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Business and Professional Women Canada Newsletter – Spring/Summer Edition 2023

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Dear <<First Name>>:



President's Message **– Year One Accomplishments and Looking Ahead in Year Two**

Happy Spring to everyone! The sun is shining and temperatures warming up. Snow is melting and giving us all hope and a little extra pep in our step.

As we wind down the first year in our executive positions it's time to reflect on all the things that we've done and accomplished and what else we'd like to do in the 2nd half of our terms.

Our UNCSW Delegates had a great time in NY, and we have learned so much from our experiences whether in person or virtually.

Happy to report that the webinars on the new priority theme Reproductive Rights and Justice have now concluded. A big thank you to Norma for all the hard work done in ensuring we get this to our membership and public for education and knowledge.

Stay tuned for our priority theme anti-human trafficking and webinars that we are looking to have on this topic in the upcoming months.

AGM planning is in the works and hope that everyone has saved the date of August 12th, 2023. Please ensure dues are submitted for your clubs and delegates chosen as soon as possible. AGM is open to all members regardless of if you're part of your club delegation or not, feel free to register in the upcoming weeks.

We all hope that you have a great summer and look forward to the 2nd year-term as your executive.



Angie Godin
President 2022-2024
BPW Canada
president@bpwcanada.com



Immediate Past President's Message **– BPW North American and Caribbean (NAC) Regional Conference Update**

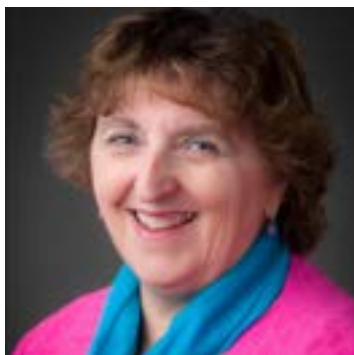
It was my honour to represent President Angie at the BPW North American and Caribbean (NAC) Regional Conference in St Kitts in January. It was an amazing week, and all of the BPW Canada members that attended took away wonderful memories. With members from 21+ countries attending the Conference, it was a chance to get to know members that we had been able to meet during COVID over Zoom – always better to meet with each other in person than the little square on a screen.

I am very proud to advise that at the Conference, I was chosen to be the Nominee for the position of the next Regional Coordinator for NAC and will be on the ballot for the BPW International Delegation to vote at the BPWI Congress in Mar del Plata, Argentina in November 2024. I will be very honoured to represent the NAC Regional during the 2024-2027 term and follow in the footsteps of our dear departed sister BPW Canada's Jill Worobec who held this position from 2008 -2011. In addition, there was a vote on the location of the next NAC Regional Conference and the decision was for it to be held in Toronto. It will be held during my term as Regional Coordinator (I promised the Caribbean clubs it won't be in the cold months!!!).

I hope you will look at my full report of the NAC Regional Conference that has been posted on the website to gain a better understanding of what we were able to experience. It was a fabulous week and I hope many of you will be able

to attend the next one that will be held in our backyard. [BPW North America and the Caribbean Regional Conference 2023.docx \(live.com\)](#)

Warm Regards,



Karin Gorgerat
Immediate Past President
BPW Canada
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Membership and Women's W.O.R.K

– Sponsors, Fees, Forms and Contest Fun

Happy Spring to you all! I hope this report finds everyone in the throws of Spring and looking forward to a beautiful Summer.

I would like to remind everyone that if your Club is having a public event, please think of having W.O.R.K. as one of your sponsors. All you need to do is apply. Go to the BPW Canada website www.bpwcanada.com – go to Forms and find the W.O.R.K. forms and apply. If you have any questions, please do not hesitate to reach out.

Your membership team has a few things we are currently working on. Of course, that means creating a new Club or revitalizing one. It looks like we will soon have a Kingston BPW Club along with the Saskatoon BPW Club joining us again which is wonderful news!

