

Appendix A

Requests for Participation

On June 27, 1983, the Commission sent letters to nearly a thousand individuals and organizations enclosing the Terms of Reference and inviting the participation of as many people as possible.

On August 5, 1983, a subsequent letter was sent elaborating the issues to be addressed by the Commission and encouraging submissions from the public. This letter was also mailed throughout the fall to additional interested groups and individuals.

Advertisements requesting submissions from the public were placed in 60 daily newspapers, journals, and magazines across Canada during the month of September.

This appendix includes the following documents:

- Letter of June 27, 1983, announcing the Commission
- Letter requesting submissions from the public
- Advertisement

**Commission of Inquiry on
Equality in Employment**

Judge Rosalie S. Abella
Commissioner



**La Commission d'enquête sur
l'égalité en matière d'emploi**

Mme le juge Rosalie S. Abella
Commissaire

June 27, 1983

Dear :

As you may know, the Government of Canada has just established a Commission of Inquiry on Equality in Employment. The purpose of the Commission is to examine the ways in which access to equal employment opportunities is available to women, native people, disabled individuals, and visible minorities. By concentrating on 11 Crown Corporations, the study will be able to explore these broad issues in a defined context. A copy of the Terms of Reference is enclosed for your information.

After a series of consultations with interested groups and individuals in Canada, and with the benefit of briefs which will be submitted, a report will be prepared addressing the matters raised throughout the process. In a subsequent letter to be sent next month, I will provide you with details on the preparation and submission of briefs.

If there is anyone or any organization you think would be interested in participating, would you kindly let us know so that we can send the relevant information to them.

I look forward to hearing from you and learning your views.

Yours very truly,

Judge Rosalie S. Abella
Commissioner

**Commission of Inquiry on
Equality in Employment**

Judge Rosalie S. Abella
Commissioner



**La Commission d'enquête sur
l'égalité en matière d'emploi**

Mme le juge Rosalie S. Abella
Commissaire

, 1983

Dear :

As the enclosed Terms of Reference indicate, the purpose of the Commission on Equality in Employment is to:

"...inquire into the most efficient, effective and equitable means of promoting employment opportunities, eliminating systemic discrimination and assisting all individuals to compete for employment opportunities on an equal basis..."

The four target groups are women, native people, disabled persons, and visible minorities.

One of the most important ways in which this Commission can learn about the issues is by getting the views of affected persons or organizations. Because the six-month term of the Commission does not permit the holding of extensive public hearings, we hope to get the benefit of your opinions by written submissions. These submissions need not be in any formal style or format and can be as brief or lengthy as you wish. We would request, however, given the time constraints, that your submission be in our office by , 1983.

In addition to the issues discussed in the Terms of Reference, we would be interested in your opinions on whichever of the following matters are of particular importance or relevance to you:

1. The relative merits of voluntary versus mandatory programmes for implementing equality measures, including the costs and/or benefits of each option.
2. The advantages or disadvantages of various kinds of mandatory programmes, including:
 - a. A reporting requirement
 - b. Legislation or other sanctions
 - c. The imposition of goals and timetables
 - d. Contract compliance
 - e. Any combination of these options.
3. The determination of appropriate goals and timetables in each target group.
4. The use of tax or other economic incentives to encourage the implementation of equality measures.

5. Appropriate monitoring and/or enforcement mechanisms for either a voluntary or mandatory programme.
6. The proper collection, use, and analysis of relevant statistical information/data on employees.
7. The desirability of having flexible work patterns, not only as to the hours of work (part-time, condensed, or enlarged work days or weeks), but also as to worksharing, shift options, and the possibilities of leave provisions.
8. The importance of training and development programmes, and the issue of determining eligibility, duration, effectiveness, and responsibility for these programmes.
9. Problems in recruiting, hiring, and promoting employees, including qualification requirements, selection techniques, and the availability of qualified candidates.
10. Resolving problems of arbitrary differences in income, pensions, and other benefits, and their relationship to factors such as job selection, classification, and segregation.
11. The desirability of childcare benefits, including parental and maternity leave provisions and childcare facilities, and the determination of whether this is a corporate, governmental, or joint responsibility.
12. The possible conflict (whether the corporation is wholly or partially unionized) between established principles of seniority, lay-off, and termination, and potential measures for implementing equality, such as numerical goals.
13. Your experience with or opinions about the impact of existing government legislation, programmes, or initiatives whose purpose is to eliminate or minimize barriers to equality in employment.
14. The impact of technology on the options available for facilitating equality in employment.
15. The impact of a restrictive economic climate on the range and feasibility of options available.
16. Any other perceived or actual barriers to equality in employment, including educational options, cultural and social expectations, historical disadvantages, physical, geographic, or logistic obstacles, and attitudinal impediments.

This list is by no means exhaustive. It is intended rather to assist you by giving you some idea of the kinds of issues the Commission will be examining. I am aware that the approach and emphasis will necessarily differ with each target group and that the remedies proposed will have to reflect these differences. As well, concerns and experiences of both management and labour, which may or may not coincide, will have to be addressed. To ensure that all these perspectives are properly considered, we would like to hear from as many people and associations as possible.

If you have any further questions, please do not hesitate to contact Lori Brown, Submissions Coordinator, at the Commission office at your convenience.

Yours very truly,

Judge Rosalie S. Abella

**Commission of Inquiry on
Equality in Employment**



**La Commission d'enquête sur
l'égalité en matière d'emploi**

Judge Rosalie S. Abella
Commissioner

Mme le juge Rosalie S. Abella
Commissaire

On June 27, 1983, the Government of Canada established a Commission of Inquiry to study discrimination in the workplace against women, native people, disabled persons, and visible minorities. The Commission is to report by the end of the year on the most efficient, effective, and equitable ways to promote equal employment opportunities, eliminate systemic discrimination, and assist all individuals to compete for employment opportunities on an equal basis.

Interested organizations, groups, or individuals are invited to make written submissions to the Commission by October 15, 1983. Please address inquiries to:

Commission of Inquiry on
Equality in Employment
264 Adelaide Street East
Toronto, Ontario
M5A 1N1
(416) 369-4722

Judge Rosalie S. Abella
Commissioner

Appendix B

Submissions

The Commission received 274 submissions. These are listed in this appendix under the following headings:

- Women
- Native People
- Disabled Persons
- Visible Minorities
- Labour
- Business
- Crown Corporations and Government Bodies
- General

This listing does not include the hundreds of useful letters and documents received by the Commission.

Submissions

Women

Agricultural Institute of Canada, The
Toronto, Ont.

Association des femmes collaboratrices
St-Lambert, Que.

Association féminine d'éducation et d'action sociale, L' (AFEAS)
Montreal, Que.

Battlefords Interval House Society, The
North Battleford, Sask.

- * B.C. Native Women's Society
Kamloops, B.C.

- * Black Women's Association of Alberta
Edmonton, Alta.

Bobie, R.H.A.
Saskatoon, Sask.

Bread & Roses
Vancouver, B.C.

Business and Professional Women's Clubs of British Columbia and Yukon
Marysville, B.C.

Canadian Advisory Council on the Status of Women
Ottawa, Ont.

Canadian Association of Women Executives
Toronto, Ont.

Canadian Association on Gerontology
Winnipeg, Man.

Canadian Congress for Learning Opportunities for Women (CCLOW)
Toronto, Ont.

Canadian Daycare Advocacy Association
Saskatoon, Sask.

Canadian Federation of Business and Professional Women's Clubs
(Submitted by the Business and Professional Women's Club of Calgary)
Calgary, Alta.

Canadian Federation of University Women, Ontario Status of Women Committee
Toronto, Ont.

- * Canadian Jewish Congress
Montreal, Que.

- * Canadian Psychological Association
Ottawa, Ont.

Congress of Canadian Women, The
Toronto, Ont.

* Indicates that a submission appears under more than one heading.

Contemporary Women's Program
Regina, Sask.

Cosman, Francene, President of the Nova Scotia Advisory Council on the Status
of Women
Halifax, N.S.

Dunbar, Mary F.
Toronto, Ont.

Equal Pay Information Committee of Vancouver
Vancouver, B.C.

Federal PC Women's Caucus of Calgary
Calgary, Alta.

Federal PC Women's Caucus of Ottawa
Ottawa, Ont.

Federated Women's Institutes of Canada
Ottawa, Ont.

Federation of Junior Leagues of Canada
Winnipeg, Man.

Federation of Women Teachers' Associations of Ontario
Toronto, Ont.

Femmes au travail, Les
Bathurst, N.B.

Fernie Women's Resource and Drop-in Centre
Fernie, B.C.

- Focus on Black Women
Ottawa, Ont.

Human Development Center of Winnipeg
Winnipeg, Man.

Infant Formula Action Coalition (INFACT)
Toronto, Ont.

Manitoba Action Committee on the Status of Women, The
Winnipeg, Man.

Manitoba Teachers' Society, The
Winnipeg, Man.

National Action Committee on the Status of Women
Toronto, Ont.

National Household Careers Corporation
Edmonton, Alta.

National Women's Liberal Commission
Ottawa, Ont.

- Native Women Pre-Employment Training Association
Edmonton, Alta.
- Native Women's Association of the N.W.T.
Yellowknife, N.W.T.

- N.B. Native Indian Women's Council
Fredericton, N.B.
- Nova Scotia Native Women's Association
Halifax, N.S.
- Ontario Native Women's Association (two submissions)
Thunder Bay, Ont.

Organized Working Women
Toronto, Ont.

Ottawa Women's Lobby, The
Ottawa, Ont.

Professional Secretaries International, Vancouver Chapter
Vancouver, B.C.

Progressive Conservative Women's Caucus of Peel-Halton
Mississauga, Ont.
- Quesnel Tillicum Society
Quesnel, B.C.

Redin, J. Estelle
Charlottetown, P.E.I.

Réseau d'action et d'information pour les femmes (RAIF)
Sillery, Que.

Ritchie, Laurell
Toronto, Ont.
- * Status of Women, Justice and Public Services, Government of the Northwest Territories
Yellowknife, N.W.T.

Times Change Women's Employment Service
Toronto, Ont.

University Women's Club of Ottawa, Standing Committees for the Status of Women and Legislation
Ottawa, Ont.

Vancouver Women in Trades Association
Vancouver, B.C.
- * Wallace, V. Jean
Yellowknife, N.W.T.

Windsor Women's Incentive Centre
Windsor, Ont.

Women in Science & Engineering (WISE), Ottawa Valley Chapter
Ottawa, Ont.

Women's Bureau, Labour Canada
Ottawa, Ont.

Women's Crisis Centre, The Elliot Lake Women's Group Inc.
Elliot Lake, Ont.

Women's Emergency Centre (Woodstock) Inc.
Woodstock, Ont.

- Yukon Indian Women's Association
Whitehorse, Yukon.

Native People

Administration régionale Kativik
Kuujuaq, Que.

Algonquin Council of Western Quebec
Val-d'Or, Que.

Association of Iroquois and Allied Indians
London, Ont.

Association of Métis and Non-Status Indians of Saskatchewan, Riel Local #33
Regina, Sask.

- * B.C. Native Women's Society
Kamloops, B.C.

Council for Yukon Indians
Whitehorse, Yukon

Dene Nation, The
Yellowknife, N.W.T.

- * Department of Personnel, Government of the Northwest Territories
Yellowknife, N.W.T.

Federation of Saskatchewan Indian Nations, Indian Governments of
Saskatchewan
Prince Albert, Sask.

First Nations of South Island Tribal Council
Mill Bay, B.C.

Grand Council of the Crees (of Quebec)
Val-d'Or, Que.

Grande Prairie Friendship Centre
Grande Prairie, Alta.

Indian Business Development Group, Inc.
Winnipeg, Man.

Louis Riel Métis Association of B.C.
(Joint submission with United Native Nations)
Vancouver, B.C.

Manitoba Keewatnowi Okimakanak Inc. (MKO)
Thompson, Man.

N'Amerind (London) Friendship Centre
London, Ont.

National Indian Brotherhood, Assembly of First Nations
Ottawa, Ont.

Native Council of Nova Scotia, The
Truro, N.S.

Native Counselling Services of Alberta
Edmonton, Alta.

Native Inter-Agency Council
Toronto, Ont.

Native Services Branch, Department of Advanced Education and Manpower,
Government of Saskatchewan
Regina, Sask.

- * Native Women Pre-Employment Training Association
Edmonton, Alta.

- * Native Women's Association of the N.W.T.
Yellowknife, N.W.T.

- * N.B. Native Indian Women's Council
Fredericton, N.B.

Nechi Institute on Alcohol and Drug Education
Edmonton, Alta.

New Brunswick Association of Métis and Non-Status Indians (NBAMNSI)
Fredericton, N.B.

Nishnawbe-Aski Nation
Timmins, Ont.

NorSask Native Outreach
La Ronge, Sask.

- Nova Scotia Native Women's Association
Halifax, N.S.

O'Connell, Victor
Calgary, Alta.

- Ontario Native Women's Association (two submissions)
Thunder Bay, Ont.

- Quesnel Tillicum Society
Quesnel, B.C.

Saskatoon Native Outreach Services
Saskatoon, Sask.

- * Status of Women, Justice and Public Services, Government of the Northwest
Territories
Yellowknife, N.W.T.

The Pas Friendship Centre Inc.
The Pas, Man.

Thunder Bay Indian Youth Friendship Society
Thunder Bay, Ont.

Tungavik Federation of Nunavut
Ottawa, Ont.

Union of New Brunswick Indians
Fredericton, N.B.

Union of Ontario Indians
Toronto, Ont.

United Native Nations
(Joint submission with Louis Riel Métis Association of B.C.)
Vancouver, B.C.

- * Wallace, V. Jean
Yellowknife, N.W.T.
- Yukon Indian Women's Association
Whitehorse, Yukon

Disabled Persons

Association des handicapés entre-amis du Temiscouata
Notre-Dame-du-Lac, Que.

Biggs, Joanne
Willowdale, Ont.

Canadian Association of Occupational Therapists
Toronto, Ont.

Canadian Co-ordinating Council on Deafness
Ottawa, Ont.

Canadian Council on Rehabilitation and Work
Winnipeg, Man.

Canadian Cystic Fibrosis Foundation
Toronto, Ont.

Canadian Hard of Hearing Association
Vancouver, B.C.

Canadian Hearing Society
Toronto, Ont.

Canadian Hearing Society, Ottawa District Regional Office
Ottawa, Ont.

Canadian Mental Health Association
Toronto, Ont.

Canadian National Institute for the Blind (CNIB)
Toronto, Ont.

Canadian National Institute for the Blind, Newfoundland and Labrador Division
St. John's, Nfld.

Canadian National Institute for the Blind, Saskatchewan Division
Regina, Sask.

Canadian Paraplegic Association
Toronto, Ont.

Canadian Paraplegic Association, Newfoundland Division
St. John's, Nfld.

- Canadian Psychological Association
Ottawa, Ont.

Canadian Rehabilitation Council for the Disabled (CRCD)
Toronto, Ont.

Centres Offering Independent Lifestyles Incorporated
Saint John, N.B.

Coalition of Provincial Organizations of the Handicapped (COPOH)
Winnipeg, Man.

Community Resources Consultants of Toronto
Toronto, Ont.

Disabled Individuals Alliance
Halifax, N.S.

Disabled Persons Employment Service
Regina, Sask.

Employment Services for the Physically Disabled (Edmonton)
Edmonton, Alta.

Epilepsy Association of Nova Scotia
Halifax, N.S.

Epilepsy Canada
Dorval, Que.

Excursions sans barrière inc.
Quebec City, Que.

Farley, Joanne
Pointe-Claire, Que.

Greater Vancouver Association of the Deaf
Vancouver, B.C.

Hard of Hearing Club of Ottawa
Ottawa, Ont.

Hayes, Jack
Don Mills, Ont.

Hogle, Randy
Edmonton, Alta.

Kellerman, John
Toronto, Ont.

Kenny, J.R.
Calgary, Alta.

Lethbridge Association for the Mentally Retarded
Lethbridge, Alta.

Line 1000 Placement Services
Toronto, Ont.

Low Vision Association of Ontario
Toronto, Ont.

Metro Service for the Deaf
Halifax, N.S.

Montreal Association for the Blind
Montreal, Que.

Multiple Sclerosis Information Exchange, The
Vancouver, B.C.

Muscular Dystrophy Association of Canada, The
Toronto, Ont.

New Brunswick Amputee Association Inc., The
Fredericton, N.B.

Nova Scotia League for Equal Opportunities
Halifax, N.S.

N.W.T. Council for Disabled Persons
Yellowknife, N.W.T.

On Our Own: Ontario Patients' Self-Help Association
Toronto, Ont.

Ontario Association for the Mentally Retarded
Toronto, Ont.

Ontario March of Dimes (London Regional Office)
London, Ont.

Ontario March of Dimes (Provincial Office)
Toronto, Ont.

Ottawa-Carleton Council of the Disabled, The
Ottawa, Ont.

P.E.I. Outreach Employment Program for the Disabled
Charlottetown, P.E.I.

Prince Edward Island Council of the Disabled Inc.
Charlottetown, P.E.I.

Quebec Association for the Mentally Retarded
Montreal, Que.

Quebec Hospital Association
Montreal, Que.

* Quesnel Tillicum Society
Quesnel, B.C.

Regional Action Group of Edmonton
Edmonton, Alta.

Saskatchewan Co-ordinating Council on Social Planning
Saskatoon, Sask.

Saskatchewan Voice of the Handicapped
Regina, Sask.

Society for Crippled Children and Adults of Manitoba, The
Winnipeg, Man.

Stark, Marie and Chris
Fredericton, N.B.

Steps — Special Training and Employment Placement Service
Toronto, Ont.

T & R Management
Toronto, Ont.

Vancouver Association for Children and Adults with Learning Disabilities
Vancouver, B.C.

Visible Minorities

Banerjee, C.
Burnaby, B.C.

Bhalloo, Ahmed H.
Scarborough, Ont.

- Black Women's Association of Alberta
Edmonton, Alta.

Calgary Vietnamese Canadian Association
Calgary, Alta.

Canadian Federation of Vietnamese Associations
Ottawa, Ont.

- Canadian Jewish Congress
Montreal, Que.

