

**British Columbia
Federation of Women**

**CONSTITUTION AND
POLICY HANDBOOK**

VOLUME II

BRITISH COLUMBIA FEDERATION OF WOMEN

This is Volume II of the British Columbia Federation of Women Constitution and Policy Handbook. It contains policy passed at the November 1976 convention. It is to be used in conjunction with Volume I which contains the B.C.F.W. policy passed at the conventions in 1974 and 1975. Copies of Volume I and/or Volume II are available

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3) Community facilities be established in every area of British Columbia for women in need of support, advice and/or treatment such as:

a) Emergency homemaker services to assist a woman in the home during times of stress.

b) Temporary residential facilities where women (and their children) could be provided with a secure, comfortable, drug-free environment where non-sexist workers would assist in the resolution of their problems.

4) Psychiatrists and all workers involved in counselling women with emotional problems be required to acquire or retain certification to take courses whose content covers the harmful effects of sex-role stereotyping and the implications of sexism in society.

CHILDCARE

B.C.F.W. will not pass additional policy resolutions at this convention in the area of childcare. Before more policy is added, we need action on existing policy. We need more child care, not more policy.

RECOMMENDATIONS FOR IMPLEMENTATION

1) In order to build a strong base for action in the area of child care, we recommend that the membership co-ordinator in the normal course of soliciting new members, make a concerted effort to contact and encourage existing child care groups, child care workers, parents groups and neighbourhood organizations to affiliate with the B.C.F.W.

2) That the B.C.F.W. (through the standing committee) express its support of all actions taken by any group in the field of child care as long as such actions are within existing B.C.F.W. policy.

CORE FUNDING FOR WOMEN'S CENTRES

WHEREAS, Women's Centres provide necessary services for women in the communities where they exist and

WHEREAS, Women's Centres are engaged in activities aimed at fighting discrimination against women and collectively improving their status. This involves communications projects, ombudservices, sharing experiences and information on women, public education on women's rights, workshops on human rights, women's health, women's herstory, women's employment, women and the law, as well as diverse research and production of written material and

WHEREAS, due to insufficient funds, all women's centres rely heavily on volunteer labour and shoestring budgets. They handle an overwhelming caseload, not knowing from month to month if they will have a job or be able to provide a vital service to women. Women's centres are unable to charge a fee for service as the women who most need their services are the least able to pay. Private sector funding is unavailable for core funding purposes and unsuitable because services must then be designed according to the priorities of the funding source rather than the needs of the community and

WHEREAS, Women's Centres operating on short term Federal grants have demonstrated great effectiveness in their communities, therefore

BE IT RESOLVED that

- 1) the provincial government adopt and implement the proposal for the core funding of Women's Centres as presented to the Human Services Committee of Cabinet, by the Provincial Co-ordinator of Status of Women 1975
- 2) the provincial government assume the responsibilities for funding women's centres on a permanent basis.
- 3) funding include operating expenses and salaries similar to others doing similar work i.e. information officers in government.

WOMEN AND MENTAL HEALTH

Preamble

Mental health problems among women in our society are too often diagnosed within the context of traditional sex-role stereotyping. Women's depression is often treated as an internal un-natural depression rather than a response to an external unhealthy society in which women are expected to fit a prescribed role, deprived of personal choice and decision-making. Psychiatrists could better serve women by making them aware of the social conditions that exist within the society instead of merely adjusting their behavior so that they may function within these stereotyped roles.

In psychiatric facilities, women's behavior can be manipulated in isolation from their social environment by two main forms of treatment: psychiatric drugs causing mood alteration, and electro-convulsive therapy causing memory loss and temporary lifting of depression. In B.C., statistics gathered by the Committee to Investigate Shock Treatment consistently indicate that more women receive this form of treatment than men.

