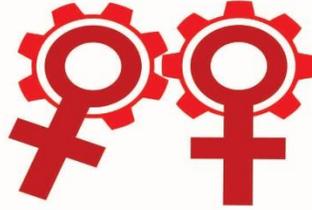


# SISTER TO SISTER

OFL WOMEN'S LEADERSHIP SUMMIT

Mar 24 - 26, 2017

Unifor Family Education Centre,  
Port Elgin



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# REPORT

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**Produced by: OFL Women's Committee**

The Ontario Federation of Labour (OFL) represents 54 unions and one million workers. It is Canada's largest provincial labour federation.

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## INTRODUCTION

Sister Patty Coates, OFL Secretary Treasurer, welcomed sisters to the 3<sup>rd</sup> OFL Women's Leadership Summit. She reminded us of the work done at the last Summit to deepen our understanding of the gendered impact of the austerity agenda, and develop an Action Plan that identifies key priorities to guide the work of the OFL.



The 2017 Summit has been designed to pull together and build on our experiences and knowledge as sisters, and to build strategies for moving women's equality struggles and leadership forward. Sister Coates

***And a sense of humour always helps!***

noted that women in the labour movement are already known as strong, powerful, and vocal leaders and activists. In addition, we bring a different, and important, set of skills and strengths, networks, and supports to building the movement, shaped in part by our experiences working with other women and in our communities.

The growing attendance at successive Women's Summits, the numbers of new sisters this year, and the diversity of those participating are all testimony to the impact of our efforts so far. Yet sisters at this Summit were issued a challenge to widen the circle even more, and next time bring at least one sister who has never been to a women's summit!

Sister Coates urged us to remember the words of Margaret Mead during times of uncertainty - our own and in the world.

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***"Never doubt that a small group of thoughtful, committed citizens can change the world; indeed, it is the only thing that ever has."***

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**FRIDAY, MARCH 24, 2017**  
**OPENING PLENARY**

**Aboriginal Welcome: We Fight for Our Culture**

Sister Patty Coates acknowledged the Ancestral Traditional Territories of the Haudensaunee (Iroquois), Ojibway/Chippewa, and Anishnabek peoples. This territory is covered by the Upper Canada Treaties. She also acknowledged the Chippewas of Nawash Unceded First Nation, formerly “Cape Croker”, an Ojibway First Nations reserve on unceded territory in the Bruce Peninsula. Along with the Saugeen First Nation, they form the Chippewas of Saugeen Ojibway Territory.

Darlene Kaboni, from the Wikwemikoong Unceded Indian Reserve, spoke of leaders being soldiers out to fight for their beliefs and what they stand for. She noted that Indigenous women today continue their fight as the keepers and defenders of water.

Her hope was that all coming to the Summit did so with open hearts and minds, an acceptance of differences, and readiness to learn something new.

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*“As we fight for our culture, we fight for you as well.”*

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Teresa O'Connor, a Métis and member of the OPSEU Indigenous Mobilizing Circle, invited sisters to participate in the smudge ceremony.



### **Greetings from the Ontario New Democratic Party**

Andrea Horwath, Leader of the Ontario New Democratic Party, sent greetings and congratulations on the 3<sup>rd</sup> OFL Women's Leadership Summit, noting that so much of the work for change today is being done by women. She thanked sisters for the work they have done and will do.

A letter from Indira Naidoo Harris, Ontario Minister of the Status of Women extended warm greetings and best wishes for a meaningful and successful weekend.

## Keynote Speaker: The Power of Sharing Our Stories

Crystal Sinclair is a Nehiyaw (Cree) Woman from Fisher River Cree Nation in Manitoba, and a survivor from the impacts of the Indian Act and the Residential School System. An Indigenous Rights Activist, Crystal is the Founder of Idle No More Toronto and active in clean water campaigns. She currently represents the OPSEU Indigenous Circle and recently joined the OPSEU Indigenous Mobilizing Team where one of her roles will be working with FoodShare Toronto to set up Northern Food Markets in Attawapiskat, Moosonee, and Moose Factory.

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***“I come from a story-telling culture and want to share these stories because they have the power to transform.”***

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Born in the 1960s, Sister Sinclair shared her powerful personal story of living with the effects of the Indian Act and the pain of dispossession of lands, culture, and identity. She spoke as a second generation survivor of the residential school system and of the continuing traumatic impacts on families and successive waves of children.

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***“We grew up as a generation  
without parents.”***

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Living at age six in extreme poverty in inner city Winnipeg, removed from family to live in abusive circumstances in Northern Ontario, struggles with drugs and alcohol, Sister Sinclair still deals with the effects of assimilationist policies, but her steps along a Healing Journey have helped her understand what is still happening in communities struggling with colonial systems and the pain of those who have lost everything.

Sister Sinclair highlighted the importance of protecting water. So many Indigenous communities still struggle with poisoned water sources, and Indigenous activists are at the forefront of this issue. Idle No More was a response to Bill C-45 under Harper which removed water protection.

Keys steps to move forward include the implementation of the recommendations of the Truth and Reconciliation Commission, and acting on the United Nations Declaration on the Rights of Indigenous Peoples.

