



The Ontario New Democratic Party

Lesbian, Gay & Bisexual Committee

Newsletter

Premier Issue May 1992

Official Recognition

On March 28, 1992, the Provincial Council of the Ontario New Democratic Party approved a recommendation from the Constitution Committee to create a new Special Section of the party, as provided under Article 11 of the ONDP Constitution: **The Lesbian, Gay & Bisexual Committee (LGBC)**. This is an historic decision.

For the first time in Canada there is an official lesbian/gay organization officially recognized within the structure of a political party. The ramifications of this decision are significant. From now on, there will be an official lesbian/gay presence on the ONDP Executive and in the Provincial Council. The special section will elect and send its own delegations to Ontario NDP conventions and will be able to sponsor policy resolutions. Equally important is the fact that, as a special section of the ONDP, the Lesbian, Gay & Bisexual Committee will be able to provide contributions with receipts that will enable them to claim political contribution credits against their Ontario income tax.

The Provincial Council decision came in response to a unanimous recommendation from the ONDP Constitution Committee. It will take effect on the adoption of ONDP Constitution amendments at the June 19-21 ONDP Convention, which will determine the LGBC's representation on the party executive and Provincial Council. These amendments will be proposed by the Constitution Committee.

The informal NDP Lesbian, Gay & Bisexual Caucus, which has existed since 1976, voted to seek official party status at *Official Recognition*

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Celebrate June 6 !

From 7:00 pm on
301 Ontario St. Toronto

By donation, \$25 Suggested

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Founding Meeting, Saturday June 6 3:00pm 519 Church Street Toronto

Gally Ann Action Update

By Toronto City Councilor Kyle Rae

As many of you may have heard, there is an issue at Toronto City Hall that involves the City's non-discrimination policy and how it is applied to groups that do business with the City of Toronto. When the Salvation Army announced that they would use Nathan Phillips Square for its Red Shield Appeal kick-off, I wrote to the Mayor to inform her that in 1990 The Army refused to sign the City of Toronto's non-discrimination policy. Citing their problem with the sexual orientation provisions of the policy, the Salvation Army no longer qualifies to do business with the City. In addition I provided this information to the Mayor's Committee on Community and Race Relations along with Salvation Army's Positional Statement on Homosexuality. As a result the Mayor boycotted the event, and the committee has recommended that the non-discrimination policy be extended to the use of Nathan Phillips Square. The evangelical right reacted with their usual venomous hate propaganda. Our office, and the Mayor's,

were inundated with homophobic calls, ignoring the main issue of non-discrimination.

Needless to say, my opposition to the Salvation Army on the Square has less to do with their service, than with their inability to sign the City of Toronto's non-discrimination policy. For several years, it has been the policy of the City of Toronto to only give grants to, and do business with, agencies that adhere to our non-discrimination policy. This policy, if it were applied uniformly, would result in the City of Toronto continuing to be a model for human rights in this province.

The by-law that governs the use of Nathan Phillips Square will be dealt with by the City Services Committee on Wednesday May 27. If anyone or any organization wishes to make a deputation to the City Services Committee in support of including the non-discrimination policy into the new by-law, call the City Services Committee Administrator at (416) 392-7030 and ask to

be placed on the list of deputants. You can get on the list at the meeting if you can't call beforehand.

It is important that people attend and speak to the Committee in support of human rights in general. If the City of Toronto is willing to ignore its non-discrimination policy as it applies to sexual orientation, then women, people of colour, ethnic, disabled and native Canadians will likewise be vulnerable. The City cannot pick and choose when or where it is going to enforce its non-discrimination policy. It must be a universally applied and all-inclusive policy that truly reflects the people of the City of Toronto.

Tell a friend. Come down to Toronto City Hall on May 27th. Call members of the City Services Committee and tell them what you expect of them.

[Members of the City of Toronto City Services Committee are, Councilors: Adams, Boychuck, Disero, Ellis, Levine, Maxwell, O'Donohue and Tabins.]

Official Recognition

its meeting January 25, 1992. Following on this decision, Bill Dwyer, Ontario Co-ordinator, initiated conversations and correspondence that led to the Provincial Council decision.

