

Sex and Gender Discrimination in the workplace Research Project

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Executive Summary

Eliminating gender discrimination and gender inequality within the workplace is vital to ensuring a sustainable business economy in Canada. The amount of value added by human capital can increase primarily by addressing this problem. This report aims to provide a database of the significant initiatives currently in place that are working to solve this issue. As this process has involved extensive research, we will begin by explaining our research strategies and methods. We explain the positive contributions that the initiatives have for the human capital component. The initiatives found will be broken down into major categories for simplified analysis: by location and public vs. private sector. In doing this research there have been significant trends that have been influential in the cause towards eliminating gender inequality. Generational changes, the Trump Administration and Canadian legislation, have proven to be trends that merit attention. We will examine the impact of themes such as the #MeToo movement and LGBTQ+ activism and diversity on this issue. The interpretation of our findings will be provided, including our recommendations for the Capitals Coalition and our personal commentary on the importance of achieving a sustainable Canadian business economy. We will be sending the report with a list of the 25 academic resources that we believe deserve attention when gaining a scope on this matter. We have also included supplementary information about the specific strategies used during our research and our team's reflection on the process of conducting the research itself.

Description of Team Research Project

Team Members

As female business students, we are committing to addressing gender inequality and sexual discrimination issues to ensure a sustainable future business environment within Canada. Ekaterina Sergeeva is a 3rd-year student at Capilano University, working towards a business degree, majoring in accounting. Aisha Lakhdhir is a fourth-year student, also completing a concentration in accounting at Capilano University.

To this day, female employees still earn 13% less per hour, for work of equal value when compared to their male counterparts. Before beginning research, we had a brief understanding that gender inequality was present in Canadian workplaces. However, by learning specifically about the staggering disparity that women face, this research became even more purposeful. We knew that a specific research strategy and delegation of tasks would be needed to conduct the research necessary for this issue. Before beginning the actual research process, the work was split up in the work plan (See Appendix C: Workplan). Our team used the work plan to monitor our progress and identify essential tasks at hand. This tool allowed us to divide the work between group members equally. The only difference in roles is Aisha was in charge of keeping the rest of her team accountable to deadlines; and has done so thus far. Ekaterina has taken the part of editor, ensuring the written report and all citations have been recorded correctly.

Our team chose to focus on the human capital component, specifically gender inequality and sexual discrimination in the workplace. Both of us, as mentioned above, are majoring in accounting, which is a male dominated field. Therefore, this issue really resonates with us.

We are passionate about bringing attention to the many initiatives that aim to educate people and mitigate gender inequality and discrimination in the workplace for many reasons. One of our group members is Pakistani; as a person of color she is aware of the systemic racism and disadvantages that she faces. We want to provide representation for people of color on the matter of gender inequality and discrimination. Most of the existing published research is centered around white women. We need to bring awareness and extend the narrative on this issue to include women of color. Another aspect of the issue that deserves attention is the current working conditions under COVID-19. Layoffs due to the pandemic have disproportionately impacted women. The combination of women receiving lower wages, as well as being more likely to lose their jobs due to the pandemic, has left women at a higher risk of poverty. In addition, women are more likely to avoid reporting harassment within the workplace because of their current high risk of being laid off. Another aspect of the issue exists within remote working. Women who experience domestic violence now working from home, have lost the opportunity to have their workplace as a safe place to retreat to. The impact of COVID-19 has added multiple new dimensions to the issue of gender inequality and discrimination. We want to include that every issue we have brought attention to, should be met with resources also supporting people of color and the LGBTQ community.

Research Process

Our team followed a thorough research process to ensure all the information we were inputting was useful and accurate. We began by searching keywords in google to find organizations or initiatives that focused on workplace discrimination based on sex and gender and expanded or narrowed our searches based on our initial results. We went through those searches until we found a reliable web page of an organization or initiative that supported our main idea. Following that, we would take specific keywords from our findings and search it in the three given databases. Once we found a relevant peer-reviewed article that supported the initial data we found, we inputted our findings into our own database of resources, provided within this document.

