

Dr. Duxbury is also an accomplished trainer and speaker in the area of supportive work environments, gender and communication and the communication process.

Dr. Duxbury held the Imperial Life Chair in Women and Management from 1992 to 1996 and is current Director of Research for the Carleton Centre for Research and Education on Women and Work. She sits on Carleton University Board of Governors and was appointed in 1999 to the Fryer Commission on Labour-Management Relations in the Federal Government. In May, 2000 Dr. Duxbury was awarded the Public Service Citation from the Association of Public Service Executives for her work on supportive work environments.

Discussant: Ito Peng

Ito Peng is an Associate Professor at the School of Policy Studies, Kwansei Gakuin University. She received a B.Sc. from University of Toronto, B.S.W and M.A. in social welfare policy from McMaster University, and Ph.D. in Social Policy and Administration from London School of Economics. Dr. Peng's research focuses on: 1) comparative welfare states, and particularly comparisons of welfare states in East Asia with the European and North American welfare states; comparison on family policies; and 3) gender and welfare states.

Her current research involves: 1) a comparison Japanese, Taiwan, and Korean welfare states; 2) effect of the marketization of care in Japan since the introduction of the long term care insurance scheme; and 3) gender, demographic changes and welfare state restructuring in Japan.

Dr. Peng has published widely in both academic and policy literatures in the area of comparative welfare states, gender and family policies in Japan, and has given numerous lectures and plenary talks on these topics. She has worked with the Canadian and Japanese governments on social policy issues. Dr. Peng is also a member of the experts committee on European and East Asian Social Policy Research Group for the World Bank, and the Committee on Gender and Social Safety Net for UN ESCAP.

Discussant: Michael MacKinnon

Michael MacKinnon is an Associate with the Policy Research Initiative within the Privy Council Office of the Government of Canada. Over the past two years at the PRI he has worked on issues such as population health, rural community development, social cohesion and public service renewal. Prior to joining the PRI, Mr. Mackinnon worked in a wide range of government departments, including Health Canada's National Health Research and Development Program.

Mr. MacKinnon is a graduate of Carleton University, with a Master of Arts degree in both Soviet and East European Studies and Public Administration, and has been an officer in the Cadet Instructors' Branch of the Canadian Forces Reserves for the past twelve years.