Canadian Multiculturalism Council
Hull, Que.

Centre for Research-Action on Race Relations (C.R.A.R.R.)
Montreal, Que.

Chinese Canadian National Council (CCNC)
Toronto, Ont.

Chinese Canadian National Council, Calgary Chapter
Calgary, Alta.

Committee for Racial Equality
Toronto, Ont.

Committee for Racial Justice, The
Vancouver, B.C.

Confidential
Ferne, B.C.

Council of Jamaicans in Ontario, The
(Joint submission with the Emancipation 150 Committee)
Pickering, Ont.

Council of Muslim Communities of Canada
Ottawa, Ont.

Council of National Ethnocultural Organizations of Canada: Task Force on
Visible Minorities
Nepean, Ont.

Emancipation 150 Committee
(Joint submission with The Council of Jamaicans in Ontario)
Downsview, Ont.

Federation of Ethnic Groups of Quebec, Inc.
Montreal, Que.

Federation of Sikh Societies of Canada
Ottawa, Ont.

- * Focus on Black Women
Ottawa, Ont.

Group of Nova Scotia Black Organizations including:

- African United Baptist Association
- Bilalian Development Association of Nova Scotia
- Black Business Consortium
- Black Business & Professional Women's Group
- Black Educators' Association
- Black United Front of Nova Scotia
- Black Social Workers' Association
- East Preston Ratepayers' Association
- East Preston Lions Club
- East Preston Lioness Club
- Preston Area Churches

Guru Nanak Sikh Temple Society
Williams Lake, B.C.

Immigrant Settlement Board, The
Vancouver, B.C.

Inter Cultural Associates
Toronto, Ont.

Inter-Cultural Association of Greater Victoria
Victoria, B.C.

Jajalla, Paul
Winnipeg, Man.

Japanese Canadian Citizens Associations, Toronto Chapter
Toronto, Ont.

Joseph, Leonard
Calgary, Alta.

- * League for Human Rights of B'nai Brith, Canada
Downsview, Ont.

Li, Peter S.
Saskatoon, Sask.

Liber, Bruno Benjamin
Malton, Ont.

Mayor's Committee on Community and Race Relations
Toronto, Ont.

Members of Minority Elect (MOME)
Downsview, Ont.

Multicultural Association of Nova Scotia
Halifax, N.S.

Multiculturalism Directorate, Secretary of State
Ottawa, Ont.

Muslim Society of P.E.I.
Charlottetown, P.E.I.

National Association of Canadians of Origins in India (NACOI)
Ottawa, Ont.

National Association of Canadians of Origins in India (NACOI), B.C. Chapter
Vancouver, B.C.

National Capital Alliance on Race Relations (NCARR)
Ottawa, Ont.

National Congress of Italian Canadians, Quebec Region
Montreal, Que.

North Preston Ratepayers Association
Halifax County, N.S.

Oliver, W. P.
Halifax, N.S.

Ontario Council of Agencies Serving Immigrants (OCASI)
Toronto, Ont.

Ottawa-Carleton Immigrant Services Organization
Ottawa, Ont.

Pilipino Bayanihan of Mississauga
Mississauga, Ont.

Pujadas, Eugene A.
Edmonton, Alta.

* Quesnel Tillicum Society
Quesnel, B.C.

Richmond, Anthony H.
Downsview, Ont.

Saskatoon Multicultural Council Inc.
Saskatoon, Sask.

Saskatoon Open Door Society
Saskatoon, Sask.

Service d'aide aux néo-Québécois et immigrants inc. (SANQI)
Montreal, Que.

Truster, Paul
Toronto, Ont.

United Calgary Chinese Association
Calgary, Alta.

United Council of Filipino Association in Canada
Winnipeg, Man.

Urban Alliance on Race Relations
Toronto, Ont.

Labour

Alliance of Canadian Cinema, Television and Radio Artists (ACTRA)
Toronto, Ont.

Association of Television Producers and Directors (Toronto)
Toronto, Ont.

Canadian Air Line Flight Attendants' Association (CALFAA)
Toronto, Ont.

Canadian Air Line Pilots Association (CALPA)
Brampton, Ont.

Canadian Labour Congress (CLC)
Ottawa, Ont.

Canadian Union of Public Employees (CUPE)
Toronto, Ont.

Communications Workers of Canada (CWC), Local 3
Moose Jaw, Sask.

Economists, Sociologists & Statisticians Association
Ottawa, Ont.

Energy & Chemical Workers Union, Petro-Canada Refinery Unit, Local 593
Oakville, Ont.

International Association of Machinists and Aerospace Workers (IAM)
Ottawa, Ont.

International Union of Operating Engineers, Local 955
Edmonton, Alta.

International Union, United Automobile, Aerospace and Agricultural Implement
Workers of America (UAW)
Willowdale, Ont.

National Radio Producers Association, The
Toronto, Ont.

Public Service Alliance of Canada (PSAC)
Ottawa, Ont.

Rail Canada Traffic Controllers (RCTC)
Winnipeg, Man.

Syndicat des journalistes de Radio-Canada, Le
Montreal, Que.

United Transportation Union, Local 1233
Edmonton, Alta.

Business

Bell Canada
Montreal, Que.

Canadian Association of Geophysical Contractors
Calgary, Alta.

Canadian Chemical Producers' Association, The
Ottawa, Ont.

Canadian Construction Association
Ottawa, Ont.

Canadian Federation of Independent Business
Toronto, Ont.

Canadian Organization of Small Business
Toronto, Ont.

Conseil du patronat du Québec
Montreal, Que.

CP Rail
Montreal, Que.

Employers' Council of British Columbia
Vancouver, B.C.

IBM Canada Ltd.
Markham, Ont.

Imperial Oil Limited
Toronto, Ont.

Management Council for Responsible Employee Relations
Montreal, Que.

Organization Resources Counselors, Inc.
New York, N.Y.

Westinghouse Canada Inc.
Hamilton, Ont.

Crown Corporations and Government Bodies

Agricultural Stabilization Board
Ottawa, Ont.

Air Canada
Montreal, Que.

Atlantic Pilotage Authority
Halifax, N.S.

Bank of Canada
Ottawa, Ont.

Canada Mortgage and Housing Corporation
Ottawa, Ont.

Canada Ports Corporation
Ottawa, Ont.

Canadian Centre for Occupational Health and Safety
Hamilton, Ont.

Cape Breton Development Corporation
Sydney, N.S.

Export Development Corporation
Ottawa, Ont.

Farm Credit Corporation Canada
Ottawa, Ont.

International Development Research Centre
Ottawa, Ont.

Livestock Feed Board of Canada
Montreal, Que.

Petro-Canada
Calgary, Alta.

Public Archives Canada
Ottawa, Ont.

Public Service Commission of Canada
Ottawa, Ont.

St. Lawrence Seaway, The
Ottawa, Ont.

Standards Council of Canada
Ottawa, Ont.

Teleglobe Canada
Montreal, Que.

Via Rail Canada Inc.
Montreal, Que.

War Veterans Allowance Board of Canada
Charlottetown, P.E.I.

General

Association des enseignants francophones du Nouveau-Brunswick
Fredericton, N.B.

Beal, Elizabeth W.
Scarborough, Ont.

Bush, J.
Scarborough, Ont.

Campus Alternative
Rexdale, Ont.

Canadian Association for Free Expression Inc. (CAFE)
Toronto, Ont.

Canadian Teachers' Federation
Ottawa, Ont.

Communist Party of Canada, Central Committee
Toronto, Ont.

- Department of Personnel, Government of the Northwest Territories
Yellowknife, N.W.T.

Frontier College
Toronto, Ontario

Hull, James P.
Weston, Ont.

- League for Human Rights of B'nai Brith, Canada
Downsview, Ont.

Manitoba Gay Coalition
Winnipeg, Man.

Nash, John C., and Baxter, Pamela
Ottawa, Ont.

Parkland Education Employment Co-ordinating Committee
Yorkton, Sask.

People First of Ontario
Toronto, Ont.

Ramkhalawansingh, Ceta
Toronto, Ont.

Richeson, Marian E.
Saskatoon, Sask.

Robinson, K.
West Hill, Ont.

Saskatchewan Association on Human Rights
Saskatoon, Sask.

Vancouver Island Human Rights Coalition
Victoria, B.C.

Webster, Milt W.
Edmonton, Alta.

Appendix C

Meetings and Consultations

The Commissioner met with more than 1,100 individuals over a seven-month period. For six weeks in the fall of 1983, the Commissioner and her Meetings Coordinator travelled to 17 cities across Canada for meetings with members of the four designated groups.

Numerous additional meetings and consultations took place throughout the duration of the Commission with various individuals and groups, including representatives of business and labour, human rights officials, and government employees.

This appendix contains:

- A list of participants who attended meetings across Canada by date and location of those meetings.
- A list of people with whom the Commission consulted.

Meetings

Winnipeg — August 9, 1983

Coalition of Provincial Organizations of the Handicapped (CPOH)

- Bill White, National Coordinator
- April-D'Aubin, Research Analyst
- Frank Rogodzinski, Chairman, Employment Committee
- Patti Holmes, Research Officer
- Alan Simpson, Past Chairperson

Canadian Association for the Mentally Retarded

- David Wetherall, Executive Director

Manitoba League of the Physically Handicapped

- David Martin, Provincial Coordinator

Premier Personnel Corp.

- Kevin Dwyer, General Manager
-

Manitoba Association for Rights and Liberties (MARL), Native Concerns Group

- Abraham J. Arnold, Executive Director, MARL
 - Doreen Hunter, Administrative Assistant to the Executive Director, MARL
 - Allan Kiesler, Group Member
 - Debra Black, Group Member
 - Jerry Sopko, Group Member
 - Geri McRae, Group Member
 - Helen Nolan, Group Member and Human Rights Officer, Canadian Human Rights Commission
 - Wayne Courchene, Group Member and Policy Analyst, First Nations Confederacy
-

Manitoba Association for Rights and Liberties (MARL), Inter-Ethnic Concerns Group

- Abraham J. Arnold, Executive Director, MARL
- Arzina Burney, Race Relations Coordinator, MARL
- Agnes Calliste, Member of Group Advisory Committee
- Krishna Sahay, Group Member and Past President, East Indian Association of Winnipeg
- Claro Paqueo, Group Member and MARL Board Member
- Wayne Courchene, Group Member and Policy Analyst, First Nations Confederacy
- John A. Cardoso, Group Member and representative of Portuguese community
- Francisco Valenzuela, Group Member and representative of Chilean community
- N. W. Choi, Group Member and representative of Korean community
- Ajit Deol, Group Member and representative of East Indian community
- David Hosking, Group Member and Regional Director, Canadian Human Rights Commission
- Roger Young, Group Member and Education Officer, Manitoba Human Rights Commission
- Pedro Correia, Group Member and representative of Portuguese community

- Angela Julian, Group Member and Equal Opportunities Officer, City of Winnipeg
 - Marilyn Walder, Group Member
 - Paul McGeachie, Manager, Newcomer Settlement Unit, Immigration and Settlement Branch, Manitoba Department of Employment Services and Economic Security
-

Manitoba Human Rights Commission

- Dale Gibson, Chairperson
- Darlene Gernscheid, Executive Director

Saskatchewan Human Rights Commission

- Shelagh Day, Director
- Ken Norman, Past Chief Commissioner

Saskatoon — August 10, 1983

Canadian Daycare Advocacy Association

- Judith Martin, Chairperson
-

NorSask Native Outreach

- Allan Morin, Executive Director
- Larry Gauthier, Coordinator

Saskatoon Native Outreach Services

- Lorraine Stewart, Coordinator
 - Seraphine PeeAce, Senior Counsellor
-

Chinese Canadian National Council

- Peter S. Li

Chinese Cultural Society of Saskatchewan

- K. K. Wu, President

Filipino Association

- Jun Cruz

Saskatoon Open Door Society Inc.

- Louise Baalim, Program Coordinator
-

Canada Employment Centre

- Terry Schmidt, Employment Counsellor

Saskatchewan Department of Advanced Education and Manpower,
Native Services Branch

- Paul Wilkinson, Training Consultant and Supervisor
- Hilda Harper, Training Consultant
- Jerry Welsh, Training Consultant

Regina — August 11, 1983

National Congress of Black Women in Canada

- Fleurette Osborne, President
-

Association of Métis and Non-Status Indians of Saskatchewan

- Wayne McKenzie, Executive Director

296 Commission on Equality

- Dona Desmarais, Program Liaison Officer
- Cliff La Rocque, President, Riel Local 33
- Norma Welsh, Riel Cresaultis

Gabriel Dumont Institute of Native Studies and Applied Research

- Timothy Pynch, Assistant Director

Gabriel Housing Corporation

- Lawrence Klyne, Manager
- Dwayne Racette
- Madelaine Livingstone

Native Employment Centre

- Ray Hamilton, Director

Regina Native Women's Association

- Alice Goforth, Administrative Officer

Regina Native Women's Community Centre

- Eileen McAllister, Education/Family Worker

Saskatchewan Indian Education Commission

- Clive Linklater, Director

Urban Native Pre-Employment Program

- W. A. Farley
- Linda Lafontaine

Chinese Canadian National Council

- Ken Marr
- Ken Szeto Mah
- George Yong

Saskatchewan Association on Human Rights

- Art H. Fisher

Saskatchewan Caribbean-Canadian Association

- Earl Morgan, President

Third World Ethno-Cultural Committee (TWECC)

- H. N. Gupta, Adviser

Public Service Commission of Saskatchewan

- C. Willy Hodgson, Senior Affirmative Action Coordinator

Montreal — September 19, 1983

Quebec Human Rights Commission

- Francine Fournier, President

Halifax — September 26 and 27, 1983

Black Business and Professional Women's Group

- Betty Sparks
- Carolyn Fowles

Canadian Congress for Learning Opportunities for Women (CCLOW)

- Janet Eaton

Canadian Research Institute for the Advancement of Women (CRIAOW)

- Marguerite Cassin

Dalhousie Legal Aid Service

- Maureen MacDonald

Halifax Regional Welfare Rights Organization

- Shirley Marryatt, Field Worker

Halifax Transition House Association

- Margaret Cragg, Chairwoman
- Silvia Isenor

Metropolitan Immigrant Settlement Association

- Nancy Tough, Coordinator
- Sandra Nimmo, Special Needs Counsellor

Nova Scotia Advisory Council on the Status of Women

- Francene Cosman, President

Nova Scotia Association of Women and the Law

- Colleen Sheppard

Women's Employment Outreach

- Virginia Green, Counsellor
- Linda Roberts, Counsellor
- Diann Graham, Counsellor

Micmac Friendship Centre

- Wanda Thomas, Penitentiary Liaison Officer

Native Council of Nova Scotia Métis and Non-Status Indians

- Viola Robinson, President

Nova Scotia Native Women's Association

- Clara Gloade, President

Union of Nova Scotia Indians

- Noel Doucette, President

Canadian Paraplegic Association

- John Rogers, Assistant Executive Director
- Marion Duffet, Rehabilitation Counsellor
- Laurie Cranton, Employment Counsellor

Canadian National Institute for the Blind (CNIB) Outreach

- Ron Alley, Employment Counsellor

Disabled Alliance for Recognition in Equality (DARE)

- Basil Patriquin, President

Disabled Individuals Alliance (DIAL)

- Edward Strong, Vice-Chairman
- Barbara Legay, Board Member
- Stacey Campbell, Researcher

Epilepsy Association of Nova Scotia

- Ginnie Vrooman, President
- Peter Camfield, Board Member

Nova Scotia Human Rights Commission

- David Beaton, Coordinator of Programs for Disabled Persons

Nova Scotia League for Equal Opportunities (LEO)

- Shaun McCormick, Chairman
- Paul Jamieson, Provincial Coordinator

Black Business Consortium

- David Hill, President
- Bernetta Hill

Black Cultural Society for the Protection and Preservation of Black Culture in Nova Scotia

- Gus Wedderburn, President
- W. P. Oliver, Honorary President

Black Educators' Association

- Brad Barton, President

Black United Front of Nova Scotia

- Hamid Rasheed, Executive Director
- D. W. (Buddy) Daye, Member, Provincial Council

Caribbean Association of Nova Scotia

- James François, President

Chinese Society of Nova Scotia

- Kim Tee, President

East Preston Ratepayers' Association

- Matthew Thomas, Chairman

Education Committee of North Preston

- Evangeline Grant

Indo-Canadian Association of Nova Scotia

- J. J. Mangalam, Past President and Member of the Executive Committee

KWACHA Playhouse

- Joan Jones, President
- Walter Borden, Artistic Director

National Association of Canadians of Origins in India, (NACOI), Atlantic Provinces

- Mukhtar Sidhu, President

North Preston Demonstration Housing Fund

- Noreen Smith, Manager

North Preston Ratepayers' Association

- Julia David, Secretary
- Viola Cain, Assistant Secretary

PUSH for Black Employment

- John (Woody) Tolliver

Real Opportunities for Prisoner Employment (ROPE)

- Burnley (Rocky) Jones, Coordinator

Vaillancourt, Karen

Watershed Association Development Enterprise Outreach Program

- Mary R. Smith, Outreach Coordinator
- Althea Tolliver, Community Development Worker

Nova Scotia Human Rights Commission

- D. A. McKay, Chairman
- G. F. McCurdy, Executive Director

Employment and Immigration Canada

- Mike Keyes, Regional Manager, Special Client Needs
- Jim MacNeil, Manager, Sydney CEIC
- Carol Martin, Native Women's Employment Coordinator for Nova Scotia

Charlottetown — September 27 and 28, 1983

Canadian Congress for Learning Opportunities for Women (CCLOW)

- Heather Orford, P.E.I. Director

- Carol Connick, Member
- Canadian Research Institute for the Advancement of Women (CRIAOW)
- J. Estelle Redin, Board Member
- National Association of Women and the Law
- Daphne Dumont
 - Beverly Mills Stepson
- Prince Edward Island Advisory Council on the Status of Women
- Dolores Crane, Chairperson
- Women's Employment Development Program
- Dorothy Morris, Coordinator
- Women's Network Inc.
- Heather Irving, President
-

- Native Council of Prince Edward Island
- Marcia MacLeod, President
 - Mary Moore, Vice-President
-

- Canadian Association for the Mentally Retarded
- Glen Hughes, Provincial President
- Canadian National Institute for the Blind
- Philip Bower, District Administrator, P.E.I.
 - Kim McGuigan, Public Relations Officer
- Canadian Paraplegic Association
- Susan Buchanan, Project Manager
 - Gladys Kirkhan
- Multiple Sclerosis Society of Prince Edward Island
- Merrill Flynn, President
- Prince Edward Island Council of the Disabled Inc.
- Charles MacInnis, President
 - Anne MacDonald, Acting Executive Director
 - Tony Dolan, Managing Consultant
 - Sally Cole, Employment Counsellor, P.E.I. Outreach
-

- Indo-Canadian Association
- Jacob Mal, President
- Muslim Society of P.E.I.
- Najmul Chishti, President
- Women's Immigrant Group of Prince Edward Island
- A. Sifa Rahman, Researcher
-

- Prince Edward Island Human Rights Commission
- Thomas Klewin, Executive Director
-

- Employment and Immigration Canada
- J. S. Baird, Chief, Special Services

St. John's — October 3, 1983

- Community Services Council of Newfoundland and Labrador
- Penelope Rowe, Executive Director
- Corner Brook Status of Women Council, Women's Centre
- Marilee Pittman, Coordinator

300 Commission on Equality

Newfoundland and Labrador Women's Institute

- Jane Robinson, Executive Administrator

Newfoundland Status of Women Council

- Beth Lacey, Coordinator
- Annette Clarke, Coordinator
- Barbara Doran, Member

Provincial Advisory Council on the Status of Women

- Ann Bell, President
- Dorothy Robbins, Administrator
- Nancy Riche, Member

Conne River Indian Band

- Jerry Wetzel, Band Administrator

Canadian Association for the Mentally Retarded, Newfoundland and Labrador Division

- John Delaney, Executive Director

Canadian Mental Health Association, Newfoundland Division

- William J. Kennedy, President
- Mary Martin Rowe, Executive Director

Canadian National Institute for the Blind

- Carl Sullivan, Employment Counsellor

Canadian Paraplegic Association

- Allister Rose, Executive Director
- Fabian Philpott, Employment Counsellor

Consumer Organization of Disabled People of Newfoundland and Labrador

- David Hounsell, Research Officer

Escasoni Place Ltd.

