

PROVINCIAL COUNCIL OF WOMEN OF ONTARIO

## 2007 ANNUAL BRIEF

FOR PRESENTATION TO

THE GOVERNMENT OF ONTARIO

### PART TWO

## RESOLUTION HIGHLIGHTS

## EDUCATION

PCWO have many policies on Education. We present one Resolution on Education in the 2007 BRIEF.

**2007:5 THE INCLUSION OF WOMEN'S STUDIES IN THE ONTARIO CURRICULUM.** PCWO was moved to put this resolution forth due to the ongoing evidence of gender stereotyping throughout students' lives. This attitude we believe leads to many negative outcomes, that result in a barrier for young people to achieve their full human potential. For example, young women are subjected to sexual harassment and stalking on campus, a place where they are entitled to feel safe and secure, in an environment that their parents encourage and support them to attend. Instead, feelings of fear and insecurity are becoming the norm. PCWO believes that the introduction of WOMEN'S STUDIES within the Ontario curriculum is the best approach to change negative attitudes and address gender issues that, in time, will impact on society as a whole.

We commend the Government for its initiatives in education for there have been many. We are especially heartened that an investment of an additional \$3.1-billion annually by 2011, and kindergarten programs will be expanded to a full day. Studies such as the Mustard/McCain (PCWO Resolution 2000.2 Brief) demonstrate how vital early childhood education is for the future of children's healthy development. Also the addition of specialized schools in every school Board to appeal to students with specialized interests, such as athletics and arts, and an increase in the number of apprenticeships points the way to a realistic response to young people's diverse talents and skills (PCWO Brief, Resolution 1994.4; 'Special Education Programs' and PCWO Brief, Resolution 2006.5; 'Music In Elementary Schools')

We look with interest to the Government's attention to the ever-increasing plight of Post Secondary Student loan debt. While we are aware this is a federal/provincial responsibility, PCWO believes it is an issue that requires urgent remedy. (PCWO Brief, Resolution 2006:6; 'Access to Post Secondary Education') We commend the Government for their initiative of a \$300 grant for university and college students to buy textbooks, however, much more needs to be done. A recent study by Statistics Canada shows that adult children age 20-29 continue to live at home with their parents to enable them to complete their education. It has been reported that the best paying jobs are those that demand a degree, but completing a degree program at college or university is very expensive. The economic fall-out from student debt depresses the economy. Yet students know that without advanced qualifications, leading to employment, independence and contributing to the economy cannot happen. Too many of our young citizens, most from low-income families, despair and drop-out of school only to end up in dead-end jobs that do not lead to a secure future for either themselves or their families. Poverty then becomes a way of life that is not easily overcome.

## **EMPLOYMENT/WORKPLACE**

PCWO have policies on employment and the workplace. The workplace and low-wage earners are also the focus of PCWO's 2007 Brief. We present two Resolutions, 2007:2 Regulation of the Payday Lending Industry, and

2007:6 Psychological Harassment in the Workplace.

**2007:2 REGULATION OF THE PAYDAY LENDING INDUSTRY** speaks to the need for consumer protection of low-wage earners who find it a hardship to survive from one payday to the next. PCWO believes that without legislated regulation of the payday lending industry many vulnerable individuals and families are trapped in a never-ending spiral of debt. While federal laws forbid lenders charging more than 60% a year, payday lenders are essentially exempt from those federal rules, leaving it to the provinces to regulate the industry. Hundreds of payday stores are doing business in Ontario and about 40% are members of the Canadian Payday Loan Association. In the absence of government rules, the association has gone about regulating itself. It requires members to adhere to a code of conduct and they must not allow clients to "roll over" loans, which involves renewing them by paying fees and interest on the due date. But the associations have not banned back-to-back loans, which are essentially no different than rollovers, nor has it set maximum rates. PCWO commends the Government for putting in place consumer protection regulations requiring payday lenders to display the cost of loans prominently in their stores. We urge the Government to enact and enforce legislation to stop consumers being charged unacceptably high rates and life-long debt.

**2007:6 PSYCHOLOGICAL HARASSMENT IN THE WORKPLACE** speaks to the lack of legal protection for those workers who experience unwanted psychological harassment whilst earning their living. We commend the Government's Human Rights Code that does include workplace harassment based on many other grounds. However, those workers who suffer the physical and psychological effects of harassment are not specifically included in relevant legislation that governs health and safety in the workplace and workers' compensation claims and puts them at risk.

