



Message from the President. . .

Here we are in the dead of winter...and it is 6C?? This time last year it was very cold and reminded me of Thunder Bay winters. This reminds me of April except you don't feel the warmth. Maybe because we haven't been especially cold so the increase in temperature doesn't feel as significant. Does anyone know a meteorologist?

We have our International Women's Day event coming up March 6th. Nonna has been working with the Scarborough club to arrange for an interesting speaker and a great venue. We have to sell 50 tickets in order to be able to go forward with the event so we have to sell tickets in advance. Please come to the Feb meeting prepared to purchase tickets for yourself and any guests you are bringing. Tickets are not available at the door due to the requirements of the venue.

I would like to remind everyone of our new start time. We want to give the speakers a set start time of 7:45 which means we need to start the business meeting at 7 sharp. The goal is to be done a bit earlier in the evening but also to allow more social time after the speaker is done. I will open up the room at 630 so we can have some time to socialize beforehand as well but please be prepared to be seated by 7. See you then!

Cathy

FEBRUARY



cfuw  fcfd

Next General Meeting

**Wednesday,
November 4, 2015**

Speaker:

Raveena Ratnasingam

“Passion for Community Service and Leadership”



Location:

**Viva Retirement Centre
1880 Glengrove Rd
Pickering**

Meeting Time:

7:00 p.m.

Invite a friend to this meeting & introduce them to the fun and friendship of CFUW!



Minutes of General Meeting Wednesday January 6, 2016

Reports:

Treasurer, Jane Clemo:

Bank Balance is \$7443. Ontario Council Dues are paid with 21 members.

Scholarship, Dorothy Nemeth:

All is quiet at this time of year, nothing to report.

Program, Caroline Honsberger:

Speakers for the rest of the year were reviewed.

Social, Louise Simmonds:

All slots for the rest of the year are filled. March will be a potluck dinner to go with the resolutions meeting.

Membership and Publicity:

No reports

Fundraising, no discussion

Other:

Banner: Reviewed the information on the new banner styles and discussed the usefulness and the professional look that was displayed at the Fall Gathering meeting. Support was expressed to proceed and Cathy will contact the person who is making them for more information.

International Women's Day: Nonna has been working with the Scarborough Club; our guest speaker for International Women's Day is Katherine Hensel, a First Nations lawyer. The tickets are being designed and printed and will be available at the next meeting. The date of the event is Sunday March 6th and will be at Qssis in Scarborough located at Kingston Rd and Markham Rd.

Standing Committees are Jan 23, 2016. No one is attending this time.



Dates and Data

CFUW Websites:

Main website: <http://www.cfuw.org>

Ontario Council Website: <http://www.cfuwontcouncil.ca/>

CFUW on Facebook

CFUW has a Facebook group! If you are a Facebook user you can join the group by searching for Canadian Federation of University Women, or visit <http://www.facebook.com/group.php?gid=2232370205>

Ajax-Pickering on Facebook:

Our club now has its own Facebook page. You do not have to have a Facebook account to view this page. Simply Google Ajax-Pickering CFUW Facebook page or click on the following link: <https://www.facebook.com/CFUWAjaxPickering?ref=stream>

Ajax-Pickering on Twitter: Use @CFUWajax

The Ontario Council newsletter, **Dates and Data**, is available on-line on the Ontario Council website. **The Communicator** newsletter is available on-line on the main website.

Upcoming CFUW Events

Ontario Council Standing Committee Meeting

Next Meeting: March 12, 2016

All members are welcome to register and attend the Standing Committees Meeting and luncheon. Please download the registration form from the Ontario Council website and send the form with a cheque to the Treasurer by the Tuesday preceding the meeting.

Yorkminster Park Baptist Church
1585 Yonge Street

Morning Session Topic
To be announced

Speaker
To be announced

Check In 9:00 to 10:00 a.m.
Meeting Begins at 10:00 a.m.
Catering requires pre-registration

[Registration Form \(PDF\)](#)

**Celebrate International Women's Day
with Canadian Federation Of University
Women (CFUW)
Scarborough and Ajax-Pickering Clubs!**



**Sunday, March 6, 2016
12:30 pm - 3:30 pm
Qssis Banquet Hall
3474 Kingston Rd. (at Markham Rd.)**

**Guest Speaker: Katherine Hensel, First
Nations Lawyer**

Gourmet Lunch

Tickets: \$45.00

**Please contact Nonna (416) 806-0605 or
Lenora (416) 690-5311**

**Menu for the International Women's Day
Event**

Salad - Spring Mix with balsamic Vinaigrette, Ranch
and raspberry dressing on the side

Main Course - Filet of sole with lemon capers and
roasted chicken supreme with white mushroom

Vegetables - Parisienne potatoes, baby carrots and
green beans

Dessert - Cheesecake (blueberry, cherry or
strawberry)

Coffee and tea, free soft drinks

Arrival time- 12:30 pm.

