

FEMINISTS  
FOR THE RIGHT  
TO THE CITY



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# PLATFORM OF DEMANDS


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Adopted at a general meeting on March 15, 2022





The Table des groupes de femmes de Montréal (TGFM) is a regional round table founded in March of 1996. Its mission is to promote and defend the interests of women from a feminist perspective of gender equality. It intervenes in all spheres of social, political, economic and cultural life that may influence women's living conditions in Montreal. The Table's membership of more than fifty groups is one of its greatest strengths. This membership includes local women's groups and women's committees from unions and community or social groups, among others. The plural and multi-sector characteristics of its membership allow the Table to access a diversity of experiences, concerns and analyses.

The TGFM and its members work on unceded Indigenous lands. *Tiohtià:ke* is the traditional name for the island of Montreal. The Kanien'kehá:ka nation is recognized as the custodians of the lands and waters of the island, which is historically known as a gathering place for many First Nations. Today, it is home to a diverse population of Indigenous and other peoples.

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## TABLE OF CONTENTS

<b>Intersectional Feminism at the TGFM .....</b>	<b>2</b>
<b>Defining The Right to the City .....</b>	<b>2</b>
<b>Consulting Montreal’s Women on the Right to the City .....</b>	<b>3</b>
<b>1. Sustainable, Inclusive and Safe Mobility .....</b>	<b>5</b>
<b>2. The Right to Housing .....</b>	<b>8</b>
<b>3. Local Resources and Neighbourhood Life .....</b>	<b>11</b>
<b>4. Working Conditions and Income .....</b>	<b>13</b>

## INTERSECTIONAL FEMINISM AT THE TGFM

It is not just women and men who experience unequal treatment; we are also concerned with inequalities between women. Feminism is a way of being, seeing, and acting. It is a global vision of the self and the world that leads to a process of individual and collective transformation to end inequality.

We recognize that these inequalities come from the systems of oppression which intersect and reinforce one another (such as sexism, capitalism, colonialism, racism, ageism, ableism, heterosexism and cissexism). These systems cause and trivialize violence, discrimination, and exclusion, blocking access to resources (such as housing and services) and opportunities (such as jobs and decision-making positions). Women in Montreal come from various backgrounds and so do not have the same lived experiences with these inequalities.

We will never stop working on our awareness of inequality from a feminist perspective. We must continue to learn and relearn while staying aware of our blind spots and keeping emerging issues in mind. We must listen to and engage with the multiple feminisms of our members and partners and those of other groups and social movements. This way, we will be able to bring about the changes which will help all of Montreal's women in all of their diversity.

The *Women and Their Relationship with the City* project is part of this desire to keep learning. We want to work together to understand the inequalities related to urban life. We want to identify the changes that need to happen to make Montreal/ Tiohtià:ke more inclusive and better adapted to the needs and interests of all of its women. That way, we can think about feminist campaigns and actions for the right to the city.

## DEFINING THE RIGHT TO THE CITY

**The Right to the City is a demand for:**

- 1. a city that meets ours needs:** live in an adequate home, hold a job that offers good working conditions, move freely and safely, access the shops and services we need and visit neighbourhood opportunities (such as museums, libraries and pools).
- 2. participating in transforming our city:** so that we can introduce different initiatives, develop projects and take part in the debates and decisions that influence the future of the place we call home.

# CONSULTING MONTREAL'S WOMEN ON THE RIGHT TO THE CITY

Our platform grew from a three-part consultation held throughout 2021. Almost all of the TGFM's members participated in at least one of these activities, which reached nearly 400 participants from 150 different groups. We also discussed issues related to city life with our members, partners and many other people, including but not limited to representatives from women's groups and mixed-gender organizations, institutions and political parties. Those opportunities allowed us to share and grow our feminist analyses.



## **Women for the Right to the City Webinars**

**Why?** To talk about intersectional feminist actions to transform the spaces that makeup Montréal/ Tiohtià:ke

**When?** February to June 2021

**Who participated?** 22 panellists from 19 different organizations (9 are TGFM members) and more than 300 participants from various horizons.

**What were the subjects covered?** (1) Culture and leisure ; (2) Businesses and local services; (3) Work; (4) Nature and the environment; and (5) Mobility and public space.

