



# Emerging Resolutions

National Council of Women Canada

May 2021

# Index

## Page #

1. CHILDHOOD WIDOWS	3
2. URGENT CHANGES TO HEALTH CARE FOR SENIORS, INCLUDING A SENIORS' LONG-TERM CARE ADVOCATE	7
3. SECURITY FOR ALL MEMBERS OF THE CANADIAN ARMED FORCES AND LAW ENFORCEMENT BODIES REGARDLESS OF GENDER, SEXUAL ORIENTATION, RACE, ETHNICITY OR FAITH	11
4. SECURITY OF HEALTH CARE WORKERS IN THE COVID-19 PANDEMIC	19
5. HUMAN TRAFFICKING FOR SEXUAL PURPOSES	22
6. WOMEN AND COVID-19	26

**CRITERIA FOR EMERGING ISSUES:** An Emerging Issue is one that deals with an issue which had gained importance since the deadline for submission of Resolutions Proposals and/or which requires action prior to the following year's AGM. The deadline for submission is March 31. (April 15<sup>th</sup> in 2021) After that date, only Resolutions which relate to concerns arising after that date shall be brought to the AGM.

**While they are excellent resolutions, the Resolutions Committee does not recommend the acceptance of the resolutions in red as they do not meet the criteria of an emerging resolution. The committee recommends these resolutions be resubmitted for Fall 2021 (November 15<sup>th</sup>)**

EMERGING ISSUE: Childhood Widows  
Randi Gage, Convenor Culture and Heritage

Whereas #1 Each year, an estimated 12 million girls aged under 18 marry against their will, with currently more than 650 million women and girls worldwide who married as children, and

Whereas #2 These same girls face a reality of becoming a Child Widow with children, and

Whereas #3 In Canada, more than 3,600 marriage certificates were issued to children, usually girls, under the age of 18 between 2000 and 2018, and

Whereas #4 Canada has no laws on the books to recognize or support Child Widowhood or the children of the marriage, Therefore be it

Resolved #1 That the National Council of Women of Canada (NCWC) encourage the Department of Global Affairs Canada to immediately develop guidelines in support of Child Widows for Canada and for use by the International Community, and

Resolved #2 The Government of Canada officially the existence of Child Widows as an issue of immediate concern, and

Resolved #3 The National Council of Women of Canada implement as policy clear guidelines of support for Child Widows Advocacy.

Background:

Child marriage in Canada

Canadian law permits children to marry from the age of 16 with parental consent or a court order. About 95% of child marriages in Canada were informal as of 2016, compared with less than half in 2006, the study found.

In Canada, more than 3,600 marriage certificates were issued to children, usually girls, under the age of 18 between 2000 and 2018, according to a new study from researchers at McGill University.

<https://www.voanews.com/americas/thousands-child-marriages-canada-spark-concern-over-global-leadership#:~:text=Canadian%20law%20permits%20children%20to,in%202006%2C%20the%20study%20found.>

Child marriage is legal and persists across Canada

<https://www.mcgill.ca/newsroom/channels/news/child-marriage-legal-and-persists-across-canada-327554>

Contact Information: Shirley Cardenas  
Organization: Media Relations Office, McGill University  
Email: [shirley.cardenas@mcgill.ca](mailto:shirley.cardenas@mcgill.ca)  
Office Phone: (514) 398-6751  
Mobile Phone: (514) 594-6877

Child marriage persists across Canada, rural communities, study finds

<https://www.ctvnews.ca/canada/child-marriage-persists-across-canada-rural-communities-study-finds-1.5261016>

CHILD WIDOWS

<https://www.womenalliance.org/child-widows/>

Which country has the largest number of widows?

<https://www.weforum.org/agenda/2015/12/which-country-has-the-largest-number-of-widows/#:~:text=There%20are%20an%20estimated%20258%2C481%2C056,be%20cause%20of%20conflicts%20and%20disease.>

Here are some facts from the Loomba Foundation's [World Widows Report](#):

- There are an estimated 258,481,056 widows globally with 584,574,358 children (including adult children).
- The number of widows has grown by 9 percent since 2010, partly because of conflicts and disease.
- The biggest jump has been in the Middle East and North Africa where the estimated number of widows rose 24 percent between 2010 and 2015, partly due to the Syrian war and other conflicts.
- One in seven widows globally is living in extreme poverty.
- One in 10 women of marital age is widowed. The proportion is around one in five in Afghanistan and Ukraine.
- One in three widows worldwide live in India or China.
- India, with an estimated 46 million widows, has overtaken China (44.6 million) to become the country with the largest number of widows.

- A significant number of girls are widowed in childhood – a reflection of the prevalence of child marriage in developing countries and the custom of marrying off young girls to much older men.

MILLIONS OF CHILD WIDOWS FORGOTTEN, INVISIBLE AND VULNERABLE

[https://www.soroptimistinternational.org/wp-content/uploads/2019/06/ChildWidowsReport\\_2018\\_CB.pdf](https://www.soroptimistinternational.org/wp-content/uploads/2019/06/ChildWidowsReport_2018_CB.pdf)

Child Marriage in Canada

Alissa Koski and Shelley Clark

<https://onlinelibrary.wiley.com/doi/abs/10.1111/padr.12369>

Daphne Bramham: Canada must amend its marriage laws to end child marriage

<https://vancouver.sun.com/news/daphne-bramham-canada-must-amend-its-marriage-laws-to-end-child-marriage>

Child marriage in Canada means country's efforts to end it abroad are 'insincere': researcher

<https://www.ctvnews.ca/canada/child-marriage-in-canada-means-country-s-efforts-to-end-it-abroad-are-insincere-researcher-1.4467778>

Number of children in Canada married during 2000 - 2018

There were 3,382 married children between the ages of 16 and 18

1,353	Ont.	
791	Alta.	
590	Que.	
429	B.C.	
100	Sask.	
70	N.B.	
36	N.S.	7 N.L.