Contribution to the Capitals Coalition

We chose to create a database of all of the significant initiatives that target workplace discrimination based on sex and gender. The reason for this choice was that it is widely known that there is a disparity between how women/ LGBTQ individuals and men are treated within the workforce. Our goal was to understand the factors that have caused this, and the initiatives being implemented to address this apparent problem. We were interested in assessing the emerging trends and ongoing movements that have taken place, whether this is from legislative changes, activist movements or non-profit organizations. We believe that understanding the issues, and the initiatives in place working to solve them are essential steps to take in order to address it further. An important factor that was influential to this topic choice is the implications that it has on the Canadian business economy as a whole. We strongly believe that addressing gender discrimination in the workplace will lead to a more sustainable business setting in Canada. Creating a safe, equal space for all people in the workforce is integral to the economy. The Capitals Coalition lists human capital as one of the components that increases value for an organization. The topic we have chosen directly correlates to creating value within the human capital space. This takes form in improved employee wellbeing and improved performance as well as several macroeconomic outcomes.

Initiatives Identified that are Contributing to a Sustainable Canadian Economy

We were able to find multiple Canadian organizations/initiatives that either focused sex and gender-based discrimination in the workplace or had a major aspect of it within their organization. Below we have separated them into groups to create a better image of the initiatives.

By Location:

Ontario:

United organization for Labour organization, School of HR management York University.

International:

Ethical trading Initiative, #girlgaze initiative, Global fund through innovate finance, UN Women, Psychology of sexual orientation and gender diversity, Work-life initiative, Time's up Movement, Service Employees International Union, Gender at work initiative, #Metoo movement, UN commission on the Status of Women, Equal Employment Opportunities Commission, Catalyst, Coalition of Labour Union Women

Canadian:

Women's legal education and action fund, United organization for labour organization, Workplace behavioural health, Canadian women's foundation, Public legal association of Canada, Botler AI, Women Deliver, Gender Equality Network Canada, Canadian Labour Congress, Center for Research & Education on Violence against Women and Children.

Public vs. Private Sector:

Public:

Women's legal education and action fund, United organization for labour organization, School of HR management York University, UN Women, Canadian women's foundation, Work-life initiative, Service employees international union, Gender at work, Public legal association of Canada, #Metoo movement, Time's up movement, Botler AI, UN Commission on the Status of Women, Women Deliver, Canadian Labour Congress, Center for Research & Education on Violence against Women and Children, Equal Employment Opportunities Commission, Catalyst, Coalition of Labour Union Women.

Private:

Ethical trading Initiative, #girlgaze initiative, Workplace behavioural help, Psychology of sexual orientation and gender diversity, Gender Equality Network Canada.

The majority of these organizations and initiatives are based on inequality for women and then have a focus on the difficulties and discrimination women face in the workplace. One commonality among the initiatives is they stress the importance of legislative change in government across the world to support the women's movement and the human equality movement. Creating legislative change is essential because people can be slow to process change and deny things like women's rights. Having laws to hold people accountable will place the importance and normality of equality rights. For example, one aspect of the Time's up movement is to raise money for legal aid to create concrete policies on sexual harassment in the workplace. The same goes for the Public legal association of Canada, although that one is funded by the Canadian government instead of relying on donations.

Pay Equity Act:

Among the many initiatives found when conducting this research, we believe that the Pay Equity Act merits closer attention. The Federal Government of Canada is in the process of implementing the Pay Equity Act. In 2018, this Act was passed in parliament and should be coming into force in the near future. The Act will establish a new, proactive pay equity plan for all federally regulated companies, with 10 or more employees. Under the Act, companies will have to examine their compensation practices to ensure that women and men are receiving equal pay for work of equal value. The major feature of this Act is the requirement for employers to create and continuously update their company's pay equity plan. Employers will have to identify job classes, determine which classes are predominantly men and those predominantly women, and compare the compensation of each. It will be mandated that companies increase the compensation of any predominantly female job classes that are receiving less pay than their male counterparts. Employers will have to begin enforcing this mandate within three years of becoming subject to the Act. This is a very positive step in the right direction for the issue on pay equity. For the time being, companies will have to adhere to the existing pay equity requirements under the Canadian Human Rights Act.

