



Message from the President. . .

Bell Let's Talk



I've had several posts on Facebook and seen ads on TV promoting January 25th as a day to talk about Mental Health. Since I'm writing this on the 25th I thought I would do some talking...about the talking.

The language used in the way we talk about people and their mental health issues is also important. In the field of developmental disabilities there was a big push many years ago to put the person first. That means you talk about someone before you mention the diagnosis. For instance: I work with people who have developmental disabilities, not: I work with the developmentally disabled.

There are similar changes that need to take place regarding mental health issues. Not just the labeling but the relationship to the slang we use. We are struggling to change language that demeans or lowers the status of women by relating a man to feminine characteristics. Consider when you use the word crazy, either to label someone's behaviour or even to describe how you feel. Consider what that means when it comes to the status of people with a diagnosis historically associated with the word crazy.

Starting the conversation is hard. Some people will open up to me because of where I work. Usually they will talk about a family member but rarely about themselves. This Bell campaign is great. People are putting themselves out as willing to talk, especially when they talk about their own experiences. I think we need to normalize the conversation like talking about a headache or broken leg.

I admire my son who was diagnosed with ADHD in kindergarten and depression in high school. He will state these as facts, describe his experience and explain the science to anyone who is interested. He has helped friends recognize the symptoms in themselves so they can start to seek or accept help. Lately he has been posting items on Facebook that try to explain what these are like in stories or cartoons. He wants the people around him to know and understand the things he is struggling with.

Please keep talking!

Cathy

Next General Meeting

**Thursday,
February 2, 2017**

"Capacity and Consent in Mental Health Issues"

Speaker:

Jane Stone



Meeting Location:

**Scientists in School
Offices,
975 Dillingham Rd, Unit 2,
Pickering**

Meeting Time: 7:00 p.m.

Business meeting begins at 7 pm.

Speaker begins at 7:45, followed by social time for members after the speaker.

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



Minutes of General Meeting Thursday, January 12th, 2017

The meeting started with our presenter for this month, Mattieu Russell who gave us an excellent guided tour through current technology that is available today. We looked at Twitter, Instagram, Google Docs, Virtual reality and Enhanced reality apps available on your tablet and cell phone. The educators among us were very excited about the possibilities these presented for teaching. He also gave helpful information regarding security, viruses and Facebook settings.

The National Charitable Trust is organizing a fundraiser at the Shaw festival April 27th. Tickets are \$65 for Me and My Gal. They are asking that one person per club be responsible for any tickets sold. Please email me if you are interested and I will connect the group by email to sort out the details. Cathy will also circulate the actual email for more information.

Emails have been forwarded regarding CFUW national president resignation. A new president has been assigned until next AGM. GWI fee increase has been suspended for this year. We are still waiting on info from them regarding their financial situation before we proceed with any decision on remaining members. National online meeting to discuss has been postponed for now and may wait until the AGM to be addressed formally. Standing committees meet January 21st, focus on Wage Gap and government report. Marcy and Caroline are attending on our behalf.

Executive Reports:

Jane – Treasurer

National dues have been paid, our bank balance is \$6801.46.

Dorothy – Scholarship

We received \$500 donation in Diane Leahy's name from the curling bonspiel held in her honour.

Louise S. – Social

She will be away next month. Jane volunteered to take care of things for her absence.

Louise S. – Fundraising

We received \$308 from the Pampered Chef fundraiser. Euchre fundraiser is scheduled for April and we will have it at Louise's home which will save us the room rental and allow for refreshments. We will finalize the details at the March meeting. The date is Saturday, April 8th.

Louise/Jane/Louise – Ontario AGM

There has been no meeting since November.

Marcy/Caroline – Programme

No update

Marcy/Caroline – Issues

Have attended an Amnesty meeting and done research on Electoral Reform.

Interest Groups

Adventure Club is going bowling on January 7th at 7 pm. Ladies Gourmet is being hosted by Catherine G. on February 10th. Let her know if you are interested in attending and then recipes will be emailed out.

International Women's Day Event

Jane has the tickets available to sell for the luncheon on March 8th on the U of T campus.

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.

Ontario Council Standing Committee Meetings

Ontario Council Standing Committees in Legislation, Education, and Status of Women and Human Rights were developed to keep members aware of current issues in Ontario. The Committees meet three times a year - in September, January, and March in downtown Toronto - for a day with speakers, workshops and discussion. All Club members are invited to attend these meetings.

