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Standing Committee on Secretary of State

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Report on the Women's Program



HOUSE OF COMMONS
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The Standing Committee on Secretary of State has the honour to present its

FIRST REPORT

In accordance with its mandate under Standing Order 96(2), your Committee has examined the objectives and funding criteria of the Secretary of State Department's Women's Program.

ACKNOWLEDGEMENTS

Your Committee would like to express its appreciation for the co-operation of the Honourable David Crombie, Secretary of State and the Honourable Barbara McDougall, Minister responsible for the status of women, who met with your Committee, and whose officials provided valuable information and assistance. Your Committee also wishes to acknowledge the contribution of the witnesses who appeared before it. Their testimony concerning the situation of women in Canada was always thoughtful and at times profoundly moving, and was of invaluable assistance to the Committee in formulating its recommendations.

Our acknowledgements also to Helen McKenzie and Wolfgang Koerner from the Research Branch of the Library of Parliament for their expertise.

In addition, the Committee wishes to express its appreciation for the logistic and administrative support provided by Mary Lee Bragg, Clerk of the Committee.

Finally, the Committee would like to recognize the valuable co-operation of the staff from the Committees and Private Legislation Directorate, the Translation Bureau of the Secretary of State and the other services of the House of Commons.

CHAIRPERSON'S FOREWORD

This report is about ensuring fair and equitable funding for Canadian women. At stake is \$12.4 million under the Women's Program of the Department of Secretary of State.

The Standing Committee on Secretary of State decided late last year that the 15-year-old Women's Program needed a thorough evaluation and review. Nation-wide publicity concerning the government's current criteria for funding women's groups pointed to an undeniable fact: times have changed and the social contract has changed; and so the criteria must change, but remain flexible.

We heard evidence which confirms that women have not yet achieved equality, that serious barriers remain, and that new areas of need are emerging. The Committee therefore recommends that the Women's Program continue with present funding, and, if possible, "consider increasing funding to meet the needs of new groups and address emerging priorities". We are, however, insisting on greater accountability by applicant organizations.

We will anchor this report on the principles of fairness and democracy, standing squarely behind the Government's Speeches from the Throne of 1984 and 1986, which gave women's equality national priority.

In terms of funding criteria, the majority of the Committee believes it is desirable for client groups to work toward the achievement of self-sufficiency if at all possible. The Committee also believes that no single group should expect to receive a major portion of its funding from the Program in perpetuity.

Nor should the Program, in its funding practices, designate specific national networking groups as the only official advocates on behalf of Canadian women. Indeed, we learned that women live in a diversity of circumstances, and no one group or organization can speak for the "mainstream" women of Canada.

The Standing Committee held hearings in St. John's, Halifax, Ottawa, Winnipeg and Vancouver. We heard testimony from 144 witness groups from all 10 provinces and two Territories. In addition, we received some 265 written briefs. In all, that represents literally millions of Canadian women who contacted the Committee in person or in writing.

We had the overwhelming impression that every woman spoke from the heart. We were also made keenly aware that priority funding should be directed to groups representing those who are disadvantaged and discriminated against: women victims of violence, the disabled, visible minorities, immigrant women, single parent women, women in remote areas and the elderly. We listened to, and benefitted from, testimony of those women everywhere who defend the rights of the traditional family. Indeed, the Committee supports family values as long as every family member is equally valued.

Many thoughtful women in this country will echo the comment of one witness from Sault Ste. Marie who told me quietly: "There's a silent majority of us out here that could use the resources of the federal government, but we don't have access to the media. We are filled with anger, but it's tinged with hope if your Committee can come up with something meaningful for all women."

The polarization of women's groups -- as reported in the press -- has caught the vast majority of Canadian women in the cross-fire of the war of words. Women bashing other women may attract media attention; it does little to serve the common cause of equality and the advancement of women in our society.

This report attempts to create objectives and criteria which will work toward full participation of women in the Canada of the 1990's and the 21st century.

Geoff Scott, M.P.
Chairperson of the
Committee

As the women of Canada know, there is some distance between the principle of equality, widely accepted, and its reality, still far short of achievement. It is the duty of Parliament and government to help ensure that Canadian society travels that distance as quickly as possible

...Speech from the Throne
November 5, 1984

As a national priority, we must continue to remove the barriers that have prevented women from participating freely and equitably in the mainstream of Canadian society.

...Speech from the Throne
October 1, 1986

PART I INTERNATIONAL AND NATIONAL EQUALITY COMMITMENTS

For nearly 40 years, successive federal governments have made a commitment -- both internationally and nationally -- to advancing the equality of women.

In 1948 Canada signed the Universal Declaration of Human Rights adopted by the United Nations General Assembly. This declaration states that every person is entitled to rights and freedoms without distinction on any basis and is entitled to protection against discrimination, to free choice of employment and to equal protection of the law.

Canada's international commitment to the principle of equality was reaffirmed in 1981 when our nation ratified the Convention on the Elimination of All Forms of Discrimination Against Women. The Convention committed its signatories to take measures in the political, social, economic and cultural fields to ensure the full development and advancement of women.

In 1985 Canada was a key participant at the World Conference of the United Nations Decade for Women in Nairobi, Kenya and played a major role in developing the Nairobi Forward-Looking Strategies (FLS) for the Advancement of Women. The FLS "provides a blueprint for action on a range of issues affecting every aspect of women's lives"⁽¹⁾ and our government is committed to its implementation.

Nationally, our Canadian Charter of Rights and Freedoms, in sections 15 and 28, formally guarantees the equality of rights and freedoms for male and female persons in Canada:

Equality Rights

15.-(1) Every individual is equal before and under the law and has the right to the equal protection and equal benefit of the law without discrimination and, in particular, without discrimination based on race, national or ethnic origin, colour, religion, sex, age or mental or physical disability.

(2) Subsection (1) does not preclude any law program or activity that has as its object the amelioration of conditions of disadvantaged individuals or groups including those that are disadvantaged because of race, national or ethnic origin, colour, religion, sex, age or mental or physical disability.

28. Notwithstanding anything in this Charter, the rights and freedoms referred to in it are guaranteed equally to male and female persons.

Last year, the Honourable Barbara McDougall, Minister responsible for the Status of Women, prepared a Government Work Plan for Women which the Prime Minister presented at the Annual Conference of First Ministers in November. It states, in part:

For women, equality goes far beyond a definition of rights. Women's equality has a number of dimensions and applications in every field of activity -- political, economic, social, legal and cultural. Equality is freedom from discrimination; it is also the adjustment of social and cultural patterns and attitudes that perpetuate discrimination. It is men and women assuming equal responsibility for home and family. It is equal rights for women in political and public life, equal access to education and choice of curricula, and equal opportunities in employment -- in hiring, advancement and pay. Equality is women receiving their fair share of the benefits society derives from their participation in all its endeavours.

Scott Scott, P.
Chairman of the
Committee

THE WOMEN'S PROGRAM

In its 1970 Report, the Royal Commission on the Status of Women recommended that the government support women's voluntary organizations working in areas of special concern to women. Recognizing the need to assist voluntary organizations working to improve the economic and social conditions of women, the Women's Program was created in 1973, with an appropriation of \$223,000. In 1974, the Program's budget was increased to \$2.5 million to enable it to carry out special activities for International Women's Year. In 1984, the budget was substantially increased to \$9.3 million, and currently stands at \$12.4 million.⁽²⁾

The purpose of the Women's Program is to promote greater participation by women in all aspects of society, particularly in decision-making and the political process and to increase the capability and effectiveness of women's organizations working to improve the status of women.

PROJECTS ELIGIBLE FOR FUNDING

The Program provides project and operational funding. Priority areas for project funding are issues relating to women's economic development and violence against women. Operational funding is granted to a cross-section of national and regional women's organizations which:

- promote action and coordination on status of women issues;
- provide human and technical resources and information on a variety of status of women issues to the public and women's organizations;
- coordinate status of women activities with priority on northern, isolated and rural regions.

Short-term project funding is available for voluntary organizations which:

- promote understanding of, and action on, status of women issues through advocacy and information exchange;
- develop women's organizational skills to increase the effectiveness of groups in improving the status of women;
- encourage institutions to promote equal representation of women and status of women interests in their decision-making structures.

