

THE NATIONAL ACTION COMMITTEE ON THE STATUS OF WOMEN

STRATEGY FOR CHANGE CONVENTION

April 7, 8 and 9, 1972
King Edward Sheraton Hotel
37 King Street East
Toronto, Ontario



PROGRAMME

Friday, April 7

- 3:00 p. m. Registration
Mezzanine Floor
- 6:00 p. m. Cocktails - cash bar
Canadian Court - Mezzanine
- 6:30 p. m. Dinner
Sheraton Room - Mezzanine
- 8:30 p. m. Welcome - Laura Sabia, Chairman,
National Action Committee
on the Status of Women
- Comments - Florence Bird, Chairman of
the Royal Commission on the
Status of Women
- Convention Panel - "And Miles to Go - - - -"
Moderator - June Menzies, Chairman,
Manitoba Action Committee on
the Status of Women
- Panelists
Thérèse Casgrain - Senator
Maryon Kantaroff - Sculptor, Feminist
Madeline Parent - Union Executive
Jan Steele - Chairman, Liberal Task Force
on the Status of Women
- Open Discussion - Questions from the Floor
- 10:30 p. m. ADJOURNMENT

Saturday, April 8

8:00 a. m. Registration (cont'd)
Mezzanine Floor

9:15 a. m. Call to Order
Ballroom - 17th Floor

Chairman's Remarks - Laura Sabia

Keynote Speaker - Elsie Gregory MacGill
Member of the Royal
Commission

The Rationale of Equal Status

* * * *

Steps Canadian Women Must Take
Esther Greenglass - Liberal Task Force on
the Status of Women

Introduction to the Workshops and the
Leaders - 19 groups
(See accompanying sheet for details)

- 1) Political Action
- 2) Mass Media Impact
- 3) Day Care and Education
- 4) Economic Status
- 5) Direct Action Techniques
- 6) Community Organization

10:00 a. m. - 12:30 p. m. Workshop Sessions - The number of your
workshop is on your name card in kit and
location of workshop is on attached list

1:00 p. m. Luncheon
Ballroom - 17th Floor

2:00 p. m. Workshop Sessions - to draft recommendations

4:00 p. m. Films and Video-tapes
"See Yourself at the Convention"
Location on Mezzanine Floor to be announced

6:00 p. m. Cocktails - cash bar - 17th Floor

Saturday, April 8 (cont'd)

6:30 p. m.

Dinner
Ballroom - 17th Floor

8:00 p. m.

Entertainment

Songs - Rita McNeil

From the "Spare Rib" - Araby Lockhart
and Robin Ward

Songs - Rita McNeil

Opportunity to meet the delegates and
chat with them

Sunday, April 9

Call to Order
Ballroom - 17th Floor

Chairman's Remarks - Laura Sabia

Recommendations from Workshops
- Esther Greenglass

Discussion Period

Formulation of Strategy for Change

Closing Remarks - Laura Sabia

12:30 p. m.

ADJOURNMENT

PRESS CONFERENCE

Arrangements will be made to look after young children during the sessions of the Convention if necessary.

THE NATIONAL
ACTION COMMITTEE ON THE STATUS OF WOMEN

Third floor, 1260 Bay Street, Toronto 5, Ontario
Telephone 964-1232

Chairman: LAURA SABIA
Secretary: DOROTHY MARTIN
Treasurer: GRACE HARTMAN



"STRATEGY FOR CHANGE" - CONVENTION OF WOMEN

WHY WE ARE HERE (Statement of Purpose)

The Submission of the National Action Committee on the Status of Women, presented to the Government of Canada through Minister Bryce Mackasey, on February 8, 1972, had as its purpose the reporting of agreements reached by participating groups of the National Committee on the Status of Women with reference to the recommendations of the Royal Commission report; and, secondly, the proposal that a national convention of women in Canada be held in April, 1972 to hear an accounting from the Government as to measures taken to implement the Royal Commission report.

The Submission concluded with a statement of concern that any federal Status of Women Council should be able to function free of the pressures that operate in the adversary system of partisan politics, and that the National Action Committee itself might explore the feasibility of acting as an advisory body, receiving and reporting on priority issues concerning the status of women in Canada. Furthermore, we said, "...we would like to explore the most co-operative and supportive techniques for effecting change."

That is why we are here now to join together our individual strengths and powers to bring about changes in the quality of life of the women of this country.

We shall be hearing from the Government what improvements have been made since the Royal Commission report was issued over a year ago, and what new measures are in plan. Then we shall consult with each other, in the workshops, about how we can achieve further changes.

We do not propose to re-write the Commission's report, nor to re-debate the substance of the recommendations which we have already agreed upon and stated in our Submission. We do intend to consider how we can be more effective through political action; how we can change the stereotyped image of women in the mass media; how male-female roles are interpreted in children's books and early education textbooks; how women can become more independent economically; and how women can most effectively organize themselves to exert power for improving their status.

At our final session on Sunday morning, April 9th, we shall adopt recommendations from the workshops on "strategies for change" in the status of women in Canada.

We are meeting here as individual women. Our names have been put forward by many different women's organizations and groups. We come from every province of Canada and from Whitehorse and Yellowknife and Coppermine. We are identified with organized groups in education, business, politics, religion, services, public and private, the mass media and community action.