*There were fewer than five cases in Nunavut, Northwest Territories, Prince Edward Island, Yukon and an unknown amount of cases in Manitoba.*

Source: Alissa Koski, McGill University, Department of Epidemiology, Biostatistics and Occupational Health Institute for Health and Social Policy

Youth Agency and the Culture of Law Minimum Age of Marriage

[http://ojen.ca/wp-content/uploads/Youth-Agency\\_Minimum-Age-of-Marriage.pdf](http://ojen.ca/wp-content/uploads/Youth-Agency_Minimum-Age-of-Marriage.pdf)

Child marriage in Canada: A systematic review

<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC7053727/>

Child, early and forced marriage – Global Affairs Canada

[https://www.international.gc.ca/world-monde/issues\\_development-enjeux\\_developpement/human\\_rights-droits\\_homme/child\\_marriage-mariages\\_enfants.aspx?lang=eng](https://www.international.gc.ca/world-monde/issues_development-enjeux_developpement/human_rights-droits_homme/child_marriage-mariages_enfants.aspx?lang=eng)

Global Affairs Canada

Global Affairs Canada, is the department of the Government of Canada that manages Canada's diplomatic and consular relations, encourages Canadian international trade, and leads Canada's international development and humanitarian assistance.

We define, shape and advance Canada's interests and values in a complex global environment. We manage diplomatic relations, promote international trade and provide consular support. We lead international development, humanitarian, and peace and security assistance efforts.

Founded: June 1, 1909

Employees: 6,168 average (Mar 2015–19); 12,158 FTEs (2019–20)

Officeholders: Karina Gould (Minister),

Subsidiary: Passport Canada

Type of business: International development

Jurisdiction: Canada, Government of Canada

EMERGING RESOLUTION 2021  
URGENT CHANGES TO HEALTH CARE FOR SENIORS,  
INCLUDING A SENIORS' LONG-TERM CARE ADVOCATE  
Council of Women of Winnipeg

Whereas #1 seniors -- whose numbers are currently estimated at 5.9 million people in Canada aged 65 and over -- deserve respect, consideration, and proper supports after a lifetime of contributing to the Canadian society and the fabric of our nation; and

Whereas #2 the COVID-19 pandemic has hit senior citizens in Canada, the hardest. While only 20% of seniors live in long-term care facilities, they account for 80% of the overall deaths in all age groups due to the COVID-19 virus; and

Whereas #3 many of these seniors are in unregulated facilities with little/limited access to licensed nurses, clinical educators, recreational therapists, physiotherapists, social workers and health care aides; and

Whereas #4 the bulk of the work is left to workers who are primarily female, racialized, paid low wages and precariously employed; many are part-time with few benefits and without adequate Personal Protective Equipment (PPE); this has led to infections among the workers, putting them and their families at high risk for COVID-19.; and

Whereas #5 many of the long term facilities for seniors are underfunded, unregulated, understaffed at normal times, and are now overwhelmed by COVID-19, all of the additional protocols such as cleaning and screening staff and visitors, lack of PPE and lack of full time work, forcing them to work at multiple senior residences which has increased the infection rate; therefore be it

Resolved #1 that NCWC adopt as policy that an inquiry on the state of care for seniors, accommodations and services be undertaken in light of the challenges which surfaced in the COVID-19 pandemic; and be it further

Resolved #2 that NCWC urge the Government of Canada to appoint a Commission of Inquiry on Aging in Canada to evaluate the state of care, accommodations and services to seniors in the aftermath of COVID-19 pandemic; and be it further

Resolved #3 that NCWC urge federal, provincial, and territorial governments to increase investments in community, home and residential care to our aging population;

Resolved #4 that NCWC urge the Government of Canada to work in collaboration with the provinces on elaboration of a comprehensive strategy to ensure a secure and supportive range of services for senior residents in Canada, including, but not limited to establishing a Commissioner on Aging; and

Resolved #5 that NCWC urge Provincial and Local Councils of Women, and their respective federates to engage with their provincial, territorial, municipal and Indigenous governments to:

- a) increase investments in community, home and residential care to our aging population and
- b) establish a provincial Seniors' Advocate mandated by legislation to:
  - i) monitor, analyse and make recommendations to the government and to stakeholders;
  - ii) attend to the quality of care, accommodations and services provided to seniors.

#### BACKGROUND:

##### 1. Report from the Canadian Nursing Association:

CNA 2020 Vision: Improving Long Term Care in Canada

[2020-vision\\_improving-long-term-care-for-people-in-canada\\_e.pdf \(cna-aiic.ca\)](#)

##### I. (page 2) Summary and Recommendations

- a. The rampant outbreaks and tragic deaths COVID-19 has brought to long-term care in Canada are largely due to our continuing neglect of that sector. The average age of residents of long-term care homes has been increasing for decades and their resident population is more medically complex, frail and more likely to suffer cognitive difficulties than ever before. Little, however, has been done to ensure institutions have the number of staff they need, with the appropriate levels of expertise, to provide the quality of care our most vulnerable elders need.
- b. 2. The benefits of redesigning how we provide care for older adults (Canada's largest growing demographic) and others with complex continuing care needs will go beyond improving their life and health. A good long-term care system, in tandem with effective, well-organized community support and home care, will ease pressure on the acute-care system and eliminate many of the gaps



in the continuum of care that too often result in previously independent seniors landing in the hospital or long-term care.

