

Final 2022 Resolutions

Please read the final wording for the Resolutions being discussed at the National AGM in August. Thousands of hours have gone into their development with input from any of the clubs in Canada. What a marvelous opportunity for bringing unity to our thinking. We may not always agree but we are willing to discuss and promote what is important to women in Canada at this time. I left of the first 2 Resolutions that were housekeeping: archiving old, completed or outdated Policies (the outcome of the vote is the development of CFUW Policies).

#3 TITLE: Strengthening Employment Equity

CLUB: CFUW Nelson & District (May 2022)

RESOLVED, That the Canadian Federation of University Women (CFUW) urge the Government of Canada to:

1. Review and ensure that designated groups in the *Employment Equity Act* reflect current Canadian demographics and experiences of discrimination;
2. Provide designated groups with meaningful representation and participation in all governing and decision-making bodies related to the *Employment Equity Act* and *Pay Equity Act*;
3. Update and apply designated group policy and implementation guidelines for the *Employment Equity Act*.

RESOLVED, That CFUW urge the federal, provincial and territorial governments of Canada to ensure that all *Labour Market Transfer Agreements* on training and work mandate adherence to the *Pay Equity Act* and *Employment Equity Act* implementation for designated groups, regardless of an individual's Employment Insurance status.

RESOLVED, That CFUW urge the federal, provincial, territorial, and municipal governments of Canada to strengthen the implementation of the Pay Equity Act and the Employment Equity Act by:

1. Eliminating exemptions for major employers;
2. Ensuring employment eligibility includes special measures for hiring and providing "qualifiable" workers with reasonable training and appropriate skills development interventions to redress skills gaps that may arise from overarching systems of exclusion and discrimination;
3. Working with all labour market partners to eliminate discrimination and increase training and workforce participation of designated groups.

4 Title: Strengthening Bail Laws to Protect Victims of Intimate Partner Violence

Club: University Women's Club of North York

RESOLVED, That the Canadian Federation of University Women urge the federal government of Canada to amend the Criminal Code to protect victims of Intimate Partner Violence (IPV) by:

- a) Granting bail only to first time alleged IPV offenders who have no previous IPV convictions, have not violated any previous bail conditions and have not committed a weapons-related offence or demonstrated a behavioural pattern of coercive control
- b) Making it a legal duty to inform victims immediately about the time, day and location of the bail hearing and to ensure safety concerns are submitted to the bail hearing
- c) Making it a legal duty, if bail is granted, to disclose all conditions of release to the victim.
- d) Making it mandatory, if bail is granted, for repeat or high-risk accused to wear a GPS tracking device to strengthen a restraining order

RESOLVED, That the Canadian Federation of University Women urge the federal, provincial, municipal and territorial governments of Canada to work collaboratively to provide fully funded for mandatory attendance of IPV offenders (including those on bail) at sufficiently lengthy, effective and evidence-based violence prevention programs.

#5 Title: Violence Against Women in Politics
Club: CFUW Oakville

Resolved, That the Canadian Federation of University Women (CFUW) urge all levels of government to fund, develop and implement action plans to end Violence Against Women in Politics (VAW-P) including but not limited to:

1. The Creation of a policy framework(s) identifying and addressing the root causes of Violence Against Women in Politics;
2. The establishment of a broad regulatory framework for Social Media companies to ensure they address the online increase of Violence Against Women in Politics;
3. Encouraging all political parties and politicians to take public stands against violence and harassment of women in politics.

#6 Title A Clean, Healthy & Sustainable Environment is a Human Right

Club: CFUW Headwaters

RESOLVED, that the Canadian Federation of University Women (CFUW) urge the federal government to propose and/or vote in the affirmative for a United Nations General Assembly resolution similar to UN Human Rights Council Resolution 48/13 that declares *“A Clean, Healthy, and Sustainable Environment is a Human Right.”*

RESOLVED, that the CFUW urge federal, provincial, and territorial governments to enable constitutional recognition that *“A Clean, Healthy, and Sustainable Environment is a Human Right.”*

RESOLVED, that the CFUW urge federal, provincial, territorial, and municipal governments to entrench *“A Clean, Healthy, and Sustainable Environment is a Human Right”* in legislation, regulatory frameworks and other public policy, and to fund oversight and other programs at effective levels.

RESOLVED, that the CFUW urge federal, provincial, territorial, and municipal governments, educational institutions, and other stakeholder organizations to develop and implement awareness-raising campaigns to inform Canadians that *“A Clean, Healthy, and Sustainable Environment”* is a newly recognized human right.