

Proud to be a dad




Helping dads
experience
parenthood
to the fullest



Regroupement
pour la Valorisation
de la Paternité

Semaine Québécoise
DE LA Paternité

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www.semainedelapaternite.org

A photograph of a smiling couple looking at a baby in a hospital bed. The image is overlaid with a semi-transparent teal color. The woman is on the left, and the man is on the right. They are both looking down at the baby, who is lying in a hospital bed. The man is holding a piece of paper, possibly a medical chart or a photo, and looking at it with a smile. The woman is also smiling and looking at the baby. The overall mood is happy and affectionate.

Affirmation #1

Being #ProudToBeADad means asserting your right to be involved and have a role to play from the very beginning of pregnancy, in order to participate fully in every stage of the family adventure, including before the baby is born.

Recognizing a dad's right to a fully satisfying parenting experience also means:

Offering birth classes that fully incorporate fathers, the couple, and the process of becoming a parent.

Offering post-natal services (whether provided by the local community or public sector) that fully incorporate fathers.

Treating each dad as a future parent, not just the expecting mother's partner.

Educating service providers and managers about fathers' needs and developing performance indicators that take dads into account.

Affirmation #2

Being #ProudToBeADad means demanding access to parental leave that is long enough and flexible enough that you can not only support the recovering mother and the rest of the family, but also to have time to bond with the newborn.

Offering fathers better access to parental leave means:

Calculating benefits based on family income rather than the individual income of each spouse to prevent income disparities from dictating the couple's choices.

Allowing mothers and fathers to take parental leave during the two years following a child's birth (rather than the current one year).

Extending paternity leave to eight weeks (rather than the current five).

Allowing people to create a bank of unused benefits (up to ten days).

Creating special benefits for fathers and mothers who adopt.

Affirmation #3

Being #ProudToBeADad means claiming your right to balance family and professional responsibilities without being subject to gender-based bias or judgment.

A society that takes steps to ensure fathers and mothers have the same ability to balance family and work is a society that:

Raises awareness at every level of the workplace of the importance of a culture that gives fathers the same access to work-life balance as mothers.

Integrates a minimum of five days of paid leave into the Act respecting labour standards.

Puts strategies in place specifically to help majority-male environments modernize their practices.

Updates the *Charter of human rights and freedoms* so that Quebec is no longer the only province in Canada that does not prohibit discrimination on the basis of family status.

Affirmation #4

Being #ProudToBeADad means saying it's important for fathers' contributions and realities to be fully understood and accounted for in the education, family services, and health and social services sectors, and for service providers to address dads as well as moms.

To achieve this, we need to:

Properly fund services for struggling fathers.

Adapt family services so they reach fathers and meet their needs.

Make sure single-father families, which account for 25% of families overall, are being reached.

Correct the Declaration of Birth to remove the concept of other parent.

Ensure information in government records about both mothers AND fathers can be compiled (parents' education level, single-parent status, etc.).

Ensure data from large family studies on fathers is always compiled to the same extent data on mothers is.

Affirmation #5

Supporting the father-child relationship after separation means:

Being #ProudToBeADad means claiming your right to maintain your relationship with your children when separating from your spouse, and doing so in their best interest and while respecting your spouse's rights.

Taking the different realities of fathers into account when reforming family law.

Making the justice system more accessible through concrete measures such as disseminating legal information, publicizing community justice centers, offering access to ten free hours of mediation instead of five, and increasing eligibility thresholds for legal assistance.

Systematically producing gendered data to better understand mothers' and fathers' experiences in the family court system.

Adding a provision to the Civil Code of Québec whereby, once the parental capacities of both parents have been established, shared custody must be seriously considered, taking the child's interest into account.