



Building Partnerships

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Mission

The Centre promotes the development of community-centred, action research on violence against women and children. The Centre's role is to facilitate the cooperation of individuals, groups and institutions representing the diversity of the community to pursue research questions and training opportunities to understand and prevent abuse.

It serves local, national and international communities by producing useful information and tools to assist in the daily work against violence toward women and children.



The Centre Recognizes "Every Day Hero's"



The Everyday Hero's Award is presented by The Centre for Research & Education on Violence against Women and Children to recognize the extraordinary efforts that ordinary women and men make in their day to day lives to bring about significant changes that benefit all of us.

Bonnie Robichaud was a lead hand cleaner at the Air Defence Command Base in North Bay when she filed a complaint of sexual harassment against her supervisor (Dennis Brennan) and her employer (the Department of National Defence in 1980. Most of the sexual harassment took place while Mrs. Robichaud was on probation as a lead hand, a position never previously occupied by a woman.

Over the years that followed Ms. Robichaud continued to speak up against the harassment she endured. The reprisals were serious; she faced a \$30,000 law suit for slander, her employer drafted a petition against her, she endured a hostile work environment where she was shunned by her co-workers, she was suspended without pay (and subsequently re-instated with back pay) and she was required to submit to a lie detector test and a psychiatric assessment.

Ms. Robichaud continued to resist because she "knew the difference between right and wrong." She documented everything related to her employment, she went to conferences to learn more about sexual harassment and her rights, and she produced and distributed a national newsletter about sexual harassment, written in the third person, so that "no one really knew how many people were on the committee."

She fought the sexual harassment through grievance procedures, complaints with the Public Service Commission, complaints to Members of Parliament, a claim with *continued on pg. 5*

Girls Gone Wild, the New Bad Girl and other Modern Myths

Helene Berman, RN, PhD, Scotiabank Research Chair and Associate Professor, School of Nursing, UWO

In recent weeks several items have appeared in the local media suggesting that girls today are becoming as violent as boys. This notion is one that has received growing interest in the last decade. Often accompanied by attention-grabbing headlines such as "Girls Gone Wild" and "The New Bad Girl", or proclamations that "Girls are the new boys", we are left with an impression that is something akin to the idea of 'equality gone amok'. As the argument goes, in its most simplistic sense, girls today have become equal to boys in all respects, including the perpetration of violence. They have gained ground in the struggle for equal access to education and jobs, and so too have they 'gained ground' in the enactment of violent and aggressive behavior. While both of these premises are questionable, I will focus here on the latter idea, namely that girls today are as violent as boys. *continued on pg. 6*

Spotlight on our **Community Director**

Barbara MacQuarrie

Barb MacQuarrie is the Community Director of the Centre for Research & Education on Violence against Women and Children at the University of Western Ontario. Barb brings a commitment to the principles of nonviolence and a belief in collaboration to her position.

She received an Honours B.A. from McMaster University in 1982. She has worked in numerous organizations in the non-profit sector including the Ontario Public Interest Research Group and the SHAIR International Development Resource Centre in Hamilton; the Union des Pacifistes du Quebec and the Café Commune in Montreal; Oxfam, the Cross Cultural Learners Centre and the Sexual Assault Centre in London and; Peace Brigades International in Guatemala and El Salvador.

Barb works from an intersectional perspective, examining how gender interacts with factors such as race, immigration status, disability, sexual orientation, age and class to create and maintain oppressive structures. She presents on a range of topics related to violence against women to audiences of students, professionals and members of the public.

Barb has been an advocate for survivors of violence and has worked on diverse fronts to give voice to their experiences of violence as well as their experiences in the systems that are intended to respond to this violence.

She has developed research interests in gendered workplace harassment and violence in the lives of girls. She is the Executive Producer of the video, "The Way Forward: Rethinking the Problem of Workplace Sexual Harassment." She has co-authored publications on workplace harassment and violence in the lives of girls and has written for local anti-violence organizations about the challenges facing



front line service providers and the connections between mental health, addictions and trauma. MacQuarrie has been a guest speaker and workshop presenter on a wide range of women's issues for a variety of audiences. Currently she manages the provincial Neighbours, Friends and Families public education campaign and the Respect-at-Work training program. She chairs the Muslim Family Support Service in London.

