



# Teacher's Kit

## Part Four: Supplementary Materials

[Optional]

1. For **Activity 6**: Homework assignment: Making Change Happen
  - Action plan worksheet (1 page)
  - Sample action plan (2 pages)
  
2. For **Activity 7**: Newspaper articles with questions for discussion
  - Article One (3 pages)
  - Article Two (4 pages)



## Homework Assignment: Making Change Happen

### Action Plan

Develop an Action Plan to engage five other individuals in the British Columbia 'We Can End All Violence against Women' campaign.

**Step One** Action: \_\_\_\_\_

I will achieve this by:

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**Step Two** Action: \_\_\_\_\_

I will achieve this by:

- 
- 

**Step Three** Action: \_\_\_\_\_

I will achieve this by:

- 
- 

**Step Four** Action: \_\_\_\_\_

I will achieve this by:

- 
- 

**Step Five** Action: \_\_\_\_\_

I will achieve this by:

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2. Identify some of the challenges you might encounter while implementing your own Action Plan.

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## Sample Action Plan

Name: Jane Doe

Date: August 5, 2009

### Step One

Action: I will learn more about the issues of gender equality and violence against women. I will research the 'We Can End All Violence against Women' campaign.

I will achieve this by: Consulting the online resources that were provided in today's workshop. If I have any questions about the material or would like further information/clarification about a specific area, I will contact the Change Maker who facilitated today's session or my local 'We Can' Partner.

### Step Two

Action: I will register myself as an official 'We Can' Change Maker and I will complete the exercises in the Change Maker Handbook.

I will achieve this by: Contacting the Change Maker who approached me or I will contact my local 'We Can' Partner and arrange to register myself as a Change Maker. Once I have the Change Maker Handbook, I will go through all of the activities. I understand that there is no specific time allotted for any of the activities in the Change Maker Handbook, so I will work through the activities at my own pace. If I need help completing any of the activities or if I would like more information about any of the topics discussed, I know I can obtain such information from the Change Maker who approached me.

### Step Three

Action: I will identify five people that I will discuss the issue of violence against women with.

I will achieve this by: Selecting these five people by considering which of my friends, relatives or colleagues would be interested in this campaign or by considering which of my friends, relatives or colleagues might benefit from a re-evaluation of their attitudes concerning gender and violence. I know that I do not have to identify all five people at once and I know that this process does not have any specific time limit.

### Step Four

Action: Based on the individuals I have selected, I will decide how to approach each of these individuals.

I will achieve this by: Ensuring that I have the necessary resources to approach these individuals. If I require more material, I will contact my local 'We Can' Partner. When I approach these individuals, I will remember that not everyone will be interested in hearing about the 'We Can' campaign and I will not take this personally. I will let those uninterested know I that I am



always willing to discuss these issues if they should change their mind. If I require assistance working with a specific age group, or population, I will contact my local 'We Can' partner for support.

### **Step Five**

**Action:** I understand that change does not happen overnight and I will continue to work with the individuals I have selected.

**I will achieve this by:** Ensuring that each individual that I approach knows I am always willing to discuss and work through issues of violence and inequality.

### **Step Six**

**Action:** I will strive to get members of my community involved in the 'We Can' campaign.

**I will achieve this by:** Talking to my friends and neighbours to raise awareness about violence against women. I will pass out campaign information. I will not tolerate violence against women and I will take a public stand against any gender-based violence that I witness or learn of. I will work with my local 'We Can' Partner to schedule community-wide workshops.

### **Step Seven**

**Action:** Once I begin registering individuals as Change Makers, I will work with them to ensure that they have the necessary information and support to become actively involved in the 'We Can' campaign.

**I will achieve this by:** Keeping a record of the individuals I register as Change Makers and following up with these individuals on a regular basis.

### **Challenges I May Face in Implementing my Action Plan:**

- ❖ I will have to work hard to change my own attitudes, beliefs and practices
- ❖ People in my community will not be receptive to hearing about gender equality and women's rights.
- ❖ People in my family might not understand the 'We Can' campaign.
- ❖ My friends and relatives might question the validity of the campaign.
- ❖ I might not be comfortable facilitating large workshops or speaking in public forums about the 'We Can' campaign.
- ❖ My action plan might take longer to implement than I had originally thought.
- ❖ At times I might feel frustrated and impatient.

