

# PCWO RESOLUTION 2020-01

## SUPPORT FOR THE FAMILY CAREGIVER

- Whereas #1** existing tax relief programs do little to support low-income caregivers, but a caregiver allowance will enable caregivers to continue to provide care and save money for health and social services; and
- Whereas #2** fewer than one-in-five caregivers receive hands-on training; and
- Whereas #3** workplaces lack caregiver leave programs, job protection for caregiving, or flexible hours; therefore be it
- Resolved #1** that the Provincial Council of Women of Ontario (PCWO) adopt as policy that:
- (a) low-income caregivers be given an allowance,
  - (b) caregivers be given more support,
  - (c) employers provide more flexible workplaces to accommodate caregiving duties; and be it further
- Resolved #2** that PCWO urge the Government of Ontario to:
- (a) provide a caregiving allowance for low-income caregivers,
  - (b) provide caregivers with caregiver-specific supports including skills training, counselling and self-care,
  - (c) ensure that workplaces accommodate caregivers in their duties by providing job protection for caregiving, flexible hours or work arrangements, and provide better access to paid leave and benefits.

## PCWO RESOLUTION 2020-02

### PROTECTION FOR PERMANENTLY INJURED WORKERS

- Whereas #1** the Workplace Safety and Insurance Board (WSIB) has been “deeming” permanently injured workers capable of working in a new job and reducing their compensation accordingly; and
- Whereas #2** the Workplace Safety and Insurance Board provides no proof /guarantee that there is such a job , nor that the injured worker can do such work; and
- Whereas #3** the Workplace Safety and Insurance Board audits have identified significant barriers to finding real employment for permanently injured workers, some of whom have life-threatening physical restrictions; and
- Whereas #4** almost half of Ontario’s injured workers are living below the poverty line, and the reduction in WSIB compensation payments reduces their income even further; therefore be it
- Resolved #1** that the Provincial Council of Women of Ontario (PCWO) adopt as policy that injured workers who are deemed permanently injured maintain their compensation and benefits while being supported to find suitable employment; and be it further
- Resolved #2** that PCWO urge the Government of Ontario to ensure that the Workplace Safety and Insurance Board not reduce compensation and benefits to injured workers who are deemed permanently injured maintain their compensation and benefits while being supported to find suitable employment.

## PCWO RESOLUTION 2020-03

### HEART DISEASE AND WOMEN

- Whereas #1** heart disease is the major cause of premature death in women in Canada, killing five times more women than breast cancer each year; and
- Whereas #2** most of what we understand about heart disease and the tools we use to treat it are based on clinical trials done on men and procedures developed for men (women being included in only 30% of these trials); and
- Whereas #3** women's smaller hearts and blood vessels make the angiogram and the treadmill stress test, the main tools for diagnosing heart disease, unreliable when used on women; but newer and more effective tools for diagnosing and treating heart disease in women, although they are somewhat known and completely effective, are not being used because they are not considered "standard procedure"; and
- Whereas #4** women having heart attacks often present with symptoms different from those of men, such as extreme fatigue, shortness of breath and heaviness or pressure on the chest rather than crushing pain, resulting in under diagnosis or missed diagnosis; and
- Whereas #5** women are more likely than men to develop heart disease because of women-only factors such as pregnancy-related gestational diabetes or pre-eclampsia which occurred two or three decades in the past; and
- Whereas #6** many studies in the past 20 years show that neither women in general nor medical professionals in particular recognize the differences in heart attack symptoms between men and women, resulting in women often being misdiagnosed and under-treated; and
- Whereas #7** even with a definitive diagnosis of heart disease, women are less likely than men to receive potentially beneficial medications, to be referred to rehabilitation programs or to receive guidance in reducing their risk of further heart attacks; and
- Whereas #8** "women are under-researched, under-diagnosed, under-treated, under-supported, under-aware"; therefore be it

