



Hamilton – Wentworth Family Action Council

DEDICATED TO PRESERVING FAMILY VALUES

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October 30, 2009

E-Best, Maple Lane
20 Miller Drive, Room 5
Ancaster, ON
L9A 2M8

Attention: Judith Ngan, Equity Consultant

Re: HWDSB 2nd Draft Equity Policy - Supporting Guidelines : Gender Equity

Dear Madam:

Thank you for the opportunity to review the HWDSB 2nd Draft Equity Policy - Supporting Guidelines: Gender Equity. As you are aware, the issue of sexuality is of utmost importance to Judeo-Christian principled families and the Hamilton-Wentworth Family Action Council.

We have reviewed the draft version and provide the following comments:

Given our 13 years of monitoring and being involved with HWDSB, we have learned that in order to best understand what is underlying any policy assembled by HWDSB, we must start by reading the Glossary to understand the re-definition of terms which frame the ideology of the document. As usual, this Glossary is filled with pages of re-definitions which are so misplaced from their true dictionary meaning that the smell of agenda wafts out of each page.

To cite only some of several:

Equity

Equity refers to the right of individuals to an equitable share of goods and services in society. In order to ensure equality of access and outcome, equity programs may treat groups differently when the situation in society precludes equal treatment. Equity programs are designed to identify and eliminate barriers to equality. Often, Equity programs are more inclined to accept the priority of collective rights over individual rights.

This false re-definition above interchanges equality and equity as though they were the same term. Despite our Council's insistence on several occasions to include 'Equality' in the Glossary, the HWDSB has not done so.

The greater agenda revealing part of this false re-definition is the closing sentence which shouts out the militant unionist agenda, *“It is all about us and our collective rights and the power we hold.”* The well being of the school children is lost in the smoke of militant union warfare.

Discrimination

The unequal treatment of non-dominant groups or individuals, either by a person, a group or an institution with dominant identity which through the denial of certain rights, results in inequality, subordination and/or deprivation of political, educational, social economic and cultural rights.

This false re-definition only recognizes unequal treatment of the non-dominants by the dominants but does not include non-dominants discriminating against non-dominants or non-dominants discriminating against dominants etc. The whole issue of dominants and non-dominants is subjective and leaves it up to some unidentified body to determine who is in which class. The language of ‘dominant and non-dominant’ has no function in the definition of discrimination other than to once again identify the unionist mentality of ‘us against them’. This ideology breaks up our society and our children’s classrooms into groups at war with each other; culture war. Once again the well-being of our children pushed aside for militant union warfare.

Gender

Those characteristics of women and men that are socially constructed. Sex refers to those characteristics of males and females that are biologically determined.

This definition now leaves someone to decide the characteristics of males and females which are biologically determined and those which are socially constructed and which of those socially constructed characteristics are acceptable and which are not. Who might this regulatory body be if not the parents of the children? Will HWDSB now rule that boys and male teachers may wear women’s clothing and undergarments while labelling parents who forbid this as transphobic? Has HWDSB yet outlawed boys and girls coat racks in the elementary classrooms in order to remove the horrifying experience of forcing a child to ‘choose their gender’ at such a young age as was pointed by the floun in ‘expert’ at one of the Sexual Orientation Steering Committees? Will bathrooms facilities now be identified by sex or gender identity? Will urinals be removed and boys forced to sit? A lot of work must yet be done if this social engineering experiment is to be successful.

Gender-based Violence

Any form of behaviour including psychological, physical, and sexual behaviour that is based on an individual's gender and is intended to control, humiliate, or harm the individual. This form of violence is generally directed at women, girls, and transgender persons and is based on an attitude or prejudice, which can be conscious or unconscious and which exists on the individual and institutional level, that aims to subordinate an individual or group on the basis of sex and/or gender identity.

We take exception with the statement, *“This form of violence is generally directed at women, girls, and transgender persons...”* This seems to imply once again that men are the dominant oppressors and women are the oppressed victims. While this may be the case in some cultures or homes, it is not the case in Canada and thus this generalization is unfounded bias that demeans men and boys. It

once again appears that this policy attempt is being driven by militant feminists continuing their ideological war against men and boys.

Sex

Sex refers to a persons genetic or anatomical sex; there are also associated psychological and behavioural norms related to a persons sex.

Refer to: Towards A Commission Policy on Gender Identity Ontario Human Rights Commission

As the above definition is from the Ontario Human Rights Commission (OHRC), it seems that even the OHRC acknowledges *psychological and behavioural norms related to a persons sex*. This acknowledgement is very important and is supportive of our evidence-based position regarding non-normative conditions of gender confusion discussed later in this letter.

Sexism

Sexism stems from a set of implicit or explicit beliefs, erroneous assumptions and actions based upon an ideology of inherent superiority of one gender over another and may be evident within organizational or institutional structures or programs, as well as within individual thought or behaviour patterns. Sexism is any act or institutional practice, backed by institutional power which subordinates people because of gender. While, in principle, sexism may be practiced by either gender, most of our societal institutions are still the domain of men and usually the impact of sexism is experienced by women.

Once again, the highlighted portion evidences the gender-based hate propaganda which demeans men and boys. This is about as sexist as it gets; a Gender Equity Policy framed in sexist ideology.

Transphobia

Transphobia is the unrealistic or irrational fear and hatred of cross-dressers, transsexuals and transgenderists. Like all prejudices, it is based on negative stereotypes and misconceptions that are then used to justify and support hatred, discrimination, harassment, and violence toward people who are transgender.

We note here that realistic or rational fear is not considered transphobic, however, **any** fear of homosexuality (rational or otherwise) is homophobic. Please explain why realistic or rational fear is not provide for under the definition of homophobia.