Dinner served at 1:30 pm. - 2:30 pm.

Guest speaker 2:30 pm. to 3:30 pm.

Oshawa Club Let's Do Lunch

Date: Friday, February
26th

Time: 1 pm

Venue: Felicio's Cake
Boutique (Brazilian & tea
room)

Location: 65 Albert Street, Oshawa

Website: <http://www.felicioscakeboutique.com/>



Please RSVP to Pat D. patjdavies@rogers.com

Superworks Update

The Superworks store is closing so the last parties
are in January. No groups are planned for February
so we will no longer be able to do club fundraisers
at this location.

There will be food in the freezer at the store for
purchase until the end of February or until it's gone,
if anyone is interested. They have 'split' (cost \$18-
feeds 3-4) and 'full' (cost \$34- feeds 6-8) meals.
They will close end of February.

**CFUW Ontario Council Response to
Consultations on the Gender Wage
Gap**

Submitted by

Brenda Robertson, President, Ontario Council



The Canadian Federation of University Women
(CFUW) was established in 1919 to raise the social,
economic and legal status of women, and to
improve education and human rights. Almost a
hundred years later, the Ontario Council CFUW
strives to create a world where women have
economic security, workplaces free of
discrimination and harassment, and where women
have the social supports necessary, to participate
fully in the workforce.

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A number of factors affect women's capacity to earn a living and contribute to the economy of the province. Negative societal attitudes on "women's work", lack of political will, effective legislation and oversight, along with discriminating business practices and insufficient social supports all contribute to the gender wage gap.

Today there are more women enrolled in and graduating from post-secondary institutions, demonstrating higher education and skills in various sectors. However, once entered into employment, women face numerous challenges that contribute to the gender wage gap.

Value and Attitude

Why is the work done by women perceived to be of less value, and given less value monetarily? What is necessary to change stereotypical attitudes?

Education is key to encouraging attitudinal change through the education curriculum starting at an early age to offering career counseling in secondary to providing employment knowledge of workplace practices, employee rights, and public campaigns.

Female dominated occupations need to reflect their true value monetarily. Non-traditional work for women, including, but not only in the STEM, needs to be encouraged and expanded. More women are needed in the Board rooms and in the upper level of management. These women can be role models and mentors for other women.

Social Supports

What do women need to keep them in the labour force and give them the scaffolding to succeed? As the primary care giver in families for children and the elderly, women face not only the double work load of job responsibilities and care giving, but also the lack of compensation and employment opportunities, possible job loss and financial uncertainty.

Actions needed are numerous:

- affordable, accessible, quality early learning and child care
- better home care

- maternity and paternity leaves without penalties
- work environments free of harassment and discrimination
- a living wage for low income
- opportunities for full time positions and advancement
- employers and management staff who are trained in human resources, and can assist employees who are dealing with domestic abuse and other traumas to receive services
- access to legal aid with financial support when an employment infraction occurs

Business Practices in the Workplace

Who are the companies with the best business practices that can be role models? What tools do they use? How is the gender lens being applied? The workplaces that put human resources as their priority and emphasize capacity building among their employees would have a process in place to address barriers faced by women:

- loss of seniority and opportunities through maternity leaves
- contract, part-time, temporary work where seniority is not accrued, no benefits, and less salary for the same work done by full time workers
- lack of flexibility in jobs/profession
- internal barriers preventing advancement
- hiring practices
- absence of pension plan

Role models need to demonstrate equal opportunities, an inclusive work culture, an open and transparent work environment, and apply a gender lens to all areas. Mandatory progress reports, set targets with timelines combined with those items previously mentioned would make change happen to eliminate the gender wage gaps.

Political Will

What can government do to ensure that half its population, women, have fair and equal treatment in the work place? What protection is given to women and what measures can be taken to prevent women from being undervalued. Previous legislation needs to be reviewed and where necessary modernized.

