

Opinion Paper: The Conseil des Montréalaises on Women's Safety during the Formula 1 Canadian Grand Prix

HIGHLIGHTS



The Conseil des Montréalaises extends its heartfelt thanks to all who participated in this process. Without their time and their voices, this opinion paper would not have been possible.

Participating organizations

Action santé travesti(e)s et transsexuel(le)s du Québec (ASTT(e)Q)
AGIR (Action LGBTQ avec les immigrantEs et les réfugiéEs)
Cactus Montréal
Centre d'éducation et d'action des femmes de Montréal (CÉAF)
Centre for Gender Advocacy/Centre de lutte contre l'oppression des genres
Immigrant Workers Centre (IWC)
Comité d'action contre la traite humaine interne et internationale (CATHII)/Coalition québécoise contre la traite des personnes
Concertation des luttes contre l'exploitation sexuelle (CLES)
Canadian Council for Refugees (CCR)
Fédération des maisons d'hébergement pour femmes (FMHF)
Quebec Native Women (QNW)
Native Women's Shelter of Montreal (NWSM)/Foyer pour femmes autochtones de Montréal (FFAM)
L'Anonyme
La Maison d'Haïti
La Sortie/The Way Out
Le Phare des affranchi(e)s/Beacon of the Freed
Mouvement contre le viol et l'inceste/Movement Against Rape and Incest (MCVI)
Peace Love Unity Respect Initiative (PLURI)
Projet ado-communautaire en travail de rue (PACT de rue)
Project 10
Stella, l'amie de Maimie
Women's Y of Montréal (YWCA)

May 2021

Legal deposit

Bibliothèque et Archives nationales du Québec
ISBN: 978-2-7647-1917-6 – English PDF

CONSEIL DES MONTRÉALAISES

1550 Metcalfe, 14th Floor, Suite 1424
Montréal, Quebec H3A 1X6
Telephone: 514-868-5809

conseildesmontrealaises@montreal.ca
ville.montreal.qc.ca/conseildesmontrealaises

 ConseilDesMontrealaises

This opinion paper was adopted by the members of the Conseil des Montréalaises (CM) at the regular meeting held February 24, 2021, and was submitted to the municipal council of the City of Montréal.

The Conseil des Montréalaises working committee

Anuradha Dugal, Mélissa Garrido, Josiane Maheu, Marie-Ève Rancourt, Selma Tannouche Bennani

The members of the working committee also wish to thank former CM members Dorothy Alexandre, Sharon Hackett and Marie-Ève Maillé, who participated in the working committee for the first phase of this research titled *Opinion Paper: The Conseil des Montréalaises on the Trafficking of Women for the Purposes of Sexual Exploitation during the Formula 1 Canadian Grand Prix*.

Research

Research coordinator

Aurélie Lebrun, Ph.D., CM research officer until October 2020

Field research during the GP

Lucio Castracani, Ph.D. (2018)

Audrey Gagnon, Doctoral candidate (2018, 2019)

Aurélie Lebrun, Ph.D. (2018, 2019)

Catherine Montmagny Grenier, Ph.D. (2018, 2019)

Mélissa Perreault, M.A. (2018)

Selma Tannouche Bennani, Ph.D. (2019)

Research, literature review and data processing

Laurence Lallier-Roussin, M.A. (2019–2020)

Jeanne Reynolds, Doctoral candidate (2017)

Laurence Richard-Nobert, M.A. (2020)

Selma Tannouche Bennani, Ph.D. (2018–2019)

Writing

Aurélie Lebrun, with contributions by Laurence Lallier-Roussin and Selma Tannouche Bennani

Coordinator

Kenza Bennis, CM coordinator

Tranlation

Marieke Bivar, Josée Lafrenière

Graphic design

Sophie Charest

Table des matières

ABOUT THE CONSEIL DES MONTRÉALAISES	5
INTRODUCTION	6
1. Methodology	7
2. The Montréal Formula 1 Grand Prix	8
3. Working during the GP	9
3.1 Good pay but hard work	9
3.2 Women’s work	10
4. Sexual harassment at work: part of the job	12
5. Is Montréal a safe city?	14
6. Redefining urban safety	16
7. GP sexism and economics	18
8. Toward a nighttime policy	19
TAKE-AWAYS	20
RECOMMENDATIONS Recommendations of the Conseil des Montréalaises	22
NOTES	30

ABOUT THE CONSEIL DES MONTRÉALAISES

The Conseil des Montréalaises (CM) was founded in 2004 and is made up of 15 volunteer members who reflect the diversity of Montréal's women. It acts as a consultative body of the municipal government on matters related to the status of women and gender equality for all. The CM takes an intersectional feminist approach to understanding the different realities of Montréal women.