A 'Founding Meeting' for the LGBC will be held at 3:00 pm, June 6, 1992, at eh 519 Church Street Community Centre, Toronto. The group will adopt a constitution, elect its officers and delegates to Provincial Council, and nominate two of its members (a woman and a man) to be elected to the ONDP Executive

at convention. Only members in good standing of the Ontario New Democratic Party will be entitled to vote or hold office. Renewals and new memberships will be taken at the door. Minimum membership dues are \$3 for those not gainfully employed, and \$25 for all others.

Other matters that will be on the agenda for the June 6 meeting will be:

- Participation in Lesbian & Gay Pride Day 1992

- Membership expansion and regional representation from all parts of Ontario

- Brainstorming about fundraising, now that we can issue tax credit receipts!

There will be a celebration of our new status as an official wing of the Ontario New Democratic Party in the evening on June 6, at the home of Public School Trustee John Campy at 301 Ontario Street, Toronto. This will be a great day to celebrate! Be there.

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Employment Equity for Lesbians & Gays

By Susan Ursel

Employment equity legislation will be a reality in Ontario. Our Government has promised this legislation and it is currently in the works. Originally this legislation was conceived to cover four designated groups: women, visible minorities, First Nations persons, and persons with disabilities. The legislation will, in all likelihood, provide for some kind of barrier elimination measures in order to achieve the goals of equitable representation and participation of these groups in the Ontario workforce.

Fundamentally this legislation will recognize and move to correct the historic and systemic discrimination against the four designated groups in Ontario workplaces. This systemic discrimination is demonstrated by, among other things, the exclusion of members of these four groups from entry into employment, from employment advancement in the workplaces and the segregation of members of these four groups into job categories which are among the lowest in the job hierarchy. This discrimination is also found in seemingly neutral job requirements such as height and weight minimums based on white male 'norms', which act to exclude the participation or advancement of members of the designated groups. It is also shown in completely non-neutral job requirements or assumptions about who can perform the job tasks. For example, this would include a job requirement or assumption that workers be members of the 'temporarily able-bodied' or TAB community, with no consideration of whether these requirements are genuinely necessary.

The Employment Equity Commissioner, Ms Juanita Westmoreland-Traore, conducted an extensive public consultation at the beginning of this year. Many useful and innovative ideas were discussed there for consideration by the government in drafting the legislation.

One of the ideas which seemed to catch many people by surprise was the position that gays and lesbians should be covered by the legislation. This position was put forward by the ONDP Lesbian, Gay and Bisexual Caucus, and by the Coalition for Lesbian and Gay Rights in Ontario, with the support of other groups such as the Alliance for Employment Equity.

By and large the most common reaction was 'Why?'

followed closely by 'How?'. Let me put it to you that by posing the question 'How?' we have already started to answer the question 'Why?'.

This is because most people have difficulty figuring out how we could eliminate discrimination against lesbians and gays when we don't always even know who the lesbians and gays are among us.

It's essential at this point to recognize that despite great and historical strides made by the lesbian and gay communities to have our sexuality and relationships first decriminalized and then to have Human Rights Code protection extended to us, it still remains difficult and potentially harmful for lesbian and gay employees to be 'out' about who we are and who we love.

This is particularly so at work, where subtle and not so subtle forms of bias, prejudice and discrimination can not only prevent our advancement once working, but can prevent us from working to earn our living at all. Firings still occur because an employer discriminates against its lesbian and gay employees. There are also the very real occurrences of harassment and assaults of lesbians and gays by other employees, by supervisors and by employers. But discrimination occurs in much more subtle and currently 'legitimate' ways. Same sex spouses of lesbian and gay employees are not recognized for coverage under employment health and pension plans. This is so, despite the fact that lesbian and gay employees contribute to these plans in the same way and in the same amount as their heterosexual colleagues. Nor are the children of same sex spouses recognized under health plans; this is because they are not the biological children of the employee. This goes on even though non-biological, step children of heterosexual employees will be covered under the plan.