- initiate a Provincial Action Plan for Gender Equality in the Labour Market

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- bring all the stakeholders to the table, business, government, institutions, workers representing all the sectors
- adopt the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and encourage all municipalities to build this into their policies and communities (already ratified by Canada in 1981)
- adhere to 1995 Beijing Declaration and Platform for Action—as the federal government has committed to conducting gender based analysis on all future legislation, policies, and programs
- abide by the '25 by 25' signed by Canada in 2014 to achieve goal of reducing the gap in participation rates by 25% by 2025
- adhere to target of 2025 for Accessibility for all Ontarians

Effective Legislation and Oversight

- return designated pay equity funding and improve the pay equity enforcement structure
- encourage the Ontario Women's Directorate to include a focus on women's economics issues
- address the widening of the pay gap due to increasing privatization of public sector work and loss of union protection, higher pay, and access to full time positions
- require businesses to publish equal pay and employee income reports
- include the pay gap with the Poverty Reduction Strategy
- provide governance and oversight for the pay gap
- monitor adherence to the pay transparency laws
- remove age discrimination in the Ontario Benefit program
- increase the age for Youth in Care to access services
- ensure stable funding is provided to Women's Shelters to provide longer accessibility for those in need

Whether you're a woman lawyer in legal aid or a midwife, an Early Childhood Educator, or a retail clerk, women have the right to equal pay and employment opportunities. Systemic discrimination and bias have undervalued women's work and prevented access to higher paying jobs in male dominated work places. Gender discrimination

contributes significantly to the gender wage gap and precarious employment in the cases of Aboriginal women, women with disabilities and immigrant women. Collaboration of government, business, labour, organizations and leaders is necessary to address the gender wage gap. The benefits to the province, communities and families would make a difference in the economy and in society as a whole.

January 2016 Ontario Council Regional Directors Report Submitted by Patricia Joyce Ontario Central

Since Sept, I have visited CFUW Barrie and UWC North York (participated in Shoebox Project) and attended the Dec. 6 event sponsored by the Toronto Caucus. CFUW Oshawa cancelled the fun raising event.

Filed expenses to National.

Checked Membership of Clubs. Most have held numbers or slightly increased them.

I ran the Fall Gathering on Nov. 7, 2015, submitted the report on same (Dates and Data Jan.-16) and the budget materials to OC President and Treasurer. 12 of the 13 Clubs sent an average of 4 members including VP/President, Advocacy, Program and Membership. The Chair of the Toronto Caucus also attended and spoke on the CFUW National's addition of Early Childhood education to the National Initiatives. OC President joined the Presidents group and brought greetings to the group. Evaluations rated the event very high.

The event is booked again Nov. 12, 2016 in the same venue but different rooms.

I am a member of the National Membership Committee and the Mentorship Program.

I have tendered my resignation as Program Convenor for CFUW Etobicoke after ten years. CFUW Etobicoke nominated me for another 2 year term as Regional Director.

I have fielded questions on Charitable Trusts (Toronto and Aurora), checked and updated websites (Markham, Toronto), discussed an interest group (Aurora), participated in the Shoebox Project (UWC North York), forwarded notices requested by Lead RD and OC President and read Club Newsletters. Answered the National request for Clubs raising funds for Charity at Christmas:

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Aurora, North York, Etobicoke, Scarborough and Oshawa

CFUW Ajax-Pickering:

Will host IWD event with CFUW Scarborough. Speaker Katherine Hensel, First Nations lawyer on March 6.

CFUW Aurora-Newmarket: Now have Charitable Trust status. Will co-sponsor Writing Contest with local newspaper.

CFUW Barrie and District have edited their resolution on Missing and Murdered Indigenous Women that will be up for adoption at the CFUW National June 2016. Have a Student member.

CFUW Etobicoke: Raised \$2200 with raffle for the two women's hostels. Feb. 8 will host a breakfast with Mary Gordon, from Roots of Empathy as speaker, Funds to Women's Habitat. March 24 will host a Card and Games party for educational awards. Picked up 35 new members!

CFUW Leaside East York and Etobicoke: have jointly authored a resolution on Electoral Reform: Adding Proportionality to the Electoral System in Canada for June 2016 National convention.

CFUW Markham Unionville: Will sponsor Battle of the Books, a joint venue with York Region school Boards and the York Public Library system in the east area of the region. Have added 360 Kids to educational support. Have updated website and are designing a new banner.

CFUW North Toronto: Are partnering with Glenview Presbyterian Church to explore the sponsorship of Syrian Refugees. Making plans to name a scholarship for the CFUW 100th anniversary for 2019.

CFUW Northumberland: Will sponsor an International Women's Day event with a speaker TBA. Their Annual Fundraising event will be May 11, 2016 at Cobourg Community Lions' Centre. The speaker will be Ratna Omidvar, Ex. Director of Global Diversity Exchange, prof at Ryerson, Expert in Immigration Policy, and Order of Canada. Tickets \$60 available on line Victoria Concert Hall.

