

CANADIAN WOMEN'S DECLARATION; AN APPEAL TO REPEAL BILL C-16

November 8, 2019

Dear Public Servants and Media,

We the undersigned (all names and contact information are to remain strictly private and confidential; media are copied separately on an unsigned copy of this letter) are writing to express how Bill C-16 has negatively impacted the lives of Canadian women. We have already been in communication with some of you about the changes made by the Canadian Centre for Justice Statistics (CCJS), the Police Information and Statistics (POLIS) Committee, and the Canadian Association of Chiefs of Police (CACP) to remove sex of the person data from the Uniform Crime Report (UCR) Survey. We are not satisfied by the response we received from Infostats@canada.ca on October 8, 2019, which merely reiterated information that we were already aware of. There was no attempt to address our concerns or to answer our questions. To us, this demonstrates that women's voices continue to be dismissed by our government.

To view the communication between feminists and Statistics Canada, please visit:

<https://aludrarising.wordpress.com/2019/10/19/form-letter-to-statistics-canada-regarding-removal-of-sex-as-a-data-category-in-crime-statistics-and-their-reply/>

NOTES ON TERMS

Sex and Gender. As feminists and gender critical people, we are perplexed by our government's conflation of sex (a biological and immutable characteristic) with gender (socially constructed sex-role stereotypes that cause harm). We do not believe in gender-ideology and therefore use the terms girl/woman/female and boy/man/male to refer to sex of the person.

Gender recognition laws. Contrary to what the Canadian Government claims, gender recognition laws do not reflect diversity, but rather act to reinforce existing sex-role stereotypes. Gender recognition undermines the capacity of men and women to courageously defy gender roles by expanding their interests, behaviours and preferences to exist within the confines of immutable, biological sex.

CIS Gender. We reject the term cis because it implies that we identify with externally-imposed sex-role stereotypes which we cannot simply identify out of.

Transwomen. We reject the term transwomen because transwomen, by definition, are men. They are not a subset of women (and vice-versa for transmen). However, we will occasionally use these terms solely for the sake of brevity.

Genderfluid and Nonbinary. Genderfluid and nonbinary are incoherent concepts that extend

special rights to people who believe themselves to be male, female, neither or both. People who can change their gender identity on a whim are entitled to accommodation on official data collection such as the UCR and the Census. Such accommodation is government overreach in support of anti-scientific and anti-biologic social theories. The vast majority of Canadians have learned to tolerate the reality of their bodies, for better or for worse. Said overreach violates our sex based rights.

TERF is an acronym for Trans-Exclusionary Radical Feminist. TERF is a slur, considered by many to be misogynist hate speech, directed mainly at females who question, criticize or reject gender ideology. It is a misnomer because not all gender-critical people are feminists, and gender-critical people do not advocate to exclude transgender people from dialogue, freedom of expression, social services, employment, housing, or dignity and respect. TERF has been used freely by politicians and published by journalists.

SWERF is an acronym for Sex Work(er) Exclusionary Radical Feminist. This term is also a misnomer. It is applied to people (who may not consider themselves to be feminists) who are analytical of prostitution as violence primarily against women. Feminists do not seek to exclude prostituted people from dialogue, freedom of expression, social services, employment, housing, or dignity and respect.

Intersex. Intersex people (the common term for those born with DSDs, or Disorders of Sexual Development) may be phenotypically ambiguous but remain male or female, and rarely identify as transgender. Intersex people are an important aspect of the gender debate, but we will not be discussing them aside from saying that we support them (exception: athletics). We believe their fight for legal recognition has been thoroughly co-opted by transgender advocates.

Transitioning Children. Using hormones and or surgery to medically alter children who experience gender dysphoria. The transitioning of children will not be discussed except to say that there is no validated, universally applicable tool available to assess paediatric capacity. Neither children nor their substitute decision makers can determine what impact the child's elective surgery or treatment will have on their future physical and or mental health. We predict that an onslaught of lawsuits will be prepared against the government for intentionally putting children's well-being at risk. For more information we recommend <https://sexandgenderintro.com>.

Feminism. A female centred perspective that locates the root cause of women's oppression in patriarchal gender relations.