The Under Secretary of State, Mr. Jean T. Fournier, reported to the Committee on 3 February 1987 the following outline of spending under the Program during 1985-86:

About 650 groups across Canada received \$10.8 million in financial assistance ... About 60% of the grants supported specific projects and activities within communities, while 40% supported the operational maintenance of over 100 provincial, territorial and national associations. Some 37% of the funds were allocated to the activities of national groups, while 63% went to local, regional or provincial groups.

Women, collectively and individually, make a tremendous contribution to the voluntary sector. Their commitment, in time and effort, to improving the status of women is both recognized and promoted under the Women's Program.

PART II

STATUS OF WOMEN

"Certainly with respect to the objectives of the program dealing with status of women issues and equality of opportunity, there is clearly still much work to be done."

The Hon. David Crombie
Secretary of State
January 27, 1987

(A) ECONOMIC EQUALITY

The number of women in the labour force has dramatically increased and yet they are still a long way from achieving financial equality.

Recent statistics indicate that the wage gap between female and male workers is not decreasing and that female workers have more difficulty finding full-time, year-round employment. Among the elderly, it is women who disproportionately suffer the burdens of poverty.⁽³⁾

While most socio-demographic groups had reductions in the low-income rate, this was not the case for single mothers. Since 1979, they have become poorer. Among family types, families headed by single mothers had the highest rate of low income in 1985 (60.4%).

A number of factors contribute to the wage differentials between men and women. These include discrimination, the concentration of women in low wage occupations, greater gains from work experience for men, the over-representation of women in part-time jobs, the greater impact of non-unionization on women and differences in the occupational distributions of men and women.⁽⁴⁾

More women are in the labour force but the labour force remains highly segregated by gender. There are "significant differences in the hours of work, financial rewards, promotion patterns, and types of work of men and women." And, even though women in the labour force have, on average, "higher social status origins and education levels than their male counterparts, on average, they have lower incomes and intra-job mobility."⁽⁵⁾

These economic conditions directly affect the quality of women's lives, especially older women and those who are single heads of families.

Without adequate pension provisions elderly women are doubly disadvantaged. The National Association of Women and the Law pinpoints their problems as:

- lack of access to jobs which offer pension benefits;
- underevaluation of women's work;
- disregard of women's needs and obligations in setting the requirements for qualifying for full pension benefits;
- differentiation in the actuarial tables used to establish the rights of male and female participants in pension plans; and
- lack of legislative schemes for fair division of pensions between spouses.⁽⁶⁾

According to NAWL, Canada's three-tiered retirement system (individual savings, occupational pension plans and public government-run programs) offers less to women than men at every tier.

These inequities were frequently raised by witnesses appearing before the Committee and representations were made for better retirement safeguards for women as well as a provision for a homemaker's pension.

(B) SOCIAL JUSTICE

Equality Rights

As previously stated, Canada's commitment to equality rights is long-standing on both the national and international levels.

Violence

Over the years governments have put increasing emphasis on the problems of wife battering, sexual assault, rape and pornography. As well, public awareness of these problems is increasing.

In the words of Ms. M. Macdonald, Chairman of the Social Action Committee for the Halifax Transition House Association:

"Ten years ago the first women who struggled to get a transition house in Halifax were certainly up against prevalent attitudes that domestic violence was not a big problem and that in fact there was no need for a transition house because you could not fill it, you could not operate it effectively because there would not be enough women. That has been anything but true. We are generally at full capacity and in fact have an overflow quite often.

The public perception has certainly changed. People do accept that it is a problem now and, I believe, start to see it in their own community and recognize it more often. (Halifax, April 13, 1987)

The problem of sexual assault is a major concern. Representatives of the P.E.I. Rape and Sexual Assault Centre describe sexual assault as a life threatening situation; the greatest trauma a person can experience, short of being brutally murdered. The trauma does not end with the healing of physical wounds. Restoring the psychological well-being of the victim can prove to be a slow and painful process requiring counselling, financial support and safe shelter for women and their children.

The Consulting Committee on the Status of Women with Disabilities told the Committee that:

"Girls and women with disabilities are more likely to be assaulted or abused than non-disabled women, although most services for victims of violence are not accessible to disabled women." (Winnipeg, March 31, 1987)

The very recent Report by the Canadian Advisory Council on the Status of Women, Battered But Not Beaten, estimates that each year nearly one million women in Canada may be battered. A brief submitted by the Ontario Association of Interval and Transition Houses states that "much more needs to be achieved in the provision of protection, adequate, affordable housing, choice of employment, affordable daycare, and ultimately a change in attitudes toward women in general and to women who are the victims of assault in particular."

Pornography furthers violence against women by reinforcing the perception that women are inferior and "that men can expect women to be available to service their sexual needs."⁷ The Special Committee on Pornography and Prostitution argued that "...pornography lowers the status of women thereby contravening the guarantee of equality and striking at the very root of Canadian society which is premised on the dignity and worth of all its members."⁽⁸⁾

Social justice naturally includes other important issues such as women's treatment under the law, their legal needs, accessible, affordable child care, and women's health.

(C) PARTICIPATION AND ACCESS

Women's direct participation in the political decision-making process has been slow to develop. It was not until 1929 that women were granted the right to hold all forms of public office; a right attained 11 years after the granting of federal female suffrage. At present, women occupy approximately 9% of the seats in the House of Commons. Between 1919, when they were first given the right to sit in the Commons, and 1984 the percentage of female incumbents never rose above 5%.⁽⁹⁾

In a "study of the five federal election campaigns between 1950 and 1975, only 18 percent of women sampled for the study were nominated in ridings in which their party had won three of the five previous campaigns."⁽¹⁰⁾

For women to have an influence on public policy, they must be involved in the policy-making process including elective office, appointments to Crown corporations, regulatory agencies, and the Senate.

Providing fair access for women to all facets of Canadian society is a central concern of this government and of women's groups. Recognizing this need, the present government set a target of doubling its discretionary appointments of women from 15% to 30%. To date, the government has increased such appointments to 27%.

Along with access to decision-making, other areas of concern include employment equity, education and training, health and social services and discriminatory attitudes.

The problem of access is multi-dimensional. Having access to better employment prospects requires skills training programs geared specifically to women who have either been out of the labour force for an extended period or who have never had paid employment. Eliminating stereotypical views of women's abilities and positions in society and establishing training and re-training programs will facilitate entry into "non-traditional" employment areas.

Gaining access to suitable employment is especially difficult for visible minority immigrant women. Often these women don't have the necessary language skills to enter the job market at even the lowest level; or once in entry-level jobs they become locked into underemployment. Well-educated immigrant women often face barriers because of a "lack of standardized evaluation procedures of non-Canadian academic degrees." As well, "the requirement of Canadian experience prohibits them from entering...the general labour market" and leaves them with few choices. Even well-qualified immigrant women can easily find themselves unemployed or underemployed. (Quebec Committee in Support of Visible Minority Women, Ottawa, March 26, 1987) Women of colour, whether Canadian born or immigrant, suffer from many barriers including systemic discrimination, racism and poverty.

TOWARD THE 1990's AND BEYOND

It is apparent that the concerns of today's women's groups include a host of "social and moral questions, definitions of rights and obligations, as well as the nature and distribution of power in society."⁽¹¹⁾

During the early part of the 20th century men and women were regarded as living in separate worlds. Although women did work outside the home, their entry into the labour market was -- then as it often is today -- a matter of economic necessity.

However, as more women entered the paid labour force, they sought greater equality of opportunity and the right to be equal participants in all facets of society. In order to have a public life, women found it necessary to pursue their efforts for better day care facilities, educational opportunities, counselling services and other types of programs that would help eliminate employment barriers.

There also is a consensus among women's groups on the basic goals of the women's movement. That is, on the need to eliminate gender-based discrimination, the need for accessible child care, equal employment opportunities and protection against violence. The Committee also heard that women who have chosen to stay at home should be recognized for their contribution to society.

However, the women's movement has changed considerably in the past 15 years. Since times are changing, and the women's movement is constantly evolving, the Women's Program cannot remain static. Government needs flexibility in its funding criteria to adapt to the way society views the role of women and to be able to address emerging problems such as those posed by the increasing numbers of single parents.

For the Women's Program to function in the late 1980's and beyond into the 21st century, it must be flexible and reflect the changing needs of women.