Next Meeting: March 25th, 2017

Yorkminster Park Baptist Church
1585 Yonge Street

Morning Plenary: Early Learning and Child Care, Shannon Fuller, Assistant Deputy Minister, Early Years Division

Check In: 9:00 to 10:00 am Meeting Begins at 10:00 am

For more information, [click here](#).
Catering requires pre-registration
[Registration Form](#)

Ajax-Pickering CFUW Attends Ontario Council General Meeting



Marcy and Caroline recently attended the Ontario Council meeting. The following information was discussed on the Gender Wage Gap in Ontario:

GENDER WAGE GAP IN ONTARIO

January 21, 2017

WHAT IS IT?

- The gender wage gap is the difference between wages earned by men and wages earned by women.
- The gap can be measured in various ways, but the most common method is to look at full-time, full year wages. It is also possible to measure the gender wage gap on the basis of hourly wages.
- For 2011 – the gap was 26% for full-time, full-year workers, or the female worker earns 74 cents per \$1.00 for men



Pay Equity Commission, *What is the Gender Wage Gap*

WHY SHOULD WE CARE?

- Reducing the gender wage gap would help to increase the economic security of women
- Women constituted the majority (58.3%) of minimum wage earners in Ontario in 2012
- Families that depend on female earners, such as female lone-parent families 21, are more vulnerable to poverty
- Reducing the wage gap would improve women's earnings during their lifetimes and lower the likelihood of poverty during their working years and in retirement. It may also help to lower the number of women on social assistance.

Ministry of Labour, *Closing the Gender Wage Gap: A Background Paper, 2015*

WHAT'S HAPPENING?

- The Pay Equity Act, with the Pay Equity Commission, is celebrating its 30th Anniversary
 - o PAY EQUITY IS Equal pay for work of equal value.
- The Ontario Equal Pay Coalition sponsors Equal Pay Day annually. That is the day into the new year to earn what men do by December 31 of the year before.
- The Final Report and Recommendations of the Gender Wage Gap Strategy Steering Committee has been released.
- The Gender Wage Gap Working Group, with representatives from 14 organizations (including the Ontario Equal Pay Coalition), has been established (News

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Release, Nov.24, 2016) to guide the province's action plan to close the gap, address the recommendations in the Final Report, including:

- Shared parental leaves
- A gender workplace analysis tool
- A social awareness strategy to help understand the effects of gender bias, the gender wage gap and the importance of closing the gap
- Reviewing pay equity legislation
- A new full Ministry of Women's Issues has been established to tackle this problem (as well as an early child care system).

FINAL REPORT AND RECOMMENDATIONS of the Gender Wage Gap Strategy Steering Committee, Prepared for the Minister of Labour and Minister Responsible for Women's Issues

This report focuses on the following areas:

- There are insufficient options for child care and elder care, resulting in women doing more unpaid caregiving and having less time for paid work.
- The sectors and jobs where women and men work are differently valued, with work done by women being undervalued; and,
- There is gender bias and discrimination (intentional or unintentional) in business practices that can prevent women from achieving their full economic potential.

SUMMARY OF RECOMMENDATIONS Nov.2016

- 1:** An **early child care system** within a defined timeframe, that is: high quality, affordable, accessible, publicly funded and geared to income, with sufficient spaces to meet the needs of Ontario families.
- 2:** Review access and eligibility for child care fee subsidy programs; meet the need for services on a flexible basis.
- 3:** Sufficient capacity in the long-term care system, home and community care services for Ontarians.
- 4:** Establish a Parental Shared Leave.
- 5:** Ask the federal government to coordinate EI benefits with the Parental Shared Leave; increase the amount payable.
- 6:** Address barriers to compliance; support employers in ongoing obligations by amending the Pay Equity Act.
- 7:** Proxy pay equity, coordinate pay equity with wage enhancement programs.
- 8:** Consult on how to value work in female-dominant sectors.
- 9:** Pay transparency policies.

10: Develop an easy to use gender workplace analysis tool.

11: Minimum of 30% women on boards with compliance penalties.

12: Gender balance in appointments to provincial bodies.

13: Social awareness strategy explaining gender equality and wage gap.

14: All aspects of the education system are free of gender bias.

15: An action plan to increase women's participation in male-dominant skilled trades and men's participation in female-dominant ones.

16: Employment and skills training programs help women succeed in getting and keeping jobs they are trained for.

17: Apply gender-based analysis to all government policies and programs.

18: Gender responsive budgeting and redress gender inequalities

19: Procurement policies that show no unresolved orders or decisions against vendors under antidiscrimination laws.

20: Programs to ensure employees understand their rights and obligations, and how to access justice.

The ONTARIO EQUAL PAY COALITION, founded in 1976, is an active advocate for eliminating the gender wage gap. CFUW Ontario Council is a member.

