

ONTARIO COMMITTEE ON THE STATUS OF WOMEN NEWSLETTER

P. O. Box 188, Station Q,
Toronto, Ont. M5S 1B5.

May 1978.

NEXT MEETING

The OCSW will meet at 8 p.m. on WEDNESDAY, June 14, in the home of Laurie Potovsky, 104 Winchester St., Toronto (2 blocks east of Parliament St., 1 block north of Carlton). To get there by TTC, i) take the Bloor subway to Castle Frank station, and transfer to the Parliament St. bus south to Carlton; then walk, OR ii) take the Carlton streetcar to Parliament St. and walk.

All members and those interested in joining OCSW are welcome at this last meeting before summer holidays.

CURRENT ISSUES -- OCSW ACTION

EMPLOYMENT

Equal Pay for Work of Equal Value--Following the Ontario Ministry of Labour's Equal Pay/Opportunity conference in January, the OCSW has been in correspondence with the Hon. Bette Stephenson, Minister of Labour. Changes to the Employment Standards Act are being considered, and Dr. Stephenson has asked the OCSW to forward suggestions for such legislation. In response, our sub-committee has told Dr. Stephenson that a brief is now in preparation for her. It will discuss the concept of equal value, as well as affirmative action and contract compliance.

Apparently, the Government of Ontario does not envision equal value legislation until there is some evidence of its operation under the new Canadian Human Rights Act. The federal Human Rights Commission has just held a series of workshops in Ottawa to discuss implementing the equal value concept, and some of these have been attended by members of OCSW. Moreover, the OCSW employment sub-committee provided the Commission with a commentary on the Report of its Equal Value Task Force. We questioned the use of "reasonable factors" other than seniority for exemption from the equal value clause, and asked for a broad definition of the workplace "establishment". We also recommended a forceful approach in the use of initiatory powers by the Commission, and a right to appeal the Commission's decision not to investigate a complaint. A consulting service should be available to employees and their representatives, in addition to employers; decisions on cases should be publicized in the policy bulletin proposed by the Commission.

Fleck Strike--Employees of Fleck Manufacturing in Exeter have been on strike for over 3 months in regard to their first union contract. May 19 was designated as solidarity day with women on the picket line, and 4 buses carried Toronto women to the factory. Marjorie Cohen attended for OCSW, and delivered the following message to the strikers: "The OCSW heartily supports the Fleck workers in your efforts. Your action sets an example for those wishing to organize to secure fair wages and working conditions. We support your right to do so without intimidation. It is especially important now, when economic pressures threaten the participation of women in the work force. Because of your courageous stand, the Fleck strike will go down in history as the last time in Ontario that an employer and the Government underestimate the strength and determination of women." This message has since been reported to the Minister of Labour for her information.

PENSIONS

While Ontario's Royal Commission on pensions prepares its recommendations to the Government, many of those interested in pension reform are planning an evening program for public education, probably to be held in the fall in Toronto.

Federally, Finance Minister the Hon. Jean Chrétien has said that he will have the Superintendent of Insurance investigate whether Canadian pension plans discriminate against women.

HEALTH

39 of the 44 local health units have replied to the OCSW's questionnaire on the availability of family planning services around the province. Our sub-committee is now writing a brief for presentation to the Minister of Health, likely in the autumn.

The Ontario Government is scheduled to provide its response to the Badgley Report by July. Meanwhile, the Hon. Dennis Timbrell, Minister of Health, has turned down the idea of women's health clinics funded jointly by the federal and provincial governments.

Last year, the Toronto Women's Health Organization surveyed Metro hospitals' abortion procedures, and discovered that almost $\frac{1}{2}$ of the Toronto women seeking abortions are referred to the U. S. or to Hamilton. Quotas and delays due to red tape are the norm.

FAMILY LAW

Ontario's new family law regime came into effect at the end of March, and was received with mixed feelings by women's groups in the province. The OCSW joined with several other organizations, including the Ontario Status of Women Council, in holding a press conference to introduce the public to the major provisions of the new legislation, and to alert women about unsatisfactory elements that remain in it, despite our concerted opposition. Several organizations, OCSW among them, pledged to monitor the functioning of the new law as the courts interpret it over the next few months.