PART III

REVIEW OF THE WOMEN'S PROGRAM

The Standing Committee on Secretary of State decided in December, 1986, to review the history and purpose of the Women's Program.

At that time, the Secretary of State Department encountered heavy criticism from some women who claimed discrimination in the administration of the Women's Program. The Standing Committee heard allegations of arbitrary and unfair treatment by Program officers in denying funding to women who choose to stay at home; these women perceive there is a bias against them.

Since the Women's Program must be considered for renewal before the end of the 1987-88 fiscal year, the Committee deemed it important to review the Program's funding criteria.

This is part of the Committee's mandate, within its jurisdiction over the Citizenship Development Activity of the Secretary of State Department. The objective of this activity is to ensure that all Canadians have equal and fair opportunities to further their development in society, and to participate in shaping their social, cultural and economic development.

The Committee has noted that the Nielsen Task Force Study Team on Citizenship, Labour and Immigration reviewed the Women's Program in 1985 and found that it was well received by women's groups across Canada and that in view of the government's commitment to improving the status of women, funding cuts in this area would not be appropriate.

Although the Program has been criticized by the Culture and Communications Study Team for excessively addressing the needs of "upwardly-mobile middle class professional women," the Study Team on Citizenship did not substantiate this criticism. It recommended that the Program be continued and also that an explicit criterion for priority in funding should be that a grant proposal "reflects the views and needs of the widest possible cross-section of Canadian women."

The Committee agreed to examine the objectives and funding criteria of the Women's Program, and set a deadline of April 15, 1987 to hear witnesses and solicit briefs, and agreed to submit a report to the House of Commons on its findings not later than June 30, 1987.

Our first witness, on February 3, 1987, was Under Secretary of State Jean. T. Fournier. He testified that the government is committed to working towards the elimination of barriers that limit the choices and opportunities of women and that the Women's Program plays an important role in supporting this goal.

He also clarified the general goals of the Secretary of State Women's Program, which are "to give financial assistance to groups and organizations working to improve the economic, social and legal situation of women whether in the home, the workplace, the community or the world at large." Mr. Fournier agreed that a review of the Program is both necessary and timely.

Response to word of the Committee's review was so swift and overwhelming that it was decided not to limit the evidence provided only to groups able to appear before the Committee in Ottawa. Accordingly, the Committee sought and received permission from the House of Commons to travel in an attempt to hear women's groups from all regions of the country.

Because of time constraints, the Committee decided to hear organizations rather than individuals and not to hear testimony on either side of the abortion question.

Hearings were held in Winnipeg, Vancouver, Halifax, St. John's and Ottawa. The Committee heard from 144 organizations representing a cross-section of women's groups. In addition, the Committee received 265 briefs.

Witnesses illustrated that Canadian women live in an enormous variety of circumstances. Because of this great diversity a number of groups urged that the Women's Program recognize regional needs.

For example, a common concern in northern and isolated areas is the need for more services to help women. Stressing the problems of geographic isolation, the Hay River Women's Coalition spoke of having only one professional psychologist to cover 3.4 million square kilometres. They said, "many of the issues which have been resolved in the south for years still need to be addressed in the Northwest Territories." They cited the lack of public funding for child care and provisions for maternity leave as problem areas.

The Mokami Status of Women Council from Happy Valley, Labrador, was formed in 1980 because of a "desperate need" for a transition house. Supported by Secretary of State grants, the fund-raising and lobbying efforts of the group succeeded with the establishment of Libra House in 1986.

The Committee was also told that women in remote areas are not alone in facing problems of isolation and the lack of access to services. The Downtown Eastside Women's Centre in Vancouver described women in urban centres as being "ghettoized" by social and psychological barriers.

Particular women's interests vary from one region to another, and yet the Committee heard that women also have common concerns. These are issues of equality, the removal of barriers to advancement and freedom from violence.

(A) EQUALITY

"In 1987, it is no longer a debatable issue; inequalities for women do exist and these inequalities are not compatible with a democratic society."

(Saskatchewan Women's Resources,
Winnipeg, April 1, 1987)

Witnesses expressed the basic concern that women need to achieve and maintain true equality. Several definitions of equality were suggested.

The Western Canadian Feminist Counselling Association defined equality as "the right to physical, psychological and sexual safety; complete economic equality and opportunity; freedom of choice to work inside or outside the home; the right of choice over one's own personal life". (Vancouver, April 3, 1987)

The Federal PC Women's Caucus of Ottawa said "Equality in the context of society, the polity and the economy means that women will not be discriminated against on account of their gender, in respect of rights, responsibilities, rewards, access to training and education, appointment to positions or any aspect of life." (Ottawa, April 9, 1987)

The National Association of Women and the Law views equality as involving "a full range of choices for women in the economy, in the home, in the work force, and under the law." (Ottawa, March 10, 1987)

R.E.A.L. Women believe there is no consensus among women on the definition of equality. They maintain the concept of equality is different for women who support traditional family values, and they further believe that for women to have equality, it should be recognized that men and women are equal but different. (Ottawa, December 11, 1986)

The Charter of Rights Coalition (Manitoba) told the Committee that "feminists are not saying that...women and men are the same or that they can ever be considered the same; women's specificity must be taken into consideration." (Winnipeg, March 31, 1987)

Because women are biologically different from men, it is generally agreed that society has a responsibility toward women and must make special considerations relating to maternity. The Committee also heard that society has a continuing responsibility toward children and families.

Equality for women involves the freedom to make choices. Witnesses agreed that women should be free to choose whether or not to take employment outside the home. Sexual equality provisions included in Sections 15 and 28 of the Canadian Charter of Rights and Freedoms ensure that women are not detrimentally affected by an assumption that their role is limited to that of wife and mother.

Most witnesses support this principle of equality. However, some said the principle is still open to interpretation in its practical applications by the courts. Representatives of Northern Options for Women stressed the need for a broad rather than narrow interpretation. (Winnipeg, April 1, 1987)

Generally, the witnesses also agreed that equality means the enjoyment of equal rights, opportunities and responsibilities. In addition, wide support was expressed for the view that promoting equality means working to remove barriers to women's advancement in society.

(B) BARRIERS TO ADVANCEMENT

"Full equality is still the vision, not the reality."

(The Charter of Rights Coalition [Manitoba])

Because full equality is not a reality, many witnesses said the Women's Program must continue to help remove existing barriers. Since its inception, the Program has consistently worked toward the elimination of economic, social and political barriers.

While acknowledging that gains have been made for women's equality, witnesses also gave examples of discrimination.

A Saskatoon group, Alternatives for Single Parent Women, described the barriers hindering low income, single parent women who want training for well-paying jobs. "Women wishing to return to school while raising families often meet with problems such as inadequate funding, limited affordable, accessible child care spaces, rigid training programs with long hours and too few part-time options." (Winnipeg, March 31, 1987)

The Charter of Rights Coalition (Manitoba) stressed the need for job-sharing, flex-time and child care provisions to eliminate barriers to women's entry into and development in the work force. They also cite systemic discrimination in pension provisions. "Lengthy vesting periods and the lack of portability do not take into consideration the reality of women's lives and the fact that women should have the opportunity to take time from their jobs and careers to bear and raise children."

Other witnesses spoke of the problems of doubly disadvantaged women. For example, immigrant women who are members of visible minority ethnic groups face special barriers such as lack of language training opportunities, "exploitation by unscrupulous employers" and "the prejudice of ordinary Canadians." (Immigrant Women of Saskatchewan, Winnipeg, March 31, 1987)

The Consulting Committee on the Status of Women with Disabilities describes disabled women as being "doubly oppressed." As examples, they state "we as women have to face the oppression of being inferior to men, and we want to be equal to men. But as disabled women, we are at the bottom. We want to be way up here, and we cannot; we have to remove the physical and attitudinal barriers."

The Consulting Committee also stated that:

"When a man becomes disabled, the marriage break-up rate is 50%, but when a woman becomes disabled the figure is 99%. For women with disabilities, the most inescapable reality is poverty, with an unemployment rate of 74%."

The ongoing need to work toward the elimination of all barriers was summarized in the following words:

"As a national priority, we must continue to remove the barriers that have prevented women from participating freely and equitably in the mainstream of Canadian society.