Clearly these kinds of situations are unfair and wrong in and of themselves. But they do further harm in creating, in the workplace and society generally, a sense of acceptability about the exclusion of lesbians and gays from full recognition and participation. These kinds of institutional forms of discrimination legitimize the daily message to lesbians and gays that they are to remain 'closeted' and apart from the rest of society.

In the face of both individual and systemic discrimination like this, is it any wonder that we do not know who our lesbian and gay co-workers are? It is simply not

Employment Equity *continued on page 4*

Employment Equity *continued from page 3*

safe, economically, personally or emotionally, for lesbians and gays to be 'out' at their workplaces. In asking the question of 'How?' to identify lesbians and gays at work in order to pursue employment equity measures, we have in fact found the answer to 'Why?' lesbians and gays should be included in the legislation in the first place. We are communities of people who are forced into invisibility at work because of those harmful forms of discrimination we experience when we choose to make ourselves 'visible'. It is because, for too many of us, it is still not safe to be 'out'.

We still need to answer the pressing question of how we can alleviate this kind of discrimination. The Employment Equity Commissioner's discussion paper made clear that she was thinking of this legislation as achieving tangible, measurable results. She proposed one way of achieving this through goals for the participation of designated groups and concrete timetables for doing so.

Clearly it will be very difficult if not impossible to establish goals and timetables for a group which is required to be invisible in the workplace. Self identification of persons as belonging to one of the designated groups is one way that this issue has been addressed. While this proposal would indeed respect privacy rights as well as respect the individual's sense of her or himself, it is not necessarily suitable for lesbians and gays where the repercussions of 'coming out' remain unaddressed.

Although this 'problem' is often presented as a virtually unanswerable one in the context of establishing goals and timetables, this cannot be the end of the discussion. It would be completely contrary to the beliefs and principles of most New Democrats to in effect say: "Yes we see that a wrong is being done, but because we can't correct that wrong by doing the same kinds of things that we would do to solve other wrongs, we just won't do anything at all."

In fact the answer lies in creating the conditions in the workplace whereby lesbians and gays know it will be safe to be out. In the Commissioner's paper, these kinds of employment equity initiatives are called 'barrier elimination measures'.

There is no reason why barrier elimination measures cannot be required in respect of lesbian and gay workers. The employment equity legislation is still in its formative state— it is open to us to require that lesbians and gays be included in it as a designated group. It is also open to us to call for the extension of barrier elimination measures to lesbian and gay employees in order to create a safe workplace. Finally it is open to us to recognize difference in how discrimination is experienced by different groups. This could mean, for example, including a requirement in the legislation that after a certain number of years of barrier elimination measures being in place, that consideration of goals and timetables for lesbian and gay employees be taken.

We would never suggest that the communities of persons with disabilities be restricted to the same kinds of remedies to discrimination that are appropriate to visible minority communities or to women. There is no justification in the face of obvious and continuing discrimination against lesbian and gay employees, for saying that we should not be allowed to participate in equity legislation just because we may not at this time fit into part of one proposed system for achieving employment equity.

Employment equity for lesbian and gay employees is a part of the ongoing challenge we face as New Democrats. We have a real and meaningful social justice agenda. We do have answers, we can meet the challenge these issues pose, and we can demonstrate the leadership on these issues that our cherished political beliefs and ideals demand of us.

For further information:

- The ONDP Lesbian, Gay & Bisexual Caucus (now Committee) has produced a position paper on this topic: "Employment Equity Legislation: Why Sexual Orientation Minorities Should Be Included"; it is available on request by calling Bill Dwyer 416-924-7715.
- The Coalition for Lesbian and Gay Rights in Ontario (CLGRO) has produced a position paper on this issue as well: "We Count: Lesbians, Gay Men and Employment Equity"; it is available by calling 416-533-6824, or writing to CLGRO at: Box 822, Station 'A', Toronto Ont. M5W 1G3

Svend Robinson

M.P.



