

Family Service Of Peel - Peel Institute On Violence Prevention Newsletter

Vol 4 Issue 7

Foreword

Family Services of Peel
(FSP) -Peel Institute on Violence Prevention (PIVP).

March 8th is International Women's Day. It is a global day to recognize and celebrate women's and girls' social, economic, cultural, and political achievements. It is also a time to raise awareness of the progress made towards achieving gender equality and the work that remains to be done.

The beginnings of International Women's Day can be traced back to the early twentieth century. It emerged from the activities of labour movements in North America and Europe and reflected a growing call for women's equal participation in society. International Women's Day first took place on March 19, 1911, in Austria, Denmark, Germany, and Switzerland. That day, over a million women and men attended public events to show their support.

Other countries began to observe and celebrate this day in the years that followed. The United Nations recognized 1975 as International Women's Year and began celebrating March 8 as International Women's Day.

Today, International Women's Day is a day of unity, celebration, reflection, advocacy, and action and is celebrated in many countries worldwide.

**International Women's Day
2022 campaign theme is
#BreakTheBias.**

Themes for this year include the following: a) Imagine a gender-equal world. b) A world free of bias, stereotypes, and discrimination. c) A world that is diverse, equitable, and inclusive. d) A world where difference is valued and celebrated. e) Together, we can forge women's equality.

In this issue of the Peel Institute on Violence Prevention Newsletter, the various articles are inspired by the above-mentioned themes of this year's International Women's Day campaign. Two of the articles discuss issues of gender equality, or the lack thereof. One article focuses attention on equality in the workplace; the other one, on how consequences of gender inequality have been exposed by the effects brought on women by the pandemic. A third article argues that by helping men, together, we can advance women's equality. And the last one presents information about a group of women who are breaking stereotypes by their career choices and who are aiming to empower other women (and men too) by providing information on what can be done about climate change and global warming.

Collective action and shared ownership for driving gender parity are what make International Women's Day impactful. Gloria Steinem, world-renowned feminist, journalist, and activist once explained "The story of women's struggle for equality belongs to no single feminist nor to any one organization but to the collective efforts of all who care about human rights". So, let us make International Women's Day our day and do what we can to truly make a positive difference for women.

Women and the Impact of the Pandemic

“They can head off the disaster of losing millions of women and setting gender diversity back years.”

In late winter – early spring of 2020, when the western world began to feel the impact of the pandemic and many countries started implementing restrictions on public and social life, many businesses and workplaces were forced to change the way they continued to operate.

At Family Services of Peel (FSP), we forge an inclusive work culture where women thrive in their careers and their achievements are celebrated. However, in order to achieve this aim, we need to understand the significant impact of the pandemic on women in the workforce.

While no one is experiencing business as usual, women have been affected the most - three groups in particular.

Firstly, working mothers were already working a “double shift” - a full day of work, followed by many hours of work in the home - before the pandemic. With the shutting down of many schools, home education added a significant and relentless strain for many women.

Secondly, senior-level women are being put under considerable pressure both at work and at home. Women are often held to higher performance standards and tend to be blamed more for failure, so now more than ever, it is likely that senior-level women will likely be judged more harshly than their male counterparts. Burnout is certainly a looming factor.

Thirdly, women of colour are dealing with many challenges including increasing incidents of racial inequality and discrimination in the workplace. Black women are more likely than other employees to feel excluded and constrained in bringing their whole selves to work. Again, burnout may be accelerated due to these significant factors. Companies must ensure anti-racism training is consistently implemented to help forge inclusive behaviour and to support employees in standing up as allies for Black colleagues.

Additionally, working from home has blurred the lines between work and home. Many women feel they need to be constantly “on” and available to their employers. Again, the stress and anxiety arising from this scenario have many negative consequences.

If organizations rise to the moment, they can head off the disaster of losing millions of women and setting gender diversity back years. They can also lay the groundwork for a better future beyond Covid-19 by cracking the code of ‘making work from homework for employees’, which will yield major rewards in the future. And if we can make work truly fit into people’s lives, it will be a more supportive workplace for everyone.



Gender equality in the workplace is key to the pursuit of true equality

During the second half of the last century, the number of women in the workplace increased dramatically and has continually grown to this day. Nowadays, women are more educated and employed than ever, making female employees a big percentage of the workforce in most economies.