## HEALTH

PCWO have many policies on health. We present two Resolutions in the 2007 BRIEF on Health. 2007:7 is on MIDWIFERY SERVICES FOR ONTARIO and 2007:8 END-OF-LIFE/PALLIATIVE CARE.

2007:7 MIDWIFERY SERVICES FOR ONTARIO is in response to the demand for midwifery services and the shortage of these services. Women have complained that they must travel great distances to receive care when at this major event for families, women want to be close to home. PCWO urges the Government to develop a provincial maternity strategy to give women in Ontario access to this essential service.

Our second Resolution 2007:8 END-OF-LIFE/PALLIATIVE CARE also addresses a need for good quality palliative care in institutions or at home. To this end, PCWO urges the Government to provide education programs and ongoing monitoring of caregivers who provide end-of-life care in all Ontario regions.

PCWO members have been monitoring the LHINS development and have submitted verbal and written reports regarding local health service issues and needs. We commend the Government on the passage of the Long Term Care Homes Act, Bill 140, and the appointment of an 'impartial facilitator to evaluate all views and provide recommendations on Bill 140. In our 2003 BRIEF, we addressed our concern about the staffing levels in long term care facilities. We are reiterating our concern once more in that resolution, "to increase mandatory staffing levels in long term care facilities to meet the requirements of actual hours of care required by the residents." (2003:3). We look forward with great interest to these final amendments and to the impact of LHINS on health care service delivery. We also remain vigilant on the future of the public health care facilities across Ontario.

Of particular interest in our 2006 BRIEF was the preventative aspect of Resolution, 2006:1 OLDER WOMEN'S BREAST AND GYNECOLOGICAL HEALTH STATUS. The statistics of rising cancer rates in our aging population requires quality periodic preventative screenings. In essence, the incidences of breast, cervical, ovarian cancer increases with age, and the Mammography Screening Program stops notifying women after the age of 74, and they must ask their doctor for a referral, when ageing women's memory may not be at its best or if they are without a doctor. There is no existing government program that recommends testing for cervical nor ovarian cancer. Indeed, in 30 years the rate of ovarian cancer in women has not changed, and the average age at diagnosis is 58 years. Thus, routine bi-annual examinations with notification to women age 74 and older and similar preventative pelvic examinations and Pap Smears are necessary. In addition, the research on health shows that women present symptomatically different than men in other health conditions e.g. heart and stroke. PCWO points also to the necessity of routine prostate tests for men.

## **HOUSING AND LAND-USE**

PCWO have policies with regard to housing for Ontarians and Land-Use. In 2007, PCWO has brought to the Government's attention three Resolutions:

- 2007:1 PROTECTION OF OWNERSHIP UNDER THE LAND TITLES ACT
- 2007:3 RENTAL HOUSING RIGHTS FOR VICTIMS OF DOMESTIC VIOLENCE, SEXUAL ASSAULT OR STALKING
- 2007:4 FUNDING TO SECOND-STAGE HOUSING AND SERVICES FOR ABUSED WOMEN

207:1 speaks to the need of bona fide land title ownership of all Ontarians be thoroughly protected against subsequent unlawful registrations. We commend the Government on recent legislation amendments but more needs to be done to ensure the trust and sense of security of Ontarian property owners.

2007:3 speaks to the need of security and safety for those families or individuals who live in fear for their lives. We continue this concern with

2007:4 which speaks to a long under-served essential service. For women and their children who are rebuilding their lives after leaving a violent relationship, adequate sustained funding for housing and supportive services determines their future survival.

PCWO commends the Government on many funding programs that they have brought forth in partnership with the federal and municipal governments. Realistically, however, the housing and homeless crisis is still a top priority for too many Ontarians who are fighting the effects of poverty. Long waiting-lists across Ontario for affordable, adequate housing has created a sense of despair, hopelessness and helplessness for those who lack a place to call home.

Many families now with young children, and/or grandchildren fear their children will be adults before their name comes up for housing unless drastic measures are taken by those with decision-making power. PCWO are dismayed that governments seem unable to put a plan in place to accommodate the most basic need and right of all citizens to shelter (United Nations, 1948.)