- c. To address the flaws COVID-19 has revealed in the support and care systems available to Canada's seniors, the Canadian Nurses Association recommends action on three important fronts:
  - I. The Government of Canada should immediately appoint a commission of inquiry on aging.
  - II. Federal public health leaders must work with provincial, territorial and Indigenous governments and public health leaders to review the country's COVID-19 response and organize preparations for the next pandemic.
  - III. Federal, provincial and territorial governments must increase investments in community, home and residential care to meet the needs of our aging population.

## 2. Pandemic Perspectives on Long-Term Care: Insights from Canadians in Light of COVID-19

[www.nia-ryerson.ca/reports](http://www.nia-ryerson.ca/reports)

(12 pages)

[English+NIA+CMA+Report.pdf \(squarespace.com\)](#)

Authored by National Institute on Aging (NIA) located at Ryerson University in Toronto. NIA team (page 4) includes Dr. Samir Sinha, MD, DPhil, FRCPC, AGSF Director of Geriatrics, Sinai Health System and the University Health Network Associate Professor of Medicine, Health Policy, Management and Evaluation, University of Toronto

Page 8: COVID-19 highlighted long-standing problems in Canada's long-term care systems

While the impact on LTC home residents and staff has been especially acute during the pandemic, Canadians harbour no illusions that the challenges facing LTC homes are the result of COVID-19. In fact, most Canadians believe the challenges facing Canada's LTC systems predate the pandemic and that COVID-19 only exacerbated them.

The survey found that:

- 81% of all Canadians surveyed agree that the challenges facing LTC homes were evident before the pandemic, and COVID-19 only made them worse. This figure jumps to 92% for Canadians aged 65 years and older.
- Only around 1 in 4 (26%) respondents believe that LTC homes were safe and operated at high standards before the pandemic, dropping to 13% among Canadians 65 years and older.
- 83% of respondents believe that LTC homes are understaffed, and 78% believe that people who work in LTC are underpaid for the work they do. These numbers increase significantly with age. Among respondents aged 65 years and older, 91% believe that LTC homes are understaffed and 86% believe that staff are underpaid.

3. NCWC already has existing policy on eldercare and long term care, particularly POLICY 04.04 Implementation of ALL UN HR Conventions ratified by Canada 93.12PU Policy Update: Equality of Health Care Services for Canadians

4. [COVID-19 Screening Tool \(gov.on.ca\)](https://www.gov.on.ca)

5. [COVID-19: Infection Prevention and Control Checklist for Long-Term Care and Retirement Homes \(publichealthontario.ca\)](https://www.publichealthontario.ca)

6. [Ontario Announces Independent Commission into Long-Term Care | Ontario Newsroom](https://www.ontario.ca/news/ontario-announces-independent-commission-into-long-term-care)

7. [Long-term care homes | COVID-19 \(coronavirus\) in Ontario](https://www.ontario.ca/news/long-term-care-homes-covid-19)

8. [COVID-19 Dashboard – Retirement Homes Regulatory Authority \(rhra.ca\)](https://www.rhra.ca)

9. [COVID-19 Canada \(arcgis.com\)](https://arcgis.com)

10. <https://health-infobase.canada.ca/covid-19/epidemiological-summary-covid-19-cases.html#a5>

Emerging Resolution 2021  
SECURITY FOR ALL MEMBERS OF THE CANADIAN ARMED FORCES  
AND LAW ENFORCEMENT BODIES  
REGARDLESS OF GENDER, SEXUAL ORIENTATION, RACE, ETHNICITY OR FAITH  
Council of Women of Winnipeg

Whereas #1 women have joined the ranks of law-enforcement agencies and the Canadian Armed Forces for many decades, in spite of said agencies having been long identified as male bastions; and

Whereas #2 these agencies affirm that one of their primary roles is to protect everyone from harm; and

Whereas #3 there have been numerous charges of gender discrimination, ranging from sexual harassment to sexual assault by servicemen or police officers against their non-male identified colleagues; and

Whereas #4 Canada has signed onto and ratified numerous equality and justice-seeking UN Conventions; and

Whereas #5 The Canadian Charter of Rights and Responsibilities includes protection from discrimination and harassment; and

Whereas #6 Canada has committed to do GBA + (Gender-based Analysis Plus) to ensure equality and justice for Canadians of all gender, sexual orientation, race, ethnicity or faith; therefore, be it:

Resolved #1: that NCWC adopt as policy that all members of Canada's law-enforcement agencies and Canadian Armed Forces should expect to work in safe/secure workplace and enjoy mutually respectful working relationships with colleagues and superiors, regardless of gender, sexual orientation, race, ethnicity or faith. And be it further

Resolved #2: That NCWC urge the Government of Canada to ensure that all members employed or serving in law-enforcement agencies as well as the Canadian Armed Forces are provided safe/secure workplaces and that mutually respectful working relationships are fostered among colleagues and with superiors, regardless of gender, sexual orientation, race, ethnicity or faith; and be it further

Resolved #3: That NCWC urge the Government of Canada to establish an independent body under the Department of Justice with the mandate to develop protocols to receive and investigate complaints and allegations of discrimination, harassment and/or assaults based on gender, sexual orientation, race, ethnicity or faith, occurring in the workplace;

Resolved #4: That NCWC urge Provincial and Local Councils of Women and other NCWC federates to raise these types of concerns and protections regarding members serving in provincial, territorial, Indigenous and local law-enforcement agencies.