***“We have a responsibility. What are you going to do? What am I going to do?”***



## SATURDAY, MARCH 25, 2017-04-12 SETTING THE STAGE: SHAPING OUR FUTURE

### Opening

Sister Patty Coates, OFL Secretary-Treasurer shared her story of growing up with four younger brothers and only coming to realize the meaning of sisterhood after becoming a union member. This circle of sisters has continued to grow since stepping into the challenging role as Secretary Treasurer of the OFL.

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***“I started alone and am now part of an amazing sisterhood. Thank you!”***

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Over the past year, the OFL Women’s Committee and the OFL have done important work to advance women’s equality. This includes our success at Ontario Government’s Round Table on Violence Against Women in winning recognition of harassment and violence in the workplace, and the need for paid leave for survivors of domestic violence. Labour has also joined with community partners to mobilize around the gender pay gap and childcare. Now in its seventh year, the OFL International Women’s Day pin and poster project continues to celebrate women’s strength and solidarity.

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***“Equity is extremely important to our team and the OFL Board is one of the most diverse in the country. We are stronger as a Federation when all of us work together.”***

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The OFL played an important role in building Women's Marches in Toronto and Washington in January 2017. This upsurge of feminist activism around the world shows that women are not going to be silenced. Racism, sexism, ableism, homophobia, and transphobia will not be tolerated.



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***Feminism is strong and is only going to grow stronger because of you.***

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Sister Melissa Bayon of the OFL led sisters in a rousing shout-out for the OFL Make It Fair Campaign. The campaign's goal is to talk directly to at least 25,000 union members before the end of May about the labour law review now underway- the first in 20 years. She underlined the importance of this campaign for all workers, but particularly for women and others concentrated in precarious and marginalized work. Sister Bayon reminded us that campaigns aren't won because of postcards and tweets, but because they are tools for reaching out to members and getting them engaged.

***When one sister falls behind, we all fall behind!***

## Interactive Panel - Women in Leadership: Challenges and Opportunities

On Saturday morning, we opened with an interactive panel of sisters talking about the challenges and opportunities they encounter as women leaders, and as leaders and activists for other equality seeking groups, inside the labour movement. Sisters also spoke from the floor. The goals of the session were to develop our collective understanding of the core values of the union movement; what women face as leaders and why they stay involved, and to share strategies for building sisterhood and inclusion.



Sisters on the panel were Chandra-Li Paul (IATSE and OFL VP - LGBTQ Workers), Briana Broderick (USW and OFL VP - Young Workers), Jessica Burnie (OSSTF and CLC VP - Persons with Disabilities), Megan Whitfield (CUPW and OFL VP - Workers of Colour), Sara Labelle (OPSEU VP-Affirmative Action), and Michelle Riley (CUPW Alt VP - Aboriginal Workers).

Sister Barb Byers, Secretary Treasurer of the Canadian Labour Congress kicked things off asking, “What got you involved? Makes you stay involved? What are the most important values of the labour movement to you?”. One recurring theme centred on the feeling of family, growth, and empowerment that comes with getting involved in the labour movement. Another was the sense of responsibility, as a union member and leader, to stay active and be part of one’s community, as well as represent and support that community inside the union.

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***“Our hearts soar when we hear our stories. What we hear, we need to take and build into our knowledge.” – Barb Byers***

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*I got involved when someone asked me to run.*

*I learned to run through union education. The way to get power is to learn.*

*What keeps me going is the inclusivity of the labour movement, the sense of community. I feel that I belong and I have continued to grow in the labour movement.*

*I found my real family in the union. I live and breathe my union and I’m proud to do it.*

*I don’t see myself just as a representative of my union. There is also a need to connect to my community so young girls and young men in my community see a road to the future.*

*We organized ourselves so I got involved from the ground up. It was difficult, but also mind-opening and empowering.*

*Divorce brought me into the union. When I was married, he told me not to get involved in anything.*

*As Indigenous women, we need to start stepping up to represent our people.*

*It's been a rough journey. Now I ask that we bring forward more sisters, and especially sister of colour. Tokenism is not inclusiveness.*

*Being in an elected position, what does this mean now that I'm expecting? It's brought on a world of new challenges and presumptions. What if members don't elect me because they expect me to take time off? It's not a movement where people can move in and out, especially for elected positions.*

*As a woman, as a black woman, there are big challenges in our movement. When I ran, I was told I wasn't qualified even though I was the most qualified candidate. I had held every position and had experience.*

*We need to make sure we have our voices at the table, but when we get there, we experience how dangerous and toxic it all is.*



Panellists also shared their experiences of barriers, as well as the weight of responsibility they carry as leaders and representatives of their communities.

