

# GENDER EQUALITY & ECONOMIC EMPOWERMENT

## MILESTONES THROUGH TIME

In Honour of the 75th Anniversary of BPW Bowmanville - 2025

SUFFRAGETTE MOVEMENT CANADA 1916...

### WOMEN'S RIGHT TO VOTE

**Provincial elections:**  
Manitoba, Saskatchewan & Alberta - 1916  
All other provinces by - 1951  
**Federal Elections:** White women - 1918  
Indigenous women - 1960  
**Canadian Charter of Rights & Freedoms**  
All Canadian Citizens -1982



1916-1982

### WOMEN DECLARED PERSONS

**Famous Five:** Launch the Persons Case to allow women to hold political office and be appointed to the Senate. Thanks to Emily Murphy, Nellie McClung, Irene Parlby, Louise McKinney, and Henrietta Muir Edwards, Cairine Wilson became the 1st woman senator on February 15, 1930. Persons Day - October 18th, 1979, to mark the 50th anniversary.



1929

WWII 1939-45

### NORMS & EQUAL RIGHTS

The Vote, Persons Case, WWII, and UN Declarations empowered the **women's movement** to push for gender equality in the workplace and daily life. Legislation and policies would promote a gradual change to gender norms and roles. Women and gender were added to the Charter and Human Rights Code.



1962-1970

### WOMEN AS CHATTEL & GBV

Although women were declared persons and could hold political office, under common law traditions, particularly the English doctrine, a married woman was legally considered her husband's property, or chattel. She had limited independent legal standing or rights, and any property or earnings she had become her husband's upon marriage. Husbands had the right to beat their wives. Sexual assault and rape in marriage were first entered into the criminal code in 1985. Same sex marriage was legalized nationwide in Canada on July 20, 2005. National Day of Remembrance & Action on Violence against Women - (December 6) Gender-Based (GBV) & Intimate Partner Violence (IPV) persists.



1968-1985

CHARTER OF RIGHTS 1985 & HUMAN RIGHTS CODE 1969

### PAY EQUITY

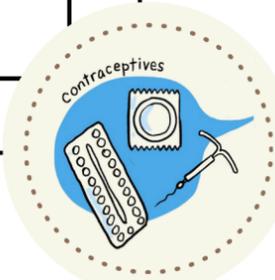
Post-war and beyond, women had begun to overcome barriers to enter the workforce; however, marriage, bearing children and lack of education and experience continued to restrict career choices and relegate women's work to a lower status, secondary to their husbands, justifying unfair pay practices. Women's participation in the workforce increased to an all-time high in 2023, 85.5%. Pay equity legislation has been introduced at different times in Canada. **Ontario's Pay Equity Act** was enacted in 1987 and came into effect on January 1, 1988. **The federal Pay Equity Act** received Royal Assent on December 13, 2018, and came into force on August 31, 2021.



1987-2023

### CONTRACEPTION

The morning after contraception was approved for an emergency in 1999, in 2005, a prescription was no longer required.



1969-2005

BIRTH CONTROL 1969

### FINANCIAL INDEPENDENCE

In 1964, women were 1st entitled to open a bank account without their husbands' approval. Before 1974, banks required married women to have their husbands' signatures on credit applications and could deny a credit card to single women.



1964 - 1974

### STATUS OF WOMEN

Royal Commission on the Status of Women Report - 1970, with 80% of recommendations implemented by 1977. Standing Committee on the Status of Women introduced -2004 Missing and Murdered Indigenous Women Inquiry 2015 initiated - Final Report - 2019 Department for Women and Gender Equality (WAGE) was introduced in 2018. An Intersectional Gender-Based Analysis Plus (GBA+) approach, introduced in 1995, was applied to an Inclusion, Diversity, Equity, and Access COVID-19 response & recovery plan. The National Strategy to Combat Human Trafficking -2021 The National Early Learning & Childcare Strategy was initiated in 2021



1970-2024

2008 TRUTH & RECONCILIATION

### THE FUTURE IS OURS

Join us to create a road map to a Canada, 75 years into the future where citizens of all genders and rich diversity thrive. A gender-just and equitable Canada before the year 2100 is plausible & our legacy.



2025

GENDER IDENTITY & EXPRESSION -HUMAN RIGHTS ACT 2016

COVID-19 RESPONSE & RECOVERY 2019-2023