We are paid and unpaid workers. We are mothers, daughters, wives and friends. Whatever the association or identity, we are here, on this occasion, as individual persons. We are here to determine what we can do better - together! We might say that we are a coalition of female purposes.

We have goals to set and actions to schedule. We are here to think, to listen, to speak, to reason together and to act. We have work to do together. LET US BE ABOUT IT!

DESCRIPTION OF WORKSHOPS TO DISCUSS AND TO RECOMMEND STRATEGIES FOR CHANGE:

1. Political Action - Ways to Political Power - As activist citizens of Canada, we shall consider how we should and how we can effect change through politics.
 - Strategies both within and outside political parties to increase political power of women on all levels of government, municipal, provincial and federal.

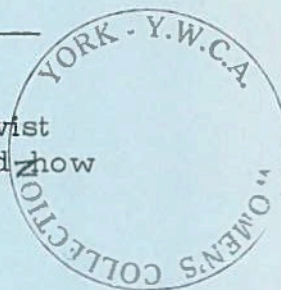
2. Action through Mass Media - We shall consider how we can portray through mass media (Press, Radio, Television, cable, and other, and the National Film Board) our own concept of the female role in social change.
 - The production of plays, publications, photography and advertisement that portray women in many diverse roles.

3. Changes in Education (Concepts of Male-Female Roles) - We shall consider how we can participate in all areas of learning in order to change attitudes toward male-female roles in society from the education of the child in the home through formal education and the continuing processes of social change.
 - a) Early Education - The role of story and text books as well as visual aids in changing sex role stereotyped attitudes.
 - The role of the teacher and the home in education.

 - b) Post-Secondary Education - The availability and relevance of post-secondary education to women and men.
 - The importance of having part-time study programmes available at all levels of education.
 - The importance of having in-service training within business and industry.
 - The importance of having grants available for part-time study in all areas, i.e. the arts, sciences, languages, etc.

 - c) Day Care - This includes day care, child care and birth control.
 - Is the family promoting sexism? What can be done to change this? How can we change sex roles within the family?
 - The necessity for more extensive facilities for sex education, birth control and abortion.

4. Change in the Economic Status of Women - We have particular concern for new directions in the employment of women, such as part-time employment and guaranteed annual income.
 - Enforcement and improvement of labour legislation prohibiting discrimination against women.



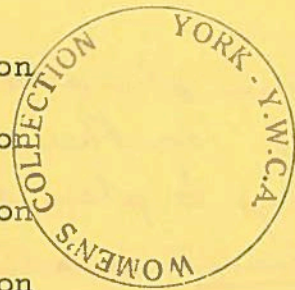
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- How to eliminate discrimination by trade unions towards women within their own ranks.
 - The necessity for creating career-patterns for traditionally female occupations so that women can rise through the ranks.
5. Direct Action Techniques - We shall consider the most effective methods of making our decisions known and acted upon at appropriate times by appropriate bodies.
- To do this we shall use any one or all of the following methods of direct action: consciousness-raising, lobbying, protests and demonstrations, guerilla theatre, boycotts, petition-campaigns, confrontations, advertisements, and writing letters and briefs.
6. Community Organization - We shall consider how women in Canada can organize themselves most efficiently to achieve their purposes.
- The necessity for solidarity of action among women.
 - How can women group or re-group themselves to achieve the goals set out in the Report of the Royal Commission on the Status of Women in Canada?
 - Do we need an Organization of Canadian Women?
 - Start a Status of Women Committee in your own community.

April 4, 1972.
/sc

LOCATIONS OF GROUP SESSIONS - SATURDAY, APRIL 8

<u>Resource</u>	<u>Group #</u>	<u>Topic</u>	<u>Location</u>
		<u>Chairwomen</u>	
	1	Kelly Creighton Political Action	Sheraton Room
	2	Brenda Denim Political Action	Sheraton Room
	3	Eleanor O'Connor Political Action	Sheraton Room
	4	Eliz. Ayers Political Action	Sheraton Room
	5	Bonny Keys Mass Media	Hunting Room
	6	Laurel Ritchie Mass Media	Hunting Room
	7	Hanriet Christie Education - Primary	Hampton Court
	8	Jean Duaren Education - Primary	Hampton Court
	9	Johanna Stuckey Education - Post Secondary	Mayfair Room
	10	Wendy Patter Education - Post Secondary	Mayfair Room
	11	Jean Woodsworth Education - Day Care	Elizabeth Room
	12	Stella Grant Education - Day Care	Board Room #1
	13	Marg. Hashdoem Economic Status	York Room
	14	Jane Manjics Economic Status	Board Room #2
M. Kantoroff	15	Lorna Grant <u>Direct Action</u>	<u>Queen's Park Room</u>
	16	Helen Tucker Community Organization	Canadian Court
	17	Lynn Good Community Organization	Canadian Court
	18	Betsy Car Community Organization	Canadian Court
	19	Hilda Greiderman Direct Action	Sheraton Room See Bulletin Board Saturday morning for room number



Your group number is found on your name tag. All groups have been kept to 25 persons or less to provide optimal conditions for discussion.

5 Recommendations from each workshop
(1. - requiring endorsement from Conv. as a whole)
(2. - those that don't)

AIMS: pursuing aim of equality for w. as persons
learn to work together as women (Conv. is a strategy)
Find new ways to plan, act & evaluate
How to implement priorities of Recom. (10) (Nat. Act. Comm-4092)
Workshops: do women want to work together to change?
Report Sat. a.m. from Workshops

PLEASE COMPLETE THIS EVALUATION SHEET AND TURN IT
IN BEFORE YOU LEAVE ON SUNDAY. THANKS.

