

Speaking of Equality

Briefs to the Ontario Employment Equity Commissioner

In the speech from the throne in November 1990, the Government of Ontario promised to introduce employment equity legislation and to consult with the people of Ontario about the implementation of the legislation. In March 1991, the Government appointed the province's first Employment Equity Commissioner to conduct consultations and advise Government throughout the legislative process. What follows are

excerpts from briefs which were presented to the Commissioner by community groups concerned with the way legislation will affect their constituencies. The briefs were in response to a discussion paper on employment equity legislation, *Working Towards Equality*, which outlined four "decisions" that will govern the Government's approach:

- employment equity will be legislated
- the legislation will designate four

groups: aboriginal peoples, persons with disabilities, racial minorities, and women • employment equity will cover the public, broader public and private sectors • and employment equity will be mandatory. (Source: *Working Towards Equality: the Discussion Paper on Employment Equity Legislation*, Office of the Employment Equity Commissioner, Queen's Printer for Ontario, 1991)

Ontario Coalition of Visible Minority Women

As the Coalition of Visible Minority Women sees it, the struggle of its members is the struggle to constantly educate themselves and their communities on all the historical, legal and political aspects of their cause; the struggle to continuously strengthen their unity with various sectors, communities and alliances; the struggle to fight discrimination in all its forms and in all areas of life—employment, immigration, housing, health and social services, family and child care; the struggle to find alternative and creative ways to lobby and advocate for change in legislation, policies, and programmes at all levels of government; the struggle, ultimately, to achieve social, economic, and political equality for themselves.

Consistent with this mandate, the Coalition has set for itself the strategic goal to have mandatory employment equity legislated in the province of Ontario.

The Coalition's proposed approach to the employment equity plan is framed by the following basic principles:

The Reality of Visible Minority Women

It should be recognized that the reality of visible minority women is not monolithic. Women come from and belong to different groups. We have different needs.

Visible minority women face double and triple disadvantages/barriers of race, gender, and disability.

An Effective Employment Equity Plan is Sensitive to Visible Minority Women

All components of the employment equity plan must address the needs of visible minority women.

Unless the reality of visible minority women is recognized and addressed by the employment equity plan, the stereotyping and the systemic discrimination against us will only be further reinforced.

An Effective Approach to Developing and Implementing the Plan

The plan must be mandatory in order to respect and maintain the integrity of the individuals and organizations that participated for many years in the struggle

to have mandatory employment equity in Ontario.

Goals and Timetables

The Coalition agrees with the approach proposed by the Government that goals and timetables must be mandatory and that there should be standards.

We recommend that racial groups be identified by sub-categories to realistically reflect double/triple disadvantages: race, gender, disability. These should be linked to Workforce Analysis. Goals for representation and distribution should be by organizational level and by job/occupational categories.

Employment Equity Measures

Employment equity measures should include:

- Barrier elimination measures
- Job accommodation measures
- Positive measures
- Supportive measures

Examples of the above measures are child care, literacy training, ESL/FSL and skills training, human rights training, ac-

cess, anti-harassment training, anti-racism training, recognition of volunteer work, flexible working arrangements, accreditation of foreign education and work experience.

Accreditation of foreign credentials is an integral part of an effective employment equity plan. The credentials of prospective, independent immigrants are taken into consideration in determining the status of their application to Canada. Yet it is a recognized fact that foreign educational credentials and work experiences are not recognized. In working towards equity and equality, it is imperative that as a first step, the Government implement the recommendations of the Access Report. Upon recognizing the foreign credentials of immigrants, the base of qualified people from the designated groups will be broadened.

Evaluation and Accountability

In order for the employment equity plan to be effective, the commitment of the executive and top management is essential.

The organizational structure must be designed to strongly support the Plan. In addition, there should be appropriate and sufficient resources.

Tracking mechanisms must be in place to ensure proper evaluation and accountability.

Legislation should require employers and unions/employee associations to negotiate the development of the employment equity plan.

Communication and Education

We recommend that this component of the employment equity plan be also mandatory. The Employment Equity Commission must issue the guidelines. (These guidelines will be arrived at after consultation with members of the designated groups.)

Employment Equity is more than just numbers. Employment Equity speaks to the culture and environment at the workplace. Without cultural change, we will simply have revolving doors—people hired, then leaving.

