

# SASKATCHEWAN HUMAN RIGHTS COMMISSION

REPORT AND  
SUMMARY OF  
ACTIVITIES

NOVEMBER, 1972 TO MARCH 31, 1975



REPORT OF THE FIRST TWO YEARS

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SASKATCHEWAN HUMAN RIGHTS COMMISSION



REPORT AND SUMMARY  
OF  
ACTIVITIES

November, 1972 to March 31, 1975

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## FOREWORD

The Saskatchewan Human Rights Commission is a semi-independent body, whose Commissioners were appointed in November 1972 for a period of five years and which hires its own staff (except for the Director, appointed by the Lieutenant-Governor-in-Council). The Commission's administration of equal opportunities legislation in the province is subject to the direction of the Attorney General. There is no requirement to report to the Legislative Assembly.

During the first two full years of activity, a great deal of public interest has been aroused in our work. We consider it appropriate to make a report at this time to the public of the Province of Saskatchewan on our work to date.

We hope this report will show that the members of the Commission have fulfilled their responsibilities to the government and the people of the province in a responsible manner and that the Commission has achieved some measure of success in its goal to eliminate all forms of discrimination from our society.

I am pleased to present this report on the first two years of the Saskatchewan Human Rights Commission.

Judge TILLIE TAYLOR  
Chairperson  
SASKATCHEWAN HUMAN RIGHTS COMMISSION

## THE SASKATCHEWAN HUMAN RIGHTS COMMISSION BACKGROUND

On April 21st, 1972 the Saskatchewan Human Rights Commission Act, Chapter 108 (1972) was assented to by the Lieutenant-Governor-in-Council. This legislation, for the first time in the history of Saskatchewan, provided for the establishment of a Human Rights Commission which would administer The Fair Employment Practices Act, The Fair Accommodation Practices Act, The Saskatchewan Bill of Rights Act and any other legislation to be assigned to it. As well, the Commission was given the responsibility to promote the principle of equality of opportunity and treatment for all people in Saskatchewan.

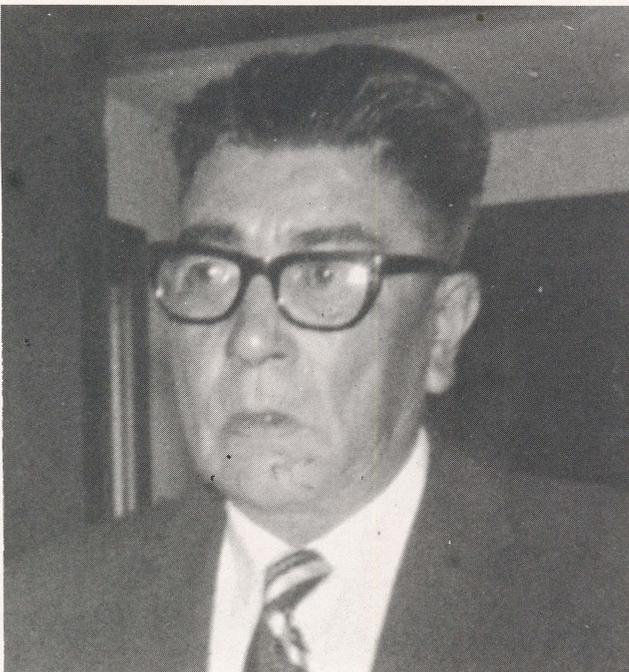
On November 1st, 1972 five (5) persons were appointed by the Lieutenant-Governor-in-Council to serve five (5) year terms as Commissioners, and on February 3rd, 1973 a Director and Secretary to the Commission was appointed. The Commission opened its Head Office in Saskatoon in early February 1973 and has since opened offices in Regina in June 1974 and in Prince Albert in October 1974.

## MEMBERS OF THE SASKATCHEWAN HUMAN RIGHTS COMMISSION

The members of the Commission are:

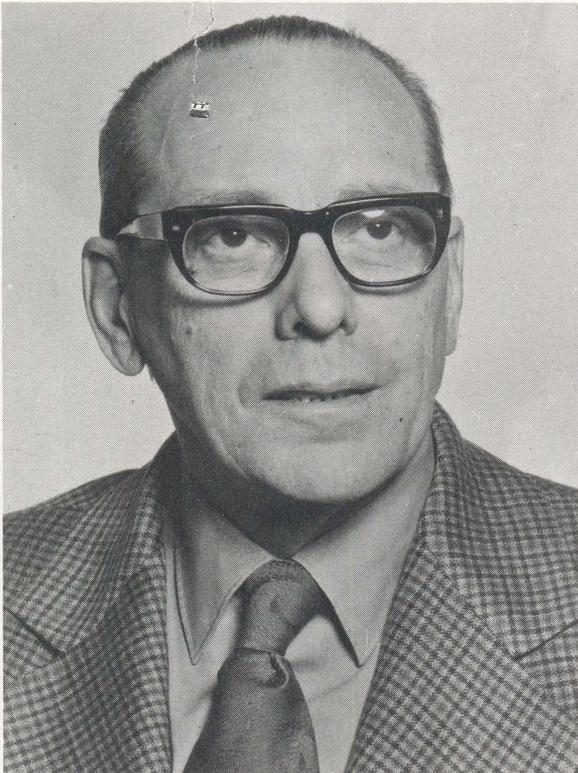
### JUDGE TILLIE TAYLOR CHAIRPERSON

Judge Tillie Taylor was appointed Magistrate in 1960, and became a Judge in 1964. President of the John Howard Society of Saskatchewan for two years, and for two years a member of the Board of the John Howard Society of Canada. Member of the Provincial Executive of the Saskatchewan Association on Human Rights 1968-70. Appointed to the Medical Care Insurance Commission in 1972. A member of the Saskatchewan Government Legal Aid Committee, on whose report the Saskatchewan Legal Aid Plan is based. For two years President of the Provincial Judges Association of Saskatchewan. Presently President of the Canadian Association of Statutory Human Rights Agencies.