<http://equalpaycoalition.org/>

EQUAL PAY COALITION'S 12 STEPS TO CLOSE THE GENDER PAY GAP BY 2025

Step 1: Treat closing the gap as a human rights priority

Step 2: Raise awareness through annual Equal Pay Days and education

Step 3: Develop a 'Close the gender pay gap by 2025 Plan'

Step 4: Enforce and expand pay equity laws

Step 5: Implement employment equity law and policies

Step 6: Promote access to collective bargaining

Step 7: Increase the minimum wage

Step 8: Provide affordable and accessible child care

Step 9: Mainstream equity compliance into government laws and policies

Step 10: Mainstream equity compliance into workplaces and businesses

Step 11: End violence and harassment of women

Step 12: Secure decent work for women across the economic spectrum

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OTHER RESOURCES:

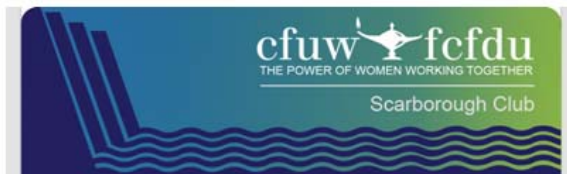
Mary Cornish, *A Growing Concern: Ontario's Gender Pay Gap*, CCPA, April 2014 www.policyalternatives.ca
Summary of Equal Pay Coalition Closing the Gender Pay Gap Initial Recommendations, Jan. 2016

News and Events from Other Clubs/CFUW Organizations

CFUW Scarborough Guest Night

Please accept our invitation to join us on Feb 20, 2017 for our annual Guest Night. We gather at 7PM, have a short business meeting at 7:30 PM, take a short break and then hear our speaker. We would be delighted if you and your guest could join us that evening. Hoping to see you on Feb. 20

Gail Doehler
President
CFUW Scarborough



Please join us for our
Guest Night
With

The Honourable Jean Augustine

Monday
February 20, 2017
7:00 PM

Knox United Church
Education Centre
2569 Midland Avenue
Scarborough

Please feel free to bring a guest.
All are welcome

Celebrate International Women's Day!



Sponsored by CFUW Ontario Central

Wednesday, March 8, 2017
University of Toronto Faculty Club
41 Willcocks Street
Toronto

11:30am – Social Time (cash bar)
12 Noon – Lunch
1:15 – Guest Speaker



Guest Speaker:
Jodie-Lynn Waddilove
Senior Legal Counsel to Justice M. Tulloch for Ontario
Independent Police Oversight Review

Tickets: \$50 each
Cheques payable to **CFUW Special Event**
Please contact your local club representative

**CFUW Ontario Council 2017 Annual
General Meeting and Conference**
May 12 and May 13, 2017
Festival Inn, 1144 Ontario St,
Stratford, ON

**The
Transformative Power of
the Arts**

Friday evening: Leadership Workshop & Welcome Reception
Saturday: Ontario Council AGM & Conference
Keynote Speaker: Anita Gaffney
Executive Director, Stratford Festival

Hosted by: C.F.U.W. Stratford Club
www.cfuwstratford.wordpress.com
Email: cfuwstratfordontariocouncilagm@gmail.com

For more information:
<https://cfuwstratford.wordpress.com/ontario-council-agm-stratford-2017/>

Interest Groups

Book Club

Book Club is open to all, and all are welcome!

The February Book Club meeting will be held on Wednesday, February 22nd, at 7:30 pm at Donna M's. The book is **The Wild Truth** by *Carine McCandless* AND precursor book **Into the Wild** by *Jon Krakauer*. Please contact Donna at 905 666-1945 to confirm attendance.



Outdoor Adventures Group

The Outdoor Adventure Interest Group met on January 17 for a fun night out of the rain and into the bowling alley.



Ajax-Pickering CFUW bowling night attendees. Photo courtesy of Caroline H.

Watch for future emails with details on more fun activities for this interest group.

Ladies Gourmet

Ladies Gourmet is being hosted by Catherine G. on February 10th. Let her know if you are interested in attending and then recipes will be emailed out.

This Month's Speaker

Jane Stone

Jane is a retired educator, having taught for 29 years. While living and teaching in Parry Sound, she started the Meals on Wheels program through the Canadian Red Cross. In Pickering, Jane was involved in starting a community food bank in the 1980's, which operated out of Dunbarton-Fairport United Church in which she has been an active member for over 35 years. Jane is now the Chair of the New Beginnings Interfaith Refugee Support Group and a Public Member of the Consent and Capacity Board of Ontario.

