

Although foreign-service recruitment was put on hold during the war, it became easier for staff to delegate as the Department's middle ranks were strengthened by the appointment of special wartime assistants, who were drawn mostly from the academic community, with a few coming from business and journalism. To make up for the lack of new recruits, the Department for the first time began to hire women, who were at that time ineligible to become foreign-service officers. Twelve women joined the Department in 1942–43. They did the work of junior officers, but were classified as clerks at 60 percent of the salary—a manifestly unfair situation.

All these changes—expanded representation abroad, the arrival of Robertson, and improved organization—produced a

Department that was open to new ideas and bolder action, the need for which became more apparent as the war progressed. This was especially true after the United States entered the war in December 1941 and Canada's relative importance declined. Led by Wrong and Robertson in Ottawa and Pearson in Washington, the Department provided the intellectual arguments for a stronger Canadian voice in world affairs. Advancing "functionalist" principles, which held that a country's contribution should be the basis for its role in leading international activity, Canadian diplomats successfully demanded an appropriate say for Canada in the Allied war effort and in shaping the world's new international organization, the United Nations.



<sup>30</sup> The Canadian delegation to the United Nations Conference, San Francisco, May 1945. From left to right: C.S.A. Ritchie, P.E. Renaud, Elizabeth MacCallum, Lucien Moraud, Escott Reid, W.F. Chipman, Lester B. Pearson, J.H. King, Louis St. Laurent, Prime Minister W.L. Mackenzie King, Gordon Graydon, M.J. Coldwell, Cora Casselman, Jean Désy, Hume Wrong, Louis Rasminsky, L.D. Wilgress, M.A. Pope, R. Chaput. (Source: Nicholas Morant, Library and Archives Canada, C-022719)