- Resolved #1** that Provincial Council of Women of Ontario (PCWO) establish as policy that there be an increase in knowledge of and improved treatments for heart disease in women; and further be it resolved
- Resolved #2** that PCWO urge the Government of Ontario to promote and finance programs to increase knowledge of and improve treatments for heart disease in women; and further be it
- Resolved #3** that PCWO urge the Government of Ontario to mandate that regulated health professionals' training programs in Ontario be mandated to include curricula about the crucial differences in symptoms of heart disease between men and women and the use of emerging tools to help diagnose and treat heart disease in women; and further be it
- Resolved #4** that PCWO urge the Government of Ontario to mandate that all provincially-funded research in the area of heart disease be represented equally of female and male subjects.

## PCWO RESOLUTION 2020-04

### EXTERNAL AGENCY FOR SEXUAL HARASSMENT INVESTIGATIONS IN POLICE ORGANIZATIONS

- Whereas #1** current trends indicate that workplace sexual harassment is an epidemic; and
- Whereas #2** in the past 40 years only 20% of police officers are female and little change in the hegemonic masculine culture found in policing; and
- Whereas #3** female police officers understand the negative impact on their career when they speak out; and
- Whereas #4** the Civilian Review and Complaints Commission for the RCMP's Report's Recommendation 2 outlines the need for centralized monitoring and coordination of the harassment complaint and to ensure reporting is done directly to a senior executive above the divisional chains of command; and
- Whereas #5** the Civilian Review and Complaints Commission for the RCMP's Recommendation No. 4 states that an external mechanism for review of harassment decisions needs to be implemented in order to ensure transparency of process; therefore be it
- Resolved #1** that the Provincial Council of Women of Ontario (PCWO) adopt as policy that there be for all policing organizations in Ontario:
- (a) centralized monitoring and coordination of the harassment complaint process
  - (b) direct reporting of the complaint to a senior executive outside the divisional chain of command
  - (c) an external mechanism for review of harassment decisions
- Resolved #2** that PCWO urge the Government of Ontario to enact legislation to provide for all policing organizations in Ontario:
- a) centralized monitoring and coordination of the harassment complaint process
  - b) direct reporting of the complaint to a senior executive outside the divisional chain of command
  - c) an external mechanism for review of harassment decisions.
- Resolved #3** that PCWO urge the Government of Ontario to oversee the enactment of legislation requiring the Ontario Provincial Police and

all other police services in Ontario to use information found in the Civilian Review and Complaints Commission for RCMP's Report, specifically Recommendation No.4, to ensure the creation and implementation of an external mechanism for review of harassment decisions; and be it further

**Resolved #4**

that PCWO urge the Government of Ontario, to oversee the enactment of legislation requiring all municipal police services to use the Civilian Review and Complaints Commission for the RCMP's Report's recommendations, specifically Recommendation No. 2, to create a department located at the municipal office to provide centralized monitoring and coordination of the harassment complaint process and ensure direct reporting to a senior executive outside the divisional chains of command; and be it further

**Resolved #5**

that PCWO urge the Government of Ontario to oversee the enactment of legislation to ensure an independent external agency is used objectively to perform sexual harassment investigations when a complaint is made by a police officer against another officer.

**PROVINCIAL COUNCIL OF WOMEN OF ONTARIO 2020-05**  
**VIOLENCE AND HARASSMENT AGAINST WOMEN POLITICIANS**

- Whereas #1** gender-based violence towards women politicians happens at all levels of government and is the result of deep-rooted prejudice and structural inequality; and
- Whereas #2** sexism, harassment, and violence towards women politicians is widespread throughout the world; and
- Whereas #3** women in high ranking positions are more likely to be targets of incivility; and
- Whereas #4** sexism and gender-based violence may impact women’s desire to enter politics, undermining women politicians’ dignity and fundamental rights in a place where gender equality and inclusion should be present and working; and
- Whereas #5** the Vecchio Report (2019) and the Inter-Parliamentary Union Report (2019) provide data about gender-based violence towards women politicians and make recommendations and strategies to eliminate violence towards women politicians; therefore be it
- Resolved #1** that the Provincial Council of Women of Ontario (PCWO) adopts as policy) that violence against women in politics be proactively addressed
- Resolved #2** that PCWO urge the Government of Ontario to make the Ontario Legislative Assembly and all associated ministries and departments gender-safe workplaces; and be it further
- Resolved #3** that PCWO urge the Government of Ontario to implement fully the 2019 “Elect Her. A Roadmap Improving the Representation of Women in Canadian Politics” Report of the Standing Committee on the Status of Women and the 2019 Inter-Parliamentary Union’s “Guidelines for the Elimination of Sexism, Harassment and Violence Against Women in Parliament”.

