

## Annotated Bibliography

**Research question:** Have women gained equality in Canadian society?

**Hypothesis:** Regardless of how women were historically viewed, it can not be ignored that the status of women in society is not fairly equal, that there needs to be improvement. Women are subjected to injustice and domination without any room for retaliation. If men are praised for their work in the office, women should also be praised double for their work both at home and at the workplace.

1. Samson, S. (2016, January 29). *Winnipeg women say gender inequality stands out in the workplace*. CBC.  
<https://www.google.ca/amp/s/www.cbc.ca/amp/1.3426729>

Samantha Samson is a multimedia journalist who has worked as a reporter and an associate producer for CBC in Manitoba and Ontario. She had studied journalism and marketing in Manitoba before working for CBC. She is caucasian and she's had an interest in journaling. Personally it looks as though she agrees with the fact that women aren't represented for their work and can do so much when in the workplace. As a woman herself she's helping other women by broadcasting it to the public. In this news article it focuses on the gender inequalities in and out of the workplace. One lady in particular named Serena Vandersteen is a Winnipeg iQmetrix software engineer. She 's also part of the Ladies Learning Code, a national organization that brings technology to young girls. Ben Eisen, Associate Director of Provincial Prosperity Studies at the Fraser Institute, examined the history of the perceived gender wage gap. He cited an Ontario Ministry of Labor survey that shows that women earn an average of 70 cents for each dollar a man makes in Winnipeg. He took into account that this could be from "statistical discrimination," meaning some employers will hire young men over young women. This may be due to the fact that when big companies are looking for employees, they prefer young men over young women because (on average) they are likely to take time off due to pregnancy or child-rearing. This article in particular echoes my hypothesis that instead of monitoring women's bank balances, the province itself should be balancing the priorities such as nurturing a child, and not dismiss them just because a mother wants to go on maternity leave.

2. Gregory, K. (2016, March 1). *Gender Inequality | Gender Equality In Canada | Learn How To Become A Female Leader | Empower Women*. Canadian Women's Foundation. <https://canadianwomen.org/blog/gender-inequality-is-still-a-thing/>

Kathy Gregory is the Founding president and Founder of Paradigm Quest Inc. She won the Women's Executive Network Top 100 Most Powerful Women award in Canada in 2010, 2012 and 2014 and was awarded # 1 "Ones to Watch" by Profit Magazine. She led the first Women's Only Mortgage Golf Tournament, raising over \$165,000 for the Canadian Women's Foundation. She's a proud Canadian and is caucasian and her goal is to encourage work / life balance, gender equity and, most importantly, trust for both workers and clients. This blog is for women who are working but are not aware of the disparities that are being addressed. She noticed that not all successful women understand or are prepared to tackle the problem of injustice problems. It is important for her to point out that she is not in agreement with the idea that women are their own worst rivals when it comes to professional assistance and that women have a unrealistic expectation for other women in their professions. Kathy also shares stories about a woman who has 3 children and she explains how she succeeded in raising them to be loving, confident young people, all while becoming the CEO of a giant hydro company. This comes to show that women can do it all, but the wage gap says otherwise. This relates back to my topic because women, who nurture children, come to work everyday, making sure they are at their best aren't getting enough recognition for the work they do daily. Only weakness this source has is the information is very minimal but I can work with that.

3. Wilson, L. (2020, May 31). *COVID-19 and gender inequality: Why Manitoba needs a feminist pandemic response*. CBC.  
<https://www.cbc.ca/news/canada/manitoba/opinion-coronavirus-manitoba-feminist-response-1.5590758>