*Young women getting involved often parrot male leaders and support structures as they are. They see this as a way to get power and influence.*

*As First Nations, I was brought up to keep quiet. Now I have experienced many journeys and became proud, but still on the teeter totter when it comes to unions. There is lots of work to be done. When I spoke on the work floor about donations at Christmas, I heard comments about why should we help them? They don't deserve - half are drug addicts or on welfare. It made me angry. We need to keep pushing and educating.*

*I started in a work environment that was extremely homophobic. Because of that experience, I decided that - for me, for co-workers - I would be out in whatever workplace in the future. I could help safe space grow and make it more comfortable for others to come out.*

*Although the union environment is way more comfortable, and I feel more protected than someone doing precarious work, there is still much more to do. People still question, why should I come forward as a person with a disability? How will it affect my being hired and my employment?*

*Women with families are still judged. They are judged if they bring their children along with them; they are judged if they leave them behind with a spouse.*

*Men are seen as powerful leaders. Why don't we see women as leaders in this way? And why isn't there a recognition of the different - and valuable - skills, experiences and knowledge women bring to the table?*

*Women working in a predominantly male environment face additional challenges. Even the most capable are denied opportunities.*



Sharing our experiences - both hostile and uplifting - provided new insights on issues of inclusion. It also imparted a deeper recognition of the power of sisterhood and the importance of solidarity and support as we push ahead.

*Affirmative action seats have created openings for women and those of other equality-seeking groups, but have not brought the change we want. In some cases, it just means women running against each other, rather than running against men.*

*Running for office is an adversarial thing and I wondered what the incumbent would think and how the relationship was going to be if I ran.*

*There are not enough of us at the table. We are not running. Somehow, we still don't think we "deserve" to be there.*

*When people look at a man, they see a powerful leader. When they look at a woman, they see a "handler" - someone who helps someone else (usually a man) to power. We need to ask why aren't I running?*

*I am mad that I need to be fighting the same fight with the union as with the employer. In the union, we like to think there is equity, but equity work has a stigma.*

*Women are more likely to be precarious workers, to juggle several jobs, and even belong to several different unions. How do we get involved?*

*We have a childcare policy, but childcare still only goes so far. My child comes everywhere with me, but my thought is that it's still the woman who does all this.*

*Childcare and elder care are issues for us as women. How do we create a family friendly movement?*

*Women are all put in the same boat. If someone is not seen as doing a good job, others are dismissed on that basis.*

*It is disturbing that when a strong woman puts her name forward, often there are comments that it's because she's in the pocket of a male colleague and is just a mouthpiece. We need to challenge these conversations when they come up.*

*Stereotypes are perpetuated by both men and women. There are so many barriers already. We need to support each other. Don't bring each other down.*

*I believe we make the most impact when we begin to control the structures of government.*

Sisters were asked for some closing words of advice for women who want to get involved in the labour movement.



*Start running. Put yourself forward as a candidate and campaign. Find something you are passionate about and start there. Doors will open once you start on that pathway.*

*Self-love is radical. Once I understand I'm good enough, it will get a lot easier.*

*Check your privilege and understand some of the barriers you haven't faced.*

*Don't try to be someone else. Be who you are. Bring all of yourself to the table.*

*Going forward, get to Convention where changes are made!*

*Lead from the bottom up. Ask members.*

*When you do something, do it from your heart.*

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***“A nation is not conquered until the hearts of the women are on the ground.”***

*Cherokee proverb cited by Barb Byers*

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## **Our Stories, Our Histories**

The morning plenary closed with a presentation by Sister Margaret McPhail who introduced us to a new website *Rise Up! A Digital Archive of Feminist Activism* launched last October. This project aims to build an online archive of original materials that is inclusive of the diversity, vibrancy, and radical legacy of feminist activism from the 1970s to the 1990s. The hope is also to fully include the voices of those whose involvement and contributions have often been marginalized or erased.



Feminist activism from this earlier era rocked the status quo, won important victories, and significantly altered the gendered and political landscape. The website will help ensure this exciting history is made visible and accessible to new generations of feminists and activists, as well as foster intergenerational conversations about struggles for social change today.

Contributions and support for the project have been encouraging. At the same time, Sister McPhail noted, many different stories are still missing and incomplete, including powerful stories of the important struggles fought, and gains won, by feminist activism within and alongside the labour movement. She urged sisters to sisters to help make sure these crucial fights are reflected in the archive by contributing materials that show the history of feminist activism in their own union, donating money, and volunteering.

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***“I believe that the alliance between the women’s movement and the labour movement is the most powerful force for social change we have ever seen in history. That’s my view.”***

*Judy Rebick, speaking at the 1990 CLC Women’s Conference*

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## MOBILIZING/KNOWLEDGE CIRCLES

The Circles were a combination of issue-based discussions and skills-building with a focus on communicating ideas, mobilizing, member/community engagement, and winning. Each Circle created a “poster” of 1-2 actions which served as report back to Sunday’s closing strategy session.

### Social Media: Building Support & Engaging Activists



Digital culture is changing the world. Digital activism is a fast-growing key strategy for political and social change. Has the labour movement kept pace with changing approaches? Learn how to integrate digital culture into our member engagement strategies to better connect, communicate with, and bring together our members.

Megan Perry, OFL Communications Director  
Ogho Ikhalo, Prevention Link Senior Communications & Outreach Specialist

#### Key Recommendations/Takeaways

- Get on social media. Open a Twitter account and know how to tweet. Use Hootsuite as a platform to help manage your social media.
- Know the audience you want to reach and develop effective hashtags.
- Schedule more “thoughtful” time for developing a social media campaign - don’t just throw out tweets.
- Link up with your allies to support each other. Focus on positive tweets and messages about your own campaign and others.