The CM has the following roles:

- Providing opinions, on its own initiative or by request from the City of Montréal's mayor, executive committee, or city council, on matters related to gender equality, equality among women and the status of women and submitting its recommendations to the Montréal city council.
- Soliciting opinions, and receiving and considering requests and suggestions from any person or group on matters related to gender equality, equality among women and the status of women.
- Helping to develop and implement a gender equality policy framework for municipal employees.
- Conducting or commissioning studies and research it deems useful or necessary to the performance of its roles.

The CM is an invaluable democratic tool. It is tuned in to the ideas and ways of thinking of feminist citizens and community organizations in the region, and it keeps up with their analyses and voices. Its main areas of intervention are city life, city governance and working for the City. The CM's work therefore focuses on the quality of life of Montréal women (transportation, housing, the fight against poverty, safety, homelessness, sports and leisure offerings, etc.), on the presence and participation of women in municipal politics and on the working conditions of women who are civil servants.

INTRODUCTION

In May 2017, the Conseil des Montréalaises (CM) answered a request from the mayor's office and took on a three-year research mandate on the trafficking of women for sexual exploitation during the yearly Formula 1 Canadian Grand Prix (GP).

The CM reported its findings on the extent of the increase in the trafficking of women for sexual exploitation purposes during the GP in its Opinion Paper: *The Conseil des Montréalaises on the Trafficking of Women for the Purposes of Sexual Exploitation during the Formula 1 Canadian Grand Prix*.

The members of the CM, however, believe that the issue of women's safety during the GP is broader than the sexual trafficking of women. In keeping with what the women interviewed described and reported, this opinion paper will look at the issue of the safety of women who go out during the GP, be they F1 fans, tourists or workers.

In a way, this is the CM's follow-up to its 2017 publication, *Opinion Paper on the Security of Cisgender and Trans Women and Girls at Outdoor Events in Montréal*.

As a tourist event, the GP takes place in a number of nightlife industry venues in Montréal. This opinion paper will therefore focus on the roles women play in these settings. The CM believes that one of the ways to enact true gender equality and equality among women is to ensure women can be present in the city without feeling the threat of violence, and are able to fully participate in events organized here.

This document contains highlights of *Opinion Paper: The Conseil des Montréalaises on Women's Safety during the Formula 1 Canadian Grand Prix*. It is made up of information summaries about the working conditions during the GP; as well as women's accounts of sexual harassment, of feeling unsafe and of sexism during the GP. Also included are the 14 recommendations we submitted to the City of Montréal based on our findings.

1. Methodology

From June 2018 to July 2019, we conducted 38 individual interviews with store employees, waitresses and waiters, dancers, women panhandling on the street, promotional models, hostesses, bartenders, doormen and bar staff, as well as tourists. These people had worked at or gone out to clubs, restaurants, bars and hotels in various neighbourhoods. Nine of them worked at the same strip club, and two others worked at a single hotel.

The CM recruited interview participants in a number of ways. Many were recruited through contacts established during the participatory observations conducted on the ground during the 2018 and 2019 GPs. We also issued a call for participants, which was shared on the CM's Facebook page and was emailed to a network of CM contacts and partners over the winter of 2019.

The experiences and opinions of study participants are not representative of everyone participating in the GP, which is to say that the 38 people we interviewed are not a representative sample of all GP workers and attendees. We therefore can in no way claim that their experiences and opinions represent those of all people frequenting the GP event. The different recruitment methods we used also had an impact on the study participants' profiles. The call for participants was circulated on social media networks specific to feminist subjects, and a number of participants felt it was important to contribute to this research and to talk about what happens during the GP.

For the same reasons, the subject of our call for participants may not have appealed to some people. Others might not have realized that their experiences of racist, homophobic or transphobic harassment were also part of the subject of this research. None of our participants were women working illegally or lacking immigration status. However, we know that the tourist industry generally relies heavily on the unstable or marginal work of young migrant women.¹ Additionally, racialized women are underrepresented in more visible positions, such as waitresses and hostesses,² which were the positions we saw most frequently among our participants.