### HILLIARD McNAB VICE-CHAIRPERSON

Hilliard McNab is Chief of the Gordon Indian Band near Punnichy; has served on the Reserve's band council for 28 years. He was a member of the diocesan council of the Anglican diocese of Qu'Appelle and a delegate to the general synod of the Anglican Church of Canada. He is presently a Community Development Field Worker for the Saskatchewan Federation of Indians.



**WILLIAM GILBEY**  
MEMBER

Bill Gilbey is a former president of the Saskatchewan Federation of Labour, is secretary-manager of the Grain Services Union (CLC). He is currently a vice-president of the Regina Civil Liberties Association and member of the Saskatchewan Occupational Health Council.

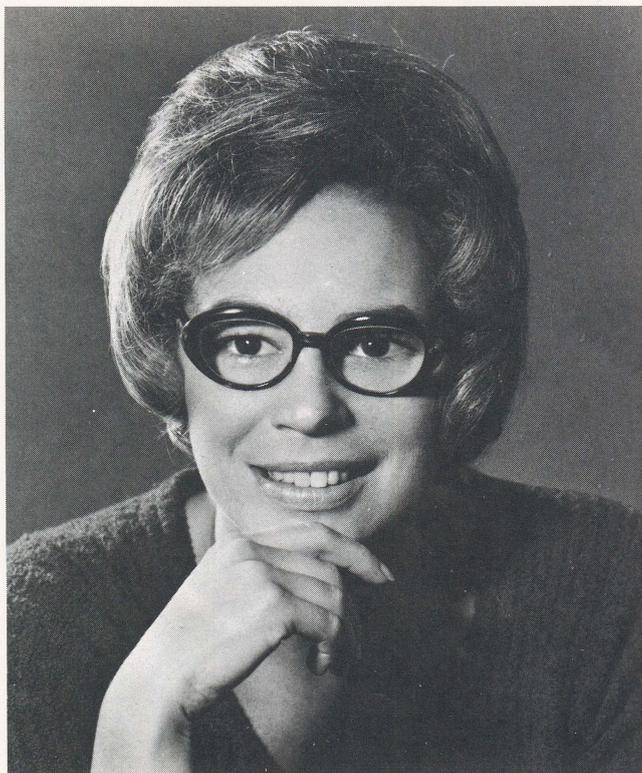
**FATHER PHILIP LOEHR**  
MEMBER

Father Philip Loehr has served Humboldt area parishes for 28 years and has been a Roman Catholic priest for 30 years. Currently conducting educational work for farm organizations, including the National Farmers Union. He is diocesan representative to the Canadian Catholic Organization for Development and Peace.



**HELEN HNATYSHYN**  
MEMBER

President of Saskatoon, Saskatchewan and National Councils of Women. Vice-President of International Council of Women. President of Saskatoon and Saskatchewan Executive of the Ukrainian Women's Association. President of the Saskatoon branch and on the National Board of Directors of the Canadian Service for Overseas Students. National Councillor for Girl Guides of Canada. On Executive Board of the Canadian Commission for UNESCO "Status of Women".



**CAROLE FOGEL**  
DIRECTOR AND SECRETARY  
OF THE COMMISSION

Carole Fogel came to the Saskatchewan Human Rights Commission in February 1973 as its first Director. She had previously been employed by the Manitoba Human Rights Commission as a Human Rights Officer. Prior to working in the field of human rights, she was an Executive Assistant to the Minister of Cultural Affairs in the Manitoba Government. Volunteer activity included — Voice of Women, World Federalists of Canada, Canadian Peace Research Institute, National Council of Jewish Women, Canadian Native Justice League.

## **ROLE OF MINISTER**

The Honourable Roy J. Romanow, Attorney General of the Province of Saskatchewan, is the Minister responsible for the Commission.

## **MANDATE OF THE COMMISSION**

The Saskatchewan Human Rights Commission Act gave the Commission a mandate in the field of human rights in three areas: complaints, research and education.

The legislation which the Commission administers prohibits discrimination in:

HOUSING  
PUBLIC SIGNS AND NOTICES  
EMPLOYMENT  
MEMBERSHIP IN TRADE UNIONS,  
PROFESSIONAL SOCIETIES,  
AND OCCUPATIONAL ASSOCIATIONS  
EMPLOYMENT APPLICATIONS AND  
ADVERTISEMENTS  
PUBLIC ACCOMMODATION

because of:

RACE, CREED, RELIGION, COLOUR,  
SEX, NATIONALITY,  
ANCESTRY OR PLACE OF ORIGIN.

The Commission is charged with the duty of investigating complaints of discrimination on the above grounds and is given the power to resolve any such complaints.

The Commission may, if the complaint is not settled, convene an inquiry into the matter complained of and any party found by the Commission to be in contravention of

any Act it administers may be ordered by the Commission to comply with the legislation, to make restitution for any injury caused to any person; and/or to pay compensation to any person. An order of the Commission may be appealed on grounds of fact or law to the Court of Queen's Bench within 30 days of the order. The decision of the Judge is binding.

As well as handling complaints of discrimination, the legislators have given the Commission a wide mandate to further equality of opportunity for all citizens of this province. Its functions include carrying out research and educational programs with the purpose of:

- (a) forwarding the principle that every person is free and equal in dignity and rights without regard to race, creed, religion, colour, sex, nationality, ancestry or place of origin;
- (b) promoting an understanding of, acceptance of and compliance with the legislation it administers;
- (c) developing and conducting educational programs designed to eliminate discriminatory practices related to race, creed, religion, colour, sex, nationality, ancestry or place of origin;
- (d) disseminating information and promoting understanding of the legal rights of residents of the province and conducting educational programs in that respect;
- (e) furthering the principle of the equality of opportunities for persons, and equality in the exercise of the legal rights of persons, regardless of their status;
- (f) conducting and encouraging research by persons and associations actively engaged in the field of promoting human rights;
- (g) forwarding the principle that cultural diversity is a basic human right and a fundamental human value.

**INVESTIGATION AND RESOLUTION OF COMPLAINTS**

During the first years of operation, the Commission received 306 Formal Complaints; 433 Informal Complaints; and 9,601 Miscellaneous Inquiries.