The Attorney-General has released a booklet containing the text of the revised family legislation, and an explanation of its meaning. It is available free from the Ontario Government Book Store, 880 Bay St., Toronto. (965-2054) The title is Family Law Reform: Your New Rights.

MEMBERS' PERSONAL NOTES

Congratulations to Elsie Gregory MacGill, who is receiving an honorary doctorate from York University in June.

Judith Davidson-Palmer and Cathleen Morrison were guest panelists discussing equal pay for work of equal value at a recent gathering sponsored by the Association of Women Executives. Lorna Marsden attended an international conference, held at Wellesley College, Massachusetts, to consider implementing equal pay for work of equal value. She presented a paper describing the influence which the National Action Committee has had on the development of equal pay legislation in Canada. According to Lorna, many participants from abroad were impressed by the existence of a national women's umbrella organization like NAC, and by the fact that Canada is the only country now to have this equal value concept in legislation.

Two OCSW members will be particularly active in the next federal election--as candidates, in Toronto. Aideen Nicholson (Liberal--Trinity) will seek re-election, while Kay Macpherson will contest York East for the NDP.

Connie Taylor's article on teaching, "A Declining Profession for Women", appeared in the March issue of Educational Courier.

Karen Fejer, Loren Joe, and Marilyn Boynton distributed information on behalf of OCSW during an "accent on women" project at Sheridan Hall in May.

NATIONAL ACTION COMMITTEE ON THE STATUS OF WOMEN

Annual Meeting--OCSW delegates Anne Hill and Loren Joe were among nearly 200 women from across the country at NAC's Annual Meeting, held in Ottawa in March. The week-end featured policy workshops and panel discussions on a variety of topics such as violence against women, and women in politics. Two OCSW members were elected to NAC's new Executive: Brigid O'Reilly (Vice-President) and Karen Richardson (Member at Large); Kay Macpherson and Marjorie Cohen were acclaimed for second terms as President and Treasurer respectively.

At the invitation of the federal Cabinet, the NAC Executive presented a brief to Cabinet, setting out the adverse effects on women of present economic conditions. Finally, almost 100 NAC delegates lobbied the caucuses of the 3 major political parties, eliciting party policies on 7 issues: discrimination against native women, unemployment, social services, sexual assault, abortion, equal pay for work of equal value, and human rights.

Publications--NAC's Memo for May contains the questions asked of the MPs, together with summaries of their responses. For a free copy, ask for "Ottawa Lobby Report". The brief to Cabinet, entitled "The Economic Outlook", is available at \$1 a copy. For full coverage of the Annual Meeting--workshop reports, policy resolutions--plus many other pertinent articles and reviews, read the forthcoming Summer edition of Status, the revamped and bilingual Status of Women News. Subscriptions to Status cost \$3 for 4 issues annually (institutions \$6). For publications and other information, contact NAC at 40 St. Clair Ave. E., #306, Toronto M4T 1H9 (922-3246).

NEWS AROUND AND ABOUT

DAYCARE SHRINKS--The Daycare Advisory Committee of Metro Toronto's Social Services committee recently urged the latter to approach the Ontario Government again for more money for quality daycare. It also recommended: more flexibility in hours and types of day care; a central daycare registry; and greater allowable expenses for parents needing subsidy. Meanwhile, a federal study found that, in 1977, the number of Canadian daycare spaces actually fell for the first time--by 1,869. Government cutbacks in social service spending were blamed for increased costs which forced many middle-income families to withdraw their children from care. More children have thus been left on their own, or with sitters who cannot give the amount of stimulation provided in a centre. A trend in provincial policy towards cheaper "in home" supervised daycare was also noticed.

GOVERNMENT LACK OF ACTION DEPLORED--"Jusques à quand, ô gouvernements, abuserez-vous de notre patience?" asked the general council of the Fédération des Femmes du Québec, expressing frustration at the slowness with which federal and provincial governments have acted in bringing forward actual legislation to secure equal rights for women.