#### BACKGROUND:

1. Canada is not doing enough to eradicate Gender-Based Violence in Canadian Armed Forces May 16, 2019

<https://sencanada.ca/en/info-page/parl-42-1/secd-sexual-harassment-and-violence-in-the-canadian-armed-forces/>

2. RCMP : DEPARTMENTAL RESULTS REPORT- 2019-2020 – GBA+

<https://www.rcmp-grc.gc.ca/en/2019-2020-departmental-results-report/gender-based-analysis>

3. July 29, 2020

<https://www.straight.com/news/dana-larsen-billion-dollar-lawsuit-for-sexual-abuse-within-rcmp>

4. Canada Shuts Down Military Investigation Into Sexual Misconduct ( April 12, 2021)

a) <https://theconversation.com/sexual-misconduct-abuse-of-power-adultery-and-secrecy-what-i-witnessed-in-canadas-military-158345>

b) <https://globalnews.ca/news/7752832/military-sexual-misconduct-study-liberals-shut-down/>

by Amanda Conolly Global News April 12, 2021 up-dated 3:48 pm  
“No one has taken responsibility and no one has apologized,” said NDP MP Randall Garrison.

“Until we get to the bottom of who knew what when, we have not concluded this study.”

i) IN HER WORDS: [One of the women behind Vance allegations tells her story](#)

Global News first reported on Feb. 2 that Gen. [Jonathan Vance](#) is [facing allegations](#) of inappropriate behaviour with two female subordinates. Military police announced they were opening an investigation shortly after that report and later that same month, military police also announced an investigation into Vance’s successor as chief of the defence staff, Adm. [Art McDonald](#). Vance denies the allegations. McDonald has stepped aside pending the investigation.

ii) IN HER WORDS: [The woman behind McDonald allegation tells her story](#)

The military is facing an institutional crisis that has put the spotlight squarely on how its culture and power dynamics created an environment where sexual misconduct has become “endemic.” That was the word used by former Supreme Court justice Marie Deschamps in her landmark 2015 report into the problem, and which called for urgent change to military culture. (SEE 6 BELOW – EXECUTIVE SUMMARY) Liberal and Bloc Quebecois MPs voted together in favour of the Liberal motion that was leaked to Global News over the weekend, which shuts down the probe that has heard damning testimony into the government’s handling of sexual misconduct allegations in the military Conservative and NDP MPs voted against the motion.

5. External Review into Sexual Misconduct and Sexual Harassment in the Canadian Armed Forces by Supreme Court Justice Marie Deschamps March 27, 2015 commissioned by the Government of Canada, Department of Defence

<https://www.canada.ca/en/department-national-defence/corporate/reports-publications/sexual-misbehaviour/external-review-2015.html>

## EXECUTIVE SUMMARY

While problems of sexual harassment and sexual assault are not unique to the CAF— numerous organizations are struggling to address the prevalence of inappropriate sexual conduct,—the time is right for the leadership of the Canadian Armed Forces (CAF) to tackle the issue. Sexual harassment and

sexual assault not only harm the victims, but also the integrity, professionalism and efficiency of the CAF as a whole.

One of the key findings of the External Review Authority (the ERA) is that there is an underlying sexualized culture in the CAF that is hostile to women and LGBTQ members, and conducive to more serious incidents of sexual harassment and assault. Cultural change is therefore key. It is not enough to simply revise policies or to repeat the mantra of “zero tolerance”. Leaders must acknowledge that sexual misconduct is a real and serious problem for the organization, one that requires their own direct and sustained attention.

While cultural change is not an easy enterprise, the CAF has a variety of tools at its disposal including policies, training programs, the disciplinary and military justice system, and victim support services. However, these instruments need to be strengthened if they are to be effective. This Report represents the findings of the ERA’s review of the policies, procedures and programs of the CAF relating to inappropriate sexual conduct, and its recommendations for how to best utilize such tools to reduce the prevalence of sexual harassment and sexual assault in the armed forces.

## Scope and Mandate of the Review

The mandate of the ERA was to examine CAF policies, procedures and programs in relation to sexual harassment and sexual assault, including the effectiveness with which these policies are currently being implemented. To carry out this mandate, the ERA conducted a series of confidential interviews with reserve and regular members, from all ranks and environments (Naval, Land, and Air Force, and training), from July to December, 2014.....

.... The ERA made itself available to meet with individuals both on and off-base in order to ensure confidentiality and to maximize the participation of interested individuals. Ultimately, over 700 individuals contributed to the Review.

## Culture of the CAF

The military ethos of the CAF is founded on respect for dignity of all persons, a principle that is embodied in CAF policies, which are themselves enforceable through both administrative and disciplinary action. The ERA found a disjunction, however, between the high professional standards established by the CAF’s

policies on inappropriate sexual conduct, including sexual assault and sexual harassment, and the reality experienced by many members day-to-day.