## Closing the Gender Wage Gap

Building a campaign for women's economic empowerment. Want to take action and close the gender pay gap? Ontario's pay gap, is one of the largest in the world. Equal Pay Days are held around the world to recognize the full value of women's work and their contribution to local economies. This Circle is designed to marshal action on many fronts to close the gap.

Jan Borowy, Equal Pay Coalition  
Glacier Effs-Samuel, UFCW



### Key Recommendations/Takeaways

- Look at what works to get people involved
  - Build relationships
  - Provide accurate information
  - Talk with people directly
  - Consider common interests
  
- Mobilize for April 12<sup>th</sup> Equal Pay Day
  - Pledge to get out tattoos
  - Take selfies of people/groups wearing red and post/tweet and retweet them, including one of the OFL Executive Board and Council
  - Build a Thunderclap
  - Come to the Rally on April 12th



## Make It Fair – Winning Labour Law Reform



In Ontario, women make up 2/3 of precarious workers and 60% of workers who earn at, or near minimum wage. For the first time in a generation, the Government of Ontario has commissioned a historic independent review of Ontario's employment and labour laws. Right now, unionized and non-unionized workers have an incredible opportunity to tackle the growth of insecure work and to make decent work the standard right across the province. This Circle will focus on winning employment and labour law reform.

Melisa Bayon, OFL Campaign Organizer  
Gogi Bhandal, Canadian Labour Congress  
Malika Paracha

### Key Recommendations/Takeaways

- Do not be intimidated about lobbying your MPP: Remember politicians are there for us. Remind your MPP, you are an important part of the voter base and a constituent.
- Come to the meeting prepared: Know your MPP and whether/where you might find common ground. Have information to share with those who are not informed. Tell a personal story.
- Make a commitment to go into your community to get postcards signed. These will be delivered to MPPs as part of the lobbying campaign.



## Indigenous Journey: Walking Together

This Circle will focus on the history of colonialism, its impact on Indigenous communities and offer a way forward towards healing and reconciliation. Unions must play a part in the truth and reconciliation process by adopting these recommendations within our negotiated contract agreements and our union structures. Indigenous women have much to offer bringing their mobilizing skills; years of experience in lobbying, fighting for social justice, and bringing their communities' connections to the labour movement.



OPSEU Indigenous Mobilizing Team  
Crystal Sinclair; Theresa O'Connor; Darlene Kaboni

### Key Recommendations/Takeaways

- Establish an Indigenous Round Table at the OFL with each affiliate sending two delegates.
- Urge each union to have a Water campaign to boycott bottled water. Recognize that women have been the defenders of water.
- Encourage all affiliates to send a busload of people to support Cindy Blackstock every time she is at the Supreme Court.

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***“Reconciliation goes beyond awareness of the past to action to transform society for the dignity, peace and prosperity of future generations.”***  
*Truth & Reconciliation Commission*

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## Ready to Run: Igniting the Spark





In this interactive workshop, participants will explore ways of building on their own skills and draw on their own experience. They will discover the skills required and skills they already have to participate in the political sphere. Whether you are considering running for elected office, never considered it before, might want to support a woman running for office, or are simply curious about women in elected offices, this workshop is for you.

Jean Walters, UNIFOR  
Tracey Marshall, OSSTF  
Edie Strachan, OPSEU

### Key Recommendations/Takeaways

- When deciding whether to run for office, remember that inexperience does not mean inability. As a woman, you also bring important skills to the job: good multitaskers, stamina, organized, empathetic/caring.
- Tips for running an effective campaign as a woman include:
  - Be prepared and develop a full campaign strategy, including media, outreach, materials, slogans, fundraising, canvassing, vision statement, recruiting, and working with volunteers, social events, E-day plans.
  - Be visible. Face to face contact is very important.
  - Introduce yourself clearly. Tell people who you are and what your goals are.
  - Remember you are running for a position, not against someone else. Address issues, but take the high road.
  - Be yourself. You are not trying to “fit the mould”, but create a new vision and build new models.
  - Be truthful and brag about your experiences and successes. This is a role your supporters can play in campaigning for you.
- Remember that positions other than the “big” ones are important. They also provide excellent experience and can be a good start both inside the union and within your community.
- Ask the Labour Council to run the one-day CLC course on Running for Office.



## Building a Better Future for Child Care

We need the Ontario government to ensure that our three ideas - **an affordable fee scale, decent work for educators, and limiting for-profit child care** - form the foundation of a new early years and child care system. With the province's renewed child care framework set to be announced in Spring 2017, there is an urgent need to ensure that our elected officials hear that our community has the solutions to Ontario's child care crisis.