BILL C-16 WATCH

Prior to and since Bill C-16 became law on June 19, 2017, we have been paying attention to how gender-ideology has impacted women. Despite the fact that sex remains a protected characteristic in the Canadian Charter of Rights and Freedoms, Bill C-16 has given males the power to insist that they are female. This power has legally forced women to be inclusive of men without regard for our own safeguarding. The law has opened up situations where women have

been harassed into silence about our distinction from men and our ability to articulate our plight has thereby been eroded.

We cannot have women's rights if we cannot define what a woman is. Bill C-16 allows for willful interpretation of the Canadian Charter of Rights and Freedoms, and it is currently being misapplied by abusive, opportunistic men (and their allies) as a means to deny women our well-established rights. On May 7, 2019, Diane Guilbault, President of PDF Québec (Pour les Droits des Femmes du Québec) spoke at Parliament. We encourage you to listen to her testimony here: http://www.pdfquebec.org/index_realisations.php.

Prior to Bill C-16 becoming law, PDF Québec had requested that a Gender Based Analysis (GBA) be conducted to determine how women might be impacted. PDF Québec is aware that the GBA was conducted, but despite their repeated requests under the Access to Information Act, the GBA results have not been released. The government refuses to publish the results. We demand to know the results of the GBA.

On May 10, 2017, Meghan Murphy, founder of Feminist Current, and Hilla Kerner of Vancouver Rape Relief and Women's Shelter testified at Senate about the predicted impact of Bill C-16 on women's rights. In his response to Ms. Murphy and Ms. Kerner's comments, Senator Joyal undermined the sex category female by blending our reality together with that of transwomen; he quite clearly stated that transwomen (feminine males) are more oppressed than women, and because of this, it would be discriminatory not to categorize feminine males as female and women. This false equivalency is a viable threat to our protected sex category. Women and feminine men are not the same. Women are not defined by the sex-role stereotypes that oppress us. A Senator, who voted to pass a gender expression law, does not understand the difference between sex and gender or the consequences for disallowing that differentiation. Women's issues around reproduction, family, employment, social and cultural spheres, are not the same issues that men might face, including those men who identify as women.

See:

- <https://sencanada.ca/en/Content/Sen/Committee/421/LCJC/28ev-53308-e>

Bill C-16 is not only posing a threat to sex as a category, it is eroding women's rights to freedom of association and assembly. We have compiled a non-exhaustive list of occurrences which speak mainly to this loss of freedoms for Canadian women. Women who practice sex segregation for spiritual and religious reasons, professional specialty reasons, professional privacy reasons, women who are lesbians and women who are prisoners, will find themselves most vulnerable to a loss of freedom of association and assembly under this bill.

- Using the legal system to harm women. In 2018 a man named Jessica (Jonathan) Yaniv sued 16 female aestheticians (mostly immigrants) for refusing to Brazilian wax his male genitalia. Yaniv demanded compensation (extortion) ranging from \$7,500 to \$25,000 per complaint. On October 22, 2019 The Justice Centre for Constitutional Freedoms (JCCF) announced that the BC Human

Rights Tribunal ruled in favour of home aestheticians' right to refuse to handle male genitalia against their will. While this might appear to be a victory for these women, the harm that Bill C-16 caused them is their lived reality. Two of the women, Sukhi Hehar Gill and Marcia Carnauba closed their aesthetic businesses following the complaint against them.

See:

- <https://www.jccf.ca/aestheticians-justified-in-refusing-to-handle-male-genitals-against-their-will-bc-human-rights-tribunal/>
- <https://nationalpost.com/news/jessica-yaniv>
- <https://quillette.com/2019/07/25/a-canadian-human-rights-spectacle-exposes-the-risks-of-unfettered-gender-self-id/>

Yaniv is not the only transwoman using the tactic of being denied “gender affirmation services” to sexually harass women in vulnerable spaces. Body Blitz Spa (Toronto, Ontario) was a clothing-optional and female only space, forced to change their policy when a transwoman and his girlfriend (read: a heterosexual couple) threatened the spa with legal action; the Spa was forced to change its policy. Mad Wax Spa in Windsor, Ontario received a human rights complaint in 2018 because they were not equipped to wax a transwoman's male genitalia. A female employee at Mad Wax Spa is a practising Muslim who refrains from physical contact with males outside of her family. This also violates religious protections.