Convention Evaluation



1. What sessions did you find most valuable?

- a) speakers _____
- b) panel _____
- c) discussion from the floor at general sessions _____
- d) workshops _____

2. Why?

3. What sort of session do you think is least valuable?

- a) speakers _____
- b) panel _____
- c) discussion from the floor at general sessions _____
- d) workshops _____

4. Why?

5. What would you have added to and/or omitted from the programme if you had been planning it?

6. In terms of the content of the convention, do you think that the emphasis on strategy (rather than issues) was wise?

Yes _____

No _____

Comments _____

7. What effect did this convention have on you personally (e.g. your attitude to women's rights, your personal commitment to action, etc.)?

8. If you are a member of a women's organization, what new actions do you think your organization should now take as a result of this convention?

9. In what strategy discussed at this convention

a) are you personally prepared to take part? (e.g. political action, media action, direct action, community organization)

b) are you prepared to recommend that your organization take part?

10. On what issue(s) are you prepared to work for improvements for women? (e.g. day care, jobs, education, etc.)

IN ANALYZING THE EVALUATIONS OF THE CONVENTION, IT WOULD BE HELPFUL TO HAVE THE INFORMATION REQUESTED BELOW. HOWEVER, YOU NEED NOT COMPLETE THIS SECTION IF YOU WOULD RATHER NOT.

Name _____

Address _____

Organization _____

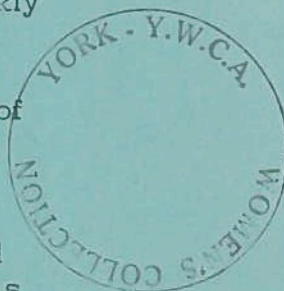
Age _____

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RECOMMENDATIONS - DIRECT ACTION

We recommend:

1. That the federal government be asked to consult with the National Committee on proposed legislation before first reading in the House of Commons and b) provincial governments be asked to consult with the provincial Status of Women organizations in the same way.
2. That the National Committee set up a communications network between all provincial committees so that national action on issues affecting women may be quickly taken, and b) the National Committee establish a co-ordinating body to support women in situations of strike etc., and c) the National Committee ask the federal government for funds to carry on this work.
3. (a) That this Conference indicate to the federal government that it strongly supports the establishment of a Women's Council as outlined in the RSCW recommendation #166. *independent of govt. cont.*
(b) That all groups participating in this conference send written requests to the Federal and Provincial Governments to set up an independent Women's Council.
4. Emergency resolution given to Chairwoman at Conference: That delegates of this Conference appear Saturday night at 7:30 p.m. at the Royal York Hotel to show our solidarity and determination in demanding faster action on the implementation of the recommendations in the Report of the Royal Commission on the Status of Women in Canada.
5. We endorse all forms of dialogue and non-violent protest on every aspect of women's position in society, e.g. demonstrations, letter-writing, debates, petitioning, etc.
6. That a body be set up out of this conference to organize and co-ordinate boycotts of companies which discriminate against women in any level of employment practice, e.g. a weekly national boycott of a chosen company's products.
7. We urge the setting up of Women's Studies in all levels of education and community life in order to create political awareness regarding the status of women in Canada.
8. We recommend that all conference delegates challenge all candidates in the upcoming and all subsequent elections as to their attitudes on the implementing of the recommendations of the Royal Commission on the Status of Women in Canada.



RECOMMENDATION - ECONOMIC STATUS



1. Re labour legislation and discrimination: We recommend That all provincial governments introduce (or re-inforce, where existing) Equal Employment Opportunity legislation which will include initiatory powers, and provision for equal pay for work of equal value, to be enforced through job evaluators;

+ territories PAID FULLY (Now only 2/3rds of income is being paid)
at the same rate of pay @ all benefits & security

That labour legislation in all provinces provide for maternity leave with re-instatement guaranteed, and make provision for said maternity ~~leave~~ *security* ~~leave~~ upon medical recommendation; ✓

That legislation be introduced requiring employers to publicly post in their places of employ, all labour legislation applicable to employees;

That Affirmative Action programs be undertaken by provincial governments re Equal Employment Opportunity within their own Public Service, thereby setting an example in the implementation of this legislation;

That the provincial government study and establish the best possible organization designed to improve the status of women in the province.

2. Re Part Time Employment: We recommend

That the Government of Canada immediately undertake the recommendation of the Royal Commission on the Status of Women, paragraph 366, to study the feasibility of making greater use of part time employment, giving special consideration to part time employment opportunities for the parents of young children;

2. (cont'd)

That the Federal government set up non-profit part time employment sections of the Canada Manpower Centers;

That those sections of the laws, both federal and provincial, which restrict eligibility for unionization by virtue of the number of hours worked be removed, (and we urge unions to support this legislation);

That legislation be passed by the appropriate government ensuring that part time workers be guaranteed equal benefits on a pro-rated basis, equal protection and pro-rated wages, with full-time employees.