NEWS AROUND AND ABOUT

CRIMINAL CODE TO BE AMENDED--The federal government has introduced a package of proposed amendments involving rape, prostitution, pornography, obscenity, child abuse, and other matters.

An expanded category of indecent assaults would replace "rape", while obscenity would be redefined to include "undue degradation of the human person", and violence whether or not sex is involved. Conviction for distributing pornography would bring a severe fine, and child pornography would be outlawed, as would procuring anyone under 16 for prostitution. Violation of a child custody order by one parent would become an offence, and in cases of assault on a child under 14, the spouse of the person charged could be made to testify for the prosecution.

SEXUAL HARASSMENT--A survey of 155 women working in New York in 1975 disclosed that 70% of them had been subjected to sexual harassment, defined as "any repeated and unwanted sexual comments, looks, suggestions, or physical contact that you find objectionable or offensive and causes you discomfort on your job". These women's experiences indicate that women tend not to press formal complaints because they fear that no remedy will be provided but that reprisals may occur. When harassment is ignored, it gets worse; furthermore, the victims literally suffer--showing emotional effects such as feelings of self-consciousness and helplessness, or physical symptoms of anxiety.

PARLIAMENT PAGES WOMEN---In September, female first-year university students will be eligible to be pages in the House of Commons.

BOARDROOM MANNERS---Evidently male company directors have difficulty in opening one door for women--the door to the boardroom. A Conference Board study of 50 Canadian directors found that few believe there are many qualified women at the moment.

ARMED FORCES WOMEN EARTHBOUND---Traditional doubts about women in combat roles are behind the Canadian Armed Forces' rule against women pilots, according to the Hon. Barnett Danson, Minister of Defence. (Although one woman has received flight training, she is not a practising pilot.) The restriction is being re-assessed--slowly. A committee is also looking into the possibility of women being allowed into military college.

EDUCATIONAL OPPORTUNITIES

Women in Teaching--A brief presented by the Federation of Women Teachers' Associations of Ontario to the Commission on Declining Enrolment points to a drop in the number of new women teachers in comparison to new men teachers, at both elementary and secondary levels. The brief refers to "discriminatory hiring practices" stemming from subconscious prejudices, and concludes that women's right to work needs to be defended under current economic conditions.

Rhodes Scholars---4 women are among the 11 Canadian recipients this year.

Good Sports---As of April, female students at the University of Toronto may play in integrated "contact" sports. This is the result of a precedent-setting decision by the Athletics Council, taking the advice of the university's ombudsman.

WHAT'S IN A NAME?---New York has changed the name of its Workmen's Compensation Board--to Worker's Compensation Board, in recognition of women's contribution in the work force.

AMERICAN GOVERNMENT ACTION---After receiving the official report on last November's National Conference in Houston, President Jimmy Carter set up a National Advisory Committee for Women, to report to him. The Committee will also work with a new inter-departmental task force made up of representatives from all federal agencies.

NEWS FROM OTHER GROUPS

INTERNATIONAL CHILDREN'S DAY CELEBRATION

Exhibits of children's arts and a concert of puppets, dance, songs, etc. will be held on Sunday, June 4 starting at 1 p.m. at the Cafe Room, Harbourfront, 235 Queen's Quay, Toronto. For more information, call Grace Doucett at 534-0753. A further program will be held on Saturday, June 10 at 1:30 p.m. at City Hall Square.

WOMEN'S CULTURAL CENTRE---To carry out its plans to restore and occupy the building leased to it by Metro, the Centre urgently needs another \$60,000 by the end of July. All donations are therefore especially welcome, if this home for concerts, workshops, and exhibitions is to become a reality. Send contributions to Pauline McGibbon Cultural Centre Building Fund, 86 Lombard St., Toronto M5C 1H3. (363-7698) Membership in the Centre is \$10 yearly.

CANADIAN RESEARCH INSTITUTE FOR THE ADVANCEMENT OF WOMEN---is able to give small grants to women who need help in doing research to understand the problems they face. For more information, contact Margrit Eichler, Sociology Dept., OISE, 252 Bloor St. W., Toronto.