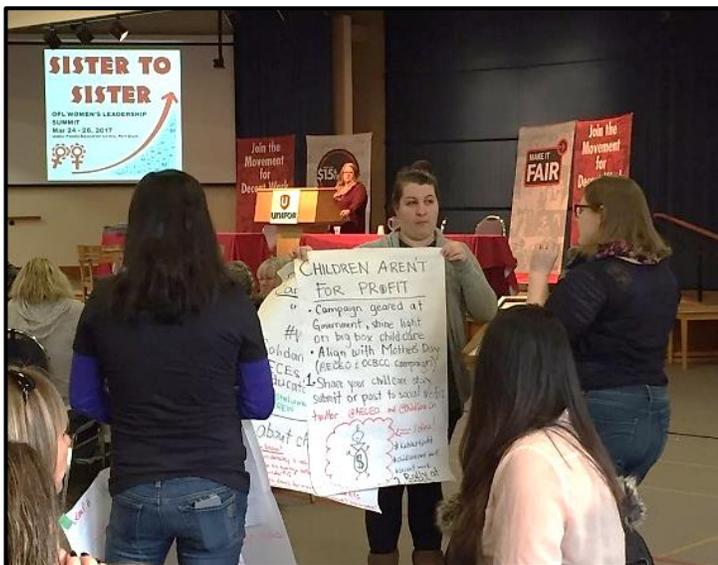
Viktoria Belle, Membership and Administration Coordinator – OCBCC

Lyndsay Macdonald, Association of Early Childhood Educators Ontario



### Key Recommendations/Takeaways

- To support the campaign “Decent work for childcare educators”, urge the OFL to build a cross sectoral “We Care!” campaign linking women working in precarious, low paid jobs in predominantly female fields such as childcare and healthcare.
- Align with AECEO and OCBCC “Children are Not for Profit” Mother’s Day campaign geared at the government. Post childcare stories to social media. Sent a message to MPPs. Hold rallies around the province with children.
- Continue to highlight issues of affordability and lack of spaces.



## Domestic Violence at Work



Domestic violence goes to work every day. This circle will address issues of why workplaces and unions need to be involved in domestic violence awareness? How can union stewards, joint OH&S Reps, and other union representatives respond to domestic violence at work? As well as mobilizing community, collective bargaining and legislative strategies.

Erin Harrison, Canadian Labour Congress  
Dani Bartlett, United Way, London

### Key Recommendations/Takeaways

- Provide language needed and tools to offer support. Include this in regular communications going out to members.
- Work with affiliates to get language in collective agreements, including leaves and safety plans. This will also provide a foundation for legislation.
- In preparing for bargaining, use a question such as “Do you believe it’s important that we have language to support those experiencing domestic violence in the workplace?” since it is hard to get the numbers using a priority survey.
- Get signatures for Peggy Sattler’s Bill-26.



## Inclusion and Empowerment: Bringing Everyone to the Table



This workshop will introduce tools you can use to identify ways to promote and ensure inclusion in all aspects of union activity. Participants will explore proactive measures to applying equity and inclusion lenses to engaging, representing, and including the full diversity of our membership.

Yolanda McClean, CUPE Equity VP  
Chandra-Li Paul, IATSE OFL VP- LGBTQ Workers  
Jessica Burnie, OSSTF CLC VP-Persons with Disabilities  
Janice Gairey, CBTU

### Key Recommendations/Takeaways

- Personal action: Individually check our biases and be an ally to others.
- Within our communities/unions: review policies and procedures with an intersectional lens.
- Share workshop educational materials and exercises with affiliates. Consider tele/video on accessibility.





**A very big thank you to the Mobilizing/Knowledge Circles Discussion Leaders!**

## SUNDAY, MARCH 27, 2017-04-12 MOVING FORWARD

### Creating Change: An Intergenerational Conversation

The final session of the Summit featured a sister-to-sister conversation with Barb Byers, Secretary Treasurer of the Canadian Labour Congress; Ann Hawkins, President, Ontario English Catholic Teachers' Association; and Patty Coates, Secretary Treasurer of the Ontario Federation of Labour. Both Sister Byers and Sister Hawkins will be retiring in a few months, and this was an opportunity to hear about - and learn from - their journeys as feminists, activists, and leaders in the labour movement.

The conversation started with the revelation that neither had jumped right into union activism and leadership roles. Making that leap took a "kick in the can" and others saying "I think you'd be good". Sister Byers and Sister Hawkins went on to talk frankly about changes they have witnessed, and challenges they've faced. They shared what they would say their younger selves, if they could, and offered words of advice for those getting started now.



## **Facing challenges: The labour movement and inclusion**

*It is still not as inclusive as we want it to be. At the same time, it's a whole lot better than it was. There is greater diversity within women in our unions, but we're not there yet. We need to have our voices heard.*

*The labour movement is better on harassment in the workplace and in the union movement than it was. In the mid-1980s, every year there were complaints and the CLC Women's Committee decided to push hard that an equality statement be read at the opening of every event. It sounds as if it was easy, but it wasn't. We were terrified. There are tears that went into that statement!*

*Adopting the harassment statement is almost like an order of business now. It's become a bit of "check - we've done it". Many still don't recognize it for what it was and when its going on. We need to name and shame it every time it happens. As feminists, we need to take back the conversation.*

*Early conversations were very difficult. I've learned different ways to address the issues so people will say, "I never thought of it that way".*

*In the Catholic system, the employer has the right to fire and our LGBTQ members faced fear. So we set up an LGBTQ work group and at our last AGM we approved PRIDE door hangers for our members and PRIDE flags. And we got phenomenal membership and leadership support. It was a challenge to get through but we did!*

*As a woman and being young, I knew "ism" was there if spoken or not. Once another candidate running against me used the approach, "Do you think she's got enough experience?" Even though I was the same age! I was already the President of the largest union in the province!*