Approaches to Compliance and Enforcement

We concur with the Government that

incentives are an element of an approach which encourages and facilitates compliance. Some measures could include educational, technical and advisory services provided by the Employment Equity Commission.

We support the concept of providing public awards as incentives to employers who have been particularly progressive in trying to fulfil the aims of the legislation.

We agree that pro-active audit, based on random selection using a set criteria, be conducted. Reactive audits should be conducted at the Employment Equity Commission's discretion.

We strongly insist that evaluation be based on clear standards. These standards should be the basis for defining non-compliance and sanctions.

The Commission should be empowered to impose remedies and sanctions.

We strongly support measures which protect workers from being laid off or otherwise penalized after they have made a complaint about a possible violation of the Act. This would be similar or analogous to the protections provided under the Occupational Health and Safety Act.

Individual Complaints

In individual complaints, it is imperative that situations of delay (similar to what is happening to the Ontario Human Rights Commission) be avoided. To some extent, the role of the Employment Equity Commission is quite different as its mandate is to improve the situation of the designated groups *as a whole*. It should have the jurisdiction to address complaints in relation to systemic issues such as plans, goals and measures. One of the primary concerns of the Employment Equity Commission should be the determination of whether the plans or other systemic measures are in contravention to the Act.

Given the historical barriers faced by workers in filing complaints, complaints initiated by third parties should be allowed and accepted. Workers should have access to culturally and linguistically appropriate services when filing complaints.

Coverage

The Coalition maintains that all employers should be covered by the Legislation. Employers with less than ten employees cannot develop targets and time-

tables in the same manner as larger employers, but all can ensure that systemic discrimination is eliminated in the workplace.

We recognize that employment equity is a social policy and is only one part of the total strategy to eliminate systemic discrimination. Access to trades and professions, language and skills training, education equity, and reviews of the human rights legislation, Pay Equity and Employment Standards, and Ontario Labour Relations Act are part of a global strategy.

Carmencita R. Hernandez, Toronto

Windsor Women's Incentive Centre

Employment Equity is not an arcane quota system, it is, instead, a system of management and development within a company or workplace that will not put any out of the potential workforce, or ignore the potential of any worker. Employment equity does recognize that inequality is an unfortunate part of our present reality. It calls for corrective measures to remove discriminatory policies and practices that have acted as barriers to target groups. It is based in encouraging people to act in the best interest of others by ensuring that opportunity will knock at all doors, not just the doors of a few.

I believe opposition to employment equity will come in three ways:

- Most importantly, some might ask, "Should structural changes to employment policy be advanced in the worst recession since the Dirty Thirties?"
- Secondly, some might suggest that groups targeted in the discussion paper are already achieving success in public and private sector employment, and that times have changed so as not to require forceful, proactive legislation.
- Thirdly, you'll hear the standard quibbling over how quickly or slowly we must move. Corporate managers and business groups might say this legislation is a "surprise," and they need more time to do the job.

On the first point, should we do this now?—the answer is *Yes*. Even in the

depths of recession, we must keep alive the long-term goal of full employment in Ontario, and an economy geared toward better, more truly productive lives for people. The real questions are: What do we mean by full employment? How can we achieve it? How can Employment Equity help?

According to the proposal before us, the government hopes to pass the legislation in 1992. That is the right thing to do. The economy will improve, but economic indicators are such that even the most optimistic don't predict a marked upturn in the economy before mid-1992. Others see long-term structural challenges to the economy that must be addressed and note that real change in employment figures may not happen until later. Yet, as we seek to emerge from an economic crisis it is key that no one is left behind.

Now is the time to *include*—not *exclude*. It is time for creativity, for far-reaching solutions to our current woes. It's time to plan for new technology, for factories that won't maim workers or douse us all in chemical ooze. It's time to develop products that will reach new markets, to learn from the cultural and social diversity that is the real Ontario. It's time to plan for full employment. Full employment for people in jobs that matter, with paycheques that can sustain the power to dream.

Employment Equity legislation is an essential part of the framework necessary to keep economic change fair.

On the second point, that target groups are already gaining—good intentions exist on the part of many, but good inten-

tions aren't enough. Legislation alone won't change the world, but thoughtful legislation provides backbone to a good heart. It prods those who are slow to change—applauds those quick off the mark. It chastens those who refuse to move at all.

