



Rose's Bistro
84 King St W.
Bowmanville, ON
(905) 697-3636

**A look at a few of the many
"firsts" for Canadian women**



**1875 - Jennie Trout is
the first woman
to earn an M.D.**

The medical field of the 19th Century was dominated by men while women struggled for the right to practice. Encouraged by her husband, Jennie braved the pressures of entering a male discipline and pursued a medical career along with her friend Emily Stowe. They were the only women in lecture halls filled by jeering male students. Jennie eventually earned her M.D. in the United States on March 11th, 1875. Subsequently, she returned to Canada and passed an examination before the College of Physicians and Surgeons. After retiring, Jennie continued to build a place for women in the medical field. Her campaigning culminated in the opening of the Women's Medical College at Kingston on October 2, 1883.

Source: <http://www.canadashistory.ca/Magazine/Online-Extension/Articles/Timeline-Outstanding-Women>

Happy New Year 2016

January Meeting

Tuesday, January 26, 2016

6:00 PM Social Networking

6:30 PM Dinner

Members: \$30.00

Non-Members: \$35.00

Location – Rose's Bistro

84 King St.W., Bowmanville

**RSVP: Please confirm your reservation with
Judy Hagerman at 905-623-5949 before**

Friday, January 22, 2016

Guests Welcome

January Programme

Tuesday, January 26, 2016

Granville Anderson,

MPP Durham

Making a Difference:

**Developing a Fetal
Alcohol Syndrome
Strategy for Ontario**



Dates To Remember

March 8, 2016 – International Women's Day

March 14-24, 2016 U.N. Commission on the Status of Women (CSW60) New York, NY –
Priority Theme – “Women's Empowerment and its Link to Sustainable Development” – Review
Theme – “The Elimination and Prevention of All Forms of Violence Against Women and Girls”

April 7 2016 – Equal Pay Day

May 27 - 29, 2016 - BPW Ontario's 70th
Provincial Conference 2016 - BPW Brampton
Hosts

August 12-14, 2016 - BPW Canada National
Convention at Clarion Hotel and Conference
Centre, Calgary, Alberta

2017 – BPW International Congress -
Cairo, Egypt

BPW Bowmanville Programme 2016

- Tues. Feb. 23 **Black History Month**
23 Historical Black Canadians
You Should Know
Channon Oyeniran,
Ontario Black History Society
Int'l Candle Lighting Ceremony
- Tues. Mar. 22 **Women's Empowerment Princ.**
Sheila Crook
Equality Means Business
Partnerships for Positive Change
- Tues. Apr. 26 **Resolutions Workshop**
Change thru Resolution Building
Nancy Barnes, Programme Chair
- Tues., May 24 **Canadian Business Women**
A Growing Economic Force
AGM / Reports / Election
- Tues., June 28 **Year-end Summer Social**
Location to be determined

President's Message

Happy New Year and welcome to BPW in 2016! We look forward to more interesting programs and meetings. Our January speaker will be our Liberal MPP, Granville Anderson.

Nancy Barnes is reworking our Resolution on Pay Equity for Midwives to present to the Provincial Conference.

We will be meeting at Rose's Bistro in January. We are thrilled that Nicolle DiZazzo has purchased Rose's Bistro effective Feb. 1 and will be hosting our meetings. The new name is the Birch Bistro and Lounge. We look forward to Nicolle's new menu.

Eleanor Hannan will be retiring as club Treasurer in 2016. She has held this position for over 20 years and has done an absolutely fabulous job. Her attention to detail and her exceptional memory for everything has been a great asset. Eleanor not only paid the bills, but provided advice in our fundraising cookbook. She has been able to keep the club on a sound financial foundation. Eleanor enjoyed her position as Bowmanville BPW Treasurer so much, she volunteered to be Treasurer for the National Convention held in Toronto in 2006. I was amazed to see that Eleanor was up and at the Registration Desk by 6.30 am. That was quite a feat for someone who isn't so enthralled with mornings. Thank you Eleanor for 20 years of sound financial advice to BPW Bowmanville.

In 2017 BPW Niagara Falls celebrates 100 years and has offered to host the National Convention. However, because May is such a busy tourist time in the Falls, the Niagara Falls club wants to move the Convention to September 30 - Oct 2 in Niagara on the Lake. We can book a hotel for a much more affordable price.

Mayor Adrian Foster and Clarington Council hosted their New Year's Levee on Sunday, January 20. It was well attended.

Roxy Barnes will miss our January meeting as she and husband Ted are taking their daughter's family to Disney World. Please note that in her absence I will be taking registrations for the January meeting. I am looking forward to seeing everyone on the 26th.

