

## UNPFPAD Recommendations by Canadian Civil Society on Gender Equality for Women of African descent

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[OBJ]

DPAD push coalition in Canada

- today I am speaking as a woman of African descent in Canada
- Canada has not ratified the CEDAW and did not vote for the UN Permanent Forum, abstaining and no one of them
- yesterday the speaker from Canada, who led the delegation, Mala Khan who said she is here to listen walked out as soon as the Canadian civil society organizations started speaking on Monday - par for the course in Canada when we ask for legislative and policy changes
- In Partnership with Innovate InC
- We conducted global consultations with civil societies
- to discuss and prioritize qualitative indicators
- At this time common indicators are being established
- I am sharing 5 recommendations from these global consultations
- Coming from Canada we are presenting examples from Canadian report
- Recognizing these are shared experiences of people of African descent.
- In this report you will see a collage of decision makers in Canada, showing the success of gender parity.
- Today we are in a room of decision makers.
- If we took a picture of this room, who is the first person you'd look for?
- Yourself!
- If you're not seeing yourself reflected in the photo ...you wonder why?
- This means 1.2 million Canadian Canadians of African descent will look at these images of decision makers & not see themselves reflected.
- With the objectives of RECOGNITION, JUSTICE, and DEVELOPMENT ImmigrantsCAN recommends the following:

- One, 1. The Sustainable Development Goals (SDG) data collection and reporting be intersectional
- Two, 2. Amend ILO Convention C190 on violence and harassment in the world of work to be inclusive Women of African descent.
- Three 3. The Labour Codes and Regulations such as Canada Labour Code regulation be amended to be inclusive of Women of African descent by adding Racism as a form of workplace violence and harassment.
- Four 4. Countries, gender equity strategy, policies, laws, programming and budgets be inclusive of Women and Girls of African descent and
- Five 5. Countries poverty reduction strategy, policies, laws, programming and budgets be inclusive of Women and Girls African descent
- United We Rise