



Everyone should have equal opportunities to live their best life regardless of gender. In Canada we are committed to advancing gender equality and protecting human rights. Learn how to challenge gender stereotypes and how you can become an ally!

# GENDER EQUALITY

## Scouts is the Start of Being an Ally

### DID YOU KNOW?



**82% of Canadian women** work either a part time or full-time job. The **rate for men is 91%**<sup>1</sup>. Why might there be a difference in employment rates between men and women? Is this a problem?



In Canada, new parents can take up to **69 weeks of parental leave** following the birth or adoption of a child<sup>2</sup>. This is fairly high compared to other countries of the world, and can be shared between both parents<sup>3</sup>.



Certain groups of people are more likely to experience violence—these groups include women, members of the LGBTQI2+ community and members of the Indigenous community<sup>4</sup>.

### IN THE FIELD

#### Blazing Trails for Future Generations

Scouts Canada was founded in 1914 and has been evolving ever since. In the 1970's, Scouts Canada began accepting female participants into some of their Sections and by 1998 it became policy to accept female participants into all Sections. Did you know that there are now an equal number of men and women in adult leadership in Scouts Canada? 22% of participants in Beavers, Cubs, Scouts, and Venturers are girls!

Scouts Canada does not discriminate for reasons of gender, culture, religious beliefs or sexual orientation and the year after all Sections were opened to female participation the very first gay Rover Crew, Troop 129, was introduced in Toronto, Ontario. **This Troop** completed traditional Scouting activities with special attention to serving the LGBTQI2+ community. How can your Section be allies to people of all gender? What are some activities you could do that focus on serving the LGBTQI2+ community?



### ARE YOU UP FOR THE CHALLENGE?

What are some ways to make a positive impact on gender equality?



How can you challenge stereotypes you come across?



How can you show your support and be an ally to people of all genders?

#### FURTHER AFIELD

- [learningforjustice.org/](http://learningforjustice.org/)
- [girlrising.org/](http://girlrising.org/)
- [glsen.org/](http://glsen.org/)
- [itgetsbetter.org/](http://itgetsbetter.org/)
- [girlsactionfoundation.ca/](http://girlsactionfoundation.ca/)

#### SCOUT READY

- What Does the Media Say?
- Job Creator
- Lightbulb Moments
- Whose Job Is It?
- Gender in Sport
- Don't Judge a Book by its Cover
- Self Portraits
- Anyone Can Be a Leader
- Storybook Stereotypes
- Love is Love

<sup>1</sup>[www150.statcan.gc.ca/n1/pub/11-630-x/11-630-x2015009-eng.htm](http://www150.statcan.gc.ca/n1/pub/11-630-x/11-630-x2015009-eng.htm)

<sup>2</sup>[canada.ca/en/services/benefits/ei/ei-maternity-parental.html](http://canada.ca/en/services/benefits/ei/ei-maternity-parental.html)

<sup>3</sup>[bbc.com/worklife/article/20190615-parental-leave-how-rich-countries-compare](http://bbc.com/worklife/article/20190615-parental-leave-how-rich-countries-compare)

<sup>4</sup>[cfc-swc.ca/violence/knowledge-connaissance/about-apropos-en.html](http://cfc-swc.ca/violence/knowledge-connaissance/about-apropos-en.html)