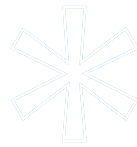


VOICES

8 MAR 2025



VOL 2 NO 1

WHO WAS

WOMEN BLAZING TRAILS
VIOLA DESMOND

WHAT'S NEXT

WOMEN LOOKING AHEAD
OVER-MENTORED, UNDER-SPONSORED:
WHY WOMEN AREN'T ADVANCING TO
LEADERSHIP

WHO IS

WOMEN LEADERS
DIANNE SAXE
CHRISTY SLAUENWHITE

WHAT'S NOW

WOMEN IN THE WORLD
FRANCE ENSHRINES ABORTION
IN CONSTITUTION



IAM
UNION



TAKE A LOOK

WELCOME!!

Happy International Women's Day!
It seems we are privileged to live in interesting times!

However, I know that the women of IAM are up for the challenge. We have proven time after time that we are strong, smart, and can endure whatever life (and governments) throw our way. More than anything, we should reach out to our American sisters and offer them all the encouragement and support we can. Let's show them that they are not alone and we are willing and able to share the burden with them.

The IAM is a strong union. We are even stronger when acting together.

Editor: Zita Hildebrandt, IAM Local 2797

Contact women@iamaw.ca or femmes@iamaw.ca with questions, comments, and suggestions!



WHO WAS

Viola Desmond 1914-1965



Viola Desmond gained notoriety when, on the night of November 8, 1946, she bought a ticket to see a movie. Due to her short-sightedness, she had wanted a seat on the main floor, but the cashier told her she could only sell her a balcony seat ticket, the area unofficially reserved for non-white movie goers. When Viola bravely decided to take a seat on the main floor anyway, she was confronted by the manager. When the manager couldn't make her leave he called the police who dragged her from the building and threw her into jail.

Viola spent the night in jail and was taken to the courthouse the next morning. She was not read her rights, given legal representation, or allowed to explain herself during the hearing. She was convicted and fined \$26.00 for tax evasion since her balcony seat ticket cost less than the main floor seats.

Although her appeal to the NS Supreme Court in 1947 ended in defeat due to a technicality, her efforts spurred others to step forward and demand equality. In 1954, racial segregation was finally legally ended in Nova Scotia.

THE POLICE ... PHYSICALLY DRAGGED THE SLIGHT, 4' 11" DESMOND (WHO WEIGHED LESS THAN 100 POUNDS) FROM THE BUILDING AND TOOK HER TO THE TOWN JAIL, INJURING HER IN THE PROCESS.

Source: Nova Scotia Museum

WHO IS Dianne Saxe



Dr. Dianne Saxe is one of Canada's most respected environmental and energy lawyers, with decades of experience as a non-partisan expert and advocate for municipalities, businesses, non-profits and individuals. She was the last Environmental Commissioner of Ontario and the independent guardian of the Environmental Bill of Rights. In 2019, after she delivered 17 acclaimed reports to the Legislature on energy, environment, and climate, Doug Ford abolished her office.

Dianne is a climate champion who walks the talk. Her bike and the TTC are her primary means of transportation, and she has been a vegetarian for 50 years. She is a member of Canada's Climate Caucus. She holds multiple accreditations and awards, including a Ph.D. in Law and in Environmental Studies (Hon.), a Law Society Medal for exemplary leadership in environmental law, a Clean 50 award, an Osgoode Hall Law Alumni Gold Key for Lifetime Achievement, and a Global Competent Board Designation.

Source: toronto.ca

*PEOPLE ARE SEEING THAT
VOTING NDP TRULY MAKES A
DIFFERENCE, AS THE PARTY
IS THE ONE SPEAKING UP,
PARTICULARLY FOR EVERYDAY
FAMILIES.*

WHO IS Christy Slauenwhite



Christy Slauenwhite is a dedicated and experienced member of the IAM Union, where she has been actively involved for 14 years. Currently employed at MTU Maintenance Canada, Christy serves as a Shop Steward, where she advocates for her colleagues on the shop floor and works closely with her team in her role on the Negotiations Committee.

As an integral part of Canadian Airlines Local 764, Christy holds the position of Recording Secretary. She also actively contributes to her local through her involvement in numerous committees, including Political Action, Elections, and Organizing, and she chairs the Women's Committee, demonstrating her commitment to issues of equality and representation.

Most recently, Christy was elected as the Canadian Labour Congress Delegate for the IAM Union.



A PASSIONATE ADVOCATE FOR ADVANCING THE IAM IN THE LABOUR MOVEMENT, CHRISTY IS COMMITTED TO WELCOMING NEW MEMBERS AND PROVIDING MENTORSHIP/ FEMTORSHIP WHEREVER POSSIBLE.

WHAT'S NEXT

Over-Mentored, Under-Sponsored: Why Women Aren't Advancing to Leadership?