To give the devil his due, times *are* changing. More women work outside the home for pay, and blatant examples of discrimination are not the rule in most work places. But, times change too slowly for the political and economic reality of most of the individuals in the target groups found in this legislation.

A generation ago, in 1965, John Porter wrote a classic study of power and power relations in Canada, *The Vertical Mosaic*. Way back then, Porter realized that minority ethnic groups were lumped in lower levels of the job scale. He concluded, "Canada will always appear as an adaptation of its British and French charter groups, rather than as one of a new breed in a new nations."

Sadly, Porter is proven correct. Years of hard pushing have not much changed the face of Canada's elite. Despite all the media hype, women, minorities, Aboriginal peoples, and disabled people are not moving into political or economic power in our nation as swiftly as some believe or others pretend. There is a glass ceiling in Canada, a place beyond which none but a unique few have gone, an invisible barrier that blocks the ascent of the many, despite our shared belief in social equality and mobility.

In 1989, the Women in the Workforce Task Force, a sub-committee of the Mayor's Committee on Employment Opportunities/Services to the Unemployed, released a report, the *Status of Women and Work in Windsor*. This in-depth study, based on a survey of over 12,300 women in Windsor, provides a very real picture of employment patterns among women here.

Nearly half the respondents to the survey had some post-secondary education; slightly less than one tenth of the women had full-time earnings of over \$40,000. Most full-time workers earned between \$20,000 - 40,000. A significant number of women's families—22%—had incomes of less than \$20,000. About half as

many visible minority women as non-minority women were employed full-time, minority women were more than likely in temporary work.

Almost three-quarters of the employed respondents were working in "traditional" women's jobs in clerical and service fields. Those of minority status who were employed tended to be more heavily concentrated in the lowest paying job categories.

When asked about their jobs, *women themselves responded that they were under-employed—working below their skills and training. The most critical work difficulties were listed as pay, benefits, and promotion.* Minority women reported the greatest amount of underemployment.

However, at the time of the study (late '88 - early '89), it was found that women in Windsor had a higher rate of employment, in either full and part-time work, than women in other parts of Canada. One-third of women who held jobs outside the home worked in a union environment. Those that held union jobs had better pay and expressed greater job satisfaction, particularly relative to pay and benefits. This important difference for Windsor's working women is based in the strong bargaining power of the union movement, and the long-term commitment found in unions, in both service and industrial sectors, to bargain benefits on behalf of women and ensure employment equity in the workplace.

Power for ordinary people is found in the workplace. Economic power, the power of the paycheque — is found on the shop and office floor. It's found in building, filing, selling, serving, healing. It's found in productive work at fair pay in a work place that operates without injury, threat, or fear.

That leads to the third and final point—what about those who say "We need more time?" For some, there is a method to this strategy—to dither is to delay. To delay is to counter the intent of this legislation.

The Women's Incentive Centre prefers the first possible approach relative to the timelines found in the discussion paper. We hope one year after the legislation is passed is enough to set plans in place and make first reports to the Equity Commission.

A quick time line will help employers follow the lead of Premier Rae's government. It will help target groups achieve



Andrée Brochu

access to the power of the workplace. It ensures that employers can't avoid or bargain away the intended legislative gains. As the economy improves, it is important employers participate in the recovery by ensuring equity in opportunity. Equity in hiring, promotion, and training. Good equity plans will help target group members return to work, and those that now feel stuck in dead-end low-pay jobs to move to better work. If equity plans aren't placed on a fast-track, good jobs at good pay—true full employment for targeted groups—will have backtracked.

Victoria Cross, Windsor

Hamilton Regional Indian Centre

Our organization views Employment Equity in the following manner: "There is an open door of opportunity which we must not close or refuse to enter in order to take steps to provide for a better Socio-Economic Foundation for this Country's First Nations Peoples." At the same time, we have a number of serious concerns which can only be resolved, revised and overturned with our assistance, input and a commitment to make this process the best possible for Native People.

There are various issues which, if left unresolved, could lead to very negative impacts from the proposed legislation. It is not understood how this whole process could come into being without the advice, consultation and input from informed members of all designated target groups. One of the first questions then becomes, when will this consultation take place? It is a firm and proven theory that each attempt to "assist" and make conditions better for the Native people have failed miserably when the never-ending paternalistic attitude of we-know-what-is-best-for-you dominates. Only when we have had the opportunity to speak for ourselves, to express what our best interests are, do these initiatives shape up and meet expectations. Will we be given this opportunity?

