



BPW North Toronto (North Toronto Business and Professional Women's Club)

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Deadline for May Bulletin: April 24

President's Message

It's officially spring and soon we'll out be out in gardens enjoying the sunshine.

Our March meeting was a huge success. Emanuela Heyninck, Commissioner of Ontario's Pay Equity Office inspired us with a history of where we've come from and reminded us we still have a long way to go. For those of you who would have liked to continue the discussion, Emanuela has agreed to return next year.

We were privileged to have the GTA District Director, Lorna Weston-Smythe, as a guest at our meeting. Lorna reminded us all the Provincial Conference this year is being hosted by our new club in Mississauga and runs from May 31 through to June 2. If you haven't already registered, please visit www.bpwontario.org for information. Your representatives at the Conference will be myself and Maide Yazar as delegates and Ethel Clarke and Teresa Hawash as alternates.

Our April meeting promises to be very interesting. The speaker will be a representative from "Look Good, Feel Better," an organization that promotes self-esteem and quality of life for those undergoing cancer treatment.

The NTBPW Annual General Meeting is scheduled for May 29 at the Latvian Centre. Your Nomination Committee will be sending out nomination forms by the end of April.

Please remember to share details of the April 13 Negotiations Workshop with your friends and family. A workshop of this quality usually costs over \$250, but is available to our membership for only \$60 (non-members \$70). This is an opportunity to learn valuable skills for both your professional and family life.

Get out and enjoy the spring-like weather while you can.

— Linda Rice
President

Wednesday
April 3
Dinner
Meeting

6:00 pm Hospitality
6:30 pm Dinner
7:15 pm Speaker
8:30 pm General Meeting
9:00 pm Adjournment

Look Good Feel Better

Launched in 1992 by a charitable foundation of the Canadian Cosmetic, Toiletry and Fragrance Association, Look Good Feel Better is Canada's only cancer charity dedicated to empowering women to manage the effects that cancer and its treatment have on their appearance, and often on their morale. Over 130,000 women have been helped through their workshops.

"At Look Good Feel Better, we believe that an improved self-image can help lift women's spirits and nurture hope, helping them face their illness with greater confidence. We like to call it a 'makeover for the spirit.'

Speaker: Mara Bonadie, Director of Marketing, Communications & Events, Look Good, Feel Better



InfoLinks: For more information about our topic... www.lgfb.ca

Cost* (incl. HST): Dinner & Speaker: Members: \$35.00, Guests: \$45.00; Speaker only: \$10.00

Guests must register Friday prior to events at info@bpwnorthtoronto.com

Latvian Canadian Cultural Centre — Galerija Room
4 Credit Union Dr., Toronto
(East of DVP, East of Wynford Dr, West of Bermondsy, off Eglinton Ave E)



COMMITTEE NOTICES

North Toronto BPW Board of Directors 2012-2013

Officers:

President	Linda Rice
First Vice-President	Evnur Taran
Second Vice-President	Hatice Yazar
Immediate Past President	Valerie Clarke
Secretary	Katherine Allen
Treasurer	Sandra Katvala
Investments Chair	Sandra Spencer

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Resolutions & Public Affairs	Maide Yazar
Membership & Publicity Programme	Evnur Taran
Personal Development Bulletin	Sharon Nicholls
	Hatice Yazar
	Cora-Anne Koculym

Service Committees:

Clubrooms	Teresa Hawash
Friendship Social	Carole Holder
Emblems & Archives	Vacant
	Shirley Giles

Bulletin

is a publication of the North Toronto Business and Professional Women's Club
201-29 Gervais Drive
Toronto ON M3C 1Y9
info@bpwnorthtoronto.com

We welcome articles, letters and news on related subjects. While all reasonable care is taken to safeguard submissions, we cannot accept responsibility for their loss or damage.

Send comments and contributions to:
bulletin@bpwnorthtoronto.com

The views herein expressed or implied by the authors do not necessarily reflect those of the North Toronto Business and Professional Women's Club, or of the Editor.

NTBPW
Since 1948

NEXT BOARD MEETINGS:
April 10 at 6:30 pm. and March Open to all NTBPW members.