## **What you would tell your younger self and other sisters?**

*I got lots of support. The person who stopped me was me. Waking up in the night thinking what if I screw up, what if I get it wrong.... Stop saying you can't. Say you can.*

*Others look at us and see how it consumes our lives and say I can't do that... And I was not a good role model myself. I could work longer hours! Drive better through snow storms than any guy! What that told young women was that you can't be a leader in this movement unless you're as tough as the guys. I would pay more attention to that.*

*Always have a good friend who's prepared to call your bullshit.*

*Never confuse decency with weakness.*

*Don't keep quiet. Some things may not work, you may have consequences - but if you are doing it from a principled, respectful stand, you are in a better position.*

*Try not to get caught in the power vortex.*

*Remember: maybe not now, but I can come back later.*

*Be prepared to accept respectful criticism and support.*

*We are more than our positions. Women who don't get elected are still trade unionists.*

*Take risks. Don't be afraid to fail. Failing is how we learn. Tweak it and try again.*

*Embrace change. Change is the norm.*

*Believe in yourself. Get rid of the fear.*

*Remember that when you take a risk, others are taking a risk with you. You have to figure out your safety plan for them.*



## Engaging younger sisters and workers in the labour movement

*I try to put myself in their shoes and ask them to put themselves in mine. Have one on one conversations.*

*Quit asking them to come to meetings.*

*Don't tell members what they have to be interested in. Find out what they are interested in and ask them to help us with something the union is doing that is linked to that - for example, organizing a food drive.*



*Femtoring goes both ways. It involves sharing our wisdom and experiences. It also means opening doors and making space for others.*

*Recognize that younger workers are prepared to do good work, but not prepared to hand over their lives to the employer. Why should we assume they will give it over to union life?*

*Drop the "I had to go through that - you do too". If it was unjust then, guess what, it's unjust now.*

*Start by saying "thank you."*

*Men are good at succession planning. What have we done?*

*Train members to have one on one conversations with others. Take that information and build it into open collective bargaining and campaigns.*

## I Can't Keep Quite Flash Mob

“Quiet” Written by MILCK and AG

Put on your face

Know your place  
Shut up and smile  
Don't spread your legs  
I could do that

But no one knows me no  
one ever will  
if I don't say something, if I  
just lie still  
Would I be that monster,  
scare them all away  
If I let the-em hear what I  
have to say

I can't keep quiet, no oh oh  
oh oh oh oh  
I can't keep quiet, no oh oh  
oh oh oh oh  
A one woman riot, oh oh oh  
oh oh oh oh

I can't keep quiet  
For anyone  
Anymore

Cuz no one knows me no one ever will  
if I don't say something, take that dry blue pill  
they may see that monster, they may run away



But I have to do this, do it anyway  
I can't keep quiet, no oh oh oh oh oh oh  
I can't keep quiet, no oh oh oh oh oh oh  
A one woman riot, oh oh oh oh oh oh oh  
Oh I can't keep quiet

Let it out Let it out  
Let it out now  
There'll be someone who understands  
Let it out Let it out  
Let it out now  
Must be someone who'll understand  
Let it out Let it out  
Let it out now  
There'll be someone who understands  
Let it out Let it out  
Let it out now

I can't keep quiet



## Wrap-Up Remarks

Sister Coates thanked sisters for coming, for sharing their stories, and for listening to each other. The Summit has underlined the importance of building sisterhood, increasing diversity, strengthening inclusion, and fostering intergenerational discussions.

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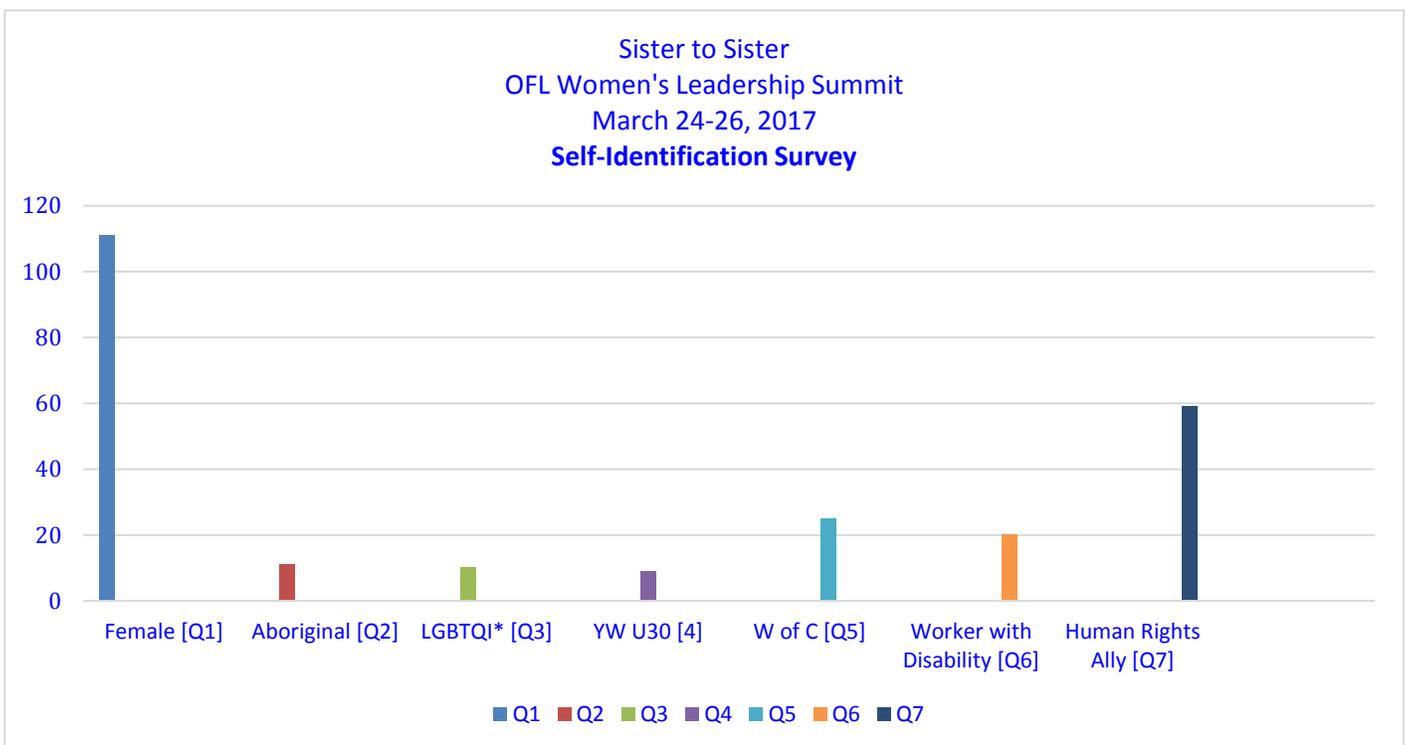
***“As sisters, we know we can get this done!”***