→ [Rewatch the webinars here](#)



## **Questionnaires**

**What were they for?** A consultation on preoccupations, engagements and feminist tools regarding urban issues.

**When were they sent out?** From April to July 2021

**Who participated?** 36 women's groups and 11 mixed-gender organizations which work in Montreal; 28 member groups and 17 partner or unaffiliated groups; 18 local groups, 23 regional groups, 16 provincial groups and 3 pan-Canadian groups.



## **The report on women's right to housing**

**What was discussed?** The pandemic impacts housing conditions, support for women in difficulty and access to social housing.

**When?** From November 2020 to December 2021

**How?** Through discussion groups, questionnaires and individual meetings.

**Who participated?** 59 women's and mixed-gender groups were consulted; 140 people attended the launch.

→ [Read the report here](#)

**The consultation’s results reveal that Montreal’s women still have a long way to go before we can say they have their right to the city.** Following these exchanges with a more extensive network, the project’s steering committee developed a platform around 4 major themes and 10 cross-cutting concerns. This proposition was submitted to the TGFM’s members at the beginning of 2022. The majority of the TGFM’s members contributed to the platform by participating in workshops and debating at meetings. On March 15, 2022, the platform of demands was unanimously adopted at an Extraordinary General Meeting.

The platform is neither exhaustive nor fixed. The issues, engagements, recommendations, and examples of actions stem from our consultations. As situations evolve, our ideas for change and our feminist analysis of the urban problems will as well.

#### **4 Major Themes**

1. Sustainable, Inclusive and Safe Mobility
2. The Right to Housing
3. Local Resources and Neighbourhood Life
4. Working Conditions and Income

#### **10 Cross-Cutting Concerns**

1. **Safety:** working together to end violence in public and private spaces;
2. **Health:** building spaces which encourage physical, mental and social well-being;
3. **Access for All:** fighting ableism by combating the prejudice, development and communication which create barriers, discrimination and exclusion;
4. **Territorial Justice:** ensuring that the entire city is well-maintained and has access to services, facilities, and development;
5. **Fighting Poverty:** ensuring that income is no longer a barrier to meeting residents’ needs;
6. **Climate Justice:** protecting the environment and fighting climate change needs to take inequalities into consideration and involve those who are most affected;
7. **Equal Participation:** avoiding the appearance of diversity (*tokenism*) and ensuring fair representation in decision-making bodies, jobs, etc.
8. **Training and Research:** learning about blind spots, centring and believing lived experiences and taking note of emerging issues and systemic discrimination;
9. **Participatory Democracy:** fully involving marginalized populations in debates, consultations, opportunities for dialogue, and decision-making;
10. **“By and For” Initiatives:** allowing affected populations to be involved in transforming the city.



## 1. SUSTAINABLE, INCLUSIVE AND SAFE MOBILITY

To fight climate change, we must urgently be able to use public and paratransit (such as buses, metros, trains and the REM express train) or opt for active transportation (such as bicycles, scooters, or walking). However, many issues can get in the way of this transition: street harassment, fare hikes, an absence of service in many areas, the lack of universal access of transit services and infrastructures, and the lack of respect for those who use mobility aids.

**As feminists, we will take action to ensure a gender-based analysis from an intersectional perspective (GBA+) in urban planning, as well as promote inclusive and safe access to the services and infrastructures that make up public transit, paratransit and active transportation. We want everyone to be able to move freely throughout the city and its neighbourhoods.**