Therefore, in order to facilitate the treatment of women's emotional problems within the context of the society in which they live, the B.C.F.W. supports the following recommendations:

BE IT RESOLVED THAT

- 1) based on a large body of empirical data demonstrating the deleterious effects of electro-convulsive treatment, legislation be passed by the provincial government to ban all use of electro-convulsive treatment.
- 2) an "informed consent" form be given to the woman with the type of treatment administered. This includes both an explanation of all possible side effects of the treatment and an explanation of all possible alternative methods and their possible side effects and this requires her signature on the consent form to the specific type of treatment employed.

We see Transition Houses as one way of women sharing their strengths, their skills and their knowledge in order that more of us may survive individually, and collectively begin to regain power over our lives.

A. WHEREAS Transition Houses have proven themselves to be an essential part of the network of social services in areas where they exist and

WHEREAS, the number of Transition Houses now existing is inadequate to meet the needs of women in this province and

WHEREAS, it is the responsibility of the provincial government to fund such social services

BE IT RESOLVED that

- 1) the provincial government, through the Department of Human Resources, make available sufficient funds to ensure the setting up of at least one Transition House in each DHR region in B.C.
- 2) Initiation and organization of Transition Houses should be done in conjunction with local feminist groups and in consultation with the B.C.F.W. transition house sub-committee
- 3) monies needed to set up these Transition Houses be allocated in each Regional DHR budget, and , further, that such monies include
 - a) adequate capital start-up funds for furniture, equipment, supplies, utility hookups, etc
 - b) maintenance costs such as food, rent, supplies, etc.
 - c) salaries
 - d) accessibility, when feasible, to capital funds for purchase of suitable premises for Transition Houses.

EDUCATION

A. WHEREAS, the Women's Studies Course has now been printed by the Publications Branch of the Department of Education and

WHEREAS, this is to be a locally developed course requiring local school board approval

- 1) BE IT RESOLVED that member groups of B.C.F.W. be encouraged to join with the B.C. Teacher's Federation Status of Women to develop a strategy for getting the Women's Studies course implemented
- 2) BE IT FURTHER RESOLVED that B.C.F.W. members be encouraged to contact their local school boards to ensure that it gives prompt approval to the Women's Studies course with competent, concerned people teaching the course and
- 3) BE IT FURTHER RESOLVED that B.C.F.W. members be encouraged to become more familiar with the aims and goals of the B.C. Teacher's Federation Status of Women Program and work to develop a liason with the local contact person.
- 4) BE IT FURTHER RESOLVED that the Department of Education provide incentive monies to implement Women's Studies programs.

B. WHEREAS, books and all other resource material currently in use in the school system of B.C. in most cases ignore the existence of women and their contribution to society and there appears to be no real attempts made to improve this situation

BE IT RESOLVED that the B.C.F.W. member groups be encouraged to monitor textbooks and all other resource materials available in the schools, particularly the newest issues, and lobby the Department of Education, local school boards and publishers to ensure the Guidelines developed for educational material by the Provincial Advisory Committee on Sex Discrimination in Public Education "Equal Treatment of the Sexes" become an intrinsic part of the textbook selection process. 3

C. WHEREAS, many classes and activities are still segregated by sex

BE IT RESOLVED that in accordance with the B.C. Human Rights Code all courses, programs, activities and clubs be open to all students regardless of sex.

D. WHEREAS, sexism permeates every institution in our society

BE IT RESOLVED that members of the B.C.F.W. be encouraged to lobby their MLA's to support an Affirmative Action Plan for British Columbia

(An Affirmative Action Plan is any program, scheme or schedule that leads to full equality between men and women in all aspects of employment and education, including hiring, promotion, superannuation, training, retraining and access to jobs. It is a recognition by the recipient of provincial government monies that the onus of responsibility for ending sexual inequality in society rests fully on those institutions, organizations, government departments, crown corporations, government commissions, boards and agencies people or companies, not on the individual (wording taken from B.C. Bill 37-Affirmative Action Plan)

E. WHEREAS, the position of special advisor to the Minister of Education was eliminated and her committee (Provincial Advisory Committee on Sex Discrimination in Public Education) was disbanded and