CFUW Oshawa and District: Raised funds for Luke's Place an agency that gives legal advice to women experiencing domestic abuse. Planning an event for Int. W. Day on March 8 at Durham College with speaker on sex trade and exploitation of young women. Had a table at Empty Bowls Fundraiser for Durham Region. President involved

with food bank through her Church that is now affiliated with Feed the Need. Planning to give a new scholarship to an Aboriginal student in area. Partnered with other agencies to sponsor an all candidates meeting chaired by former Mayor of Oshawa and CFUW member. Attended the Take Back the Night event. Considering partnering with other agencies in Region around violence against women. Have a new website.

CFUW Scarborough: Will partner with Ajax-Pickering for a second year to sponsor an I.W. day event (see above). Attempting to top up Scholarship Fund to \$150 000. Will run a Fashion Show on April 18. Collected gift bags for local Women's shelter Juliett's Place with prescribed items. Members knit squares (1217) that are made into blankets for orphans in Africa.

CFUW Vaughan: Will again sponsor a reading based program called Battle of the Books. This is a partnership with the York Region School Boards and the York Region Public Library. They buy the books used as prizes and the medals. Their fundraiser is a dinner that will be April 19. Speaker to be announced.

UWC North York: They are advocating for pharma care and will partner with Etobicoke on this. The Club collected 87 Shoeboxes for the North York Shelter and a Pregnancy Counseling agency. Each box is to have a value of \$50. Their VP had an article on CFUW in Toronto and region published in the Toronto Condo News in Jan. Had Cheryl Halyes, VP International Relations, address the topic of GWI at the Nov. meeting.

UWC Toronto: They have a new website. The Program Committee are planning an International Women's Day event March 8 at the Faculty Club.

Toronto Caucus: Chair Margaret McGovern attended the CFUW National Convention where Early Childhood education was made a national initiative. She explained the work of the Caucus to the Talk It Out Conference Nov. 7. The group continues to work for this partnering with the Atkinson Foundation. They track work on this topic in other provinces. Their work was written up in the Communicator in Oct. (pp 13-14). They promote Clubs to support their work by signing the Open Letter at www.EcinCanada.ca where 150 researchers and scholars summarize literature that

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shows why this topic is important. They have spoken at OC as well and distributed related information there.

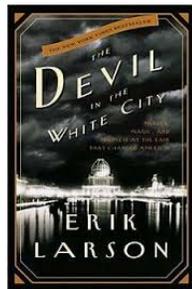
The Toronto Caucus organized the Memorial Lunch at the Faculty Club this year held on Dec. 5 with over 100 in attendance. This group has raised over \$20 000 for the support of the National Polytechnique Scholarships—one PHD and the other Masters. The Master candidate is at Toronto this year.

Interest Groups

Get involved—get connected!! Join an interest group or better yet – organize one!

Book Club

Book Club is open to all, and all are welcome! The February Book Club meeting will be held on **Wednesday, Feb 24th**, at 7:30 pm at Jane C's. The book is ***The Devil in the White City*** by Erik Larson. Please contact Jane at 905 428-0941 to confirm attendance.



Raveena has a history of over 18 years of social justice change, and community development work. She is passionate and proactive in her approach to promoting diversity in its broadest sense - including multiculturalism, human rights, equity and inclusion and women empowerment. Currently she is a board member of Pickering Royal Canadian Legion and Chair of Youth Education. She also serves as a chair of Durham Diversity Society. Raveena was selected to be on the Ajax Pan Am Host Committee from 2013-2015. She is also the community expert and consultant for Ajax and Pickering Public Library Science Fair. Raveena is the past president and founding member of Tamil Cultural and Academic Society of Durham. During her presidency she chaired the Durham Region Hospital fundraiser and raised over \$30,000 for the cancer center and the Ajax Pickering Hospital. She has initiated and conducted numerous Tamil events with town, city and with Durham District School Board including introducing a Tamil Heritage Competition open to all students and a Tamil Reading Circle at Ajax Public Library. Her contribution to the community was recognized by the Town of Ajax and City of Pickering. She received a Cultural Diversity Award from the City of Pickering, and a Diversity and Community Engagement Award and Education award from the Town of Ajax. Her desire to work with all communities to accomplish respect, mutual understanding and productivity will continue.



This Month's Speaker

Professionally, Mrs. Raveena Rajasingham is working as a Cardiology clinical specialist and a consultant for Spacelabs Healthcare and pursuing her PhD in Hypertension Measurement and Management. She is also a part time Electrocardiogram instructor at CJ College.



