



TIMES CHANGE

WOMEN'S EMPLOYMENT SERVICE

We are in solidarity

Since our beginning in 1974, Times Change Women's Employment Service has been a leader and supporter of important civil rights movements in Toronto. Over the years, we have worked closely with marginalized and oppressed women and have fought to ensure gender and pay equity.

We recognized early on that our feminism could be more inclusive and have worked toward change. We are also acutely aware of the systemic sexism and racism in Canada. Our collective members have openly and candidly attested to their own experiences of racism. We have always understood that our work was for all women, but in particular for Indigenous women and women of colour.

We have consistently supported the extraordinary work of Black women's organizations in exposing inequalities from the early '80s, fought in the pay equity coalition in the '90s and supported the recommendations from the Truth and Reconciliation calls to action for Indigenous people. Now, it is more important than ever to shine a spotlight on the gender and racial inequalities that the pandemic has made all the more glaring.

As a member of OCASI, the Ontario Council of Agencies Serving Immigrants, we reaffirm our solidarity with the Black communities of Toronto. We fully endorse the official OCASI statement to end anti-Black racism. (click [here](#) for statement).

As part of the employment sector, we have first-hand knowledge of the responsibilities that come with engaging in social change. While moving forward with hope and supporting feminist activism, we also continue to confront historical and contemporary racism. We honour those who have been in the struggle for decades and challenge others to join and rise to the occasion.

As the momentum builds around this much-needed conversation, we do our part by promoting female entrepreneurs and Black-owned, female-led businesses in Toronto and the GTA through our social media platforms. We believe that financial security and self-sufficiency are critical and indispensable components of gender equality.

We are firmly committed to:

- Supporting the Black community and investing in Black women's futures. Among other things, this means investing in Black businesses and initiatives, through employer outreach, and identifying inclusive employers to work with, especially during this pandemic.
- Confronting our own unintended biases through training, workshops, and meaningful, honest conversations.
- Working vigorously with our Black and Indigenous community partners, agencies and all social justice groups that resist systemic racism.
- Realizing Times Change's vision of social and economic equality for all women.

Activism is in our DNA. We all need to act **now** to ensure that Black lives **do** matter to every Canadian. We are ready, and always have been, to lend our full support to this powerful global movement.

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