I recognize that this process will be extremely challenging and I know that will take both time and effort to work through these steps. I am aware that not everyone I speak with will be receptive to the 'We Can' campaign; however, I understand that by simply introducing the topic of violence against women I have caused people to start thinking about it. I understand that there is no specific time frame, in which I have to complete these steps and I know I can modify/alter my personalized action plan at any time. I know that I can seek support from other Change Makers or any of the 'We Can' partner organizations.

## Article One

### Woman feared visit by husband

*Navneet Kaur told co-workers in Phoenix about her concerns*

**Kim Bolan and Chad Skelton**

Vancouver Sun

*Tuesday, April 03, 2007*

Vancouver resident Avtar Singh Grewal worked his regular overnight shift at HFS trucking last week, and got off for the weekend early Thursday morning.

He told his boss, Stuart Howell, that he would be flying to Phoenix to see Navneet Kaur, who Howell thought was Grewal's fiancé, unaware the couple, had married in October 2005.

"It was just his regular weekend. He told me that he was flying and he would be back to work on his next day which was Sunday night," Howell recalled Monday. "He said he would be here guaranteed and shook my hand and said 'I'll see you on Monday.'" Grewal, 32, was one of Howell's most dependable employees. An accountant in India, he was working as a deliveryman until he could become certified in Canada in his chosen profession.

He was upbeat and happy when he left work.

But all was not well for Kaur, his 30-year-old wife.

As Grewal travelled to see her, she was telling her co-workers at Assist Technologies in Scottsdale, Ariz. that she was worried about the visit.

"We had some hints that things weren't going well," Theron Taber, president of the medical technology company, said in a telephone interview Monday. "She did mention he was coming -- and that she was a bit concerned about that." Sandeep Singh, her brother in India, told reporters there that Kaur planned to end the marriage.

Kaur's neighbours in her Phoenix suburb saw Grewal outside his wife's house Thursday night. Police believe the attractive young woman was murdered shortly afterwards.

Grewal then flew to New Jersey, where he bought a one-way ticket to Delhi.

He was arrested by Indian police upon his arrival at the Delhi airport and on Monday was remanded in custody for a week while the U.S. seeks his extradition.

When Kaur didn't show up for work Friday morning, her worried co-workers went to her home off the Maricopa Freeway.

"She usually calls and lets us know [if she'll be late] and because that didn't happen, a couple of our employees went over to her house," Taber said.



They arrived around 12:30 p.m. and saw blood and signs of a struggle. They called police, setting in motion an international manhunt that led to Grewal's arrest when he stepped off a Continental Airlines Flight at Delhi's Indira Gandhi International Airport.

Taber said he's glad the staff at his tight-knit company decided to check on Kaur.

"Because of that action, we were able to alert the police very rapidly so he wouldn't get time to escape," he said.

As news of the murder broke on Punjabi stations in B.C. Sunday, Howell received a call from a co-worker.

"We started doing some searching and then someone else had a satellite that has a bunch of East Indian stations and we saw more news from there," Howell said. "This was just so extremely out of character that everyone in the building is just so aghast and floored that this is the same person. It was just treated as a sick April Fool's Day joke -- that was the first reaction." Howell said Grewal was reserved about his personal life at work. He had emigrated from India about three years ago and started work at the delivery company almost immediately.

He visited Phoenix "once or twice a year," Howell said, and had been hoping Kaur would join him in Canada.

"My understanding was that this was an arranged marriage that hadn't even taken place yet and that he was putting it together and she was planning to move into Canada with him for a time period before he got his citizenship and then set up a new life." Kaur had confided in her co-workers that her marriage with Grewal was arranged, Taber said. She also told them it was her second marriage and that the Grewal wedding was just a few months after the earlier one ended.

"The first one was abusive," Taber said.

