



RESOLUTIONS FALL 2023

Final for Website

**NATIONAL COUNCIL OF WOMEN
NOVEMBER 2023**

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Fall 2023-01 Equitable and Sustainable Healthcare in Canada for Aging and Older Women: Perimenopause, Menopause, and Postmenopause

Whereas #1 the average Canadian woman will spend up to half of her life in a menopausal state (perimenopause, menopause, postmenopause) with symptoms negatively impacting her career, economic stability, and social and family life; and

Whereas #2 many menopausal women do not understand what is happening to their bodies and are unaware of potential long-term health impacts; and

Whereas #3 many health professionals and practitioners lack the necessary training to help women dealing with menopausal symptoms; therefore be it

Resolved #1 that the National Council of Women of Canada adopt as policy that action be taken so that aging and older women receive the appropriate education of symptoms and potential side effects, and healthcare to manage and cope with menopausal symptoms; and be it further

Resolved #2: that the National Council of Women of Canada urge the Government of Canada to fund and support education and training programs for all front-line providers of health care for women in a menopausal state by:

- a) delivering support for research in menopausal health for mature women
- b) ensuring affordable access and treatment to help women cope with menopausal symptoms
- c) eliminating ageist attitudes in government programs and policies and challenging the negative stereotypes of women getting older
- d) ensuring that medical practitioners do not dismiss or ignore the symptoms women experience
- e) promoting early awareness, education and information about effective management
- f) encouraging and supporting open dialogue to normalize menopausal stages; and be it further

Resolved #3: that the National Council of Women of Canada urge the Government of Canada to foster an age and gender inclusive workplace by eliminating the stigma of menopause by taking action to support women in the prime of their careers by offering education and creating policies that are inclusive to the needs of menopausal women.

**Fall 2023-02 Sexual Health and Reproductive Rights for Aging and Older Women
in Canada and Elimination of Ageist Policies and Programs
Perimenopause, Menopause and Postmenopause**

Whereas #1 the human rights of women are an inherent, inalienable, integral, and indivisible part of universal human rights; and

Whereas #2 the full development and advancement of women cannot be achieved without taking a life cycle approach, recognizing and addressing the different stages of women's lives — childhood, adolescence, adulthood and old age; and

Whereas #3 there are 10 million women over the age of 40 in Canada, making up more than one-quarter of the population yet their healthcare and societal needs related to menopause have largely been ignored, meaning that Canada's laws, policies and programs must be updated to prevent discriminatory practises; and

Whereas #4 not all women can reproduce, but all women after their reproductive life stage will experience and live through menopausal stages (perimenopause, menopause and postmenopause); therefore be it

Resolved #1 that the National Council of Women of Canada adopt as policy that menopausal stages are part of the normal life cycle and must not serve as a reason for discrimination or stigma; and be it further

Resolved # 2 that the National Council of Women of Canada urge the Government of Canada to eliminate age discrimination (ageism) at the institutional level and from all its existing policies, programs and practices relating to age limitations with respect to Sexual Health and Reproductive Rights in accordance with CEDAW and Section 15 - Equality Rights of the Canadian Charter of Rights and Freedoms, fully recognizing Sexual Health and Reproductive Rights of menopausal women; and be it further

Resolved # 3 that the National Council of Women of Canada urge all levels of government to work with civil society organizations and medical professionals with relevant expertise on mature women's health and menopausal stages.

Fall 2023-03 VIOLENCE AGAINST WOMEN – ABUSE & HARASSMENT OF WOMEN IN PUBLIC LIFE

Whereas #1 NCWC policy 22.10 and 22.15 speak to violence against women and Intimate Partner Violence (IPV) but neglect to follow through on a broader interpretation of this issue; and

Whereas #2 violence against women in public life, according to UN Women, has reached serious proportions as 82% of women in 5 regions reported experiencing some form of psychological violence while serving their terms, including death threats, rape, assault and abduction against them and their families; and

Whereas #3 in Canada, in recent months, the Governor General and the Deputy Prime Minister, both women, have experienced abuse aimed at silencing them and damaging their credibility using racist, misogynistic and abusive language; and

Whereas #4 online abuse is a manifestation of violence similar to off-line violence and women should not be expected to pay this price just to participate, as visibility makes them targets for violence and abuse; and

Whereas #5 when we fail women public figures, we fail whole generations of young women where abuse serves as a deterrent to women's leadership and active participation and an intentional effort to keep women out of decision-making processes; therefore be it

Resolved #1 that the National Council of Women of Canada adopt as policy zero tolerance for any kind of abuse, harassment, and violence against women in public life; and be it further

Resolved # 2 that National Council of Women of Canada urge the Government of Canada to develop, implement and fund an action plan to end violence against women in public life including but not limited to:

- a) policy and a broad regulatory framework to ensure easy access to reporting tools,
- b) clarity in definitions and follow-up procedures, and
- c) provide researchers with transparency and disaggregated data both nationally and internationally; and be it further

Resolved # 3 that the National Council of Women of Canada urge the Provincial and Local Councils of Women to work with their respective levels of government to speak against violence against women in public life, and when called on, develop and implement policy and programs to end these acts; and be it further

Resolved # 4 that the National Council of Women of Canada urge the Provincial and Local Councils of Women to collaborate with others, to support women in public life, and to advocate for related policies and action strategies to prevent these acts of gender-based violence.