Interpretation of Team Research Results

Major Trends

Generational Changes:

The existence of social norms for previous generations have established a patriarchal society. Women in the baby boomer generation were seen as the primary caregiver within a family, with men being the primary breadwinner. The current generation's view on this has shifted drastically. Although women still are perceived as the caregiver within a family, they are way more focused on pursuing careers in their professional life. The Work Life initiative aims to reduce the negative consequences of women taking leadership roles within the workplace on their domestic role in their household. This generational shift is allowing women to have more balanced lifestyles and redistributing domestic roles to the males in society. This concept was largely stigmatized in previous generations, but now is becoming an important issue for companies and households to address.

Trump Administration:

Although American politics stand-alone from Canada, the narrative within the country about gender equality has a ripple effect on the rest of the world and especially Canada because of our close proximity. During the Trump term, activist groups had to fight especially hard against sexism and devaluation towards women and LGBTQ+ people. Trump has made sexist remarks to categorize women by stereotypes and gender roles (Darweesh & Abdullah, 2016). He has also repeatedly used gender as a tool to undermine and discriminate against women (Darweesh & Abdullah, 2016). Trump's rhetoric and sexist ideology around women has sparked important conversations about the objectification of women. Now that President Biden is in office, some of his goals on this issue are to help women navigate their work and family life, provide financial security, and end violence against women (The Biden Agenda For Women, 2020). Since the U.S. has such a significant influence on the entire world, the positive ripple effects can be expected to be felt by Canadians.

Major Themes

Me too Movement:

Social media activism has been a major catalyst in the fight for so many social issues. The #MeToo movement has been a major trend in the initiatives for gender equity. The movement aimed to give individuals a platform to speak out against sexual assault and gender discrimination. After only 24 hours since the first #MeToo tweet, over half a million others had used the hashtag on Twitter, and almost five million on Facebook, to show that they too have experienced sexual harassment in some form. This trend has shown the gravity of this issue, and the immediate necessity to make changes to address it. This trend has also been a catalyst for queer women and men of color to speak out, rather than the original focus of the issue being on cisgender white women. The #MeToo movement has become a common theme in popular culture, bringing light to this issue and allowing a safe space for individuals to speak out about their sexual oppression.

LGBTQ+:

As society becomes more accepting of LGBTQ+ individuals, the issues surrounding their wellbeing in the workplace also becomes an important topic. Expanding beyond the traditional male and female gender identities, there are many other people out there who experience inequity in the workplace and in society. There has been a lot of light shed on the importance of providing a safe working environment for queer individuals. Companies are changing their policies to make them inclusive spaces for people of all gender identities. This has been an important issue for companies to address because it has a large effect on their employee satisfaction and turnover rates.

Diversity:

Companies are becoming more dedicated to investing in diversity within the workplace. Diversity has become an important conversation for employers to have as racial injustice has been brought to attention in the media within the past year. The Black Lives matter movement has created a global discussion about the diversity practices of companies worldwide. This has given employers the opportunity to assess their biased practices and adjust their working environment to ensure it is an inclusive space for all people of color. Companies are now being held accountable for their actions more than ever before. They are also realizing that creating an equitable and inclusive working atmosphere for people of color leads to a more profitable bottom line.

Concluding Remarks from Team Members

This project was challenging for the both of us. As business students we have not had the ample experience conducting research that students in other facilities have. Because of this, we had to learn a lot about the process of searching databases as we went. We both learned a lot about the issue doing this project and because it is a topic that we both feel very passionately about, we found it very valuable.

Regardless of the challenges we faced during the research process, we were able to compile a comprehensive database that encompasses the initiatives in place that target gender inequality in the

workplace. Based on our findings, The Capitals Coalition should know that there is a large amount of information about why the problem is occurring and the factors that cause it. Although many initiatives are currently working to solve this issue, they are still in relatively early stages. Thus, there is a lot of qualitative research on the matter, but the quantitative results are still somewhat lacking. In addition, there were many important initiatives that we found doing a simple google search, but since these initiatives may be smaller or somewhat newer, we could not find academic journals on them. We would recommend the Capitals Coalition to give attention to the smaller initiatives that are making strides towards gender equality because the work they are doing is ultimately just as important as the more extensive, more mature initiatives published. Since this is a social issue, we believe it is very important for all perspectives and voices to be heard.