It is a well known fact that in all major occupational classifications Native people are vastly under-represented. We, as Native people, must ensure that there are methods developed to overcome any past,

present or future barriers or obstacles that may be a hindrance to our advancing in various occupational fields. We certainly are not asking to receive any preferential treatment in this area, only to be given fair and equal access to employment opportunities. We firmly believe in one possessing the necessary qualifications and or related on the job experience as the major contributing factor to accessing employment. Given this statement, it must be pointed out that we may require more pre-employment assistance and quality training to get us to the level to be able to confidently compete for various employment opportunities. Is this a part of the Employment Equity Principle and will sufficient training dollars be made available?

More Native people are now remaining in the educational system well into the post-secondary level. More and more, you will see this continue as a trend. We feel that this is one step in the right direction. At the same time, we have to keep in mind those who—for whatever reason—did not remain in the educational system, and ensure that there are measures which address their situations.

To get our population to the point of equity we may require training assistance which will allow us to maintain a decent scale of living while at the same time pursuing these initiatives in a self-help manner which will lead to our achievement of set goals.

One of the very serious concerns that has been discussed as a potential difficulty is the question of whether, in this proposed legislation, there is a potential for tokenism and/or hidden discrimination. If this scenario does develop how will it be monitored and followed up on? Unfortunately, we feel that there is a definite possibility that this may happen. Along with this concern, there is the concern that if our population is to be represented in the workforce by legislation, will employment be based on qualifications or will we be put in entry level positions with little or no hope for advancement or skill development?

We wish to earn top level positions and not just be handed something on the sole basis of race. This scenario would be totally detrimental to all involved as well as unacceptable. In terms of applying for employment opportunities, we have been asked to self-identify as being Native

which hopefully will not result in a token interview process set up in order to meet a pre-determined quota system. If we do qualify to reach the interview stage, will our applicants be judged fairly? What safeguards are in place to ensure that the process follows the principles of Employment Equity? Experience to date has dictated a negative response to this question.

We feel that all target groups must be consulted and have serious input into the development and any necessary revisions to this process. How many Commission Members presently represent these target groups with sufficient knowledge to help develop and draft appropriate strategies?

In closing, I must once again re-emphasize that the Native population may require some additional pre-employment assistance in order to compete fairly in this area. Also be advised that tokenism, hidden discrimination, quota system hiring will not be responded to lightly. We see Employment Equity as the "fair and equal ability and access to compete for employment positions based on qualifications and/or previous related experience." We ask only to have input in the development and revision of the plan as well as to be treated fairly and as first class persons of this society. We should be given a fair chance to prove ourselves.

Cathy Staats, Hamilton

Fédération des Femmes Canadiennes-Françaises de l'Ontario

La Fédération des Femmes Canadiennes-Françaises de l'Ontario a entrepris en novembre 1989 une étude sur la situation des femmes francophones de 45 à 64 ans qui vivent en Ontario. Plus de 900 femmes de diverses régions de la province ont répondu à notre questionnaire. Voici certains faits saillants mis en lumière par l'étude:

- 38 % des femmes qui demeurent au foyer le font pour assurer une présence auprès des membres de la famille ou pour des raisons de santé personnelle ou familiale.

- Pour 27, 9 % des femmes de 45 à 64 ans, le choix de demeurer au foyer est lié à des contraintes précises face au marché du travail ; 5,9 % indiquent que leur choix est dicté par leur mari/conjoint.
- 4 femmes sur 10 ont un revenu qui ne dépasse pas 10 000 \$.

Seules les femmes vivant une bonne relation avec un conjoint dont le revenu est décent peuvent véritablement profiter des plaisirs de la vie ; les autres, les femmes seules et les femmes chefs de familles monoparentales, ne font que vivre, quand elles réussissent à survivre (*La Situation des femmes francophones qui vivent en Ontario* — Recherche action effectuée par La FFCF de l'Ontario en collaboration avec l'Institut franco-ontarien, mai 1991).

Nous constatons que les femmes constituent un groupe majoritaire, qu'elles sont très vulnérables et que les ressources mises à leur disposition et l'équité en matière d'emploi sont quasi inexistantes.