As you know, we teamed up with IDEAS4GE and GBA+ and we had a contest to get all of our Clubs involved in doing the survey. I am please to announce that BPW Bowmanville came in first with BPW London coming in second. These two Clubs will receive \$100 and \$50 from respectively from BPW Canada.

We are planning a Town Hall somewhere between June and September of this year. As this is in the planning stages a Doodle Poll will go out to the clubs to see what dates will work best for everyone, as we are getting to that time of year when everyone is planning their AGM.

Please be expecting contact from your membership team either following up from last term with conversations with Prima or contact for the first time from myself or a member of my team.

Lastly, your 2023-24 term membership fees were due on May 1st, 2023. Remember to complete your forms fully. If you have positions that are not yet filled, please list your President with all her contact information (phone, address, and email address). This enables us to keep the lines of communication open. If we do not have club member information, we do not know who to contact and you and your club may miss out on some important

information. If you need help filling out your forms, please contact me and I will be happy to help.



Shan McEwing
First Vice-President, Membership
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Public Affairs & Advocacy

- Draft of Resolutions and Commendations Due Date & More

In the spirit of **National Volunteer Week**, thank you to all members for your advocacy work. Your efforts, whether they're big or small, local or national, collectively help to change our world. BPW Hastings and PE reminded me of this when I read their tag line **"Working with women locally for women everywhere"**.

On April 30th the first 2023 Draft of Resolutions and Commendations was sent to members. **Feedback was due May 29th**. I know you were excited to read about these issues. Resolutions approved at the AGM will be compiled in a Brief to the federal government and other political influencers.

A big thanks to our Advocacy and Resolutions Committee (Mina Di Domenico, Shannon McNeill, Ophelia Rigault and Toby Toth) for their work on reviewing resolutions, updating documents, and ensuring that diversity and inclusion are integrated into our processes. More great work to come!

BPW Canada submitted a Brief regarding **Bill C-35 An Act respecting early learning and child care in Canada C-35 (44-1) - LEGISinfo - Parliament of Canada** as it is now in Committee review. This is a collaborative effort with the IDEAS for Gender Equality Project (thank you Sheila Crook and Doris Hall). We

attended the Oxfam Child Care Summit in Ottawa on May 5-6th and will continue to advocate for a more inclusive child care strategy.

So grateful for the opportunity to be a panelist at the NGO/UN CSW67 parallel event in NYC hosted by the Canadian Federation for Citizenship and speaking on the opportunities at BPW to use our voice to influence policy.



Colleen Babiuk-Ilkiw
Vice-President
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Communications

- A Small But Mighty Team

The BPW Canada Communications Team is a small but mighty team. We have been working hard at keeping our community connected by sharing important news, club events, and National and International Commemorative Dates. Our goal is to boost engagement across all social media platforms. We ask that clubs help with social media engagement by liking, commenting and sharing our posts. If you want to learn more let us know communications@bpwcanada.com we may have some suggestions and ideas to share with your club members.

Does your club have any news or events that may interest other members across Canada? You can share appropriate news Canada wide to reach more viewers and share your resources. When you create your social media post, just tag BPW Canada in the post itself, or your comments. Use our tag at **@canadabpw** on [Facebook](#), [Instagram](#), [Twitter](#), and [Linkedin](#) and we will share it with our network(s)!

Sharing your club news and events helps our members stay informed and increases potential membership for all BPW Clubs!



**Mary Beatty for
Kelly Tallon Franklin
Vice-President, Communications
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Ontario Provincial President's Report

– BPW Ontario Speaker Series, AGM & More

BPW Ontario continues to be busy. On June 10, 2023, we hosted our **Virtual AGM**. Clubs such as BPW London and BPW Hastings and Prince Edward are experiencing growth which is exciting news.

Toby Toth from BPW H&PE and senior consultant with Scope Consulting facilitated an exercise where we grew stronger together, sharing ideas around the metaphorical **Stone Soup** fire pit! The session was designed as a tool to engage our membership in understanding some whys and hows of deepened and broadened perspectives. Concepts discussed at an introductory level included Minorities and Dominant characteristics, Power and Privilege, Spectrums of Diversity, Micro-Aggressions, Marginalization, and Intersectionality.