PD WORKSHOP:
Volunteers needed to assist in the preparation of the Saturday, April 13, 2013 Personal Development Workshop and on the day of the event. Please contact Hatice Yazar at hyazar23@gmail.com

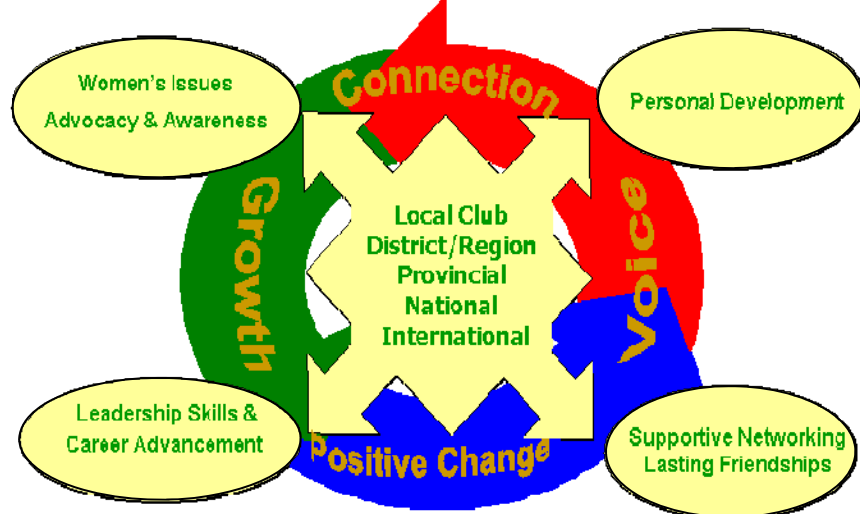
Happy Birthday Linda



Sharon Nicholls

During our March meeting, our Club President, Linda Rice, was presented a beautiful bouquet of flowers to commemorate the occasion of her milestone birthday by Valerie Clarke, NTBPW club member and Ontario BPW V-P.

BPW



NTBPW DINNER MEETING

2013 BPW Ontario 67th Provincial Conference

hosted by BPW Mississauga

May 31 - June 2, 2013

Delta Meadowvale, 6750 Mississauga Road, Mississauga



Schedule:

Friday, May 31

Conference Kick off

Registration desk opens: 6:00 PM onwards

Saturday, June 1

Conference day 1 - 8:00 AM to 4:00 PM

Gala Dinner - 6:00 PM

Sunday, June 2

Conference day 2 - 8:00 AM to 12 NOON

Questions?

Contact Sebanti Chadha of BPW Mississauga
by email at sebanti@profilestaffing.ca
or call 416-997-9602



Don't delay!
Reserve your spot now!

Register online at:
www.bpwmmississauga.com/conference.html

PROGRAMME REPORT

Pay Equity: The Inequity

Cont'd from page 4

Many women have chosen to become self-employed in order to avoid some of the barriers in the work place and as such are not always in growth-based businesses. Paradoxically, government touts women in these businesses as being successful, however should they decide to have a family, they cannot leave their business unattended and must continue to work.

Yet, there are strides being made. For the first time in Canada, there are six female Premiers. (See article on page 7)

Today, there is no women's movement and things won't change one person by one person. We need a collective voice like those offered by BPW and Zonta to let government and business know of women's concerns. MPPs and MPs need to hear from their constituents – if they don't hear from us, they won't know it's a problem. Women tend not to speak with one voice anymore.

When economic times are tough, women have their hours cut and they experience layoffs. The number of children, women and senior women living in poverty are increasing. The systems that are in place are not supportive of those in precarious work situations.

Although these are not just women's issues, but are societal overall, women are the ones most affected.

Young women, to meet the challenges that are facing them today, are building their own positioning networks. Because if you start at a lower salary, it can follow you for the rest of your life.

The new mantra for young women entering the workplace should be to get a mentor first and foremost. They should join organizations like the BPW, Women's Executive Network, etc., where women are encouraged, workshops are presented, training is provided, awards are given for women of distinction and networking is available.