Recommendations	Examples of possible actions
<p><b>1. Raise awareness and develop training to end behaviours and mentalities which cause women to feel unsafe when travelling.</b></p>	<ul style="list-style-type: none"> <li>● Develop awareness campaigns to improve women’s safety on public transit and paratransit (such as sexuality education and active bystander training);</li> <li>● Develop awareness campaigns on the subject of respect for and sharing routes and infrastructure with those who use mobility aids (such as white canes, wheelchairs, motorized wheelchairs and mobility scooters);</li> <li>● Raise awareness and act to stop sexual harassment on paratransit.</li> </ul>
<p><b>2. Encourage the adoption of active transit.</b></p>	<ul style="list-style-type: none"> <li>● Act to improve urban planning so that routes are safer and easier to share. These measures include, for instance, improved lighting and signage, renovating and enlarging sidewalks and bike paths, creating streets that can be shared by all road users, reserved lanes, marking informal trails and shortcuts, reinforcing alley safety, reducing traffic, separating different transit modes, adding places to rest on routes, making traffic lights longer at pedestrian intersections, adding stop signs, etc.;</li> <li>● Develop community bike workshops that offers opportunities to work among women, trans, fem and non-binary people;</li> <li>● Diversify illustrations of people using bikes (including, for instance, fat people, seniors, women who wear hijab and disabled people);</li> <li>● Develop a fare structure which would encourage the use of community bikes (for instance, making BIXIs affordable);</li> <li>● Ensure that GBA+ is used in snow removal (for instance, prioritize school corridors and paratransit drop-off locations).</li> </ul>

# 1. SUSTAINABLE, INCLUSIVE AND SAFE MOBILITY

Recommendations	Examples of possible actions
<p><b>3. Ensure universally accessible and inclusive public transit and paratransit and ensure that active transportation can be developed.</b></p>	<ul style="list-style-type: none"> <li>● Systematically integrate the principles of universal access into new development and services concerning mobility;</li> <li>● Renovate the existing network to make it universally accessible;</li> <li>● Broaden discourse concerning universal access to highlight how it benefits urban planning and people in all stages of life (including parents, seniors and children);</li> <li>● Make information on paratransit services and the ways to use them more accessible;</li> <li>● Provide training in universal access principles for public transit and paratransit employees to ensure that users are respected.</li> </ul>
<p><b>4. Improve the public transit and paratransit services offered and the infrastructure for active transit in underserved areas.</b></p>	<ul style="list-style-type: none"> <li>● Ensure that future metro and train lines, rapid bus services, BIXI docking points, and bike paths target areas which are currently underserved;</li> <li>● Ensure that affordable housing close to new transport infrastructure remains available.</li> </ul>
<p><b>5. Develop a fare structure that encourages public transit and paratransit while fighting poverty.</b></p>	<ul style="list-style-type: none"> <li>● Freeze public transit fare increases;</li> <li>● Introduce a social fare (a price based on individuals' income) to eventually make public transit free;</li> <li>● Ensure that users can continue to pay cash for public transit services.</li> </ul>
<p><b>6. Adopt collective solutions to street harassment instead of facing it alone.</b></p>	<ul style="list-style-type: none"> <li>● Encourage municipal officials to recognize that street harassment is a problem;</li> <li>● Develop awareness campaigns with groups that are already involved in fighting street harassment;</li> <li>● Offer training to those who are well-placed to intervene (such as receptionists, security guards, bus drivers and paratransit drivers);</li> <li>● Document street harassment to develop solutions which are adapted to the problem.</li> </ul>
<p><b>7. Reinforce safety without excluding anyone.</b></p>	<ul style="list-style-type: none"> <li>● Fight social and racial profiling (such as carding);</li> <li>● Rely on the presence of community groups to foster a better cohabitation in public spaces;</li> <li>● Denounce practices which justify discrimination against sex workers, against the unhoused, and against sexuality and gender diverse individuals.</li> </ul>



# 1. SUSTAINABLE, INCLUSIVE AND SAFE MOBILITY

Recommendations	Examples of possible actions
<p><b>8. Ensure a feminist presence in public spaces.</b></p>	<ul style="list-style-type: none"> <li>● Celebrate feminists’ contributions through toponymy (such as through new metro stations or street names);</li> <li>● Display feminist and progressive awareness campaigns throughout the city;</li> <li>● Support initiatives which encourage the visibility of women who live at the intersection of multiple oppressions: Indigenous women, lesbians and bisexual women, trans, queer and bispirtual people, women who have an immigrant background, disabled women, etc.;</li> <li>● Ensure that women who live at the intersection of multiple oppressions are included in awareness campaigns;</li> <li>● Promote feminist works in public art created through the 1% policy (1% of the budget allocated for constructing a public building must be dedicated to creating artwork for that building).</li> </ul>
<p><b>9. Consider the diverse realities of women who move through the city.</b></p>	<ul style="list-style-type: none"> <li>● Involve all women in the reflection and decision processes in public and governing bodies which involve mobility in some way;</li> <li>● Ensure representation of diversity in decision-making bodies (such as the STM)</li> <li>● Access disaggregated mobility data (including gender, age and disability);</li> <li>● Ensure that consultations are accessible to those with mobility limitations (mobility aid users, seniors, parents and night workers) as well as those affected by the digital divide;</li> <li>● Apply GBA+ to decisions which concern mobility services and accommodations;</li> <li>● Work to reinforce safety and feeling of safety, based on the perceptions of women in all their diversity and data, while respecting the right to privacy.</li> </ul>