For years, mentorship has been celebrated as the golden ticket to career advancement. Leaders guide, offer advice, and share their journeys, believing that preparation is the key to advancement. But preparation isn't the same as opportunity. While mentorship teaches women how to lead, it rarely positions them to actually step into leadership roles.

The difference between mentorship and sponsorship isn't just semantics. It's impact.

Mentorship is rooted in advice and guidance. A mentor might help someone refine their leadership style, navigate challenges, or build confidence. Sponsorship, on the other hand, is about action. A sponsor takes a more decisive role — they advocate behind closed doors, connect their protégés to influential networks, and speak their names in the proverbial rooms of opportunity.

It's not that women aren't being supported. The issue is how they're being supported.

Organizations frequently lean on mentorship programs to help advance women, emphasizing skill-building and career guidance. While these programs are valuable, they often stop short of offering the one thing women need most to advance: access.

If we're serious about closing the gender gap in leadership, organizations need to rethink their approach. Sponsorship must move from a nice-to-have to a non-negotiable. Here's where to start:

1. Make sponsorship intentional

Relying on informal networks perpetuates inequities. Structured programs can ensure women — especially those from underrepresented groups — have access to senior leaders who will advocate for them.

2. Challenge bias in leadership pipelines

Organizations must rethink the idea of “readiness.” Leadership is built through experience, not perfection. Women shouldn't have to meet higher — or different — standards than their male peers to be recognized as equally capable and deserving of opportunities.

3. Hold sponsors accountable

Leaders should be measured not just by their own performance, but by how they develop and advance diverse talent. Progress must be measurable, tied to retention, promotion rates, and representation at the top.

4. Pair sponsorship with mentorship

Mentorship equips women to lead; sponsorship ensures they're positioned to do so. Women need both to reach their full potential. Both are essential, but they must work in tandem.

Source: Women of Influence+

*THE QUESTION ISN'T WHETHER WOMEN ARE
READY. IT'S WHETHER LEADERS ARE READY TO
ADVOCATE FOR THEM.*

*LEADERSHIP ISN'T WHERE YOU STAND; IT'S WHO
YOU MOVE FORWARD.*

WHAT'S NOW

France Enshrines Abortion in Constitution

On March 4, 2024, the French National Assembly voted in favour of abortion being a constitutional right, becoming the first country to explicitly recognise the right to abortion in its national charter.

The event, which was live-streamed to a crowd gathered at Trocadero Plaza, caused an eruption of applause and the Eiffel Tower sparkled as the words "My Body My Choice" were projected on it.

President Macron sees the restriction to abortion in the U.S. and other EU member countries as the reason France had to pursue their constitutional change.

"The backwards steps of our time made it a necessity and an emergency because everywhere in

"FOR TOO MANY YEARS, THE FATES OF WOMEN WERE DECIDED BY OTHERS. FRANCE TODAY BECAME THE ONLY COUNTRY IN THE WORLD TO HAVE A CONSTITUTION THAT EXPLICITLY PROTECTS THE RIGHT TO ABORTIONS IN ALL CIRCUMSTANCES. ~ PRESIDENT EMMANUEL MACRON



the world, including in the greatest democracies, including within our neighbors in Europe we are observing a step backward in the right to abortion, in women's rights, and a rise of those who refuse women the right to love, to choose, to live freely," Macron added.

Only a few places in Europe maintain restrictive laws surrounding abortion. In Poland and Monaco, abortion is only allowed if the woman's life is at risk or if the fetus has significant anomalies, or if the pregnancy is the result of rape. Andorra, Malta, and San Marino, however, have banned abortion outright.

In Hungary, because a 2022 decree that requires a woman to see "fetal vital signs" to discourage abortion, Hungarian woman often travel to Austria for the procedure.

In Italy, even though abortion has been legal since 1978, doctors, nurses and other medical staff have the right to conscientiously object to performing abortions. Currently, more than 60% of medical personnel in Italy object.

In Canada, abortion is legal through all nine months (40 weeks) of pregnancy, nevertheless no providers in Canada offer care beyond 23 weeks and 6 days.

Macron is now pursuing the abortion question at the international level.



TODAY IS NOT THE END OF THE STORY, IT IS THE BEGINNING OF A FIGHT," MACRON SAID AT THE CEREMONY ON INTERNATIONAL WOMEN'S DAY. "WE WILL LEAD THIS FIGHT IN OUR CONTINENT, IN OUR EUROPE [...] THIS IS WHY I WISH FOR THE INSCRIPTION OF THIS GUARANTEED LIBERTY TO ACCESS TO ABORTION IN THE CHARTER OF FUNDAMENTAL RIGHTS OF THE EUROPEAN UNION. ~ PRESIDENT EMMANUEL MACRON

LEADS

Leadership Excellence Assembly of Dedicated Sisters

**IAM
FOSTERS
LEADERSHIP
IN WOMEN**



**WE WORK
FOR CHANGE
WE EMPOWER
WOMEN
WE ENCOURAGE
WE SPEAK OUT**