BPW Ontario's mentoring program, Women Strengthening Women, continues to host the *Celebration of Learning series*. Please see the BPW Ontario website at <https://bpwontario.com/bpw-ontarios-mentorship-program.html>. For more information on Women Strengthening Women email Shahina Suleman, shahina.suleman@gmail.com.

BPW Ontario Speaker Series - catch them on YouTube!

Did you know that BPW Ontario offered monthly virtual speakers over the past five months? These enlightening discussions were free of charge, recorded, and are (or soon will be) posted to the BPWO YouTube channel.

November 2022 - Karen Moffat, former Ontario Provincial Police officer and volunteer with [SafePet Ontario](#)

December 2022 - Katherine Reid, Winemaker at [Joseph's Estate Wines](#), Niagara on the Lake

January 2023 - Monique Belair, Fire Chief, City of Belleville

February 2023 - Barbara Worthy, former drama/documentary producer for CBC and Shaw Festival alumnus

March 2023 - Bonnie Douglas, Canadian Coalition of Women in Engineering,

Science, Trades & Technology

Check out the recording of all of the past speakers [HERE](#).

The monthly speaker series is on pause for spring and summer with plans for its return next fall!



Marlene McKinnon
President, BPW Ontario
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Quebec Provincial President's Report **– Sold Out Success in Energy, Equality, Diversity and Inclusion Series**

Business Professional Women - BPW Montréal

A tremendous success for the first in-present BPW Montréal event after several years. To a sold-out audience of 70 who came to Episode 7 of the series on initiatives in equality, diversity and inclusion held in the beautiful [BDC Square](#), inspirational [Tina Sebt](#) and Yolande James spoke on EDI initiatives in their respective companies.

Following the panel discussion, members had the opportunity to exchange with

other dynamic professionals – the energy was palpable!

[#bpwmontreal](#) [#equitediversiteinclusion](#) [#diversityandinclusion](#)

Français

Un grand succès pour le premier événement en présentiel de BPW Montréal après quelques années - billetterie épuisée, nous avons eu près de 70 inscriptions pour l'épisode 7 de la série initiatives en équité, diversité et inclusion qui a eu lieu mardi soir dans le bel espace du [BDC](#) Square, avec deux panelistes inspirantes [Tina Sebti](#) et Yolande James qui nous ont parlés des initiatives en EDI de leurs organisations respectives.

Quel plaisir d'avoir aussi pu échanger lors du cocktail avec d'autres professionnels dynamiques - l'énergie était palpable!



Joan Macklin

President, BPW Quebec

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Manitoba Provincial President's Report – Mayoral Duties Reappointed and Equal Pay Day Proclamation

Joy Sul (Mayor of St. Andrews Rural Municipality and BPW Selkirk Vice President) describes her reaction to the March 10, 2023 unanimous decision by the Manitoba Court of Appeal that overturned an earlier decision by the Court of Queen's Bench, which had upheld a 2019 by-law/resolution removing her mayoral responsibilities. The Appeal Court overturned the decision of the application judge and declared the by-law/resolution invalid.

In 2019, because of disagreements with the first elected female mayor in the RM, five (males) of the six councillors had passed the by-law/resolution, taking away Sul's mayoral right to chair meetings and act as spokesperson for the municipality, essentially leaving her powerless. Her strength and persistence in fighting this injustice and the ensuing harassment and bullying are commendable. It is disappointing no assistance was given to Sul by the Province or the Association of Manitoba Municipalities, who encourage women to run for office.

Sul adds the words, "humbled" and "grateful," as she was re-elected Mayor in 2022 and five of the six councillor positions changed hands, leaving a municipal council that is now a pleasure to work with. Sul declares, "This decision affects every head of council in Manitoba, if not across Canada." Hopefully, I pray, this will never happen to any community ever again. It's a democracy issue. Five councillors overturned the results of the 2018 election. All women have a right to be heard and included."