2. The Montréal Formula 1 Grand Prix

The GP is an international event marking the beginning of the Montréal summer festival season. This car race has been held at the start of June every year since 1978, following the schedule set by the Fédération Internationale de l'Automobile. Since 2010, the GP has been held at the same time as the Francos de Montréal festival, which takes place near the area marked off by Peel, Maisonneuve, Crescent and Saint-Catherine streets, where some of the GP festivities are located. Unlike other festivals, the GP is actually a series of events that take place in different Montréal neighbourhoods: Jean-Drapeau Park, where the race is held; Little Italy; downtown between Crescent and Peel streets; and Old Montréal.

The GP is advertised as one big party, to which everyone is invited. Many participants in our study had gone out a few times with friends during the GP, for fun. Some reported not being interested in the races themselves, preferring activities on the sidelines.

These partygoers are of all ages. They include families, groups of friends, groups of women and groups of men. Many participants felt, however, that the profile of F1 fans is completely different from that of other attendees of major events in Montréal. These F1 fans stand out and are described as mainly male and older. The GP is also associated with a customer base from a wealthier social class.

“

The other Montréal festivals are way more family friendly and cultural... [At the GP], it's a bit more macho: cars, beer and girls.

(Interview-33, Hostess)

”

“

It's pretty specific to the GP, this kind of event where there's a lot of wealth, a lot of white men in a certain age group...

(Interview-05, Waitress)

”

3. Working during the GP

3.1 Good pay but hard work

Participants who work during the GP describe it as an intense but very profitable week. They work more hours a day and make bigger tips.

The increase in activities during the GP (special events, booths on the street, etc.) requires businesses to hire new employees. For some, mainly students working exclusively during the GP, the event is a strategic time to work. Women panhandling on the street also think the GP is a strategic time to make money.

Although for many workers the GP certainly represents a “cash grab,” for others there’s another side to it:

“It’s going to be exhausting, we won’t sleep much, and we’re going to run around like crazy.” (Interview-11, Waitress)

Generally speaking, women working during the GP reported having difficult working conditions during the event, which actually lasts a week, not four days. They felt this was due to the high number of customers, the pressure this volume brings with it, the long working hours and the hours spent on their feet under the summer sun. These workers clearly differentiate between the GP period and “normal” workweeks, when there’s less pressure from both employers and customers:

Usually, they let us go to the bathroom for five minutes or take a short break if we’re working during the day and the evening, but not now. Now, you keep going. You’re lucky if you even have time to go to the bathroom.

(Interview-20, Hostess and Waitress)

3.2 Women's work

Women working in the service, reception and sales industries are literally on the front lines during the GP week. They are in a crowd, often alone or in pairs, and sometimes behind a counter. Their duties, tasks and roles are quite varied. They sell programmes, sunscreen and tickets, welcome customers and help them find their seats. They escort men for the evening, party with groups, sell bottles of champagne or serve at tables in bars and restaurants.

Service, reception and sales jobs are considered “women’s work,” as sociologist Gabrielle Schütz puts it: “[...] reception is part of a gendered division of work that reserves tasks to do with assistance and representation for women, and it is rarely full-time work, in keeping with the enduring association between the feminine gender and part-time work. [...] It is also an activity that requires embodying so-called femininity [...] it is certainly a gender performance.”³

Hiring criteria for women who work in reception, service and sales may vary, but appearance plays a big part.

Participants told us that employers often require them to put their bodies on display and to follow a certain dress code:



It's really high heels, makeup and hair, all exactly the same. They're at the entrance of every spectator box. That's it. Just smile.

(Interview-05, Waitress)



Reception jobs, which use women as esthetic objects and play on masculine heterosexual desires, expose these women to sexual pursuit and to normalized sexual harassment.

Work in the service and reception sectors is done according to a pre-established, sexist scenario. Even if the interactions between men and women seem spontaneous, they are the result of power dynamics in which women must play the required role, dressing in a certain way and being open to sexual advances from men. Casual or occasional flirting is also a well-known part of this scenario of interactions between men and women.⁴ This is certainly the case at the GP:

“

They want employees to flirt, especially during GP events. I mean, it's encouraged. When you're on Peel or Crescent streets, if the waitress, the bartender or the girl showing a car is unfriendly, no one will take pictures with her. No one will go see the car. If the girl is unfriendly, no one will buy her vodka, or whatever. So, we're encouraged to be nice, more than nice, you know, open to flirting.

”

(Interview-04, Promotional Model)

4. Sexual harassment at work: part of the job

Sexual and sexist harassment on the job is frequently experienced by the women we met with. It's "part of the job." This sexual harassment comes in the form of jokes, comments and even sometimes insults. For these women, unwanted contact is frequent and often trivialized. This trivialization is common among customers, but also among the women themselves, who end up finding this "normal."

