

# The Ontario Committee on the Status of Women 12

## NEWSLETTER

TORONTO ONTARIO

MARCH 1973

### FAIR EMPLOYMENT PRACTICES -- BANKING

About 100 women of OCSW and National Action Committee participated in the distribution of the pamphlet prepared by the banking committee to banks in Metro during the week of February 19th. The committee estimates that about 90% of the banks in Metro were visited and pamphlets were left with the female staff members. Last Monday, March 12th, about 30 women met to discuss action which they as banking employees could choose to undertake. Further meetings have been scheduled.

The pamphlet was also distributed in the Markham area and was translated into French in the Ottawa region. Interest has been shown across Canada. For information call Sandra Birkenmayer at 925-0444.

### AIR CANADA

On January 3rd members of the OCSW executive met with Air Canada officials to comment on the company's draft proposals regarding the status of women in the corporation. The draft proposals had been drawn up by the company in response to our request regarding plans for implementing the recommendations of the Royal Commission on the Status of Women. Draft proposals now go to the executive committee of Air Canada for final approval.

Discussion centered on the following issues:

- A need for a clear statement of principle regarding an end to discrimination on the basis of sex and age. As a crown corporation operating in the public interest, Air Canada must accept responsibility for setting an example in fair employment practices.
- Change of regulations to allow women to become pursers on all aircraft. At present women are denied this route of promotion no matter what their experience or qualifications.
- Promotion of women to managerial positions. At present they make up only 6% of managerial and professional staff.
- Adoption of Royal Commission recommendation that crown corporations do not give business to companies which discriminate against women.
- Ending the practice of the "letter of understanding" required of women employees to limit their employment to 10 years.
- Establishment of criteria for evaluation of progress to be made public at regular intervals.

The OCSW endorsed several plans proposed by the company:

- Assignment of a woman in the Personnel Branch to be responsible for carrying out recommendations regarding women.
- Ending discriminatory aspects of the dental and medical plans.
- Accepting the principle of actively encouraging women in the Company by publishing information re tuition rebate schemes, and coding educational qualifications and skills of non-managerial staff to facilitate promotion within the ranks.
- Removal as of January 12th of age and marital status requirements for women hired for flight crews.
- Use of term "flight attendants" for all cabin crews on aircraft.

The OCSW has urged Jean Marchand, Minister of Transport, to take action where the government has the authority to do so in appointing women to the Board of Directors of Air Canada and other crown corporations.

### INTEGRATION OF UNIVERSITY OF TORONTO SCHOOLS

The Governing Council of the University of Toronto has given final approval for the admission of female students to UTS in September 1973. Indications are that about 70 students in Grade 8 and 35 in Grade 7 will be admitted. Applications can now be obtained by writing the school office at 371 Bloor Str. W., Toronto M5S 2R8, or telephoning 928-3212. Entrance examinations will be held for girls entering Grade 8 on Saturday, April 14th, and for girls entering Grade 7 on Saturday, April 28th. Principal, H. D. Gutteridge, has information regarding bursaries.

The school's places are subsidized via the Faculty of Education by about \$860.00 per year per student. Fees to students are about \$300.00. Bursaries are available for those who qualify but cannot meet tuition costs.

### PUBLIC MEETING -- EQUALITY FOR WORKING WOMEN

The February 7th panel at the St. Lawrence Centre on Equality for Working Women included John Munro, Federal Minister of Labour; Robert Welch, Provincial Minister of Social Development; Laura Sabia, National Action Committee on the Status of Women; David Archer, Ontario Federation of Labour; Mary Lennox, Traffic Employees Association; Fiona Nelson, Toronto Board of Education; Madeleine Parent, Council of Canadian Unions; Flora MacDonald, Federal M. P. Moderator was Grace Hartman of CUPE. A packed audience challenged the elected officials on subjects including pensions, maternity benefits, daycare, abortion and training programs for women. There was a special report from Gail Colmbs of the Canadian Flight Attendants Association, asking support for the women of Wardair who are on strike for better working conditions and better pay. Bev Norris of Kitchener reported on the Dare Cookie strike still in progress.

The meeting illustrated that union representatives and members of the government have a growing awareness of the problems of women in the labour force. However, it is clear that women in Ontario are angry about the lack of action on the part of government to improve and to enforce legislation designed to promote equality for women. Clearly more information about legal rights and remedies under the existing Federal and Provincial legislation must be publicized. The panel was jointly sponsored by the OCSW and the Toronto Arts Foundation who, under the professional direction of Ethel Teitlebaum, managed the arrangements at the St. Lawrence Centre.