## 2. THE RIGHT TO HOUSING

Due to the housing crisis, which shows no sign of stopping, women have trouble finding decent housing, especially if they have already experienced discrimination. Rent hikes, landlord repossessions and evictions are more frequent, making staying in the same dwelling more difficult. Numerous women have their safety threatened, whether due to harassment from landlords, janitors or neighbours or abuse and intimate partner violence. The lack of available housing forces women to rent dwellings which do not meet their needs.

**As feminists, we will take action for the housing rights of all women in Montreal. We will urge governments to act concretely so that everyone can live in pleasant, affordable, safe, healthy and accessible housing.**

Recommendations	Examples of possible actions
<b>1. Put financial support and measures to control rent prices and ensure affordable private housing.</b>	<ul style="list-style-type: none"> <li>● Introduce a public rent registry and rent control mechanisms;</li> <li>● Control landlord repossessions and evictions;</li> <li>● Ensure that existing rooming houses stay open (private landlords and nonprofits rent bedrooms in buildings where lodgers share a kitchen, bathroom, living room, etc.)</li> </ul>
<b>2. Ensure that housing and the surrounding area are clean, safe and pleasant.</b>	<ul style="list-style-type: none"> <li>● Prevent and fight abuse, harassment and violence in social and private housing (through policies, regulations and training sessions);</li> <li>● Ensure gender parity for roles as home safety inspectors and offer interpreters;</li> <li>● Ensure increased surveillance and establish measures to ensure that policies and regulations are applied and respected by landlords and building managers;</li> <li>● Design the exterior of residential buildings to ensure access to nature, allowing residents to live in clean, safe and pleasant environments.</li> </ul>
<b>3. Ensure that dwellings are universally accessible.</b>	<ul style="list-style-type: none"> <li>● Develop social and community housing according to universal access principles;</li> <li>● Collect data on the accessibility of existing private housing;</li> <li>● Develop a “single window” system for access to accessible and adaptable housing;</li> <li>● Reserve adaptable housing for those who need it;</li> <li>● Promote universal access in rooming houses;</li> <li>● Encourage and highlight all the initiatives in place which seek to apply universal access principles to social and community housing;</li> <li>● Support renovations for social housing and shelters to increase the number of universally accessible units.</li> </ul>

## 2. THE RIGHT TO HOUSING

Recommendations	Examples of possible actions
<b>4. Increase access to social housing.</b>	<ul style="list-style-type: none"> <li>● Widen eligibility criteria for social housing and reduce bureaucratic access procedures;</li> <li>● Offer training on GBA+, sexual violence, ableism, universal access, lesbophobia, decolonization and systemic racism (for civil servants, municipal offices, cooperatives, nonprofit housing organizations and technical resource groups);</li> <li>● Fight against the privatization of housing assistance;</li> <li>● End the calculation for child support payments when determining eligibility for the rent supplement program.</li> </ul>
<b>5. Develop more social housing designed for women.</b>	<ul style="list-style-type: none"> <li>● Develop 23,000 new social housing units across the island of Montreal to respond to the needs of women in all their diversity;</li> <li>● Ensure that there is enough funding to construct housing units, shared spaces, and community support in social housing projects;</li> <li>● Reserve one-third of social housing investments for projects targeting women-led households;</li> <li>● Purchase land or buildings near stores and essential services to support the development of social housing;</li> <li>● Include women when analyzing social housing issues and consider their lived realities based on their experiences (such as single parenthood, conjugal violence, poverty, disability, and sexual violence) and/or their identities (for example, racialization, immigration status, sexual orientation, gender identity, Indigenous heritage, or age);</li> <li>● Ensure that funding for social housing is available for women’s groups without discrimination and that it reflects their realities;</li> <li>● Put an end to the “modest construction criteria” for social housing.</li> </ul>
<b>6. Develop services and resources for women in difficult situations.</b>	<ul style="list-style-type: none"> <li>● Establish permanent funding for groups which support women in difficulty;</li> <li>● Create resources and services for underserved populations and areas;</li> <li>● Concentrate on making existing resources permanent to avoid having to use winter or emergency measures;</li> <li>● Improve accessibility and inclusion for services and resources for all women (such as disabled women and gender diverse)</li> <li>● Create women-only resources which are open 24 hours a day, 7 days a week;</li> <li>● Introduce financial aid for women who are leaving shelters;</li> <li>● Support social workers in developing the ability to help women in difficulty adjusting to a new housing situation.</li> </ul>