3. Re Social Welfare Legislation

We support recommendation 135 (R.C.S.W.R.) relating to guaranteed annual income to heads of one parent families with dependent children,

and, further,

until implementation of this recommendation and in order to allow sole support mothers to have a financially secure and more dignified life style, we recommend:

That all provinces be urged to take steps immediately to improve the conditions for sole support parents. Specifically, action is needed to allow such parents to have an income at least at the poverty level whether such income is through the receipt of social assistance and/or earned income, which implies removal of maximum earnings ceilings, and that in as much as sole support mothers have a particular need of a sense of security in the process of earning and or training, medical and health insurance is maintained;

That the Department of Manpower and Immigration provide day care services for sole support parents during the time that such persons are undertaking skill training or academic upgrading.

4. Re Trade Unions: We recommend

That we call on unorganized women to organize at their place of work, into unions which best serve their economic and social interests and do not discriminate against women in gainful employment, and we support those organized women actively working for equal status within their respective unions ~~and in particular, the group of women who argued unsuccessfully at the 1970 C.L.C. Convention for greater representation by women in the higher councils of the C.L.C.~~

4. (cont'd)

That we deplore the fact that, at its recent annual presentation to the Federal Cabinet, the C.L.C. did nothing to support those recommendations of the Royal Commission Report on the Status of Women aimed at giving women in the labour force a greater measure of justice,

and let it be noted that the leaders of the AFL-CIO unions in Canada failed to take issue with their superior officers in the AFL-CIO in the U.S.A. who opposed equal rights legislation in that country, adopted at the specific request of women's organizations there.

5. We endorse the attached submission prepared by the Pensioners Concerned (Canada) Inc. and strongly recommend its implementation as quickly as possible.

We strongly recommend all women in the home should be considered working women as they contribute to the economy of the country, therefore, they should be allowed to contribute to the Canada Pension Plan if they wish.

6. That pending the establishment of a National Status of Women Council by the government, the National Action Committee on the Status of Women, should set up a body to receive specific complaints of economic discrimination against women, where no law protects, or the law is ineffectually enforced (re loans or credit; job applications; promotions and job evaluations; pay and/or benefits; union contracts and professional association regulations; inter-spousal taxation).

*Prov. Depts
Waterloo
Channingham
Pal. & Cante
F&B*

7. That all women be encouraged to take direct action against institutions and businesses proven to be guilty of discriminatory pay and perpetuating unequal opportunity practices; through such measures as:

- 1) discontinuance of support _____ funds
- 2) withdrawal of bank accounts, etc.
- 3) refusal to buy products of, or in, the offending establishment;
- 4) withdrawal of volunteer services; AND/OR
- 5) where applicable, attendance at annual shareholders' meetings to register the protest.

8. We recommend that all provincial and federal legislation dealing with either equal pay and/or equal opportunity include specific prohibitions against sex-based differentials in all terms and conditions of employment, including employee benefits such as pension plans, life insurance, etc.

We further recommend that, where such legislation does exist, the elimination of sex-differences in fringe benefits be vigourously publicized and enforced.

9. That the National Action Committee request the Government of Canada to call a public federal-provincial conference on labour legislation, with particular reference to ensuring that all labour legislation be brought into line with the United Nations Declaration on Human Rights, UN Declaration of Elimination of Discrimination Against Women, and I.L.O. Convention #100. Equal Remuneration for Work of Equal Value.

PENSIONERS CONCERNED (CANADA)

A Social Action Group

July 1970

BE IT RESOLVED THAT ALL POLITICAL PARTIES GIVE PRIME CONSIDERATION TO THE FOLLOWING RESOLUTION WHICH IS OF UTMOST IMPORTANCE TO A LARGE SEGMENT OF CANADIAN SOCIETY — RETIREEES ON FIXED INCOMES.

PENSIONERS CONCERNED (CANADA) demand that all three levels of Government take immediate steps to alleviate the distress of over one million Retirees and their Spouses due to the corrosive forces of inflation and higher taxes. The majority of Retirees on fixed incomes have had their Standard of Living reduced to a point where they no longer can retain their dignity and in some cases lack the basic needs of life.

ACTION REQUIRED BY THE THREE LEVELS OF GOVERNMENT:

FEDERAL:

1. Increase the Income Tax exemption for retirees, 65 years of age and over, on fixed incomes to \$3,000 for single persons and \$4,500 for couples.
2. Provide either a negative income tax or a Supplement to the Old Age Security payments to bring the level of the income of Retirees below these levels up to the amounts mentioned.
3. For those whose incomes are at or above the amounts mentioned in (1) Protect the Purchasing Power of these incomes against inflation and higher taxes.
4. Provide an escalator clause, geared to the Cost of Living Index, to (1), (2) and (3).
5. Exempt Retirees, and their Spouses, from whatever Capital Gains Tax is legislated.

PROVINCIAL:

1. Provide all Health Services for Retirees whose incomes are \$4,500 with free services.
2. For Retirees whose incomes are above the amounts mentioned in (1) the Health Services not to cost more than the average cost of Group Insurance Plans in existence prior to Medicare.

3. Extend the coverage of the Health Services to cover all the items covered under the Group Plans such as Drugs by prescription, vaccines, oxygen, care in government approved Nursing Homes, etc.

PROVINCIAL & MUNICIPAL

Exempt all retirees and their Spouses from Education taxes on "lived in" homes OR rented premises.

PENSIONERS CONCERNED (CANADA) understand this Resolution is justified according to the 1948 Universal Declaration of Human Rights - Article 22 (in part) reads:

"Everyone as a member of society has the right to social security — indispensable for his dignity and free development of his personality."

