



The Ontario Committee on the Status of Women

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JOIN IN THE NEXT OCSW GROUP DISCUSSION ON AFFIRMATIVE ACTION

Our next general meeting will be held on Wednesday, December 1, 8:00 p.m. at the home of Lee Grills, 555 Balloil Street, 488-1486. Our topic is affirmative action and our speaker is Leah Cohen.

We are fortunate indeed that Leah Cohen, feminist and researcher, has consented to discuss the state of contract compliance and affirmative action with OCSW.

Leah is a compelling and knowledgeable speaker, so do not miss this opportunity to participate.

Contract compliance looks forward. It concerns itself with current and future business policies and practices. It is not a new concept for businesses who contract with government. In the U.S. it

has been used to reduce systemic discrimination since 1941.

Affirmative action redresses past wrongs and an affirmative action plan is designed by the business entity to show what it intends to do via a set of goals and time-tables to redress its past oversights.

Sound simple? Then why don't we have it? How well is it working where it currently exists? What can we do to get it? Come and hear Leah Cohen and together we can find the answers.

(Don't forget we need equal pay for work of equal value too, but we will learn about that in January!)

REPORT ON DAY CARE CONFERENCE

From September 23 to 26 the Second National Conference on Day Care was held in Winnipeg. It was organized jointly by the Canadian Council on Social Development and members of the Federal Department of Health and Welfare concerned with day care. The opening session of the conference was addressed by the Honourable Judy Erola, Minister responsible for the Status of Women, who said that she, personally, thought day care should be viewed as a public utility.

The conference was divided into workshop areas: quality of child care, the education and remuneration of child-care workers, and accessibility and affordability of child care. The last day was spent in a plenary session in which resolutions were passed.

Attending the conference were almost 800 people from across the country, including day-care activists from each province, providers of day care in private,

for-profit day care, civil servants concerned with policy and provision of services, representatives of feminist groups, early childhood education experts and day-care workers. The single most contentious issue of the conference concerned a resolution which asked the federal government to partly subsidize child-care costs by paying \$5 per child per day to all not-for-profit, licensed child-care services. The private, for-profit child-care providers objected to this, saying it was undemocratic. In some provinces, Alberta and Newfoundland, for example, private day care is all there is. The proposers of the resolution distinguished between private and public child care as analogous to public and private schooling and said the federal government should not be subsidizing private enterprise in this field. The resolution was passed.

The other important result of the conference was the establishment of a temporary, national steering committee whose purpose is to create a representative national organization lobbying government on the issue of child care. Anyone interested in working with the national steering committee should contact the Canadian Council on Social Development in Ottawa or Pat Schultz of Action Day Care, Toronto.

One major problem at the conference was the absence of adequate translation of the proceedings and of written documents, including the resolutions. The NAC reps at the conference wrote to the Minister of Health and Welfare protesting the inadequacy of the translation services. Another major problem was the lack of clarity concerning the resolutions and voting procedures. The organizers seem to have been

rather naive in their assumption that a conference on day care could be a-political.

NAC MEETING IN BRITISH COLUMBIA

The Executive of the National Action Committee held its October meeting in Vancouver on October 24 and 25. At the same time NAC met with B.C. women's groups which are members of NAC. A number of workshops were held: on disabled women, an up-date on the Canadian Constitution and Women, Employment Issues, and Economics from a Feminist Perspective. Also on the agenda was a session on lobbying techniques led by OCSW member Lee Grills, formerly of B.C. and a boon to Ontario feminists.

The representatives of the B.C. women's groups participated in a discussion regarding revisions to NAC's Constitution, which is undergoing major change this year.

There was also discussion regarding NAC's role in the lobbying process for revisions to the Criminal Code dealing with sexual assault. The B.C. groups expressed serious reservations on the Bill as it now stands. NAC will express these shared concerns about flaws in the Bill to the Minister of Justice and to other pertinent groups.

PENSIONS SUB-COMMITTEE ON TELEVISION

The OCSW Pensions sub-committee has made an application to the CBC asking for an opportunity to participate in "Take 30 Access" to present women's pensions problems. The presentation will be illustrated by citing a variety of women in different sets of circumstances, of different ages, marital

status, working and non-working, etc. Our application has been acknowledged but a final decision has not yet been announced.

If anyone is involved in or aware of other groups working on pension issues, please let the Pensions sub-committee know. They would like to establish and maintain contact with such groups to provide help and support when necessary.

The sub-committee notes that the Federal Green Paper on Pension Reform probably will not be tabled before the Speech from the Throne, maybe as late as February, 1983. If this concerns you, try writing to your MP urging that the Paper be tabled immediately.