- Mary Reid, Program Coordinator

Newfoundland Coordinating Council on Deafness

- Lawrence Cashin, President
- Charles Harkins, Secretary
- Myles Murphy, Office Manager
- David Still, Project Coordinator

The HUB

- Doug Vicars, Executive Director
- Anne Gillis, Employment Officer

Work Oriented Rehab Centre

- Helen King, Manager

Association for New Canadians

- Françoise Enguehard

Filipino Association of Newfoundland and Labrador

- Romulo Magsino, Adviser

Korean Association of Newfoundland and Labrador

- D. Kim, President
- B. Kim, Adviser

Newfoundland Human Rights Commission

- Fred Coates, Executive Director
- Gladys Courage, Human Rights Officer

Newfoundland Department of Labour and Manpower

- Lee Ann L. Montgomery, Women's Employment Consultant

Newfoundland Department of Social Services

- Jerome Quinlan, Director

Newfoundland Public Service Commission

- Alison Earle, Assistant Director, Recruitment

Secretary of State

- Jennifer Soper, Social Development Officer

Fredericton — October 4 and 5, 1983

New Brunswick Advisory Council on the Status of Women

- Anne Crocker, Member

New Brunswick Native Indian Women's Council

- Alma Brooks, President

Pro Feminae

- Marie Patrick, Project Worker

Professional Secretaries International

- Linda Furlought, Member, International Committee on Public and World Affairs

Saint John Council of Women

- Leah Gardner, President

New Brunswick Association of Métis and Non-Status Aboriginal Women

- Georgina McKinney, President
- Mary Louise Ring, Secretary-Treasurer
- Cindy Gaffney, Liaison Officer

New Brunswick Association of Métis and Non-Status Indians (NBAMNSI)

- Gary Gould, President
- Shawn McKinney, Vice-President
- Philip D. Fraser, Vice-President

N.B. Native Indian Women's Council

- Alice Horsnell, Native Employment Counsellor

Union of New Brunswick Indians

- Charles Paul, Director of Employment Training
- Ronald Perley, Director of Economic Development

Canadian Mental Health Association

- Ken Ross, Executive Director

Canadian Paraplegic Association

- Bev Hallam, Executive Director
- Maureen Borland, Employment Coordinator
- Karl Falkjar, Employment Counsellor

Canadian Rehabilitation Council for the Disabled (CRCDD)

- June E. Hooper, Executive Director

Centres Offering Independent Lifestyles Incorporated

- Don Shea, Vice-President

Key Industries

- Helen Berry, Employment Counsellor, Key Outreach Program

Kidney Foundation of Canada, New Brunswick Branch

- Shirley MacBeth, Executive Director

Multiple Sclerosis Society of Canada, Atlantic Division

- Clair Smith, Executive Director

302 Commission on Equality

New Brunswick Amputee Association

- Gordon G. Burden, Executive Secretary

Premier's Council on the Status of Disabled Persons

- Randy Dickinson, Executive Director

Saint John Hearing Society

- Keith MacManus, Employment Counsellor
-

Association of Indo-Canadians Inc.

- Arun Datta, President
- G. Saini, Vice-President

Chinese Cultural Society

- Robert Cheung, President

Multicultural Association of Fredericton

- Sava D. Bosnitch, Chairman, Public Policy Committee
- Ibrahim Ghanem, Member

New Brunswick Association for the Advancement of Coloured People

- Frederick Hodges, Treasurer

New Brunswick Multicultural Council

- Constantine Passaris, President
-

New Brunswick Human Rights Commission

- Noel A. Kinsella, Chairman
 - Michael O'Brien, Executive Director
-

Cabinet Secretariat, Government of New Brunswick

- Ellen King, Assistant Deputy Minister, Status of Women Issues
- Dan Horsman, Coordinator, Native Indian Affairs

Employment and Immigration Canada

- Zeynep Karman, Women's Employment Coordinator
- Paula Wilson, Women's Employment Counsellor
- Nancy MacGarvie, Institutional Training Consultant
- Debbie Hind, Administrative Services Officer

New Brunswick Department of Labour and Human Resources

- Janet Cullinan, Women's Employment Policy Coordinator

Treasury Board, Government of New Brunswick

- Madeleine Trenouth, Acting Coordinator, EEO Program

Regina — October 6 and 7, 1983

Contemporary Women's Program

- Christine French, Director

National Congress of Black Women in Canada

- Fleurette Osborne, President

Saskatchewan Action Committee on the Status of Women

- Palma Anderson, President
- Arlene Franko, Coordinator

Saskatchewan Advisory Council on the Status of Women

- Barbara Makeechak, Chairperson
-

Association of Métis and Non-Status Indians of Saskatchewan

- Dona Desmarais, Program Liaison Officer

Gabriel Dumont Institute of Native Studies and Applied Research

- Timothy Pynch, Assistant Director

Native Employment Centre

- Ray Hamilton, Director
- Diane Zoell, Employment Counsellor
- Rena Sinclair, Employment Counsellor
- Ivan Fluery, Employment Counsellor

Saskatchewan Indian Federated College

- Sharon Carrier, Director of Student Services
-

Canadian National Institute for the Blind

- J. Claude Gauthier, Executive Director
- Harold Grace, Coordinator of Client Services
- Doug Kenney, Employment Counsellor
- Alice King, Recording Secretary

Disabled Persons Employment Service

- Myron Gulka-Tiechko, Manager
- Terry Foulds, Employment Facilitator

Multiple Sclerosis Society of Canada

- Wendy McDermid, Executive Director, Saskatchewan Division

Saskatchewan Voice of the Handicapped

- Pat Danforth, Coordinator
-

India Canada Association of Saskatchewan

- Krishan C. Kapila, President
- Vipin Prasad, Patron

Multicultural Council of Saskatchewan

- Terry Mountjoy, Executive Director

Saskatchewan Caribbean-Canadian Association

- Bob Richards, Member

Saskatchewan Chinese Cultural Society

- George F. Yong, Secretary

Third World Ethno-Cultural Committee (TWECC)

- H. N. Gupta, Adviser
-

Saskatchewan Human Rights Commission

- Ronald Kruzeniski, Chief Commissioner
 - William Gilby, Commissioner
 - Kayla Hock, Commissioner
 - Helen Hnatyshyn, Commissioner
 - Shelagh Day, Director
 - Martin Schreiter, Assistant Director
 - William Rafoss, Acting Director of Education
-

Employment and Immigration Canada

- Neil Gavigan, Affirmative Action Consultant, Saskatchewan Division

Public Service Commission of Saskatchewan

- Mary Beth Bickley, Director, Affirmative Action Unit

Saskatchewan Department of Advanced Education and Manpower

- Irene Walter, Personnel Administrator, Women's Services Branch

Saskatoon — October 11 and 12, 1983

Canadian Congress for Learning Opportunities for Women (CCLOW)

- Gwenna Moss

Canadian Research Institute for the Advancement of Women (CRIAW)

- Gerry McPherson, Board Member

Canadian Women and Religion

- Kathleen Storrie, Director

National Council of Women of Canada

- Margaret Harris, President

Saskatchewan Tradeswomen

- Pam Hanna, Member

Saskatoon Business and Professional Women's Club

- D. Lynn Shyluk, President
- Darlene Kabatoff, Federation Promotion

Saskatoon Native Women's Association

- Emily Guest, President

Saskatoon Women's Network

- Gwenna Moss

Working for Women of Saskatoon, Inc.

- Charlotte Rochon, Project Coordinator

Federation of Saskatchewan Indian Nations, Indian Governments of Saskatchewan

- Chief Sol Sanderson
- Carole Sanderson, Education Consultant

Saskatchewan Indian Federated College

- Del Anaquod, President

Meadmore, Marion Ironquill, Barrister and Solicitor

Métis National Council

- Ron Rivard, Chief Administrative Officer

Native Courtworker Services of Saskatchewan

- Iris Bear, Regional Director, Prince Albert
- Rhoda Tailfeathers, Regional Director, North Battleford

NorSask Native Outreach

- Allan Morin, Executive Director
- Larry Gauthier, Coordinator

Canadian Paraplegic Association

- Stephen Little, Executive Director

Saskatchewan Association for the Mentally Retarded

- Charles Fox, Executive Director
- Joan Blanchette, Manpower Training Coordinator

Saskatchewan Co-ordinating Council on Social Planning

- Eunice Halen, Administrative Officer
- Herb Essenburg, Member

Voice of the Handicapped, Saskatoon Chapter

- Chuck Cutting, Office Coordinator

Black Cultural Association of Saskatchewan Inc., The

- Jonathan Sealy, President
- Wellington Phillips, Vice-President
- Rose John, Secretary

Saskatoon Multicultural Council, Inc.

- Avra Watson, President
-

Amok Ltd.

- Doug Willy, Personnel Officer
-

Native Law Centre, University of Saskatchewan

- Norman K. Zlotkin, Research Director

Saskatchewan Human Rights Commission

- Kayla Hock, Commissioner
 - Helen Hnatyshyn, Commissioner
-

Saskatchewan Department of Advanced Education and Manpower, Native Services Branch

- Paul Wilkinson, Training Consultant and Supervisor
- Hilda Harper, Training Consultant

Winnipeg — October 13, 1983

Manitoba Action Committee on the Status of Women, The

- Valerie Green, Executive Member and Co-chairperson of the Winnipeg Interdepartmental Committee on Equal Opportunities for Women

Manitoba Advisory Council on the Status of Women

- Pauline Russell, Council Member

National Council of Women of Canada

- Beverley Goodwin, Past President

Native Women's Society of Winnipeg Inc.

- Theresa Courchene, Chairperson
-

Indian and Métis Friendship Centre of Winnipeg Inc.

- Lena Friesen, Executive Director

Manitoba Métis Federation Inc.

- Maureen McMillan, Executive Director
 - Stella Alix, Vice-President
 - Angus Spence, Vice-President
-

Canadian Council of Rehabilitation Workshops

- Donna Zdriluk, Executive Director

Canadian Mental Health Association

- Robert Martin, Chairman, Policy Committee

Coalition of Provincial Organizations of the Handicapped (COPOH)

- Alan Simpson, Past Chairman
- April D'Aubin, Research Analyst

E-Quality Employment, Inc.

- Frank Rogodzinski, Coordinator
 - Jackie Pimlott, Administrative Assistant
-

Cantiveros, Rod, Editor/Publisher, *New Silangan*
Caribbean-Canadian Association of Winnipeg, Inc.

- Matthew Jones, Treasurer

306 Commission on Equality

National Black Coalition of Canada

- Agnes Calliste, President, Winnipeg Chapter

United Council of Filipino Association in Canada

- Rey Pagtakhan, National Chairman
- Greg Seville

Manitoba Human Rights Commission

- Dale Gibson, Chairperson

Employment and Immigration Canada

- Pamela Valiquette, Native Women's Employment Coordinator
- Monika Feist, Women's Employment Coordinator

Human Development Centre

- Beverly Suek, Director

Manitoba Department of Labour

- Brian Dagdick, Coordinator of Affirmative Action, Executive Branch
- Shirley Bradshaw, Director, Women's Bureau

Manitoba Intercultural Council

- Michael Goeres, Executive Secretary

Public Service Commission of Canada

- Chris Lane, Regional Coordinator, Equal Opportunities for Women
- Derek Legge, Coordinator of Services to Handicapped Persons

Edmonton — October 16 and 17, 1983

Alberta Status of Women Action Committee

- Janet Maher, President
- Marilyn Assheton-Smith, Board Member

Alberta Women's Bureau

- Jenny Margetts, President
- E. Phyllis Ellis, President

Black Women's Association of Alberta

- Reva Russell, Member
- Phyllis Johnson, Member

Indian Rights for Indian Women, Alberta Committee

- Nellie Carlson, Treasurer
- Catherine Shirt, Board Member

National Household Careers Corporation

- Juanita Chambers, Past President
- Bernadette Swan, Executive Director

Alberta Federation of Métis Settlements Association

- Muriel Stanley-Venne

Indian Association of Alberta

- Wilf McDougall, President
- Pat Anderson, Executive Assistant to the President

Métis Association of Alberta

- Ernest Howse, Board Member and Treasurer

Native Counselling Services of Alberta

- Chester Cunningham, Executive Director

Native Outreach Association of Alberta

- George Arcand, Chief Executive Officer

Native Women Pre-Employment Training Association

- Mabel Angelstad, Program Manager

Nechi Institute on Alcohol and Drug Education

- Esther Giroux, Trainer
- Wendy Fagin, Executive Assistant

Alberta Committee of Consumer Groups of Disabled Persons

- Nancy Krushelnicki, Managing Director
- Len Seaby, Coordinator of Region Action Group of Edmonton

Alberta Handicapped Communications Society

- Robert Trautman, Vice-Chairman of the Board
- Bonnie Reynolds, Executive Director
- Pat Ryley, Project Manager, Advice Project

Alberta Rehabilitation Council for the Disabled

- Bob Metcalfe, Program Director

Distinctive Employment Counselling Services of Alberta

- Ian Ross, Executive Director

Employment Development Services of Edmonton

- Grant Wrightson, Executive Director

Employment Services for the Physically Disabled (Edmonton)

- Edna Coffin, Vocational Rehabilitation Consultant I

Spokesman Magazine

- Darce McLennan, Artistic Director

Chinese Canadian National Council, Edmonton Chapter

- Daisy Chang, President
- Li-Fan Chen, Vice-President

Edmonton Immigrant Services Association

- David Bai, Chairperson of the Board
- Jeanne Hurd, Executive Director

Edmonton Korean Association

- Hyung-Kwon Kang, President

Edmonton Mennonite Society for the Assistance of Newcomers

- David Hubert, Vice-Chairman of the Board

National Black Coalition of Canada, Edmonton Chapter

- Kingsley Gilliam, President
- Elaine Hines, Secretary
- Trevor Hills, Executive Member
- Hugh McDavid, Editor, *The Communicant*

Pakistan Association of Edmonton

- Mohammed A. Ghani, President
- Syed M. Mohiuddin, General Secretary

Race Relations Council of Edmonton

- Gordon Hum, President
- Enneke Lorberg, Vice-President
- Nao Fernando, 2nd Vice-President

University of Alberta, Department of Anthropology

- Donna Patterson, Research Assistant

Alberta Human Rights Commission

- Cheryl Wowk, Commissioner

- Jack Tutty, Executive Director
-

Alberta Culture, Cultural Heritage Branch

- W. Roman Petryshyn, Assistant Director

Alberta Native Affairs, Native Secretariat

- H. W. Thiessen, Managing Director
- Ron Harrison, Director, Field Services

Yellowknife — October 18, 1983

Canadian Advisory Council on the Status of Women

- Ann Enge, N.W.T. Representative

Native Women's Association of the N.W.T.

- Gail Cyr, Training Coordinator

Northern Women's Coalition

- Rosemary Cairns, Chairperson
 - Jean Wallace, Member
-

Committee for Original People's Entitlement (COPE)

- Nellie Cournoyea, Negotiator

Dene Nation, The

- Steve Kakfwi, President

Métis Association of the N.W.T.