We believe there is an opportunity for the Capitals Coalition to eliminate gender inequality in order to increase the value added by human capital in Canada. As both of our group members are females and coming very close to entering the professional workplace, this issue is critical to us. We believe that creating a safe and level playing field for all people is a goal that must be achieved. As women, we constantly fear for our safety in society. Organizations working to prevent sexual harassment within a working environment are essential to our wellbeing and essential to building a safe space for women within the business economy. Issues about pay equity are hugely important to creating a sustainable Canadian economy, as women create just as much value in society as men. Both of us have single mothers who work extremely hard to make a living to support us, in a business world that is dominated by men. We have those female role models that motivate us to make changes to society, so that future generations to come face less adversity in the professional world. We believe that breaking down barriers for women to achieve success in society is such an important aspect in achieving a sustainable business environment in Canada. As a generation as a whole, we have become so much more receptive to social issues and we have taken on the responsibility to make the necessary changes. Gen Z are activists by nature. By using social media as an outlet to advocate against issues, education and awareness have spread throughout the world. We truly believe that Gen Z has most substantial priority to ensure a sustainable Canadian business economy because we view the issue as so multifaceted, rather than focusing only on economic outcomes.

From a Generation Z perspective, we believe all of the initiatives mentioned within our database are addressing important aspects of the issue. As this is such a large, multifaceted, systemically rooted problem, the initiatives mentioned cover many niche areas. Here we wish to highlight some of the initiatives that support our personal interests within the issue. Representation for people of color is one niche that we feel very passionately about. Catalyst is a non-profit organization that is dedicated to acknowledging the struggle for women of color, in their fight to achieve gender equality in the workplace. Sexual harassment and violence issues are another important issue that we are trying to bring attention to. Botler AI is a service that harnesses technological innovation to provide women with a free and confidential tool to gain an understanding of their situation in the context of the law. We feel strongly about the wage gap and the implications of COVID-19 disproportionately affecting women. UN Women is an organization that aims to empower women and educate the world on how creating gender equality equates to creating a sustainable economy. The messages from this organization shows that women create just as much value as men in terms of economic growth and deserve to be compensated and treated accordingly within the workplace. Gender inequality and discrimination is a pressing issue that is faced by the Canadian economy. We believe that the initiatives highlighted within our database are all making incredible strides towards eliminating this issue. With the help of the Capitals Coalition, we believe that achieving a sustainable business economy by addressing gender inequality and discrimination is possible.

Appendix A Team Research Results – 25 Articles Synthesized

Peer-Reviewed Paper (APA 7 th edition)	Synopsis (1-2 full sentences)	Key Findings (bulleted list)	Limitations of the paper	Name and URL for the initiative/organization described in article (if applicable)
Briskin, L. (2014). Leadership, Feminism and Equality in Unions in Canada. Labor Studies Journal, 39(3), 223-233. doi:10.1177/0160449x14554509	Unions adopting policies in response to equity issues being sidelined: reduction of funding and union restructuring.	Research conducted to explore union equality and female leadership within Canadian Labour union movement. Provide participants a safe space to voice opinions.	Small group of research participants	United Organization for Labour Education
Gorman, E. (2005). Book Review: Feminist Activism in the Supreme Court: Legal Mobilization and the Women's Legal Education and Action Fund. Gender & Society, 19(3), 418-419. doi:10.1177/0891243204269056	LEAF has been successful at bringing evidence to court to influence policy reform. Their extensive research and case history has provided information used by legislators, policy makers and organizations.	LEAF intervenes in appeals in front of the Supreme Court of Canada on matters such as sex discrimination, equal pay for equal work.		Women's Legal Education and Action Fund
Williams, P. (2009). Ethical Trading Initiative: Tenth Anniversary Conference. Development in Practice, 19(3):424-426 doi:10.1080/09614520902808381	Ethical Trading Initiative is a UK based Initiative that works on ensuring companies supply chains are ethical - including no workplace discrimination, among other issues.	Ethical Trading Initiative works to ensure workers are being treated equally and fairly by intervening and exposing poor practices then working with management to resolve any issues.		Ethical Trading Initiative
Looft, R. (2017). #girlgaze: Photography, Fourth	Founded as a social media project which seeks out female	#girlgaze works to promote and support females in photography,	limited to one industry	#girlgaze