In light of this official commitment (to equality) and in light of the disturbing statistics on poverty among women, violence against women, wage disparities that continue in all work places, including the

Public Service, and the information about the representation of women in positions of authority, the existence of the Secretary of State Women's Program is extremely relevant and above all necessary."

(Femmes regroupées pour l'accessibilité
au pouvoir politique et économique
(FRAPPE), (Ottawa, March 17, 1987)

(C) FRÉEDOM FROM VIOLENCE

"We have a society that fosters the concept of two classes. One is made up of men who have the money, make the laws, implement the laws in the courts, and who are innocent until proven guilty. And another class, made up of women and children with little money or power, who must prove their innocence of the crimes committed against them."

(P.E.I. Rape and Sexual Assault Crisis
Centre, Halifax, April 13, 1987)

Several witnesses described the enormity of the problem of violence against women whether sexual assault or wife battering. They also told of the extensive efforts of volunteers who give their time generously to help victims of violence. Through the operation of women's resource centres, rape and sexual assault crisis centres and transition homes, volunteers provide information, sanctuary, and moral support to women in distress.

Many of these witnesses describe funding under the Women's Program as their life-line. The Newfoundland Provincial Association Against Family Violence said that the Women's Program is its only source of funding and without this support the Association would not exist. (St. John's, April 15, 1987)

In the Northwest Territories, the Hay River Women's Coalition has been able, with the help of Secretary of State funding, to set up a resource centre for women and a "Safe Home Network" which gives information and emotional support to battered women.

Progress has been made but there is more work to do. Many women in Canada still live with fear and pain partly because they do not know what the alternatives are and partly because they are isolated. With few options available to them, many women "continue to suffer physical, emotional, sexual and economic abuse." (Provincial Association Against Family Violence, Newfoundland).

The P.E.I. Rape and Sexual Assault Crisis Centre is a voluntary organization funded by the Women's Program which provides information and support to sexually assaulted women. In a moving presentation to the Committee, they urged that violence against women be recognized as a basic status of women issue which, because of its universality, should be addressed through long-term operational funding.

Crisis centres and women's resource centres across Canada, particularly those in remote and rural areas, do extremely important work. And, while the Women's Program does not fund social services, it provides a means for women with a wide range of needs to help themselves and each other.

In Summary

Repeatedly, witnesses from isolated, rural and urban areas spoke positively of their experience with the Women's Program and commended its achievements. Staff - both in the field and in the national office - were described as being very helpful and supportive.

The Women's Program works for improvement in the status of women in major areas of concern to women. More generally, it involves a wide range of issues reflecting the needs and aspirations of women including health issues, education and training, child care, pornography, pension reform and pay equity.

By supporting research and publications on women's issues, the Women's Program has increased public awareness of women's issues and, on the part of women themselves, of ways advancement can be achieved.

Program funding assists women's organizations in carrying out specialized research and educational projects in the broad field of women's issues. These organizations include, for example, the Canadian Research Institute for the Advancement of Women, the Women's Legal Education and Action Fund, Canadian Women Studies/Les Cahiers de la femme, the Canadian Day Care Advocacy Association and the Women's Skill Development Society. The Program has also helped groups such as Le Réseau national d'Action éducation des femmes to document and promote French-language educational opportunities for women in Canada.

Not all of the research-oriented groups presenting briefs to the Committee were successful in applying for funding through the Women's Program. The Human Rights Institute of Canada, for example, although a voluntary organization with a record of achievement in the field of women's issues, was refused funding presumably on the basis that it did not work exclusively for the advancement of women.

Together, however, these and other organizations active in research and education have taken great strides forward in extending knowledge and improving public awareness of the status of women in Canada. Research, education, advocacy, publications, networking and training in organizational skills have all been avenues through which the Women's Program has promoted the advancement of women in Canadian society.

PART IV

RECOMMENDATIONS

The Women's Program has a role of funding groups working to advance the equality of women in three areas: economic equality, social justice, participation and access. The Committee believes the Women's Program should continue to work in these areas, and at the same time, it should be flexible enough to address emerging issues and be able to adapt to changing trends in both society and in the women's movement itself.

Under the current funding criteria, the following organizations, projects and recipients are not eligible for funding:

- those which provide direct social services such as counselling or child care;
- those whose primary purpose is to promote a view on abortion or sexual orientation;
- individuals;
- municipal, provincial, territorial or federal governments or agencies;
- universities, colleges or institutions under the direction of any level of government;
- projects relating to personal, emotional or spiritual growth, professional development or where individual women primarily benefit from the activity.

The majority of witnesses said the Women's Program is working well. However, based on the testimony, it also became apparent that some fine-tuning of the guidelines is necessary for clarification purposes and to identify priority needs.

I Criteria & eligibility for funding

Funding should be directed to women's groups:

- whose main purpose is to improve the status of women in the home, the work place, the community or the world at large.
- whose principles, objectives and activities support the attainment of equality for women as stated in the Charter of Rights, Dimensions of Equality: A Federal Government Work Plan for Women and other legal documents to which Canada is a signatory including the Convention for the Elimination of All Forms of Discrimination Against Women and the Forward Looking Strategies.

- who have a statement of purpose outlining their goals and objectives as well as an action plan for promoting the equality of women.
- who can demonstrate having planned, or undertaken, activities aimed at achieving equality for women.

II Funding

The Women's Program receives excellent value for its money in terms of volunteer hours and staff dedication.

- The current funding level must at the least be maintained and indexed to a cost of living allowance.
- The Minister should consider increasing funding to meet the needs of new groups and address emerging priorities.
- Under the present system, operational funding is subject to annual review based on the submission of an application and a detailed financial and activity report on previous funding. In order to encourage the best possible use of limited resources, it is recommended that:
 - i) the existing funding guidelines be amended to require that, when operational funding has been provided for three consecutive years, program officers should undertake a thorough and critical re-evaluation of the work done by the applicant organization and, before a renewal of such funding is considered, should ensure that funds have been wisely used in the past and that there is a unique and pressing need for the continuation of core funding;
 - ii) in the event that officials are satisfied that such a need exists, operational funding may then be granted for a further defined period of up to three years, to be followed by a thorough and critical re-evaluation.
 - iii) in all evaluation procedures officials bear in mind the encouragement of self-sufficiency and be fully assured that every attempt has been made to achieve it before further funding is approved.

Further, that where self-sufficiency is achieved during the period of funding that no further funding be approved.

- Activities undertaken by women's groups should be accessible to the disabled and to women of both official languages. To accomplish this, funds should be available for accessible facilities, signers and translation.

III Operational Funding

Operational funding should go to women's groups that adhere to the above objectives and which:

- have a proven ability to plan and successfully implement projects;
- have a sound financial management system;
- have a democratic decision-making structure;
- have membership participation in policy development;
- are serving a need within the community.

IV Project Funding

Project funding should go to women's groups which adhere to the above objectives and which:

- have a democratic decision-making structure;
- are implementing a project aimed at improving the status of women;
- are willing to inform other status of women groups and community organizations of its activities;

Any other groups which are committed to equality but have multi-faceted programs may be eligible for project funding for specific status of women projects.

V Additional Priorities

Special consideration for funding should be given to the following groups: rural and northern women (realistic transportation and communication costs should continue to be included in their grants); AND doubly and multi-disadvantaged women (i.e. visible

minority women, disabled women, immigrant women, elderly women and women victims of violence).

Native women should continue to be funded under their own program but be included in the consultative process with other women's groups.

The Women's Program should direct its funding priorities to those groups which deal primarily with women's issues and whose advocacy is both democratic and non-partisan.

VI Application

- Officials should keep a written record of all requests for application forms under the Women's Program noting the date of request, the name of the officer contacted and the date the information is sent out. This will help ensure fairness of treatment for all applicants.
- Application forms should be supplied to groups upon request.
- Different officials should deal with funding renewals, if possible.

VII Appeal

The current application process is:

- social development officer assists group to complete application;
- social development officer makes a recommendation on funding;
- application is reviewed by the regional Grants Review Committee;
- the Committee's recommendation is reviewed by the Regional Director or senior official at Headquarters;
- the Minister then approves or rejects the application.

Further, that where self-sufficiency is achieved during the period of funding that no further funding be approved.