Judy Hagerman

 **iPOLITICS** Dec 22, 2015 1:54 pm

Prominent Canadian women urge Trudeau to ensure gender parity in the Senate

By **Selina Chignall**

A letter signed by 80 prominent Canadian women including former Conservative prime minister Kim Campbell and former Liberal deputy prime minister Sheila Copps is urging Prime Minister Justin Trudeau to ensure the new Senate reform process results in a gender-equal Senate. For years, Campaign for an Equal Senate co-founder Donna Dasko told iPolitics, she has been working on having gender parity in the Senate. This campaign, she said was inspired by Trudeau's appointment of a gender equal cabinet.

"It's a principle that should be extended to the Senate," Dasko said. "They are appointments after all, like the cabinet," said Dasko, a pollster and former national chair of Equal Voice — an organization that promotes women's involvement in politics.

On December 3, the Liberal government rolled out its plan for Senate reform, which included an advisory board that would assess potential candidates based on a host of criteria: age, non-partisanship, residency and other measures. There was no explicit mention of gender parity except for the recommendation that "nominees will be considered with a view to achieving gender balance in the Senate."

Dasko sent out the signed letter on December 21 to Trudeau and four cabinet ministers: the minister of status of women, the minister of justice and attorney general, the minister of democratic institutions and to the leader of the government in the House of Commons, who Dasko said was the only minister to acknowledge the letter.

When iPolitics asked the PMO about Dasko's letter, Paul Duchesne a spokesperson in the minister of democratic institutions office said in an email: "we share the desire of the signatories to achieve gender balance in the Senate."

"The proposal to create a Senate which is independent and non-partisan has the potential of increasing the importance of this institution in the governing of Canada" said Dasko in a press release. "This makes it even more important that women be fairly and equally represented." Currently, women make up 36 per cent of those appointed to the Senate. There are four retirements scheduled for 2016, and 22 vacancies, the press release said, noting gender parity could be achieved in the Senate if women filled those 22 vacancies.

Source: <http://ipolitics.ca/>

From BPW International

Today, as reports show, **“women earn roughly 97 cents on the dollar compared with men who have the same college major and perform the same jobs.”** The same report shows that women are actually out-running men at the start of their careers.

The Gap Widens

However, a study conducted by Jaison R. Abel and Richard Deitz examined the gender pay gap for the mid-career group, which is college graduates aged 35 to 45. The reports show that in this age group men earn about 15 percent more than women.

The high wage premiums that women earned in fields like engineering, business analytics, art history, and other majors, are completely lost as they near mid-career. The social services majors, for instance, had a 16 percent female wage premium at the beginning of their careers, but by mid-career the tide had turned into a 10 percent wage premium for males.



A Thomson Reuters study shows that in Universities, the gender gap is still wide. Though Australian universities can boast of 40-45 percentage of women in academics (comparable to Finland, and second only to Turkey), women account for only 28% (2013) for posts above that of a senior lecturer. For Europe, this percentage is at 20% (2010).

Why is there a gap?

There are many papers and studies examining the reason for such a marked widening of the gender pay gap. They include:

- 1) *Protective Paternalism*: As discussed in our previous blog about protective paternalism, women are often denied growth opportunities on the premise that they need to be protected. As a result, promotions and career opportunities are denied to them as they progress in their career. The hard-won wage advantage at the beginning of their career ceases to exist when such opportunities are handed to men instead.
- 2) *Gender stereotypes*: Stereotypes about career women who also play the role of caregiver and homemaker affects their growth and pay. The thought is that women who reach for higher positions are neglecting their traditional role. This leads to poor evaluation and loss of promotion opportunities.
- 3) *Focus on family*: The career of a woman is often seen to take a back seat during mid-career because of her role in raising her family. The lack of flexibility in most jobs forces women to have to choose between their families and their career
- 4) *Pay dependant on number of hours worked*: Pay and incentives in some professions, like law and medicine, are dependent on hours that you can dedicate to them. This tips the playing field against women who have to raise families, and hence can only work lesser number of hours

Bridging the Gap

Despite facing these very real challenges, the rise of the number of mompreneurs and women leaders is proof that women are not calling it quits.

The paper by Goldin C., **A Grand Gender Convergence: Its Last Chapter**, is more than positive that a change can be achieved even in the workplace. An enhancement in temporal flexibility, achieved by a change in the way jobs are structured and remunerated, may be a boon in this regard. Equal pay for work with fixed and flexibly scheduled jobs is one of the changes proposed.