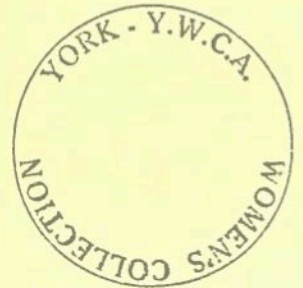
Article 25 (in part) reads:

"Everyone has the right to a Standard of Living adequate for health and well being — including food, clothing, Housing and medical care — and the right to security in the event of unemployment — OLD AGE or other lack of livelihood in circumstances beyond his control."

NCTE: Canada has endorsed the Universal Declaration of Human Rights, but not the document to implement it, namely, The International Covenant on Economic, Social and Cultural Rights, 1966, because this needs the agreement of the Provinces.

RECOMMENDATIONS - MASS MEDIA WORKSHOP

1. We recommend that the National Action Committee on the Status of Women in Canada set up a programme to encourage the 41 women's groups represented on the committee to set up regional monitoring of radio and television programming and commercials which are perpetuating stereotypes of women and that briefs be presented to the CRTC hearings requesting that action be taken to ensure that programming truly responds to the needs of all Canadian women.
2. We recommend that this conference urge implementation of 166c of the Status of Women Commission with special attention to the establishment and funding of an information centre to act as a clearing house for the exchange and dissemination for and about women, their problems, activities and interests in all aspects of the media.
3. We recommend that the women's groups represented at the convention make lists of their local key personnel (or national where that applies) in mass media programming and advertising. These lists to be used by members of these groups to take individual action through letters and phone calls to comment on programming involving the image of women.
4. We recommend that the NFB (National Film Board) be directed to provide budgets for films which will correct the stereotyped image of women and portray them as fully-functioning members of past and present Canadian society. In short, to have films of women's experience made by women.



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ALL WOMEN

5. We recommend that the National Action Committee on the Status of Women in Canada request the "Challenge for Change" programme of the NFE to make women consultants available to women's groups in order to help them utilize half-inch videotape as a tool in raising levels of consciousness in the uncommitted women in Canada as well as in their own groups.
6. That representatives of the various organizations attending this Conference set up watch-dog committees to evaluate advertising and make public their evaluations on a regular basis. We further recommend that these committees undertake a campaign of continuous letter writing by individuals and organizations to protest exploitative advertising to the manufacturer, advertiser, and media concerned, and that a similar campaign be undertaken by the The Consumers' Associations of Canada.
7. That CBC take the lead in accepting T.V. and radio commercials and public service announcements dealing with contraceptives and birth control information.
8. That the National Action Committee publish a National Women's Newsletter to offer Canadian women a forum for information exchange and the discussion of action programmes and strategies. We would support the widest distribution possible to reach all Canadian women.
9. That Recommendation 166 of the Status of Women Report be enacted, i.e. the formation of a federal Status of Women Council, and that the members of former Council be representative of women's groups.

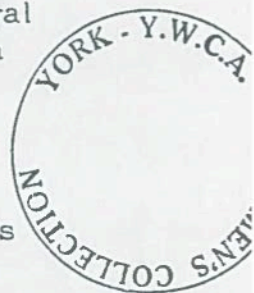
RECOMMENDATIONS - COMMUNITY ORGANIZATION

WE RECOMMEND

- Carried*
1. That there be a continuance of a National Action Committee on the Status of Women in Canada; that it immediately reflect the concerns of the geographic, native, ethno-socio-economic groups in Canada; and that it shall report at the end of a year, either in writing to the groups or by holding another conference.
 2. That the Steering Committee of the National Action Committee shall encourage the establishment of provincial Action Councils. The form of the Action Councils will be determined within each province. A core group for each Action Council could be found from amongst the delegates to this Convention on "Strategy for Change".
 3. That a major priority of the business of a continuing National Action Committee on the Status of Women in Canada be the consideration of a National Council on the Status of Women. This National Council could be by the provincial Action Councils selecting delegates to present the concerns of Canadian women; and furthermore, that such Council should take as one of its first objectives an assessment and appraisal of the relative value of a Crown Corporation versus a Ministry dealing with matters pertaining to women.
 4. That this Convention confirms the Submission to the Government of Canada by the National Action Committee presented on February 8, 1972.
 5. In order to achieve full representation of the national diversities among Canadian women, i.e., geographic, native, ethno-socio-economic groups, we recommend that funding for continuing action by the National Action Committee be sought in accordance with Recommendation #3* of the report of the Royal Commission on the Status of Women in Canada; and that such funding be so administered that the operation of community organizing units be assured.

* 3. We recommend that the federal, provincial and territorial governments (a) make greater use of women's voluntary associations; and (b) increase their financial support to

- (i) women's voluntary associations engaged in projects of public interest, and
- (ii) voluntary associations working in fields of particular concern to women. (paragraph 155)



RECOMMENDATIONS - DAY CARE

1. Since a major cause of women's failure to achieve their potential is due to the pressure of social, family and educational conditioning making her fear to take initiative, succeed and decide her own life style, we recommend:

That women and social scientists study all aspects of this phenomenon and that this study form the basis of a massive educational campaign.

That federal and provincial funds be provided to support this endeavour.

2. That existing Federal, Provincial and Territorial laws be changed so that all methods of contraception can be advertised and that all federal, provincial and territorial laws be amended so that there is no minimum age for access to contraceptive methods and treatment of venereal disease.