Wave Feminism, and Social Media Activism. Continuum: Journal of Media & Cultural Studies. doi:10.1080/10304312.2017.1370539	photographers to fund, promote and exhibit.	male dominated profession. They educate the world on feminism and the challenges for a female entering a male dominated industry.		
Singh, P., & Peng, P. (2010). Canadas bold experiment with pay equity. Gender in Management: An International Journal, 25(7), 570-585. doi:10.1108/1754241101081374	Requires public and private companies to have pay equity plans, make annual adjustments to payroll until pay equity achieved. Requires value evaluation of dissimilar jobs.	The Pay Equity Act of 1988 enacted by the Ontario government to ensure equal pay for equal work, eliminate the wage gap and remove barriers to gender equality.		School of Human Resource Management, York University
Erten, B., & Çağatay, N. (2017). Proposal for a Global Fund for Women through Innovative Finance. Feminist Economics, 23(4), 170-180. doi:10.1080/13545701.2017.1287931	This is an initiative to create a global fund for women through innovative finance to make reasonable progress towards gender inequality.	This builds off of previous calls by feminist economics to establish these funds from global taxation, and these funds would be provided to countries based off each country's needs.	Very Ambitious	Global fund for Women through Innovate Finance
Chechak, D., & Csiernik, R. (2014). Canadian Perspectives on Conceptualizing and Responding to Workplace Violence. Journal of Workplace Behavioral Health, 29(1), 55-72. doi:10.1080/15555240.2014.866474	Employers should create detailed antiharassment policies which explicitly define and prohibit harassment. Ongoing risk assessment should be done to ensure safety of employees.	Explains employer obligations to prevent and respond to workplace violence.	Provides enough detail for only a starting point in workplace policy making.	Workplace Behavioral Health
Asher, K., & Basnett, B. (2016). Gender Equality as an entitlement: An assessment of the UN Women's Report on Gender Equality and Sustainable Development 2014.	The 5th UN sustainable goal, Gender Equality, which hopes to achieve gender equality and empower all women and girls	This talks about the important connection between the role of women and sustainable development in the world.	Very Broad	UN Women

development and Change, 47(4), 952-964. doi:10.1111/dech.1224				
Hill, D. (2007). Environmental scan: an overview of income, labour market, and demographic trends related to women's economic development. Canadian Women's foundation.	Women's role as primary caregiver has been a key factor in lower economic development for women. Women have higher risk of poverty. Women earn less than men in almost every occupation, most prominent in blue collar jobs.	Statistical analysis about the wage gap, and how this leads to increased poverty for women.	Important information to understand the cause and effect of problem. Solutions are unclear.	Canadian Women's foundation
Kirton, G. (2015). The Coalition of Labor Union Women. Labor Studies Journal, 40(2), 129-148. doi:10.1177/0160449x1590213	Coalition of Labor Union Women (CLUW) is a nonprofit organization of trade union women affiliated with the AFL-CIO. The CLUW is a bridging organization that seeks to create connections between the feminist and labor movement.	The CLUW did, and continues to make great strides in workplace equality for women. They are a massive union that connects all females in unions to ensure workplaces are following discrimination guidelines are providing an environment where women can excel.		Coalition of Labour Union Women
'Cancela, D., Hulsheger, U. R., & Stutterheim, S. E. (2020, November 2). The Role of Support for Transgender and Nonbinary Employees: Perceived Co-Worker and Organizational Support's Associations With Job Attitudes and Work Behavior. Psychology of Sexual Orientation and Gender Diversity. Advance online publication. http://dx.doi.org/10.1037/sgd0000453"	LGBTQ employees with supportive coworkers/management will have greater job satisfaction, greater employee commitment and less turnover. After transition, trans women experienced decrease in salary and loss of authority.	Analysis of coworker support and job satisfaction for LGBTQ employees.	This is the first quantitative research on this subject. Supporting quantitative research is lacking.	Psychology of Sexual Orientation and Gender Diversity