RAMSEY'S REPLY IS NO ANSWER

On September 6 the OCSW wrote to The Hon. Russell Ramsay, Minister of Labour, expressing our hope that he would find a method to implement the principle of equal pay for work of equal value.

Our letter suggested that if he indeed did fear the disastrous effects on business resulting from implementation, he might consider our proposals:

"1. Lowering the earnings of men so that they are at the same level as women's earnings;

"2. Holding the earnings of men at the present level until women's earnings catch up."

Ramsay's reply ignored our message and simply said: "I am sending you a copy of a paper that I had prepared outlining the Ministry's efforts to deal with

the issue and clarifying my own position. As you will see, the concept of equal value would raise a number of complex problems in the labour market. The Ministry, however, will continue to protect against wage discrimination in employment on the basis of sex, through its equal pay for equal work legislation, and will continue to review its procedures and monitor events in other jurisdictions to ensure the legislation provides the best possible protection against wage discrimination."

MEMBERS' NEWS

Lynn McDonald was elected Member of Parliament representing the riding of Broadview-Greenwood.

Anne Spencer was elected to the Advisory Board of the Toronto Arts Production--Forum.

"WOMEN OF DISTINCTION"

Six women were awarded the honour "Woman of Distinction" this year at a dinner sponsored by the Toronto branch of the YWCA. This was the second annual awards presentation.

The winners were chosen from 56 nominees in six categories: the arts, communications, health, public service, community service, and business/professions and labour.

The winners are: Rhoda Butt, a pioneer in penal reform and in finding jobs for the previously unemployable; Barbara Cadbury, founded Planned Parenthood of Toronto; Bonnie Cornell, former family editor of The Star and now managing editor of Chatelaine; Mary Eberts, lawyer, professor, and activist who fought to have

women's rights included in the Constitution (nominated by OCSW); Maryon Kantaroff, artist, and Jean Palmer, volunteer with many groups, especially the YW.

More than 600 women and men attended the dinner to honour the Women of Distinction. As a fund-raising project for the Toronto YWCA, the event raised more than \$15,000 for work such as helping teen-aged mothers and victims of incest.

Next year's dinner will be held earlier, May 31, 1983, and so nominations close January 31. Forms are available by calling 961-8100. The categories will be: arts and letters; public affairs/public services; health/education; communications; business/professions/labour, and community service.

PUBLICATIONS

Microtechnology and Employment: Issues of Concern to Women. A brief to the Task Force on Micro-Electronics and Employment by the Canadian Advisory Council on the Status of Women (July, 1982). P.O. Box 1541, Sta. B, Ottawa, K1P 5R5.

Computer Technology and Education of Female Students, by Heather Menzies for the Canadian Teachers' Federation. About how education may be called upon to adjust to changes in preparing young women for work. Canadian Teachers Federation, 110 Argyle Ave., Ottawa, K2P 1B4. \$2 per copy or \$1.75 for orders of 10 or more.

Three titles--The Integrated Electronic Office and Women: Training Resources and Needs;
The Integrated Electronic Office and Women: Implications for Career

Mobility; and Skill Requirements for Women, Trained or Experienced in Traditional Office Jobs to Work in the Electronically Integrated Office. Write Olivia Jacobs, Chief, Women's Employment Division, Employment and Immigration Canada, 140 Promenade du Portage, Place du Portage, Phase IV, 6th Floor, Ottawa-Hull, K1A 0J9.

The Women's Program, Department of the Secretary of State, Ottawa, K1A 0M5, has published the Women's Resource Catalogue, which draws together a listing of inexpensive, readily available print and audio-visual materials by, for, and about Canadian women. Minister of Supply and Services Canada, Cat. No. S2-63/1982.

The Voluntary Action Directorate of the Department of the Secretary of State has published a directory which contains information on federal programs for activities carried out by voluntary organizations, entitled Sources of Government of Canada Support to Voluntary Organizations. Minister of Supply and Services Canada, Cat. No. S2-103/1982.

For a copy of Canadian Women and Job-Related Laws 1981, write Publications Distribution Centre, Labour Canada, Ottawa, K1A 0J2, or call (819) 994-0543. It contains sections on federal and provincial legislation relating to working women in Canada and international instruments affecting the status of women adopted by the General Assembly of the United Nations and its specialized agencies.

The Ontario Status of Women Council has recently released briefs on Part-Time Employment (Aug. 1982) and Women and Aging (Sept. 1982). Call 954-1111 for more information

or write the Council, 801 Bay St.,
3rd Floor, Toronto, M5S 1Z1.

working in these areas should
contact:

The Canadian Advisory Council on
the Status of Women has published
a new report, Sexual Assault in
Canada. Prepared by Dianne Kinnon,
it deals with the realities of
sexual assault from the victim's
point of view and with the insti-
tutional reaction to this crime.
The Council may be reached at
(613) 992-4975 or 151 Sparks St.,
Box 1541, Sta. L, Ottawa, K1P 5R5.