See:

- <https://windsorstar.com/news/local-news/transgender-woman-files-human-rights-complaint-against-windsor-spa>
- <https://globalnews.ca/video/3522617/toronto-spa-under-fire-for-alleged-transgender-exclusion>
- <https://bodyblitzspa.com/bbs/faq/>

- Male violence is being categorized as female violence. Males who commit sexual assault, intimate partner violence and homicide are now freely categorized as “female” in our national crime data. Redefining the word female to mean something other than sex of the person is a violation of our sex category, protected by the Charter. As of January, 2019, CCJS, POLIS, and CACP removed sex of the person as a data category on the UCR survey. The transgender criminal and victim population is also not identifiable as a category. LGBT individuals defy sex-role stereotypes (gender) which leaves them more vulnerable to violence (corrective rape, for example). Separating sex and gender data is important as it measures the level of intolerance and misogyny in a culture. Removing sex as a statistical category makes it impossible to collect accurate data about victims and offenders. Canada should follow Scotland's lead (<https://www.scotsman.com/news/politics/scottish-government-pledge-not-to-conflate-sex-and-gender-when-publishing-stats-1-5013939>) in recording both sex and gender as statistical categories.

See:

- <http://aprilhalley.com/2019/07/the-cbc-are-as-corrupt-as-crime-statistics-in-canada>
- <https://www.thesudburystar.com/news/local-news/farquhar-ops-gender-neutral-policy-sets->

[back-reporting-on-violence-against-women](#)

- <https://www.thestar.com/opinion/star-columnists/2019/10/04/opps-new-gender-policy-obscures-violence-against-women.html>

• Male-Bodied Rapists Are Being Imprisoned With Women. Violent male pedophiles such as Madilyn Harks (200 confessed assaults) and baby-rapist Tara Desousa (formerly Adam Laboucan, who last year succeeded in suing the government to receive DD breast-implants, paid for by taxpayers), are housed in low-security female correctional facilities which have Institutional Mother-Child Programs. This is an egregious violation of female inmates and their children's right to safeguarding. Female prison-staff can now be forced to strip-search transwomen who retain their male genitalia. This is sexual harassment. Furthermore, Indigenous women are disproportionately represented in Canada's prison system. Mixing sexes in prisons is putting Indigenous women even further at risk. We haven't yet resolved the National Inquiry into Missing and Murdered Indigenous Women and Girls, or Truth and Reconciliation in general. Note this has been happening for several years, meaning that recent information provided by StatsCan (e.g. only 8 transfers) does not reflect reality.

See:

- <https://quillette.com/2019/10/12/male-bodied-rapists-are-being-imprisoned-with-women-why-do-so-few-people-care/>

- <http://aprilhalley.com/2019/10/the-correctional-service-of-canada-is-engaging-in-a-misogynist-social-experiment>

- <https://www.straight.com/news/572551/bc-corrections-transfers-first-transgender-inmate-mens-womens-facility>

- Refer to Rules 7 and 11 of the United Nations "Standard Minimum Rules for the Treatment of Prisoners", revised in 2015: Rule 11 clearly states: "The different categories of prisoners shall be kept in separate institutions or parts of institutions, taking account of their sex, age, criminal record, the legal reason for their detention and the necessities of their treatment; thus: (a) Men and women shall so far as possible be detained in separate institutions;"

<https://undocs.org/A/RES/70/175>

• Women being evicted from women's shelters. Traumatized women have been exiled from women's shelters for objecting to bunking with transwomen. In the second article listed below, NOW Canada states clearly that "It is against the law to discriminate against transgender individuals". This is a fine example of how C-16 is being misinterpreted and misapplied. Sex remains a protected characteristic in the Charter and legal precedent allows for single-sex exemptions in vulnerable spaces. The solution is to provide funding for trans-specific shelters. It is not a solution to force traumatized women and their children to step aside.

See:

- <https://nationalpost.com/news/canada/kristi-hanna-human-rights-complaint-transgender-woman-toronto-shelter>

- <https://globalnews.ca/news/3300518/concerns-over-transgender-client-at-okanagan-shelter>

Female erasure. Lesbians are being displaced from their own centres and marches by heterosexual transwomen who now consider themselves lesbians. Lesbians who reject these men as sexual partners are not only called transphobic, but they routinely receive rape and death threats. This phenomenon is called "The Cotton Ceiling" (referring to women's underwear). Curiously, transmen are not demanding that gay men have sex with them because "transmen are real men". As usual, double-standards apply. Both lesbians and gay men are being erased as distinct and meaningful sexual orientations because now anyone can identify as literally anything. Heterosexual couples who call themselves trans or queer, because one or both identifies as trans/nonbinary, now dominate the discourse. We did not fight for gay rights so that heterosexual couples could colonize gay and lesbian sexual identities.