These checks and balances help ensure a fair system. However, if a group's application is rejected and the group wants to appeal that decision, there is no formal process currently in force. Although the group may appeal to the regional office, the Ottawa office, or the Minister, this right is not explicitly made known to groups.

The Committee recommends that when an application is rejected, reasons for the rejection be given in writing. Applicants should be informed of their right to appeal to the regional office, the national office or the Minister.

VIII Evaluations

Project evaluations should continue to include progress reports.

IX Program Delivery

- In addition to being in major population centres, social development officers should, as much as possible, also be in more remote communities.

Costs of this decentralization would be minimal if the officers utilized space in existing federal government buildings.

- Thought might also be given to establishing a system of networking between officials of the Women's Program and other federal departments located in remote areas. For example, field officers in CEIC offices are often involved in outreach programs and they could be an invaluable liaison with women in the remote communities and Secretary of State Regional offices.
- Steps should also be taken to ensure funds are delivered on time. Late payments put extreme and unnecessary financial strains on the waiting groups.

X Consultation

Women's Program officials should consult with a wide cross-section of women's groups (both funded and not funded) to:

- establish priorities for the program;
- evaluate the program;
- communicate national priorities.

National and regional consultations should:

- ensure women's groups from remote, rural and northern communities are represented;
- have an agenda set jointly between officials of the Women's Program and women's groups.

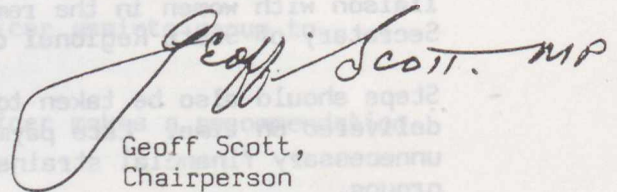
Currently, regional offices undertake their own consultations. These should continue as well because they provide a much-needed opportunity for women's groups to network among themselves. In addition, the field officer is able to experience, first-hand, the needs of the various communities.

To increase awareness of the activities of women's groups which receive funding from the Women's Program to promote the equality of women, an insert should be included in family allowance, Unemployment Insurance and old age pension cheques. This insert might summarize funding criteria, give examples of groups funded and list the Regional office address to be contacted for more information.

Your Committee requests that Government provide a comprehensive response to this report in accordance with Standing Order 99(2).

A copy of the relevant Minutes of Proceedings and Evidence (Issues Nos. 4 to 27 and 28 which includes this Report) is tabled.

Respectfully submitted,


Geoff Scott,
Chairperson

FOOTNOTES

1. Dimensions of Equality: A Federal Government Work Plan for Women
November, 1986.
2. Along with a commitment to the voluntary sector, provision was also made under the Program for the establishment of five Chairs of Women's Studies at various Canadian universities. The endowments were for \$500,000 and went to:
 - 1) Mount Saint Vincent University; Nova Scotia, 1984.
 - 2) Simon Fraser University; British Columbia, 1984.
 - 3) Carleton University and the University of Ottawa; Ontario, 1984.
 - 4) University of Winnipeg and University of Manitoba; Manitoba, 1985.
 - 5) University of Laval; Quebec, 1985.

The main purpose behind the endowments is to encourage university teaching and research on questions touching the status of women.

3. In 1985, females in Canada working on a full-time basis had average earnings of \$18,736 or 64.9% of the average earnings of their male counterparts (\$28,848), down from 65.5% in 1984. Although the decline is not statistically significant, it marks the first time since 1967 that survey estimates of women's relative earnings have not increased. At the same time, unattached females had an average income of \$14,656, or 76% of that of single males (\$19,257). Males constituted 56.3% of earners in 1985 and of these, 66.7% worked full-year full-time as compared to 48.9% of female earners. Also, the average income of single mothers remained unchanged, in real terms, from the previous year and stood at \$16,339; compared to a 2.7% real increase for two-parent families whose average 1985 income was \$42,425.

While most socio-demographic groups had reductions in the low-income rate, this did not hold true for unattached mothers. In fact, this group has been experiencing an upward trend in low-income status since 1979. Among major family types, families headed by single mothers had the highest rate of low income in 1985 (60.4%). Furthermore, single-parent families headed by unemployed females (one-third of all such families) had a low-income rate of 94.4%. This group represented 2.1% of all families while comprising 15% of all low-income families.

The rate of low income among the elderly unattached stood at 46.8%, down from 49.6% in 1984; continuing a downward trend since 1980 when the rate was 61.5%. Of this income group, 82.7% are females.

Statistics Canada, Income Distribution by size in Canada,
Catalogue 13-207, 1985

4. Michael Orstein, "Equality in the Workplace: Accounting for Gender Differentials in Job Survey," Women's Bureau, Department of Labour Series A, No. 2, Ottawa, 1983, p.1; Quoted in Sandra Burt, "Women's Issues and the Women's Movement in Canada since 1970," in Alan Cairns and Cynthia Williams (eds.), The Politics of Gender, Ethnicity and Language in Canada, Royal Commission on the Economic Union and Development Prospects for Canada, 1986, pp. 119 and 120.
5. Burt, p. 119
6. National Association of Women and the Law, The Canadian Charter of Rights and Freedoms: Not Just Words on Paper, a brief submitted to the Parliamentary Sub-Committee on Equality Rights, July 1985, pp. 24-25. NAWL appeared before the Standing Committee on Secretary of State on 10 March 1987.
7. National Association of Women and the Law, p. 33.
8. Report of the Special Committee on Pornography and Prostitution, Pornography and Prostitution in Canada, Ottawa, 1985, Vol. 1, p. 267. Quoted in NAWL, p. 33.
9. Burt, p. 121.
10. Burt, p. 121. See also: Jill McCalla Vickers and Janine Brodie, "Canada," in The Politics of the Second Electorate, edited by Joni Lorenduski and Jill Hills, Routledge and Kegan Paul, London, 1981, p. 67.
11. Burt, pp. 111-112.

APPENDIX A

WITNESSES WHO APPEARED BEFORE THE COMMITTEE

THURSDAY, DECEMBER 11, 1986

From R.E.A.L. Women of Canada:
C. Gwendolyn Landoldt, Lawyer/Consultant

TUESDAY, DECEMBER 16, 1986

From The National Action Committee on the Status of Women:
Louise Dulude, President
Jon-Leah Hopkins, Vice-president
Pat Israel, Member at large, (Member - Disabled Women's Network)
Madeleine Parent, Quebec regional representative, NAC Executive

From Affiliated Organizations:

Mary Two-Axe Early
Indian Rights for Indian Women

Lynne Tyler, Vice-president
National YWCA

Joanna Dean
Mothers are Women

Norma Scarborough
Canadian Abortion Rights
Action League

Anne Betz
Feminist Grandmothers of Canada

Barbara Munro
United Church of Canada

Trudy Don
Ontario Association of Interval
and Transition Houses

Betty Hopkins
Canadian Association
of Elizabeth Fry Societies

Lise Corbeil-Vincent
Canadian Day Care Advocacy Association

Maureen Kellerman
Mothers are Women

TUESDAY, JANUARY 27, 1987

From the Department of the Secretary of State:

Richard Dicerni, Assistant Under Secretary of State, Citizenship,
Acting Assistant Under Secretary of State, Regional Operations

TUESDAY, FEBRUARY 3, 1987

From the Department of the Secretary of State:

Jean T. Fournier, Under Secretary of State
Olivia Jacobs, Director, Women's Program
Richard Dicerni, Assistant Under Secretary of State, Citizenship,
Acting Assistant Under Secretary of State, Regional Operations
Norma Passaretti, Regional Director, Quebec Region

TUESDAY, FEBRUARY 10, 1987

From the Office of the Coordinator, Status of Women:

Kay Stanley, Coordinator
Louise Holmes, Deputy Coordinator

From the Advisory Council on the Status of Women:

Sylvia Gold, President

TUESDAY, FEBRUARY 17, 1987

From la Fédération des femmes du Québec:

Ginette Busque, President
Charlotte Thibault, Treasurer
Denise Rochon, Past President

From La Fédération nationale des femmes canadiennes-françaises:

Lise Latrémouille, Vice-President
Nycol Vinette, Director General

From The National Council of Women:

Margaret MacGee, President
Estelle Matthews, Vice-President

From The Canadian Congress for Learning Opportunities for Women:

Martha Colqhoun, President
Carol Powell Ariano, President-elect

TUESDAY, MARCH 3, 1987

From The Federated Women's Institutes of Canada:

Beatrice Reeves, President
Alice McLaggan, Executive Secretary

From the Association des Femmes Collaboratrices:

Yolande Bédard, President
Denise Campeau-Blanchette, Director

THURSDAY, MARCH 5, 1987

From the Association féminine d'éducation et d'action sociale:

Louise Coulombe-Joly, President
Lise Girard, General Secretary

TUESDAY, MARCH 10, 1987

From the National Association of Women and the Law:

Suzanne Chartrand, Executive Director
Phyllis McRae, Member
Dale Yurka, Member

From the Canadian Research Institute for the Advancement of Women (CRIAW):

Linda Christiansen-Ruffman, President
Linda Clippingdale, Executive Director
Hélène Paré, Executive Member and Quebec Representative

From Women Alive:

Nell Maxwell, Founder and Director
Audrey McRonald, National Executive and Treasurer

TUESDAY, MARCH 17, 1987

From Conseil d'intervention pour l'accès des femmes au travail du Québec Inc.:

Denise Perron, President
Lyse Leduc, Coordinator

From Femmes regroupées pour l'accessibilité au pouvoir politique et économique:

Danielle Debbas, President

From Canadian Day Care Advocacy Association:

Lynette Billard, President
Jan Turner, Member of Steering Committee
Lynne Westlake, Coordinator

THURSDAY, MARCH 19, 1987

From L'R des Centres de femmes du Québec:

France Cormier, President
Edith Pelletier, Member of the Administrative Council
Lyse Brunet, Coordinator
Claudette Bédard, Secretary-Treasurer

From the Human Rights Institute of Canada:

Dr. Marguerite E. Ritchie, Q.C.
Georges Charpentier
Marilyn de Belle

TUESDAY, MARCH 24, 1987

From Victoria Faulkner Women's Centre:

Jessica Carr

From Women's Legal Education and Action Fund (LEAF):

Susan Tanner
Lucie Lamarche
Christie Jefferson

From International Women's Week Committee (Ottawa):

Joan Riggs
Lynne Tyler
Joan Holmes
Maxine McKenzie

THURSDAY, MARCH 26, 1987

From Sudbury Women's Centre

Ruth Reyno

From Quebec Committee in Support of Visible Minority Women (Montreal):

Jon Leah Hopkins
Saroj Gupta
Rabab Naqui
Shirley Small
Joanne Bobsemple

From R.E.A.L. Women of Canada, (London Chapter):

Anita Giesen
Elsie van den Heuvel
Lettie Morse

MARCH 31, 1987 - WINNIPEG

From Manitoba Association of Women and the Law:

Laurie Allen

From Manitoba Action Committee on the Status of Women:

Charlynn Toews, Administrative Coordinator
Margaret Cogill, Treasurer

From North End Women's Centre:

Chris Tetlock, Executive Director

From Manitoba Advisory Council on the Status of Women:

Ruth Blaser
Virginia Jamison
Beverly Suck

From Junior League of Winnipeg:

Betty Nordrum, Future Planning Chairperson
Lynden Beesley, Chairman, Public Affairs Committee

From Consulting Committee on the Status of Women with Disabilities:

Cynthia Topham

From the Charter of Rights Coalition:

Jeraldine Bjornson, Member Coordinator

From Saskatchewan Action Committee on the Status of Women:

Colleen Meyer

From the Northern Women's Centre:

Karen Maki, Director
Josie Wallenius, Member

From Alternatives for Single-Parent Women:

Audrey Wildman, Board Member

From REAL Women of Saskatchewan:

Marge Bailey, Member
Cecilia Forsyth, Saskatchewan representative on National Board

From YM/YWCA of Winnipeg:

Dorothy Muller
Annette Willborn, Executive Director, Downtown YM/YWCA

From Pluri-Elles:

Janine Bertrand, secretary
Catherine Graham, Director

From Immigrant Women's Association:

Charity A. Amoama, Coordinator
Linda E. Thomson, Board member
Lucia Jofre, Board member
Virginia Guiang, Board member
Sully Trujillo, outreach worker

APRIL 1, 1987 - WINNIPEG

From Thompson Branch of the Manitoba Action Committee on the Status of Women:

Lou Erickson
Kathy Fitzpatrick

From Réseau, Organisme féminin d'action politique de femmes franco-manitobaines:

Ghislaine Lacerte, Past President
Joanne Brien, Research Officer

From Planned Parenthood, Manitoba:

Laurel Garvie, Executive Director

From Women's Health Clinic Incorporated:
Madeline Boscoe, Program Development Coordinator

From The Ad Hoc Manitoba Committee for U.N. Decade for Women's Conference:
Sari Tudiver.
Babs Friesen
Stella Le John
Lynden Beesley

From Hay River Women's Coalition:
Arlene McPherson

From Yellowknife Advisory Council on the Status of Women:
Nancy Austin

From Thompson Crisis Centre:
Eunadie Johnson, Executive Director

From Northern Options for Women:
Peggy Martin, President of Board of Directors
Fay Markus, Coordinator

From the Secretary of State Department:
Bill Balan, Regional Director, Manitoba Region
Richard Dicerni, Assistant Under-Secretary of State, Regional Operations

From Saskatchewan Women's Resources, Inc.:
Bonnie Johnson, Coordinator

From Society Against Family Abuse:
Arlene Hache
Colleen Flaherty

From Canadian Women's Festival:
Connie Jantz, Administrative Assistant
Carole Clubb, Assistant

From Manitoba Association of Women's Centres:
Laurie Allen

APRIL 2, 1987 - VANCOUVER

From the B.C. Yukon Association of Women's Centres:
Jean Kavanagh

From the Women's Resource Centre, Chetwynd:
Susan Osterholm

From Campbell River Area Women's Society:
Sandra Letts
Sherril Jacques

From Port Alberni Women's Resources:
Alice Albert

From Women's Resource Centre, Terrace:

Pat Cathers

From Victoria Status of Women Action Group:

Lynn Hunter

Debby Gregory

From Women of Uniform:

Margaret Blanchard

From Vancouver Status of Women:

Patricia Gibson

Patty Moore

From Alberta Status of Women Action Committee:

Luanne Armstrong

Deborah Perret

From the Alberta Federation of Women United for Families:

Margaret Revill

From the Roman Catholic Family Resource Centre of Southern Alberta:

Maxine Nugent

From Kids First, Calgary:

Brenda Ringdahl

From Catholic Women's League, Victoria:

K. Joy Downs

From St. Gerard Catholic Women's League, Calgary:

Pat Jamniczky

From United Fisherman and Allied Workers Union, Women's Rights Committee:

Helen O'Shaughnessy

Virginia Blight

From British Columbia Government Employees' Union:

Elaine Bellamore

From Edmonton Working Women:

Andrea Waywanko.

From Charter of Rights Coalition:

Nadine McDonnell

Renate Bublick

From North Shore Women's Centre:

Alison Hendren

From Port Coquitlam Women's Centre:

Coralie Fisher

From REAL Women of Canada, British Columbia Chapter:

Peggy Steacy
Barbara Stasuk

From REAL Women of Canada, Edmonton Chapter:

Joanne Lewicky

APRIL 3, 1987 - VANCOUVER

From the Secretary of State Department:

Robert Robertson, Regional Director, British Columbia/Yukon
Richard Dicerni, Assistant Under Secretary of State, Regional Operations

From Women's Research Centre:

Jan Barnsley

From Canadian Federation of Students, Women's Sub-Committee:

Pam Frache

From Women's Studies Outreach Project (Athabasca, Alberta):

Rebecca Coulter

From Business and Professional Women's Club (Cranbrook):

Shirley White

From Women's Employment and Training Coalition:

Brenda Pengelly
Donna Stewart

From Women in Focus:

Sue Donaldson

From Sexual Assault Centre of Edmonton:

Jane Karstaedt

From Women Against Violence Against Women:

Sandra Parker

From Okanagan Women's Coalition:

Robin A. LeDrew

From Kamloops Women's Resource Centre:

Donna Cameron

From Kelowna Women's Resource Centre:

Lynn Corrigan

From Cranbrook Women's Resource Society:

Janet Greenfield

From Yukon Status of Women:

Kathy Cross
Jan Langford

From Second Wreath Cultural Society and from The Newsmagazine by Alberta Women:
Halyna Freeland

From Gazebo Connection (Gay Career Women):

Andrée Buchanan
Pamela Sleeth

From NDP Women's Rights Committee:

Adrienne Peacock
Eileen Robinson
Ann Frost

From Western Canadian Feminist Counselling Association:

Marsha Ablowitz

From Women's Economic Agenda (Vancouver):

Laurie Boucher
Dorrie Nagler

APRIL 9, 1987 - OTTAWA

From The Canadian Federation of University Women:

Linda Souter
Shirley Bradshaw
Theodora Foster
Elizabeth Cureton

From Women of Halton Action Movement:

Bev Le François
Jocelyn Hopkins

From Federal Progressive Conservative Women's Caucus of Ottawa:

Pamela J. Richardson
Maria Neil
Alison F. Edgar
Shirley Greenberg

From National Women's Liberal Commission:

Nita M. Irvine, Executive Member

From Glebe New Men's Group:

Kenneth Fisher
Ronald Bisson

From REAL Women, Hamilton:

Joyce Wooley

From REAL Women, Lambton:

Jean Naus

From REAL Women, Simcoe County:

Susan Hedges

From REAL Women, Kingston:

Mary Ellen Douglas

From York University Canadian Woman Studies:

Shelagh Wilkinson

From Le Réseau National d'Action Éducation Femmes:

Cécilia Gaudet, President

Lyne Godmaire, Executive Member

Paulette Thériault, Director General

From Ottawa Council for Low Income Support Services:

Anne McCormick, Community Organizer

Nancy Beauchamp, Public Education Coordinator

From Relais Femmes:

Suzanne Bélanger, Treasurer

Michèle Asselin

Marie Letellier, Coordinator

From Ontario Committee on the Status of Women:

Leah Taylor, Member

From Canadian Association for the Advancement of Women and Sport:

Rose Mercier, Board Member

Ghislaine Joly, Director General

APRIL 13, 1987 - HALIFAX

From Women's Action Coalition of Nova Scotia:

Dale Godsoe

From Women's Rights Committee of the Nova Scotia New Democratic Party:

Alexa McDonough

From Halifax Transition House Association:

Maureen MacDonald

Carol Sinclair

Louise MacPherson

From Chrysalis House:

Diane Guilbault

From REAL Women:

Twila Gilmore (Newcastle, N.B.)
Judy Pelletier (Dartmouth, N.S.)
Helena Poirier (Halifax, N.S.)
Doreen Beagan (Kensington, P.E.I.)

From Women of Restigouche:

Anne Lovell-Dalzell

From Pandora Women's Newspaper:

Joanne Jefferson
Megan Ardyche
Marylou Leroy
Marilyn Lamb
Debbie Mathers

From Voice of Women:

Donna E. Smyth
Susan McEachern
Wilma Needham

From Elizabeth Fry Society:

Mary Liz Greene
Maureen Evans

From Prince Edward Island Rape and Sexual Assault Crisis Centre:

Lyle Brehaut
Lorna Gallant

From Young Women's Christian Association:

Carla Calhoun
Marg Murray

From Canadian Congress for Learning Opportunities for Women and from Eastern Shore Learning Opportunities for Women:

Joan Brown-Hicks
Sue Rosson

From The Catholic Women's League of Canada:

Irene Lefort
Elizabeth Chisholm
Joan Cunningham

From Women Unlimited:

Cheryl Aucoin
Pat Campbell
Marion Mathieson

From Women's Action Coalition of Nova Scotia:

Joanne Jefferson
Cheryl Aucoin
Pat Campbell
Marion Mathieson

From Nova Scotia Association for Family Rights:

Liz Bailey

APRIL 14, 1987 - HALIFAX

From the Secretary of State Department:

Joanne Linzey, Regional Director, Nova Scotia
Monique Collette, Regional Director, New Brunswick
Richard Dicerni, Assistant Under Secretary of State, Regional Operations

From Nova Scotia Association of Social Workers:

Jane Brackley
Marilyn Peers

From North End Community Health Association:

Johanna Oosterveld
Jeannie Rittmaster

From Dalhousie Legal Aid:

Maureen Shebib

From Nova Scotia Association of Women and the Law:

Gretchen Pohlkamp
Maria Franks

From New Brunswick Advisory Council on the Status of Women:

Myrna Richards
Maureen Magee

From Women's Alliance in Support of Prostitutes:

Anne Derrick

From Atlantic Women and Housing Conference:

Susan MacPhee
Sharon Chisholm
Viki Samuels-Stewart

From Patchwork Community Women's Resource Centre:

Lynn MacKinlay
Alison Brewin
Susan McKay

From Second Story Women's Centre:

Phyllis Price
Muriel Maybee
Allie Leitzel
Marg McPherson

From Pictou County Women's Centre:

Karen Vance-Wallace
Alexandra Keir
Diane Fournier

From Women's Employment Outreach:

Linda Roberts
Martha MacDonald

From Canadian Research Institute for the Advancement of Women:

Marie Welton
Karin Flikeid

From Federation of Junior Leagues:

Margaret Vogan
Charlotte Cochran
Donna Smith

From Women's Health Education Network:

Jane Haliburton
Muriel Duckworth

From Tearmann Society for Battered Women:

Coreen Popowich
Karen Vance-Wallace

APRIL 15, 1987 - ST. JOHN'S, NFLD

From the Secretary of State Department:

Mike Gushue, Regional Director, Newfoundland and Labrador
Richard Dicerni, Assistant Under Secretary of State, Regional Operations

From Newfoundland Advisory Council on the Status of Women:

Patricia Kelsey
Rosemary House

From Day Care Advocates Association of St. John's:

Gerry Collins

From 52% Solution:

Sharman Smyth

From Provincial Women's Lobby:

Dorothy Inglis
Wendy Williams

From Women's Resource Centre, Memorial University:

Nancy Smith

From Transition House, St. John's:

Cheryl Hebert
Susan McConnell

From Women's Network Committee:

Barbara Barry

From Canadian Research Institute for the Advancement of Women, Newfoundland:

Joanne Prindiville

From Mokami-Goose Bay Status of Women Council:

Joy Pye-McSwain

From Bay St. George Status of Women Council:

Joyce Hancock

From St. John's Status of Women Council:

Sandy Pottle

From Gander Status of Women Council:

Sharon Reid

From The New Democratic Party Newfoundland Organization of Women:

Brenda O'Brien
Bonnie James

From Fathers for Equality in Divorce:

George Lear

TUESDAY, APRIL 28, 1987

From the Secretary of State Department:

James MacDonald, Regional Director, Ontario
Norma Passaretti, Regional Director, Quebec
Richard Dicerni, Assistant Under-Secretary of State, Citizenship
and Regional Operations

From Patchwork Community Women's Resource Centre:

Lynn McKinlay
Alison Brown
Susan McKay

APPENDIX B

LIST OF INDIVIDUALS AND ORGANIZATIONS THAT HAVE SUBMITTED BRIEFS
(as of June 1, 1987)

- Action Child Care
- Action femmes handicapées
- Alberta Coalition against Pornography
- Alberta Federation of Labour
- Alberta New Democratic Party, Women's Section
- Algonquin College of Applied Arts & Technology, Women's Program
- Alliance for Life
- Alternative pour Elles
- ANDERSON, Rita
- Antigonish Women's Association
- Anglican Church of Canada
- Association canadienne-française de l'Alberta
- Association des Clubs des femmes de carrière du Québec
- Association des enseignantes et enseignants francophones
- Association des femmes en Agriculture de la région de Québec
- L'Autre parole - Comité de coordination

- Bahai Community of Canada
- Beaches Women's Group
- BRAY, Cathy, University of Alberta
- British Columbia Federation of Labour
- British Columbia Human Rights Coalition
- Business and Professional Women's Clubs, Alberta, British Columbia, Ontario
and Hamilton Chapters (seven briefs)

- Calgary Family Planning Centre
- Calgary Family Resource Centre
- Calgary Pro Life Association
- Calgary Sexual Assault Centre
- Canadian Abortion Rights Action League (CARAL): London, White Rock
Charlottetown, Toronto, Halifax (five briefs)
- Canadian Association for Women in Science
- Canadian Association of Women and Sport
- Canadian Congress for Learning Opportunities for Women, Victoria, Ottawa
(2 briefs)
- Canadian Research Institute for the Advancement of Women, Halifax,
Newfoundland (2 briefs)
- Canadian Union of Educational Workers
- Canadian Union of Public Employees, Local 3131
- Canadian Woman Studies/Les Cahiers de la femme
- Canadian Women's Movement Archives
- Carrefour pour femmes, Inc.