Community Office:
4453 East Hastings St., Burnaby, B.C. V5C 2K1
(604) 299-4022
Ottawa Office:
Room 386, Confederation Bldg.
House of Commons, Ottawa K1A 0A6
(613) 996-5597
No postage required

OTTAWA

April 29, 1992

NDP Lesbian, Gay & Bisexual Caucus
c/o 307-40 Alexander Street
Toronto, Ontario
M4Y 1B5

Dear Friends,

Congratulations on the founding meeting of the Ontario New Democratic Party Lesbian, Gay and Bisexual Committee. Unfortunately, due to other commitments, I am unable to join you but I look forward to attending a future meeting.

Our community faces many challenges, both old and new, in the coming years. Lesbian, gay and bisexual youth compose one of the highest risk groups for suicide and suicide attempts. Violence against gays and lesbians is on the increase. It has been more than six years since the Conservative government promised to amend the Canadian Human Rights Act and include sexual orientation as a prohibited ground of discrimination. We are still waiting.

All these represent challenges to our community, challenges which we must meet as a community if we are to provide the necessary support and strength to our sisters and brothers. We cannot depend upon the Conservative government to meet this challenges - they have demonstrated their inability to act on even the simplest tasks we set before them. However, this does not mean we do not hold them accountable to this community and our concerns. The Canadian Human Rights Act must be amended in this session of Parliament. We need AIDS action now. Education about sexual orientation issues and AIDS for individuals involved in police forces, in the justice system and in the schools must be mandatory.

I am particularly pleased at the recognition the Ontario party is giving to lesbians, bisexuals and gay men. Our visible presence at all levels of the party is essential to address the challenges our diverse community faces. In Ontario, changes affecting our community implemented by our provincial New Democrat government include such issues as a provincial same sex benefits plan, appointments of visible gay and lesbian individuals to bodies that affect our daily lives, and anonymous test sites for HIV/AIDS testing. However, we cannot ignore the areas that still need to be addressed nor can we ignore the conditions affecting our sisters and brothers in other provinces and indeed internationally. I look forward to working closely with the ONDP Lesbian, Gay and Bisexual Committee on issues of common concern and towards the equality of gays, lesbians and bisexuals everywhere.

In Solidarity,

SJR:jp
PASS

Svend J Robinson, MP
Burnaby-Kingsway

Svend writes

Filing a Human Rights Complaint

The complaint letter

The initial response

40 Alexander Street, #307
Toronto, Ontario
M4Y 1B5

May 5, 1992



Ontario
Human Rights
Commission

Commission
ontarienne des
droits de la personne

Metropolitan Toronto Council
c/o Metropolitan Clerk's Department
390 Bay Street, 5th Floor
Toronto, Ontario M5H 3Y7

URGENT

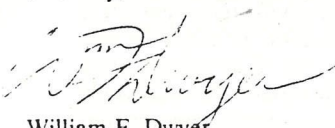
Dear Chairman Tonks, Mayors and Councillors:

I am writing on behalf of myself and three other Metro employees -- Mark Caroline, Rob Hendry, and Mary-Woo Sims -- who have outstanding complaints against Metro Toronto with the Ontario Human Rights Commission regarding denial of benefit coverage for our same-sex spouses. We have all recently received letters from the Commission (copy enclosed) advising that our complaints have been referred to the Commission for a decision as to recommending a Board of Inquiry, since Metro has not been amenable to conciliation.

It has been nearly a year since several deputants, including myself, appeared before the Management Committee and stated the case for a just settlement of these complaints, as advocated by the Chief Administrative Officer. The Committee defeated the proposal of the Chief Administrative Officer in a tie vote. In August 1991 the proposal was rejected by a vote of Council. Almost immediately thereafter, the Supreme Court of British Columbia ruled that such decisions violate the rights of lesbian and gay spouses under the Charter of Rights and Freedoms. This ruling stands, as the British Columbia government did not appeal. Also since that time, Metro Toronto has come face-to-face with fiscal restraints it has never before had to deal with.

In light of these developments, it does not seem to make sense for Metro Toronto to enter into costly litigation to defend a position that is unlikely to prevail. That will be the result if you do nothing in response to this letter. On behalf of the other complainants and myself, I encourage you to take this opportunity to settle these complaints, in keeping with both Metro's vaunted "equal opportunity" standards and the fiscal constraints that Metro is under.