In most cases, workers report that they put up with sexual harassment but set boundaries. Beyond these individual responses to harassment, however, it is important to remember that it is the issues of working conditions and work organization that must be questioned. They are the key to understanding how and why women are exposed to harassment and sexual violence during the GP and in the entertainment and tourism industries in general.⁵

Study participants work in a variety of employment conditions and in different types of work organizations: some workers may be official employees, but those working temporarily for an event like the GP work contractually. Many of these workers are hired through agencies, and they work on the street, far from employers they have often never met in person. These jobs may last just a few days, and workdays may be up to 16 hours long.

Employers, whether they are owners or managers, play an important part in preventing and handling harassment from customers, because it is their legal obligation. Among other things, employers must prevent psychological, sexual and discriminatory harassment in the workplace; protect their employees from this type of harassment; and ensure a healthy workplace. Formula 1, the owner of the GP, has established a code of conduct, which has also been adopted by all its partners, including Octane Racing Group, the entity in charge of organizing the GP at Jean-Drapeau Park and certain promotional events downtown and in Old Montréal.

Yet the majority of study participants who worked during the GP usually felt alone when they did experience sexual harassment in their places of work. With the exception of employees who had worked full-time in the same establishment for several years, all the women we spoke to have a negative view of the way their employers and managers react to situations reported by staff. In their view, their employers show no interest in offering them decent working conditions.

Clearly, sexual harassment is considered part of the job. It is trivialized and minimized, which discourages workers from talking about it and reporting it. When it comes to the men paying them for their services and their smiles, these young women make a sort of compromise for that one week of the GP.

5. Is Montréal a safe city?

In our 2017 publication *Opinion Paper on the Security of Cisgender and Trans Women and Girls at Outdoor Events in Montréal*, the CM conducted an online survey of 976 cis and trans women in order to record their experiences of safety, lack of safety and sexual violence at festivals they attended in Montréal.

According to the results of this research, more than one in two respondents had been the victim of sexual harassment or assault (56.4%). There were also significant differences between the proportion of 2SLGBTQQIA⁶ respondents (70.8%) and heterosexual respondents (54.3%) who had experienced sexual harassment or assault during outdoor events in Montréal.

Besides attending festivals, the act of occupying public space, particularly for those at the intersection of different oppressions (such as women who are also members of visible minorities or are 2SLGBTQQIA) is something women generally do fearfully and while managing these fears.

Women's testimonials about their experiences during the GP illustrate the same reality:

“ Every year, my friends and I say we're not going out, but then every year, we say OK, we'll give it one last chance. [...] We were at a bar, we had waited in line to get in, and we were dressed normally: I was wearing high heels and a dress. And I remember I was so annoyed because there was a guy who grabbed my ass, really, with his hand like this. I turned around, I started yelling and I told him really loudly, 'What the fuck are you doing?' [...] and I yelled to the bouncer but he didn't react. It must happen once an hour there. ”

(Interview-04, Promotional Model)

These experiences are not, however, limited to the GP, since study respondents also gave many accounts of the sexual harassment and assaults they have experienced when going out in Montréal.

Study participants use all sorts of strategies to feel safer on Montréal streets. There are multiple “feminine strategies,” as one participant (Interview-04, Promotional Model) calls them, and they have been fully integrated into the way the women negotiate their presence in public spaces:

“I’ve sometimes pretended to talk on the phone when [I’m] alone and there’s no one to go with me to the parking lot and I notice a group of... guys nearby... Or sometimes I’ll change streets.” (Interview-33, Hostess)

For the women we spoke to, getting to and from places—be it on foot, by metro or by taxi—is the biggest threat to women feeling safe.

Accounts from women living in cities are not exclusively centered around themes of fear and violence. It is important to note this in order to highlight the diversity of past and present urban experiences. The anonymity, density and commerce in cities have allowed women to transgress and redefine the norms of femininity.⁷

Many women consider the GP a festive event. Women who did go out and were not working found that “people were in a good mood, it was really nice out. It’s still a pleasant event time, it’s great. People are there to have fun” (Interview-15, Greeter). They are reassured by Montréal’s festive side and by the population density at the event.

6. Redefining urban safety

Frequent and constant sexual and sexist harassment, as well as transphobic, homophobic and racist harassment are forms of systemic discrimination because they serve to exclude, control and ultimately marginalize these groups in public spaces. Different forms of sexual harassment, including sexually explicit jokes, inappropriate sexual gestures, explicit sexual propositions and sexist insults, are recognized as infringing on people's rights and dignity.