WHEREAS, sex discrimination continues to exist in the schools of British Columbia

- 1) BE IT RESOLVED that the B.C.F.W. press the Minister of Education to make a public commitment stating the elimination of sex discrimination is a priority issue and
- 2) BE IT FURTHER RESOLVED that this commitment include a plan of action, a time-table and allocation of funds and

TRANSITION HOUSE

Preamble

Transition Houses provide accomodation for women and their children in times of life crises. They are places to which women can turn for support and counselling during crisis and, if needed women can receive referral counselling, assistance in relocating in the community, and advocacy in the areas of family court, police and social assistance.

There are at present (November 1975) five transition houses in B.C. located at:

- Victoria
- Vancouver
- Langley
- Kamloops
- Prince George

They are wholly or partially funded by the Department of Human Resources.

Transition Houses are an integral part of the network of social services in areas where they exist. Organizations and agencies are dependent on Transition Houses to provide services nowhere else offered. At present, more than half the referrals dealt with by Transition Houses come from the Department of Human Resources.

Transition Houses are a direct outgrowth of the women's movement and should be primarily staffed by women with a strong feminist committment.

It is our fundamental belief that in this sexist society women must be encouraged to become more self-reliant, economically and emotionally. We as women have been conditioned to blame ourselves for problems in our lives and our confidence and self-esteem are often low. Women undergoing life crises must receive support from other women to begin to take control of their lives.

We feel that these principles must be evident in all our Transition House processes and structures. We support strongly the involvement of feminists in all planning and delivery of Transition House services with the aim of avoiding the hierarchial structure and power relationships all too evident in most of the present social services system.

3) more adequate medical facilities

4) provision of recreational facilities "which are almost nil"

D. WHEREAS, no program to alleviate the conditions of women prisoners can realistically take place separate and apart from the general and community concern for all prisoners

BE IT RESOLVED that the B.C.F.W., through its Standing Committee, show the maximum solidarity with those prison support actions which are consistent with the B.C.F.W. constitution and policy.

The Rights of Women in Prison Subcommittee withdraws from B.C.F.W. with regret, but with hope that we can and will maintain amicable relations and that our future activities will receive support from B.C.F.W. organizationally and individually.

3) BE IT FURTHER RESOLVED that to ensure that the plan has the support of women's groups, the Provincial Advisory Committee and the position of Special Advisor to the Minister of Education be re-established.

FAMILY LAW

WHEREAS, one root cause of sex discrimination is the law of the family. Family law reform is one keystone to the arch of human dignity. The present family law is a product of the Victorian era - The statutes on family law are an amalgam of feudal status concepts expanded by medieval matrimonial fault doctrines. The object of reform of marriage laws is to remove very specific examples of sex discrimination in these laws; therefore

- 1) BE IT RESOLVED that the sixth report of the Berger Commission on family and children's law, which recommends full and immediate community of property be enacted immediately
- 2) BE IT RESOLVED that the \$2,000 limit, as recommended by the Berger Commission, which requires the signature of both spouses be lowered to \$500, effectively protecting families with lower incomes.
- 3) BE IT RESOLVED that the eleventh report of the Berger Commission on family and children's law regarding the change of name act be instituted in full.
- 4) BE IT RESOLVED that revisions to the law regarding maintenance on divorce, as recommended by the Federal Law Reform Commission be enacted. The concept of "No fault divorce", from which maintenance would be set based on reasonable need, rather than retribution, is endorsed. The Federal Law Reform Commission encourages the view that maintenance should be rehabilitative not pension-like, that is providing for the dependent spouse until she/he is able to be self-sufficient.
- 5) This amendment is endorsed: At present women do not have equal access to educational and job training programs, as well as proper support such as childcare, therefore the concept of "reasonable need" should be extended to include a claim for financial compensation for the effort and work contributed to the marriage if that claim cannot be met adequately by a distribution of property at the time of marital breakdown.