He said Kaur had been working for his company, which makes touch-screen devices used in clinical trials, for about five years.

"I think everybody here feels the loss tremendously because she was an extremely warm person who fit in very well. Everybody loved her here," said Taber. "And she was also very bright. You have to be pretty bright to be a testing manager for a product that's pretty complicated." Taber said everyone in the small company knew Kaur and has been hit hard by her death.

"We're very tight-knit. So it was a huge shock to us," he said. "She was a young, beautiful bright person with a lot of potential. I think it's an amazing tragedy that something like this could happen." Kaur and Grewal are both from prominent Indian families. Her father, Rattan Singh, who arrived in Arizona Monday to retrieve her body, is a retired senior police officer. Grewal also has relatives in policing and government.

Howell did not know how the former accountant ended up in B.C.



"I don't believe he had family here. I think most everybody was in India, but he had acquaintances and distant relatives here," he said.

Grewal's co-workers are also reeling. Howell described him as "a super-nice guy, dependable -- probably one of the best people you would meet. He would work the extra shifts. He was always upbeat. He would handle all the emergencies that would come up.

"He was basically highly responsible, very honourable, trustworthy -- all those superlatives."  
kbolan@png.canwest.com cskelton@png.canwest.com

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## Article Two

### Husband arrested

*Paul Cheema, husband of school principal Shemina Hirji, claims he was victim in previous charge*

#### Kim Bolan, Vancouver Sun

Published: Monday, July 16, 2007

When Paul Cheema was arrested on his 22nd birthday for kidnapping and threatening to kill his former fiancé, he told Winnipeg police that he was the one abducted and attacked, according to court transcripts obtained by The Vancouver Sun.

Proof of his ordeal, his lawyer told a December 1994 bail hearing, was a little cut on the back of his left hand.

"He escaped, they cut his hands, and he is the one who indeed phoned from the 7-Eleven, phoned the police because he was terrified of the situation that occurred," the provincial court of Manitoba was told.

Cheema grabbed Parmajit Singh, who had broken off the engagement, about 5 p.m. Dec. 15, 1994 at the store where she worked.

"She was just cleaning snow off her vehicle when he approached. He had the knife out, at that point and told the complainant to keep quiet or he would kill her," the transcript says.

He took her to a hotel after saying he had friends holding her brother and would kill her family unless he returned with him to Surrey to marry. Singh escaped and called police, who issued a Canada-wide warrant for Cheema.



Cheema attacked the young Manitoba woman a second time in February 1995 and four months later pleaded guilty to forcible confinement, uttering threats and attempted kidnapping.

The 34-year-old is now the "primary and only suspect" in the slaying of his new bride - popular Surrey school Principal Shemina Hirji.

It was Cheema who first called 911 on July 5, 2007, claiming three home invaders had entered the Burnaby townhouse he shared with Hirji, attacked him and killed his wife. He was taken to hospital, but later released with no visible signs of his injuries. Police tried to find witnesses to Cheema's story, but after news of his earlier conviction emerged last week, Cheema was arrested Saturday and released 24 hours later without charge.

The Sun has confirmed that Cheema was the man arrested, even though police will not release the name of the suspect who was in custody because he has not yet been charged. RCMP Cpl. Dale Carr of the Integrated Homicide Investigation Team said Sunday the man was taken to the Surrey RCMP detachment and is the "primary and only suspect."

A CTV camera captured Cheema leaving the detachment Sunday, but refusing to answer questions about his arrest.

Cheema had been preparing to leave the country when he was arrested, according to members of the Sikh community who know him.

His family had planned a prayer session at Vancouver's Akali Singh Sikh temple Sunday afternoon. The service went ahead despite the arrest. About three dozen people showed up.

Members of Hirji's Ismaili family had been invited, but did not attend the service. They declined to comment about the arrest.

Carr said Sunday the investigation remains active. "The person arrested is the primary suspect in the investigation. The investigation is continuing to move forward and investigators are still interested in speaking to anyone with information regarding the incident on Mulberry Place in Burnaby on July 5," Carr said.