Throughout its consultations, the ERA met with members who appeared genuinely happy with their choice of career, and who found great personal pride and satisfaction in their work for the military. At the same time, however, the ERA's consultations revealed a sexualized environment in the CAF, particularly among recruits and non-commissioned members, characterized by the frequent use of swear words and highly degrading expressions that reference women's bodies, sexual jokes, innuendos, discriminatory comments with respect to the abilities of women, and unwelcome sexual touching. Cumulatively, such conduct creates an environment that is hostile to women and LGTBQ members, and is conducive to more serious incidents of sexual harassment and assault.

Although the most common complaints to the ERA related to this hostile, sexualized environment, the ERA also heard reports of quid pro quo sexual harassment. Some participants further reported instances of sexual assault, including instances of dubious relationships between lower rank women and higher rank men, and date rape. At the most serious extreme, these reports of sexual violence highlighted the use of sex to enforce power relationships and to punish and ostracize a member of a unit.

The ERA found that members appear to become inured to this sexualized culture as they move up the ranks. For example, non-commissioned officers (NCOs), both men and women, appear to be generally desensitized to the sexualized culture. Officers tend to excuse incidents of inappropriate conduct on the basis that the CAF is merely a reflection of civilian society. There is also a strong perception that senior NCOs are responsible for imposing a culture where no one speaks up and which functions to deter victims from reporting sexual misconduct.

As a result of these attitudes, there is a broadly held perception in the lower ranks that those in the chain of command either condone inappropriate sexual conduct, or are willing to turn a blind-eye to such incidents.

Comprehensive cultural change is therefore required, and such change cannot occur without the proactive engagement of senior leaders in the CAF. Senior leaders—particularly those with general oversight responsibilities—need to acknowledge the problem of sexual harassment and sexual assault in the armed forces, clearly state that such misconduct is unacceptable, and adopt a comprehensive strategy to eliminate the sexualized environment and to better

integrate women into the military, including by appointing more women to positions of senior leadership.

## Under-Reporting

It was readily apparent throughout the consultations that a large percentage of incidents of sexual harassment and sexual assault are not reported. First and foremost, interviewees stated that fear of negative repercussions for career progression, including being removed from the unit, is one of the most important reasons why members do not report such incidents. Victims expressed concern about not being believed, being stigmatized as weak, labeled as a trouble-maker, subjected to retaliation by peers and supervisors, or diagnosed as unfit for work. There is also a strong perception that the complaint process lacks confidentiality. Underlying all of these concerns is a deep mistrust that the chain of command will take such complaints seriously. Members are less likely to be willing to report incidents of sexual harassment and assault in a context in which there is a general perception that it is permissible to objectify women's bodies, make unwelcome and hurtful jokes about sexual interactions with female members, and cast aspersions on the capabilities of female members. That such conduct is generally ignored, or even condoned, by the chain of command prevents many victims from reporting incidents of inappropriate conduct.

The ERA heard repeatedly from participants that the only way to increase the frequency of reporting is to create a reporting mechanism outside of the chain of command. Indeed, a number of other military organizations—for example in the United States, Australia and France—have created independent offices to receive reports of sexual misconduct, as well as to provide victim support, conduct training, and track data. Most of these offices allow victims to decide whether or not they wish their complaint to trigger a formal complaint and investigation process. Regardless of which path they choose, however, victims are offered treatment and support.

As has been modeled in other countries, and is demanded internally by many of the CAF's own members, the ERA recommends creating a center for accountability for sexual assault and harassment, independent from the CAF, with responsibility for receiving complaints of inappropriate sexual conduct, as well as responsibility for prevention, victim support, data collection, training, and monitoring of case outcomes. Complaint processes should allow victims to choose whether or not they wish their complaint to trigger a formal investigation,



but in either case should entitle the victim to receive treatment and support services.

DEFINITIONS.....

PROCESSES AND PROCEDURES.....

PROGRAMS AND EXTERNAL RESOURCES.....

TRAINING.....

#### Conclusion: Avenues Going Forward

Policy change is a critical tool for the CAF to be able to confront the problem of sexual harassment and sexual assault. However, the challenge for the CAF goes beyond policy revision if it is to effectively address the problem of inappropriate sexual conduct in the military.

First, cultural change is key. Without broad-scale cultural reform, policy change is unlikely to be effective. This requires the CAF to address not only more serious incidents of sexual harassment and assault, but also low-level sexual harassment, such as the use of sexualized and demeaning language, which contributes to an environment that is hostile to women and LGBTQ members.

Second, strong leadership drives reform. The deep, genuine, and concrete commitment of senior leaders is essential to developing programs that will meaningfully impact the organization, as well as to convey a clear message to CAF members that inappropriate sexual conduct will not be tolerated, and to rebuild trust between CAF members and senior leadership.

Third, improving the integration of women, including in positions of senior leadership, is necessary to cultural reform. While the broader question of whether women are adequately represented in the CAF falls outside of the mandate of this Review, there is an undeniable link between the existence of a hostile organizational culture that is disrespectful and demeaning to women, and the poor integration of women into the organization. Increasing the representation of women in the CAF, including in the highest positions of senior leadership, is therefore key to changing the culture of the organization.

Fourth, the CAF needs to re-build the confidence of members that the organization takes sexual harassment and assault seriously. Establishing an independent agency to receive reports of inappropriate sexual conduct and to provide support to victims, among other things, is an important step in improving

processes to address sexual harassment and assault, and will demonstrate to members that the CAF takes the issue of inappropriate sexual conduct seriously. Similarly, allowing victims of sexual assault to request that their complaints be brought to civilian authorities will send a strong signal that the CAF is prioritizing their needs.