See:

- <https://terfisaslur.com/cotton-ceiling>
- <https://www.feministcurrent.com/2016/07/21/uvic-womens-centre-becomes-third-space/>
- <https://womenscentreuvic.wordpress.com/tag/daphne-shaed/>

- Loss of funding and hate targeting of women. In March 2019 Vancouver City Council stripped Vancouver Rape Relief (VRR) of municipal funding (\$30,000.00) because they enforce a legal woman-only policy. In August of 2019 VRR were targets of vandalism with "Kill TERFS" "Fuck TERFS" "TERFS go home, you're not welcome", "Trans Women are Women" and "Trans Power" scrawled on the VRR building front. A dead rat was nailed to the door and a dead, disemboweled skunk with a noose around its neck, was stuffed through their mail slot. This is a space where female survivors of domestic abuse, survivors of sexual assault, and Indigenous women meetings take place.

There is no doubt that these were misogynist hate attacks bolstered by our Canadian gender laws.

See:

- <https://youtu.be/jIzXSLFeAxQ>
- <https://nationalpost.com/news/canada/canadas-oldest-rape-crisis-centre-stripped-of-city-funding-for-refusing-to-accept-trans-women>
- <https://www.thepostmillennial.com/kill-terfs-vancouvers-women-only-rape-shelter-vandalized-with-death-threats-rat-nailed-to-door/>

Job Loss. We are aware that women have lost employment because they question the impact of gender identity and expression on females. While women have not felt safe to publicize their stories, Meghan Murphy discloses (see link below) that various women have approached her with their private stories of job loss. At the time mark 1:25:28 of the listed YouTube source, "Still Talking Series: How media bias shapes the gender identity debate", many women in the audience raise their hands when asked if they had experienced job loss for questioning gender identity politics. The woman speaking at the microphone describes the circumstances of her own job loss as follows:

"I taught at a university at a teacher education program....I gave articles from teachers and feminists exploring issues of the ethics of transgendering children and some of the implications of equating gender identity with sex based rights to my students. Many of them were relieved to have this material and to have this space of discussion. A few of them were freaked right out. They went to the teacher education office and complained. The associate dean invited them to make anonymous complaints about me. Also another educator asked for complaints about me to come to him and gathered evidence to present to the Dean of Education. There were many meetings...I was just a sessional...they just stopped offering me courses. There was nothing I could do, really."

See:

November 2, 2019 talk hosted by Vancouver at the Pan Pacific Hotel, "How media bias shapes the gender identity debate"

Time mark 1:25:28

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https://www.youtube.com/watch?v=wjwxShQFAfA&feature=youtu.be&fbclid=IwAR3m8pDYvnhjE4_E3_y4S-V-N2l3hS6S8yWlnwAxcHFAIhP3FVtFEfSCUZE

See:

October 29, 2019 talk hosted by Palmerston branch of the Toronto Public Library, "Gender Identity: What Does It Mean for Society, the Law, and Women — A talk by Meghan Murphy"

Time mark 5:42

<https://www.youtube.com/watch?v=jlzXSLFeAxQ>

- Most women oppose prostitution. Most women recognize prostitution as the sexual exploitation of vulnerable, economically disenfranchised people (the vast majority of whom are women and girls), and celebrated when the Protection of Communities and Exploited Persons Act (PCEPA) was introduced in 2014. We are now being told by opportunistic and self-objectifying males, who identify as women, that prostitution is "empowering sex work". These men are given platforms at Women's Marches where they call women SWERFs, and they actively work in cooperation with sex-industry lobbyists to repeal the PCEPA which serves to protect our most vulnerable women from violence.