Sincerely,


William F. Dwyer

copies to: Ontario Human Rights Commission
Mark Caroline
Rob Hendry
Mary-Woo Sims

April 27, 1992

PERSONAL & CONFIDENTIAL

PRIORITY POST

PLEA
CORR

Mr. William Dwyer
40 Alexander Street
Apartment 307
Toronto, Ontario
M4Y 1B5

Dear Mr. Dwyer:

RE: William Dwyer
AND
Municipality of Metropolitan To
FILE NO. 60-569M

As you know, we have been unable to r
our normal procedures of investigati


For this reason, the complaint will
for a decision as to whether or no
Citizenship to appoint a Board of Inq
the Human Rights Code.

I have enclosed the report upon whi
will be based. Any reply you may wis
be sent to the Commission for review.
send your submission to me by May 19

The Chief Commissioner will advi
Commission's decision.

Thank you for your co-operation.

Yours sincerely,


Lynda Ackroyd
Acting Manager
Toronto Central Region

LA:AG:do

Enc: Report

The resolution of the case by the Human Rights Commission



Complainant	Respondent	Officer	Case No.
William Dwyer	Municipality of Metropolitan Toronto	Andre Goh	60-569M

CODE PROVISIONS:

The complainant, a gay person in a same-sex spousal partnership, alleged his right to equal treatment with respect to employment, was infringed by the Respondent because of his sexual orientation in contravention of Section 5(1), 9, and 11 [formally 4(1), 8 and 10] of the Code.

COMPLAINANT'S POSITION

See complaint

RESPONDENT'S POSITION

See respondent's written reply

ISSUES EMERGING FROM ALLEGATIONS

- 1) Was the complainant treated differently with regard to employment by the respondent based on his sexual orientation?
- 2) Were the complainant's rights infringed because of a neutral requirement, qualification or factor contrary to Section 11 [formally 10] of the Code?

EVIDENCE

- 1) The respondent states that its practice in granting employee benefits, and in particular the definition it uses with respect to "spouse" conforms with the Ontario Human Rights Code, the Municipal Act and the Municipality of Metropolitan Toronto Act and has not discriminated against the complainant. The respondent also states that it views the complainant as a single person in law and has been treated the same as all other single persons employed by them with respect to employee benefits.

In October 1987, the complainant submitted benefit claims for his male partner. In December 1987, the complainant was requested by the respondent to sign a release stating that future claims on behalf of his partner cannot be recognized under current regulations.

The complainant indicates that he and his partner have lived together in a long-term, stable and conjugal relationship since October 1982 and that they view each other as spouses.

- 2) The respondent's policy on spousal benefits is based on the definition of spouse being of the opposite sex. Therefore, for an employee's spouse to qualify for benefits, that spouse must be of the opposite sex. This criteria is not neutral. It makes a distinction and treats the spouses of employees differently based on the person's sexual orientation. This is direct discrimination rather than constructive discrimination.

CONCILIATION

The complainant sought the respondent's recognition of his partner as his spouse for the purpose of these benefits and costs incurred since the date of his complaint.

Conciliation attempts failed as the Respondent is of the opinion that the complaint is not valid in law.



An AIDS Strategy For Ontario

By Michael Hulton

Reprinted from The Fort York News March 1992

Aids is of crucial importance to us all. The cost in lives is obvious. Some segments of society are already in a psychological war-zone, with constant tragedy and overwhelming human losses. Access to medical care and disability benefits have been highlighted, as new recipients find themselves competing for dwindling resources.

The Fort York NDP proposed a resolution at the 1991 convention, which concentrated on testing and management of care. Much of this has been implemented, but with a little more insight we could have a superior plan, rather than just an acceptable response to this crisis.