RIGHTS OF WOMEN IN PRISON

A. The B.C.F.W. supports the central concept of self-determination for prisoners who are in provincial and federal institutions and community correction centres. The Federation has as some of its goals:

- 1) To support women in prison in any and every way possible.
- 2) To publicize their needs and problems
- 3) To carry out an intensive education program to acquaint other women with the repressive circumstances in which many women find themselves when sentenced to prison terms - particularly mothers who face long separations from, and even legal loss of their children

B. The B.C.F.W. support a four point prisoners rights manifesto:

- 1) The right to prisoner input into all decisions concerning her conditions of confinement at both a policy and an operational level
- 2) The right to due process in all disciplinary matters
- 3) The guarantees of prisoner's rights to all civil liberties with the burden on the prison to specify reasons for any such restrictions it deems necessary.
- 4) Guaranteed access to an independent supervisory body which could have the authority to make unannounced general inspections and have power to order corrective measures on both general and specific grievances.

C. The B.C.F.W. support the following four demands made by the women at Oakalla (Vancouver Sun July 12/75)

- 1) the abolition of solitary confinement
- 2) the overhaul of "Warden's Court" by having the right to be represented, to call witnesses, and to be judged by an unbiased person independent of the prison administration.

RIGHTS OF LESBIANS

A. WHEREAS, The Immigration Act under the Federal Statute Law Amendment Act 1974 states in Section 9 (1) "the definition of family includes the father and mother and any children, who by reason of age or disability, are in the opinion of an immigration officer mainly dependent upon the father/mother for support, therefore

BE IT RESOLVED that the definition of family includes one, two or more than two adults and any children who by reason of age or disability, are in the opinion of an immigration officer mainly dependent upon that adult or those adults for support.

B. WHEREAS, The Statute Law (Status of Women) Amendment Act 1974 states in section 12 (2) of the Public Service Employment Act that:

The Commission, in prescribing or applying selection standards under subsection (1) shall not discriminate against any person by reason of sex, race, national origin, colour, religion, marital status or age.

BE IT RESOLVED that under Subsection (1) and (2) of the Public Service Employment Act, the Commission shall not discriminate against any person by reason of sex, race, national origin, colour, religion, marital status, age or sexual orientation.

GENERAL ACTION

A. WHEREAS, there is little access to adult education workshops for women in some rural areas due to the cost of importing resource people and/or costs of travelling and maintenance for out of area workshops,

1) BE IT RESOLVED that access to adult education workshops be made easier for women in rural areas and subsidies be provided by the appropriate government or institutional source for travelling and living costs for out of area workshops.

2) BE IT RESOLVED that the appropriate government agency or institution recognise the role of parent as a valid job and provide training programs such as parent-child communication, nutrition and child development programs.

3) BE IT RESOLVED that mental health facilities be expanded in rural areas to include the training of para-professionals for ongoing non-sexist counselling and referral programs.

B. WHEREAS, there is a present no provincial telephone company policy allowing a telephone listing to appear without address, and

WHEREAS, the option to have such a listing (Name and phone number only) would provide the possibility for a significantly greater degree of provacy for individuals or organizations (Transition Houses and Lesbian Groups) and

WHEREAS, other community groups and individuals are potential supporters of such policy,

BE IT RESOLVED that the B.C.F.W. standing committee delegate authority for initiating and co-ordinating action aimed at having all B.C. telephone companies alter their present policies for listings to offer a choice of listing with or without address by a subscriber.

C. WHEREAS, welfare system is degrading to people and

WHEREAS, a majority of people on welfare are women and

WHEREAS, those women are harassed by the welfare system,

BE IT RESOLVED that the B.C.F.W. support a guaranteed annual income through a negative income tax.