See the [Selkirk Record](#) for further details.

6 The Selkirk Record Thursday, March 23, 2023

Appeal court unanimously decides council lacked authority to strip Sul's mayoral duties

Joy Sul wins appeal in Manitoba court

By Carolyn Stullinger

On March 10, three judges from the Manitoba appeal court released a 19-page document that overturned an earlier decision in the Court of Queen's Bench of Manitoba. The document declared the 2019 by-law, which removed mayoral responsibilities from Mayor Joy Sul, invalid.

"I was ecstatic and I was actually quite numb because it was so many years later. I followed due process all the way and hit a brick wall and then this came," said Sul.

The decision in the document says, "I would allow the appeal with costs throughout; set aside the decision of the application judge; and grant the declaratory relief sought in the notice of appeal by declaring both by-law 4379 and resolution 653 invalid."

The saga started in December of 2019 when a crowd of people gathered in the St. Andrews municipal office in Clambyre to hear what was being discussed at an emergency meeting of council.

A group of five of the six councillors voted for a by-law that saw many of Mayor Sul's responsibilities as mayor taken from her. She was no longer allowed to be the spokesperson for the municipality; she was no longer to chair meetings and a new person was voted into that chair position.

It is important to note that in St. Andrews each councillor is voted to

council by the residents in their respective wards. The race for mayor is voted on by all residents in the municipality.

This issue was contentious in the community as Sul was voted into her position in 2018 with 61 per cent of the vote.

An article in the Dec. 19, 2019 edition of the Selkirk Record goes into detail documenting the opinions of some of the attendees at that meeting and the justifications that were made for these actions which had to do with disagreements over the handling of wastewater in the RM.

A judicial review was held in the Court of Queen's Bench of Manitoba in June of 2021 which discussed whether or not council has the power to take these actions against an elected mayor. This involved interpretation of the municipal act.

At that time Sul's attorney argued that the municipal act needed to be read as a whole. By that interpretation, the power to appoint a council member, other than the head or deputy head of council, to preside over meetings only takes effect when the head or deputy head cannot act.

The attorney for the RM of St. Andrews argued that the head of council's duty to be the chair at council meetings could be altered under a by-law as noted by s. 80(2)(a) of the Municipal act.

A decision came back in July of that year in which the justice on the case sided with the RM's attorney's interpretation of the municipal act.

Sul decided to appeal this decision shortly after the original decision took place and an appeal hearing took place in October of last year.

"The judges gave no indication which way they were going [to rule]. It was still unknown. It was in the hands of the court," said Sul.

In the same month, municipal elections took place and five of the six councillor positions in the RM of St. Andrews changed hands. Mayor Sul retained her position as mayor.

In the meantime, the appeal court justices were making their decision.

The document released on March 10 states that section 80(2)(a) of the Municipal Act must be read in light of sections 140(1) and 149(3)(b).

"Given that, in this case, as in many municipalities, the RM is divided into wards to which councillors are elected and the head of council is the only member elected at large [see sections 87-89 of the Act], it is consistent with the legislative intent that the Act restricts when the duty to preside over council meetings can be removed from the elected head of council. That is, only when the head and the deputy head are unable to act or the officers are vacant," reads the March 10 document.

Sul said that she felt that this decision is vindication for those residents who originally



Joy Sul.

voted for her and also is reassurance that a precedent has been set so this will not happen to other mayors in the future.

"It affects every head of council in Manitoba, if not across Canada. Hopefully, I pray, this will never happen to any community ever again. It's a democracy issue. The people had the vote and then a group of people took away their ballot. They took away their voice," she said.

Sul would like to thank the residents of St. Andrews.

"I would just thank them for all their support, and for standing behind me for all these years, selecting me. I'm just humbled and grateful," she said.