The Consent & Capacity Board, or CCB, is a quasi-judicial administrative tribunal that hears applications under the health care legislation. The CCB becomes involved in these health-related issues when there is an application to challenge a decision made such as whether a patient should stay in hospital involuntarily. The purpose of the Board is to make sure that the legislation is followed.

As a member of the Capacity and Consent Tribunal, an independent provincial office, Jane was responsible with other members to determine fair and accessible evaluation of consent and capacity issues in mental health clients. The tribunal was required to balance the rights of a vulnerable individual with public safety. The majority of requests involved an individual's challenge of their involuntary status in a psychiatric facility under the Mental Health Act.

February in Canadian Herstory

(article courtesy of Marcy R.)

February is Black History month in Canada. There have been incredible achievements by Black women in our country that faced discrimination not only because of their gender but also because of their skin colour. We honour their courage, their strength and their willingness to go against the status quo. Some of these women are:

- Zanana Akande. The first Black woman to be elected to the Ontario Legislation and the first to

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- serve as a cabinet minister in an Ontario government. She served from 1991-1994
- Jean Augustine. First Black woman elected as a federal Member of Parliament. From 1993-2004. She held several important positions including that of the Parliamentary Secretary to the prime minister.
- Rosemary Brown. First Black woman in Canadian history to be a member of a provincial legislature and to run for the leadership of a federal party.
- Anne Cools. First Black person in Canada to be named to the Senate in 1984.
- Violet King Henry. First Black female lawyer in Canada called to the Alberta bar in 1954.
- Betty Riley. First Black woman to become a television producer.
- Marie Marguerite Rose. A former slave who ran a business in the fortress of Louisbourg.
- Mary Ann Shadd. First woman to publish a newspaper in Canada.
- Harriet Tubman. Although not Canadian was a conductor on the Underground Railway and led many American slaves to Canada.
- Esi Edugyan. Canadian author who won the 2011 Scotiabank Giller Prize for her novel Half-Blood blues.
- Measha Brueggergosman. A very talented and award winning Canadian opera singer.

<http://heroines.ca/history.ca/february.html>

Other February Achievements for Canadian Women

- February 1, 1897. Lady Aberdeen, wife of the Governor-General of Canada in association with the National Council of Women initiated the beginning of an organization that would become the Victorian Order of Nurses.
- February 2, 1897. Clara Brett Martin became the first Female lawyer in the British Empire. Her law practice was in Toronto.
- February 16, 1967. The Royal Commission on the Status of Women was created by the federal government. After public hearings across Canada, the commission made 167 recommendations relating to issues such as birth control, family law, pay equity, and maternity leave.
- February 19, 1897. Adelaide Hunter Hoodless created the first Women's institute in the world

to offer support to farmers wives. She lobbied strongly for the pasteurization of milk after her 14 month old son was believed to have died from contaminated milk. She also advocated strongly for young women to be educated in domestic science during their school years in order to have healthy families.

- February 28, 1996. Alanis Morissette for the first time in history won Grammys for Best Rock Song, Best Female Rock Vocal Performance, Best Rock Album, and Album of the Year. Four Grammys awarded to one artist.
- February 29, 1860. Mrs. Kwong Lee became the first Woman Chinese immigrant to land in what would be Canada. She immigrated to Victoria British Columbia.

<http://www.heroines.ca/history/february.html>



You may want to consider seeing this movie to find out more about black female NASA staff in the space program:

By Joel Rubinoff/Torstar News Service
Sat., Jan. 28, 2017

<https://www.thestar.com/entertainment/movies/2017/01/28/hidden-figures-seems-timely-in-a-way-its-filmmakers-may-not-have-envisioned.html>

Hidden Figures seems timely in a way its filmmakers may not have envisioned

The buzz film of the moment is based on-real-life story of black female math nerds who confront casual racism while working at NASA.



Hidden Figures is the story of Katherine G. Johnson, Dorothy Vaughan and Mary Jackson who are African-American women working at NASA's Langley Research Center in the early space program. (20th Century Fox / TNS)

Newsletter Deadline

Information for the February newsletter should be submitted by **Friday, February 24th**. Submissions can be mailed, dropped off, or sent via e-mail (sbriell@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 new website is now ready! If you have anything you wish to add, or any new content you would like to see, please contact Sandy. Newsletters will be posted on the new site so you will be able to access them from there if needed.

Facebook/Twitter

We now send 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 2017

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1	2 Club Meeting	3	4
5	6	7	8	9	10 Ladies Gourmet	11
12	13	14	15	16	17	18
19	20 Scarborough Club Guest Night	21	22 Book Club	23	24 Newsletter Deadline	25
26	27	28				