- Wally Firth, President

Native Courtworkers' Association

- Maurice Evans, Executive Director

Tree of Peace Friendship Centre

- Mary Anne Duchesne, Outreach Officer
-

N.W.T. Association for Children and Adults with Learning Disabilities

- Robert O'Rourke, Director
- Patrick Moores, Treasurer

N.W.T. Council for Disabled Persons

- Beverly Speight, President
- Ben McDonald, Vice-President
- Barb MacDonald, Resource Coordinator

N.W.T. Mental Health Association

- Garth Malakoe, President of the Board
- Andrew Langford, Chairman, Professional Advisory Committee
- Horace Crozier, Board Member

Yellowknife Association for the Mentally Retarded

- Ethel MacPherson, Vice-President
 - David Matthews, Board Member
 - Joyce Williams, Executive Director
-

Braden, The Honourable George, Minister of Justice and Minister responsible for the Status of Women, Government of the Northwest Territories

N.W.T. Department of Health

- Elaine Berthelet, Chief, Programs and Standards

N.W.T. Department of Justice and Legal Services

- Eric Smith, Head, Labour and Services

- N.W.T. Department of Personnel
- Derek Aindow, Chief, Staff Relations
 - Donna Laing, Labour Relations Officer
- N.W.T. Department of Social Services
- Bronwyn Watters, Chief, Social Service Programs
- N.W.T. Office of Native Employment
- Elsie Casaway, Coordinator

Calgary — October 19 and 20, 1983

- Alliance of Canadian Cinema, Television and Radio Artists (ACTRA)
- Maureen Thomas, President, Calgary Chapter
 - Linda Kupecek, Calgary Branch Representative, ACTRA Performers Council
- Calgary Association of Women and the Law
- Yvonne Chenier, President
- Calgary Status of Women Action Committee
- Lynn Fraser
 - Cheryl Kehoe
- Mahoney, Kathleen, Associate Professor, Faculty of Law, University of Calgary
President's Advisory Committee on the Status of Women, University of Calgary
- Barbara Nathan-Marcus, Member
-
- Blood Tribe Administration
- Leonard Oldshoes, Native Coordinator for the Native Outreach
- Calgary Native Friendship Society Inc.
- Eardley Lindsey, Executive Director
- Native Outreach Association of Alberta
- Al Rydant, Public Relations
 - Brenda Maracle, Job Counsellor
- Native Students' Services, University of Calgary
- Francine Whiteduck, Staff Member, Project for Native Business Management Education
-
- Alberta Rehabilitation Council for the Disabled
- Shane Wray, South Regional Administrator
- Calgary Action Group of the Disabled
- Joe Van Raamt, Director
 - Terry Paden, Coordinator
 - Vicky Bridges, Member
- Calgary Association for the Mentally Handicapped
- Jonas Fornwald, Executive Director
- Calgary Community Horizons '84 Society
- Susan Matsumoto, Executive Director
- Cerebral Palsy Association of Alberta
- Mark Durieux, Provincial Coordinator
- Creative Employment Services
- John Da Silva-Spence, Project Coordinator
- Entrance Society of Calgary
- Nancy Marlett, Board Member

310 Commission on Equality

Rehabilitation Society of Calgary

- Shane Hanna, Senior Placement Specialist, Employment Preparation Centre

Vocational and Rehabilitation Research Institute

- Susanna Koczur, Coordinator of Placement and Follow-up
-

Calgary Immigrant Aid Society

- Yvette Knott, Executive Director

Calgary Vietnamese Canadian Association

- Quang Vu Huu, Board Member in Charge of Public Affairs

Chinese Canadian National Council, Calgary Chapter

- Jose Khu, President and Director
- Malcolm Chow, Director and Legal Adviser

India Canada Association of Calgary

- R. S. Dhaliwal, President
- C. Solanki, Member

Pakistan Canada Association

- Aziz Rahman, President

Sikh Society of Calgary

- I. S. Rattan, Member

United Calgary Chinese Association

- Douglas Tims, President
-

Alberta Department of Social Services and Community Health

- Dermot Baldwin, Vocational Consultant

Alberta Employment Opportunities Program

- Don Pearse, Community Relations Consultant

Vancouver — October 26, 27 and 29, 1983

Society for Canadian Women in Science and Technology

- Constance E. Dwyer, President
- Penny Lecouteur, Vice-President
- Edith Camm, Committee for Academic Employment

U.B.C. Centre for Continuing Education, Women in Management and Career Development Programs

- Janet Fraser, Director

Vancouver Status of Women

- Pat Feindel
- Susan O'Donnell

Vancouver Women in Trades Association

- Joan Blair, Administrator
- Heather Watt

Women Against the Budget

- Frances Wasserlein
- Sara Diamond

Women's Research Centre

- Jan Barnsley, Coordinator
-

Federation of Saskatchewan Indian Nations, Indian Governments of Saskatchewan

- Chief Sol Sanderson

- Elsie Roberts, Clerk of the Executive Council
 - Carole Sanderson, Education Consultant
- Indian and Northern Affairs Canada
- Owen Anderson, Regional Director General
- Sinco Developments Ltd.
- J. Pat Woods, General Manager
-

- George, Gloria
- Ginger, Randy
- John, Carolyn
- Métis National Council
- Fred Storey, Member, Constitutional Work Group
- Montreal Lake Indian Band
- Chief Roy Bird
- Native Brotherhood of British Columbia
- Art Jackson, Field Counsellor
- United Native Nations
- Bill Lightbown, President
 - George Campo, Vice-President
-

- B.C. Coalition of the Disabled
- Jill Weiss, Chairperson
 - Thomas Patch, Member
- Black, William, Associate Professor, Faculty of Law, University of British Columbia
- British Columbians for Mentally Handicapped People
- Stephen Beagle, Chairperson, Vocational Services Committee
 - Robert Nickerson, Legal Objectives Worker
- Greater Vancouver Association of the Deaf
- Henry Vlug, President
- Jensen, Hanne
- Thiele, Paul E., Librarian and Head, Crane Memorial Library, University of British Columbia
- Vancouver Mental Patients Association Society
- Kwenu Turkson, Office Coordinator
-

- B.C. Organization to Fight Racism
- Chin Banerjee, Vice-President
- Black Solidarity Association
- George Jolly, Past President
- Chinese Benevolent Association of Vancouver
- Ray D. Louie, President
- Committee for Racial Justice, The
- Aziz Khaki, President
- Federation of Sikh Societies of Canada
- Pritam Singh Avlakh, Vice-President, B.C. Chapter
 - T. S. Bains, Founding Member
- National Association of Japanese Canadians
- Gordon Kadota, President
- Strathcona Manpower Outreach Project
- Hayne Wai, Chairperson, Advisory Board Project
 - Annie Choy, Employment Counsellor
- United Chinese Community Enrichment Services Society (SUCCESS)
- Rowena Au, Board Member
-

B.C. Federation of Labour

- Astrid Davidson, Director, Women's Programs
- Joy Langan, Coordinator, Unemployment Action Centre

Equal Pay Information Committee of Vancouver

- Sharon Saunders, Member
- Marion Pollack, Member

Michael Walker, Director, Fraser Institute

Canadian Human Rights Commission

- Reginald Newkirk, Regional Director

B.C. Ministry of Labour, Women's Office

- Jule Morrow, Director
- Susan Francis, Public Information Officer

Employment and Immigration Canada

- Vi Gellenbeck, Coordinator, Native Employment, Development Branch
- Valerie Ward, Employment Counselling Consultant - Women

Indian and Northern Affairs Canada

- Douglas MacKay, Director of Personnel Services

Secretary of State

- Carole Anne Soong, Social Development Officer

Victoria — October 27 and 28, 1983

Bavelas, Janet, Associate Professor and Acting Dean, Graduate Studies, Psychology Department, University of Victoria

Brodsky, Gwen, Barrister and Solicitor

Brown, Cleta, Law Students Association, University of Victoria

Dobell, Marnie

Fraser, Anne, Academic Assistant, Division of University Extension, University of Victoria

Limbrick, Elaine, Associate Professor, French Department, and Acting Dean of Humanities, Arts and Science, University of Victoria

Lord, Stella, Status of Women Action Group

Lund, Brishkai, Program Coordinator, Arts and Science Extension Department, University of Victoria

Maloney, Maureen, Assistant Professor, Faculty of Law, University of Victoria

McCallum, Sandra, Associate Professor, Faculty of Law, University of Victoria

McLean, Elizabeth, Director, Women's Policy Planning and Analysis, B.C. Ministry of Labour

Mitchell, Marjorie, Instructor, Department of Social Science, Camosun College

Murray, Pamela, Barrister and Solicitor

Rooke, Constance, Associate Professor, Department of English, University of Victoria

Ruebsaat, Gisela, National Representative, National Association of Women in Law

Senese, Phyllis, Assistant Professor, Department of History, University of Toronto

St. Peter, Christine, Instructor, Women's Studies Program, University of Victoria

Thomson, Joan, Personnel Officer, University of Victoria

Tsurumi, E. Patricia, Associate Professor, Department of History,
University of Victoria
Watton, Beth, Administrative Officer and Instructor, Mathematics Department,
University of Victoria
Woon, Yuen-Fong, Assistant Professor, Centre for Pacific and Oriental Studies,
University of Victoria

First Nations of South Island Tribal Council
• Gus Underwood, Economic Development Adviser
Nuu Cha-Nulth Tribal Council
• George Watts, Chairman
Professional Native Women's Association
• Ardyth Cooper, Vice-President
Tillicum Haus
• Grace Nielsen, Social Worker
Tsartlip Band Council and Administration
• David Paul, Band Manager
United Native Nations, Victoria Local 121
• Bob Warren, President
• Marie Underwood, Secretary of Board of Directors
• Bob Nye, Board Member
• Alex Underwood, Member
• Marilyn Crossley, Member
• Emil Simon, Outreach Worker
• Bernice Ringham, Outreach Volunteer Worker
Victoria Native Friendship Centre
• David Seymour, President

Austin, Helen
Physically Handicapped Action Committee Society (HAC)
• Derrell Flett, Manager
McLeod, Hugh
Vickers, David, Barrister and Solicitor

Central Vancouver Island Multicultural Society
• JoAnne Blackman, Coordinator
• Vilma Dubé, Member
Inter-Cultural Association of Greater Victoria
• Hilary White, Coordinator, Inter-Cultural Relations Program
• Terrence MacNamee, Researcher
Vancouver Island Human Rights Coalition Society
• Michiko Lambertson, President

Government of British Columbia
• Isabel Kelly, Deputy Minister of Women's Programs and Acting Deputy
Minister of Labour
Public Service Commission of British Columbia
• Doug Wilson, Consultant, Personal Placement Program

Whitehorse — October 30 and 31, 1983

Canadian Congress for Learning Opportunities for Women (CCLOW)
• Pam Evans, Yukon/NWT Director, National Executive

314 Commission on Equality

Canadian Research Institute for the Advancement of Women

- Audrey McLaughlin, Yukon Board Member

Floyd, Donna

Spitzer, Eloise

Victoria Faulkner Women's Centre

- Mary Martin, Coordinator

Yukon Federation of Labour

- Sibyl Frei, President

Yukon Indian Women's Association

- Bobbi Smith, President

Yukon Status of Women Council

- Sande Copeland
- Sharon Hounsell
- Sylvia Neschokat

Yukon Territorial Public Service Association

- Pam Evans, Chief Shop Steward

Carcross/Tagish Indian Band Council

- Chief Anne Wally

Champagne/Aishihik Indian Band Council

- Chief Paul Birckel

Council for Yukon Indians

- Rose-Marie Blair-Smith, Vice-Chairman, Finance and Administration
- Ray Jackson, Vice-Chairman, Social Programs

Native Courtworkers' Society

- Jeffrey Choy-Hee, Executive Director

Skookum Jim Friendship Centre

- Dorothy Thorsen, Referral Officer
- Eric Morris, Assistant Executive Director

Yukon Indian Arts and Crafts Co-operative Limited

- Cliff Geddes, President
- Tony Gonda, General Manager

Headway House Group Home

- Ernest St. Pierre, Executive Director

Yukon Association for Children and Adults with Learning Disabilities/Yukon Association for Special Needs People

- Donna Floyd, Executive Director

Yukon Rehabilitation Centre

- Judith Hayes, Executive Director
- Kathy Maskell, Counsellor

Joe, Margaret, MLA, Government of Yukon Territory

Pearson, The Honourable C.W., Government Leader, Government of Yukon Territory

Philipsen, The Honourable Andrew, Minister of Health and Human Resources, Government of Yukon Territory

Yukon Department of Consumer and Corporate Affairs

- David Dornian, Labour Service Officer
- Noreen McGowan, Labour Service Officer

Yukon Department of Economic Development

- John Ferbey, Deputy Minister

Yukon Department of Health and Human Resources

- William Klassen, Deputy Minister

Yukon Department of Justice

- Shelagh Rea, Coordinator, Women's Bureau

Yukon Executive Council Office

- Doug Spray, Deputy Minister

Toronto — November 11, 1983

National Action Committee on the Status of Women

- Doris Anderson, President
- Jennifer Keck, Member, Executive Committee

Canadian Manufacturers' Association:

Canadian Manufacturers' Association

- Peter Doyle, Director, Industrial Relations

C-I-L Inc.

- Robert Gallivan, Senior Consultant

Ford Motor Company of Canada Limited

- R.A.P. Rideout, Personnel and Organization Manager
- David A. McLachlan, Union Relations Manager

General Foods Inc.

- Caroline Walda, Vice-President, Human Resources

IBM Canada Ltd.

- Thomas McNulty, Vice-President, Personnel

Imperial Oil Limited

- Maureen Donlevy, Corporate Organization Effectiveness Consultant
- William J.C. Mann, Manager, Employee Relations Department

Westinghouse Canada Inc.

- James Rankin, Manager, Organization Development

Toronto — November 14, 1983

Armour, Moira, Executive Member, National Action Committee on the Status of Women and the Feminist Party of Canada

Canadian Association of Women Business Owners

- Susan Cooke, Founder and President

Canadian Congress for Learning Opportunities for Women (CCLOW)

- Audrey Swail, Treasurer and Executive Member
- Diana Ironside, Executive Member

Canadian Federation of University Women

- Shirley Sims, Past President, North Toronto
- Doreen Quirk, Member Legislation Committee, Ontario Council

Congress of Canadian Women, The

- Kerry McCuaig, Corresponding Secretary

Cornish, Mary, Barrister and Solicitor

Dranoff, Linda Silver, Barrister and Solicitor

Dunbar, Mary F., Barrister and Solicitor

Equal Pay Coalition

- Laurell Ritchie, Member of Steering Committee

Federation of Women Teachers' Associations of Ontario

- Susan Hildreth, President

Geller, Carol

King, Lynn, Barrister and Solicitor

Lane, Marion, Barrister and Solicitor

Mather, Myrna, Women's Liaison Committee, Toronto Board of Education

National Action Committee on the Status of Women

- Chaviva Hosek, Vice-President

Ontario Committee on the Status of Women

- Lee Grills, Member, Steering Committee

Organized Working Women

- Holly Kirkconnell, President

Réaume, Denise, Assistant Professor, Faculty of Law, University of Toronto

Sachs, Harriet, Barrister and Solicitor

Stuckey, Johanna, Professor, Department of Humanities and Adviser to the

President on the Status of Women, Founder's College, York University

Swinton, Katherine, Associate Professor, Faculty of Law, University of Toronto

Symes, Beth, Barrister and Solicitor

Times Change Women's Employment Service

- Josephine Saxby Lee

Wilkinson, Shelagh, Founding Editor, *Canadian Women's Studies*

Young Women's Christian Association of Canada

- Louise Brown, National Board Member

- Janice May, Social Action Consultant

Young Women's Christian Association of Metropolitan Toronto

- Mary Pat Moore, Vice-President

- Jean Emond, Member, Social Action Committee

Montreal — November 15 and 16, 1983

Association féminine d'éducation et d'action sociale (AFEAS)

- Gisele Rochelau, Member, Provincial Executive Council

- Lise Houle, Public Relations Officer

Au bas de l'échelle

- Liza Novak

Comité de la condition féminine de la C.S.N.

- Lesley Lee, President

Comité de la condition féminine de la F.T.Q., Conseil Provincial C.P.U.E.C.

- Louise Hinton

Ligue des Femmes

- Christina Sato

Montreal Association of Women and the Law

- Susan Altshul

- Alix Parlour

National Congress of Black Women

- Maryse Alcindor-Jeanty

Syndicat des travailleurs en communication de Canada (STCC)

- Michèle Brouillette, Union Representative

Young Women's Christian Association

- Lise Moisan
- Carmen Gibbs
- Pauline Brassard

Algonquin Council of Western Quebec

- Roger Brindamour, Administrative Director

Grand Council of the Crees

- Bill Grodinsky, Legal Counsel

Mohawk Council of Kahnawake

- Myrtle Bush, Elected Chief

Native Friendship Centre of Montreal

- Ida Williams, Assistant Director

Quebec Indian Rights for Indian Women

- Mary Two Axe, President
- Josie Cowan

Quebec Native Women's Association

- Michele Rouleau, Provincial Coordinator

Kativik Regional Government

- Marc Voinson, Coordinator
- Jimmy Johanness, Development Agent

Kativik School Board

- Jimmy Mark, Adult Education Coordinator
- Jim DeLaurier, Assistant Coordinator

Association des paraplégiques de Québec

- Gaétan Bourgoïn, Director General
- René Massé, Placement Counsellor

Epilepsy Canada

- Jennifer Brunet, National Coordinator

Etape, L'

- Maurice Dubeau, Labour Counsellor
- Gilles Boisclair, Coordinator

Institut national Canadien pour les aveugles

- François Laflamme, Employment and Vocational Services
- John Avon, Director of Employment and Vocational Services

Black Community Council of Quebec Inc.

- Momoh K. Tombo, Community Development Organizer

Bureau de la communauté chrétienne des Haïtiens de Montréal

- Paul Dejean, Director

Centre social d'aide aux immigrants

- Mathilde Marchand, Social Counsellor

Maison d'Haïti

- Marc Absalon, Information Officer

National Congress of Black Women

- Louise Warner, Member

Negro Community Centre

- Leah Hodge, Vice-President
- Maisie Dickerson-Dash, Board Member
- Lawrence Sitahal, Executive Director

Service d'aide aux néo-Québécois et immigrants (SANQI)

- Le Van Kim, President

Quebec City — November 17, 1983

Centre international des femmes de Québec

- Françoise Preney, Director

Réseau d'action et d'information pour les femmes (RAIF)

- Marcelle Dolment, Coordinator
- Monique Beaulieu
- Michèle Aubin

Centre d'amitié autochtone de Québec

- Jocelyne Gros-Louis, Executive Director

Conseil Attikamek-Montagnais

- Philo Desterres, Administrative Director

Institut éducatif et culturel Attikamek-Montagnais

- Johanne Robertson, Director

Association des travailleurs immigrants et québécois de Québec, L'

- Jin Bak Pyun, President
- Rita Thimoleon, Administrative Council

Association Haitienne, L'

- Rita Thimoleon, Counsellor

Communauté Lao à Québec

- S. Muongsouvanh, President
- P. Sianothai, 2nd Secretary

Confédération des associations linguistiques et culturelles de Québec (CALCQ)

- Linda Vallée, Secretary
- Paulette Viennet, Secretary

Fraternité multi-culturelle de Québec Inc.