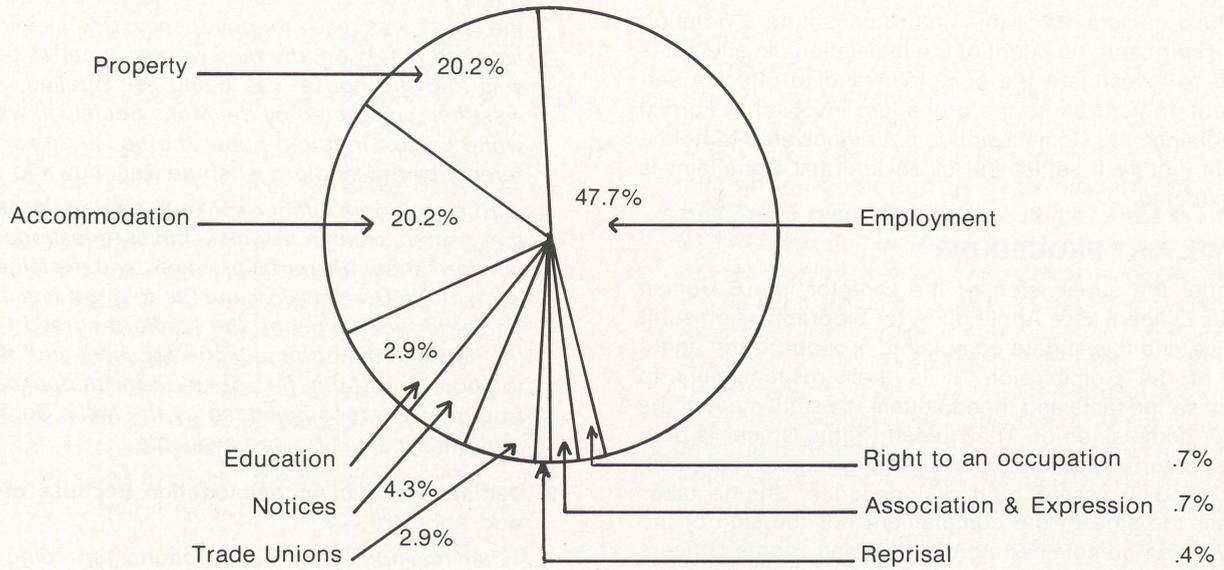
**SUMMARY OF FORMAL COMPLAINTS BY CATEGORY TO MARCH 31, 1975**

Complaint Category	Number	Percent
Accommodation (Includes restaurants, hotels, theatres, beverage rooms, department stores, etc.)	65	20.2%
Notices	14	4.3%
Employment (Includes refusals to hire, firing and different terms and conditions of employment, application forms and advertisements for jobs)	139	47.7%
Trade Unions	8	2.9%
Association and Expression	3	.7%
Property (Includes housing, rental and buying)	65	20.2%
Education	8	2.9%
Reprisal	1	.4%
Right to an occupation	3	.7%

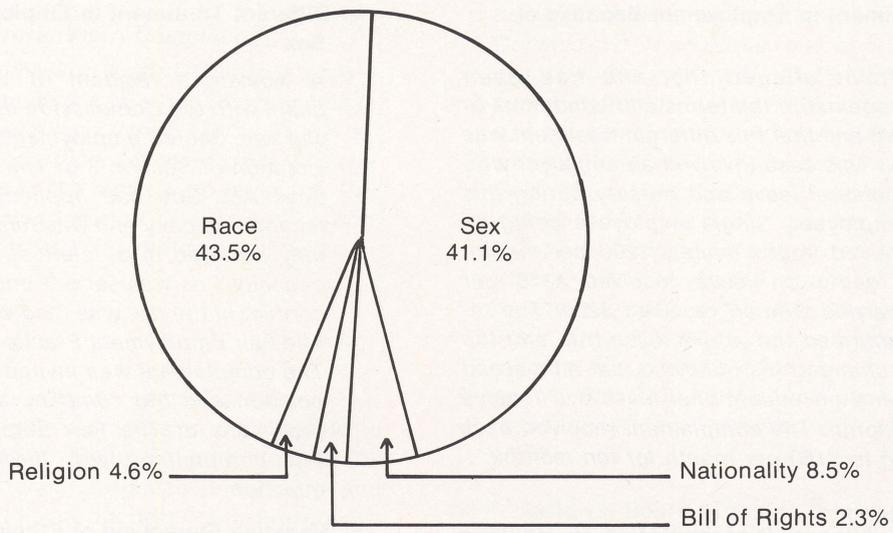
**SUMMARY OF FORMAL COMPLAINTS BY GROUNDS TO MARCH 31, 1975**

Complaint Category	Number	Percent
Sex	126	41.1%
Race (Includes colour)	133	43.5%
Religion (Includes creed)	14	4.6%
Bill of Rights (Includes fundamental freedoms which are applied to all persons not only to minority groups)	7	2.3%
Nationality (Includes place of origin and ancestry)	26	8.5%

**BREAKDOWN OF FORMAL COMPLAINTS BY CATEGORY**



**BREAKDOWN OF FORMAL COMPLAINTS BY GROUNDS**



**Formal Complaints** are those which allege a violation of human rights legislation for any of the following reasons: race, creed, religion, colour, sex, nationality, ancestry or place of origin.

**Informal Complaints** are those which allege a violation of human rights for any of the same reasons outlined under Formal Complaints but which fall outside the jurisdiction of the legislation administered by the Commission. Because complaints of this nature constitute a violation of the spirit and the intent of the legislation, an attempt is made to investigate the complaint and to effect a settlement. In contrast to the procedure involved in Formal Complaints, the Commission is not empowered to hold a formal inquiry if settlement of an Informal Complaint is not effected.

## COMPLAINT PROCEDURE

Under the supervision of the Director, the 6 Human Rights Officers (See Appendix A for biographies on staff) receive and investigate complaints brought to the attention of the Commission. It is their responsibility to establish the facts and then to attempt a settlement of the matter complained of. The Human Rights Officer is both investigator and mediator. It is not the Human Rights Officer's job to assess guilt or innocence. She/he takes neither the side of the complainant nor the side of the party being complained against. Human Rights Officers are professionals capable of conducting objective, fair investigations of complaints. After the Human Rights Officer has completed the investigation, unless the complaint is without substance, it is the duty of the Officer to attempt to conciliate the dispute and arrive at an amicable settlement which will satisfy all parties. Experience has shown that it is possible to resolve most complaints by settlement.