Pensions: Audrey Orr, 782-2970
(H) or 926-2645 (O); Lenore
Davidson, 489-9701 (H) or
926-2926 (O)

Equal Pay for: Linda Pergantes,
534-4332 (H) after Nov. 27.

Women in Sport: Lynne Sullivan,
868-2874 (H) or 921-3215 (O).

In May 1982 the Standing Committee
on Health, Welfare and Social
Affairs released its Third Report
to the House of Commons on Wife
Beating. Write Marcel Roy, MP,
House of Commons, Ottawa; no
postage necessary.

In addition, we should begin to
work more intensively on divorce
jurisdiction. Also, our "equal
pay for ..." effort needs addi-
tional expertise in valuation
methods and implementation. If
you have experience, expertise
or enthusiasm in either area,
please contact your Editor, Carol
Sutton, 690-3213, and I will
happily put you in touch with
those groups.

ONTARIO STATUS OF WOMEN COUNCIL

By now all of you are probably
well aware that the new Chair-
person of the OSWC is Sally Barnes.
She is in the process of changing
her title to President, however.

Ms. Barnes is a former journalist
who spent the last seven years as
Press Secretary to Premier Davis.

She has invited representatives
of a variety of organizations to
address the Council about its
priorities and to set goals for
the coming year. Beth Atcheson
will represent the OCSW, November
9. This Newsletter will report
on the briefing session in the
next issue.

OCSW NEEDS HELP

We have several active working
areas now: Pensions, Equal Pay
for Work of Equal Value, Women
in Sport. Anyone interested in

RAPE CRISIS CENTRES IN CRISIS

The news that Toronto's Rape
Crisis Centres desperately need
cash donations and have been on
the brink of closing due to lack
of funds is probably familiar to
you. If it is not, call your
Editor to learn more. But, in
either case, spread the word and
please be as generous as you can.

WINTER COATS FOR KIDS

The Family Benefits Work Group
has launched its fourth annual
coat campaign for needy children.
The families involved are led by
sole support parents, living at
subsistence level. Donations are
tax deductible. Make cheques
payable to the F.B.W.G. Coat
Campaign. For more information,
960-0258.

TASK FORCE ON OLDER WOMEN

The Task Force on Older Women, sponsored by the New Democratic Party and the NDP Participation of Women Committee, is meeting in Hamilton, at the YWCA, 75 MacNab South, Dec. 3 & 4.

Public hearings will be held from 1:00 to 4:30 p.m., Friday, Dec. 3, at which time organizations or individuals concerned with services to women in their middle and later years and related problems, are invited to present briefs. Workshops will follow the conclusion of the hearings, on Saturday, to deal in a less formal way with the experiences, ideas, and concerns about aging. Open to all.

Child care will be provided if numbers warrant. Pre-registration must be made by November 19 to the Task Force, 294 Caroline St. South, Hamilton L8P 3L9

CAREER PLANNING AND DEVELOPMENT

A six-month program called "Contemporary Careers" is being offered at Ryerson Polytechnical Institute from Jan. 15 to June 11. It will focus on computer literacy, building strength in math, development of research and problem-solving skills, development of management talents, assessment of personal goals and career options and practical information on the current job market.

Cost is \$195. Sessions are once a week for three hours each, 24 weeks, as part of a one-member work group plus seven special Saturday seminars.

More information from Continuing Ed., Ryerson, 50¹ Gould St., Toronto, M5B 1E8, 595-5422.

"WOMEN IN THE WORKFORCE" CONFERENCE

The fifth Biennial National Conference of the National Association of Women and the Law will focus on "Women in the Workforce: Affirmative Action and Parental Benefits" and will be held Feb. 23 to 26, 1983, at the Empress Hotel, Victoria, B.C. For information write Women in the Workforce, University Extension Conference Office, University of Victoria, P.O. Box 1700, Victoria, B.C. V8W 2Y2, (604) 721-8475.

CRIAW OPENS TALENT BANK

The Canadian Research Institute for the Advancement of Women is now registering the first people in its CRIAW Talent Bank of Researchers, a national computerized data base of the resumes of researchers committed to the advancement of women.

Researchers registered in the Bank are self-defined feminists who agree with the goals and philosophies of CRIAW and are either located in Canada or are doing research specifically relevant to Canada. Association with an institution is not necessary. Their research can be described by one or more of the following terms: action-oriented or community research, artistic research, journalistic research, and scholarly research. For more information, CRIAW, Suite 415, 151 Slater St., Ottawa, K1P 5H3.