The willingness of the CAF to take a hard look at its own practices and procedures through this independent review is a measure of the seriousness with which the military takes the problem of inappropriate sexual conduct. It is an indication of a willingness on the part of the CAF to take concrete steps to reduce incidents of sexual harassment and assault, and to create a more inclusive organizational culture that respects the dignity of all its members.

Cultural change, improving the integration of women into the organization, rebuilding the trust of members in the chain of command, and reducing the prevalence of sexual harassment and sexual assault, will not be easy to achieve. Such goals require strong leadership and sustained commitment. But they are essential to the development of a modern military organization that not only embraces the principle of respect for human dignity, but is also able to optimize on the skills and talents of all its members. The Canadian public expects it, and CAF members deserve it.

EMERGING ISSUE 2021  
SECURITY OF HEALTH CARE WORKERS IN THE COVID-19 PANDEMIC  
Council of Women of Winnipeg

Whereas #1 COVID-19 is a new virus which erupted on the planet in 2019, a virus noted for its characteristic for high transmission and also for doing serious harm to various organs, which increases the risk of creating incapacitating long-term health consequences; and

Whereas #2 the COVID-19 pandemic has uncovered challenges and laid bare numerous incidents of lack of protocols or inadequate protocols in various settings, resulting in high levels of unnecessary transmission, illness and deaths, especially in settings where vulnerable residents living with co-morbid health challenges reside in congregate accommodations;

Whereas #3 many Health Care Workers providing community care services are expected to travel from site to site, some juggling several part-time contracts to provide for themselves and their families, which puts them and their family members as well as their clients at higher risk of contracting COVID-19;

Whereas #4 administrators of care systems were unprepared for the measures required to keep their staff, residents and visitors safe: such as access to an adequate supply of appropriate Protective Personal Equipment (PPE); social distancing protocols; separate isolation entrances and floors; tracking protocols; and changes to air circulation and ventilation systems; and

Whereas #5 private for-profit institutions have higher rates of transmission and deaths than non-profit establishments; therefore be it

Resolved #1 that NCWC adopt as policy the need for in-depth reviews of the management of COVID-19 pandemic in congregate settings through a Gender-Based Analysis Plus (GBA+) lens to inform administrators of best practices to protect patients/residents, staff, visitors and community; and be it further

Resolved #2 that NCWC urge the Government of Canada to initiate a thorough analysis of the management of the Covid-19 pandemic in congregate settings through a GBA+ lens, in order to inform administrators of best practices to protect patients/residents, staff, visitors and community; and be it further

Resolved #3 that researchers and policy makers be urged to identify improvements including more efficient human resources strategies to reduce/limit the travel between residences as well as the number of residents/patients assigned per worker; and by providing health care providers with full-time shifts, competitive wages and benefits to reduce staff turnover and to enhance efficiencies and reduce cross-transmission; and be it further

Resolved #4 that NCWC urge the Provincial and Local Councils of Women and their respective federates encourage their respective governments -- provincial, territorial, local and Indigenous -- to collaborate in the evaluation of the service delivery policies and protocols in the management of the COVID-19 pandemic in their respective jurisdictions using a GBA+ lens.

## BACKGROUND

1. <https://health-infobase.canada.ca/covid-19/epidemiological-summary-covid-19-cases.html#a5>

2. [Environmental service workers are invited to participate in research project | Canadian Union of Public Employees \(cupe.ca\)](#)

3. [COVID and Occupational Mental Health | Canadian Union of Public Employees \(cupe.ca\)](#)

[With Ontario health care staff COVID-19 infections rising, study finds they worked under distress, feeling “sacrificed” and violated | Canadian Union of Public Employees \(cupe.ca\)](#)

Health & Safety Guidelines to Occupational Mental Health Guideline (CUPE 23-page document) : [guideline\\_occupational\\_mental\\_health\\_2021\\_01\\_27\\_en.pdf](#)

4. NCWC Policy Update 04.04 IMPLEMENTATION OF ALL UN HR CONVENTIONS RATIFIED BY CANADA

5. NCWC Policy Update 93.12PU : EQUALITY OF HEALTH CARE SERVICES FOR CANADIANS

6. NCWC Policy 2012:05 OLDER WOMEN AND DISCRIMINATORY EMPLOYMENT POLICIES AND PRACTICES

7. NCWC Policy 2011:01 EI THE NEED FOR ALL CANADIANS TO HAVE ACCESS TO SUFFICIENT RESOURCES TO COVER THE NECESSITIES OF LIFE

8. NCWC Policy Update 98.1 EM ECONOMIC GENDER EQUALITY INDICATORS AND GENDER ANALYSIS

9. NCWC Policy 2016.06 THE RIGHT TO POTABLE WATER ON FIRST NATIONS RESERVES

## 2021 NCWC Emerging Policy

### HUMAN TRAFFICKING FOR SEXUAL PURPOSES

*Proposed by Monica Cullum, Convenor, Federal Sentenced Women*

Whereas # 1 beginning in 2001.5 and continuing in 2006.02EI, 2012.07PU, 2019.03 and 2020 the National Council of Women of Canada introduced policy focused on preventing Human Trafficking; and

Whereas # 2 most victims are trafficked for sexual purposes within Canada city to city and province to province; and