Examples of Formal Cases Resolved by the Commission Staff are Contained Hereunder:

### 1. Different Treatment in Employment Because of Sex —

*The complainant alleged that she had been discriminated against in the terms and conditions of her employment and that this different treatment was due to her sex. This case involved an employer who provided educational leave and bursary during this leave to his employees. Single employees going on this leave received approximately \$200 per month; married men going on leave received \$350 per month; and married women received \$200. The investigation confirmed the above to be true and the employer has changed his policy so that all married employees going on educational leave will receive the \$350 per month. The complainant received back pay amounting to \$150 per month for ten months.*

### 2. Complaint of Alleged Discrimination in Housing Because of Race and Ancestry —

*After seeing an advertisement for a house to rent in a small Saskatchewan community, a Metis person*

*phoned the landlord about the house. He was informed it was available immediately. He met with the landlord to finalize the rental, and upon presenting himself, was told by the landlord that the house was no longer available as it was being remodelled. Upon returning to his home, he phoned the landlord and after inquiring about the house was told it was available for occupancy. A field worker for the Metis Society then phoned about the house and was told the house was ready for occupancy. Upon seeing the landlord in person, the field worker, a native person, was told the house was being re-modelled. A test was then conducted by the Metis Society in which a white person inquired about the house and was offered it by the landlord when he went down to see it.*

*A Human Rights Officer spoke to the landlord about the matter. Human Rights Officer questioned the landlord about his rental practices and explained the work of the Commission and the relevant legislation. To settle the complaint, the landlord agreed to rent the house to the original Metis applicant and in order to show good faith, he agreed to invite applications from persons recommended by the Metis Society to rent other homes he had available.*

### 3. Denial of Public Accommodation Because of Race and Ancestry —

*When making inquiries by phone regarding hotel rates, a native person was asked if she was white. The desk clerk told the complainant that they had had problems with native people. The Officer confirmed the conversation and obtained satisfactory settlement which included: letters of assurances to the Commission that the hotel would abide by the legislation, letters of apology and invitation to rent rooms, the posting of cards advising the public of a policy of non-discrimination, and formal meetings and memos to hotel staff advising them of the hotel policy of non-discrimination.*

### 4. Different Treatment in Employment Because of Sex —

*A woman, a resident of Wynyard, filed a complaint with the Commission in which she alleged that she was denied employment because of her sex, in violation of Section 3 of The Fair Employment Practices Act. She had applied for a position with a mining company and was refused because she could only be hired in a "clerical, technical, or domestic capacity," as was set out under The Mines Act. The conflict in the law was resolved and it was ruled that The Fair Employment Practices Act had precedence. The complainant was invited for an interview for the position and the company agreed to abide by the provisions of The Fair Employment Practices Act. The complainant was hired by the company in question.*

### 5. Negative Stereotype of Ethnic Group in Advertising —

*The complainant, on behalf of his organization, alleged that an advertisement appearing on*

television depicted his national group in a derogatory manner. After discussion with the television station and the company that was doing the advertising, the specific advertisement was withdrawn.

#### **6. Different Treatment in Public Accommodation Because of Nationality —**

A man from Moose Jaw came to the Commission alleging that he was denied credit by a department store because of his nationality and citizenship, and his wife because of her sex, in violation of Section 3 of The Fair Accommodation Practices Act. Investigation showed that both allegations were supported by factual evidence. The store agreed to undertake the following:

- (a) assure the Commission that they will abide by The Fair Accommodation Practices Act;
- (b) forward a letter of apology to the complainant, and assurances that applications for both he and his wife would be considered;
- (c) a memorandum was circulated to all branch stores in the province, advising of the provisions of The Fair Accommodation Practices Act, with instructions to abide by same. The complainants have both since received credit cards.

### **EXAMPLES OF INFORMAL CASES**

#### **1. Handicapped with a Speech Impediment and Difficulties Regarding Finding Accommodation —**

An individual with cerebral palsy with the resulting speech impediment and physical difficulty approached the Human Rights Commission seeking aid in obtaining accommodation. Through the efforts of the Human Rights Officer who spoke with several landlords and explained the situation, accommodation was found within a week.

#### **2. Juvenile Offender in Northern Community —**

Human Rights Commission was notified that a store in a northern community had signs which publicly accused several juveniles of theft. Through the efforts of the probation officer for the district, and the Human Rights Officer, the signs were removed. The parties then attempted through discussions, to find ways of solving the juvenile problem in the community.

### **PUBLIC INQUIRIES**

If the Human Rights Officer cannot obtain a settlement, the Human Rights Commission may decide to hold a Public Inquiry. Such an inquiry brings out all the facts of the case, by taking evidence under oath and providing each party with an opportunity to present his views. The Commission, after hearing all the evidence, makes a decision regarding the allegation of discrimination. If the complaint is justified, the Commission may order any party violating the law to comply

with the legislation by providing the complainant with what had previously been denied and/or to rectify the injury caused or make compensation thereof. During the 1972-75 period, the Commission convened 11 Public Inquiries. Some of the more crucial and important cases are outlined below:

#### **1. W. Turner vs. Prince Albert Pulp Mill —**

This complaint involved an allegation that the complainant was discriminated against on the job so that he resigned and that he was not re-employed because of his race. Mr. Turner is a Native Indian. The Commission found, in majority decision, that the Prince Albert Pulp Mill had discriminated against Mr. William J. Turner and that this discrimination was due to his race. The Commission ordered the Pulp Mill to reinstate Mr. Turner at the job he held prior to his resignation and to pay him back wages from the day of his resignation to his reinstatement, including no loss of seniority or fringe benefits. The Pulp Mill appealed this decision to the Court of Queen's Bench. Judge Hughes allowed the appeal and reversed the decision of the Commission. There is no further right of appeal. The last paragraph of Judge Hughes' judgment reads, in part: "I wish to emphasize what a reading of this full judgment will indicate, I trust, to the careful reader, namely, that insofar as employment in this province is concerned, there is no change in the statutory injunction against racial discrimination. The law in this regard is, I believe, clear and definite but in this instance it is the facts, not the law, that has prompted the change in the decision previously arrived at."