In light of the statements collected as part of our current research, we have realized however that women's safety during the GP has not been considered because it is not acknowledged or socially defined as real violence.

Ensuring the population's safety is a priority during events organized in Montréal. Terrorism, criminalized groups, violence between street gangs and human trafficking⁸ are a few of the threats that serve to mobilize various police forces during the GP.

This tightening of security in public spaces, however, has not led to a taking into account of sexual violence against women or of other forms of harassment and profiling. These are still not recognized within the dominant discourse on public safety, despite all the testimony, accounts, scandals, and the sexual violence that has occupied the public political and media stage in Quebec over the past several years. Respondents also felt that the police did not care about their safety.

Aside from strippers, none of the study participants working in establishments such as restaurants, bars, clubs and hotels reported having had any interactions with police in the workplace. The almost daily surveillance of strippers shows that police interventions in their workplace are more motivated by regulation and control than by a desire to ensure these workers' safety.

All participants agreed that they did not feel police were concerned with the sexual violence women experience and that this type of violence is often overlooked:

“Somebody slapped my ass in front of a police car. That’s like... everyday violence for me. The police will intervene if I get attacked by a stranger in an alley. I feel like when it comes to the sexual and physical violence people imagine, that’s when the police will intervene, but not when it comes to everyday violence, definitely not. I know for sure people wouldn’t hesitate to call me a whore in front of the cops, anytime.”

(Interview-18, Survey Taker)

Besides the police forces responsible for public safety, a number of private security companies are brought in to ensure public or site security. Security for festivals, including the GP, is overseen by private security companies. Respondents who worked onsite or attended races mainly identify these security guards as men. For these respondents, their own safety is not guaranteed by the “security” these guards look out for.

Security guards are also often at clubs, bars and events other than the GP. They were frequently identified as sources of both protection and harassment by respondents who worked as greeters or waitresses.

In our 2017 *Opinion Paper on the Security of Cisgender and Trans Women and Girls at Outdoor Events in Montréal*, the CM raised questions as to the training of these employees when it comes to the different kinds of violence toward women in public spaces. The CM’s earlier research showed that security guards at major events are almost always hired through private firms that do not offer their employees training on specific issues affecting women, such as harassment and sexual violence. The CM therefore specifically recommended that the awarding of contracts to these agencies be conditional on them providing security and prevention training on violence against women, and that this training be given by organizations specializing in these issues.

7. GP sexism and economics

Study respondents also mentioned the customers' attitudes toward them. They felt that women were what was really being sold or offered during the GP, as part of the GP's image and special events. According to them, this staging of women during the GP may explain the harassment and sexual violence they experience:

The customers are here for the GP, so I think they already have a kind of mentality where they think 'we're here to party, drive cars, get drunk and see girls.' I think that's already their mentality. And the environment is stimulating, you know, and encourages men to think like that because there really are all of those items here, as far as the eye can see. It's tolerable, but it's really not pleasant.
(Interview-04, Promotional Model)

While the night's heteronormative structure is generally being transformed and there is more space for women and 2SLGBTQQIA people, this is not so much the case during the GP, where women are still the draw, the product to consume.

The GP is seen as a major economic event for Montréal. Our respondents agreed that it is certainly a lucrative event for them. They are among a large number of women working during the event who are earning money. Because the GP is a source of revenue, respondents have mixed feelings about it. They are also aware of the fact that although they are making money, others are making much more:

I don't want to complain because it's a super taboo subject, because the amount of money I make—I know that not everyone in entertainment jobs in Montréal can make that much in one weekend. That's what I mean. But compared to what *they* are walking away with, what we, most girls, get is not enough either. [...] You're being exploited not just by your customers, but, in a way, by your bosses, too.
(Interview-13, Bartender)

8. Toward a nighttime policy

Over the past decade, more than 40 cities have implemented nighttime policies. Acknowledging the specific dynamics that exist in public spaces at night, new nighttime governance instruments have paradoxically rendered visible some of the exclusion experienced by many population groups, and particularly women.

