

LEAF 25th Anniversary Timeline

1985

2010



**We've come
a long way
because of you!**



After 25 years and 150 cases on equality rights, LEAF has helped lead the way on women's human rights in Canada. The decisions on those cases and the legislation that followed has opened doors on reproductive freedoms, pay equity, employment, housing, immigration, family law, sexual violence, sexual orientation and disability accommodation for women and marginalized groups.

LEAF also recognizes and shares the celebration in women's advancement with the hundreds of women's organizations in Canada that have worked on creating change. We also recognize the personal sacrifices of women who have championed their cause on behalf of all women. Lastly, we recognize the volunteers, legal counsel and our donors for their support and encouragement. We have come a long way because of all of you.

1985



April 17 – Section 15, the equality guarantee of the *Canadian Charter of Rights and Freedoms* comes into force and the Women's Legal Education and Action Fund is founded.

Bertrand, Suzanne and the Yukon Change of Name Act – LEAF's first case



192,374 licensed child care spaces in Canada

1986



The federal government passes the Employment Equity Act



50% of lone parent mothers live in poverty



Sharon Wood from Canmore, Alberta is the first Canadian woman to reach the summit of Mount Everest



6.2 % of women have a university degree compared to 9.9% of men



Blainey v. The Ontario Hockey Association and the OHRC

1985

1986

1987

1988

1987



44% of doctors and dentists are women



The Canadian Armed Forces drops its ban on allowing women in combat roles



1988

Baby R

Century Oils Inc. v. Davies

Her Majesty the Queen v. Canadian Newspapers Company Ltd.



Women's Legal
Education and
Action Fund | Fonds d'action et
d'éducation juridiques
pour les femmes

SINCE / DEPUIS 1985

To find out about each LEAF legal case go to www.leaf.ca.

1989



Supreme Court of Canada strikes down Canada's abortion law as unconstitutional: Morgentaler



licensed child care spaces grow to 298,083



Andrews v. The Law Society of British Columbia – was the Supreme Courts first decision on Section 15 of the Charter

Janzen and Govereau v. Platy Enterprises Ltd.

Daigle v. Tremblay

Brooks v. Canada Safeway Ltd.

1989 cont'd



Audrey McLaughlin: First woman to lead a Canadian federal political party

1990



Albrecht v. Albrecht

Haldimand-Norfolk Regional Board of Comm. v. ONA

The Queen v. Keegstra

Taylor v. CHRC and the AG of Canada

Jane Doe v. Board of Comm. of Police (Judgement on Merits released 1998)

1992



Women make up 45% of the workforce in Canada

57.6% of women work compared to 73.8% of men



Moge v. Moge

The Queen v. Schachter

Norberg v. Wynrib

K.M. v. H.M.

Canadian Council of Churches v. Her Majesty the Queen

Butler v. Her Majesty the Queen



Roberta Lynn Bondar: Canada's first woman astronaut



Canada declares October as Women's History month

Criminal Code amended to limit the admissibility of complainants' sexual history in sexual assault trials



licensed day care spots only cover 7.5% of children ages 0-12

1989

1990

1991

1992

1993

1991



Sullivan and Lemay v. The Queen

The Queen v. Seaboyer and Gayme



10% of women have a university degree (12.8% of men have a degree)



Rita Johnson of BC becomes Canada's first non-elected female Premier



women make up 84% of elementary teachers, 51% of secondary school teachers and 28% of university professors



December 6th is declared a National Day of Remembrance and Action on Violence Against Women



1993

Conway v. Her Majesty the Queen



Canada's refugee guidelines changed to include women facing gender related persecution



the average hourly wage for women is \$13.23 and for men \$16.87



Kim Campbell is sworn in as first female Prime Minister

Catherine Callbeck of PEI becomes first female elected to Premier in Canada



1994



CRTC grants a license to the Canadian specialty women's television station- the Women's Television Network

Lenna Bradburn, Guelph, Ontario is appointed first woman Police Chief in Canada

1995



Thibeau v. R.

