

AFFIRMATIVE ACTION PROGRAM

for the Ontario NDP

---

WHEREAS the underrepresentation of women in the ONDP at all levels has been documented, and

WHEREAS ONDP policy is explicitly concerned with the promotion of equality in Canadian society,

THEREFORE BE IT RESOLVED that the ONDP adopt the Affirmative Action Program set out as follows:

Affirmative Action Program for the ONDP

Women are poorly represented in the ONDP electoral base, in riding leadership, as provincial officers and as candidates and campaign managers. There has been improvement in some areas in recent years, but not sufficient to begin to approach parity. The adoption of a formal strategy is therefore necessary, and the following recommendations aim to achieve the equal participation of women at all levels of party activity.

Electoral Base

Policies of a particular relevance to women should be highlighted on a continuing basis, i.e.

- in the Legislature and caucus communications
- in party literature and communications
- in party organizing strategy and caucus planning and priorities

Party Structure

1. Ridings are urged to adopt by-laws requiring equal representation of women on their executives and convention delegations. (At least one riding, Nickel Belt, has done this.)
2. The party should require ridings which are entitled to more than one delegate to provincial council to apportion their delegates between the sexes. (As we move to double our membership over the next four years, this measure could be a significant factor in progress towards parity on council.)
3. The composition of the provincial executive, committees of the provincial executive and council should be constituted with equal female representation.
4. The party should organize a leadership skills program geared to women's involvement in the ridings, provincial council and other areas of party activities
5. The party should code the membership by gender, so that this data is readily available.

Public Office

1. The Leader, Caucus Members, party officials and staff should seek out potential women candidates in all our strong provincial ridings, in consultation with the ONDP Women's Committee, local riding executives, and local NDP women's action committees, where these exist.
2. Ridings are urged to recognize and assist with the costs of child care and household management.
3. The party should organize a series of candidate workshops to help women pursue nominations and to train women as candidates and campaign managers.