A number of cities have chosen to encourage establishments such as bars, restaurants and hotels to play a more active role in the prevention of violence against women, particularly through the development and promotion of inclusive policies and creating networks of businesses that are encouraged to share best practices.⁹ Cities like Vancouver have combined this approach with other direct intervention approaches, with an emphasis on street patrols to prevent sexual violence and increase feelings of safety. The City of London “has committed to provide an annual audit of LGBTQ+ venues and has created a five-point pledge for operators, developers, property owners and others to support the city’s LGBTQ+ pubs, bars, clubs and other venues.” (Mayor of London, 2019).¹⁰

The struggle to end discrimination must lead to continued and coherent actions to prevent sexual violence toward unsheltered women, women who go out to party, strippers, racialized women, lesbians, trans women, nonbinary people and other population groups, both day and night. These changes must allow everyone access to public spaces violence-free, through transportation and the creation of safe spaces.

Nighttime policies must be oriented toward establishing measures that combat discrimination in public spaces and also ensure that the rights of women workers are respected at all times. Precarious work makes women even more vulnerable to sexual, racist, homophobic and transphobic harassment and keeps them from knowing and using the recourses available to them.

TAKE-AWAYS

- Study participants think of the GP as a big party that draws a diverse crowd, but that differs from other Montréal festivals because of the predominance of groups of older, wealthy men who spend money freely.
- The jobs held during the GP by the women we spoke to were in service, reception and sales. Appearance and putting women's bodies on display are often hiring criteria for these jobs.
- Sexual and sexist harassment was frequent for all our women respondents. This harassment is considered "part of the job," and women develop various strategies in response.
- Although employers are legally responsible for preventing the harassment of their employees, most respondents felt that they were on their own in dealing with harassment.
- Women who work or go out during the GP are often victims of sexual harassment and assault, a phenomenon that is not limited to the GP.
- Women use strategies to protect themselves and feel safe, and they are hypervigilant when navigating public spaces.
- The sexual violence and harassment experienced by women is not considered a safety issue by the police or private security agencies.
- Participants highlighted the lucrative nature of the GP, but also felt that it is, in fact, women that are being sold at the event. They were also conscious of the fact that, while they did make money, their employers make more.

- The City's nighttime policy must target discrimination to prevent sexual violence from impacting women partygoers, strippers, racialized women, lesbians, trans women, nonbinary people and other groups.
- Actions taken by the City, such as implementing a nighttime policy and fighting discrimination, must ensure that all women can enjoy public spaces free of violence. This applies to transportation and to the creation of safe spaces.

RECOMMENDATIONS

Recommendations of the Conseil des Montréalaises



The CM has drafted 14 recommendations to the City of Montréal, including five that are also intended for the Gouvernement du Québec and the Government of Canada, and one for the Octane Racing Group.

The organization of outdoor festivals and other major events

R1 That the City of Montréal and its boroughs require that the organizing committees of major outdoor events, such as the Formula 1 Grand Prix, include a component on the prevention of all forms of sexual violence against women. This component should be created in collaboration with feminist and community organizations that combat sexual violence.

R2 That the City of Montréal and its boroughs advocate for the inclusion of marginalized communities (unsheltered women, Indigenous women, sex workers, trans women, etc.) in the makeup of organizing committees for major outdoor events. This inclusion could be accomplished by inviting representatives from expert organizations to join organizing committees during major events such as the Formula 1 Grand Prix and the soccer World Cup.

Taking women into account in Montréal, a festive tourist destination

R3 That the City of Montréal recognize the importance of women in the tourist industry and include them in its tourism industry recovery plan. Examples:

- a) Earmarking funds specifically for groups that work with marginalized women: unsheltered women, Indigenous women, sex workers, trans women and other women whose life experiences or identities are at the margins of social norms.
- b) Creating specific measures for women with a precarious immigration status who work in the tourism industry.
- c) Including terms related to gender equity and equality among women in tourism industry funding request criteria. These criteria might include, for example, the percentage of women on a company's board of directors, whether the business is meeting its obligations in terms of pay equity and its policy against psychological and sexual harassment in the workplace, and whether an establishment's dress code is conducive to ensuring the respect and integrity of its employees.

An information and prevention program on sexual and sexist violence

R4 That the City of Montréal implement an annual information and prevention campaign against sexual and sexist violence that will reach all persons circulating downtown, in Old Montréal and in key Montréal tourist and nightlife hotspots. That this campaign be designed with the help of feminist and community organizations that combat sexual and sexist violence.

- a) That information on accessing specialized support from community groups, as well as the locations of these resources, be clearly posted and communicated (in a universally accessible manner, in different languages) at all sites.

- b) That this information also be available virtually, on the websites of the City of Montréal, Tourisme Montréal and on the event's mobile app, as applicable.