PCWO questions why it is that the wealth distributed to those who build housing in its various forms are not obligated, when they receive tax dollars, to provide a percentage of their vacancies for affordable rental spaces. To allow the proliferation of high-priced condominiums for sale flourish when there exists low or non-existent rental vacancies, is not in the best interests of Ontarians.

## **EMERGING AND ONGOING ISSUES**

### **ENVIRONMENTAL OVERVIEW**

The International Year of Planet Earth has been designated by the United Nations General Assembly for the year 2008 with concentration being aimed at the 'big environmental issues'-safety and prosperity and the complex interaction within the Earth system and its long-term sustainability. PCWO looks forward to see what initiatives will be implemented by the Government of Ontario with respect to this UN-led special event which will use knowledge and information provided by the international geosciences field over the duration of the total designated three year period 2007-2009.

The recent appointment of 4 new independent members to the Ontario Clean Water Agency board in fulfillment of Recommendation 50 (of the 121 recommendations of the Walkerton Commission chaired by Justice O'Connor) and PCWO's resolution U04.04 GROUNDWATER PROTECTION, is warmly welcomed.

We commend the government also for their recent legislation which is enshrined in the Greenbelt Act(Feb.24,2005) designed to meet conflicts and challenges of our ever-growing need for more homes, more airport runways, more highways. Protecting our natural resources-forests, farmland and green spaces remains a logical and paramount necessity for the health and prosperity of all in Ontario. We look forward with great interest to reviewing the Clean Air and Climate Change Plan that is promised by the Environment Ministry for 2007 and approve of the initiatives the government has already launched toward reducing greenhouse gases.

### **NUCLEAR POWER**

Since the 1980s, Provincial Council of Women policies have strongly supported a combination of renewable, non-pollutant sources of energy, as the best way to protect the environment and the health and safety of the citizens of Ontario. At the same time, Council has opposed the use of expansion of nuclear power as being dangerous, extraordinarily expensive, pollutant-its tritium being regularly released into air, soil and water-unreliable, and more recently, at risk from acts of terrorism.

While we are pleased with the most recent energy conservation programs, such as the 'Save a Kilowatt' and such important electricity source incentives as the Standard Offer Contract and geothermal loans for home heating and cooling conversions, we are concerned that the \$40-million investment predicted for nuclear power plant renewals and possible new nuclear plants in the Ontario Power Authority (OPA's) Integrated Power Supply Plan (IPSP), will be a huge drain on the substantive investments needed for energy efficiency, conservation and renewable programs. And, already there are projected wind energy supplies in the Bruce/Huron area that may well be competing for transmission capacity with the generation from the renewed Bruce Power nuclear plant.



PCWO is also dismayed that in the absence of a complete environmental assessment of the OPA's IPSP, each of the eight planned new nuclear plants, as well as planned extensions of existing nuclear plants such as Pickering B, will be reviewed individually, with no attempt to assess the total impact on the environment and public health and safety, under a less than rigorous assessment by the Canadian Nuclear Safety Commission. As well it is extraordinary that the government should be allowing this to happen, when there is still no long-term safe site for nuclear waste, i.e., for over a million years. We would like to draw to your attention, the lack of sound scientific evidence for the Nuclear Waste Management Organization (NWMO's) intent to extend the possible nuclear dump geographic location to include the Ordovician sedimentary formations near populated areas of southwestern Ontario, such as Toronto, Niagara and Windsor.

We are equally disturbed that plans for a nuclear dump for low and medium-level non-fuel nuclear wastes, which are extremely dangerous near the shores of Lake Huron, at the Bruce Nuclear Plant site are now moving through the CNSC EA process. Our concerns are shared by many environmental groups on both sides of the Canada/US border. And, we draw to the Government's attention that the Pickering nuclear plan, and the planned extension are located over an active geologic fault line.

## **INCINERATION TECHNOLOGIES AND THE EA**

PCWO remains committed to strong waste programs and high diversion targets as the most responsible course of action for Ontario municipalities, and we commend the Government for its deposit return legislation for LCBO bottles, but also repeat our request for similar legislation for other beverage containers, as is done in other provinces toward a litter-free environment as well.