Whereas #3 it often takes women and girls years to escape their traffickers due to psychological manipulation/coercion/exploitation, and at times lack of confidence in police and the justice system; and

Whereas # 4 not one province in Canada mandates teaching students about sex trafficking, and only Ontario specifically names it, even though school children are prime targets for predators; and

Whereas # 5 Ontario introduced sweeping changes (Feb 2021) to combat human trafficking which will give police quicker access to information, impose requirements on businesses that come in contact with suspected victims ( eg hotels, short term rentals, ride services etc) including training for employees, and support the introduction of specially trained Crown Attorneys to more effectively ensure conviction; and

Whereas # 6 it is recognized that coordination across Canada is necessary to combat this complex issue; therefore be it

RESOLVED # 1 that the National Council of Women of Canada (NCWC) adopt as policy support for a comprehensive national action plan and strategy to include recognition of inter-jurisdictional responsibility and significant shared coordination to combat human trafficking in particular the trafficking of women and girls for sexual purposes; and be it further

RESOLVED # 2 that the National Council of Women of Canada (NCWC) urge the Government of Canada to implement a comprehensive national action plan and strategy that recognizes inter-jurisdictional responsibility and significant shared coordination to combat human trafficking in particular the trafficking of women and girls for sexual purposes; and further be it

RESOLVED #3 that NCWC urge the Government of Canada to collaborate with the provinces, territories and Indigenous peoples to ensure that a comprehensive national action plan and strategy be adopted to combat human trafficking in particular the trafficking of women and girls for the sexual purposes; and further be it

RESOLVED # 4 that NCWC urge its Provincial and Territorial affiliates to advocate with their governments to introduce legislation to combat human trafficking, in particular the trafficking of women and girls for sexual purposes, and to collaborate with the Government of Canada to ensure that a comprehensive action plan and strategy be implemented to recognize inter-jurisdictional and shared responsibility on this issue; and further be it resolved

RESOLVED # 5 that NCWC urge its Provincial and Territorial affiliates to advocate with their governments to ensure that all schools are mandated to include in the curriculum information on sex trafficking as a preventive measure because research shows an informed student is a protected student.

## BACKGROUND

1. In 2012 the Government of Canada launched the National Action Plan to Combat Human Trafficking (NAP) that consolidated all federal activities into a comprehensive plan. This plan expired in 2016.
2. Prompted by the Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls delivered in June 2019 the Government once again addressed the issue by establishing a National Action Plan 2019 – 2024. This plan was directed to numerous targeted campaigns, including the RCMP “I’m Not for Sale” initiative; supporting amendments to the Criminal Code (ie seizure of proceeds from human trafficking) and a Canadian Human Trafficking hotline. The aim was to take a whole-of-government approach and involve numerous federal department and agencies.
3. Although the Plan recognized that combating human trafficking is a shared responsibility, the relationship with the provinces and territories was seen as a complementary effort to what was planned at the local level and to maintain strong relationships with Indigenous partners, civil society and the private sector as well as with international partners.
4. In February 2021 the Ontario Government introduced sweeping legislative changes to fight human trafficking that will give police quicker access to information and impose requirements on businesses that come in contact with suspected victims. Requirement under the Anti-human Trafficking Act 2021 were imposed on hotels and short-term rentals to provide guest lists to police without

a court order and establishing how long a guest list must be retained. Fines for non-compliance with a police request were established and taxis and ride sharing companies will be required to post educational information about the crime and to make training available as a part of employment.

5. The legislation also includes the mandate to maintain an anti-human trafficking strategy and implementation plan, and carry out regular reviews and consultation.
6. The first of its kind in Canada , the legislation has prompted several surveys on related issues.
7. A team of researchers at Covenant House conducted interviews in Vancouver, Winnipeg, Toronto, Niagara Falls, Thunder Bay, Montreal, Halifax and St. John's. The study found that most victims are sex trafficked within Canada and frequently moved from one province to another.
8. A report released by the Canadian Centre to End Human Trafficking points out that sex trafficking is happening in big cities and small towns across the country. Traffickers move from town to town, province to province , remaining only long enough to exploit their victim. The constant movement helps them elude law enforcement and makes it nearly impossible for the victim to even know where they are. The report concludes that there must be an inter-jurisdictional plan of coordination if there is to be improved enforcement and conviction.
9. In a further survey conducted by the Globe and Mail it was found that not one province mandates teaching students about sex trafficking even though schools are prime targets for perpetrators.
10. Most curricula do not even specifically name “sex trafficking” as an issue although they do introduce healthy relationships and sexual exploitation. Ontario has used the term since 2019 in grades 1 - 8 but teachers are not required too use it.
11. In a further effort to encourage education on sex trafficking within the school system Ontario provided funding to the While Ribbon Campaign, an organization



which focuses on boys and men in ending violence against women, to develop resources and lesson plans for teachers. Again teachers are not required to use this resource.

12. According to a survey conducted by Nanos Research for the Globe and Mail most Canadians support mandatory education of students about sex trafficking in schools (49% support and 36% somewhat support). The Nanos poll also found that 88% of Canadians are aware that sex trafficking is happening in Canada.
13. In Nova Scotia, a private member's bill is making its way through parliament to introduce sex trafficking into the curriculum for grades 7 to 9.
14. Both Ontario and Nova Scotia have introduced special Crown Attorneys to prosecute these complex cases and lead more effectively to conviction.
15. In May 2020 Alberta announced the creation of the Alberta Human Trafficking Task Force with country singer Paul Brandt, a former pediatric nurse as chair. Brandt and his wife had previously founded the program "#NotInMyCity". The Task Force however is focused on gaps in the Temporary Foreign Workers Program and labour exploitation.