- Carlos Nunes, President

Vietnamese Association

- Phu Trong

Toronto — November 18, 1983

Bank of Montreal

- Robert L. Kraft, Senior Manager, Employment Relations

Bank of Nova Scotia

- W. J. Lomax, Senior Vice-President, Personnel

Canadian Bankers' Association

- Wendy Sangster, Personnel Affairs Adviser

Canadian Chamber of Commerce

- A. J. Bates, Chairman, Employee Relations Committee
- Diana Ferguson, Member, Employer-Employee Relations Committee

Canadian Federation of Independent Business

- Jason Mandlowitz, Ontario Provincial Affairs Officer

Canadian Organization of Small Business

- Geoffrey Hale, Vice-President, Policy and Government Relations

National Trust Company Limited

- Jury Kopach, Manager, Employment Services

Royal Trust Corporation of Canada

- Rick Lea, Manager, Personnel Planning

The Toronto Dominion Bank

- James A. Lawson, Manager, Employee Relations

The Retail Council of Canada:

Canadian Tire Corporation Limited

- Barbara Duffy, Employee Relations Manager

Loblaws Limited

- Roy R. Conliffe, Director, Industrial Relations
- Christine Mendes, Employment Manager

Retail Council of Canada

- Alasdair McKichan, President
- Gerald Doucet, Senior Vice-President

Shoppers Drug Mart

- Michael Humphries, Director, Employee Relations

Simpsons Limited

- Patricia A. Reid, Manager, Personnel Policies and Employee Relations

Simpsons-Sears Limited

- Ross Rigney, National Manager, Policies and Benefits
- Loretta T. Ubell, Assistant National Manager, Personnel Relations

Toronto — November 21, 1983

Blind Organization of Ontario with Self-Help Tactics (BOOST)

- Richard Santos, President
- John Southern, Legislative Advocate
- Nicholas Bay, Community Outreach Worker and Counsellor

Canadian Association for the Mentally Retarded

- Kathleen Ruff, Human Rights Advocate
- Judy Snow, National Institute on Mental Retardation Associate

Canadian Cystic Fibrosis Foundation

- Cathleen Morrison, Executive Director
- Sue McKellar, Vice-President, Toronto Chapter

Canadian Hearing Society

- Iris Boshes, Coordinator of Rehabilitation and Social Services
- Gerard Kennedy, Vocational Rehabilitation Services Counsellor

Canadian Mental Health Association

- Charles Black, Mental Health in the Workplace Program

Canadian National Institute for the Blind (CNIB)

- Euclid Herie, Managing Director
- Frank Schmidt, Program Consultant
- Gerard Grace, Metro Regional Director

Canadian Paraplegic Association

- Michael Ryan, Managing Director, National Office
- Peter Bernauer, Research Librarian

Canadian Rehabilitation Council for the Disabled (CRCDD)

- David White, Director, National Program Services

Central Neighbourhood House

- Lois Becker, Executive Director

Community Resources Consultants of Toronto

- Shelley Cainer, Vocational Rehabilitation Consultant

Frontier College

- Jack Pearpoint, President
- Wayne Tebb, National Program Director

Kellerman, John

Low Vision Association of Ontario

- Bill Carroll, Executive Director
- Robert Biggs, Secretary-Treasurer

Multiple Sclerosis Society of Canada

- Beverly Brown, Director of Patient Services (National Division)

On Our Own: Ontario Patients' Self-Help Association

- Susan Horley, Coordinator

Ontario Association for the Mentally Retarded

- Harry Beatty, Legal Counsel

Ontario Federation for the Cerebral Palsied

- Lyle Kersey, Projects Coordinator

Ontario March of Dimes

- Andria Spindel, Executive Director
- Alan Martin, Board Member

People United for Self-Help in Ontario

- Steve McCahon, Chairman
- Pat Israel, Board Member

Canadian Council for Multi-Cultural and Inter-Cultural Education

- Keith McLeod, President

Caribbean Outreach Program

- Bev Folkes, Coordinator
- Ajao Modibo, Program Worker

Chinese Canadian National Council

- Rose Lee, Executive Director

Congress of Black Women of Canada (Metro Toronto Chapter)

- Jean Augustine, Ontario Representative

Council of Jamaicans in Ontario, The

- Bromley Armstrong, President

Gross Cultural Communication Centre

- Mutale Chanda, Labour Studies Coordinator
- Naldi Nomez, Committee Coordinator

Jamaican-Canadian Association

- Rupert James, President
- Nena Hohn, Coordinator
- Carmen Jens, Recording Secretary

Japanese Canadian Citizens Association

- Ritsuko Inouye, President

Members of Minority Elect

- Jeffrey T. Solate, Planning Committee

North York Employment Service

- Carl Cadogan, Employment Counsellor

Ontario Council of Agencies Serving Immigrants (OCASI)

- Pearl Chud, Chairperson

Ontario Multicultural Association

- Mohammed Qaadri, President

Urban Alliance on Race Relations

- Carol Tator, President
 - Wilson Head, Board Member
 - Tim Rees, Editor of *Current*
-

Canadian Centre for Occupational Health and Safety

- David Lampert, Staff Lawyer

Employment and Immigration Canada

- David White, Coordinator of Native Employment Services

Ontario Advisory Council on the Physically Handicapped

- Bill Murdock, Chairman, Employment Rehabilitation Committee

Ontario Hydro, Human Resources Branch

- S. K. Switzer, Policy and Program Adviser
- Donald Tyler, Director Staff Resources and Development Division
- James Mitchell, Personnel Officer

Ontario Ministry of Community and Social Services

- Barbara Nahwegahbow, Consultant, Native Affairs, Policy Services

Toronto — November 25, 1983

Action Daycare

- Susan Colley, Coordinator
- Jane Bertrand, Board Member
- Sue Prentice, Coordinator of Community Development

Canadian Daycare Advocacy Association

- Larry Katz, Senior Research Officer
- R. Edwards

Centre for Urban and Community Studies, University of Toronto

- Martha Friendly, Coordinator, Daycare Resource and Research Unit

Day Care Coalition of Metropolitan Toronto

- Barbara Hansen

Task Force on Work-Related Daycare, City of Toronto

- Laurel Rothman, Coordinator of Workplace Daycare
- Jane Beach, Coordinator of Workplace Daycare

Indian Social Services Council, Chiefs of Ontario

- Richard Powless, Policy Analyst

Native Canadian Centre of Toronto

- Donna Loft, Director of Counselling Services

Native Inter-Agency Council

- Jens Angaangaq Lyberth, Project Manager

Nishnawbe-Aski Nation, Grand Council Treaty #9

- Fred Plain, Special Adviser to the Grand Chief
- Heather Roff, Policy Analyst

Ontario Métis and Non-Status Indian Association

- Ed Charles, Board Member

Ontario Native Women's Association

- Donna Phillips, President
- Christi Bannon, Employment Coordinator

Six Nations Council

- Alton Vanevery, Counsellor

Thunder Bay Indian Youth Friendship Society

- Xavier Michon, Executive Director

Union of Ontario Indians

- Janice Bourdeau, Director, Social Services Program
- Catherine McGregor, Community Development Programs Officer

Ottawa — November 29 and 30, 1983

Association of Professional Engineers of Ontario

- Polina Ball, Director

Canadian Advisory Council on the Status of Women

- Lucie Pepin, President
- Carol Zavitz, Research Officer

Canadian Association of Elizabeth Fry Societies

- Christie Jefferson, Executive Director

Canadian International Development Agency

- Elizabeth McAllister, Director, Women in Development

Canadian Nurses Association

- Glenna Rowsell, Work Life Affairs Manager

Canadian Research Institute for the Advancement of Women

- Judith Wouk, Ontario Representative, Board of Directors

Canadian Teachers' Federation

- Sylvia Gold, Director of Professional Development Services, Status of Women Program

Carleton School Board

- Pat Masters, Affirmative Action Coordinator, Equal Opportunities

Federal PC Women's Caucus of Ottawa

- Linda Elliott-Doshen, Director

Federated Women's Institutes of Canada

- Alice McLaggan, Executive Secretary

Fédération des femmes Canadiennes-françaises

- Madeleine Riordan, 1st Vice-President

Focus on Black Women

- Winnifred Coddett

Greenberg, Shirley, Barrister and Solicitor

National Council of Women of Canada

- May Nickson, Vice-President and Coordinator, Status of Women

Nixon, Mary-Anne, Barrister and Solicitor

Ottawa and Area Council of Women

- Anne Moxley, Legislation Chairman

Ottawa City Hall

- Bonnie Diamond, Director, Office of Equal Opportunity for Women

Ottawa Women's Lobby

- Wendy Lawrence
- Jane Côté

Women in Science & Engineering (WISE), Ottawa Chapter

- Polina Ball, Vice-President

University Women's Club of Ottawa

- Linda Elliott-Doshen, Chairperson, Status of Women Committee
- Helene Puccini, Legislative Chairperson
- Jill Clarke, Treasurer

Committee for Original People's Entitlement (COPE)

- Bob DeLury, Chief Negotiator
- Pedro Van Meures, Consultant

Hayes, Brigid, Consultant

National Association of Friendship Centres

- Daniel Cooco, Executive Director

National Indian Brotherhood, Assembly of First Nations

- Alayne Bigwin, Adviser to the National Chiefs

Native Alliance of Quebec

- Fernand Chalifoux, President

Native Council of Canada

- Dwight Dorey, Vice-President
-

Canadian Co-ordinating Council on Deafness

- Barbara Staflund, Executive Director
- Marie Briscoe, Member

Canadian Hard of Hearing Association

- Gordon MacDonald, 1st Vice-President

Canadian Hearing Society

- Betty Dion, Regional Director
- Joyce Martin, Board Member

Canadian Legal Advocacy, Information and Research Association of the Disabled (CLAIR)

- Penny McKinlay, Coordinator
- Herman Wierenga, Treasurer

Hard of Hearing Club of Ottawa

- Joe Connolly, President

Morton, Helen

Ottawa-Carleton Council of the Disabled, The

- Donna Brydges, President
- Patti Holmes, Coordinator

Rehabilitation Institute of Ottawa

- Kathleen Gottfried, Director of Housing
 - Mary-Anne Van Gaal, Director of Services
-

Canadian Federation of Vietnamese Associations

- C. D. Le, Commissioner for External Affairs

Canadian Multiculturalism Council

- Dorothy Wills, Member

Chinese Canadian National Council

- A. Louie, President, Ottawa Chapter

Council of Muslim Communities of Canada

- A. Sattar Bhatti, Secretary

Council of National Ethnocultural Organizations of Canada

- Andrew Cardozo, Consultant

Federation of Sikh Societies of Canada

- Guarcharan Singh, Past President
- Bakhshish Singh Samagh, Secretary

National Association of Canadians of Origins in India (NACOI)

- Navin Parekh, Vice-President, Ethnocultural Council
- P.S. Sunga, Treasurer
- S. Bhatnagar, Member

National Black Coalition

- John Harewood, President, Ottawa-Hull Regional Chapter

National Capital Alliance on Race Relations (NCARR)

- Rashmi Luther, Coordinator
- Margaret Sanders, Member

National Federation of Pakistani Canadians

- A. Nasim, President

324 Commission on Equality

Ottawa-Carleton Immigrant Services Organization

- Andrew Yau, Board Member and Past President
- Roxanne Kalimootoo, Community Organizer

Canadian Labour Congress

- Richard Mercier, Executive Vice-President
- Neville Hamilton, Assistant to the President
- Carol Aitken, National Representative, Women's Bureau
- Guy Adam, National Representative

Public Service Alliance of Canada (PSAC)

- Daryl Bean, Executive Vice-President
- Navin Parekh, Director of Collective Bargaining

Kaplansky, Kalman, Former Director, Canada Branch, International Labour Office

Employment and Immigration Canada

- D. Rhys Phillips, Policy Analyst, Affirmative Action Services
- Robert McIlroy, Director, Disabled Persons Employment Directorate
- Philip Godon, A/Director, Native Employment Directorate
- Maureen Goodspeed, A/Director, Women's Employment Directorate

Health and Welfare Canada

- Suzanne Paquette, Chief, Program Information Unit, Social Development Directorate
- Freda Paltiel, Senior Adviser, Status of Women Policy Development
- Barbara Morrison, Policy Analyst with the Office of Senior Adviser, Status of Women

Indian and Northern Affairs Canada

- D. I. Jetté, Director, Native Employment Programs Directorate

Public Service Commission

- David Gélinas, Access Programs Manager
- Dale Thompson, Senior Policy Analyst, Executive Secretariat
- W. M. Philip, Manager, National Indigenous Development Program
- Magda Bando, Program Information Officer, Office of Equal Opportunities for Women
- Edna M. MacKenzie, Director, Women's Career Counselling and Referral Bureau

Secretary of State

- Dhiru Patel, Chief, Race Relations, Multiculturalism Directorate
- Rosemarie Moffitt, Special Projects Officer, Native Citizens Directorate
- Lise Lavoie, A/Director, Women's Program

Transport Canada

- Clarence Chabot, Departmental Coordinator, Indigenous People's Program

Toronto — December 5, 1983

CP Rail

- Robert Colosimo, Vice-President, Industrial Relations
- Donald Brazier, Assistant Vice-President, Industrial Relations

Greckol, Sonja, Consultant, Management Services, Equal Opportunity Division,
City of Toronto

Miller, Earl, Planner, Disabled and Elderly Division, City of Toronto
Poe-Mutuma, Chimbo, Executive Director, Committee on Community Race and Ethnic Relations, City of North York
Ramkhalawansingh, Ceta, Consultant, Management Services, Equal Opportunity Division, City of Toronto
Scotti, Rosanna, Coordinator, Multicultural Relations, Chief Administrative Officer's Department, Municipality of Metropolitan Toronto
Searles, Sylvia, Race Relations Development Officer, Chief Administrative Officer's Department, Municipality of Metropolitan Toronto
Souza, Tony, Race Relations Adviser, Toronto Board of Education

Toronto — December 7, 1983

Ontario Human Rights Commission
• Borden Purcell, Chairman

Toronto — December 12, 1983

The Management Council for Responsible Employee Relations:

Abitibi-Price Inc.
• J. F. Allison, Vice-President, Industrial Relations
Alcan Canada Products Ltd.
• R. J. Maheu, Vice-President, Personnel and Industrial Relations
Inco Limited
• W. A. Correll, Vice-President, Industrial Relations
Joseph E. Seagram & Sons Ltd.
• Peter Abbott, Vice-President, Personnel and Industrial Relations
Noranda Mines Limited
• A. Y. Fortier, Director of Corporate Relations
Shell Canada Limited
• Ross W. Pirrie, Consultant, Industrial Relations
Stelco Inc.
• Vic Harris, General Industrial Relations Manager
Westinghouse Canada Inc.
• E. A. Taylor, Vice-President, Human Resources

Toronto — December 13, 1983

Federation of Women Teachers' Associations of Ontario
• Kay Sigurjonsson, Deputy Executive Secretary
North York Board of Education
• Shelagh Luka, Consultant, Affirmative Action, Status of Women
Ontario Institute for Studies in Education
• Edward B. Harvey
Ontario Secondary School Teachers' Federation
• Margaret Werkhoven, Chairperson, Provincial Status of Women Committee
• Harry Archer, Assistant Secretary

Ottawa — December 14, 1983

Association des réalisateurs de la radio, L'

- Pierre Gariepy, Radio Producer

Canadian Union of Public Employees (CUPE)

- Jeff Rose, National President
- Gordon Johnson, Senior Officer - Broadcasting Division
- Jane Stinson, Research Assistant

Economists', Sociologists' & Statisticians' Association

- Jack MacKinnon, President
- Mary McKittrick, Director

Syndicat des journalistes de Radio-Canada (SJRC), Le, Comité de la condition féminine

- Michele Descent
- Dominique Payette
- Chantal Perrault

Union des artistes, L' (UDA)

- Andrée Lemieux, Information Officer

Toronto — December 15, 1983

The Conference Board of Canada:

Conference Board of Canada, The

- James Frank, Vice-President
- Ronald Lachance, Manager, Compensation Research Centre Services

Honeywell Limited

- Claude Houde, Corporate Director, Human Resources/Administrative Services

IBM Canada Ltd.

- Thomas McNulty, Vice-President, Personnel

Imperial Oil Limited

- William P. Moher, Manager, Development and Organization

Kellogg Salada Canada, Inc.