Our main concern however lies with the Government's new municipal waste management regulations, which exempt an Ottawa pilot program using 'experimental gasification technology', as well as all new municipal waste incinerators from complete Environmental Assessments. We would remind the Government of our cautions in PCWO's 2006 Brief, that "the so-called 'new technologies' e.g. gasification, are just in their pilot stages and not yet commercially viable for municipal waste", and "New incinerators emit very fine particulate matter that goes deep into the lungs, and while emitting less pollutants than earlier versions, they are responsible for unacceptable levels of very dangerous toxic pollutants such as mercury, cadmium, that can travel considerable distances to pollute air, water and soil and enter the food chain."

We would urge the Government to rescind these regulations so that municipal waste incinerators, whether using new, unproven technology, or traditional burning methods, be completely reviewed in the interests of public health and safety and environmental protection.

We would also urge that Government funding for further research into developing capture and storage technology concerning carbon dioxide emissions from coal-burning power plants must be more forcefully pursued for providing a partial answer, at least to the current energy source stalemate debate.

## **THE FARMLAND AND ENVIRONMENTAL AREA PROTECTION**

PCWO again commends the Government for its visionary Greenbelt Act, and its use of conservation easements to protect the Duffins Rouge Park in Pickering in "perpetuity." These are complimentary measures to ensure very long term protection regardless of any change in government policies. We once more reiterate our long-held policy that conservation easements/restrictive covenants should be used to give the same very long-term protection to the unique irreplaceable Niagara fruitlands, and commend the Minister of Agriculture for initiating an inter-Ministerial-led review of the use of easements for fruitland protection in Niagara.

## **PESTICIDES**

Provincial Council of Women has long-term policies regarding the need to ban the cosmetic use of pesticides, and at various times we have requested the Government to pass legislation to phase them out, or, to legislate an enabling law that would allow Municipalities to pass their own by-laws to ban the cosmetic use of pesticides on private property in urban areas.

We are therefore pleased that the Government has announced its intent to pass legislation to ban the sale of pesticides used for urban purposes. This will bolster the by-laws already passed in over 140 municipalities, which although banning, to varying degrees, the use of pesticides for cosmetic purposes, it cannot stop the sale of such pesticides.

## **SOCIAL DEVELOPMENT**

### **Inadequacy of Social Assistance**

Provincial Council of Women of Ontario commends the Government for its determination to have a long-term plan to eradicate poverty. For many years PCWO has urged successive governments to do so, as we are well aware of the devastating impact poverty has on families, children and single unemployable persons. And despite many small and incremental improvements, such as the 7% increase to date (since 2003) in social assistance rates, and the flow-through of the increases to the Canada Child Tax Benefit Supplement, the incomes of those Ontarians receiving social assistance remain well below the poverty line as measured by Statistics Canada and others.

If this does not change, Ontario's poverty rates, particularly those of children and single employables, will remain unacceptably high, or, because of inflation, the



results over the longer term will be even worse, with more recipients lacking the basic necessities and parents agonizing over how to pay the rent and provide food. More children will go hungry and be moved from one home/school to another as parents search for affordable housing; and be excluded from social and educational activities that others take for granted e.g. school trips, sports, cultural, music and art activities. This must stop and having a Government plan in place as promised will focus all Ontarians on the need to ensure a far better quality of life for the less fortunate among us.

#### **Child Tax Benefit Supplement Clawback**

PCWO also commends the Government for its plan to allow families to retain some of the new Federal Child Care Tax Benefit supplement. However, it is unfortunate that by 2010, the proposed changes in the family benefit structure and social assistance benefit, may result in a minimal increase of \$50 per month, and the cost of living continues to rise. As well, we remain concerned that the placement of the child in his/her own assistance plan, and separation of the child from the family unit's social assistance rate/payment, could also lead to a more punitive attitude and policy for the remaining adults in the unit, somewhat like those which allow for unacceptably meager shelter and basic benefits paid to single employables. Therefore, PCWO urges the Government to urge the federal government to enhance the National Child Benefit and increase the current benefit to a maximum annually to families.

#### **Living Wages**

PCWO has often urged the Government to increase the minimum wage to a "living wage", and while we commend you for the promised increase to \$10.25 per hour by 2010, three years is a long time to wait when many thousands of Ontarians cannot get by on the current minimum wage, and some must take on more than one job just to earn incomes that are still well below the national average. Studies show that a gradual increase of wages will not result in job losses, and any increases will go directly into local economies for food, shelter and other necessities, improve personal and family quality of life and build healthier communities. In addition, those employed at a living wage will tend to stay loyal to an employer, saving that employer the cost incurred of rehiring and retraining new employees. Therefore, PCWO urges the Government once more to immediately increase the minimum wage to \$10-dollars per hour immediately, and to tie further increases to the rate of inflation.