## 2. THE RIGHT TO HOUSING

Recommendations	Examples of possible actions
<p><b>7. Recognize and include women’s groups in the fight against houselessness.</b></p>	<ul style="list-style-type: none"> <li>● Include GBA+ and the expertise of women’s groups as a first response in all measures for the unhoused;</li> <li>● Support the demands of women’s groups which deal with the unhoused;</li> <li>● Recognize and discuss issues other than shelter and housing when discussing the fight against houselessness (such as the minimum wage, social assistance, violence, and mental health services).</li> </ul>
<p><b>8. Promote energy efficiency.</b></p>	<ul style="list-style-type: none"> <li>● Develop subsidies to encourage work for energy efficiency in rental housing, ensuring that these improvements will not lead to rent hikes;</li> <li>● Ensure adequate funding for housing nonprofits so that they can adopt responsible consumption practices and reduce waste;</li> <li>● Make the private sector subject to the same norms as the nonprofit sector regarding energy efficiency in construction projects.</li> </ul>



### 3. LOCAL RESOURCES AND NEIGHBOURHOOD LIFE

Several neighbourhoods in Montreal offer access to culture, places for sports and recreation, nature, stores, and local services. Many of these neighbourhoods are being gentrified. As a result, the poorest and most marginalized populations move to underserved areas. Language barriers, eligibility criteria, the digital divide (unequal access to and use of information and communication technologies), racial profiling, and street harassment restrict access to these local resources.

**As feminists, we will take action so that our neighbourhoods are safe, inclusive, accessible, and able to offer everyone a high quality of life.**

Recommendations	Examples of possible actions
<b>1. Support the improvement of accessibility and inclusion for services, programs and local resources.</b>	<ul style="list-style-type: none"> <li>● Increase eligibility for services (for example, age, immigration status and residence) and inclusion measures (such as translation, cultural mediation and programming which reflects local interests);</li> <li>● Ensure universal access to new and renovated buildings, services, and events;</li> <li>● Offer training and space to discuss ableism, decolonization, systemic racism, and sexual and gender diversity to promote inclusion;</li> <li>● Choose spaces, equipment and rooms which are universally accessible for training sessions, gatherings, classes, and activities;</li> <li>● Continue to involve women on boards and in general meetings so they can share their realities;</li> <li>● Encourage establishing breastfeeding and lactation rooms and areas;</li> <li>● Inform women about the accessibility and inclusion policies of local services and resources.</li> </ul>
<b>2. Combat the digital divide.</b>	<ul style="list-style-type: none"> <li>● Adopt practices that don't require the use of computers and smartphones (such as telephone lines, posters and drop-in sessions) ;</li> <li>● Ensure that technology is accessible (wifi access, tablet loans, training and assistance with technology);</li> <li>● Introduce government programs which will allow isolated women to access technology.</li> </ul>
<b>3. Preserve the affordability of neighbourhoods while there is still time.</b>	<ul style="list-style-type: none"> <li>● Offer free access or social pricing for culture, sports and leisure;</li> <li>● Regulate commercial rent prices;</li> <li>● Make community spaces exempt from municipal taxes;</li> <li>● Encourage the organization of public markets and the opening of independent, local, and affordable grocery stores;</li> <li>● Support organizations and food banks which offer food at low prices.</li> </ul>