First, an overview of AIDS. 10 years ago we could only watch and worry when Pneumocystis pneumonia and Kaposi's sarcoma attacked. We helplessly learned deadly abbreviations like PCP and KS. We mastered more jargon about the immune system, whose failure had clearly caused these, and other catastrophic infections and tumours. By 1985 we had a causative agent, HIV, and an antibody test to reveal its presence. We still don't know how HIV infection results in immune suppression. One circulating white cell type, the CD4 lymphocyte (formerly the helper, or T4) is profoundly depleted. This cell is the coordinator of one branch of the immune system. As HIV can infect and damage this cell in the lab, it seemed obvious that this is what happens in the body. But less than 1 in 100 of the low number left in the blood of AIDS patients is actually infected. So the actual depletion mechanism is still obscure, and this lack of knowledge hampers logical treatment. The immune system is actually overstimulated in some respects, and weakened in others, until it fails. AIDS itself, like old age, doesn't kill; it is the complicating diseases which take advantage of the situation.

What is AIDS treatment? After detecting HIV (a medically simple, but psychologically complex step) comes immune monitoring, discussed later. Certain

levels of deterioration prompt discussion on starting antivirals, or specific prophylactic [preventative] medications. We have drugs like AZT (and its siblings ddI and ddC) which slow HIV replication. We also have very successful agents to prevent some of the killing infections. Elimination of PCP as a major threat is our biggest victory so far; any serious case of PCP today is a failure of our medical system. Our goal is long term quality survival and avoidance of complications, like diabetes and high blood pressure. We have made an impressive start, but we have a long way to go.

The specific immune tests need some detailed understanding. They measure the damage already done to the immune system, rather than how 'badly' the patient is infected. If we could only quantify this, we might be better able to assess our treatments. The tests are not available everywhere, and some are charged to patients. Education, of clients and health care workers, must include appropriate use of these measurements, which cost about \$100-150.

What has the new government accomplished? An AIDS division has indeed been set up, as we proposed at convention, under Community Services, and away from Public Health. A coordinator has been appointed and a new Provincial Advisory Committee, with much broader representation, has been created. Community groups have had funding increases. Anonymous test sites have been selected. Some of the resented paperwork has been eliminated for selected drugs.

What haven't we done? The biggest criticism is that piecemeal and expensive areas were dealt with, before considering an overall strategy. Public Health used to set the AIDS agenda. They counted casualties and worried about the spread of the disease. Some were preoccupied with risks to the 'general' population, as they offensively put it. Now everyone with reason to worry should get themselves tested to gain the advantages of early preventative care. Surely it is misleading to say HIV testing is 'anonymous', while immune testing and treatment are 'confidential'. Much of the concern over anonymity was prevalent in the past, and in the U.S., where positivity could mean loss of medical

insurance, or a job, because of non-insurability. Of course we should encourage voluntary testing, but within a comprehensive AIDS management program.

The 3 components of this program should include education, treatment and research. While HIV testing has an educational component, the public do need to know more about treatment. Too often discussion of AIDS issues begins and ends with testing and early death. The period between, averaging 12 years even before current therapies, has been neglected.

While immune tests are unevenly available, drug provision is becoming even more of a problem. For historical reasons we provide 'free' AZT and ddI to all, aerosol pentamidine (once the first-line anti-PCP agent) in Metro, and some drugs to those on Drug Benefit. Our goal should be to broaden access to expensive drugs without humiliation, loss of confidentiality, or conflict with other patient interests. We can learn from Alberta and New York which have AIDS Drug Assistance Programs.

Our research agenda is hidden. We have some outstanding laboratories and basic scientists in Ontario, yet clinical studies lag behind what is available across the border. We could still be part of the U.S. networks of university and community research if we responded to their offers. Collaboration in cancer and stroke research has helped us all. Nationalism has no part in fighting disease. We could persuade the drug and insurance industry to co-fund HIV research in the Province. With a combined effort, and the benefits of medicare, we could and should be leaders in the global fight against this epidemic, not passive observers or followers.

I chair the Community Research Initiative in Toronto. With the collaboration of Sunnybrook Hospital, we have already collected data on over 500 patients, identified by codes known only by their doctors. We are part of a shared database of over 8,000 in North America. Funding for this project comes largely from the American Foundation for AIDS Research (AMFAR). We can only continue if a consortium of governments, industry, and foundations can be convinced of its value.