CARTIER, Dorothy
Catholic Women's League
CAZES, Deanna
Celebration of Women in the Arts
Centre d'accès pour femmes
Centre d'information et de formation pour les femmes francophones de l'Alberta
Centre de ressources de la Basse-Ville
Centre St-Pierre de Montréal
Chetwyn Women's Resource Society
Chinese Canadian National Council
Coalition of Canadian Women for Balanced Political Representation
Collectif des femmes immigrantes de Montréal
Comité d'information et d'action anti-pornographique de Matane
Comité d'aide aux victimes d'agressions à caractère sexuel, Trois-Rivières
Communauté de base des chemins, Montréal
Concerned Nurses
Concerned Women for True Equality
Conférence religieuse canadienne
Congress of Black Women of Canada
Congress of Canadian Women
Co-operative Housing Foundation of Canada
Crowsnest Pass Women's Resource and Crisis Centre

From St. John's Status of Women Council:

DAHL, Hilda
DAVIS, Teresa L.
DEBOER, Sylvia
DIXON, Lynn
DOLLARD, Sheila
Downtown Eastside Women's Centre, Vancouver
DUPUIS, Katherine

East Coast Women and Words
East Prince Information Centre, Inc.
EBY, Deborah
"Elles du Nord" (Les)
Elizabeth Fry Society of Saskatchewan
Emily Stowe Shelter for Women

Family Life, Development and Culture
Fédération des Dames d'Acadie
Fédération nationale des enseignants et des enseignantes du Québec
Federation of Women Teachers Associations of Ontario
Femmes et Ministères
Ferne Women's Resource and Drop-in Centre
Fort Garry Women's Resource Centre
FOULGER, Peter
Fredericton Rape Crisis Centre

Gateway Status of Women Council
Golden Women's Resource Centre
GRAY, Lois
Greater Victoria Women's Shelter Society
Groupe d'action et d'information pour les non-syndiqués/es
Groupe d'aide et d'information sur le harcèlement sexuel au travail de la
région de Montréal
Guides Catholiques du Canada

HAINES, Christine
Halifax-Dartmouth and District Labour Council
HALL-PATCH, Joan
HAMILTON TWA, Elise
Hamilton Status of Women
HARKER, Beatrice
Herizons Magazine
HIGGINS, Kathleen
HOLMAN, Lucy
Howe Sound Women's Centre
Human Life International Canada
Human Rights Coalition

Immigrant Women of Saskatchewan
Institut féminin du Nouveau-Brunswick
Inter-Montréal

JOHNSON, Barbara L.
JOHNSON, William J.
JONKER, Henrietta

KAMPHUIS, Minnie
KASSIAN, Mary A.
KEDDY, Shaun
KEE, Janet
Kingston and District Immigrant Services
KLAZINGA, Joan
KOTTETENBERG, J.

LABATTE, Marie
Labour Council of Metropolitan Toronto
Labrador West Status of Women Council
LAYMAN, Joyce
LEFEBVRE, Yvon
LEWERS, Ellen
Libra House
LUNDE, Mrs. Erling
LYTHGOE, June M., University of British Columbia

MACLEOD, Marie
Maison Mikana
Manitoulin Family Resource Centre
MARON, Mary
MARTIN, Judith
MATCH International Centre
McKENZIE, Susan
Media Watch
Memorial University, Newfoundland, Department of Career Development and
Advanced Studies
MOLLOY, Ann
Mothers are Women
MOULTON, Donna
Mouvement contre le viol
Mouvement des femmes chrétiennes
MUELLER, Norma
MULLER, Dorothy

Nanaimo Women's Resources Society
Naomi Society, Antigonish
National Council of Jewish Women of Canada
National Organization of Immigrant and Visible Minority Women
National Union of Provincial Government Employees
New Brunswick Women's Legal Education and Action Fund
New Brunswick Women's Network
NEY, P.G., University of Calgary
NOLAN, Mrs. E.O.
North Bay Women's Resource Centre
Northern Lights Resource Centre
Northwestern Ontario Women's Decade Council
Nova Scotia Association of Women and the Law
Nova Scotia Government Employees Union

Office of Equal Opportunity, Ottawa
One Sky
Ontario Association of Interval and Transition Houses
Ontario Coalition for Better Daycare
Ontario Committee on Non-Traditional Occupations for Women
Ontario Secondary School Teachers Federation
OUELLET, Christiane

Passerelle de Weedon
Planned Parenthood, Newfoundland
Port Hope - Simpson Women's Centre
POWER, Charles J., Minister Responsible for the Status of Women, Newfoundland
and Labrador
Prélude, La Maison
PRENTICE, Susan

Prince Rupert Pro-Life Society
Progressive Conservative Party of British Columbia
Provincial Women's Lobby, Newfoundland
Public Service Alliance of Canada

Quesnel Women's Resource Centre Society

RABIDEAU, Alice
RANNS, Cheryl
R.E.A.L. Women of Durham, Quebec and Corner Brook (three briefs)
Red Deer Status of Women Association
Regroupement des centres de santé de femmes du Québec
Regroupement provincial des maisons d'hébergement et de transition pour femmes
victimes de violence
Resources for Feminist Research
Richmond Women's Resource Centre
ROSE, Shirley

Saskatchewan Federation of Labour
Sault Pro-Life
Sexual Assault Support Centre, Ottawa
Shoreline Community School, Victoria
Shuswap Area Family Emergency Society
SINCLAIR, Myrna
Single Moms Centre, Corner Brook
Single Parent Resource Centre, Victoria
SMITH, Beverly
SMITH, Lynn, University of British Columbia
SMITH, Margaret D.
Social Planning Council of Oshawa-Whitby
Society of Organized Services, Parksville
South Peace Council of Women
Southwest Crisis Services Inc., Swift Current
Spadina Childcare Co-operative Association, Ltd.
STANFORD, Mr and Mrs. Hugh
STOREY, Monica
STOREY, Stephanie
Sudbury Women's Action Group

Table de concertation des groupes de femmes de l'est du Québec
Tamtik Status of Women, Kitimat
TAYLOR, Brenda E.
TOTH, Kathleen
Toward Human Equality Group

UIBEL, Ross
United Church of Canada
Union culturelle des franco-ontariennes
Union of Public Sector Employees, P.E.I.
University Women's Club of Vancouver

Vancouver Island Human Rights Coalition
Ventures, Victoria
Victoria Community Alternatives for Economic Development Society
Victoria Voice of Women
Victoria Women in Trades Society
VOSS, Maria

WANNER, Lucy
Wellspring Women's Association, Whitecourt
West Kootenay Women's Association
WILLSON, Vicky
Windsor Women's Incentive Centre
Women and Environments, Toronto
Women Executives and Entrepreneurs, Toronto
Women Health sharing, Toronto
Women for True Equality, Nelson
Women in Need Society, Trail
Women in Trades, Kootenay Council
Women Initiating Responsible Change, Killaloe
Women of Hamilton Acting Together
Womenpower, Inc., London
Women's Centre of Hamilton-Wentworth
Women's Centre, Williams Lake
Women's Community Enterprises, London
Women's Community House, London
Women's Federation, Pembroke
Women's Forum, The, Dundas
Women's Health Education Network
Women's Information Network, Riverview, New Brunswick
Women's Inter-Church Council of Canada
Women's International League for Peace and Freedom
Women's Issues Group, Don Mills
Women's Network, Pembroke
Women's Plan, Toronto
Women's Post Treatment Project Inc., Winnipeg
Women's Resource Centre
Women's Skill Development Society, Burnaby

YOUNG, Penny
Young Women's Christian Association: Toronto, Yellowknife, Montréal, Regina.
Brandon, Calgary, Vancouver (seven briefs)

Zonta Club of Mississauga