Leah Wilson is a proud feminist and co-chair of advocacy for the Institute for International Women's Rights–Manitoba. The COVID-19 crisis in many areas of life has brought greater attention to gender inequality. According to the United Nations Population Fund, this article is based on her own view on how women are at an elevated risk of exposure to the virus as internationally, as they constitute 70% of the health and social workforce. Leah Wilson is a caucasian female who believes that if we don't take action now, women and girls may see more attack from this ongoing crisis. As individuals and families proceed to work from home, domestic and childcare duties will inevitably still fall largely on women's shoulders. At least nine women and girls were reported to be involved in domestic murders across Canada, just about a month into the COVID-19 pandemic according to a new article in the Globe and Mail. Coming at this problem from a financial perspective, after the pandemic, Canadian women suffered as a result of unemployment. As job security collapsed in March, Statistics Canada reported having lost their jobs more than twice as many women (298,500) as men (127,600) between the ages of 25-54, though this gender disparity gradually narrowed in April. COVID-19 would have gendered impacts in the short-, mid- and long-term. If we don't continue to be aware of them now, women and girls will experience the collateral consequences of this ongoing conflict impacting their human rights. This source is very helpful and relevant today because with this crisis going on, women are struggling with not finding jobs and providing for their families.

4. The Canadian Press. (2020, April 30). *Canadian support for gender equality doesn't match reality, survey suggests*. National Post.  
<https://nationalpost.com/pmnn/news-pmn/canada-news-pmn/canadian-support-for-gender-equality-doesnt-match-reality-survey-suggests>

The Canadian Press is a global news agency headquartered in Toronto, ON. It was founded in 1917 as a vehicle for the distribution of news and information in Canadian newspapers, with about 180 employees. James McCarten is known to be the editor of this article. It is said that he also focuses on politics, Canada & the United States. In this article, Canada's full support for the principle of equal rights for women and men is among the highest in the world. People surveyed to the International Pew Research Center poll published on Thursday reported strong support for the idea of gender equality—93% of Canadians surveyed viewed it as "very significant," 96% second only to Sweden. In other parts of the world, a majority of people surveyed in countries such as India, Tunisia and Nigeria reported the reverse feeling, altering the 34-country median to 56% of all survey participants who preferred men on scarce jobs, and 40% who disagreed. The data also indicates that some respondents in Canada tend to cling to long-standing views of gender roles, such as polls showing that 11% of women have more authority over child-rearing decisions, while 22% said that men have more power over financial decisions in households. After all the work women do, they are still not happier about the prospects of gender equality than their male counterparts and that insist that change is needed and respect needs to be granted. Again the only weakness this article has is there isn't much information was granted here though, could've been better, also too many statistics but it can be used for the essay.

5. Trolan, E. J. (2013). The Impact of the Media on Gender Inequality within Sport. *Procedia - Social and Behavioral Sciences*, 91, 215–227.  
<https://doi.org/10.1016/j.sbspro.2013.08.420>

Joseph Trolan was born in Northern Ireland and spent many years playing sports like Gaelic soccer, Hurling, and Football. His sports management background is focused on two aspects, one sociological aspect of sport and two gender aspects of sport. He also spent time analysing women in sport, both through the impact of media on participation and spectatorship. By his journal article, I believe that what he's writing about is very important and how this topic in general is overlooked and not given much attention. Many recognised researchers, Krane, Choi, Baird, Aimara, and Kauer found out that Western society is the symbol of masculinity, and that the stereotypical feminine body conflicts with the notion of what it implies to be a female athlete. Within the context of sport and media, this is an important concept because sport has traditionally been considered primarily as a male territory and one where socio-cultural values are mirrored and sometimes formed. Men and women have been socialised differently from an early age. Many close influencers such as family, peers, and schools taught men to play sports or watch sports, while predominantly women are taught that sports activities are for men only, and women were not permitted to play. Women were to be attractive and feminine and if she was to play a sport, the media would bash them and they'd "lose their appearance" just for playing a sport. This transition to equality is expected at all levels of society and in relation to sport, progress will take place as more services are developed to enable women to participate in sport at all levels. That also goes to prove that there is inequality with even sports. It is vital that we all get interested in improving the way sport is viewed and valued. I find this article to be very well put together, it's different from all the other articles i've chosen and it's relevant today.