ritz, C., & Knippenberg, D. V. (2017). Gender and leadership inspiration: The impact of work-life initiatives. Human Resource Management, 57(4), 855-868. doi:10.1002/hrm.21875	This initiative is based off the fact that women have more domestic and child care responsibilities. Because of this, the amount of females in leadership roles is less than males.	Work-life initiative focuses on helping women balance their work and private life, and has tons of research that suggests flexible work arrangements, leave of absence, and on-site child care will encourage leadership aspirations for females.		Work-life initiative
Aroustamian, C. (2020). Times up: Recognizing sexual violence as a public policy issue: A qualitative content analysis of sexual violence cases and the media. Aggression and Violent Behavior, 50, 01341. doi:10.1016/j.avb.2019.01341	The Time's Up movement is part of the #Metoo movement, and it explains the important role media plays when broadcasting big sexual harassment cases, and how it can effect decisions when making policy changes.	How the media represents sexual harassment cases can be widely inappropriate and misleading. This plays a big role when creating changes to policy to help the fight against sexual discrimination in the workplace.		Time's up Movement
Walter, A. L. (2019). Rights and respect: The working women's movements influence on clerical unionization in the United States. Journal of Labor and Society, 22(2), 381-397. doi:10.1111/wusa.1241	SEUI and the working women movement teamed up in 1970's to demand changes in the workplace. This included basic rights, such as respect on the job and equal pay.	Advocates used Labour feminism to create a unionism that was the first step towards breaking the glass ceiling today		Service Employees International Union (SEIU) and Working women movement
Martin, P. Y. (2006). Practicing Gender at Work: Further Thoughts on Reflexivity. Gender, Work and Organization, 13(3), 254-276. doi:10.1111/j.1468-0432.2006.00307.x	Gender at work is a movement that strengthens the fight for gender equality in the workplace, and explains ways to achieve to help achieve that equality.	They focus on finding innovative ways to 'catch gender in practice' and stopping the reflexive practices of gender discrimination in the workplace.		Gender at work
Cassidy, W., & Pitsula, P. (2005). Forging a New Pathway: Learning from Experience and Research to Shape	This is one of four Canadian organizations that the federal government supports in addressing sexual	PLAC, along with the other 3 organizations will improve public awareness and knowledge around		Public Legal Association of Canada (PLAC)

Practice in Public Legal Education Efforts in Canada. Education and Law Journal, Vol. 15 Issue 2, p 113-138, 26p. doi: unknown	harassment in Canadian workplaces.	sexual harassment in the workplace, as well as increase access to legal info and legal advice to those who need it.		
Oleszczuk, A. (2020). #Hashtag: How Selected Texts of Popular Culture Engaged With Sexual Assault In the Context of the Me Too Movement in 2019. New Horizons in English Studies, 4, 208-217. doi:10.17951/nh.2020.5.208-217	This movement has sparked a social change for individuals and has shown the gravity of the issue. The term #MeToo is widely known and used in popular culture to continue the fight to end sexual violence and oppression. Extends the conversation beyond cis women, to include queer people of color.	The #MeToo movement has been a catalyst for gender equity. The movement has allowed victims to speak out about their experiences as sexual harassment victims.		#MeToo Movement
Unknown Author. (2021). New AI Tool to End Workplace Sexual Harassment Launches in Ontario Monday. Perth Courier & Weekender (ON). doi: Unknown	Canadian workers are getting a new tool to aid in addressing sexual harassment in the workplace. It's an AI robot called Botler AI.	The services are free and online, and help in addressing psychological barriers associated with reporting sexual harassment to a human. The AI provides confidential, emotionless avenue to gain an understanding of their situation in the context of the law.	Never been done before	Botler AI Canada
Rincker, M., Henderson, M., Vidigal, R., & Delgado, D. (2019). Evaluating the Representation and Responsiveness of the United Nations Commission on the Status of Women (CSW) to Diverse Women Populations Worldwide. Frontiers in Sociology, 4.	The UN Commission on the Status of Women (CSW) is the principle global intergovernmental body exclusively dedicated to the promotion of gender equality and the empowerment of women".	This is an area that monitors the UN and all IGO's and non-NGO's to ensure women's rights and empowerment are still being made a priority.	International body, therefore lot to monitor	United Nations Commission on the Status of Women (CSW)