D. WHEREAS, homemakers make an economic and social contribution to Canadian society and

WHEREAS, homemakers have no financial security in their old age under the present system

BE IT RESOLVED that the B.C.F.W. endorse expansion of C.P.P. to include full pension rights for homemakers with the homemaker paying employee portion of C.P.P. and the federal government paying the employer portion, and for homemakers on welfare, the welfare department will pay both the employee and the employer portions of the C.P.P.

E. WHEREAS, the fight to preserve the environment is not a specific feminist issue, it is nonetheless of vital concern to women throughout B.C.

BE IT RESOLVED that the B.C.F.W. strongly endorse and support actions by various environmental groups to preserve and protect the environment.

F. BE IT RESOLVED that member organizations be urged to submit to B.C.F.W. within 60 days, action plans that demonstrate the kinds of actions they are taking or will take in their own region regarding one or more policy decisions.

submitted by Drs. David Hunt and Herb Parkin to the British Columbia Medical Association.

4) that all hospitals examine and treat the victim of a sexual assault regardless of whether or not she has yet decided to press charges.

E. BE IT RESOLVED that the B.C.F.W. through the Standing Committee, relevant sub-committees and member groups actively lobby the provincial government for permanent funding for all rape relief centres.

the perpetrators of rape in our society

BE IT RESOLVED

- 1) programs be designed to expose rape as a result of sex-role socialization be included in school curriculum at the junior and senior high school levels.
- 2) that programs designed to expose rape as a result of sex-role socialization be made available to all women through all media and educational resources.
- 3) that Boards of Education for all locales incorporate and encourage the use of physical self-defence programs as part of the curriculum for all female students from kindergarten up.
- 4) that educational and community institutions promote women's participation in all areas of physical activity and devise and promote inexpensive and easily available courses in physical self-defence.

D. WHEREAS, a medical examination is imperative for every woman who has been sexually assaulted regardless of whether or not she wants to press charges and

WHEREAS, this examination can be psychologically and physically damaging as the actual assault if not handled properly

BE IT RESOLVED

- 1) that attitudinal changes be encouraged in the medical field through the use of victim oriented training materials in the education of all medical personnel
- 2) that female doctors and nurses be made available in all cases of sexual assault
- 3) that these medical personnel be well versed in the proper procedures particular to cases of sexual assault as outlined in a brief

HEALTH

- A. BE IT RESOLVED that the provincial government shall be responsible for ensuring that abortion is available to women regardless of geographic or economic status, by requiring all publicly funded hospitals to appoint therapeutic abortion committees where there are qualified personnel to sit on the committee and qualified personnel to perform abortions and by dropping all special consent requirements.
- B. BE IT RESOLVED that publicly funded health care facilities be required to provide adequate pre- and post-abortion counselling including birth control counselling.
- C. WHEREAS, different types of facilities suit women's different needs during pregnancy, labor, delivery and post-natal care,
 - 1) BE IT RESOLVED that the provincial government shall provide licensing and training for midwives and facilities for safe maternity care be it at home or in a birth centre.
 - 2) BE IT RESOLVED that the B.C.F.W. supports changes in publicly funded hospital regulations so that:
 - a) A woman has the right to have present at the the birth of her child, one or two persons of her choice.
 - b) A woman may choose to keep her child with her from birth where the life of the mother and/or child is not endangered.

1. BE IT RESOLVED that Subsection 4 of the BC Human Rights Code be amended to read as follows: (suggested amendments underlined)

4. No person shall

a) deny to any person or class of persons the opportunity to purchase any commercial unit or dwelling unit that is advertised or in any way represented as being for sale; or

b) deny to any person or class of persons the opportunity to purchase or other acquire land or an interest in land; or

c) discriminate against any person or class of persons with respect to any term or condition of the purchase or other acquisition of any commercial unit, dwelling unit, land or interest in land because of the race, religion, colour, sex, ancestry, place of origin, marital status, sexual orientation, parental status, source of income, age and choice of living arrangements.