Recommandations

1. Que les femmes soient consultées et invités à participer activement à l'élaboration des politiques en matière d'emploi.
2. Que le plan d'équité d'emploi comprenne : a) des mesures visant à éliminer les obstacles auxquels les femmes francophones ont à faire face lors de la recherche d'un emploi ; b) des mesures visant à adapter les emplois de façon à ce qu'ils soient plus accessibles aux femmes franco-ontariennes et aux femmes en général ; c) des mesures correctives qui auront pour effet d'éliminer la discrimination systémique ; d) des mesures de soutien qui auront pour effet d'assouplir les conditions de travail et de faciliter l'équilibre entre le travail rémunéré, les activités et les responsabilités familiales.
3. Que la communauté franco-ontarienne soit désignée comme groupe cible.

Le règlement 17 de 1912 qui fut en vigueur pendant 15 ans a profondément miné les ressources de la communauté franco-ontarienne ce qui eut pour effet que ce n'est qu'en 1968 que les francophones ont eu accès à des écoles secondaires dans leur langue. Par

conséquent, les Franco-Ontariennes et les Franco-Ontariens sont très peu nombreux comme gestionnaires et comme scientifiques. Ils travaillent surtout comme employé-e-s de bureau ou dans les services de vente. Ces emplois sont les moins rémunérés et offrent un accès très limité à une plus grande participation aux rênes du pouvoir. Le motif de la discrimination de la langue n'est aucunement protégé par le code ni par aucune autre loi lorsqu'un emploi, une promotion, ou un stage de perfectionnement est refusé à une Franco-Ontarienne ou un Franco-Ontarien ; cela permet de poser des gestes de discrimination autorisés.

4. Que tous les secteurs — soit public, parapublic, privé et syndical et autres — soient concernés.

Edith Deschamps, Sudbury

Immigrant & Visible Minority Women's Organization

Members of our organization have a compounded problem in society:

- (a) We are women;
- (b) We are immigrants/refugees; and
- (c) We are racial minorities.

We are also (many of us professionals) highly qualified with worthwhile years of experience; we are ready and willing to work hard and make a contribution to the society. Yet, many of us are unable to obtain suitable employment befitting our experience and educational background.

Why are we experiencing difficulty finding suitable employment? Newcomers to this town learn very quickly of the archaic employment policies of some companies—new recruits will only be hired if their parents, relatives or friends are currently employees; the unwritten policy of city hall; Natives and visible minorities are not hired; you must know someone to be considered for an interview; the unfounded fear among locals that outsiders will cause changes and take away their jobs.

Education for Employees

The following are suggestions which we think are vital for educating employees and raising their awareness of Employment Equity Legislation:

1. Government should design workshops to thoroughly explain to employees the meaning of Employment Equity Legislation, and when and how it should be used. It should be mandatory that all employees attend.
2. Drastic penalties should be handed out to those employers who choose to disregard the legislation.
3. Managers should receive mandatory cross-cultural training to ensure they understand the differences among peoples and are capable of making unbiased decisions when dealing with workplace conflicts or when promoting staff.
4. A course on cross-cultural relations should be included on the curriculum for the teacher-training programs and institutions of higher learning should require instructors and professors to have this training.
5. Government employees should be given frequent race-relations sessions as a means of educating them to respect each individual regardless of race, colour, ethnic origin or religion.
6. Employment-related services should tailor their policies to comply with Employment Equity Legislation.

Training and retraining programs are very important to our members for entering the workplace in Canada. Not only is it necessary for immigrant women to learn methods used by Canadian business and institutions, but they must also learn laws and regulations regarding worker's rights, health care, child care, property and ownership rights, etc. Consequently, our organization from time to time runs training programs designed to help our women gain Canadian work experience through placement on completion of training courses. We also try to get them accepted into employment equity training programs.

Without the necessary training, immigrant women cannot enter the Canadian market place; they cannot share the wealth of experience brought from other countries. Our presence in the market place, we believe, could help increase productivity, thereby helping to improve the depressed economy.

Monitoring and Data Collecting

The Employment Equity Commission could have a data program designed specifically for capturing and monitoring employment equity results. That program

could be made available to all Ontario government personnel offices via modem. Personnel offices would then be able to do their own inputs annually while the private sector would send in reports annually to the Commission for input. A printout, produced for general information purposes, can be used by advocacy groups as a monitoring tool to decide if the program is achieving its objectives.