Action plan: A safe city for all

R5 That the City of Montréal develop and implement an action plan to facilitate collective and community responsibility for the safety of all women, both year-round and during major tourist events, in public spaces and in Montréal nightlife sites. This action plan would allow organizers to include actors besides the SPVM, the Service de sécurité incendie de Montréal [Montréal fire safety service] and private security agencies in ensuring public safety of during festive events.

- This action plan should specifically target preventing and combatting sexual violence.
- This action plan should be developed with the help of women and women's groups, and be based on women's experiences and their specific uses of public space. It should pay special attention to the experiences of young women, racialized women, sex workers, unsheltered women, women from 2SLGBTQQIA communities, Indigenous women and women with disabilities.
- This action plan should be drafted with the participation of the tourism industry, bar and club associations, business development corporations (SDCs) and community organizations.
- This action plan should be based on the principles outlined in the City of Montréal's *Guide d'aménagement pour un environnement urbain sécuritaire*¹¹ to ensure that all women feel safe.

- a) That the City of Montréal and its partners use this action plan to ensure that all personnel present at major outdoor events, including reception staff, volunteers, security guards and so on, receive training on issues related to women's safety, and particularly on sexual violence, from feminist and community organizations. More specifically:
- That all security guards receive mandatory training each year so that they may intervene appropriately in order to ensure the safety and inclusion of all women in festive spaces.
 - That the contracts given to private security agencies by the City's partners be conditional on its employees receiving regular training on women's safety.
 - That all staff and volunteers who serve or handle alcoholic beverages, as well as the owners and managers of establishments that sell alcoholic beverages, receive training on women's safety.
 - That the City of Montréal urge the Gouvernement du Québec to exercise stricter controls when it comes to checking the credentials of security guards at events.¹²
- b) That this action plan on women's safety establish clear measures and objectives in terms of representation:
- That gender parity be ensured when it comes to recruiting staff and volunteers responsible for security at festive events.
 - That the equitable representation of the groups targeted by workplace equity measures be ensured when recruiting staff and volunteers responsible for security at festive events.

The *Guide d'aménagement pour un environnement urbain sécuritaire*

R6 That the City of Montréal update its *Guide d'aménagement pour un environnement urbain sécuritaire* and create popular education and summary tools so that all actors organizing major events in Montréal may better understand and apply its principles.

- a) That the City of Montréal implement a strategy to share these tools with its departments and external partners involved in organizing outdoor events.
- b) That these tools include examples of promising practices.

Intervention protocol for instances of sexual harassment or violence at outdoor events

R7 That the City of Montréal establish an intervention protocol for taking action in situations of sexual harassment or violence and that it require promoters of major outdoor events to implement this protocol with citizens and staff.

- a) That this protocol be drafted in collaboration with feminist and community groups specializing in addressing sexual violence.
- b) That this protocol be made known to all those working onsite at the event.
- c) That this protocol be posted in a visible manner in workplaces.

Support for community organizations that specialize in interventions at festive sites at nighttime

R8 That the City of Montréal fund initiatives that offer awareness-raising services and have expertise in intervening in situations of harassment and sexual violence in festive public spaces.

GBA+, funders and major events

Recommendations to the City of Montréal, the Gouvernement du Québec and the Government of Canada for implementation as of 2021

R9 That the City of Montréal, the Gouvernement du Québec and the Government of Canada, all of which fund the Canadian Formula 1 Grand Prix, carry out intersectional gender-based plus (GBA+) analyses on the funding they provide.

- a) That these three levels of government make public the results and recommendations of these analyses.
- b) That the three levels of government implement the recommendations resulting from these analyses in order to ensure nondiscriminatory public funding.

R10 That the City of Montréal, the Gouvernement du Québec and the Government of Canada, all of which fund the Canadian Formula 1 Grand Prix, require that the organization in charge of organizing the GP (currently Octane Racing Group) and its official partners produce an annual report showing the results of the implementation of their code of conduct in the context of the Montréal Formula 1 Grand Prix.

Recommendation to those in charge of organizing the GP (currently Octane Racing Group) for implementation as of 2021

R11 That the organization in charge of organizing the GP (currently Octane Racing Group) carry out a communications campaign, which will also be associated with its partners and sponsors, during the week of the GP, to promote an event free of discrimination, harassment and violence.

