

Minutes of Meeting with Val Mitchell, Deputy Minister of Women's Equality August 18, 1997

Prepared by Liz Wilson with assistance from Marcia Braundy

(This was basically a briefing and exchange with Senior ministry staff, and with Val Mitchell also as a member of ITAC.) (Numbers as per Agenda items)

In attendance:

Val Mitchell, DM Women's Equality; Linda Martin, ADM, MWE; Patricia Morris, Policy, MWE; Priti Shah, WETC, ((previously Education rep on BCLFDB); Liz Wilson, Okanagan PeopleWorks, WITT

Marcia Braundy, Kootenay WITT; Gerry Anderson, South Island WITT; Linda Coyle, Kwantlan College, WETC, (previously Visible Minority Representative on BCLFDB).

1. Representation issues:

- BCLFDB - had equity group representation
- ITAC - no equity representation.
 - no standing committee for equity integration
 - need Equity participation, from equity advocacy representation as well as constituency representation on all standing committees and trade advisory committees
- Standing committee on Equity must include the following:
 - collaborative process
 - community representation (more than business and labor)
 - Every member must be aware of "equity" issues. This includes members of all committees and the equity standing committee.
 - It must be a committee with equal status not just for ad hoc consultation.
 - Equity must be a principal supported by all the committees
 - The equity committee could do background work for other committees
 - Must have equal time and power right from the start.
 - People on the equity standing committee must know the issues, otherwise it will be seen as tokenism
- The group suggested a presentation to the Commission by WITT/ WETC Task Force. Talk to Kerry Jothen and Lee Doney - Travel etc. funds from Commission.

TRADE ADVISORY COMMITTEES

- to be useful must have industry representation and working people
- do practical work
- equity representation is badly needed in order to make change
- need people who work in the field
- need good communication between standing committees and trade advisory commission

Many names have been sent in for equity representation on TACs from Marcia and Anabelle Paxton to the government. This recruitment method is very time consuming for volunteers, and has not previously let to any appointments.

Marcia: It was only because of her membership on the PAB, and her presence at those meetings that the concerns around ITAC were identified and we were able work to change things before the legislation was introduced. The importance of having equity advocacy representation at the

table cannot be stressed enough.

Val: It will be important to build support among all the groups participating.

Marcia: WITT and WETC will work to educate a variety of the commissioners.

Linda: We recognize that representatives must have individual understanding, qualifications and expertise in the subject area, these are crucial and it would not do to include someone just because they are a visible minority person, etc.).

2. ITAC Regulations - need to ask Kerry. Commission will decide. Legislation to be proclaimed in October with Regulations?

3. Potential Equity Activities of Commission:

- "Orientation to Trades and Technology" - national publication produced in BC. for Tech - Prep. Exploratory Courses for women and other equity groups need to be made available in BC.
- The Equity in Apprenticeship Resource Kit is a very good resource, but it has no index. It is currently available from Open Learning Agency for \$15 to cover costs. It should go onto the Internet web page for ITAC and/or Women's Equality, and have a search component. It was developed as a resource to Secondary School Apprenticeship programs. It went to 75 school districts - probably sitting on shelves. Paul Britton, MOEST is responsible for SSA, Heather Ratcliffe-Hood MOEST is overall head for Career Programs for K-12. (Education side).
- Secondary School Apprenticeship Guidelines which recommend equity activities should have requirements for equity built into accreditation. It already does contain suggestions for equity advocacy representation on steering committees, but this is often overlooked. Women should check at their local school boards to see who is on the SSA steering committees.
- Training module for apprenticeship counsellors developed by Deanna Rexe's Public Consulting Group is in Ministry of Labour's apprenticeship offices in Burnaby. It is a necessary adjunct to publications, has already been developed and the box of resources needs to be retrieved, duplicated and delivered.

Val: Accountability and appeal mechanisms need to be developed, and data systems need to be put in place to monitor progress.

Marcia: CUPE and Ontario Equity Access to Apprenticeship projects have many resources re: self-identification which are part of the training package for counsellors. The bureaucrats have long had the information on which to act, they just have not acted. As well, applicants with foreign credentials need counsellors who know the accreditation process. Some of this is included in the training package, with resources about where to for more.