3. That the conference endorse and promote the petition calling for support of the MacInnis and Chappel's private member's bill calling for repeal of all sections of the Criminal Code dealing with abortion.

4. That this conference petition the Federal Government for funding for abortion counselling and where necessary, abortion, and at the same time, to interpret the law to Provincial Governments to enable them to ensure counselling and clinics.

5. That the National Housing Act (R-117) be amended to:

- a) permit the making of loans for construction of day-care centres, and
- b) permit inclusion of space for day-care centres in housing developments, including university buildings.

6. That broader use be made of trained para-professionals as staff assistants in child development centres (day care, half-day care or other part-time programmes) and as home support to include help in child illness or transportation.

7. That in case of a child's illness provision should be made to utilize mother and/or father's sick leave credits to cover illness of self or child.

8. That instead of subsidizing the individual family through Municipal welfare grants (because of the attached stigma), that qualifying licenced centres be subsidized directly.



9. We recommend that there be set up Ministries or Bureaus for children on the Provincial and Federal levels.

10. We recommend that all funding being made available by Government for child-care centres be equally accessible to all groups who operate on a non-profit basis. *co-operative*

11. We recommend that the participation of employers be encouraged in the provision of child-care and the restructuring of working hours to facilitate the involvement of parents in child care.

12. We recommend that legislation be enacted to ensure a high quality of care for children considering innovative, diversified and flexible programmes, staff qualifications, the upgrading of staff salaries commensurate with qualifications, adequate child/staff ratios and physical facilities.

13. We recommend that prior to school-leaving age, all Canadian adolescents be offered a course of study on the needs of infants and young children including practical experience as part of the curriculum, and be it further recommended that male participation and education be encouraged in all aspects of child-rearing and child-care service including the pre-natal areas.

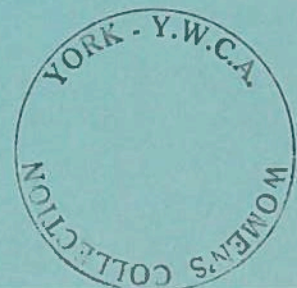
14. We recommend that the family framework be used in programmes for child care and that community resources be realized including senior citizens to symbolize grand-parents, students in the brother-sister images, universities, agencies and institutions in a supportive role and that volunteers in all capacities be accepted. In this programme, skills, information and energies should be shared in the rearing of children and adequate food, shelter, clothing and medical care should be available to all children.

RECOMMENDATIONS FROM POLITICAL ACTION

We recommend:

1. That this conference make known that the women involved will only vote and or work for those candidates who support the basic issues related to the equalization of the status of women in Canadian Society, who make those issues a major part of her/his campaign platform and who makes a commitment to support these issues if elected. These issues to include those recommendations of the Report of the Royal Commission on the Status of Women. That this conference make known that the women involved will endeavor to persuade all other women's groups to whom they speak to pass similar resolutions.
2. (a) Whereas most women are alienated from the political process, we recommend that each group present here set up a political educational programme to help women understand the reality of political power at all government levels and through this to assist potential women leaders in becoming politically active.

(b) Whereas financial limitations are a serious drawback for women in seeking political office, we urge all women's groups to press for legislation which will put a ceiling on the amount of money which can be spent in an individual campaign or by a political party in its overall campaign and we urge the provision of legislation which would compel public disclosure of all political donations.
3. That women's groups undertake a concerted fund-raising campaign directed at corporations and businesses to support women candidates. They may thus realize that women constitute an important part of their market.
4. That the government immediately implement its promise of electoral reform which would provide electoral funds out of the public purse,
5. That this conference agrees to seek out women candidates who will stress women's priority issues at all levels of government. These women may be independents or candidates within existing political parties but all women active in established parties are urged to form a woman's caucus within their party. These caucuses will work out and press for the adoption of progressive women's policies. They will undertake to publicly criticize the leadership of their party when and if it takes any unprogressive stand on women.



6. That this Action Committee believing that women are entitled to proportional representation in the Senate, on all boards and Commissions and in any other federally appointed positions, actively pressure the government to appoint women to these bodies either when vacancies arise or by increasing the size of the body. To increase the credibility of this pressure, the Committee shall publicly recommend qualified women to these posts as the occasion arises.
7. That this Action Committee shall make available resources for political action in the next Federal election. These resources shall include: Speakers, funds, information on organizational tactics, including a candidate questionnaire dealing with attitudes and issues as defined by this conference and continuing reports on party positions on women's issues and of actions taken and the results of such actions so that they may be implemented by other groups.
8. That delegates return to their organizations and urge them to align themselves with provincial Status of Women Committees or to help establish them in provinces where they do not now exist.
9. That a central committee on the Status of Women be established now thereby creating a national information and action centre to implement recommendations of the Status of Women Commission and that the present steering committee be empowered by this plenary session to form a structure and to nominate a slate of officers with provision for a report to member organizations within the next six months.
10. That women work through existing political structures to implement change by working to gain advancement within the party by supporting women candidates, by canvassing for membership, by petitioning or lobbying and by lending full support to enhancing the status of women through political action.
11. That item 1 of page 3 of the submission to the government of Canada include tax relief for working women as well as day care to enable the woman concerned to choose her own form of child care and to give justice to working women.
12. That the existing action committee give its support to a new association known as Indian Rights for Indian Women and that this organization of native Canadian women be invited to go in this group.