2. BE IT RESOLVED that Subsection 5 of the BC Human Rights Code be amended to read (amendments underlined)

5. No person shall

a) deny to any person or class of persons the right to occupy as a tenant any space that is advertised or otherwise in any way represented as being available for occupancy by a tenant; or

b) discriminate against any person or class of persons with respect to any term or condition of the tenancy of such space because of the race, sex, marital status, religion, colour, ancestry, place of origin, age, sexual orientation, parental status or source of income or choice of living arrangements of that person or class of persons, or of any other person or class of persons.

3. WHEREAS, Subsection 6 of the BC Human Rights Code reads as follows:

1) No employer shall discriminate between his male and female employees by employing an employee of one sex for any work at a rate of pay that is less than the rate of pay at which an employee of the other sex is employed by that employer or similar or substantially

It is the fact that rape is essentially assaultive in nature and that it always creates such a risk, which must be emphasized to promote attitudinal changes as well as changes in the criminal law. The victim is simply a person who is subjected to an unprovoked attack on her physical person and her attacker is a person who intends to subject her to his desires, regardless of her wishes. As such, his actions are not benignly motivated and the risk he creates is what deserves punishment

A. WHEREAS, our present rape laws are discriminatory towards women and

WHEREAS, these laws support prevailing attitudes that encourage women to be viewed in terms of their sexual roles

BE IT RESOLVED that the act or attempted act of coerced intercourse be included in the criminal code as outlined in the legal changes proposal submitted to the Justice Department by Canadian Rape Crisis Centres in Oct. 1975.

B. WHEREAS, one of the main deterrents to women reporting a sexual assault is the expected dehumanization through present police and legal procedures and

WHEREAS, a women's resource against her attacker is thus limited and

WHEREAS, the exposure of rape through legal proceedings is a necessary process in the eradication of rape

BE IT RESOLVED, that attitudinal changes be encouraged in legal proceedings through the use of victim oriented training materials and that same sex personnel in police and legal fields be made available in all cases of sexual assault.

C. WHEREAS, present societal attitudes reinforce sex-defined roles and

WHEREAS, it is these definitions that support the concept of maleness as dominant and aggressive, and femaleness as passive and sex-objectified

WHEREAS, it is these definitions and attitudes that are

RAPE

Preamble

Rape and the existing rape laws are among the strongest indicators of prevailing societal attitudes towards women. Based upon seventeenth century laws in which women were regarded as property of their husbands or fathers. Canadian rape laws reflect these patriarchal attitudes and discriminate against women.

Consequently, few rapes are reported, and even fewer go to court and result in a conviction (perhaps 5%).

Much of the difficulty results from the fact that rape is defined not only as an act of violence but as an act of sexual violence. The sexual nature of the crime encourages the usual attendant attitudes so often associated with women and sex.

In fact, by law, as with other criminal offences, the woman who is raped is considered a witness to the crime rather than the victim

-her side in the courtroom is represented by a prosecuting attorney who is not her chosen lawyer

- it is not she who presses charges against the accused, but the Crown

-because of sexist attitudes in the courtroom, she is often seen as being on trial as much as the accused because her credibility as a witness is continually questioned.

Not surprisingly, the accused is perceived as someone who intends no harm to the woman and who is motivated only by normal desires for sexual gratification.

From the perspective of the victim and of the framework which assumes that women are fully persons within the law, rape is a form of assault and creates a potentially life-threatening situation. Rape violates the most basic principle of social life, namely, the freedom from unprovoked attacks on one's physical person. Any such attack creates potential risk to life, whether it is directed to sexual organs or to other parts of the body.

similar work.

BE IT RESOLVED THAT Subsection 6 (1) be amended to read:

No employer shall discriminate between his male and female employees by employing an employee of one sex for any work at a rate of pay that is less than the rate of pay at which an employee of the other sex is employed by that employer for work of equal value.