Legislative Principles (Page 37)

CANADIAN CHARTER OF RIGHTS AND FREEDOMS

We note that in the 2 subsections provided, that there is no mention of sexual orientation. This was intentional. As the then Minister of Justice, Jean Chretien was quoted. “*Sexual orientation is a kind of a funny thing.*”

Also, these sub-sections speak of the equality of individuals with no mention of ‘*collective rights having priority over individual rights*’ as is defined in the HWDSB Glossary definition of Equity.

As such, the HWDSB definition of equity is in violation of the Canadian Charter of Rights and Freedoms.

ONTARIO HUMAN RIGHTS CODE

PART 1: From Discrimination

5. (1) Every person has a right to equal treatment with respect to employment without discrimination because of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, age, **record of offences**, marital status, family status or handicap.

We note this portion states that every person has a right to equal treatment with respect to employment without discrimination because of **record of offences**. **Please advise our Council if HWDSB is an equal opportunity employer of convicted thieves, rapists, and pedophiles or does it operate in violation of the OHRC.**

GUIDING PRINCIPLES

EMPLOYMENT EQUITY ACT (Former legislation)

We note that this guiding principle is **former legislation** and as such we question its validity. As HWDSB seems to be abiding by it, please advise our Council as to the percentage of male teachers employed in HWDSB elementary schools and as well the percentage of male teachers employed as kindergarten teachers.

Body of Gender Policy

We cannot support this social engineering agenda also known as the ‘unlearning process’ which appears to be attempting to normalize the painful pathology of gender identity confusion.

In quoting a study entitled *21 Reasons Why Gender Matters* we provide the following:

We live in an age of gender confusion. Much of this is a result of the deliberate attempt by various social engineers to convince us that gender is not fixed or static, but fluid and changeable; that there are not two genders but many genders; that gender is really a social construct; that gender roles are interchangeable; that humans are really androgynous; and that gender is not important in human relationships.

Gender role modelling is also on the decrease, because more and more children are growing up in households other than the mother-father household. The great majority of single-parent households are fatherless. Many boys are growing up without a father figure and most schools have a predominance of female teachers. Boys lack good male role models. Confusion over gender is thus compounded and passed on to future generations.

One of the main examples of gender confusion is what some are calling gender disorientation pathology. This is the term used to describe homosexual, lesbian, bi-sexual, and transgender relationships. In these and other cases, there is a major distortion or disordering of the male or female gender, and a confusion of both gender and sexuality.

The study is based on the following four foundational principles of which are Council is supportive:

There is an enormous and growing body of research, encompassing the fields of biochemistry, neurobiology, physiology and psychology, which all point to a clear conclusion: that there are profound differences between men and women. These go well beyond the obvious physical appearances and reproductive differences; men and women differ at many levels, and also approach relationships differently. As such, this document rests upon, and makes the case for, these four foundational principles:

- 1. Gender differences exist; they are a fundamental reality of our biology and impact our psychology. Our maleness and femaleness is a key aspect to our personhood.*
- 2. Acknowledging, rather than ignoring (or worse denying), gender differences is the only intellectually honest response to this reality.*
- 3. Gender differences are complementary; individuals, our collective humanity, and society as a whole, all benefit from masculine and feminine characteristics. We are better for having men with a clear understanding of their masculinity and women with a clear understanding of their femininity.*
- 4. Gender identity confusion does exist in a small minority of individuals. It is a painful pathology and warrants a compassionate response. However it is not the 'normative' experience and is not therefore a paradigm upon which to drive social policy and institutions.*

The study is based on evidence rather than slanted ideology and thus is educational rather than indoctrinal which is the case of the HWDSB Draft Policy. The study is supportive of the reality of gender differences as opposed to the HWDSB Draft Policy which is a further attempt at destructive social engineering.

It is important to note the fourth principle above. We agree that gender identity confusion is painful and warrants a **compassionate** response and so our rejection of the Draft Policy is not a rejection of those who bear such pain, rather it is of those who choose to drive social policy on the false premise that gender identity confusion is normative. We believe that implementation of this Draft Policy will be divisive and result in both parental and classroom conflict with the gender confused being the subject of discussion, this is not compassionate. Using social policy

to normalize a state of confusion is will actually hurt those persons that the Policy seeks to protect and as well lead to confusion and questioning in the minds of young children.

There are several excellent recommendations provided in the study entitled *21 Reasons Why Gender Matters* which we suggest HWDSB employ. Some of these are as follows:

- 1. That the recognition of male and female, and the celebration of their differences and complementarity, be made the foundation stone of all government policy.*
- 2. That the equal worth and value of men and women be fully affirmed, but not at the expense of gender uniqueness and difference.*
- 3. That parenting be understood and defined in terms of the complementarity of motherhood and fatherhood.*
- 4. That measures be implemented to improve boys' education, including the active recruitment of male teachers to serve as role models for boys.*
- 5. That programs to mentor boys, affirm their masculinity, and support transitions to manhood, be affirmed, encouraged and funded by government bodies and the community at large.*
- 6. That programs to mentor girls, affirm their femininity, and support transitions to womanhood, be affirmed, encouraged and funded by government bodies and the community at large.*
- 7. That motherhood and fatherhood be recognised as valuable social institutions with appropriate support and protection in both law and government policy.*
- 8. That public monies not be used to promote the homosexual lifestyle, as this will lead to even more gender disorientation pathology.*
- 9. That public funding be committed to programmes and support networks which assist individuals to overcome gender disorientation pathology.*

We trust that the above will be forwarded to all trustees and given serious consideration.

In Family Service

Jim Enos
President,
Hamilton-Wentworth Family Action Council

cc. Director John Malloy
Trustee Glauser
Trustee Turkstra
Trustee Orban
MPP Ted McMeekin
MP David Sweet