Further Breakdown of Designated Groups

The fourth designated group, "Women," needs to be further broken down. In the last ten years, women have made great strides in the Canadian workplace as a result of the changes in economic realities. However, which women are being referred to—Aboriginal women, disabled women, racial minority women? This category needs further clarification if we are to make a clear distinction between the women in each designated group.

Maria C. Harley-Power, Thunder Bay

Women's Access to Apprenticeship Training and the Industrial Trades Centre for Women

Let us particularly look at the area of women in non-traditional work. Women in non-traditional work are women, but also they are women who belong to another designated group. There are women who are in the visible minority group and do experience difficulties securing employment in non-traditional work. There are women who are aboriginal and due to long-standing economic and employment disadvantages are burdened by their heritage and culture when seeking employment. There are, as well, women who have hidden disabilities that cause them to be burdened by low self-worth/esteem. The other side of the scenario is that male-dominated workforces have been in place for many years....

Accommodations in jobs may be hampered by perceived systemic barriers—the job is dirty; we do not have washroom facilities; we can't afford separate shower facilities. Upon observation of the facilities, it is often evident that the job really is not a dirty job. Task performance and

materials serve to create as clean a service as possible. The actual barrier is *attitude*. We lock premises to safeguard contents, so put locks on washroom facilities to provide some privacy. Shower facilities are costly; there is awareness of that. As in many instances of the work environment, flexibility is key; so could be the time for use of shower facilities. This is an area where one employer provided the solution himself; by slightly altering the start times and hence showers and leaving time, he did not require assistance to find an alternative measure. The real barrier is *attitude*.

Today men and women work side by side on computers. This simply came through an acculturation of a new technology within our society. What we're having to be concerned with is current conditioning and, therefore, the subsequent desensitization process. Education, training and sensitization for employers and employees prior to legislation with phasing-in measures could offset potential difficulties.

If equity measures are to be effective, particularly in localities and workplaces where women have never worked, there should be consideration in terms of resource persons for training. Is there a fixed rule that a woman is the only person for equity training? Some of the very best trainers may well be men within a given workplace. There are men who could be the mentors and role models for other men in the workplace. Training for men and women should occur before women enter into a workplace that has never had women. Training/committee work should go on during the phase-in period of Employment Equity and there should be continued support policies and measures following the initial start-up. Training should be ongoing, evaluated, revised and updated to meet the needs of the workplace. Depending on the workplace, the size of the workplace, available services, etc., preferential treatment may be advantageous, but not always and not in all instances.

Women wish to access equal opportunity for occupations and jobs which they did perform with efficiency and proficiency during the war years when their services were required. Today's indicators point out the need of women in non-traditional work once again but this time with true equality.

We repeat our statement of support for:

- specific measures to ensure acceptance and eliminate barriers;
- increased recognition and acceptance of skilled trades and occupations.

Loretta Tompkins and Mary-Louise McDonald, Sudbury

Canadian Auto Workers Union

The Canadian Auto Workers Union (CAW-Canada) represents over 170,000 Canadian workers and is one of the largest private sector unions in Canada. Seventy percent of our members work in Ontario. Over the past decade, the number of women in our union has doubled and we now have 34,000 women in the CAW.

Our union first negotiated employment equity provisions with General Motors in 1984, and three years later, negotiated provisions with Ford and Chrysler. Our members have considerable experience from working on joint employment equity committees and working with community groups committed to equity issues. It is from this experience that we express our views on employment equity legislation in Ontario.

As the discussion paper states, "members of the designated groups can be said to live in a permanent recession, with higher rates of unemployment and underemployment." Their disproportionate hardship is unfair and runs counter to our belief in social and economic justice for all. The movement toward economic recovery must proceed even now, when the economy is in a depressed state.

Education: Strategies for education and communications are an essential part of an employment equity plan. Community outreach and education, as well as special communications measures to reach the designated groups are necessary. CAW employment equity practitioners have stressed the importance of being able to reach the designated groups, especially women entering non-traditional jobs.

We also want to emphasize the importance of training the *current* workforce. Our experience with workplace census-taking is that an information gathering program is most successful when the union leadership and membership are educated about employment equity and supportive of equality measures.