4. BE IT RESOLVED that Subsection 7 of the B.C. Human Rights Code be amended to read: (amendments underlined)

7. No person shall use or circulate any form of application for employment, publish or cause to be published any advertisement in connection with employment, or make any written or oral enquiry of an applicant that

a) express either directly or indirectly any limitation, specification or preference as to the race, religion, colour, sex, marital status, age, ancestry, place of origin, parental status, sexual orientation, or source of income of any person; or

b) requires an applicant to furnish any information concerning race, religion, colour, ancestry, place of origin, political belief, sex, marital status, sexual orientation, parental status, or source of income.

5. BE IT RESOLVED that Subsection 8 of the B.C. Human Rights Code be amended to read: (amendments underlined)

8.(1) Every person has the right of equality of opportunity based upon bona fide qualifications in respect of intended occupation or employment, advancement, or promotion, and, without limiting the generality of the foregoing,

a) no employer shall refuse to employ, or continue to employ, or to advance or promote that person, or discriminate against that person in respect of employment or a condition of employment; and

b) no employment agency shall discriminate against any person in receiving classifying, disposing of or otherwise acting upon applications for its service or

in referring an applicant or applicants to an employer or anyone acting on his behalf unless reasonable cause exists for such refusal or discrimination.

2. For the purpose of subsection (1) a and b:
The race, religion, colour, age, marital status, ancestry, place of origin, political belief, parental status, sexual orientation, choice of living arrangements or previous source of income of any person or class of persons shall not constitute reasonable cause

6. BE IT RESOLVED that Subsection 9 of the B.C. Human Rights Code be amended to read: (amendments underlined)

9. (1) Every person has the right of equality of opportunity based upon bona fide qualifications in respect of his membership or intended membership in a trade union, employer's association, or occupational association, and, without limiting the foregoing, no trade union, employers's association, or occupational association shall, without reasonable cause in respect of such qualifications of that person,

a) refuse membership to, expel, suspend, or otherwise discriminate against that person; or

b) negotiate on behalf of that person, an agreement that would discriminate against him contrary to this Act.

For the purposes of Subsection (1)

a) The sex, race, religion, colour, age, marital status, ancestry, place of origin, political belief, parental status or sexual orientation of that person or class of persons shall not constitute reasonable cause;

7. WHEREAS subsection 16 of the B.C. Human Rights Code reads as follows:

16. (1) Where the director is unable to settle an allegation, or where he is of the opinion that an allegation will not be settled by him, the director shall make a report to the Minister of Labour who may refer the allegation to a board of inquiry and..

BE IT RESOLVED that Subsection 16 (1) be amended to read:

4) Achieve these protests, pressures and demands by organizing boycotts and lobbying via letter writing and phonecalls etc.

5) Utilize and promote the existing feminist media groups and communication channels.

6) Protest the identification of women by extraneous descriptions of our clothes, physical features, marital or parental status.

7) Demand that women be referred to by "Ms" or her full name rather than by marital status.

8) Demand that the media have women cover and report women's events and issues.

MEDIA

WHEREAS, mass media is owned and operated by the male power structure and has a dynamic impact in determining society's attitude towards women and
WHEREAS, mass media consistently projects a stereotype of women which is characterized by half-witted consumerism, subservience, dotage and helplessness and
WHEREAS, at the present time the mass media uses the women's movement as filler, of very little importance, or as a source of trivial entertainment and
WHEREAS, we essentially occupy two places within the media; either sensational headlines or relegated to the "women's pages" and
WHEREAS, advertising is responsible for projecting an image of women that presents us as homemakers or sex objects with the result that images presented to us are those of male fantasy and
WHEREAS, in the media industry itself women are barred from decision making power and ghettoised into the secretarial and clerical jobs (see report of the CBC Task Force on the Status of Women) and
WHEREAS, there must be a radical change throughout the entire structure and presentation of the media and
WHEREAS, we must look to ourselves to portray our world as we see it and take action in order to change the stereotypical media images we have all learned, therefore

BE IT RESOLVED that B.C.F.W. member groups be strongly encouraged to:

- 1) Protest the sexism which permeates the media today by boycotting products and programs which are advertised or contain sexist imagery and/or language.
- 2) Protest the usage of words such as "men" or "man" or a masculine pronoun to represent people in general as these words quite literally exclude women, and pressure the media to use non-gender identified terms e.g. use police officer instead of policeman, chairperson instead of chairman etc.
- 3) Demand that the media integrate women employees into all levels of operation, particularly the decision making levels with the intent of benefitting the status of women.