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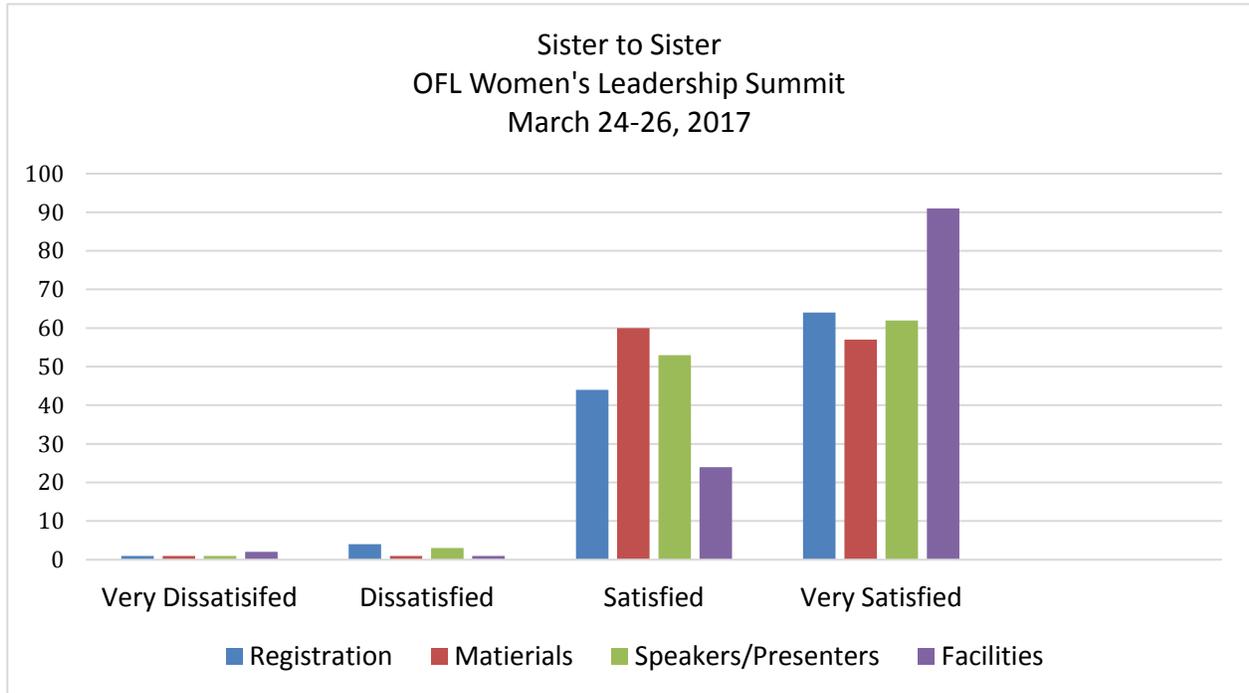
## Survey and Evaluations

The following survey and evaluation results are based on the responses of 118 of the 211 participants.