### TASK FORCE ON POLICING IN ONTARIO

After consulting with women members of the Toronto Police Force and other interested professional women, a brief has been prepared for submission to the Task Force on policing. The brief focuses on the expansion of the role of women in the police forces of the province, at the Alymer Training College and within the various departments of the forces. Promotion practices and equal rank and pay for equal work were stressed. Aileen Nicholson and members of the OCSW will make the presentation when an appointment date is set.

### MEDIA

The Media Committee has contacted Simpsons re offensive sex stereotyping in its catalogue and newspaper ads. Next action centers on the Ovaltine Hockey School for Boys--what do they plan for girls?! Complaints are also to be sent to the Canadian Doctor magazine re tranquillizer ads. If you are interested in participating call Helen LaFontaine at 789-5230 or Joan Barberis at 961-0339.

### NEW ACTION -- NATIONAL ACTION COMMITTEE

A general meeting held at OISE on January 28th resulted in Laura Sabia's election as Chairperson, Helen Tucker as Secretary and Grace Hartman as Treasurer. One representative or proxy of each participating national organization will be

included on the stress committee, and one person from each provincial status of women committee. Aline Gregory is the liaison person from the OCSW. Action reports were heard from Ontario, Manitoba and from the Ontario Conference at Victoria College, January 27th-28th. Motions were carried regarding Family Planning abortion, implementation of the Federal Human Rights Commission, and support for Jeannette Corbiere Lavell whose fight to retain Indian rights is being heard by the Supreme Court of Canada.

NAC has printed a new pamphlet describing its activities. These are available from Helen Tucker (278-2258).

#### NEW ACTION -- NAC NEWSLETTER

Moira Armour is Editor of the NAC newsletter to be published for distribution across Canada. An editorial board has been established with initial funding coming from the NAC contingency fund. Plans are being made for funding from a variety of sources. A questionnaire has been distributed to member organizations regarding estimates of copies required, suggestions for price, format and content. Contact Moira Armour at 483-5150.

#### NEW ACTION -- TASK FORCE ON BENEFITS

The Fair Employment Practices Committee is in the process of preparing a brief to be submitted by April 11th, regarding the prohibition of discrimination on the basis of age, sex or marital status with regard to pension and group insurance plans. The section of the Ontario Human Rights Code dealing with this will come into force only "at the pleasure of the Lieutenant Governor". Enforcement of this progressive legislation has been delayed because of the concern of various business and government interests. The point of view of the women who will be influenced by such changes is to be represented.

#### NEW ACTION -- JEANETTE CORBIER LAVELL

The OCSW has donated \$50.00 to assist with court expenses met by Jeanette Lavell in her fight to regain her Indian status. Heard before the Supreme Court of Canada early in March, decision is still pending.

#### NEW ACTION -- FEDERAL STATUS OF WOMEN ADVISORY COMMITTEE

On February 27th John Munro, Federal Minister of Labour and Minister in charge of implementing recommendations of the Royal Commission on the Status of Women, announced a national advisory committee to look into matters relevant to the status of women. The committee will be responsible directly to Mr. Munro rather than to Parliament. No word has yet been received as to representation on the committee. The OCSW has recommended Aline Gregory, Flora Hogarth, Lorna Marsden and Lynn McDonald. The statement was in response to the request by the National Council of Women for a permanent council to advise on matters pertaining to women, to undertake research, to establish programs to correct prejudices adversely affecting women, to propose legislation and policies and to consult organizations concerned about the problems of women. According to the Vancouver Province of February 27th, Munro said that the national advisory committee would do these things, and he told reporters later that setting up an advisory committee could be done much more quickly than setting up a council which would need approval of Parliament.

#### NEW ACTION -- NORTH YORK COMMITTEE ON STATUS OF WOMEN FORMED

First major action of the North York CSW will be a presentation of a brief to the North York Board of Education regarding promotion practices, stereotyping in texts, counselling practices, and sports programs for girls. The group will appear at a meeting on May 7th, 1973. For information call Helen LaFontaine at 789-5230. Helen also has information about the North York chapter of WPA which is conducting a course at the North York YWCA, October to June 1973-1974, on the role of women in politics.



A N N O U N C E M E N T S ! !

GENERAL MEETING  
WEDNESDAY, MARCH 28TH, 1973

.... at YWCA, 21 McGill Street ( 2 blocks south of College,  
east of Yonge Street.)

.... time:-- 8:00 PM to 10:00 PM

.... place: -- in the main floor lounge.

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REREGISTER FOR THE OCSW!!!

MEMBERSHIPS FOR 1973 DUE.

Please send \$3.00 to cover the cost of the  
newsletter and notices to:

Frances Money,  
195 Stibbard Avenue,  
Toronto, Ontario.  
M4P 2C4

ETP, 2001

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