The purpose of systematically collecting data, already paid for by medicare, is to chart trends in the evolution of this illness and its therapies. In turn this databank would be a potent attraction for drug companies to

invest in local trials. Indeed, we have already drawn community AIDS trials to Toronto. This approach embraces the policies I am advocating: we are educating affected populations, standardizing treatments, and making more research options available. Sudbury and Ottawa are interested in similar projects.

Accountability and cost effectiveness are paramount in these hard times. Data collection should demonstrate the value of accelerated care, and actually save money. We must not forget that advances have largely come from community activism, not from medical organizations or government leadership.

There is still time for a partnership, in which we can couple our advantages and strengths, with the continent-wide effort to fight this epidemic. With a little will, probably for no more money, we can rise up to this challenge. I hope our government will not disappoint us.

Further Information, sources our readers may not be aware of:

- Fight For Life P.W.A.H.A. 370 E. Prospect Road, Oakland Park FL 33334, 1-800-447-9242, or (305) 568-3001
A buyers club which provides access at reasonable prices to many drugs not otherwise readily available. The 800 number is accessible from Ontario.
- The Health Group, New York City (212) 255-0520 Also a buyers club which also puts out a newsletter called, 'Notes From The Underground' which is only available by subscription.
- Project Inform 1965 Market Street, Suite 220 San Francisco CA 94103, runs community research initiatives in San Francisco and publishes a newsletter PI Perspective on drug tests and monographs on specific drugs.

With regret we note that this government did disappoint the author of this piece, Dr. Michael Hulton. He has now taken a research position with HIVCARE at St. Francis Memorial Hospital in San Francisco. Unfortunately the climate for community research has not developed sufficiently quickly to allow more options for people with HIV in Canada. Hopefully more access to quality managed care will be among the options available to Dr. Hulton in the US; meanwhile he will be keeping in touch with colleagues in Toronto and across Canada.

ONTARIO N.D.P. LESBIAN, GAY & BISEXUAL CAUCUS

LEGISLATIVE PRIORITIES

1. **Mandate the Ministry of Health, the Ministry of Community & Social Services and other appropriate bodies to carry out a comprehensive AIDS strategy, as set forth in party policy.** Refer to ONDP Policy Resolution #10-49, adopted at the March 1991 Convention.
2. **Amend the definitions of "spouse" (and related terms) in the Ontario Human Rights Code and all other Ontario statutes so that they are clearly and unequivocally inclusive of persons in same-sex relationships.** Please refer to ONDP Policy Resolution #12-22, adopted at the March 1991 Convention. A detailed brief on the necessary legislative changes from the Coalition for Lesbian & Gay Rights in Ontario is forthcoming, and has the support of the NDP Lesbian, Gay & Bisexual Caucus.
3. **Add sexual orientation as a prohibited ground in the anti-harassment provisions of the Ontario Human Rights Code.** Any reservations we may have had in 1986 to the inclusion of sexual orientation from these provision of the Code are no longer as pressing as the need for protection against harassment.
4. **Reform the enforcement provisions of the Code so that it affords complainants with greater access to and control of a process that will lead to timely and effective remedies, while enabling equality-seeking groups and the enforcement agency to pursue remedies for historic and systemic discrimination.** We will be discussing our concerns in greater detail with the Review Task Force headed by Mary Cornish.
5. **Include sexual orientation minorities as a target group in the proposed Employment Equity Act.** Our arguments in support of inclusion as a target group are set forth in our submission to the Employment Equity Commissioner, February 12, 1992 (copies available).
6. **Ensure that government policies and programs to combat homophobia and anti-gay violence are in place and adequately funded.**

April 1992

Report from John Campey, Downtown Trustee

Over the past six months, the Toronto Board of Education has tackled an impressive agenda of issues of concern to lesbians and gay men. I have been happy to play a role in both supporting existing initiatives, and in putting new items on the agenda.

In a practical sense, the most important gain has been the expansion of the Board's program in human sexuality, which focuses almost exclusively on lesbian and gay issues. I was involved in lobbying for the expansion of this program from a part-time to a full-time social worker. In February, we succeeded in obtaining this extra staff time on an interim basis, and a staff report on the program which is currently being considered by the Board recommends that this allocation be made permanent.