Self-Identification Survey

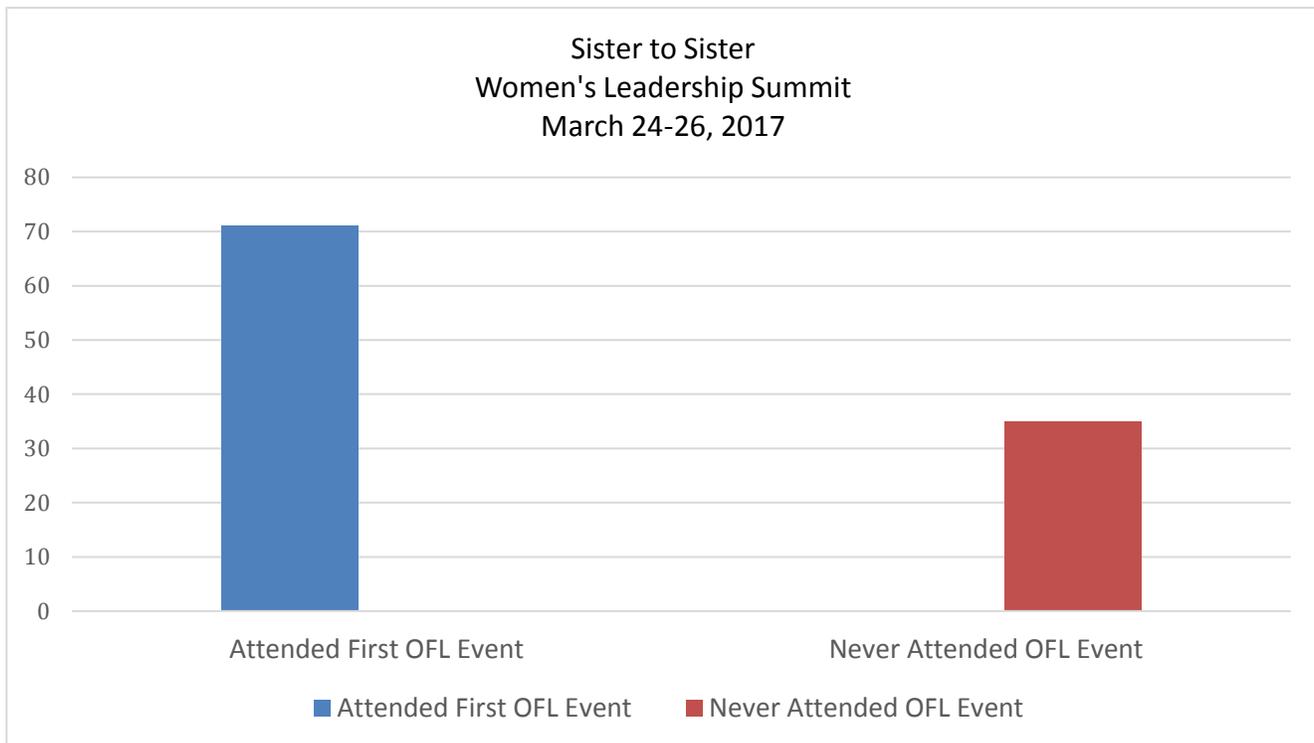
Evaluation: Questions 1 – 4

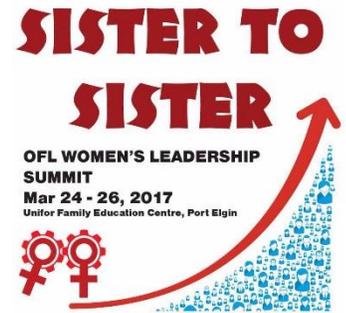


Evaluation: Questions: 5-7



Evaluation: Question 12





Evaluation: Question 8

What other topics/issues would you like to see included at future Summits?

**Some responses to this question are included below.**

Connecting with civil society groups:

- Equity issues
- Trans inclusion
- Unorganized workers
- Precarious workers within unions

Organizing/mobilizing precarious workers – this is a woman's issue.

Violence in the workplace.

How women can get more involved in their unions and have support to run for positions.

Mental health and wellness.

How to be an effective leader for other women in the labour movement.

Sexual violence, trans rights, full time employment opportunities for trans folks, workers of colour, disabled folks, and Indigenous peoples.

Getting women into non-traditional jobs.

Creating effective campaign material.

How to increase unionization in female dominated sectors – care sectors, childcare, etc.

Public speaking/non-verbal communications/time management.

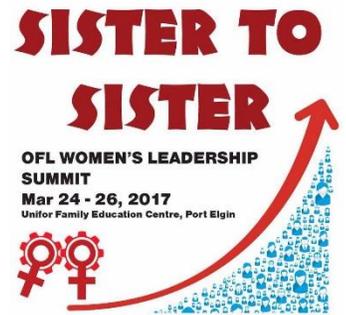
Engaging the younger generation.

How to promote women to come forward into leadership positions.

Practical ways to build/strengthen women's committees/caucuses at the local level. Explanation of structures of women's organizations in labour and how to get involved (OFL/CLC caucuses and committees).

Pension reform, definitely a women's issue as Defined Benefit Pensions are attached. Defined Contribution Pensions give women a lower standard of living because of the length of life.

How to set up a campaign whether it is to lobby for change or to run for a position in your local union.



Parliamentary training: collective agreement/constitution and how to read them and/or use them to your advantage.

Diversity course.

How to be a good ally.

How to organize the unorganized/build capacity.

Mental health/stress management.

Inter-generational solidarity, fighting multi-tier deals, how to take this to the next generation.

How leadership positions mentor new activists.

Health and safety.

Deep organizing with members. Building progressive platform in our unions and taking action. Open, big bargaining, and pushing for a progressive community minded platform in our bargaining.