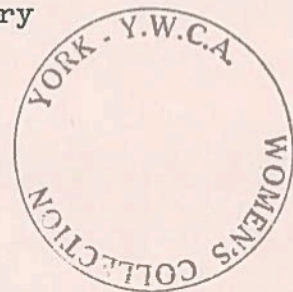
13. That the National Action Committee encourages and assists the holding of similar conferences on local levels in order to raise political awareness of local communities and that such conferences include representatives of all economic, social and age levels and to be financed on local levels (by women's groups, etc.).
14. That a financial sub-committee of this Action Committee be established in order to raise funds for, among other things, communication with members and the implementation of the recommendations that come out of this conference.
15. That all relevant recommendations of this Conference as well as the submission of the National Action Committee to the Federal Government be sent to all MPs, MLAs and riding association executives with a request for a written response as to their intended action on each specific recommendation.
16. That member associations of this conference submit to a sub-committee of the National Action Committee a list of names of suitable women candidates to be forwarded to all Federal and Provincial Political Party Associations with the strong recommendation that such women be nominated as candidates in forthcoming elections; and that the same sub-committee follow up to ensure that action has been taken.
17. That a major effort be made to overcome political apathy at the Municipal level to encourage women to contest elections for Boards of Education and Municipal Councils.

RECOMMENDATIONS FROM THE PRIMARY EDUCATION

Educational and Environmental Materials:

1. The Federal ^{Federal Municipal} government has allotted \$1,700,000 for publishing Canadian books by Canadian publishers. We recommend that priority be given to the funding of non-sexist children's books and we urge that Canadian writers make use of this recommendation.
2. (a) We urge consumers to examine the sex role stereotypes perpetuated through textbooks, toys, toy packaging and TV programmes and other educational materials for children. Pressure should be brought to bear on publishers, manufacturers and radio and television producers to produce non-sexist products, advertising and packaging. We urge consumers to boycott sexist products (i.e. return offensive advertising and pages from store catalogues to retailers).
- (b) We recommend that groups that thus discover such sexism inform community agencies, schools, and organizations through speaking organizing educational opportunities and using community cable television programmes.
- (c) We recommend that women be encouraged to get into TV script writing, book writing, book publishing, illustrating, story designing, etc.

Include information about birth control & abortion at approp. level



- 3.(a) We recommend that Provincial and Federal Governments be urged to appropriate sufficient funds to enable and encourage persons to specifically write revisions of history texts, to include a history of Canadian women and their contributions, to formulate appropriate addenda, and to correct omission to existing texts as they relate to women.
- (b) That the Canadian publishing firms which provide school texts be approached to commit themselves to take immediate steps to actively remove and positively replace prejudicial passages on the basis of sex as well as race, creed, religion and ethnicity.
- (c) To every Provincial Government that a representative from either the Human Rights Commission or other bodies administering sex discrimination legislation be required to sit on the committee which prepares the accepted lists of texts for schools.

Teacher Training

4. We recommend that each province and provincial educational authority take action to ensure that:
 - (a) all teachers have at least university entrance requirements and we commend those provinces where education is taught at university level.
 - (b) women and men have equal opportunity to choose the age group they wish to teach and that they be paid on the basis of qualifications, not on the basis of the age taught.
 - (c) there be equal opportunity for advancement to the highest level regardless of sex and marital status. *sexuality*
 - (d) the patterns of training of teachers, guidance counsellors, and librarians be changed to confront the problem of social and sex stereotyping and human rights which exist in most adults and which should be eliminated from trainees before these, and the

practices which perpetuate them, are passed on to the next generation; this includes equipping guidance teachers to apply their training and services to both boys and girls equally in advising them regarding the pursuit of further education.

- (e) departments of education provide workshops, seminars, and continuing education courses which will enable teachers to recognize the problem of social and sex stereotyping to eliminate these from their teaching.
- (f) local educational authorities be encouraged to uniformly progress towards including sex education in all schools from kindergarten upwards, and provide Family Life programmes in the schools which present a variety of adult roles within the family and a diversity of family models and life styles. This might include providing opportunity for children to visit adults at different kinds of work.

We recommend that Federations and Teachers' Associations:

- (a) be informed of these recommendations and encouraged to support them wherever strategic
- (b) encourage their members to take advantage of courses which are concerned to increase awareness of social and sex stereotyping and the effects of this on both men and women.

5. Statement of Policy - Establishment of Community Involvement - Schools

We should promote the full autonomy of the local school area. Parents, teachers and students should become more involved in the operation of the schools (i.e. the curriculum should meet community needs). There should be more active involvement of both males and females in schools so that we breakdown the traditional stereotypes of present female and male roles. Women in their own communities in addition to men, will, thereby, fill a much more active, vital role in determining this extremely important aspect of their environment. The growing female child will also thus have multiple examples of women who are fulfilled, outreaching human beings. With more people, particularly active women, in the schools, then children's creativity and curiosity will be encouraged; whereas now, with the high pupil-teacher ratio, conformity, quietness, and passivity is encouraged in both boys and girls since the teacher cannot cope emotionally or individually with such numbers.