The Queen v. O'Connor



Ontario Court rules it is legal for same sex couples to adopt

1995 cont'd



Bill C-127 – changes criminal code – intoxication cannot be used as a defense in sexual assault and battery cases

Supreme Court decides that discrimination based on sexual orientation is a violation of the Charter



women account for 43.6% of knowledge based workers



77% of mothers of children ages 0-3 are in the workforce

1998



working women make 62.8% of what men make

6.2% of corporate board seats held by women



Vriend v. Alberta



Criminal code amended to regulate/ limit applications by accused for the medical and other records of sexual assault complainants

1999



M v. H

R. v. Ewanchuk

BCGSEU v. PSERC

J.G. V. Minister of Health & Community Services of NB

R. v. Mills



69% of women with children under the age of 16 are employed



Supreme Court rules that the definition of spouses includes same sex couples

1994

1995

1996

1997

1998

1999

2000

2001

1996



12.3% of women and 14.3% of men have a university degree

There are 41 undergrad and 16 graduate programs and research institutes in Canada in the field of Women's Studies



licensed child care spaces grow to 435,478 – in the last ten years available spaces have doubled



Canadian Human Rights Act amended to include sexual orientation as a prohibited ground of discrimination



The Queen v. Suzanne Thibedeau

Goertz v. Gordon

1997



women's average income (\$21,167) is just 63.8% the figure for men



Winnipeg Child and Family Services v. G (D.F.)

Eldridge v. AG BC

RDS v. The Queen

2000



Beverly McLachlin: First woman Chief Justice of Canada



R. v. Darrach

Blencoe v. Andrea Willis and the BC HRC et al.

Little Sisters Book et al. v. Minister of Justice et al.

2001



females make up the majority of individuals with a disability (13.3% of women have a disability)

Sheila Fraser: First woman Auditor General of Canada



2001 cont'd

15% of women have a university degree (52% of those with a BA)

21% of visible minority woman had a university degree compared to 14% of other woman



Over one million female-headed lone parent families in Canada

Maternity/ parental leave increased to one year



Corporate board seats held by women are 9.8%

35% of women are in managerial positions (18% increase since 1972)

71% of women are in the workforce



The Lieutenant Governors of seven provinces and the Governor General of Canada are women



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2002



39% of all employed women were members of an employer pension plan (equal to men) and 68% of the Canada/ Quebec Pension Plan



Miller v. AG of Canada



2003



women's average income (\$24,400) is just 62% the figure for men (\$39,900), visible minority women earn 12% less and Aboriginal women 30% less than the average woman.

working women make 71% of what men make



38% of lone-parent mothers live in poverty

Canada has 750,000 licensed childcare spaces (double what it was 5 years previous)

2005



women earned 61.8% of bachelor's degrees; 51.8% of master's degrees, and 44.0% of doctorate degrees



Barney v. Canada and United Church of Canada



7.4% of board seats held by women, less than 1% are visible minority

2006



75% of women with a degree were working for pay

2006 cont'd



DBS v. SRG



women accounted for 35% of all self employed workers

women made up 52% of all business and financial professionals

women made up 55% of all doctors and dentists (43% in 1987)

women made up 26% of all senior managers compared to 37% at other levels

Women accounted for 55.9% of all knowledge based workers

2002

2003

2004

2005

2006

2007

2008

2009

2004



women account for 70% of all part-time employees and 27% of female workforce is part-time (compared to 11% men)- this has not changed since the mid 1970's

7.5 million Canadian women are working (47% of the workforce)

37% of managerial positions are held by women, up 30% since 1987



NAPE v. Newfoundland Pay Equity

Auton et al v. BC



73% of all working women have children under the age 16

65% of all women with children under the age of 3 are working (double what it was in 1976)

Women miss 10 days of work compared to 1.5 days for men because of family commitments

60% of all licensed day care spaces are in Quebec

2007



rate of parents working with children under 18 was 71.0% for mothers



Dickie v. Dickie



18% of immigrant women and 14% of Canadian born women have a university degree YET immigrant women have an unemployment rate of 8.1% compared to 7% for Canadian born women and earn 45% less than their Canadian counterparts

2008



licensed child care spaces only cover 18.6% of children ages 0-12

Canada has 867,000 licensed child care spaces

2008 cont'd



59.5% of all women are part of the paid workforce (14.5% increase in a decade)



women's average income was \$35,745 and is 77% of men's average income (\$46,367.1)

women make up 50% of all RRSP contributors however their total share of contributions was lower – representing 39% of all contributions

2009



corporate board seats held by women 15.2% (9% increase in 11 years)

26 women CEOs head up Fortune 500 companies

73% of women working are full time employees

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