This means that the Board's gay social worker, Tony Gambini, will be able to continue the excellent work he is doing — in addition to providing counselling support to lesbian and gay students — and staff — he is now facilitating support groups for lesbian and gay students, lesbian and gay parents, children of lesbian and gay parents, and lesbian and gay board staff.

The report on the Board's programs to combat homophobia addresses a number of our concerns, but by no means all. I will be amending this report to establish a "Consultative Committee on the Education of Lesbian and Gay Students," which will parallel the existing committees for Black and Native students. This committee would have representation from lesbian and gay students, staff, parents, as well as community groups and agencies serving our community. As well, I will be bringing forth an amendment to acknowledge the need for a lesbian social worker.

The draft curriculum on sexual orientation, prepared for secondary health classes, is going through consultation before final revisions. Written submissions are being accepted until June 30th, after which the document will be re-written for introduction in classes in the fall. At the May 13 meeting to hear submissions on this curriculum, twenty-five presentations were made — over 20 in favour, including some wonderful presentations from lesbian and gay high school students! Copies of this 271 page document are available from my office. This curriculum will be the first in Canada, and from what I can gather, is the most extensive in North America.

The Lesbian and Gay student group participated in the Toronto Board's Education Week activities with a display in the City Hall Rotunda. They are putting the finishing touches on a play, funded by the Board, which will be touring high schools in the fall. I've seen a preview, and I'm looking forward to the impact that this will have on lesbian, gay, and straight students in our system.

Because the Toronto Board does its collective bargaining through a complicated process which leaves much of the decision-making in the hands of Trustees from across Metro Toronto, we have not been able to move as far, or as quickly, on the issue of spousal benefits as I would have liked. I have been pleased, however, by the level of support there is on this issue from both NDP and other Trustees, and I'm certain that same-sex spousal benefits will be a reality for at least our non-teaching staff within a year or so.

The Board did take a public position in favour of changing the definition of "spouse" to include same-sex couples in its brief on the Municipal Conflict of Interest Act after I pointed out the inequities in the existing legislation.

Other plans underway include clarification of the Board's policy regarding homophobic incidents, development of curriculum on lesbian and gay issues for secondary law courses, and establishment of collections of lesbian and gay-positive books in school libraries.

I will be giving notice of motion to repeal the Board policy which states "that the Board will not countenance the proselytization of homosexuality within its jurisdiction" at the May 28 Board meeting. This item will then be voted on at the June 25 Board meeting — just in time for Pride Day. With the support of the NDP Trustees and at least one other Trustee, this motion should pass, eliminating the last overtly homophobic policy at the Board. If you are interested in helping organize support around this issue, please call my office.

In addition to this work, I have been busy with the other 90% of this job — I serve on over 15 Board Committees. I Chair the Board's Health and Fitness and

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Adult Basic Education Committees, and deal with the concerns and problems of the more than 7,500 students who attend the 18 elementary and secondary schools in Wards 5 and 6!

If you would like more information on any of the issues outlined in this report, or on any other educational issue, please call my office (591-8065).

Celebrate June 6!

From 7:00 pm on at 301 Ontario St., Toronto

By donation, no tax receipts given, \$25 suggested

Donations to: The ONDP Lesbian, Gay and Bisexual Committee post-dated from, or received after, June 22 will qualify for tax receipts. Please GIVE!

APPLICATION FORM

ONDP Lesbian, Gay & Bisexual Committee

Please PRINT clearly:

NAME _____

ADDRESS _____

POSTAL CODE _____ TELEPHONE _____

ONDP CLUB NAME _____

PROVINCIAL RIDING NAME _____

I am a member in good standing of the Ontario New Democratic Party and/or the Ontario New Democratic Youth. I fully support equal rights for lesbians, gay men and bisexuals, and the elimination of homophobia and heterosexism. I want to participate in the Lesbian, Gay & Bisexual Committee of the Ontario New Democratic Party.

SIGNATURE _____ DATE _____

Send completed application to: ONDP Lesbian, Gay & Bisexual Committee, 40 Alexander St., #307, Toronto, Ont. M4Y 1B5.