See:

- <https://www.feministcurrent.com/2018/01/22/vancouver-womens-march-becomes-opportunity-misogynist-threats-women/>

- <https://nowtoronto.com/news/ndp-liberals-greens-commit-to-repealing-anti-sex-work-law>

- Academic abuse. Wilfrid Laurier University student Lindsay Shepherd was subject to disciplinary action for showing video clips about a debate on pronouns and gender; her professors blatantly

lied by saying her presentation was “against the law”. The University was forced to issue a public apology, but these types of assaults on freedom of expression continue to happen on postmodernist indoctrinated campuses across Canada.

See:

- <https://nationalpost.com/news/politics/what-the-wilfried-laurier-professors-got-wrong-about-bill-c-16-and-gender-identity-discrimination>

- Political Abuse. Transwomen politicians Morgan Oger (BC-NDP) and Nicola Spurling (Green Party) routinely and publicly use the term TERF. They have used Bill C-16 to disparage, threaten and silence women who disagree with them. They have appealed to the public to reveal the identities of feminist protesters with the aim of suing them for stating that “transwomen are men”. Their behaviour is reminiscent of police posting a wanted criminal’s photo to request public assistance in catching and incarcerating the felon. Oger has created a “TERF hit list” (database), and fully supported Jessica Yaniv until it became politically inconvenient to do so (running for public office).

See:

- <https://twitter.com/morganeogerbc/status/1156679842118565888>

- <https://twitter.com/NicESpurling/status/1084958622495367168>

- Again, see <https://terfisaslur.com>

- Threats to Freedom of Expression (free speech). Transactivists and their allies have managed to get hundreds of women permanently suspended from Twitter and other social media platforms. There are so many examples it is hard to keep track of them all, and most do not make the media.

See:

- <https://quillette.com/2019/08/31/yanivs-other-racket-how-a-single-gender-troll-managed-to-get-hundreds-of-women-thrown-off-twitter>

A collective of mainly Chinese residents of Chinatown and Downtown Eastside Vancouver, who advocate for low-income housing and seniors housing in Chinatown, had a panel planned for May 4, 2018. The panel was successfully cancelled by Organize BC and Vancouver and District Labour Council (VDLC) over false accusations made about invited speaker and Chinatown Action Group (CAG) member, Yuly Chan. CATA (Coalition Against Trans Antagonism) libelled and harassed Chan over a re-tweet of a Vancouver Rape Relief statement on Twitter and her tweet of a Feminist Current article. The de-platforming of the housing advocate went ahead without any attempt to reach out to Chan to find out more about her politics, position or analysis.

See:

- <http://thevolcano.org/2018/07/03/trans-women-and-sex-workers-struggles-are-not-secondary-in-anti-poverty-and-housing-movements/>

- <https://chinatownaction.org/2018/05/01/open-letter-chinatown-action-group-condemns-de->

[platforming-of-and-attacks-on-organizer-yuly-chan/](#)

Feminist advocate and journalist Meghan Murphy has been libelled by the media, trans activists and politicians. Her speaking events have been targeted by the aforementioned as "anti trans-rights hate speech". In reality, Meghan Murphy does not speak about taking away the rights of trans people. Ms. Murphy speaks about the clash of rights that exists between women's well established sex based rights and the newly enacted gender identity and expression laws. Murphy does not believe that gender (sex role stereotyping) is liberating for women, and she does not believe that male and female, man and woman, can legitimately or fairly be categorized together under the same legal and cultural groupings. This is not anti-trans rhetoric, it is feminism.

Attempts to disrupt and shut down Ms. Murphy's Toronto event culminated into public displays of intimidation and misogyny. Women who wanted to attend the feminist lecture "Gender Identity: What Does It Mean for Society, the Law, and Women — A talk by Meghan Murphy" were forced to push through a mob of angry anti-radical feminists in order to reach the door of the library. Trans activists had gathered outside the Toronto Public Library, Palmerston branch, with the intent of intimidating and shaming women who wanted to attend. They blocked the entrance to the library and waited for women to leave the event, at which time they commenced to yell "shame" and "fuck you" at the women (and some men), repeatedly. Men in black masks leaned into women's personal space to intimidate them as they exited the library. Signs with slogans such as "No hate in our city", "re-packaged misogyny is still misogyny, TERF= Misogynist", "TERF is not a slur", "Assholes" were held up for the attendees to experience as they were forced to merge with the protesters in order to leave the venue and get out onto the street. Dozens of police officers were observed in and outside the event. Media were there as well, waiting to film the attendees as they left.