INTERNATIONAL COMMITTEE AGAINST RACISM---informs us that a fund has been set up to help the 7 Jamaican mothers who have appealed against their deportation under the Immigration Act. Send contributions to: "Fund to Save the 7", c/o Elizabeth Lodge, 5 Selby St., Toronto M4Y 1N3.

ASSOCIATION OF WOMEN OF INDIA IN CANADA---This non-profit service-oriented organization has celebrated its first anniversary.

RESOURCES

"Getting Clout: What are Our Women Politicians Doing for You?"--is an excellent article in May's Chatelaine. Writer Val Ross actually rates women MPs' attitudes and actions on matters involving employment, family planning and abortion, finance, etc. She also selects some provincial women MPs for comment, both favourable and otherwise.

Sharing the Power--is a new kit of information on how to go about getting into politics as a woman. It is free from the Advisory Council on the Status of Women, Box 1541, Station B, Ottawa K1P 5R5.

Indian Women & the Law: Citizens Minus--details the history of legal discrimination against Canadian native women. Anthropologist Kathleen Jamieson sums up, "To be born poor, an Indian and a female is to be a member of the most disadvantaged minority in Canada today--a citizen minus." The report is available free from the federal Advisory Council on the Status of Women, at their address above.

Speaking Together: Canada's Native Women--contains profiles of individuals active in native affairs, whether in reserve communities or city projects. Published by the Dept. of the Secretary of State in Ottawa, it is a welcome complement to Citizens Minus.

Towards a Positive Image of Women and Health--is the latest in the About Face series from the Ontario Status of Women Council. Order it free from the Council at its new address, 700 Bay St., 3rd floor, Toronto. (965-1111)

Women and Pensions--This report recommends changes in public and private pension schemes. Cost is \$3.50 from Canadian Council on Social Development, 55 Parkdale, Box 3550, Station C, Ottawa K1Y 4G1.

Bearing the Burden, Sharing the Benefits (of taxation) and The Federal Government and Social Services are the 2 latest reports of useful analysis, available free from the National Council of Welfare, Brooke-Claxton Building, Tunney's Pasture, Ottawa K1A 0K9.

Women's Resource Catalogue--is a list of publications, films, etc. put out by Canadian women's organizations. It has been compiled by Women's Program, Secretary of State, Ottawa K1A 0M5.

Canadian Women's Studies: An Educational Forum--is a journal forthcoming from Centennial Community College. Articles are invited, and subscriptions are available at \$10 a year (\$15 for institutions) from: Centennial College Press, 651 Warden Ave., Scarborough Ontario. M1L 3Z6.

Shadd--Jim Bearden and Linda Jean Butler document "the life and times of Mary Shadd Cary", a nineteenth-century black Canadian feminist, in this herstory, costing \$7.95 in paper from Belford Books, 78 Broadview Ave., Toronto.

Canadian Newsletter of Research on Women--is of continuing value. Subscribe for \$7 for individuals in Canada (\$8 abroad, \$15 for institutions). Published 3 times a year from Dept. of Sociology, OISE, 252 Bloor St. W., Toronto M5S 1V6. Also available from that address at \$2.75 is Women: A Bibliography of Special Periodical Issues (1960-75).

Emergency Librarian--is a Canadian alternative feminist library journal published 6 times a year. Subscription costs \$7 annually for individuals, \$3 for students, or \$10 for institutions. Order from Barbara Clubb, 697 Wellington Cres., Winnipeg, Manitoba R3M 0A7.

No Time Like Now--is a 26-minute film profiling 9 women at work in such jobs as motor repairing and dentistry. It can be borrowed at no charge from the Ontario Women's Bureau, 400 University Ave., Toronto M7A 1T7. (965-1537)

Prairie Woman--is a monthly newsletter. Subscribe for \$4 a year from Prairie Woman, c/o Box 4021, Saskatoon, Saskatchewan.

Non-Traditional Career Booklets--for students and counsellors, describe veterinary medicine, finance, mathematics and statistics. Order free from Office of Equal Opportunities for Women, Public Service Commission, 15th Floor, L'Esplanade Laurier, Ottawa K1A 0M7.