PCWO notes that January 2008 will mark the 20th anniversary of the province's Pay Equity Act. This Act was supposed to address pay inequity by comparing the wages of jobs predominantly held by women with the salaries of men with jobs deemed to be of similar importance or value. Government funding would then help subsidize increases in women's salaries. The legislation helped secondary school secretaries get an annual raise after their jobs were compared with the work of male audio-visual technicians, and police dispatchers get a similar raise after their jobs were compared with radio technical supervisors. But child-care

workers and other skilled women working in social services and the health sector are still paid woefully inadequate salaries. PCWO commends the Government for the investment of \$25-million in 2007 to give child-care workers a professional designation and a 3% raise. However, \$78-million is still needed to cover pay-equity funding that should have been allocated since 2006, while another \$470-million should be ear-marked to help bring fairness to more salaries through 2011. Without these increments, the child-care crisis can only become worse if people are not attracted into the child-care field. A most essential service for families.

PCWO is further concerned about the disparity between women and men's salaries in the professional field. For example, of the 57,095 people who held a doctorate in science or engineering in 2001, 45,670 - nearly 80% - were men (Statistics Canada). In contrast, women accounted for 47% of employed Canadians, and 57% of university graduates, in general. The study found that for every dollar earned by a male doctorate holder, female doctorate holders earned 77 cents, compared with 71 cents in the general labour force. We believe such inequities must not continue.

## SENIORS

The growing proportion of older people in our population is an established trend. At the same time, most are urban dwellers. A Guide put out by the World Health Organization (WHO;2007) entitled *Age-Friendly Cities*, identified the key physical, social and service attributes of urban settings. At its heart is a checklist of age-friendly features. For example, an age-friendly city has sufficient public benches, well situated, maintained and safe; sufficient public toilets that are clean, secure, and accessible by people with disabilities; well-maintained and well-lit sidewalks; courteous city bus drivers who wait until older people are seated before driving away and priority seating; housing integrated in the community that accommodates changing needs and abilities as persons grow older and above all, a civic culture that respects and includes older persons.

PCWO addressed the economic security of older persons in our 2006 BRIEF. Resolution 2006:3 "Seniors Age 60 to 65 On Social Assistance", urged the Government to (a) enact legislation to ensure that persons aged 60 to 65, in need of financial assistance,

automatically qualify for adequate financial support until they are gainfully employed or reach age 65 (when they are eligible for a pension) and( b) ensure that the public is notified of this change. Far too many of our older persons are suffering hardship because they do not have the means to maintain a decent standard of living. The roots of this dilemma are varied, but older persons today lived at a time when opportunities for higher education, skills training and employment were not there for them. Thus, unable to put aside funds for their future. In the case of older women, caring for children and elderly or disabled parents, offered no way for a career or pension for their older years.

Transportation is an issue for older persons, especially when the driver in the family may no longer hold a driving license. Our Resolution 2006:2 entitled "Eliminating Driver Age Discrimination" urged the Government to treat all drivers equally, with re-examination of driving ability for those aged 70 to 80 years to be the same as required for drivers under age 70. This arose because re-examination of driving ability is required for a licensed driver aged 70 years or over who has been involved in one or more collisions whereas drivers under 70 years are not required unless involved in three or more collisions within two years. A further issue for licensing arises when a driver has his/her license cancelled due to ill health. When that individual is again able to drive, he/she must pay a high fee for testing and the appropriate signed affidavits to have their driving license re-validated. This leaves the older person as well as their spouse or dependent without affordable transit. This seems to put persons at risk of isolation when there is no means for them to have mobility in the community. One solution would be for empty trains and buses during off busy hours to give free passes to those seniors so they may participate in appointments or social activities in their community. Considerations like these lead to a culture that is age-friendly.

**CONCLUSION:** The Provincial Council of Women of Ontario would like to thank the Government for the opportunity to present its views and to discuss them with members and staff. As a non-partisan group with a long history of working to improve the life of Ontarians, we are fortunate to have access to decision-makers. We urge the Government to consider our views carefully. They are developed through a long, involved, consultation process that results in policies that are both timely and relevant.

