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subsequent reports in order that we do have results out of the employment legislation.

**Mr. David Bjornson (Selkirk):** Madam Speaker, the issue before us relates to the attitudes and acts of prejudice, discrimination and intolerance in our society.

As representatives of the various constituencies across this country, I expect all of us in this House have from time to time heard the claims of the disadvantaged members and groups in our communities. Over the years, several broad-ranging studies by committees of the House and the Senate have documented the phenomenon of intolerance.

"Obstacles", the report of the Special Committee on the Disabled and the Handicapped evidences the difficulties of the disabled people. "Equality Now", the report of the Special Committee on Visible Minorities in Canadian society speaks to the problem of racism, and "Equality For All", the report of the parliamentary committee on equality dealt with the equality issues in federal laws.

We can also find many clear and objective studies in the provinces. McAlpine reported on the activities of the Ku Klux Klan in British Columbia, for example, and more recently, there was the report of the Marshall inquiry in Nova Scotia. We cannot close our eyes to the fact that prejudice and intolerance remain a fact of life for many Canadians.

Happily, I think that the overt conscious acts of discrimination based on ignorance and fear, hatred and intolerance are now socially disparaged. That direct form of discrimination and prejudice is widely regarded as the work of fringe elements in our communities. The general reaction to racists in the hate propaganda cases that were recently before the Supreme Court was one of some surprise and mild shock that such violent, anti-Semitic and other racist propaganda, would still be the stuff of the 1990s.

The fact that the Keegstra case had to go to court substantiates the point that the poison still flows, that it can contaminate the equal, multicultural society that our Charter enshrines, and that it has a propensity to promote attitudes that can lead to intercommunal strife and violence.

We have some tools to respond to the fringes when their intolerances become intolerable. We have some controls to deal with the extremes such as the Criminal Code or the provisions of the Human Rights Act across

the country. The law exists to deter and repress the most extreme cases of prejudice and an issue for the future, once the court has ruled on the Keegstra case, may be the adequacy of our laws.

What is more insidious to me is the level of indirect discrimination that is implicit in the results of the reports of the Employment Equity Act, or the figures of complaint in the annual reports of the Canadian Human Rights Commission. We have too many employers who seem to share our shock at the purveyors of racial hatred, but who have, nonetheless, no visible minority representation in the work force. Women, natives and disabled people know the polite smile that too often accompanies literal compliance with our Human Rights Code, but that nonetheless deprives them of their fair share of the fruits of our economic and social progress.

The tools to moderate this kind of discrimination are more subtle but vitally important to the shape of our society in years to come. The roots of intolerance lie in the base of ignorance, the fear of the unknown. The only long-term weapon against the attitude of intolerance is familiarity, the sense of community that comes with the understanding of others.

Understanding depends on enlightenment. We need to break down the barriers of ignorance through education and I am optimistic at what I see. For example, community relations courses for our police forces across the land; continuing education efforts for judges and lawyers to familiarize them with cultural, racial and other differences; a uniform human rights education program for elementary schools developed by the Human Rights Foundation with federal help is now being implemented in different provinces; promotional and educational assistance to advance the evolution of employment equity and pay equity provided by the Departments of Labour, Employment and Immigration; modest funding programs at the Departments of Justice and Secretary of State to help kick start a bit of research and promotional efforts; and publicity and promotional activities by our Human Rights Commission to bring the message of equality and fairness down to the grass roots.

Admittedly, we have a long way to go to deal effectively with the apparent benign but socially insidious influence of discrimination and intolerance. Modest resources are tightly stretched with limited prospects for expansion. We are doing a lot with what we have, but we still need a lot more to do to make the impact that is needed. The legal rights to equality and the statutory