- Paul Fisher, General Counsel and Secretary

Northern Telecom Limited

- John Rankin, Vice-President, Human Resources

Shell Canada Limited

- Gary Southward, Manager, Human Resources Policy

Simpsons-Sears Limited

- Robert J. Knox, Vice-President, Public Affairs

Union Carbide Canada Limited

- Alex Hailey, Senior Vice-President

Toronto — December 16, 1983

Alliance of Canadian Cinema, Television and Radio Artists (ACTRA)

- Lyn Jackson, National Vice-President and Executive Liaison/Affirmative Action

- Judith Hayman, Chair, National Women's Caucus
- Jane Craig, Director of Communications
- Canadian Air Line Dispatchers Association
 - Adrian Sandziuk, President
- Canadian Air Line Pilots Association (CALPA)
 - First Officer Judy Cameron
- Canadian Wire Service Guild
 - Jerry E. MacDonald, Executive Officer
- International Alliance of Theatrical and Stage Employees and Moving Picture Machine Operators of the U.S. and Canada (IATSE)
 - Graydon Hulse, District Secretary
- International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW)
 - Edith Johnston, International Representative
 - Wendy Cuthbertson, Director, Public Relations
- National Association of Broadcast Employees and Technicians (NABET)
 - Catherine Mallia, TV Technician
- National Radio Producers Association, The
 - Peter Gallus, Executive Director
- Rail Canada Traffic Controllers (RCTC)
 - Kim Hum
- Society of Professional Engineers and Associates
 - H. M. Tolpa, Vice-President
 - C. M. Bailey, Executive Board Member

Toronto — December 19, 1983

Grand Council, Treaty #3

- George Crow, Executive Director
- Doug Keshen, Legal Adviser

Toronto — December 21, 1983

The Toronto Dominion Bank

- J. U. Joseph, Senior Vice-President, Human Resources Division
- James A. Lawson, Manager, Employee Relations
- Mary Lynne McIntosh, Manager, Employment Standards

Ottawa — January 17, 1984

Inuit Tapirisat of Canada

- John Amagoalik, President

Inuit Women's Association

- Sheila Moss Davis

Native Women's Association of Canada

- Marilyn Kane

Nunasi Corporation

- Earl Laliberté, Projects Director

328 Commission on Equality

Tungavik Federation of Nunavut

- John Merritt, Research Director
- Mary Crnkovich, Researcher and Negotiator

Toronto — January 23, 1984

Ontario Human Rights Commission

- Bhausahab Ubale, Race Relations Commissioner

Ottawa — January 30, 1984

Canadian Labour Congress (CLC)

- Shirley Carr, Executive Vice-President
- Ron Lang, Director of Research and Legislation
- Carol Aitken, National Representative, Women's Bureau

Canadian Union of Postal Workers (CUPW)

- John Sehr, National Chief Steward
- Kathie Steinhoss, Assistant Researcher

International Brotherhood of Electrical Workers, Local 2228

- Paul Jollymore, Assistant Business Manager

Letter Carriers' Union of Canada

- Robert McGarry, President
- Norman Nelson, General Vice-President

Union of Postal Communications Employees (Public Service Alliance of Canada)

- Roy West, Executive Secretary

Ottawa — February 13, 1984

Business Council on National Issues

- Thomas d'Aquino, President
- Peter Vivian, Senior Associate

Ottawa — February 17, 1984

Canadian Air Line Flight Attendants' Association (CALFAA)

- Susan Harris, Base Vice-President, Malton

International Association of Machinists and Aerospace Workers (IAM)

- Louis Erlichman, Canadian Research Director

Toronto — February 27, 1984

Anishinabek

- Joe Miskokomon, Grand Chief

Indian Social Services Council, Chiefs of Ontario

- Richard Powless, Policy Analyst

Ontario Indian Housing Council

- Shirley Anse, Policy Analyst

Union of Ontario Indians

- Janice Bourdeau, Director, Social Services Program
- Catherine McGregor, Community Development Programs Officer

Montreal — February 28, 1984

Federation of Ethnic Groups of Quebec, Inc.

- Pascual Delgado, Coordinating Secretary of the Ad Hoc Concertation Committee on Affirmative Action

Hellenic Community Centre of Montreal

- Adrian Maris, President

International YMCA of Montreal

- Anna Caputo, Director, Community Development

Toronto — March 6, 1984

Business Council on National Issues:

Business Council on National Issues

- Peter Vivian, Senior Associate

Canadian General Electric Company Limited

- Terry Sutherland, Vice-President, Human Resources

Coopers & Lybrand

- James B. Garrow, National Director of Personnel

Honeywell Limited

- John Wouters, Corporate Director, Communications

Simpsons-Sears Limited

- Loretta T. Ubell, Assistant National Manager, Personnel Relations

Metropolitan Insurance Companies

- Emile Bergevin, Vice-President, Human Resources and Corporate Services

William M. Mercer Limited

- Lynne Sullivan, Consultant

Consultations

George Adams

Former Chairman, Ontario Labour Relations Board

Doris Anderson

Former President, National Action Committee on the Status of Women

Jill Armstrong

Manager of Program Review and Design, Ontario Human Rights Commission

Harry Arthurs

President, York University

M. Elizabeth Atcheson

Barrister and Solicitor

Alan Aylward

Lauron Productions Ltd.

J. David Baker

Executive Director, Advocacy Resource Centre for the Handicapped

Elizabeth Baldwin

Barrister and Solicitor

Maude Barlow

Former Senior Adviser (Group Coordination), Prime Minister's Office

Sally Barnes

Former President, Ontario Status of Women Council

Elizabeth Bartholet

Professor, Harvard Law School

Edward Bayda

Chief Justice, Saskatchewan Court of Appeal

Alfred W. Blumrosen

Professor, Rutgers Law School

Marilyn Bongard

Barrister and Solicitor

Alan Borovoy

General Counsel, Canadian Civil Liberties Association

Christine Boyle

Professor, Faculty of Law, Dalhousie University

Henry A. Brady

Assistant Professor, Graduate School of Public Policy, University of California

William Brennan

Consultant, Commissions of Inquiry

Mary Bruce

Director, Equal Opportunity Division, Management Services Department, City of Toronto

Edward Buller

Executive Director, Native Canadian Centre, Toronto

Catherine Burr

Chief, Systemic Discrimination Section, Complaints and Compliance Branch, Canadian Human Rights Commission

Gerald Caplan

Former Federal Secretary, New Democratic Party

Glenna Carr

Executive Director, Ontario Women's Directorate

- Shirley Carr
Secretary-Treasurer, Canadian Labour Congress
- Catharine Charlton
- R. Simon G. Chester
Counsel, Ontario Ministry of the Attorney General
- Marnie Clarke
Director General, Special Groups and Affirmative Action, Employment and Immigration Canada
- Adrienne Clarkson
Agent General for Ontario in France
- Marjorie Cohen
Lecturer, Women's Studies, York University
- Ron Collett
- Gail Cook
Executive Vice-President, Bennecon Limited
- Jocelyne Côté-O'Hara
Policy Adviser on Women's Issues to Brian Mulroney, Ottawa
- Irwin Cotler
Professor, Faculty of Law, McGill University, and Visiting Professor, Harvard Law School
- Margaret Cottrell-Boyd
Assistant Secretary, Human Resources Division, Treasury Board
- Gordon Cressy
President, United Way of Greater Toronto
- John Crispo
Professor, Faculty of Management Studies, University of Toronto
- Robert Daudlin
Chairman, Special Committee on the Participation of Visible Minorities in Canadian Society
- Alan M. Dershowitz
Professor, Harvard Law School
- Lucie Dion
Deputy Project Leader, Federal Statutes Compliance Project, Department of Justice
- Clara Dunning
Consultant, Alternative Compliance Techniques, Federal Statutes Compliance Project, Department of Justice
- Stefan Dupré
Professor, Department of Political Science, University of Toronto
- John Edwards
Associate Deputy Minister, Employment and Immigration Canada
- Margrit Eichler
Professor, Department of Sociology in Education, Ontario Institute for Studies in Education
- Orville Endicott
National Legal Resources Coordinator, Canadian Association for the Mentally Retarded
- R. Gordon L. Fairweather
Chief Commissioner, Canadian Human Rights Commission
- P. Des Fitzmaurice
Director, Anti-Discrimination Directorate, Public Service Commission of Canada

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Yves Fortier

Barrister and Solicitor

Samuel Freedman

Former Chief Justice, Manitoba Court of Appeal

John Fryer

National President, National Union of Provincial Employees

Carol Gaudin

Assistant Regional Administrator, Federal Contract Compliance Programs, U.S. Department of Labor, New York

Anne Golden

Director of Planning, Allocations and Government Relations, United Way of Greater Toronto

H. Carl Goldenberg

Barrister and Solicitor, and former Senator

Shirley Goldenberg

Professor, Faculty of Management, McGill University

Martin Goldfarb

Chairman, Goldfarb Consultants

Barbara Goode

Executive Liaison, Consumer Advisory Committee, Canadian Association for the Mentally Retarded

Lynne Gordon

Former Chairperson, Ontario Status of Women Council

Arthur Graham

Policy Analyst, Federal Statutes Compliance Project, Department of Justice

Esther Greenglass

Associate Professor, Department of Psychology, York University

Tom Greer

Acting Executive Director, Management Services Department, City of Toronto

Allan Gregg

President, Decima Research Ltd.

Morley Gunderson

Professor, Centre for Industrial Relations, University of Toronto

Nicholas Gwyn

Project Leader, Federal Statutes Compliance Project, Department of Justice

Grace Hartman

Past National President, Canadian Union of Public Employees

Wilson Head

Associate Professor, Department of Social Work, York University

Thea Herman

Legal Counsel, Ontario Human Rights Commission

Daniel G. Hill

Ombudsman, Ontario

Nancy Howell

Associate Dean of Social Sciences, School of Graduate Studies, University of Toronto

Martha Hynna

Executive Director, Employment Services, Employment and Immigration Canada

Harish C. Jain
Professor of Organizational Behaviour, Faculty of Business, McMaster University

Roberta Jamieson
Barrister and Solicitor and ex-officio member, Parliamentary Task Force on Indian Self-Government

Janis Johnson
National Director, Progressive Conservative Party of Canada

Sharon Katz
Technical Consultant, Special Groups and Affirmative Action, Employment and Immigration Canada

Donna Kaufman

Jack Kehoe
Study Director, Special Committee on the Participation of Visible Minorities in Canadian Society

Patricia J. Kincaid
Vice-Principal, Oakwood Collegiate Institute, Toronto

Arthur Kruger
Professor, Department of Economics, University of Toronto

Trefflé Lacombe
Commissioner, Public Service Commission of Canada

Helen Lafontaine
President, Women Associates Consulting Inc.

Marcia Lalonde
Group Chief, Public Service Affirmative Action Program, Personnel Policy Branch, Treasury Board Secretariat

John I. Laskin
Barrister and Solicitor

James A. Lawson
Manager, Employee Relations, The Toronto Dominion Bank

Hélène Lebel
Barrister and Solicitor

David Lepofsky
Counsel, Civil Division, Crown Law Office, Ontario Ministry of the Attorney General

Stephen Lewis

Claire L'Heureux-Dubé
Justice, Quebec Court of Appeal

Martin Low
General Counsel, Canadian Human Rights Law, Department of Justice

Keith Lowe
President, Inter Cultural Associates

Jeffrey MacIntosh
Assistant Professor, Faculty of Law, University of Toronto

Kay Macpherson
Past President, National Action Committee on the Status of Women

Diana Majury
Barrister and Solicitor

Lorna Marsden
Senator and Professor, Department of Sociology, University of Toronto

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Elizabeth McAllister

Director, Women in Development, Canadian International Development Agency

Rosalie McConnell

Executive Assistant to the Associate Deputy Minister, Employment and Immigration Canada

Thelma McCormack

Professor, Department of Sociology, York University

Dennis McDermott

President, Canadian Labour Congress

Mariou McPhedran

Health Advocate, Public Health Department, City of Toronto

David McQueen

Professor, Department of Economics, Glendon College, York University

Jennifer McQueen

Commissioner, Public Service Commission of Canada

Terry Meagher

Secretary-Treasurer, Ontario Federation of Labour

Noah Meltz

Director, Centre for Industrial Relations, University of Toronto

Derek Mendes da Costa

Former Chairman, Ontario Law Reform Commission

Frank Michelman

Associate Dean, Harvard Law School

Karen Mock

Consulting Psychologist, Inter Cultural Associates

Marilyn Mohan

Research Consultant

LaVerne Monette

Nathan T. Nemetz

Chief Justice, British Columbia Court of Appeal

Daniel Ondrack

Associate Professor, Faculty of Management Studies, University of Toronto

Maureen O'Neil

Coordinator, Status of Women Canada

Lucie Pepin

President, Canadian Advisory Council on the Status of Women

D. Rhys Phillips

Former Policy Analyst, Affirmative Action Services, Employment and Immigration Canada

Jenny Podoluk

Consultant and former Director General, Content and Analysis Branch, Statistics Canada

Linda Poirier

Former Director, Research and Special Studies Branch, Canadian Human Rights Commission

Marie-Claire Pomez

Coordinator, National Women's Liberal Commission

William E. Pratt

Operations Coordinator, Management Branch, Privy Council Office

Patricia Preston

Former Executive Assistant to the Minister of Transport

Gail Radford

Assistant Commissioner, Equal Employment Opportunity Bureau, Public
Service Board, Government of Australia

Louis Rasminsky

Edward Ratushny

Director, Human Rights Resource and Education Centre, University of Ottawa

Ratna Ray

Former Director, Women's Bureau, Labour Canada

Denise Réaume

Assistant Professor, Faculty of Law, University of Toronto

Heather Reisman

Managing Director, The Nesbitt Consulting Group

Robert René de Cotret

Former President, Conference Board of Canada

Dorothy Richardson

Coordinator, Amendments to the Act, Canadian Human Rights Commission

Edna Rigby

Manager, Planning and Resources, Newcomer Services Branch, Ontario
Ministry of Citizenship and Culture

Alison Roberts

Director, Women's Bureau, Ontario Women's Directorate

Peter Robertson

Affirmative Action Consultant, Washington, D.C.

Alan Rose

Deputy Secretary, Department of the Prime Minister and Cabinet, Government
of Australia

Melvin L. Rothman

Justice, Quebec Court of Appeal

Edward F. Ryan

Counsel, Imperial Oil Limited

Laura Sabia

Former Chairperson, Ontario Status of Women Council

A. Edward Safarian

Professor, Department of Economics, University of Toronto

George Sape

Vice-President, Organization Resources Counselors, Inc. (New York City -
Toronto)

Harvey S. Savage

Barrister and Solicitor

Paul Scott

Chief, Affirmative Action Consulting Service, Employment and Immigration
Canada (Toronto Regional Office)

Magda Seydegart

Executive Director, Human Rights Resource and Education Centre, University of
Ottawa

Susan Sherwin

Associate Professor, Department of Philosophy, Dalhousie University

Owen B. Shime

Barrister and Solicitor

336 Commission on Equality

Victoria Smith

Senior Analyst, Organization Resources Counselors, Inc. (New York City)

Marilee Stephenson

Senior Research Officer, Canadian Advisory Council on the Status of Women

Gay Stinson

Policy Consultant, Affirmative Action Services, Employment and Immigration
Canada

Jennifer Stoddart

Director of Research, Canadian Advisory Council on the Status of Women

Gerald S. Swartz

Canadian Loric Consultants Ltd.

Katherine Swinton

Associate Professor, Faculty of Law, University of Toronto

Ivan M. Timonin

Special Adviser to the Executive Director, Target Groups Data Assembly
Project, Employment and Immigration Canada

Manon Vennat

Vice-President, Administration, and General Counsel, AES Data Limited

Peter Vivian

Senior Associate, Business Council on National Issues

Edward Waitzer

Barrister and Solicitor

Paul Weiler

Professor, Harvard Law School

Nan Weiner

Assistant Professor, Faculty of Management Studies, University of Toronto

Peter White

Special Adviser to Brian Mulroney, Ottawa

Martin B. Wilk

Chief Statistician of Canada

Harry A. Wilson

Commissions, Privy Council Office

Hellie Wilson

Max Yalden

Commissioner of Official Languages

Appendix D

Crown Corporation Meetings and Questionnaire

During the first two weeks of July, 1983, the Commissioner met with the president or chief executive officer of each of the 11 corporations listed in the Terms of Reference. These initial meetings were held to explain the process of the Commission and the nature of the assistance and information the Commission hoped to receive from each corporation.

In early August a two-part questionnaire was sent to each corporation. Part I requested workforce participation data. Part II requested information on employment practices and systems.

In November and December, after the questionnaires had been received and analyzed, the Commissioner met again with the president or chief executive officer of each corporation. These subsequent meetings were held to discuss the results of the questionnaire and to solicit views on the options available to the Commission.

This appendix includes the following material:

- Participants at corporate meetings
- Questionnaire

Corporate Participants*

Air Canada	Claude Taylor President and Chief Executive Officer
	James Whitelaw Senior Vice-President, Human Resources
	Margaret Hamilton Manager, Human Resources Programs
Atomic Energy of Canada Limited	James Donnelly President and Chief Executive Officer
	Harry T. Hughes Vice-President, Personnel
	Lois L. Emburg Human Resources Planning Officer
Canada Mortgage and Housing Corporation	Robert C. Montreuil President
	Raymond Boivin Senior Vice-President
	Norman Hallendy Vice-President, Organization Development
	Kathryn Elliott Coordinator, Human Resources Policy and Special Projects
	Rosine Abonyi Coordinator, Women's Bureau
Canada Post Corporation	R. Michael Warren President and Chief Executive Officer
	Stewart T. Cooke Executive Vice-President, Personnel and Labour Relations
	Elizabeth Kriegler Vice-President, Corporate
	Clive A. Petersen Executive Director, Personnel
	Judith Davidson-Palmer Senior Director, Management and Organizational Development
Canadian Broadcasting Corporation	Pierre Juneau President and Chief Executive Officer
	William T. Armstrong Executive Vice-President

* Corporate positions and titles as of December, 1983.

	<p>Guy Coderre Vice-President, Human Resources and Administration</p> <p>Helen McVey Director, Office of Equal Opportunity</p>
Canadian National Railway Company	<p>J. Maurice LeClair President and Chief Executive Officer</p> <p>Yvon Masse Senior Corporate Vice-President and Chief Financial Officer</p> <p>Les Atkinson Vice-President, Human Resources</p> <p>William Morin Vice-President, Employee Relations - CN Rail</p> <p>George Lange Senior Executive Assistant to the President</p>
The de Havilland Aircraft of Canada, Limited	<p>John Sandford President and Chief Executive Officer</p> <p>William Easdale Vice-President, Personnel and Industrial Relations</p>
Export Development Corporation	<p>Sylvain Cloutier President and Chairman of the Board</p> <p>E. Glenn Law Vice-President, Human Resources and Administration</p>
Federal Business Development Bank	<p>Guy Lavigueur President</p> <p>Kenneth Neilson Vice-President, Human Resources</p> <p>Pierrette Blanchette Coordinator, Special Projects</p>
Petro-Canada	<p>Wilbert Hopper Chairman and Chief Executive Officer</p> <p>John G. Lynch Vice-President, Human Resources</p> <p>Doris Kerr Director, Human Resources, Planning and Development</p>

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Telelobe Canada

Jean-Claude Delorme
President and Chief Executive Officer

André Lapointe
Executive Vice-President, Corporate Affairs

John Crispin
Vice-President, Personnel

Questionnaire*

DEFINITIONS

NATIVE PEOPLE:	Status and non-Status Indians, Métis, Inuit.
DISABLED PERSONS:	Any person whose physical or mental disability would appear to limit his or her access to employment opportunities.
VISIBLE MINORITIES:	Non-white people other than native people.
TARGET GROUP MEMBERS:	Women, native people, disabled persons, and visible minorities.
EQUAL OPPORTUNITY PROGRAMS:	<p>Programs (such as affirmative action) specifically designed to:</p> <ul style="list-style-type: none">(i) promote equality of opportunity and improve employment of target group members;(ii) eliminate systemic discrimination;(iii) assist individuals to compete for employment opportunity on an equal basis.
SYSTEMIC DISCRIMINATION:	A general employment condition, specific practice, or approach to hiring or promotion that applies equally to everyone at a workplace but that negatively affects employment opportunity or advancement for specific groups of people.