#### **2. D. Bird vs. Duck Mountain Motor Hotel and Ronald and Carroll Gabel —**

This complaint involved an allegation that the complainant, a Native Indian, was denied accommodation at Duck Mountain Motor Hotel and that the denial was due to his race, colour and ancestry. The Commission found that Mr. and Mrs. Gabel had discriminated against Mr. D. Bird by denying him accommodation at the Duck Mountain Motor Hotel. It was the decision of the Commission that this denial was due to Mr. Bird's race, colour and ancestry. The Commission ordered the Gabels to apologize in writing to Mr. Bird and to publish the apology in the Kamsack newspaper, to offer the Commission assurances that in the future all customers and prospective customers will be treated equally, to post a fair accommodation notice supplied by the Commission in a prominent location in the Motel and to pay Mr. Bird \$100 for the humiliation he suffered. The respondents have complied with the Commission's order.

#### **3. F. Carle vs. Board of Police Commissioners/ Saskatoon Police Department —**

This complaint involved an allegation that the complainant was refused employment with the Law Student Police Recruit Program and that the refusal

was because of her sex. The inquiry began but had to be adjourned. During the adjournment, the respondent and Ms. Carle agreed to resolve the matter in an amicable manner. The Board of Police Commissioners confirmed its policy as a Fair and Equal Opportunity Employer, expressed its regret to Ms. Carle and paid her compensation in the amount of \$700.

**4. P. Katz vs. the Co-Operative College of Canada —**

The Commission directed a formal inquiry be held into the complaint of Ms. Patricia Katz of Saskatoon that the Co-Operative College of Canada had refused her employment as the Youth Program Co-ordinator because of her sex. Before the inquiry could be held, the Co-Operative College served a Notice of Motion on the Commission to stay the inquiry on the grounds that it was not within the Commission's jurisdiction to hold a formal inquiry, because the College was not "an employer" within the definition of The Fair Employment Practices Act. The matter was heard before the Court of Queen's Bench in Saskatoon and the application for a stay of inquiry was refused. The College then appealed this decision to the Saskatchewan Court of Appeal which disallowed the Appeal. A new date has been set for an inquiry and the matter will be heard in the Saskatoon Court House on February 4, 1976.

**5. S. Greyeyes vs. Mr. Frank Charneira —**

This involved an allegation that Mr. Charneira of Saskatoon had refused rental of a self-contained basement suite to Ms. Sharon Greyeyes and her husband and that this denial was due to their race and ancestry. The Commission, after hearing all the evidence, found that Mr. Charneira had discriminated against Ms. Greyeyes and that this discrimination was due to her race and ancestry.

The Commission stated that: "The position taken by the respondent (Charneira) in this case is that he had the 'right to protect himself' and that he had the right to refuse to rent his suite to Indians. In these convictions he is, of course quite wrong. He does not yet appreciate the fact that in Saskatchewan today human rights and the dignity of every person are not subsidiary or secondary to property rights. It is the hope of this Commission that as a result of these proceedings, Frank Charneira will learn that his position is irreconcilable with public policy as expressed in the Saskatchewan Human Rights legislation. Nothing in the legislation, however, removes the right of a landlord to select responsible persons as tenants. He simply must not exclude an entire group because of their race and ancestry from falling within the category of responsible tenants, and that is precisely what Frank Charneira has done in this case."

The Commission ordered Mr. Charneira to pay Sharon Greyeyes \$354.00: \$300.00 as general

damages suffered by way of humiliation, insult and hurt feelings caused by the act of discrimination and \$54.00 for special damages. The Commission also ordered Mr. Charneira to inform the Saskatoon office of the Saskatchewan Human Rights Commission of any vacancy that occurs in any residential property belonging to him over the next 12 months prior to public advertising of any such vacancy and ordered Frank Charneira to offer written assurances to the Saskatchewan Human Rights Commission that he will abide by the Human Rights legislation of the Province of Saskatchewan and that all persons seeking rental accommodation in any property that he owns will be dealt with without regard to their race and ancestry.

Mr. Charneira appealed the Commission order to the Court of Queen's Bench, and his appeal was dismissed. Mr. Charneira has complied with the Commission's order.

**6. Under the equal pay section of the Labour Standards Act, the Director of Labour Standards may request the Commission to convene an inquiry into an equal pay complaint that the Department has been unable to resolve.**

The Commission was asked to conduct an inquiry into an equal pay complaint brought by the Provincial Government, Department of Labour against the Sherbrooke Community Society. This involved an allegation by the Department of Labour that the Sherbrooke Community Society pays nurse attendants less money than male orderlies and that they perform the same or similar work. The Department of Labour investigated the allegation but was unable to effect a settlement. In accordance with the Equal Pay section of the Labour Standards Act, the Commission was requested to conduct an inquiry. The inquiry was discontinued when an agreement was reached providing payment of \$12,436.95 to 146 nurses aides at the Sherbrooke Community Society's Nursing Home at Saskatoon.

## **ASSISTING THE PUBLIC**

As well as responding to complaints, the Commission staff has assisted employers and trade unions in making changes in employment patterns and practices through such things as application forms, fringe benefit plans, advertisements for employment, personnel practices etc., prior to any complaint being laid. Many employers and unions in the province have taken advantage of this service and the staff expertise in the area of equal employment opportunity and have thus been able to alter existing employment practices that might be in conflict with the Human Rights legislation and avoid a formal complaint being brought to the Commission.

It is our hope during the coming years that this service will be utilized by many more employers and unions conducting business in this province.