## REFERENCES

1. National Inquiry into Missing and Murdered Indigenous Women and Girls Report June 3, 2019  
<https://www.mmiwg-ffada.ca/final-report>
2. Covenant House Report on Human Trafficking  
<https://covenanthouse.toronto.ca/the-problem/sex-trafficking/>
3. Canadian Centre to End Human Trafficking  
<https://www.publicsafety.gc.ca/cnt/cntrng-crm/hmn-trffckng/index-en.aspx>

4. RCMP I am not for Sale

<https://www.rcmp-grc.gc.ca/en/gazette/is-know-a-victim-human-trafficking>

5. White Ribbon Campaign

<https://www.whiteribbon.ca/>

6. Task Force on Human trafficking Alberta

<https://www.alberta.ca/human.trafficking-task-force.aspx>

7. Globe and Mail February 18/21 – Escaping Trafficking often takes years, new research shows

8. Globe and Mail February 22 /21 – How Sex traffickers evade capture, leave victims few options

9. Globe and Mail February 23/ 21 – Sex trafficking is a game where 'Romeo pimps' always win

10. Globe and Mail February 23/21 – Ontario tables legislation to crack down on human trafficking

11. Globe and Mail February 24/21 - “ You can't traffic empowered youth” Schools inconsistent

12. Globe and Mail April 8/21 – Most Canadians support educating students about sex trafficking (Nanos research survey)

Globe and Mail April 13/21 - Parent now more open-minded about sex-ed

## NCWC EMERGING RESOLUTION 2021

### WOMEN AND COVID-19

#### Council of Women of Winnipeg

WHEREAS #1 all of society has been impacted by COVID-19 socially, economically, psychologically, some communities and socio-economic groups have suffered more negative impacts;

WHEREAS #2 women have reportedly suffered greater impact than men because women earn generally 80 cents for every dollar that men earn, which in and of itself is unfair;

WHEREAS #3 women often work in precarious employment with few or no benefits, including sick leave -- hence they cannot afford to take time off from work;

WHEREAS #4 more women are likely to suffer reduced hours/shifts; are laid off due to the business lockdowns or quit their jobs due to household and child and elder-care responsibilities;

WHEREAS #5 women are more likely to provide direct, hands-on services and essential services, whether as clerks, cleaners, teachers, early child care educators, paramedics, nursing care, and as such are placed at higher risk of exposure to COVID-19 contamination to themselves or to close family members in their household;

WHEREAS #6 when schools shut down, many low-income families and single-parent families do not have the option to work from home in order to provide supervision and direction in the home-schooling responsibilities of their children and youth during the school shutdown period;

WHEREAS #7 many families living in remote areas and many low-income families do not have access to computers and internet services which limits these families' abilities to do on-line school and to access information and resources;

WHEREAS #8 COVID-19 pandemic has exposed the issues that impact various communities that have existed for a long time already perpetuating poverty and the pernicious consequences impacting vulnerable families: limited food budgets exacerbate nutrition deficiencies which are root causes for many illnesses, such as diabetes, cancer, hypertension and cardiac conditions, etc.; insecure, crowded multi-generational housing situations and unsafe neighbourhoods, along with lack of access to potable water also contribute to create co-morbid conditions in which COVID-19 virus thrives;

WHEREAS #9 our society is organized in congregate living situations, such as large apartment blocks, condominiums, senior residences, various care homes for people with developmental challenges and nursing homes for seniors where air circulation systems are inadequate to keep residents safe; therefore be it

RESOLVED #1: That NCWC adopt as policy that an evaluation of the COVID-19 pandemic management regulations and strategies be undertaken with a Gender-Based Analysis Plus (GBA+) perspective with the goal of identifying the deficits that exist and to improve the conditions heretofore;

RESOLVED #2 That NCWC urge the Government of Canada undertake an evaluation of the management and strategies related to the COVID-19 pandemic with a GBA+ perspective with the goal of identifying the deficits that exist and to improve the socio-economic conditions heretofore; and be it further

RESOLVED #3: That NCWC urge the Provincial and Local Councils of Women and other federates to approach and inform their respective levels of governments and territories to ensure they apply a GBA+ lens to their COVID-19 management and strategies; and be it further

RESOLVED #4 That NCWC urge the Government of Canada to enforce the enacted legislation to narrow the gap in pay equity within and beyond the federal jurisdiction.

BACKGROUND :

1. <https://canadianwomen.org/the-facts/women-and-pandemics/>
2. <https://health-infobase.canada.ca/covid-19/epidemiological-summary-covid-19-cases.html#a5>

NCWC has the following as adopted policy related to the above resolution:

- a. 04.04 IMPLEMENTATION OF ALL UN HR CONVENTIONS ... BY CANADA
- b. 2011:01EI THE NEED FOR ALL CANADIANS TO HAVE ACCESS TO SUFFICIENT RESOURCES TO COVER THE NECESSITIES OF LIFE
- c. 98.1EM ECONOMIC GENDER EQUALITY INDICATORS AND GENDER ANALYSIS
- d. 2016.06 THE RIGHT TO POTABLE WATER ON FIRST NATIONS RESERVES