Where the director is unable to settle an allegation or where he is of the opinion that an allegation will not be settled by him, the director shall make a report to the Minister of Labour who shall immediately refer the allegation to a board of inquiry.

8. BE IT RESOLVED that Subsection 17 of the B.C. Human Rights Code be amended to read: (amendments underlined)

17. (2) Where a board of inquiry is of the opinion that an allegation is justified, the board of inquiry shall order any person who contravened this Act to cease such contravention, and to refrain from committing the same or a similar contravention, and may

a) order a person who contravened this Act to make available to the person or class of persons discriminated against such rights, opportunities, or privileges as, in the opinion of the board, he was denied contrary to this Act;

b) order the person who contravened the Act to compensate the person discriminated against for all, or such part as the board may determine, of any wages or salary lost, or expenses incurred, by reason of the contravention of the Act; and

c) order any employer who contravened this Act to set up an affirmative action/equal employment opportunities program in respect to the class of persons discriminated against.

9. WHEREAS, the number of Human Rights officers now existing is insufficient to handle the volume of complaints being made to the Human Rights Commission and

WHEREAS, fifty percent of complaints now made to the Human Rights Commission are at present being turned over to Industrial Relations officers for investigation as the Human Rights Commission does not have the staff to investigate them and;

WHEREAS, this situation is clearly contrary to the best interests of the people of British Columbia, and in particular to the women of British Columbia

BE IT RESOLVED that the number of Human Rights Officers be doubled and additional staff be hired from time to time as volume of work demands.

10. WHEREAS, the language used in government documents excludes women, and serves to reinforce the stereotypical view of women,

BE IT RESOLVED that

- 1) all government documents include the female pronoun and
- 2) the use of the words mankind, men, be struck from government documents when these words apply to men and women.

We passed a motion to refer back to committee and direct this committee to investigate the inclusion of age, and social status where applicable in Human Rights Code and bring suggestions back for presentation at the next Convention.

Suggestions for Implementation:

Because the Human Rights Code is one of the few legal protections women have, it is necessary that we work to make full use of its provisions as they now exist and continue to pressure for additions to the Code to more fully guarantee full opportunities and rights for ALL women. It is suggested that B.C.F.W. perhaps through the Legislative Action Subcommittee adopt a watchdog role in regards to Human Rights Legislation and implementation, to keep track of court decisions affecting women, apply suitable pressure on the Minister of Labour to appoint boards of inquiry, etc.

It is also recommended that suggested amendments to the B.C. Human Rights Code as passed at previous conventions along with any amendments passed at this convention be compiled into one B.C.F.W. Policy section dealing with amendments and recommendations re the Human Rights Code. This could then be used as a lobbying document.

LABOUR

WHEREAS, people especially women are unaware of their rights as workers because the labour standards legislation is scattered into 16 acts and

WHEREAS, employers make money because women are unaware of those rights as workers, therefore

BE IT RESOLVED that

- 1) the provincial government immediately codify all 16 statutes dealing with minimum standards labour legislation, and
- 2) the provincial government provide translations of the minimum standards labour legislation in the languages of the major ethnic groups.
- 3) the B.C.F.W. support the principle of trade union rights, support legislative rights and fringe benefits for all women including domestic, part-time, agricultural, temporary and seasonal workers.
- 4) that the B.C.F.W. press the provincial government to institute, in conjunction with unions, an affirmative action program that has been approved by the B.C.F.W. and other representative groups within the B.C. Women's Movement.