Cheema dialed 911 about 12:15 p.m. that day to say three men had broken into the end unit he shared with Hirji in a quiet townhouse complex.

He claimed the men had killed his wife and attacked him, though his injuries were so minor that he was released from hospital a short time later.

Cheema's story was questioned by Hirji's friends when news broke last week that he had been convicted in 1995 of forcible confinement, attempted kidnapping and uttering threats in connection with the abduction of his former fiancée in Winnipeg after she broke off the engagement.

Hirji's father Amir told The Sun that his 40-year-old daughter, who held two degrees and was an author and prominent educator, did not know of the incident when they wed June 30 in a lavish ceremony at the Fairmont Hotel Vancouver.



Invitations to the prayer service were sent out by Cheema's sister-in-law Jas on Friday, despite news reports of his previous convictions.

"It is with great sadness and sorrow that we share with you the tragic death of the newest member of our family, Shemina Hirji-Cheema," Jas Cheema wrote in an e-mailed invitation, obtained by The Sun. "Shemina was a true gem that brightened every path that she walked, enriched each life she touched. Shemina ... if tears could build a stairway, and memories were a lane, we would walk right up to heaven to bring you home again. No farewell words were spoken, no time to say goodbye, you were taken from us with a mere blink of an eye ... only God knows why. Our hearts ache in sadness and tears flow, what it meant to lose you, our hearts will only know."

Neither Jas Cheema, who is the diversity coordinator at Surrey Memorial Hospital, nor her husband and Paul's brother Bob would comment Sunday. They sent family friend Indira Prahst outside the prayer service to ask the media to leave the temple grounds.

"They are in chaos right now and they want this to be a private ceremony and they requested that the media please respect the privacy," Prahst said.

Asked about Cheema's arrest, Prahst said: "All I know is that there are so many bits of information and every minute it is changing and I was just informed very recently about something very disconcerting and I won't talk about that right now ... I am talking on behalf of Jas Cheema, who's a family member, who's a respected community activist, and she at this point is very upset inside and requested that the media respect that."

Prahst, a Langara College instructor, said she was there to "grieve for a beautiful woman who had a right to live."

Hirji's killing is one of several high-profile slayings or attempted murders in recent months involving the Indo-Canadian community.

In April, Vancouver resident Avtar Singh Grewal, 32, was charged with killing his wife Navneet Kaur, 30, in Phoenix.

In February, 33-year-old Amanpreet Kaur Bahia was found stabbed to death in her Surrey home with her two toddler daughters nearby. The case is still under investigation by IHIT. and no charges have been laid.

Last Oct. 29, Navreet Kaur Waraich, the mother of a baby boy, was stabbed to death. Her husband has been charged with second-degree murder.

Six days earlier, the charred remains of Manjit Panghali, a Surrey teacher pregnant with her second child, were found in South Delta. Her husband was later charged with second-degree murder in connection with her death.

And on Oct. 19, Port Coquitlam resident Gurjeet Kaur Ghuman, 40, was shot in the face by her estranged husband Paramjit Singh Ghuman, who then fatally shot himself. Ghuman, who is now blind, has spoken out about the plague of domestic violence.



Raminder Dosanjh, a founder of the India Mahila Association, was devastated to learn Sunday of the news that the husband is the prime suspect.

"As soon as you hear about this, you just say it can't be true. It is just so appalling," Dosanjh said, adding that domestic violence crosses all socio-economic boundaries.

"It can happen to anybody. ... I don't think she could have ever imagined how vulnerable she was if this is true that she was a victim of domestic violence."

kbolan@png.canwest.com

**Questions for discussion:**

1. What is the overall tone of each article? (i.e.: informative/factual, encouraging action etc.)
2. How does each article portray/depict the issue of violence against women?
3. Do the articles connect the single instance of violence described to the wider issue of violence against women?
4. Do the articles make any connections between violence against women and gender inequality?
5. Do the articles make any references to the scope and or severity of violence against women?
6. Do the articles suggest that violence against women is limited to a specific community?
7. Are there any similarities or differences between the articles? If so, what are they?