

## CLOSING THE GENDER WAGE GAP: PUBLIC TOWN HALL MEETINGS

### BACKGROUND FOR RECE'S, CHILD CARE WORKERS, PARENTS AND SUPPORTERS

Women in Ontario earn 31.5% less than men. The **Gender Wage Gap Strategy Steering Committee**, appointed by the Ontario government, is consulting Ontarians on how to close the wage gap. As part of the process, the committee is holding public town hall meetings around Ontario (see reverse for schedule). These are open mic sessions where you can have your say. *You do not need to be an expert about the wage gap.* This is the place to tell your personal story.

#### KEY MESSAGES ON CHILD CARE AND THE GENDER WAGE GAP

- Building a real child care system in Ontario is key to closing the gender wage gap. "Provide affordable and accessible child care" is one of the Equal Pay Coalition's 12 steps to close the gap.
- An affordable, high quality child care system would be a key support mothers in the labour force. Right now the lack of child care is a major barrier.
- A child care system would support the thousands of women working in child care to earn decent wages that reflect the value of their work.
- Without adequate government funding for a real child care system, employers are caught between trying to keep parent fees affordable and pay educators decent wages. But we need both affordability and decent wages.

#### WHAT SHOULD PARENTS SAY?

- Share your child care challenges: the waitlists, the cost, the stress.
- Share the impact on your career; how hard it is to balance work and family responsibilities in the absence of a child care system.
- Remember: Finding safe, affordable child care shouldn't be a matter of luck. All children deserve access to quality care that won't break the family bank.

#### WHAT SHOULD RECE'S, STAFF AND EMPLOYERS SAY?

- Share the education, training, skills and continuous professional learning that go into becoming a Registered Early Childhood Educator.
- Talk about the vast differences in pay across the sector.
- Centre directors: explain the catch-22 of trying to pay staff decently and keep parent fees affordable.
- Remember: The child care workforce is the key to quality programs. We need professional pay for professional work.

#### LEARN MORE

- Visit the Equal Pay Coalition for 12 steps to close the gap: [equalpaycoalition.org](http://equalpaycoalition.org)
- Ontario's Gender Wage Gap Strategy: [labour.gov.on.ca/english/about/gwg/](http://labour.gov.on.ca/english/about/gwg/)

#### JUST THE FACTS

- **17.7**: Percent of Ontario's children 0-12 yrs. for whom there is a regulated child care space. Infant and school-age spaces are particularly scarce.
- **\$1,000+** Child care fees per month. Highest fees in the country.
- **18%** of child care spaces are subsidized (median across Ont. municipalities).
- **97%** of the child care workforce are women.
- **\$17.47** Average ECE hourly wage. There is a massive range depending on workplace: from minimum wage to over \$30/hr.

TWITTER: #WageGapON

## PUBLIC TOWNHALL MEETINGS

City	Location	Date	Time
York Region	Sheraton Parkway Toronto North Hotel and Suites, 600 Highway 7 East, Richmond Hill	Mon Oct 26, 2015	6:00 p.m. – 7:30 p.m.
Thunder Bay	Lakehead University, 955 Oliver Road	Wed Oct 28, 2015	6:00 p.m. – 7:30 p.m.
Ottawa	Courtyard by Marriott Ottawa Downtown, 350 Dalhousie Street	Thu Nov 12, 2015	12:00 p.m. – 1:30 p.m.
Cornwall	Benson Centre, 800 7th Street West	Thu Nov 12, 2015	6:00 p.m. – 7:30 p.m.
Toronto	The Marriott Downtown Eaton Centre Hotel, 525 Bay Street	Mon Nov 16, 2015	3:30 p.m. – 5:00 p.m. 6:00 p.m. – 7:30 p.m.
Windsor	Holiday Inn & Suites Ambassador Bridge, 1855 Huron Church Road	Thu Nov 19, 2015	6:00 p.m. – 7:30 p.m.
Kitchener-Waterloo	Holiday Inn Kitchener Waterloo, 30 Fairway Road South, Kitchener	Fri Nov 20, 2015	6:00 p.m. – 7:30 p.m.
Burlington	Royal Botanical Gardens, 680 Plains Road West	Mon Nov 23, 2015	6:00 p.m. – 7:30 p.m.
Scarborough	Delta East, 2035 Kennedy Road	Mon Nov 30, 2015	3:30 p.m. – 5:00 p.m. 6:00 p.m. – 7:30 p.m.
Peterborough	Holiday Inn Peterborough Waterfront, 150 George Street North	Wed Dec 9, 2015	6:00 p.m. – 7:30 p.m.
Sudbury	To be determined*	Thu Dec 17, 2015	6:00 p.m. – 7:30 p.m.
St. Catharine's	To be determined*	To be determined*	To be determined*
London	To be determined*	To be determined*	To be determined*

\* For updates visit: [labour.gov.on.ca/english/about/gwg/consultation.php](http://labour.gov.on.ca/english/about/gwg/consultation.php)