* This questionnaire was designed by the Commission with the particular assistance of Professor Alfred Blumrosen, Dr. Marilyn Mohan, and Heather Reisman. Dr. Mohan and Ms. Reisman prepared an analysis for the Commission of, respectively, Part I and Part II of the completed questionnaires.

DESCRIPTION OF OCCUPATIONAL GROUPS

UPPER-LEVEL MANAGERS. Those people holding the most senior positions in large firms or corporations. They are responsible for the corporation's policy and strategic planning, and for directing and controlling the functions of the organization. Includes: chief executive officer, president, vice-president, chief operating officers, general managers and divisional heads, and directors who have several middle managers reporting to them or are responsible for the direction of a critical technical function.

MIDDLE MANAGERS. Middle managers receive instructions from upper-level managers and administer the organization's policy and operations through subordinate managers or supervisors. Upper-level managers and middle managers together comprise all managers. Includes: financial, personnel, sales, advertising, purchasing, production, data processing, marketing, and research and development managers.

PROFESSIONALS. These occupations usually require either university graduation or prolonged formal training and often require membership within a professional association. Includes: engineers (civil, mechanical, chemical, electrical, petroleum, nuclear, aerospace, etc.); architects; lawyers; airline pilots and navigators; social workers; biologists; geologists; chemists; economists; psychologists; librarians; accountants; and kindred workers.

TECHNICIANS AND SEMI-PROFESSIONALS. These occupations usually require knowledge equivalent to about two years of post-high school education, such as is offered in many technical institutes and community colleges, and often have further specialized on-the-job training. Technicians possess highly developed manual technical skills. Includes: computer programmers and systems analysts; nurses; physio and occupational therapists; draftsmen and draftswomen; musicians; actors; photographers; illustrating artists; product designers; radio and television announcers; translators and interpreters; writers and editors; specialized inspectors and testers of electronic, electrical, mechanical, etc. products; vocational instructors; technicians (medical, electronic, engineering, architectural, dental, physical science, life science, library, etc.); and kindred workers.

SUPERVISORS. Non-management first-line supervisors of white-collar (clerical, sales, and service) workers. Supervisors may, but do not usually, perform any of the duties of the employees under their supervision. Includes: supervisors of stenographers; typists; account recorders; office machine and electronic data processing operators; library clerks; mail carriers and messengers; salespeople; food and beverage preparers; bookkeepers; receptionists; sales workers; and kindred workers.

FOREMEN/WOMEN. Non-management first-line supervisors of workers in blue-collar jobs. They may, but do not usually, perform any of the duties of the employees under their supervision. Includes: supervisors of machining; construction; heavy equipment operation; mechanical repairers; processing workers (food and beverage, textiles, wood, metals); workers in assembling and repairing; workers in air, railway, and water transportation; printers; excavators and pavers; and kindred workers.

CLERICAL. Includes all clerical work, regardless of difficulty, in which the activities are predominantly non-manual. Includes: bookkeepers; cashiers; collectors (bills and accounts); messengers and office helpers; office machine operators; mail clerks; typists; telephone operators; electronic data processing equipment operators; clerks (production, shipping and receiving, stock, scheduling, ticket, freight, library, reception, travel, hotel, personnel, statistical, general office); and kindred workers.

SALES. Occupations engaged wholly or primarily in selling. Includes: advertising agents; real estate agents; sales workers and sales clerks; stock brokers; insurance agents; travel agents; salespeople of technical and business services; and kindred workers.

SERVICE. Workers who provide personal service. Includes: attendants (hospital and other institutions, including nurses' aides and orderlies); barbers; bartenders; guides; food and beverage serving occupations; travel attendants; housekeepers; childcare occupations; and kindred workers.

SKILLED CRAFTS AND TRADESMEN/WOMEN. Manual workers of a high skill level, having a thorough and comprehensive knowledge of the processes involved in their work. They are frequently journeymen and journeymen who have received an extensive period of training. Includes: welders; tool and die makers; sheet metal workers; carpenters; plumbers; mechanics and repairers; engravers; stationary engineers; aircraft and railway transport equipment mechanics and repairers; radio and television broadcasting equipment operators; radio and television service repairers; tailors and dressmakers; firemen; and kindred workers.

SEMI-SKILLED MANUAL WORKERS. Manual workers who perform duties that usually require a few months of specific vocational on-the-job training and a formal education which is less than high school completion. Generally, these are workers whose skill level is less than that of skilled crafts and trades workers, but greater than that of unskilled manual workers. Includes: truck and tractor drivers; bus drivers; paving, surfacing, and related occupations; roofers; photographic processors; sound and video recording equipment operators; those in apprenticeship training; textile workers; and kindred workers.

UNSKILLED MANUAL WORKERS. Workers in blue-collar jobs which generally require only a few days or no on-the-job training. The duties are manual, elementary, and require little or no independent judgement. Includes: garage labourers; car washers and greasers; swamper; gardeners (except farm); unskilled railway track workers; labourers performing lifting, digging, mixing, loading, and pulling operations; and kindred workers.

PART I: ORGANIZATION DEMOGRAPHICS

This section contains 13 tables that should be completed as fully as possible. Where data are unavailable, enter n.a. and provide an explanatory note.

Gross Annual Salary Range: In this column record the upper and lower salary boundaries for each occupational group of the corporation except upper-level management. The upper-level management salary should be recorded as indicated in the example.

Number of Employees in each Salary Quartile: For each occupational group, divide the corporation's gross annual salary range into four equal intervals and provide the number of employees in each salary quartile. Record these numbers so that the uppermost quartile refers to those who earn the highest salary.

In the example organization, middle managers earn \$30-70,000; four of them earn \$60-70,000; and thirty-four of them earn \$30-40,000.

These tables ask for the number of men, women, native people, disabled persons and visible minorities that fall within each of these salary quartiles calculated for the whole corporation (e.g., the number of women middle managers who are in the corporation's top salary quartile of \$60-70,000 for middle managers).

Occupational Group	Number	Percent of all Employees	Gross Annual Salary Range (\$)	Number of Employees in each Salary Quartile
Upper-level Managers	22	.003	55 000 +	2
				5
				12
				3
Middle Managers	125	.02	70 000 to 30 000	4
				7
				80
				34

Definitions of Broad Occupational Groups

Definitions of the occupational groups are provided.

With the completed tables, please enclose a description of the type of work each occupational group includes. For example, one corporation's professionals may be comprised of engineers and pilots, another's may be comprised of physicists and chemists.

Please note, where professionals or others have managerial designations, please include them in a manager category, i.e., occupational group 1 or 2.

Ia. OCCUPATIONAL MIX, BY SEX, JULY 1, 1983

Name of Crown Corporation _____

OCCUPATIONAL GROUPS	ALL EMPLOYEES				MEN				WOMEN			
	Number	% of All Employees	Gross Annual Salary Range (\$)	Number of Employees in Each Salary Quartile	Number	% of All Men	% of All Employees	Number of Men in Each Salary Quartile	Number	% of All Women	% of All Employees	Number of Women in Each Salary Quartile
1. Upper-level Managers												
2. Middle Managers												
3. Professionals												
4. Semi-Professionals & Technicians												
5. Supervisors												
6. Foremen/women												
7. Clerical Workers												
8. Sales Workers												
9. Service Workers												
10. Skilled Crafts & Tradesmen/women												
11. Semi-skilled Manual Workers												
12. Unskilled Manual Workers												
TOTALS												

**Ib. NUMBER & OCCUPATIONAL MIX OF VISIBLE MINORITIES —
JULY 1, 1983**

Name of Crown Corporation _____

OCCUPATIONAL GROUPS	VISIBLE MINORITIES				
	Number of Men & Women	MEN		WOMEN	
		Number of Men	# Men in Each Salary Quartile	Number of Women	# Women in Each Salary Quartile
1. Upper-level Managers					
2. Middle Managers					
3. Professionals					
4. Semi-Professionals & Technicians					
5. Supervisors					
6. Foremen/women					
7. Clerical Workers					
8. Sales Workers					
9. Service Workers					
10. Skilled Crafts & Tradesmen/ women					
11. Semi-skilled Manual Workers					
12. Unskilled Manual Workers					
TOTALS			-		-

Visible Minorities: Non-white people other than native people.

- Note: 1. Where data are unavailable, enter n.a.
2. Salary quartiles are those quartiles of the crown corporation's gross annual salary range, for each occupational group.

**Ic. NUMBER & OCCUPATIONAL MIX OF NATIVE PEOPLE —
JULY 1, 1983**

Name of Crown Corporation _____

OCCUPATIONAL GROUPS	NATIVE PEOPLE				
	Number of Men & Women	MEN		WOMEN	
		Number of Men	# Men in Each Salary Quartile	Number of Women	# Women in Each Salary Quartile
1. Upper-level Managers					
2. Middle Managers					
3. Professionals					
4. Semi-Professionals & Technicians					
5. Supervisors					
6. Foremen/women					
7. Clerical Workers					
8. Sales Workers					
9. Service Workers					
10. Skilled Crafts & Tradesmen/ women					
11. Semi-skilled Manual Workers					
12. Unskilled Manual Workers					
TOTALS			-		-

Native People: Status and non-Status Indians, Métis, and Inuit.

Note: 1. Where data are unavailable, enter n.a.

2. Salary quartiles are those quartiles of the crown corporation's gross annual salary range, for each occupational group.

**Id. NUMBER & OCCUPATIONAL MIX OF DISABLED PERSONS —
JULY 1, 1983**

Name of Crown Corporation _____

OCCUPATIONAL GROUPS	DISABLED PERSONS				
	Number of Men & Women	MEN		WOMEN	
		Number of Men	# Men in Each Salary Quartile	Number of Women	# Women in Each Salary Quartile
1. Upper-level Managers					
2. Middle Managers					
3. Professionals					
4. Semi-Professionals & Technicians					
5. Supervisors					
6. Foremen/women					
7. Clerical Workers					
8. Sales Workers					
9. Service Workers					
10. Skilled Crafts & Tradesmen/ women					
11. Semi-skilled Manual Workers					
12. Unskilled Manual Workers					
TOTALS			-		-

Disabled Persons: Those persons whose physical or mental disability would appear to limit their access to employment opportunities.

Note: 1. Where data are unavailable, enter n.a.

2. Salary quartiles are those quartiles of the crown corporation's gross annual salary range, for each occupational group.

**1e. OCCUPATIONAL MIX OF PART-TIME EMPLOYEES —
JULY 1, 1983**

Name of Crown Corporation _____

OCCUPATIONAL GROUPS	MEN Number	WOMEN Number	VISIBLE MINORITIES Number		NATIVE PEOPLE Number		DISABLED PERSONS Number	
			Men	Women	Men	Women	Men	Women
1. Upper-level Managers								
2. Middle Managers								
3. Professionals								
4. Semi-Professionals & Technicians								
5. Supervisors								
6. Foremen/women								
7. Clerical Workers								
8. Sales Workers								
9. Service Workers								
10. Skilled Crafts & Tradesmen/women								
11. Semi-skilled Manual Workers								
12. Unskilled Manual Workers								
TOTALS								

Part-time Employees: Those employees who work less than the normally scheduled hours of full-time employees. For example, where full-time employees normally work 40 hours per week, part-time employees would be those who work 20 or 30 hours.

If. OCCUPATIONAL MIX, BY SEX — JULY 1, 1978*

Name of Crown Corporation _____

*If the corporation cannot supply data for 1978, historical data which is available for some later year should be forwarded, with explanatory notes.

OCCUPATIONAL GROUPS	ALL EMPLOYEES				MEN				WOMEN			
	Number	% of All Employees	Gross Annual Salary Range (\$) 1978	Number of Employees in Each Salary Quartile	Number	% of All Men	% of All Employees	Number of Men in Each Salary Quartile	Number	% of All Women	% of All Employees	Number of Women in Each Salary Quartile
1. Upper-level Managers												
2. Middle Managers												
3. Professionals												
4. Semi-Professionals & Technicians												
5. Supervisors												
6. Foremen/women												
7. Clerical Workers												
8. Sales Workers												
9. Service Workers												
10. Skilled Crafts & Tradesmen/women												
11. Semi-skilled Manual Workers												
12. Unskilled Manual Workers												
TOTALS		-	-	-		-	-	-		-	-	-

**1g. NUMBER & OCCUPATIONAL MIX OF VISIBLE MINORITIES —
JULY 1, 1983**

Name of Crown Corporation _____

OCCUPATIONAL GROUPS	VISIBLE MINORITIES				
	Number of Men & Women	MEN		WOMEN	
		Number of Men	# Men in Each Salary Quartile	Number of Women	# Women in Each Salary Quartile
1. Upper-level Managers					
2. Middle Managers					
3. Professionals					
4. Semi-Professionals & Technicians					
5. Supervisors					
6. Foremen/women					
7. Clerical Workers					
8. Sales Workers					
9. Service Workers					
10. Skilled Crafts & Tradesmen/ women					
11. Semi-skilled Manual Workers					
12. Unskilled Manual Workers					
TOTALS			-		-

Visible Minorities: Non-white people other than native people.

Note: 1. Where data are unavailable, enter n.a.

2. Salary quartiles are those quartiles of the crown corporation's gross annual salary range for each occupational group.

Ih. NUMBER & OCCUPATIONAL MIX OF NATIVE PEOPLE —
JULY 1, 1978

Name of Crown Corporation _____

OCCUPATIONAL GROUPS	NATIVE PEOPLE				
	Number of Men & Women	MEN		WOMEN	
		Number of Men	# Men in Each Salary Quartile	Number of Women	# Women in Each Salary Quartile
1. Upper-level Managers					
2. Middle Managers					
3. Professionals					
4. Semi-Professionals & Technicians					
5. Supervisors					
6. Foremen/women					
7. Clerical Workers					
8. Sales Workers					
9. Service Workers					
10. Skilled Crafts & Tradesmen/ women					
11. Semi-skilled Manual Workers					
12. Unskilled Manual Workers					
TOTALS			-		-

Native People: Status and non-Status Indians, Métis, and Inuit.

- Note: 1. Where data are unavailable, enter n.a.
2. Salary quartiles are those quartiles of the crown corporation's gross annual salary range, for each occupational group.

**II. NUMBER & OCCUPATIONAL MIX OF DISABLED PERSONS —
JULY 1, 1978**

Name of Crown Corporation _____

OCCUPATIONAL GROUPS	DISABLED PERSONS				
	Number of Men & Women	MEN		WOMEN	
		Number of Men	# Men in Each Salary Quartile	Number of Women	# Women in Each Salary Quartile
1. Upper-level Managers					
2. Middle Managers					
3. Professionals					
4. Semi-Professionals & Technicians					
5. Supervisors					
6. Foremen/women					
7. Clerical Workers					
8. Sales Workers					
9. Service Workers					
10. Skilled Crafts & Tradesmen/ women					
11. Semi-skilled Manual Workers					
12. Unskilled Manual Workers					
TOTALS			-		-

Disabled Persons: Those persons whose physical or mental disability would appear to limit their access to employment opportunities.

- Note: 1. Where data are unavailable, enter n.a.
2. Salary quartiles are those quartiles of the crown corporation's gross annual salary range for each occupational group.

**Ij. GEOGRAPHICAL LOCATION OF WOMEN, NATIVE PEOPLE,
VISIBLE MINORITIES, DISABLED PERSONS — JULY, 1983**

Name of Crown Corporation _____

PROVINCE OR TERRITORY	ALL EMPLOYEES	WOMEN		NATIVE PEOPLE		VISIBLE MINORITIES		DISABLED PERSONS	
	Number	Number	% of all employees in that Prov./ Terr.	Number	% of all employees in that Prov./ Terr.	Number	% of all employees in that Prov./ Terr.	Number	% of all employees in that Prov./ Terr.
1. Northwest Territories									
2. Yukon									
3. Newfoundland									
4. Prince Edward Island									
5. Nova Scotia									
6. New Brunswick									
7. Quebec									
8. Ontario									
9. Manitoba									
10. Saskatchewan									
11. Alberta									
12. British Columbia									
CANADA									

Native People: Status and non-Status Indians, Métis, and Inuit.

Visible Minorities: Non-white people other than native people.

Disabled Persons: Persons whose physical or mental disability would appear to limit their access to employment opportunities.

Ik. PERMANENT EMPLOYEES HIRED DURING THE LAST TWELVE MONTHS

Name of Crown Corporation _____

OCCUPATIONAL GROUPS	EMPLOYEES HIRED DURING THE LAST 12 MONTHS								
	Number	Number Men	Number Women	Number Visible Minorities		Number Native People		Number Disabled Persons	
				Men	Women	Men	Women	Men	Women
1. Upper-level Managers									
2. Middle Managers									
3. Professionals									
4. Semi-Professionals & Technicians									
5. Supervisors									
6. Foremen/women									
7. Clerical Workers									
8. Sales Workers									
9. Service Workers									
10. Skilled Crafts & Tradesmen/women									
11. Semi-skilled Manual Workers									
12. Unskilled Manual Workers									
TOTALS									

Visible Minorities: Non-white people other than native people.

Native People: Status and non-Status Indians, Métis, and Inuit.

Disabled Persons: Persons whose physical or mental disability would appear to limit their access to employment opportunities.

Note: 1. Do not include non-permanent employees such as those normally hired on a seasonal basis.