SUMMER READING

Summer vacations give us a rare opportunity to dip into women's literature. Some recent paperbacks are off the beaten track--you may have to ask your book store to order them for you--but well worth discovering:

--The Woman Warrior: Memoirs of a Girlhood Among Ghosts, by Maxine Hong Kingston (Vintage, \$2.95)--This 1976 award-winning book portrays growing up as a first-

generation American of Chinese ancestry. It is compelling and unsentimental reading.

--Enormous Changes at the Last Minute, by Grace Paley (Dell, \$1.25)--Contemporary urban American life is encountered sardonically but affectionately in short stories.

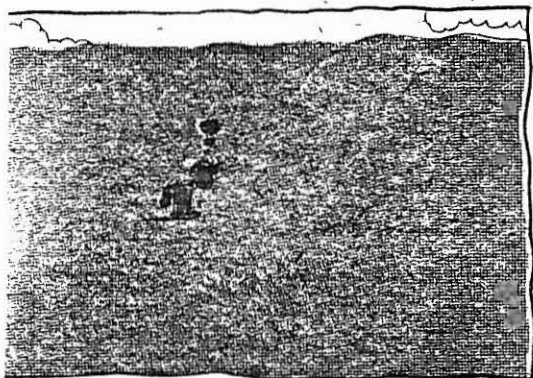
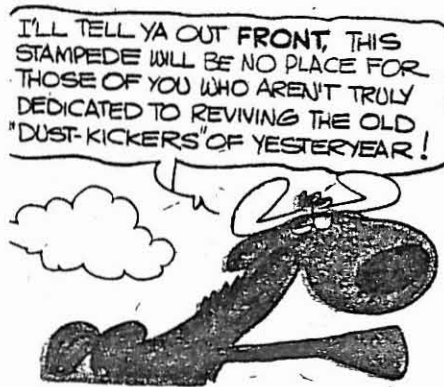
EAR TRUMPET AWARD

The OCSW Newsletter's coveted Harriet Martineau Memorial Ear Trumpet Award--inscribed with the motto, "Am I really hearing this?"--has been dusted off, and goes to MPP George Taylor (P.C.--Simcoe Centre), for remarks in the Ontario Legislature on March 30. During debate on a private member's bill advocating equal opportunity for women, Mr. Taylor said of Margaret Campbell (Liberal, sponsor of the bill), "The member for St. George is shortly going to be labelled a sexist if she continues bringing forth so many bills concerning sex orientation or otherwise." He then conceded, "But I'm sure they're all well-intentioned."

OCSW CONTACTS

Do you need information about us? Do you want to become active on an issue sub-committee? Get in touch with us by mail through our postal address, or call one of the following:

Family Law	Millie Morton	961-8520
Health	Pat Lundie	445-6778
Employment, pensions	Brigid O'Reilly	533-2194
Social Services	Chaviva Hošek	463-2822
Education	Karen Fejer	445-0239
Elections	Anne Hill	465-0898
Mail-out	Marilyn Boynton	494-2391
Membership	Loreen Joe	759-6182
Treasury	Estelle Filo	249-1645
Newsletter	Wendy Lawrence	966-3815



VOLUNTEERS -- OCSW has just streamlined and computerized the mailing list. Now we need new hands to help with our mail-outs. This involves getting together for one evening 6 times a year, and is a good way to meet other OCSW members informally. If willing and able, call Marilyn Boynton.

MEMBERSHIP IN OCSW

The Ontario Committee on the Status of Women is a Toronto-based group formed in 1971 to press actively for implementation of the recommendations of the Royal Commission on the Status of Women. Affiliated with the National Action Committee on the Status of Women, the OCSW is composed of women from a variety of backgrounds and occupations. Action takes place in sub-committees working on specific issues; general meetings are held 6 times a year.

To join, send the form below with \$5 to:

Ontario Committee on the Status of Women
P. O. Box 188, Station Q,
Toronto, Ontario. M4T 2M1.

NAME _____ PHONE _____

ADDRESS _____

POSTAL CODE _____

I am interested in _____

I am renewing membership _____ I wish to become a member _____

1978-1979

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