. Any member in good standing is encouraged to apply for one of our many provincial committees and councils for term and cooption positions.

Vacancies are available on the following Committees and Councils:

- Comité des service en langue française
- Communications and Political Action Committee
- Educational Services Committee
- Finance Committee
- Health & Safety/Workplace Safety and Insurance Act Committee
- Human Rights Committee
- Parliamentary and Constitution Council
- Protective Services Committee
- Status of Women Committee

To review information about provincial committees and councils, go to the [OSSTF/FEESO Provincial Council page](#), including tips for applicants, statements of committee needs and other procedural information.

The **APPLICATION FORM** is available online and will require you to login in to the Registered User section of the website. The online form will migrate your member information from our database automatically.

If you have not yet confirmed your account on our website, you will be prompted to do so by using your email address. If you have any issues with confirming your account, please contact Membership Database at Provincial Office (416-751-8300 or 1-800-267-7867). If you encounter any issues with the online application form, please send an email to webhelp@osstf.ca.

The deadline for on-time applications is **March 1**.