## **PCWO BOARD OF DIRECTORS**

### **President: Thelma McGillivray, BA, BSW, MSW**

Thelma McGillivray was elected President of PCWO in 2007. Thelma has a BA in political science and BSW, McMaster University, MSW, Wilfrid Laurier University, and Certification in Mediation, University of Toronto. Thelma's work experience has been in Children and Family Services, Mental Health Service, Unified Family Court and Private Family Practice. Thelma has volunteered for 30 years in various local community, provincial and national non-profit organizations. As a member of Council of Women, Thelma has been active at all levels, local, provincial and the national. She has held leadership roles as President of the Hamilton and District Council of Women, Past Chair of the Status of Women Advisory Committee for the City of Hamilton, Current Member of the Status of Women (2006-2010) and the Senior Advisory Committee (2006-2010) Past President of Burlington University Women, Past Chair of the Older Womens Network, and past Board member of the Elizabeth Fry Society; and the Ontario Coalition of Senior Organizations Ontario. Currently, Thelma is Convener for Senior Issues on the National Council of Women and a Member of the New Horizons Senior Review Committee for Ontario. Thelma was honoured as the Woman of the Year in Communications (1992) from the City of Hamilton and the Mayor of Hamilton's Award for Volunteerism.

### **Past President: Milica Kovacevich, MA, BES**

Milica Kovacevich was President of PCWO 2003-2007, and has been a active member in the St. Catharines and District Council of Women for many years. Milica has an undergraduate degree in Urban and Regional Planning from the University of Waterloo; a Master of Arts in Social Welfare Policy, from McMaster University and attended the Harvard Business School Executive Education Program in Performance Measurement and Effective Management of Non-Profit Organizations. She is an active Rotarian and volunteers in her community. She was employed in the non-profit sector and in government. Currently she teaches part-time at Brock University.

### **Treasurer: Mary Potter, BSc**

Mary Potter is Treasurer of PCWO. Mary holds a Bachelor of Household Science and has spent most of her life in volunteer work. She is a Past-President of the Social Planning Research Council of St. Catharines & Thorold; the St. Catharines and District Council of Women, and the Friends of Malcolmson Eco-Park. On the National Council of Women of Canada, Mary has been Vice-President, Constitution Convener and is currently Resolutions Convener. Mary is a member of several naturalist groups in the Niagara Region and served as membership secretary for the Peninsular Field Naturalists.

**Secretary: Margaret Jennings, B.A.**

Margaret Jennings is Secretary of PCWO. She is a retired teacher and taught in Nova Scotia and Windsor, Ontario. Margaret is currently President of the Windsor Council of Women and an active member of the Anglican Church, Beta Sigma Phi Sorority, Essex County Field Naturalists and a member of the Retired Women Teachers Association.

**Vice-President Resolutions: Luba Podolsky, BA, M.Ed**

Luba Podolsky is Vice-President of Resolutions for PCWO. Luba holds a B.A. from McMaster University, and a M.Ed. from the University of Ottawa. Luba's work experience included Microbiology at St. Joseph's Hospital in Hamilton and Laboratory of Hygiene in Ottawa. Luba taught secondary school science, mainly biology, in Ottawa. Her volunteer activities include the Research Institute of the Children's Hospital of Eastern Ontario in genetic research. She is an active volunteer in the Ukrainian Orthodox Church and Council of Women at the local and provincial levels. Luba has held many positions including V.P. Education, V.P. Health, V.P. Resolutions for PCWO. She participates in the Health and Social Welfare Committees of the Ottawa Council of Women, and their representative to the Community Advisory Committee at The Ottawa Hospital.

**Vice-President Health: Beverlee McIntosh, MSW**

Beverlee McIntosh is Vice-President of Health for PCWO. She is also the Chair of the Health Committee of the Ottawa Council of Women. Beverlee holds a Masters of Social Work and has worked in hospital and mental health settings for over 20 years. Beverlee is employed at the Rehabilitation Centre of the Ottawa Hospital. She is an active member of the Ontario Association of Social Workers (Gerontology Advisory) and the Canadian Coalition of Caregivers and has a strong interest in advocacy especially in the area of Health Services for seniors and support for their family caregivers. Beverlee has been honoured with the Bessie Touzel Award in Social Work; ALS Award, and an Ontario Government Volunteer Service Recognition for her work.