doi:10.3389/fsoc.2019.0041				
Kome, P. (2019). Canada Delivers on Women's Reproductive, Sexual Health. Herizons Fall, 2019, Vol. 33 Issue 8, p8, 2 p. doi: unknown	Women Deliver is an international organization that provides workshops and educates people on the importance of gender equality, and how important it is to be educated about females. They work with Canadian bodies to provide workshops that aid in this education	Women deliver has partnered with the Canadian government to provide workshops on sexual harassment, and gender equality. They perform these workshops all around Canada.		Women Deliver
Aylward, E & Brown, S. (2020). Sexual Orientation and Gender Identity in Canada's "Feminist" International Assistance. 75 Int'l J 313 / International Journal, Vol. 75 Issue 3, pp. 313-328. doi: unknown	The Gender equality network in Canada is a network that has over 150 women leaders across Canada, working on creating a more equal and empowering environment for women	This team on Canadian women work locally and federally on systematic issues affecting women's equality, and develop policy recommendations for the Canadian government to pass, this includes things like foreign policy that takes into account women's rights		The Gender Equality Network Canada
Luxton, M. (2001). Feminism is a Class Act: Working - Class Feminism and the Women's Movement in Canada. Labour/Le Travail. Fall 2001, p63, 17 p. doi: unknown	The Canadian Labour Congress (CLC) is the national central labour body, and they work with tons of different Canadian organizations to aid in sexual harassment in the workplace and female empowerment.	The CLC does things like organize women's marches and most recently, partnered with CREVAWC to analyze the effect of COVID-19 on harassment in the workplace, and find ways to ensure people still feel safe speaking out.		Canadian Labour Congress
Jaffe, P. G., Berman, H., & Macquarrie, B. (2011). A Canadian Model for Building University and Community	The Center for Research & Education on Violence against Women and Children (CREVAXC) works to develop and apply	Their most recent initiative is pairing with the CLC to work on ensuring workers feel safe speaking out on harassment in the		Center for Research & Education on Violence against Women and Children

Partnerships. Violence against Women, 17(9), 1159-1175. doi:10.1177/107780121419097	knowledge for the prevention of harassment against women and children	workplace without feeling pressured not to because of the declining job market due to COVID, as well as what to do if you have to work from home but have an abusive partner.		
Eskridge, W. N. (2017). Title VII's Statutory History and the Sex Discrimination Argument for LGBT Workplace Protections. SRN Electronic Journal. doi:10.2139/ssrn.3024219	The Equal Employment Opportunities Commission (EEOC) is responsible for enforcing federal laws (USA) that make it illegal to discriminate against a job applicant or employee.	The EEOC fine tunes policies and so continuously creating new rules and fixing out of date laws to ensure that people cannot be discriminated against.	Law and policy change takes a long time	Equal Employment Opportunities Commission (EEOC)
Hopkins, M. M., Oneil, D. A., Passarelli, A., & Bilimoria, D. (2008). Women's leadership development strategic practices for women and organizations. Consulting Psychology Journal: Practice and Research, 60(4), 348-365. doi:10.1037/a0014093	Catalyst is an international nonprofit dedicated to expanding opportunities for women in business, primarily through research. They have a great selection of best practices on workplace issues for women.	Catalyst focuses solely on female equality in the workplace, and acknowledges the struggle for women of all colors. Their goal is to accelerate progress for women through workplace inclusions to help make sure women can achieve higher roles fairly		Catalyst

Appendix B Research Protocol

Databases Used

1. Canadian Business and Current Affairs
<https://about.proquest.com/libraries/academic/databases/cbca.html>
2. Google Scholar <https://scholar.google.com/>
3. Directory of Open Access Journals <https://doaj.org/>

Search Strategies Used

It was essential for us to conduct some background research before we started searching for resources in the databases. By doing an environmental scan of the current state of the issue and finding initiatives working to solve it, we were able to compile a list of keywords. These keywords helped us to narrow our search within the databases to find the resources that would be of value to us. Citation chaining was actually very useful for this assignment. Looking at resources that were referenced within the academic journals we were reading allowed us to not only find more resources, but also develop a more specific understanding of the topics and issues being discussed. It was also extremely helpful linking our google scholar accounts to our Capilano University library accounts. Doing this, we saved a lot of time, which would have been spent looking for articles that weren't accessible to us.