## PCWO RESOLUTION 2020-06

### OPPOSITION TO INDUSTRIAL MINING IN THE JAMES BAY LOWLANDS

- Whereas #1** mining companies are urging the Government of Ontario to open up the Ring of Fire area within the James Bay Lowlands to massive industrial mineral extraction and processing and,
- Whereas #2** Indigenous First Nation opposition to exploration activities on their territorial lands is based on such concerns as access roads, lack of adequate consultation and respect for previous agreements, and environmental concerns such as pollution and impacts to wildlife and fish, and
- Whereas #3** this extensive industrial development would require urban infrastructure which would significantly damage the wetlands and forests, interfere with fishing and hunting and limit tourism and recreational activities, and
- Whereas #4** the James Bay Lowlands is part of the planet's largest intact forest and as such; supports hundreds of plant, mammal and fish species; is the continent's main nesting area for nearly 200 migratory birds, and as one of the world's largest storehouses of carbon, helps keep climate change in check; therefore be it
- Resolved #1** that the Provincial Council of Women of Ontario (PCWO) adopt as policy, that the James Bay Lowlands be closed to any and all industrial exploration, extraction and processing, and further be it resolved
- Resolved #2** that the PCWO urge the Government of Ontario to prohibit industrial mineral extraction and processing in all areas of the James Bay Lowlands, including the Ring of Fire.



## PCWO RESOLUTION 2020-07

### DIGITAL COMMUNICATION BETWEEN LONG-TERM CARE PROVIDERS, RESIDENTS AND FAMILIES

- Whereas #1** minimizing communication gaps between patients, their families and the long- term care staff and management contributes to higher quality of care; and
- Whereas #2** engaging the resident and family as partners will help assure they can be active participants in their care and in the decision-making process and understand how the facility is using resources to reduce harm and improve safety; and
- Whereas #3** long-term care service provider staff make notes about personal care, baths, haircuts, foot care, etc. into the residents' electronic health records, and enter information on vital signs, medications, doctor visits, etc.; and
- Whereas #4** if family members can access this information it would help them advocate and be involved on behalf of their loved ones, especially important for those individuals who live far away; and
- Whereas #5** technologies already exist that include online portals so that residents or their Power of Attorney (POA) can access their records; and
- Whereas #6** Provincial Government of Ontario's "Digital First for Health Strategy", released in November 2019, states that there will be more digital tools available to Ontarians, such as greater data access for patients so that patients and/or their POAs will be able to review their secure health record online and make informed choices about their care, and that privacy legislation will also be modernized and strengthened by adding an offence provision and order making powers to deter individuals or organizations from compromising patient privacy; therefore be it
- Resolved #1** that the Provincial Council of Women of Ontario (PCWO) adopts as policy that available digital health tools be used to promote real-time communication between residents, long- term care facilities and residents' families; and be it further
- Resolved #2** that PCWO urge the Government of Ontario give priority to implementing Ontario's Digital First for Health Strategy in the long-term care sector to provide real-time, electronic communication

among long-term care providers, residents and their families; and  
be it further

**Resolved #3**

that PCWO urge the Government of Ontario pursue rapidly  
amendments to the Personal Health Information Protection Act to  
enable digital communication between long-term care providers,  
patients and their families, including stricter penalties for any  
individual or organization that misuses personal health information.