We cannot stress too strongly the importance of training the existing workforce in employment equity and anti-harassment sensitization. Our experience is that when women or visible minorities enter a non-traditional workplace where no training has taken place, there is the potential for serious racial or sexual harassment to occur. In an economic slowdown when hiring is likely to be negligible, training of the existing workforce may be one of the few concrete employment equity measures available.

At General Motors and 3M, to name just two, we have negotiated three hours of human rights training for every CAW member. The course, jointly developed and delivered by the CAW and the company, is attended on paid company time. At Chrysler, CAW employment equity representatives train CAW leadership and company supervisors in harassment awareness training.

Data Collection and Reporting: Survey forms, methods of distributing and collecting surveys, and the reporting of results should be straightforward and standard across all workplaces. Information on the wages and the numbers of employees in the designated groups must be standardized to allow cross-company comparisons. Given the obvious and glaring inequities in the workplace, we do not see the need for complex, time-consuming reporting procedures. The essential information is in the make-up of the workforce and the wage bands for the designated groups.

In our view, wages are the crucial measure of equality. Job titles are vague and can be misleading. Job descriptions are time-consuming and ambiguous. Wage bands, on the other hand, are always a good indicator of job status and allow ready comparisons among the designated groups within a company and between companies.

The report of survey results and assessment of the employment equity program must be accessible to the public. Accessible means that the report is available to members of the workplace as well as the community at large. Accessible also means that the report is written in a clear and readable format.

Finally, a word about the workplace survey. Employees have a right to privacy. Survey forms should be confidential and allow the individual to self-identify membership in the designated groups. Our

experience is that when there is a good education program prior to the survey, workers will respond properly and in large numbers. Errors in completion or a poor return rate usually indicates a poor education program.

Employment Equity Measures: Special measures are needed both to get the designated groups in the workplace door, and secondly to keep them at work in an accepting, supportive environment. An accepting environment will come through education. A supportive environment depends on such measures as barrier elimination and job accommodation.

Often job entry requirements are restrictive without even being job-related. Some tests and interview questions are biased on the basis of race or gender. We feel some frustration that employers and even the Canada Employment and Immigration Centres use test batteries that are discriminatory. The General Motors assessment centre for hiring has an in-depth examination process over which we have no control. Having worked at General Motors for many years, our members have considerable insight into which tests and questions will be useful for selecting applicants.

Anti-harassment and anti-discrimination policies are essential to a supportive environment. The CAW established a co-worker anti-harassment policy and procedure in 1987. It sent a clear message to our members that harassment would not be tolerated and that the union would not hesitate to support a person with a legitimate harassment complaint.

Job accommodation measures are important within the work environment. Accommodating workers with disabilities often requires special measures. In industrial workplaces, the incidence of injured workers often exceeds the proportion of those with disabilities in the community at large. In our experience, injured workers are most often accommodated with "light duties" rather than adaptation of the workplace. "Light duties" should always be an option, but it is often just the easy way out. Employers must be made responsible for the prevention of injuries and the control of hazards. Even where injuries occur in spite of preventative measures, employers should accommodate the workplace to the needs of workers.

Supportive Measures: Work and family policies and mentoring programs

can make all the difference in retaining workers from the designated groups.

Through our CAW Work and Family Policy and Affirmative Action Policy we require the provision of childcare and the involvement of family members in union programs so that the union member is not isolated from his or her family or prohibited from participating because of family responsibilities.

We have negotiated the first private sector funding for childcare at an auto trim plant in Stratford, as well as the first private sector employer-paid childcare centre for CAW members at the Big Three auto companies in Windsor. The lack of adequate childcare facilities to accommodate for shiftwork was identified by CAW members as a major barrier to employment equity. In the long run, we feel that the best solution is not private, but rather a national system of publicly-funded, non-profit childcare that is accessible to all.

Peggy Nash, Willowdale

Encyclopedia of Reproductive Technologies

Work has begun on a single volume encyclopedia, *Encyclopedia of Reproductive Technologies*, to be edited by Annette Burfoot and to be published by Garland Publishing, Inc. (New York). The text is designed as a combined sociological and technical reference where techniques, scientific, and medical terms, etc., are to be contextualized within sociological and historical settings and are to be as accessible as possible to undergraduates and researchers who do not necessarily work in the sciences. This text aims to be as inclusive as possible regarding various perspectives surrounding reproductive technologies as they relate to women, sexuality, race, class and physical abilities. Inquiries should be addressed to:

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