## EDUCATION ACTIVITIES

"The Commission shall;

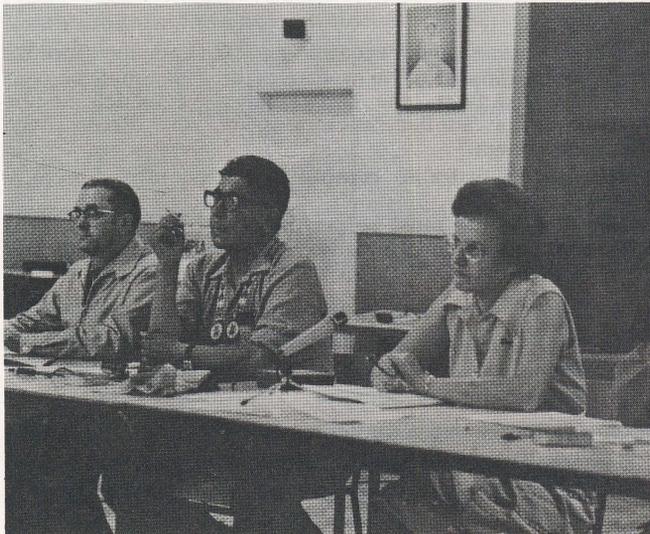
—develop and conduct educational programs designed to eliminate discriminatory practices related to race, religion, creed, colour, sex, nationality, ancestry or place of origin;

—disseminate information and promote understanding of the legal rights of residents of the province and conduct educational programs in that respect ..."

The main efforts of the Commission in education, for the period under review, have been:-

1. To inform residents of the human rights legislation;
2. To inform residents of the existence and work of the Commission;
3. To inform residents of their rights and responsibilities under the legislation.

It has accomplished this by meeting with certain target groups in a series of public meetings in the communities of Northern Saskatchewan at La Ronge and Cumberland House, and in the cities of North Battleford, Prince Albert, Saskatoon, Yorkton and Regina.



Commission meeting with residents in Cumberland House.

The Commission has prepared and distributed some 500,000 pamphlets and bulletins to households, employers, labor unions and newspapers. These have described and explained the four pieces of legislation administered by the Commission, the complaint process, and the rights of citizens under the legislation.

Guidelines were prepared to enable landlords and realtors to understand their rights and responsibilities under the law. Other guidelines were issued to assist employers in revising their application forms to bring them

into consonance with the letter and the spirit of the legislation, and enable them to conduct their interviews in such a manner as to forward the principle of equality of opportunity for all persons. The review of application forms has become a service readily used by employers, and the voluntary submissions have been reassuring. Some 200 forms have been revised as a result.

Ample use has been made of the media open line and other programs on radio and T.V., and requests for speakers by schools, service clubs, women's and native organizations etc. have also provided an opportunity to discuss the work and role of the Commission in society.

We have recognized that we have to rely on the voluntary organizations to assist in forwarding the aims of the Commission, and we have enjoyed good relationships and liaison with ethnic, religious, labour, business and Legal Assistance organizations and groups. We participate in many of their programs, and are frequently called upon to advise or assist them in the planning of other programs.

In the fall of 1974, we participated in the planning of a major conference on Racism with the Saskatchewan



Photos courtesy Loren Teed.

Association on Human Rights, and members of staff participated as group leaders and resource persons. Also in 1974, the Commission co-sponsored, with the Public Library, a series of four seminars on "A Child's Right to Equal Reading". Staff members also participated as group leaders. These seminars were aimed at parents and the general public and centred mainly around racial and sex stereotypes, which tend to reinforce the attitudes leading to prejudice of persons from certain groups. There was also participation in the legal seminars sponsored by the Legal Assistance Clinics.

## PROGRAMS WITH TEACHERS

In the summer of 1973, the Commission had studies made to ascertain the degree of sex bias in the primary readers used in both the public and separate school systems, grades 1 through 5, and the degree of racial and ethnic bias in the social studies texts used in grades 5 through 12. The studies resulted from some of the presentations made to the Commission during public meetings. The studies showed that the material used in schools reinforced and perpetrated bias against women, native and other minority groups.

Some of the recommendations of the studies are as follows:

- more extensive research be encouraged in the area of the reader content with respect to prejudice and bias.
- study into all aspects of possible school influence (not solely through readers) on the social learning process as it relates to sex role expectations and models
- the department of education compile and distribute information on reading material that is non-sexist and non-racist.
- seminars for teachers be conducted throughout the province so that they can be informed about the problem of prejudicial material in readers and be involved in efforts to overcome it. Such seminars to encourage teachers to analyze the materials they use and through their awareness of the problem, assist their students to learn to be critical of these materials.
- classes on sex discrimination as it relates to education be introduced into current programs in the College of Education, and further that information be circulated to encourage discussion of the matter in already existing classes.
- textbook selection be reviewed by the Department of Education.
- selection standards be set by the Department of Education and the Saskatchewan Human Rights Commission in consultation with the Saskatchewan Teachers Federation.
- an advisory committee be established to continually assess and recommend books according to the selection standards so set up.
- texts by Canadian Authors and Canadian publishers be given priority, as these were the least objectionable.
- provincial policy that textbooks and curriculum guides with sexist biases not be utilized at any level, and every effort made to obtain or to commission texts and curriculum guides which do not have this bias.
- review and study of the treatment of Saskatchewan History, as the study has indicated inadequacies.



## SEMINARS FOR TEACHERS

The major emphasis of implementation of the recommendations has been on working with school teachers. In September, 1974, the first seminar was held in Saskatoon, and 50 educators, including teachers from both the public and separate school, school trustees, and representatives from the Saskatchewan Teachers Federation attended. An advisory committee made up of representatives from the Department of Education, Saskatchewan Teachers Federation, and the Saskatchewan School Trustees Association was struck to work with the Commission on setting up the seminars.

The aims of the seminar were threefold:-

1. To help participants to recognize the stereotypes found in books, films, in classroom activities and conversations;
2. To provide ways in which they could assist their students to recognize stereotypes and evaluate the impact of these on the persons to whom the stereotypes are applied;
3. Providing the participants with information on the acquisition of non-biased materials, i.e., books, films, etc. which could be used in classroom activities.

Twenty teachers agreed to meet on a continuing basis after the seminar, to prepare materials that could be used to spark activities and discussion in the classroom. A small core group volunteered to assist in ongoing in-service training programs in schools not represented at the seminar.

Excerpts from the evaluation of the participants . . .