Sullivan Ballou (March 28, 1829 – July 29, 1861) was a lawyer and politician from [Rhode Island](#), and an officer in the [Union Army](#) during the [American Civil War](#). He is best remembered for the eloquent letter he wrote to his wife one week before he fought in the [First Battle of Bull Run](#), where he was mortally wounded. In his now famous letter to his wife, Ballou endeavored to express the emotions he was feeling: worry, fear, guilt, sadness, and the pull between his love for her and his sense of duty to the nation. In honour of Valentine's Day, his letter is printed on page 8 of the newsletter.

(Sullivan Ballou letter)

July the 14th, 1861

Washington D.C.

My very dear Sarah:

The indications are very strong that we shall move in a few days—perhaps tomorrow. Lest I should not be able to write you again, I feel impelled to write lines that may fall under your eye when I shall be no more.

Our movement may be one of a few days duration and full of pleasure—and it may be one of severe conflict and death to me. Not my will, but thine O God, be done. If it is necessary that I should fall on the battlefield for my country, I am ready. I have no misgivings about, or lack of confidence in, the cause in which I am engaged, and my courage does not halt or falter. I know how strongly American Civilization now leans upon the triumph of the Government, and how great a debt we owe to those who went before us through the blood and suffering of the Revolution. And I am willing—perfectly willing—to lay down all my joys in this life, to help maintain this Government, and to pay that debt.

But, my dear wife, when I know that with my own joys I lay down nearly all of yours, and replace them in this life with cares and sorrows—when, after having eaten for long years the bitter fruit of orphanage myself, I must offer it as their only sustenance to my dear little children—is it weak or dishonorable, while the banner of my purpose floats calmly and proudly in the breeze, that my unbounded love for you, my darling wife and children, should struggle in fierce, though useless, contest with my love of country.

Sarah, my love for you is deathless, it seems to bind me to you with mighty cables that nothing but Omnipotence could break; and yet my love of Country comes over me like a strong wind and bears me irresistibly on with all these chains to the battlefield.

The memories of the blissful moments I have spent with you come creeping over me, and I feel most

gratified to God and to you that I have enjoyed them so long. And hard it is for me to give them up and burn to ashes the hopes of future years, when God willing, we might still have lived and loved together and seen our sons grow up to honorable manhood around us. I have, I know, but few and small claims upon Divine Providence, but something whispers to me—perhaps it is the wafted prayer of my little Edgar—that I shall return to my loved ones unharmed. If I do not, my dear Sarah, never forget how much I love you, and when my last breath escapes me on the battlefield, it will whisper your name.

Forgive my many faults, and the many pains I have caused you. How thoughtless and foolish I have often been! How gladly would I wash out with my tears every little spot upon your happiness, and struggle with all the misfortune of this world, to shield you and my children from harm. But I cannot. I must watch you from the spirit land and hover near you, while you buffet the storms with your precious little freight, and wait with sad patience till we meet to part no more.

But, O Sarah! If the dead can come back to this earth and flit unseen around those they loved, I shall always be near you; in the brightest day and in the darkest night—amidst your happiest scenes and gloomiest hours—always, always; and if there be a soft breeze upon your cheek, it shall be my breath; or the cool air fans your throbbing temple, it shall be my spirit passing by.

Sarah, do not mourn me dead; think I am gone and wait for me, for we shall meet again.

As for my little boys, they will grow as I have done, and never know a father's love and care. Little Willie is too young to remember me long, and my blue-eyed Edgar will keep my frolics with him among the dimmest memories of his childhood. Sarah, I have unlimited confidence in your maternal care and your development of their characters. Tell my two mothers his and hers I call God's blessing upon them. O Sarah, I wait for you there! Come to me, and lead thither my children.

Sullivan

Newsletter Deadline

Information for the March newsletter should be submitted by **Friday, February 26th, 2016.** Submissions can be mailed, dropped off, or sent via e-mail (jbriell@bell.net). Contact Sandy at 905 428-0003 for further information.

Note from the Editor

The Grapevine is available in both electronic (Adobe PDF) and hardcopy formats, with electronic being the preferred, more cost-efficient format. **If you have recently changed your e-mail address or other contact information**, please let me know so I can update the club membership list and get the newsletter to the right place!

CLUB WEBSITE

<http://www.ajaxcfuw.ca/>

Our website has a brand new look. If you have anything you wish to add, or any new content you would like to see, please contact Sandy. This is still a work in progress so keep checking back!

Facebook/Twitter

This year we will be sending out meeting information via these social media platforms to try to encourage new members. Visit our new **Facebook page** (see page 2 for more info) or connect with us on **Twitter** (@CFUWajax).

February 2016

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	1	2	3 CFUW Meeting	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24 Book Club Meeting	25	26 Oshawa Let's do Lunch	27
28	29					