### 3. LOCAL RESOURCES AND NEIGHBOURHOOD LIFE

Recommendations	Examples of possible actions
<p><b>4. Ensure that women, in all their diversity, have access to and the ability to stay in decision-making and participatory spaces so that they reflect Montreal’s socio-demographic reality.</b></p>	<ul style="list-style-type: none"> <li>● Support “by and for” initiatives for marginalized populations to access new resources, organizations and transition initiatives (such as subsidies, sharing offices and accompaniment);</li> <li>● Ensure that decision-making bodies have gender parity and equitable representation;</li> <li>● Hold regular, accessible, and inclusive consultations (for instance, offering translation, variable meeting times, and childcare);</li> <li>● Identify, reach and create solutions with marginalized women (such as exploratory walks).</li> </ul>
<p><b>5. Share equipment and infrastructure, and services equitably for sports, recreation, and culture across the island.</b></p>	<ul style="list-style-type: none"> <li>● Add more resources to underserved areas;</li> <li>● Install water fountains and public bathrooms with access to free feminine hygiene products and needle disposal containers;</li> <li>● Develop sports services and infrastructures that benefit women;</li> <li>● Collect disaggregated data for sports, recreation and culture;</li> <li>● Promote and ensure awareness of leisure to all populations;</li> <li>● Offer sports and recreation activities adapted to diverse families (such as single parents, those in precarious situations, racialized, gender and sexually diverse and those who have just given birth);</li> <li>● Ensure free and non-discriminatory access to sports, recreation, and culture infrastructures, regardless of the place of residence or time of day;</li> <li>● Prioritize universal design when developing sports, leisure and culture infrastructures and activities.</li> </ul>
<p><b>6. Ensure a fair and feminist ecological transition in our living spaces.</b></p>	<ul style="list-style-type: none"> <li>● Reach gender parity and equal participation in decision-making bodies associated with the ecological transition;</li> <li>● Offer training and create conversations regarding oppressions linked to environmental issues;</li> <li>● Adopt structural and collective measures for the transition (such as regulations and development);</li> <li>● Promote access to nature (parks, waterfront spaces and gardens), particularly in underprivileged neighbourhoods;</li> <li>● Make Montreal a city that welcomes climate migrants;</li> <li>● Oppose the exploitation of fossil fuels and resources which dispossess Indigenous territories;</li> <li>● Fight environmental racism.</li> </ul>



## 4. WORKING CONDITIONS AND INCOME

Montreal is a crucial employment hub. But the job opportunities offered are not available to everyone due to employment discrimination, and the lack of recognition of work experience and degrees pursued abroad. Despite laws, awareness campaigns and pilot projects, women in Montreal continue to experience harassment and microaggressions at work. The pandemic has aggravated the precarious situation of many low-wage workers and increased pressure on women in traditionally feminine jobs.

**As feminists, we will take action to ensure that economic recovery will include the adoption of measures to help people out of poverty and enjoy decent working conditions.**

Recommendations	Examples of possible actions
<b>1. Promote women’s access to the job market.</b>	<ul style="list-style-type: none"> <li>● Continue the fight to protect women’s right to work;</li> <li>● Apply the equal access employment program to more employers.</li> </ul>
<b>2. Promote access to the job market for women who live at the intersection of multiple oppressions (e.g. immigrant background, racialization, disability, lack of status, gender and sexually diverse, etc.).</b>	<ul style="list-style-type: none"> <li>● Work with all employers on solutions to fight discrimination and to reach gender parity and fair representation of visible and invisible minorities (Indigenous people, disabled people, visible and ethnic minorities, and sexuality and gender diverse individuals) in all employment categories;</li> <li>● Introduce a complete and ongoing regularization program for all migrants with precarious status;</li> <li>● Recognize degrees and work experience acquired abroad;</li> <li>● Accelerate immigration application processing;</li> <li>● Ensure that credentials, skills, job training diplomas and professional certificates earned in Canada and abroad are recognized.</li> </ul>
<b>3. Increase women’s income.</b>	<ul style="list-style-type: none"> <li>● Raise the minimum wage to at least \$18 per hour;</li> <li>● Ensure that poverty reduction measures include ways to make housing, food and transport affordable for everyone;</li> <li>● Raise women’s retirement income;</li> <li>● Actively reflect on ensuring a decent income for women (for instance, guaranteed minimum income, citizen’s basic income, etc.).</li> </ul>