*"I leave with a positive feeling — greatest area of learning inter-relationships or prejudices."*

*"I found it difficult to do justice to the exercises we were asked to share in. Perhaps we could have had situations that we could feel strongly about as adults, to work with and experience . . ."*

*"The weekend has made me more aware certainly of stereotyping — especially intellectualism . . . I intend to take more care in selecting non-stereotyped books for children to read, and through chatting to them about their reading, help them to discover and talk about stereotypes."*

*"I was aware — it made me more aware of the necessity of doing something."*

*"As this session is closing I am left with a very positive feeling"*

*"I am also willing to work at the staff level and make other teachers aware of what I have learned at this seminar."*

*"Consider possibility of involving school children and even parents in the future."*

*"Experience living exercises were very realistic."*

*"Things would have been better if . . . there was a*



Photos by courtesy of Saskatchewan Bulletin.



*more representative cross section of Saskatoon teachers present, but it was worth two sunny days, one hangover, and many jobs undone, and hassles at school to come."*

As a result of the seminar we have been running other workshops for teachers during their staff meetings, and have spoken at three teachers conventions. Plans are for further seminars this fall in other cities.

### **LIBRARY SERVICE**

We are in the process of building our library so that it can be used as a Resource Centre for the community. We have amassed a small collection of books, periodicals, films, and slides. These are already being used by some groups and individuals, especially teachers and students.

### **INTERNATIONAL WOMEN'S YEAR PROJECTS**

The final quarter of the period of review found us planning with the Saskatchewan Association on Human Rights, the University Women's Club, the Saskatchewan Federation of Labour, and the Saskatchewan Department of Labour for International Women's Year Projects.

The Association has set up a Speaker's Bureau for topics on Women's issues, and the Commission is participating in this, both in an advisory capacity, and in providing speakers.

The Commission is co-sponsoring, with the Saskatchewan Federation of Labour, and the Department of Labour, a series of ten workshops for members of the Labour unions. These workshops are planned for the spring and fall. They will be held in ten locations across the province, and will be open to all union members. The objectives are, generally:

1. To have participants acquire a working knowledge of labour legislation;
2. To increase awareness of the issues of women in the labour force;
3. To increase understanding of trade union principles;
4. To deal with the issue of sex discrimination as perpetuated in the Collective Bargaining Process.

The University Women's Club has planned a series of programs for the Division 4 women students in the schools in Saskatoon. Part of the project will be to train

members of the communities both in Saskatoon and other areas in the province to plan and run such programs in their areas. The Commission has participated in the planning and testing of the program. The series is geared toward making the participants aware of the variety of options that are available to them, other than the traditional and historical ones which have been forced upon women and become acceptable to them, because of the socialization process, and the attitudes of society.

### **RESEARCH PROGRAM**

This aspect of the Commission's program is important to ascertain the degree and extent of the problem of

discrimination. The number of complaints, no matter how large, cannot give a true understanding of this. However, during the period under review, the activity has been limited. The main study undertaken has been the study of Sex Bias in Primary Readers and Prejudice in Social Studies Textbooks used in the schools throughout Saskatchewan.

In addition, a review of all Provincial statutes has been undertaken, to ascertain whether or not they conflict in any way with either the letter or the spirit of the human rights legislation. These findings have been forwarded to the Saskatchewan Law Reform Commission.

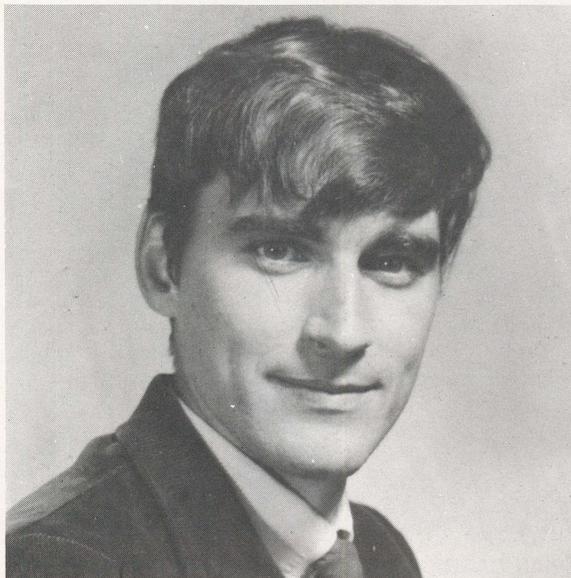
STAFF OF  
THE SASKATCHEWAN HUMAN RIGHTS COMMISSION



JUDY PAZIUK is the most recent addition to our stenographic staff and previously worked as a legal secretary for a law firm in Winnipeg.



FLORETTE OSBORNE was appointed Regional Community Development Officer for the Department of Indian Affairs in 1966 and worked in that position until 1968 when she left to join the staff of the Ontario Human Rights Commission. She came to fill the position of Director of Education with the Saskatchewan Human Rights Commission in September of 1974.



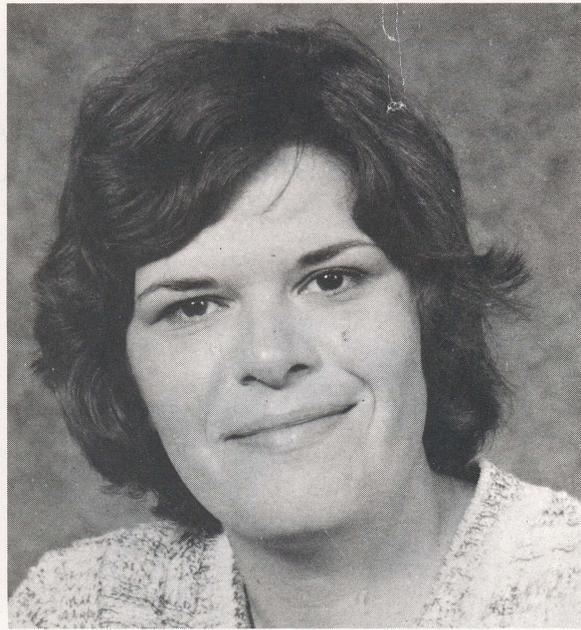
CLAY VAN DYCK, Human Rights Officer in the Saskatoon office, taught as a CUSO volunteer in Ghana. He taught for several years in Alberta and Manitoba before opening a canoe rental business in Northern Saskatchewan.