Everyone in attendance agreed there were so many topics touched upon that we would very much like to have Ms. Heyninck speak to our Club again and were happy to hear her respond she would be delighted to return to speak.

— Sharon Nicholls
Programme Chair



Sharon Nicholls

Emanuela Heyninck was presented with a beautiful stained glass box, handcrafted by our own Valerie Clarke, in appreciation of her visit.

The most recent Statistics Canada data shows the gender wage gap in Ontario is 28% for full-time, full-year workers.

This means for every \$1.00 earned by a male worker, a female worker earns 72 cents.

WOMEN
Like men,
only cheaper.



"Three-fourths of a penny for your thoughts."

IN THE NEWS

Equal Voice reports on the '6 Women Premiers' phenomenon:

Over 87% of Canadians are now governed by a woman premier!

The past year has seen tremendous breakthroughs for women on the regional political landscape. Alison Redford's electoral victory in Alberta last April and Kathleen Wynne's recent success in the Ontario Liberal leadership race added two more to what was already an historic club of four: Kathy Dunderdale, Premier of Newfoundland & Labrador; Eva Aariak, Premier of Nunavut; Pauline Marois, Premier of Quebec; and Premier Christy Clark, Premier of British Columbia.

And the buzz couldn't be louder. Our Executive Director Nancy Peckford and board leaders were seen and heard in a flurry of media coverage in January, while former Prime Minister and Equal Voice's National Advisory Board member, The Rt. Hon. Kim Campbell, weighed in with a Globe & Mail op-ed.

Still Further to Go

As encouraging as the 'Six Women Premiers' phenomenon is, there remain significant disparities in the number of women in politics in Canada.

Only in the Quebec and British Columbia legislatures do women comprise more than 30%. Even places governed by women have low numbers of elected women, as is the case in Newfoundland & Labrador (17%) and Nunavut (11%). Federally, our celebration of achieving 25% has lessened with the departure of two women from the House of Commons.

Equal Voice offers a cross-country overview of percentages of elected women in a fact sheet available from their website. There's much more work to be done, so spread the word.

— EV Newsletter March 2013



Equal Voice is a national, bilingual, non-profit, multi-partisan organization dedicated to electing more women to all levels of political office in Canada.
<http://www.equalvoice.ca>

Women's Representation in Governments Around the World

The Inter-Parliamentary Union ranks Canada 45th in the world on their "List of Women in National Parliaments." Rwanda counts as the country with the most women elected at 56.3 percent. Regionally, Nordic countries have been best at electing women and continue to hold that record. While Canada ties with Australia in its current 45th place ranking, it ranks lower than countries such as Cuba, Nicaragua, Mozambique, Timor-Leste, Mexico, Tanzania, Uganda, Serbia, Ecuador, Slovenia, Guyana, Burundi, Ethiopia, Afghanistan, Iraq, and Laos.

THAT'S WHAT SHE SAID!

*"If democracy is a right,
women should have it,
if it isn't, men shouldn't have it."*

— May Clendenan,
Western Canadian women's rights advocate, February 1915



MUNN CONFLICT RESOLUTION SERVICES

Kathryn Munn, LL.B., Cert. ConRes., C.Med., C.Arb. is a mediator, facilitator, arbitrator and lawyer, who works exclusively in dispute resolutions.

Enhance your personal skills and develop negotiation tools

Latvian Canadian Cultural Centre

4 Credit Union Drive, Toronto

BPW Members: \$60 Others: \$70

Saturday, April 13, 2013

9:30am - 2:30pm (including lunch)

Open to all. BPW Members: \$60.00 Others: \$70.00

Registration Deadline: April 4, 2013

Registrant's Name: _____

Member Club: _____ Guest Y/N _____

Mailing Address: _____

Business Phone: (____) _____ Home: (____) _____

E-Mail _____

I require special dietary requirements (Please Specify) _____

<p>Mail Completed Registration and cheque to: (Cheque Payable to North Toronto BPW or payonline through PayPal) www.bpwnorthtoronto.com/events/</p>	<p>Linda Rice 62-28 Livingston Rd., Scarborough, ON M1E 4S5</p>
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