Ontario, in the first three years of their Women's Access to Apprenticeship projects increased women's representation by 70% to over 1800 female apprentices in trades where they were previously under-represented. They used WITT Exploratory courses to

bring the women up to a level to be able to enter apprenticeship training. Gail Thomas, now B.C. Director of Federal/Provincial Relations went with the PAB Chair, the Director of App and Marcia Braundy to Ontario to review Ontario's initiatives. She prepared a report which was distributed here.

- Elizabeth Carriere got a commitment from Duncan MacRae, Director of Colleges and Technical Programs to provide \$500,000/year for five three year WITT demonstration projects:
 - Crown Corp. needs
 - SARS
 - Distance ed model
 - CBT occupational needs
 - Aboriginal

MOEST Entry-Level Training funding was to be used.

Projects were recommended by PAB. Duncan MacRae cancelled them without notice.

Historically, federal funding from HRIF and Canadian Jobs Strategies funded WITT programs. They are currently in base-budget at BCIT.

- Standing Committee will look at merging of entry-level training with apprenticeship, but community-based trainers and advocacy trainers who are often more successful at targeted training need to be included.

Standing Committee needs to have representation from all of these groups as well as secondary school apprenticeship trainers, equity advocacy from outside Lower Mainland, eg., Fort Nelson Women's Centre, eg., Harpreet Bachra from Surrey Delta Immigrant Serving Agencies

- No approval of Co-op programs without clear plans and activities for equity integration. These programs have been evaluated - "equity was not considered". Presented to PAB [Ferrance-Wecker] Report.
- GETT Camps - should they be funded under apprenticeship funding? Yes . Successful: Kootenay WITT sponsored three camps in each of four areas of the province last year and three areas this year. Anabelle Paxton - in Vancouver. Provincial money funnelled to pay coordinators who did their own local fundraising for their camps. Twelve girls for five days - build a go-karts using technical shops and tools, meet Role Models, field trips to industry. Promote in communities that girls and young people can do this stuff. Publicly subsidized program run out of colleges. School Boards also fund summer courses. It is a good opportunity for Province/Community/school district/colleges/businesses/service clubs partnerships.

Kootenay WITT ran a WITT Alumnae bicycle maintenance course this year, along with their GETT Camps. Apprenticeship Initiatives money is used. **We need to conduct some longer term research into what kinds of course choices the young women are making as they progress through school as a result of their experiences in the Camps.**

- sustain funds
- funds available at an earlier date to ensure effective relationships with teachers and

school personnel

4. Federal/Provincial Training Agreement

“Equity principles will be respected.” - what does this mean??? Designated Group Policy was provided as the base for this both Federally and Provincially.

- WITT/WETC to meet with Gail Thomas today.

The preliminary paper Shauna Butterwick did for the BCLFDB on Training for Whom and Training Standards would be useful to distribute to ITAC

MWE is thinking about how to get into process. (Does anyone remember what this refers to ??)

5. Designated Group Policy needs to be used.

- We would like to recommend the adaptation of the Federal Designated Group Policy for use with the Training agreement in relation to equity principles. 8 years and more work has gone into this and it is a good strong piece.

6. Director of Equity reporting to both Labour and MOEST Ministers, separate Equity Coordinator with ITAC

Director of Equity to chair Inter-Ministry Committee, to include ITAC, Equity Coordinator, all appropriate Ministries (E&I; MWE, Labour, MOEST, Transportation etc) There needs to be an internal government position reporting to MWE, Labour and MOEST, for education and training, responsible for Equity liaison between ministries

7. Equity Coordinator for ITAC should report to ITAC CEO.

8. Contract compliance in the wider public sector, ie., schools, hospitals. There needs to be an expansion of equity projects and lowering of floor of \$50 million. A letter signed by the Building Trades and Equity Groups on the Equity Integration Committee for HCL went to Glen Clark requesting this. It seems that the Building Trades have twigged to the possibility of getting more work if they do a good job on Equity. Val is on HCL Board. First HOV equity meeting has taken place and was not as useful as it could have been. Peter Ferris' report not distributed. WITT recommends that Linda Coyle be invited to be a member of HOV Equity Integration meeting along with Anabelle Paxton.

9. Regular consultation, which was committed to at the March 1996 meeting with Ministers of Labour, MWE and MOEST have not taken place effectively. Should MWE be a member of WEAC?

Val suggested WITT/WETC should deal directly with Deputy Minister of MOEST, and Labour and have MWE at the table. *(Marcia has since met with Deputy Minister Don Avison and is awaiting a response on this.)*

Val will think about her role on Commission and how to link with WITT/WETC and we will pursue this further.