The whole 19-page decision is available to view at https://www.manitobacourts.mb.ca/site/assets/files/1036/sul_v_the_rm_of_municipality_of_st_andrews_manitoba_et_al_2023_mba_25.pdf.

Equal Pay Day Proclamation



BPW Canada awarded Mayor Larry Johannson a commendation for being the only Mayor in North America that has consistently declared [Equal Pay Day](#) since 2012. Pre-Covid, BPW Selkirk hosted a luncheon at our Golf and Country Club with Mayor Larry Johannson reading the Proclamation with a speaker. We will be doing this again in 2024!

Click [HERE](#) to view the Equal Pay Day Proclamation issued on March 18th, 2023.



Colleen Allan
President, BPW Selkirk
jcallan@mymts.net



Anti-Human Trafficking - Priority Theme

– Anti-Human Trafficking and Sexual Exploitation – Working Forward to Prioritize this BPW Theme TOGETHER

Reminded of our membership model, we report engaged activities to: Learn Advocate Lead Collaborate in Anti Human Trafficking and Sexual Exploitation efforts.

I am privileged to work with a team and look ahead creating virtual and in person education and awareness modules, along with briefs, papers in our term.

As a BPW Canada UNCSW67 delegate I am grateful to Amanda Devison VP UNCSW for opportunity and leadership. I attended 14 in-person meetings and represented in UNWomen Events: [BPW International - Investing in Women and Digital Technologies](#), [Young BPW International - Designing Enabling Environment Women to Thrive Changing Time](#), [OSCE/ODIHR High](#) (where I have now accepted a 2 year co-Hort position for [ISTAC](#)).

Further representation at: [Canadian Sexual Exploitation Summit](#), [Senate Judiciary Committee](#), Parliamentary Committee WAGE, [Public Safety Canada](#), Governor of New York, [Human Trafficking Institute](#), [CALEO \(Canadian American Law Enforcement Organization\)](#).

Our committee was consulted on: [Bill S-211](#) Forced Labour and Child Labour in Supply Chains Act Sponsor Senator Julie Miville Duschene, MP John McKay [Bill S-224](#) - An Act to amend the Criminal Code (Palermo Protocol definition) Sponsor: Senator Salma Ataullahjan, MP Colin Carrie [Bill C-308](#) - National Strategy to Combat Human Trafficking Act Sponsor: MP Arnold Viersen and many provincial bills and bill amendments.

HIGHLIGHT: Organized a delegation to Parliament in Ottawa for Human Trafficking Awareness Day in Canada sponsored by: MP Arnold Viersen Founder Co-Chairpersons APPG MP John McKay, Senator Julie Miville-Deschene, MP Andreanne Larouche, MP Karen Vecchio Chair Status of Women's Committee, MP David Epp.

Watch our **Live Press Panel from Ottawa Parliament**

Link: https://www.youtube.com/watch?v=_BZBkHlmjW0T

[APPG](#) presented us with a plaque, we spoke directly to the issues at hand before our Parliamentary introduction and acknowledgement during question period. Our delegates included:

- Mashooda-Lubna Syed Canadian Council of Muslim Women Member CCMW
- Margaret Elizabeth Byl President, Federated Women's Institutes of Canada FWIC/WI
- Marianne Wilkinson Resolutions Chair/President National Council of Women Canada NCWC
- Chantel Butterfield Canadian Rape Crisis Centres Council and Executive Director CRCC
- Gareth Williams Probation and Parole Association POAO
- Jade Boucher Fellow Queens University Law BPW Committee member
- Heather Ellis Canadian Teachers Federation, Past President BPW Ontario
- Marie-Chantal BPW Montreal
- Joan Macklin BPW Quebec President
- Lin Buxton BPW Cambridge President
- And myself

We commit to work on our agreed Priority Theme tirelessly, will you?



Kelly Tallon Franklin
Vice-President, Communications
Priority Theme Chairperson
Anti-Human Trafficking
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Reproductive Rights & Justice - Priority Theme

– RRaJ Speaker Series and What's Next!