## 4. WORKING CONDITIONS AND INCOME

Recommendations	Examples of possible actions
<p><b>4. Encourage access to traditionally masculine jobs.</b></p>	<ul style="list-style-type: none"> <li>● Encourage employers to introduce measures that will encourage hiring women and keeping them employed in trades which are traditionally male-dominated;</li> <li>● Ensure that women and marginalized people are equally represented in all municipal employment categories and in the contracts awarded to the private sector. Marginalization may be linked to nationality, Indigenous background, accents and spoken languages, physical and psychological ability, sexual orientation, gender identity and expression, age, family status, appearance (skin colour, hair, clothing style, weight, etc.) as well as religious beliefs and customs.</li> <li>● Counter stereotypes to encourage access to traditionally masculine jobs;</li> <li>● Offer information, awareness and training sessions to women of all origins so that they are aware of different employment possibilities;</li> <li>● Promote male-dominated jobs traditionally at employability resource centres and in schools;</li> <li>● Ensure more inclusive practices and work-life balance in professional training programs and private heavy machinery companies. Adopt GBA+ to guarantee inclusive practices.</li> </ul>
<p><b>5. Make workplaces more inclusive and accessible.</b></p>	<ul style="list-style-type: none"> <li>● Train employers and all personnel on diversity inclusion practices at their organization, following a GBA+ approach;</li> <li>● Prevent, recognize and intervene in situations involving discrimination and harassment in the workplace;</li> <li>● Develop awareness campaigns on the variations and impacts of harassment on women who are immigrants, newcomers, Indigenous, lesbian and BTQ2S+, disabled, etc.;</li> <li>● Share tools and practices to make workplaces more accessible and inclusive;</li> <li>● Ensure that remote work and hybrid work are accommodated;</li> <li>● Put work conditions in place which consider the realities of female single-parent families;</li> <li>● Encourage establishing breastfeeding and lactation rooms and areas in workplaces and businesses;</li> <li>● Continue to reflect on the positive and negative impacts of remote work for women.</li> </ul>



## 4. WORKING CONDITIONS AND INCOME

Recommendations	Examples of possible actions
<p><b>6. Support the creation of and access childcare services.</b></p>	<ul style="list-style-type: none"> <li>● Make it easier to establish childcare services through different initiatives (such as tax exemption and land offers);</li> <li>● Encourage the inclusion of childcare facilities in housing and commercial developments;</li> <li>● Guarantee subsidized childcare for all children, regardless of status.</li> </ul>
<p><b>7. Ensure good working conditions in the community sector.</b></p>	<ul style="list-style-type: none"> <li>● Ensure that organizations' funding is increased so that community workers can receive attractive salaries and benefits;</li> <li>● Share tools to improve our working conditions;</li> <li>● Set aside regular work sessions to improve and update tools used in the community sector;</li> <li>● Offer paid training programs for new hires and encourage continued training and skills development;</li> <li>● Encourage organizations to have harassment and violence policies and offer training sessions to employees, employers, and board members on these policies;</li> <li>● End funding per project, which makes jobs more precarious, and significantly increase the budget for community groups to ensure a significant raise in the salaries of community workers, in recognition of their responsibilities and expertise;</li> <li>● Reflect on harmonizing salaries and working conditions between community groups.</li> </ul>
<p><b>8. Fully recognize the value of traditionally feminine employment sectors.</b></p>	<ul style="list-style-type: none"> <li>● Highlight the necessity and importance of these jobs as well as the qualifications required to perform them;</li> <li>● Ensure that economic recovery includes improving salaries, working conditions and benefits in traditionally feminine employment sectors (such as health, childcare, teaching, community work and the service sector);</li> <li>● Ensure that these demands match what national groups and associations are asking for.</li> </ul>