See:

- <https://www.youtube.com/watch?v=t9pFKMWRqeo&feature=youtu.be>.

Pride Toronto and a group of writers have announced that they will no longer support the Toronto Public Library. In their view, TPL hosted an event that propagates hate against transgender people. To be clear, the event was not about taking away rights from trans people. It was a feminist lecture about how gender identity impacts society, the law and women.

See:

- <https://nowtoronto.com/culture/books/pride-toronto-ban-toronto-public-library-meghan-murphy/>

- <https://www.blogto.com/arts/2019/10/local-authors-boycotting-toronto-public-library/>

This contemporary slant on feminism as "anti-trans rights hate speech" is simply political backlash against feminism and it is becoming more and more misogynist as time goes on. Incredibly, Jill Andrews, NDP MPP, for Toronto St. Paul's, published libel about Meghan Murphy on the official NDP website ("NDP culture critic responds to Toronto Public Library's refusal to cancel event featuring Meghan Murphy"). Kristyn Wong-Tam, city councillor, ward 13, proposed a review of

policies that govern community spaces in the city, which Toronto City Council voted to proceed. Media publications state that council will consult with LGBTQ2S+ stakeholders, but there is no mention of consultation with women's groups. The intent of the review is to shut down feminist talks, like Meghan Murphy's, from recurring in city owned public spaces.

See:

- https://www.thestar.com/news/city_hall/2019/10/24/left-wing-councillors-on-different-sides-of-debate-over-controversial-event-with-meghan-murphy.html
- <https://www.thepostmillennial.com/meghan-murphy-toronto-city-council-votes-to-review-library-rental-policies-following-speaking-event/>

Bill C-16 is serving to politically bolster misinformed, anti-feminist points of view. Self-righteous trans advocates have shown themselves to be intolerant and hostile toward any thoughts that contradict trans ideology. Women are being harassed, terrorized and silenced for knowing who is male, who is female, and for saying that a disregard for sex difference is a feasible threat to our institutionalized rights and safeties. Feminism is perceived by trans activist groups as a thought crime, because we value sex based protections and we refuse to allow the term female (and associated terms) to be inclusive of male (and associated terms).

- Washrooms, locker rooms and other vulnerable spaces and services. Bill C-16 is taking sex segregation away from women and making it illegal for us to make case by case judgment calls to determine when it is okay for trans identifying males to cross sex restricted boundaries. These boundaries would include things like health care scenarios and spas (where nudity and touching can be involved), women's prisons, women's shelters, women's washrooms, women's locker rooms, etc. Male violence is an undeniable reality. Males are the only group of people we need to be wary of in vulnerable situations. It is a woman's right to know who is male, who is female, and to be able to discriminate between the two. We are aware of a situation where a male patient requested a male care provider and was shocked to instead receive a female who identified as male. How often is this happening in health care? When female patients request female care staff, they should be accommodated. Male-pattern violence informs our decision making when faced with situations that require us to interact with strangers.

See:

- <https://www.thestar.com/news/crime/2016/07/20/support-worker-who-sexually-assaulted-95-year-old-gets-18-month-sentence.html>
- <https://toronto.ctvnews.ca/personal-support-worker-charged-in-alleged-sex-assault-at-mississauga-hospital-1.4199895>
- <https://www.cbc.ca/news/canada/windsor/windsor-police-personal-support-worker-sexual-assault-1.4755601>
- <https://www.toronto.com/news-story/3515630-ajax-hospital-worker-accused-of-sexually-touching-male-patient/>

"But we just want to pee!" We trust by now that it is obvious to everyone that gender identity

legislation is about much more than “gender neutral” or “unisex” washrooms (both terms are misnomers for "mixed sex"). Even so, gender neutrality around vulnerable spaces has put women at risk, and will continue to do so. Sexual assault and voyeurism are patterns of male violence that remain a stark reality, unnamed by our government and media who prefer to focus on diverting terms like "gun violence" instead of "male violence". Canadian data on assaults occurring in vulnerable spaces is not available to the public. Canadian news media will rarely report on incidents that are not affirming to trans identities. Even so, we must not rush to implement "gender neutral" vulnerable spaces, as there is ample evidence that predatory men will exploit such spaces. The Ontario Human Rights Code (OHRC) states "Trans people should have access to washrooms, change rooms and other gender specific services and facilities based on their lived gender identity." An Ontario employer could easily confuse "gender specific services and facilities" to mean the same thing as sex specific services and facilities, thereby forcing female employees to share locker rooms (I.e. hotel staff) with male employees. Bill C-16 is impeding on women's safety and dignity.