You Missed Them, But

The three webinars on Reproductive Rights and Justice (RRaJ) which included learning, discussion, information that was new, and just a chance to meet women working in this area are over.

Meghan Doherty of Action Canada, Rachel Cairns of Aborsh podcast and Stephanie Begun of the University of Toronto were amazing presenters. Not surprising some of their content overlapped but their perspectives gave us a much broader picture of not only the issues surrounding RRaJ, but also the work being done and left to be done. Our group is happy to have made these new connections for ongoing activities of BPW Canada.

If you were unable to attend the webinars, they will be posted in May to the BPW Canada website: [Reproductive Rights & Justice \(bpwcanada.com\)](https://www.bpwcanada.com/reproductive-rights-justice).

What is next for RRaJ?

The Abortion Resolutions group will be joining the RRaJ group and over the summer will be preparing a Policy Statement for BPW Canada. If that sounds appealing to you, please join us in lively discussions to decide what to include and how to present the statement. A lot of leg work was done during the research for the abortion resolutions, but the plan is to prepare a document that could be presented at not only the federal level but also to each provincial and territorial government as well.

Here is your chance to make your voice heard and make a difference for women across Canada.

Email Norma at bpwnormayau@gmail.com to get join our group.



Norma Yau
Priority Theme Chairperson
Reproductive Rights & Justice
BPW Canada
bpwnormayau@gmail.com



Convention Updates

- Save the Dates!

Next Annual General Meetings (AGM): The 2023 AGM will be **VIRTUAL** and will be held **Saturday, August 12, 2023** at **11 am ADT/ 10 am EDT/ 9 am CDT/ 8 am MDT/ 7 am PDT**.

Details are available on the [Virtual AGM page](#) on bpwcanada.com. Members must log in to view.

A promotional banner for the BPW Canada Virtual AGM 2023. The top section has a dark green background with the BPW Canada logo (a stylized 'B' with a globe) on the left and the text 'BPW CANADA VIRTUAL AGM 2023' in large, bold, yellow letters. Below this, in smaller white letters, is 'L'ASSEMBLEE GENERALE ANNUELLE DE BPW CANADA 2023'. The bottom section has a yellow background. On the left is a photo of seven diverse women smiling. To the right of the photo, there is a calendar icon followed by 'AUGUST 12, 2023.', a clock icon followed by '11 am ADT/ 10 am EDT/ 8 am MDT', and a black button with white text that says 'ZOOM LINK COMING SOON'.

Next Convention: In person in Moncton, New Brunswick in August 2024. Start saving those dollars now!

CONVENTION PLANNING TEAM

Publishers Choice

We close this newsletter edition with a quote from Maya Angelou.

A portrait of Maya Angelou, an elderly Black woman with short, curly grey hair, wearing a black top and a pearl necklace. She is resting her head on her hand. The background is a warm, indoor setting with a lamp visible on the right.

**"IF YOU'RE GOING TO LIVE, LEAVE A LEGACY.
MAKE A MARK ON THE WORLD THAT CAN'T BE ERASED."**

- Maya Angelou



Photo from **BPW Canada's 5th National Convention (first Biennial)** held in Calgary, Alberta in 1935

Looking Ahead

– Key Days of Advocacy, Activism and Activities

- **July 1:** Canada Day
- **July 30:** World Day Against Trafficking in Persons
- **August 7:** Civic Holiday
- **August 9:** International Day of Indigenous Peoples
- **August 12:** BPW Canada AGM
- **August 26:** BPW Canada Anniversary Date

Our next newsletters will publish in September/October - Fall Edition 2023, and November/December - Winter Edition 2023, April/May - Spring Edition 2024.

WATCH FOR OUR: Special UNCSW Report email shortly.

BPW Canada
bpwcanada.com



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Svenska

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latviešu

slovenčina

slovenščina

српски

தமிழ்

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