Recommendations to the City of Montréal and the Gouvernement du Québec for implementation as of 2021

R12 That the City of Montréal and the Gouvernement du Québec, particularly the Commission des normes, de l'équité, de la santé et de la sécurité du travail (CNESST), organize a major awareness raising campaign on sexual harassment in bars, clubs and restaurants, as part of the framework of the Act respecting labour standards, which requires employers to provide a policy against psychological and sexual harassment in the workplace, that also informs victims of available resources.

R13 That the City of Montréal and the Gouvernement du Québec create a working group with the stakeholders to compile a picture of women's working conditions in the Montréal bar, club and restaurant industries by documenting the types of work they do, the status of their jobs, their salaries and their working conditions.

a) That this working group produce a report.

b) That this working group suggest measures to be implemented in the six months following the report's publication and that it be responsible for following-up on these measures.

R14 That the City of Montréal and the Gouvernement du Québec, particularly the Régie des alcools, des courses et des jeux, require that a policy against psychological and sexual harassment be provided when an establishment requests or renews an alcohol permit.

NOTES

1 Joppe, M. (2012). "Migrant workers: Challenges and opportunities in addressing tourism labour shortages." *Tourism Management*, 33(3): 662-671.

World Tourism Organization (2019). "Global Report on Women in Tourism" – Second Edition, UNWTO, Madrid. Online: <https://www.e-unwto.org/doi/book/10.18111/9789284420384>

2 de Montigny, P. (2021). "Donner un pourboire, une pratique discriminatoire ?" Radio-Canada. Published 10 February 2021. Online: <https://ici.radio-canada.ca/nouvelle/1769496/pourboires-racisme-discrimination-abolition>

3 [Our translation] Schütz, G. (2018). "Jeunes, jolies et sous-traitées : les hostesses d'accueil. Paris : *La dispute*, p. 13.

4 McDowell, L. (2009). "Working Bodies: Interactive Service Employment and Workplace identities." Oxford: Wiley-Blackwell, p. 57. Online: <https://caringlabor.files.wordpress.com/2012/09/working-bodies-interactive-service-emplo-linda-mcdowell.pdf>

5 World Tourism Organization (2019). "Global Report on Women in Tourism" – Second Edition, UNWTO, Madrid. Online: <https://www.e-unwto.org/doi/book/10.18111/9789284420384>

6 As recommended by the National Inquiry into Missing and Murdered Indigenous Women and Girls, the CM has chosen to use the acronym 2SLGBTQIA: Two-Spirit, lesbian, gay, bisexual, transgender, queer questioning, intersex and asexual people. According to the Inquiry, "by putting "2S" at the front of the acronym, we are remembering that Two-Spirit people have existed in many Indigenous Nations and communities long before other understandings of gender and orientation came to us through colonization." National Inquiry into Missing and Murdered Indigenous Women and Girls (2019). *Lexicon of Terminology*. Online: https://www.mmiwg-ffada.ca/wp-content/uploads/2019/06/MMIWG_Lexicon_FINAL_ENFR.pdf

7 Meyerowitz, J. (1993). "Beyond the Feminine Mystique: A Reassessment of Postwar Mass Culture, 1946-1958." *The Journal of American History*, 79 (4): 1455-1482.

Ryan, J. (1994). "Women, Modernity and the City." *Theory, Culture and Society*, 11(1994): 35-63.

Wilson, E. (1991). *The Sphinx in the City. Urban Life, the Control of Disorder, and Women*, London: Virago Press, 191 p.

8 Not to mention that the only form of violence against women considered real and enough of a threat to necessitate numerous extensive police operations is sexual exploitation.

9 The City of Vancouver, for example. See: The City of Vancouver (2019). Motion – Ending Sexual Harassment and Violence in Vancouver’s Hospitality and Service Industries. July 2019. Online: <https://council.vancouver.ca/20190724/documents/cfsc7.pdf>

10 Seijas, A. and M. M. Gelders (2020). “Governing the night-time city: The rise of night mayors as a new form of urban governance after dark.” Op. cit. p. 14.

11 Paquin, S. (2002). “Guide d’aménagement pour un environnement urbain sécuritaire.” Montréal: Programme Femmes et Ville, 163 p. Online: http://ville.montreal.qc.ca/pls/portal/docs/page/femmes_ville_fr/media/documents/Guide_amenagement_environment_urbain_securitaire.pdf

12 See Conseil des Montréalaises (2017). “Opinion paper on the Security of Cisgender and Trans Women and Girls at Outdoor Events in Montréal.” Online: http://ville.montreal.qc.ca/pls/portal/docs/page/cons_Montrealaises_fr/media/documents/cm_securite_anglais.pdf