See:

- (UK) "Just under 90% of complaints regarding changing room sexual assaults, voyeurism and harassment are about incidents in unisex facilities." <https://www.independent.co.uk/life-style/women/sexual-assault-unisex-changing-rooms-sunday-times-women-risk-a8519086.html>
- <https://www.cp24.com/news/girl-sexually-assaulted-in-washroom-of-school-in-newtonbrook-police-1.4392842>.
- https://www.huffingtonpost.ca/2015/10/06/u-of-t-bathrooms-voyeurism_n_8253970.html
- <https://aludrarising.wordpress.com/2019/10/19/male-perpetrated-assaults-in-vulnerable-public-spaces/>

- Sports competitions. Males who identify as girls/women are now permitted to compete as females in sports competitions. This displaces female athletes from awards, accolades, scholarships, sponsorships, and financial compensation. At the elite level a male need only reduce his testosterone level to between 5-10 anomoles/litre to compete "as female", which is still up to three times higher than female athletes. Post-pubertal males at the high-school level have no requirements.

See:

- Rachel McKinnon: <https://www.cbc.ca/sports/transgender-woman-track-cycling-1.4863381>
- (US) <https://www.cbsnews.com/news/connecticut-transgender-athletes-face-federal-discrimination-complaint-from-females-over-title-ix-violations>
- Dr. Linda Blade, President of Athletics Alberta: <https://vimeo.com/347089389/e259d14071>
- Professor Doriane Lambelet Coleman, Duke Law School, and former champion athlete: <https://quillette.com/2019/05/03/a-victory-for-female-athletes-everywhere/>

- Sex education. Planned Parenthood has announced that it will not teach biological sex in its sexual and reproductive education, on the premise that biological sex is only a construct and anatomy is not male or female. Again, sex is a protected ground, interpreted repeatedly by the Supreme Court of Canada as biological sex, notably in Brooks v Canada Safeway Ltd [1989] 1

S.C.R. 1219 and in many other decisions. How is it acceptable for a public health organization to state that a ground enumerated in the Charter literally does not exist?

See:

<https://www.facebook.com/POttawa/photos/a.490047098462/10155169442678463/?type=3&theater>

It is not possible to list the plethora of incidences that undermine female rights and safeguarding in the name of gender identity legislation. We are not exaggerating when we say we have thousands of documented incidents for all of the above categories.

That said, we leave you with the following sites:

- <https://www.womenarehuman.com/category/crime>
- <https://bannedbytrans.wordpress.com/masterpost> (not updated in 2 years)
- The Declaration on Women's Sex-Based Rights: <https://www.womensdeclaration.com>

Clearly, Bill C-16 is the most retrograde legislation to be passed during contemporary times. It presents a conflict of rights in Canadian law. It does not protect the rights of trans individuals to have access to employment, housing and designated safe spaces, so much as it infringes upon women's rights to be defined as female and to have legal sex segregated spaces. Bill C-16 has enshrined misogynist sex-role stereotyping in law. It has placed men in our data categories, our shelters, prisons, and lesbian-only spaces. It has given men access to awards meant for women. Violent male convicts can be housed in low security female correctional facilities, receive free hormone treatments and have free "breast" implants, while women are still denied free contraception and affordable childcare.

Women are required, by law, to ignore thousands of years of survival skills by placing themselves in harm's way so that men's identities and feelings are prioritized. Bill C-16 is state-sanctioned gaslighting.

In closing, this letter advises all political parties that Canadian women will no longer tolerate the dismantlement of our Human Rights. We will no longer support political candidates who dismiss our legitimate concerns surrounding Bill C-16, and this will be evident in future election results. We will continue to demand that Bill C-16 be repealed. We will continue to inform the public of this attack on women as a sex protected category. We will continue to speak and to resist misogyny in law, society and culture. We refuse to be remembered as the women who complied with our own extinction as a meaningful category.

Women's rights are human rights.