Key Search Terms and Phrases Used

- Discrimination
- Gender equality
- Canadian
- Workplace harassment
- Sex and gender discrimination in workplace
- Women's movement
- Feminism
- LGBTQ equality
- Government of Canada
- Women's Equality
- Wage gap
- Pay equity
- Diversity
- Work culture

Appendix C Workplan

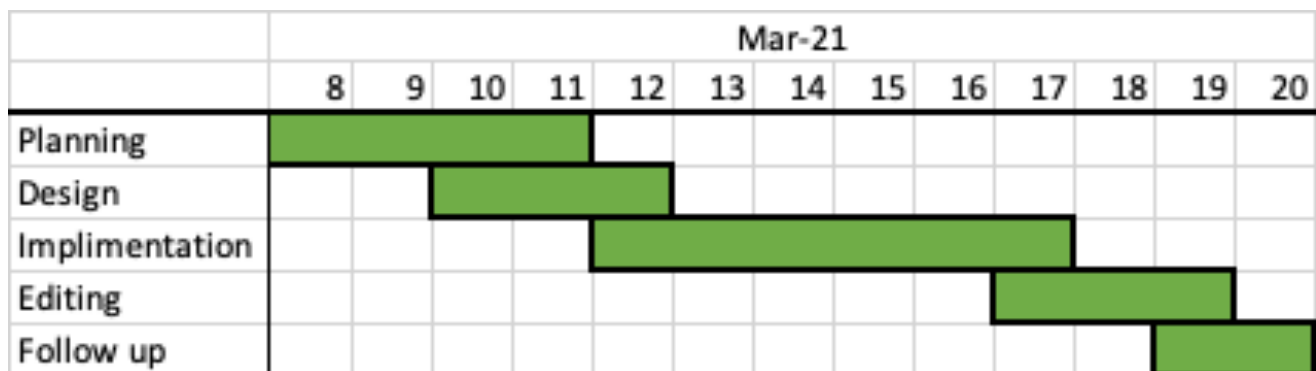
Team Research Assignment Work Plan #2

Aisha Lakhdhir, Ekaterina Sergeeva

BADM 460-01

Our group was able to follow the work plan according, This was a good sign because it meant our group allocated the work accordingly, and no group member felt overwhelmed with the work load. After submitting the workplan on March 11, we had a meeting the following day on Friday March 12. We answered any questions about the soft report, and began our research progress. By March 19, our group had accomplished out goal, and our soft report was ready to submit.

Gantt Chart



Reflection

Our group worked very well together. We held ourselves accountable to our own actions and didn't need to stress about each group member getting their part done. One small misjudgment was since both group member are in accounting and haven't had to do a research paper since their first year was the amount of time allocated to finding each resource. The time spent sifting through google, the Capilano University data base, and the other given databases was a lot. For next time, we will allocate more time to this aspect of it.

Appendix D Meeting Minutes

Meeting #1

Meeting Agenda:

Objective:	Create work plan
Date:	Monday March 8, 2021
Time:	5:30 pm
Location:	Online
Attendees:	Aisha Lakhdhir, Ekaterina Sergeeva

Agenda Items:	
1.	Introduce Team members
2.	Go through work plan together
3.	Assign roles for workplan
4.	Assign dates for completion of roles

Action Items:		Due Date:
1.	Begin first half of workplan	March 9
2.	Complete work plan	March 10
3.	Edit and submit	March 11
4.		

Meeting #2

Meeting Agenda:

Objective:	Work on soft report
Date:	Friday March 12, 2021
Time:	11:00 am
Location:	Online
Attendees:	Aisha Lakhdhir, Ekaterina Sergeeva

Agenda Items:	
1.	Restate roles made in workplan/group questions
2.	Progress on research
3.	
4.	

Action Items:		Due Date:
1.	Half research completed	March 16
2.	Begin soft report	March 16
3.	Have 75% completed	March 19
4.		