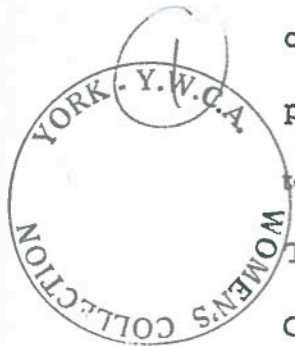
This policy should be sent to all Provincial Departments of Education, Teacher's Federations, and all those concerned with Education.

RECOMMENDATIONS - POST-SECONDARY EDUCATION

1. We recommend that a National Council of Women's Affairs be set up to study, implement, and enforce the recommendations of Royal Commission Report - at both the federal and the provincial levels. This Council should have adequate access to the statistical data which it will need to carry out its mandate.

The Council should immediately urge the Provinces to set up Co-ordinating Committees to facilitate interrelationship among various levels of education beginning with pre-school. These Committees should concern themselves with such matters as getting teachers from all levels of education together to discuss their common interests, etc.; teacher training; text books; guidance counselling; qualification of day-care teachers, etc.

2. We recommend the establishment of a Bureau for Women in Continuing Education within each provincial government. This Bureau should report directly to the Minister of Education of each province. Members of the Bureau should be women and include, among others, representatives from universities, community colleges, private educational institutions, and the community at large. The duties of this Bureau should include the protection of women's rights in continuing education, liaison with established women's groups and Committees within each institution (see our recommendation 3), and the encouragement and funding of ~~research~~ research into the status and problems of women.



3. We recommend the establishment of a Women's Committee within the official governing structure of each post-secondary institution. Members of these committees should be women participating in the institutions as faculty, students, and support staff. The duties of these committees should include liaison with our recommended Bureau for Women in Continuing Education, and other women's groups, and investigation of the hiring, promotion, tenure, remuneration, etc., of women within each institution.

4. We recommend that post-secondary education be structured so as to ensure 51% participation of women at all levels within a 5-year period. This necessitates, in the immediate future, preferential treatment in the training and hiring of women, and in the awarding of funds. Statistics Canada should investigate the qualifications of all job applicants in post-secondary institutions, and establish whether a discriminatory pattern exists in job appointments. Should such patterns be revealed, appropriate action (e.g. withholding of government funds from "guilty" institutions) should be taken. In addition, women should be given preferential treatment in appointments to Boards and Governing Bodies and Government Committees and Commissions. Attempts should be made, either by persuasion or legislation, to increase the proportion of female students in post-secondary institutions up to the proportion of women in the total population of Canada.

5. Specific cases of discrimination in hiring, promotion, remuneration, and tenure should be reported to the Committee on the Status of Academic Women, of the Canadian Association of University Teachers (Dr. Griffiths, Department of History, Carleton University).
6. We recommend that programmes be undertaken to break down sex-role stereotypes at all levels of education beginning with pre-schooling and that programmes be implemented immediately to raise the consciousness of women at the post-secondary level (and at all other levels) of education.
7. At the present time, the principle be established that only women be hired to teach and administer Women Studies Programmes in post-secondary institutions.
8. We recommend that post-secondary education institutions implement policies in part-time study which will permit greater flexibility in such areas as admission requirements, curriculum, examination requirements, registration procedures, time-tabling, time limits on programmes, residency, transferability of credits, and challenging courses for credit. Since we believe that marital and parental status should not prejudice educational and employment opportunities, we recommend that part-time education and employment be fully and completely integrated with full-time education and employment.

9. The same financial support and fringe benefits presently enjoyed by full-time students and employees should be extended to part-time students and employees. This recommendation necessitates the provision of adequate maternity and paternity leave, adequate day-care centres, counselling facilities, and easily available abortion and birth control information.

(Please mail to your local newspaper)

Release for: The National Action Committee on the Status of Women
1260 Bay Street, Third Floor, Toronto 5, Ontario

WOMEN'S GROUPS HOLD NATIONAL CONVENTION

Almost 500 women from all provinces of Canada, the Northwest Territories and the Yukon attended a national women's convention held in Toronto from Friday, April 7 to Sunday, April 9. Florence Bird, chairman of the Royal Commission on the Status of Women in Canada, opened the convention with an assessment of developments in the status of women since publication of the Royal Commission Report a year and a half ago.

A panel chaired by June Menzies, chairman of the Manitoba Action Committee on the Status of Women, discussed directions in which the movement for women's rights should go. Panelists were Senator Thérèse Casgrain, feminist Maryon Kantaroff, union executive Madeline Parent and Jan Steele, chairman of the Liberal party task force on the status of women.

Elsie Gregory MacGill, a member of the Royal Commission, spoke on Saturday morning.

Theme of the meeting was "Strategy for Change" and most of the convention was devoted to workshop sessions discussing various types of strategies and agreeing on action to be taken at the federal, provincial and municipal levels to improve the position of women.

The convention was organized by the National Action Committee on the Status of Women, an organization representing forty women's groups with a total membership of over two million women. Delegates were there from most of these forty groups, including such diverse organizations as the Canadian Federation of University Women, the YWCA, the Women's Liberation Movement, the Voice of Women, the National Council of Women, the Planned Parenthood Association, the Women's Christian Temperance Union, the Association for the Repeal of Canadian Abortion Laws, la Fédération des Femmes de Québec, New Feminists.

In addition, representatives from native people's groups and poor people's organizations from various parts of Canada took part. Attendance of delegates from parts of Canada distant from Toronto was made possible by a \$15,000 grant from the federal government.

Attending from this area was
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