DONALDA STEINKE, Human Rights Officer in Saskatoon, is presently on an indefinite leave of absence.



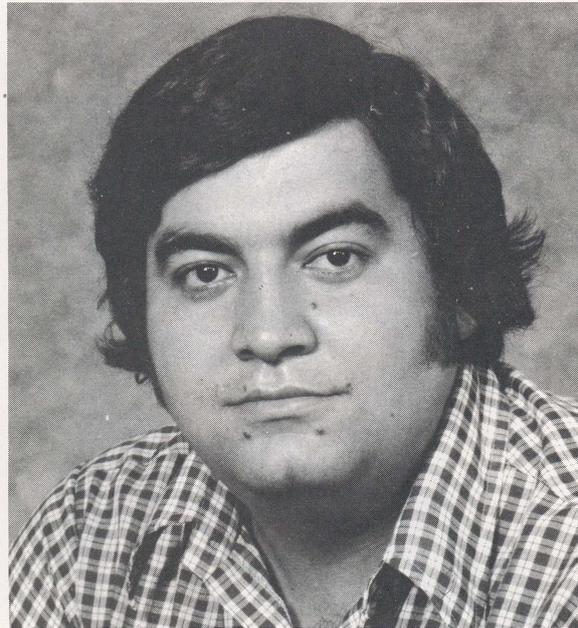
KAREN HYDE, Stenographer, Saskatoon office, has been employed with the Commission since August 1973.



MARLENE ZACHARIAS, Supervisor Northern Region and Human Rights Officer, is from Prince Albert. Marlene worked as a social worker in an area north and east of Prince Albert and was responsible for all child welfare matters within that area. While in Prince Albert, along with another social worker and teacher, she also initiated and operated a tutoring service for students unable to compete in the regular academic setting.



JANICE CADMAN, Executive Secretary in Saskatoon has previously worked for customs brokers in Edmonton and Vancouver as well as a local construction firm and potash mine.



BRIAN DAGDICK, Human Rights Officer in Prince Albert has worked for the Department of Highways, Department of Social Services (Provincial Correctional Centre — Correctional Officer), Metis Society of Saskatchewan (Editor of "New Breed"), and the C.B.C. — Information Radio as story editor.



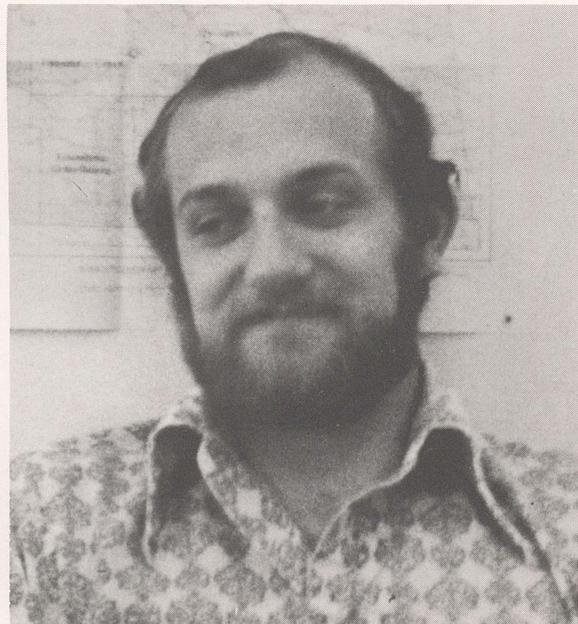
MARILYN LEOCARD, Human Rights Officer, Saskatoon, commenced her duties with the Commission in January 1975. She has some training as a psychiatric nurse, has worked with the Saskatoon Community Clinic and recently attended the University of Saskatchewan, Department of Education where she took classes in "special education." During her time at the Clinic, she was very interested and active in union activities.



SANDRA WALBAUM, Senior Stenographer in our Regina office, has worked at several jobs in Winnipeg, Calgary and Regina before her present job with the Commission.



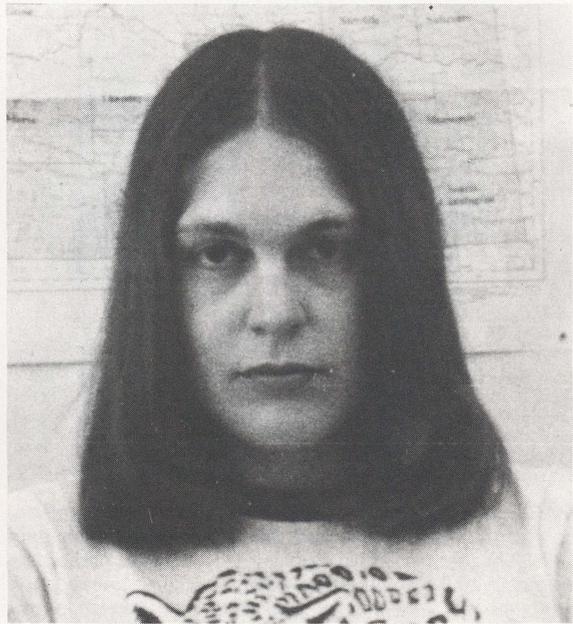
NORMA GREEN, Senior Stenographer in our Prince Albert Office, was formerly employed by real estate firms in Prince Albert for the past 11 years. She has taken Psychology and Adolescent Psychology classes.



TERRY MOUNTJOY, Supervisor Southern Region and Human Rights Officer, joined the Commission in April of 1973, moving to Regina in June of 1974 with the first regional office. His work with the Commission followed several months of community development work in Saskatoon with the Saskatoon Legal Assistance Clinic, the University of Saskatchewan and the National Film Board. Prior to this work in community development, he taught in the Meadow Lake School Unit for 2 years.



KAREN RENNEBERG, Stenographer in Saskatoon was employed by the Government of the N.W.T. in Yellowknife, Department of Social Development, Corrections Services from August 1970 until June 1973. She moved to Saskatoon at the end of July 1973.



ELIZABETH KALMAKOFF, Human Rights Officer in Regina. She taught a Basic Literacy course under the Department of Education and worked on a handbook on *Women and the Law in Saskatchewan*. She has also worked as a clerk with the Unemployment Insurance Commission and the Canada Manpower Centre in Regina.