There has also been an increase of working mothers and women who are entrepreneurs and business owners. Because more women are present in different industries, this trend has influenced changes in social mindsets along with the development of more progressive workplace cultures with a strong focus on diversity and inclusion. Workplace culture is becoming more diverse and inclusive and thanks to company-wide initiatives and strategies, employees are benefiting from equal opportunities to grow and advance both personally and professionally. Also, technology and communication have allowed women to have more diverse and exciting career choices available to them.

There is no doubt that women have advanced their role in the workforce immensely, however, there's still much progress to be made. Despite leaps in progress, women are still under-represented in the workplace, particularly women of colour, women with disabilities, and LGBTQ2 women; they are still underpaid and often undervalued. Women's experiences are diverse beyond gender which adds up to the equation when it comes to barriers to career advancement. Also, there is still an overall male viewpoint in the way workplaces and jobs are designed and function; women's perspectives are essentially overlooked and not at all considered.

The way women are currently represented in the workforce is evidence of growth in social ideologies about gender equality; at the same time, it is an indication of the need to remove more barriers in order to achieve true equality. Strategies like unconscious bias training, target setting, and metrics sharing are needed to overcome this unequal representation. But beyond tangible solutions, global mindsets also need to change for women to succeed in the workplace.



Helping Men for Women's Liberation

Family Services of Peel and Peel Institute on Violence Prevention suggest that future approaches to review violence against women should incorporate a framework to aid men who use abuse. In aiming to understand the multifaceted experiences of men, the goal is to better understand the path toward women's liberation. This may involve a look into how the normalization of patriarchal ideology across the globe has manifested into gender role strain for men. For instance, theories of toxic masculinity and the prevalence of misogyny point to the inner battles men face daily. In addition to gender, ideal manhood is typified by whiteness, ableism, heterosexuality, socio-economic and citizenship status.

Men who reside at intersections outside of these social norms are classified as either hyper-masculine or unmasculine, which suggests a level of deviance. Indeed, research has confirmed that threats to masculine identity are directly correlated to negative health outcomes and aggressive behaviour more generally. This strain results from the normalization of male gender role performance. As a result, contemporary scholarship has suggested treatment for men who abuse to take on an intersectional approach, which can include increased awareness, homogenous counselling, and culturally responsive models. Unfortunately, research covering males who use abuse is slim, and literature on racialized, immigrant, and men who are a part of the LGBTQ+ community is even more lacking. Thus, Family Services of Peel proposes that in the journey toward freeing women of violence, greater attention needs to be paid toward educating and aiding men simultaneously with providing adequate resources for women.

Women and climate change

Climate change is undoubtedly one of the topics that are most discussed in the past few years, and with scientists in many disciplines stating that we are running out of time to do something to prevent permanent damage to our planet, the conversation has become increasingly present. Many groups of scientists are part of the conversation, and many of them have joined forces forming groups and associations to make their joint voices louder, stronger, and with more reach. One group, in particular, is made up of female scientists from a variety of fields who came together as moms and are disseminating information not only about climate change but also about what we can do as individuals to stop the advancement of global warming.

Science Moms is a nonpartisan group of climate scientists and mothers. It was founded to help other mothers who are concerned about their children's planet but aren't confident in their knowledge about climate change or how they can help. The group's aim is to demystify climate science and motivate everyday moms to demand solutions that preserve the planet for their kids.



You can find
Science
Moms on:
[www.science
moms.com](http://www.science
moms.com)

As scientists, they have collectively spent decades studying our earth and what human activity is doing to it. We are steeped in this reality every day and know that to solve this problem, it will take all moms joining forces. They have different resources and information on their website. They have launched an ad campaign on social media to reach other moms and to inform the public. Anybody can join the group and get access to the information they have on their different platforms; you do not have to be a mom; you don't even have to identify as a woman. The interest is to make the information available to other people and to spread it as wide and large as possible.

Final Thoughts



On this International Women's Day, let's join together in recognizing and celebrating the leadership, strength, and courage of women all over the world, who are taking charge on climate change adaptation, mitigation, and response to build a more sustainable future for us all. Collectively, we are creating a world which is free of bias, stereotypes, and discrimination; where diversity, equity and inclusivity are valued and celebrated with open arms. And where a young girl feels empowered to go out, break the shackles, live life on her own terms, continue to spread laughter, and exemplify the changes that we have always envisioned. Happy International Women's Day!

The Peel Institute on Violence Prevention would like to acknowledge the hard work and dedication of our team

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