

Bill #2

The Glass Ceiling Act

WHEREAS Canadian women earn 74 cents for every dollar men earn;¹ and

WHEREAS Unemployment among visible minorities is almost twice the national average;² and

WHEREAS “White men in North America are the beneficiaries of the single greatest affirmative action program in the history of the world. It is called: The History of the World.”³

THEREFORE HER MAJESTY, BY AND WITH THE ADVICE AND CONSENT OF THE YOUTH PARLIAMENT OF MANITOBA, ENACTS AS FOLLOWS:

- 1 As of January 1, 2015 the Government of Canada will establish Ensuring Quantitative Unity for All Labourers [**EQUAL**], which will collect Canadian demographical data in order compile an annual report on affected classes in Canadian society. This report will group people into categories based on their gender and ethnicity.
- (1) The following will be considered affected classes:
 - (a) All genders other than cisgender men. This includes but is not limited to:
 - I. Cisgender women
 - II. Transgender women
 - III. Transgender men
 - IV. Non-binary
 - V. Other gender identifications
 - (b) Affected ethnicities include, but are not limited to the following:
 - I. First Nations
 - II. Inuit
 - III. Métis
 - IV. Black
 - V. Hispanic
 - VI. Middle Eastern or
 - VII. Asian
 - (2) **EQUAL**'s report will be based on each group's socioeconomic status, taking into account but not limited to factors such as:
 - (a) Wage
 - (b) Representation in governing bodies
 - (c) Representation in managerial positions
 - (3) **EQUAL**'s report will include provisions for how to equalize socioeconomic disparity for affected classes.

¹ Pay Equity Commission (2014). Gender Wage Gap. Retrieved from <http://www.payequity.gov.on.ca/en/about/pubs/genderwage/wagegap.php>

² Ministry of Labour (2006). Designated Group Profiles. Retrieved from http://www.labour.gc.ca/eng/standards_equity/eq/pubs_eq/eedr/2006/profiles/page06.shtml

³ Michael Kimmel (2013). Campus Masculinity. Retrieved from <http://thedartmouth.com/2013/07/09/kimmel-discusses-campus-masculinity>

2 Employment equity standards shall be adopted and governed by **EQUAL**.

(1) The following organizations must adhere to these new standards:

- (a) Publicly traded corporations
- (b) Private corporation comprising of 100 or more employees
- (c) Educational institutions
- (d) The Government of Canada

(2) New employees must be hired in a way that reflects their representation in the region in which they reside, such that organizations must hire a minimum number of workers from affected classes, with no maximum number.

- (a) Organizations may have an over-representation of affected workers.

(3) All organizations must pay their affected workers in a representational manner, such that the distribution of their total wages is directly representative of each group's representation in society.

(4) Appeals may be made to **EQUAL** by organizations that have legitimate reasons for not abiding by **EQUAL**'s guidelines.

(5) A small margin of error will be allowed at **EQUAL**'s discretion in order to account for logistical difficulties.

(6) Failure to comply will result in a fine of up to 10% of the organization's annual post-tax income.

3 **EQUAL** will provide additional grants, scholarships, and funding to members of affected classes attempting to create opportunities outside of wage labour in addition to pre-existing funding.

(1) These opportunities include but are not limited to:

- (a) Starting a private business
- (b) Artistic and cultural projects
- (c) Volunteer or non-profit activities
- (d) Educational pursuits