2. Where data are unavailable, enter n.a.

II. PERMANENT EMPLOYEES LAID OFF OR TERMINATED BY THE CORPORATION DURING THE LAST TWELVE MONTHS

Name of Crown Corporation _____

OCCUPATIONAL GROUPS	EMPLOYEES LAID OFF BY THE CORPORATION DURING THE LAST 12 MONTHS								
	Number	Number Men	Number Women	Number Visible Minorities		Number Native People		Number Disabled Persons	
				Men	Women	Men	Women	Men	Women
1. Upper-level Managers									
2. Middle Managers									
3. Professionals									
4. Semi-Professionals & Technicians									
5. Supervisors									
6. Foremen/women									
7. Clerical Workers									
8. Sales Workers									
9. Service Workers									
10. Skilled Crafts & Tradesmen/women									
11. Semi-skilled Manual Workers									
12. Unskilled Manual Workers									
TOTALS									

Visible Minorities: Non-white people other than native people.

Native People: Status and non-Status Indians, Métis, and Inuit.

Disabled Persons: Persons whose physical or mental disability would appear to limit their access to employment opportunities.

Note: 1. Do not include non-permanent employees such as those normally hired on a seasonal basis.

2. Where data are unavailable, enter n.a.

Im. PERMANENT EMPLOYEES WHO WERE PROMOTED DURING THE LAST TWELVE MONTHS

Name of Crown Corporation

OCCUPATIONAL GROUPS	EMPLOYEES PROMOTED DURING THE LAST 12 MONTHS								
	Number	Number Men	Number Women	Number Visible Minorities		Number Native People		Number Disabled Persons	
				Men	Women	Men	Women	Men	Women
1. Upper-level Managers									
2. Middle Managers									
3. Professionals									
4. Semi-Professionals & Technicians									
5. Supervisors									
6. Foremen/women									
7. Clerical Workers									
8. Sales Workers									
9. Service Workers									
10. Skilled Crafts & Tradesmen/women									
11. Semi-skilled Manual Workers									
12. Unskilled Manual Workers									
TOTALS									

Visible Minorities: Non-white people other than native people.

Native People: Status and non-Status Indians, Métis, and Inuit.

Disabled Persons: Persons whose physical or mental disability would appear to limit their access to employment opportunities.

Note: 1. Promoted persons are those who were moved from one classification to a higher classification according to the corporation's own classification system.

2. Where data are unavailable, enter n.a.

PART II: EMPLOYMENT PRACTICES AND SYSTEMS

Please provide your answers on a separate page, being sure to number each response.

1. Current Equal Opportunity Program

- 1.1 Is equal opportunity currently a corporate or human resource goal of your organization? If so, please provide the goal statement.
- 1.2 (a) Do you have a formal equal employment opportunity or affirmative action program?
(b) When was it established?
(c) Who are the target groups for the program?
- 1.3 What are some of the major initiatives undertaken in connection with the above-noted program(s)?
- 1.4 (a) Have the personnel practices in your organization been examined with a view to eliminating systemic discrimination? If so, what resulted from the review?
(b) Have any personnel policies or practices been modified specifically to improve employment opportunities and mobility for target group members? If so, please define the changes and describe the impact of these changes.
- 1.5 Have position descriptions and job specifications been reviewed to determine whether existing hiring requirements (i.e., weight, height, education level) may be a reflection of stereotype rather than job requirement? If so, please describe positions for which changes have been made.
- 1.6 Who in your organization is responsible for the development of equal employment opportunity or affirmative action programs? To whom does this person (or people) report?
(a) What responsibility, if any, do line managers have with respect to these programs?
- 1.7 Have specific targets or numerical goals been set for any of the target group members? If so, please describe the process for setting goals, establishing timetables, and monitoring results.
- 1.8 Is any information currently collected to track the number and mobility of target group members in the organization? If so, please describe.
- 1.9 Do you provide any training or development programs directed toward eliminating occupational stereotyping and bias or augmenting specific skills of target group members? If so, please describe these and identify the employee groups who have participated.
- 1.10 Have you prepared any cost/benefit analyses with reference to equal opportunity/affirmative action activities? If so, please provide a summary of these.

- 1.11 How do you ensure accountability for results in your equal opportunity/affirmative action program(s)? What specific incentives or disincentives are employed?
- 1.12 In light of your experience, identify those equal opportunity/affirmative action efforts which you have found to be the most effective for improving employment opportunities for women, native people, disabled persons, and visible minorities.

2. Organization

- 2.1 Please provide copies of the corporate and divisional organization charts you normally use.
- 2.2 (a) Please provide a description of task forces which have been established in your corporation to deal with major organization issues such as productivity, the impact of microelectronics, etc.
- (b) For each of these, what is the percentage representation of women, native people, disabled persons, and visible minorities?

3. Personnel Policies and Practices

- 3.1 Does your organization currently provide any of the following:
 - Childcare provisions, including daycare
 - Transportation to and from work
 - Opportunities for extended leave
 - Opportunities to shift to part-time work* or to full-time work
 - Flex-time**
 - Physical access (entrance/exit, and on-site facilities) for disabled persons

If so, briefly describe the current policy and practices.

- 3.2 What workplace aids and adaptations (if any) are available for those with handicaps?
- 3.3 Do you have a promotion-from-within policy? If so, describe the process(es) (i.e., job posting, inventory, seniority, other) which are used to identify candidates for each of the occupational groups identified in Part I.
- 3.4 Do you have a self-nomination process for promotion? For training programs? If so, please describe.

* Part-time refers to schedules that represent some part of a usual work week, i.e., week-end, mornings, two days per week.

** Flex-time (flexible work hours) is a schedule that permits employees to choose their own working hours to some extent provided they work the normal number of hours. Flex-time schedules generally include several (perhaps six hours) of "core time" during which all employees must be on the job. However, an employee may choose to come to work half an hour or an hour late and make up the time after the normal closing time. Conversely, employees may start earlier and leave earlier if they prefer.

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- 3.5 Do you have a high potential review*** process? If so, please describe the criteria for establishing potential and the process for identifying candidates.
 - 3.6 For each of the occupational groups established in Part I, what is the ratio of internal/external recruiting?
 - 3.7 Using the occupational group breakdown established in Part I, please identify the type of recruiting methods used when hiring from the outside, i.e., advertisements, executive search, employment agencies, word of mouth, drop in, etc.
 - 3.8 Is geographical mobility a requirement in your organization? If so, please describe your mobility policy and practices.
 - 3.9 Has your organization undertaken any programs to increase bilingualism at various levels? If so, please describe these and provide your opinion on the positive and negative aspects of the design, implementation, monitoring, and enforcement of these programs.
 - 3.10 What programs are currently being considered or have been developed to deal with the impact of technology on employees? Please highlight the impact of these programs for target group members.
 - 3.11 Is there a process by which employees can complain of personnel actions or decisions which they believe to have been based on the fact that they are women, native people, disabled persons, or visible minorities? If so, please describe the process.
4. This question, which asked corporations to rank factors inhibiting the achievement of equal employment opportunities for each group, has been deleted as it proved to be insufficiently instructive.

5. Seniority Systems

- 5.1 Please indicate which of your employee groups are subject to a collective bargaining agreement; submit the name, address, and telephone number of the union which represents them; and attach copies of all collective agreements now in effect. Identify the provisions of the agreements which relate to job access, promotion, transfer, and layoff. Examples of these provisions are:

Loss of seniority on transfer. In the event of a transfer to a new unit, does the transferred employee become the most junior employee, subject to layoff first in the event of a reduction in force?

Reduction in pay on transfer. Does the transferred employee take the pay of the lowest-paid person in the unit to which the transfer is made, even if that is lower than the rate in the job from which the transfer is made?

Lack of notice. Are vacancies in predominantly white/male units posted where females, native people, disabled persons, and visible minorities can see them?

*** High potential review refers to any process that singles out individuals for special attention or accelerated advancement based on a belief that the individual has special ability to perform and contribute to the organization.

Does the system utilize a "last in first out" principle for layoffs? Are there exceptions concerning "ability to perform" or "affirmative action hires"?

- 5.2 Some employers have established the principle that seniority in some form will govern their decisions on promotion and layoff. If you have established such a system with respect to your non-union employees, please respond to the following question:

In the event of a transfer to a new area, does the transferred employee become the most junior employee, subject to layoff first in the event of a reduction in force?

6. Benefits

For non-union employees:

- 6.1 What is the policy on eligibility, duration, and timing of maternity/parental leave?
- 6.2 Please describe each of the benefit packages available by occupational group.

For unionized employees:

- 6.3 Using the collective agreements requested in 5.1, please highlight those aspects of the agreements which refer to benefits.

Appendix E

Research Documents

The Commission contracted 39 research papers on topics relevant to the Terms of Reference.

This appendix contains brief descriptions of these documents, listed alphabetically by author.

Research Documents

Agarwal, Naresh C.

Economic Costs of Employment Discrimination. A review of the occupational distribution and unemployment rates of women, native people, and visible minorities. Discusses the effects of discrimination on national output, employer costs, labour market efficiency, and the economic condition of the respective groups.

Bakker, Isabella

The International Context: How do Canadian Women Fare Compared to Women in the Rest of the OECD Region? An analysis of the economic situation of Canadian women compared to women in other Organization for Economic Co-operation and Development countries. Participation rates, equal pay measures, occupational segregation, and tax and pension policies are discussed.

Bankier, Jennifer

Equality, Affirmative Action, and the Charter: Reconciling "Inconsistent Sections". An analysis of apparently conflicting sections of the Charter of Rights and Freedoms and a proposal to reconcile these sections. Discrimination and equality are discussed with reference to the U.S. experience.

Beck, J. Helen

Target Groups and the Charter of Rights: Business Organizations, The Handicapped, and Women. A summary of presentations made by selected groups representing business, the disabled, and women to the Special Joint Committee on the Constitution, with special emphasis on issues relevant to the Terms of Reference of this Commission.

Bellemare, Diane; Dussault, Ginette; Poulin-Simon, Lise

Les femmes et l'économie. A description of how the evolution of the paid labour force since the last century has affected women. Factors such as high unemployment, job segregation, and market trends are considered.

Blumrosen, Alfred W.

Improving Equal Employment Opportunity Laws: Lessons from the United States Experience. A discussion of the U.S. experience with contract compliance and affirmative action, and a description of what would constitute a model equal employment opportunity statute.

Further Notes on the U.S. Experience. An assessment of certain administrative aspects of establishing and maintaining an affirmative action plan, of the reporting system required of employers, and of the qualifications of corporate and government equal employment personnel.

Buckland, Lin

Education and Training: Equal Opportunities or Barriers to Employment? An analysis of training and education issues as they relate to inequality in employment. Reviews social and economic theories of education, empirical data relating to access to education, barriers to education, and the implications to the disadvantaged of changes in the economy and labour force.

Calzavara, Liviana

Trends in the Employment Opportunities of Women in Canada. A look at Canadian women in the labour force over the past 50 years, with data on male and female participation and unemployment rates, part-time work, earn-

ings, and occupational and industrial distributions. Reviews current social and economic explanations for differences, particularly in earnings and occupational distributions.

Chester, R. Simon G.

Equality in Employment: Observations from International and Comparative Law. A survey of the available literature on equality in employment in selected jurisdictions outside North America. Summarizes declarations, conventions, covenants, and recommendations of international organizations and provides an overview of employment legislation and practices relating to women, the disabled, and minorities, in Great Britain, West Germany, the Netherlands, France, Norway, Sweden, Australia, and Japan.

Cleveland, Janet

Implementation of Affirmative Action Programs in the Current Workplace Context. An analysis of labour relations issues, including employment standards legislation and collective bargaining structures, and their impact on affirmative action programs.

Eichler, Margrit

Equality in Employment. A discussion of the meaning for women of equality in employment when considered in the context of social policy development in Canada. Outlines measures to ensure equal access and equivalent working conditions for men and women.

The Connection between Paid and Unpaid Labour and its Implication for Creating Equality for Women in Employment. A review of the debate on how to measure the value of unpaid work, given its importance to the maintenance of the paid labour force, and a discussion on how to distinguish between the public and private aspects of unpaid work.

Erin Research

(Prepared by Kasia Seydegart and George Spears)

"You'd Think You Were in Heaven": Federal Government Legislation, Policy, and Programs that Affect Equality in Employment of Four Target Groups. A listing and evaluation of federal government legislation, programs, and policies — other than those under the jurisdiction of the Canada Employment and Immigration Commission — affecting women, disabled persons, native people, and visible minorities in employment.

Gold, Marc

The Constitutional Dimensions of Promoting Equality in Employment. A consideration of constitutional dimensions of federal action to promote equality in employment, including consideration of the scope of federal legislative jurisdiction, the impact of the Charter of Rights and Freedoms and the effectiveness of litigation as a means of achieving a greater measure of equality in employment.

Goldfarb Consultants

An Analysis of Canadian Women. A compilation and discussion of data concerning certain attitudes and behaviours of Canadian women, based on material obtained from 1976 to 1983.

Gunderson, Morley

Labour Market Aspects of Inequality in Employment and Their Application to Crown Corporations. A study of equality in employment in crown corporations, based on theoretical principles and empirical evidence, set in the con-

text of the labour market aspects of discrimination and inequality. Includes an analysis of the sources of discrimination as a basis for evaluating policy options to reduce discrimination and inequality.

Head, Wilson A.

The Concept of Race and Racism in Human Societies. An outline of the historical development of the concept of race as a means of identifying and categorizing peoples. Discusses problems in making such distinctions as either a biological or social phenomenon.

Hughes, Patricia

Determinants of Discrimination. A survey of the psychological, socio-cultural, and economic determinants of prejudice and discrimination.

Equality in Political Theory. A review of selected writings of political theorists and philosophers from Aristotle to Rawls, with particular attention to the concept of equality in liberal and liberal-democratic theory.

Issues under the Charter. An analysis of whether or not actions may be brought against private individuals and crown corporations under the Charter of Rights and Freedoms, and whether, and to what extent, affirmative action programs would be compatible with the equality rights established by Section 15(1) of the Charter.

Terms of Reference: Definitions. An examination of the meaning of four concepts essential to discussions of equality: disability, discrimination, *bona fide* occupational qualification, and reasonable accommodation.

Kaplansky, Marsha

Target Groups and the Charter of Rights: Native Peoples, Visible Minorities, and Labour's Reaction. Summaries of submissions relevant to equality issues made by native people, visible minority, and labour organizations to the Senate and House of Commons Special Joint Committee on the Constitution, the 1978 First Ministers' Conference on the Constitution, and the 1983 First Ministers' Conference on Aboriginal Constitutional Matters.

Katz, Sharon

CEIC and Target Group Members. General descriptions of the training, job creation, and affirmative action programs and the employment information, counselling, and placement services offered by the Canada Employment and Immigration Commission. Data on current target group participation in the training programs are given along with information on the special services available to target group members.

Lampkin, Lorna

Visible Minorities in Canada. A summary of historical and socio-cultural profiles of visible minorities, including blacks, Chinese, Japanese, South Asians, Southeast Asians, and Latin Americans.

Mahoney, Kathleen

Day Care and Equality in Canada. An examination of how the provision of day-care affects women's ability to achieve equality in employment. Considers the societal, legal, financial, and tax consequences of the different forms of day-care.

Monica Townson Associates Inc.
(prepared by Monica Townson)

The Socio-Economic Costs and Benefits of Affirmative Action for Canada. A review of the general employment situation of women, disabled persons, native people, and visible minorities. Evaluates affirmative action as a means of improving employment opportunities for these groups. Assesses the economic costs and benefits of this measure with reference to the American experience.

Mossman, Mary Jane

Gender, Equality and the Charter. A discussion of various concepts of equality and ways in which equality may be achieved under the Charter of Rights and Freedoms in light of experience with the Bill of Rights and American constitutional law.

Phillips, D. Rhys

Equity in the Labour Market: The Potential of Affirmative Action. A comprehensive report on the principles of affirmative action as a strategy for eliminating employment discrimination. The employment situation of women, native people, disabled persons, and visible minorities is described, as are objectives of federal labour market policy.

Podoluk, Jenny

Profiles of the Canadian Labour Market. Profiles of the Canadian labour market based primarily on the 1981 census and focused on women, native people, visible minorities, and disabled persons.

Powless, Richard C.

Native People and Employment. A review of the history and socio-economic conditions of native people and of the federal government's programs and policies.

Rioux, Marcia H.

Labelled Disabled and Wanting to Work. An analysis of employment barriers facing disabled persons, including social and employment policies, disability income schemes, legislative barriers, education, and transportation. Reviews a variety of solutions proposed to eliminate barriers, including a model of independent living, vocational rehabilitation, alternative income schemes, anti-discrimination policies, economic incentives and employment programs.

Schusheim, Evelyn R.

Federal-Provincial Cost Sharing Arrangements. A review of two forms of cost sharing — block funding and conditional grants — as methods of financing equal opportunity measures administered by the provinces.

Tax Incentives and Their Application to Equal Opportunity Measures. A review of current tax incentives under the federal Income Tax Act and possible tax incentives to promote equal opportunity measures.

Swinton, Katherine

Restraints on Government Efforts to Promote Equality in Employment: Labour Relations and Constitutional Considerations. An analysis of Canadian constitutional issues with particular emphasis on the Charter of Rights and Freedoms. Considers the implications of equal opportunity measures for labour relations, the collective bargaining process, and seniority systems.

Urban Dimensions Group, Inc.

(Prepared by Edward B. Harvey and John H. Blakely)

Strategies for Establishing Affirmative Action Goals and Timetables. A technical study of the elements of an affirmative action program. Outlines the components of the U.S. model — including availability analysis, goal-setting with reference to the labour market, and monitoring and auditing — and their relevance for Canada.

Weinfeld, Morton

The Social Costs of Discrimination in Canada. An assessment of the effects of discrimination in employment on individuals and on society, with particular reference to women, native people, disabled persons, and visible minorities.

William M. Mercer Limited

(Prepared by Lynne Sullivan and David Alexander)

Non-Discrimination in Base Pay. A compilation of federal legislation relevant to the issue of non-discrimination in income and a review of the Equal Pay Guidelines and interpretative material developed by the Canadian Human Rights Commission. Lists techniques for auditing bias in employment systems and guidelines for equitable job evaluation and salary administration.

Women Associates Consulting Inc.

Issues in Affirmative Action: An Overview. Outlines the components of equal opportunity and affirmative action programs. Describes adverse employment practices.

Appendix F

Commission Personnel

Commission Personnel

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