**Vice-President Status of Women and Education: Kelly Schwab**

Kelly Schwab is Vice-President of both Status of Women and Education for PCWP. Kelly is employed as the Executive Director for the Windsor Women's Incentive Centre, a not-for-profit organization working for reform in the area of women's issues. She is a graduate from St. Clair College and holds diplomas in Microcomputer Applications and in Bookkeeping and Payroll Accreditation. She has used her skills to assist other charitable organizations as well as volunteer with Habitat for Humanity.



**Vice-President Economics: May Toth, BA, MNSc**

May Toth is Vice-President of Economics for PCWO. May trained in nursing-midwifery in Scotland. She furthered her education and holds a BA in nursing from Queens University and a Masters in Nurse Sciences from Boston University. May added to her education with Certificates from Emergency Management Ontario. She has taught courses at McMaster University and in nursing schools in Kingston and Toronto and has been employed in nursing administration. May has been a long time member of the Hamilton & District Council of Women and Multicultural organizations and environment.

**Vice-President Media: Yvonne Bogorya-Buczowski, PhD**

Yvonne Bogorya-Buczowski is Vice-President of Media for PCWO. Yvonne received her PhD. in Strategic Management and taught management subjects. She is a member of the Board and Past President of the Polish Canadian Women's Federation. She is past Director of the Canada Ethno-Cultural Council. Yvonne has held the position of representative on the CNE Board of Directors for the National Council of Women of Canada (NCWC). Yvonne has been an active volunteer in her community and has been a recipient of the Queen's Golden Jubilee Medal and a Provincial Volunteer Award for her service.

**Vice-President Communications: Shirley Browne**

Shirley Browne is Vice-President of Communications for PCWO. Shirley graduated with her teaching credentials from England. Shirley has lived in England, Jamaica, Burundi, Togo, Quebec and has settled in Ottawa, bringing a vast knowledge of socio-cultural conditions from many parts of the world. Shirley is an active member and past president of the Ottawa Council of Women and past president of the PCWO and has held positions on NCWC. Shirley has been active in her community as a Board member of the James St. Rehabilitation Centre for Addicted Teenagers, a volunteer at House Mother, Chair of the Centretown Churches Social Action Committee and Chair of St. Barnabas Outreach Committee, which has been working with several Rwandan 'refugee' families in Canada, Africa and Holland.

**Vice-President Liaison: Jacqueline Truax, ECE**

Jacqueline Truax is Vice-President as Liaison for PCWO. Jacqueline graduated from Seneca College and was a ECE teacher. Active with her church, Jacqueline volunteers with seniors. Jacqueline is a Past President for PCWO and has been an active member of the Toronto and Area Council of Women serving on many committees.



**Vice-President Environment: Carol Canzona, BA, MLSc**

Carole Canzona is Vice-President of Environment for PCWO. Carol graduated with a B.A. from the University of Toronto and a Master of Library Science degree from the University of Western Ontario. Carol has held many positions with Council of Women; President of London Council; President of PCWO; V.P. on the National Council; President of the Toronto Council, and currently the Convenor for Environment for Toronto Council. She is a Life Member of both London, PCWO, NCWC and CFUW London. Carol's past employment was in Public Welfare, Bell Canada and the YWCA.

**Vice-President Seniors: Barbro Stalbecker-Pountney, BA, LLB**

Barbro is Vice-President of Seniors for PCWO. Admitted to the Ontario Bar in 1975, Barbro practiced law in Hanover, Ontario, in Toronto as Editor and Publisher of Carswell Legal Publishing Co. and carried on a part-time law practice. She returned to a full-time law practice in 1992, and most recently has added teaching in Estate Law at Humber College. Barbro has volunteered for many organizations including Children's Aid Society Board; Mental Health Program Services; Past-President Scandinavian Canadian Business Assoc; the Canadian Bar Association on the provincial and national level. Barbro was a Co-Chair of the Provincial Council of the Older Womens Network and Chair of the Communications Committee for OWN. This is Barbro's first year with the Council of Women.

**Vice-President Housing and Land-Use: Sheila Pepper**

Sheila is Vice-President of Housing and Land-Use for PCWO. Sheila has a long time volunteer involvement with Council; on the Ottawa Council and has been part of many steering committees in writing resolutions for provincial and national Council of Women.