Barb was recently been appointed to the Ontario Government's 15 member Domestic Violence Advisory Council established by Deb Matthews, the Minister Responsible for Women's Issues. The Council will advise the Minister on how to improve the existing system of services to women to better meet the needs of abused women and their children. In 2005 she received a Pride Award from the National Council of Women of Canada for her community work and her status as a single parent.

Although her path to her current position was an unconventional one, Barb draws on all of her experiences and her value base in her current work. She explains, "I worked from an intersectional perspective before I knew the language. I thought of it as working for social justice or using an anti-oppression analysis. While I recognize and respect the value of research and academic knowledge, I have been an experiential learner and some of my greatest teachers have been extraordinary people without degrees or titles. I am proud of the contributions I have made to our movement to end violence against women, but I think my best work is hard to see. I'm sure it's the connections I've helped to forge between people and organizations that will prove to be my most meaningful contribution."

Our Staff

Dr. Peter Jaffe
Academic Director

Ms. Barbara MacQuarrie
Community Director

Dr. Helene Berman
Scotiabank Research Chair

Ms. Maria Callaghan
Manager

Ms. Joy Lang
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Ms. Marcie Campbell
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Spotlight on our **Advisory Board**

Bev Coulston

Bev Coulston is a faculty member at Fanshawe College where she teaches Youth Law and other related courses in the Police Foundations and Law and Security Programs. She has been a member of the Advisory Board since 2006.

Bev is a graduate of the Faculty of Law, University of Windsor, as well as Wayne State University where she acquired a Masters of Education degree in counselling. After graduating from the Faculty of Law and articling with a law firm in Windsor, Bev taught Legal Writing and Research with the Faculty of Law, and became a supervisory lawyer with Legal Assistance of Windsor, University of Windsor. Here, she had the opportunity to advise and support law students in the representation of low-income clients. She also represented clients in court and before tribunals and was actively involved in advocacy work for refugees as part of the Windsor/Detroit Coalition for Refugees. Prior to acquiring her law degree, Bev was a secondary school teacher and counsellor and coached track and field at a Windsor secondary school.

Before beginning her teaching career at Fanshawe College, Bev acted as the Executive Assistant to President Dr. Barry Moore. This position entailed the creation of College Council at Fanshawe College, an advisory committee to the President and Vice-President. The intention of this committee is to provide a forum for the college community to give advice on academic issues. This position also required Bev to act as advisor and trainer for college employees on issues such as sexual harassment, employment equity and protection of privacy, and to write and revise college policies and procedures involving human rights and complaint resolution. This position was a part-time position and provided time for Bev to continue to be actively involved in raising her four children.



As Executive Assistant to the President, Bev represented Fanshawe College on various committees including The University of Western Ontario President's Advisory Committees for the

production of the video, "Chilly Climate in Ontario Colleges and Universities" and for the organization of the joint college and university conference, "Remedies for Sexism and Racism".

It was at this time, that the Centre for Research on Violence Against Women and Children was created as a joint project of Fanshawe College and The University of Western Ontario and Bev attended meetings at the new Centre and participated in some of the early projects.

The issues of young persons have always been Bev's greatest interest and helping potential police officers develop understanding of the legislation involving youth as well as appropriate methods of working with young persons is a rewarding experience. Bev has been a justice circle member in her neighbourhood, as part of a diversion program with St. Leonard's Community Services of London and served as a board member of St. Leonard's from 2002 until 2006. In 2005, Bev attended youth court proceedings, visited correctional facilities and researched outcomes of the new youth legislation, the Youth Criminal Justice Act, during a professional development leave. The leave provided her with an opportunity to integrate the theory of youth law with the practical implications and to explore the impact of the new legislation on courts, correctional facilities and young persons. The leave also rekindled Bev's joy in teaching and providing a positive learning environment for her students.

Bev is pleased to be a member of the Advisory Committee and to participate in raising awareness of the Centre and its projects in her college community.

2008 Advisory Board Members

Ms. Kate Wiggins
Chair, CREVAWC Advisory Board
*Executive Director, Women's Community House
London Coordinating Committee to End Woman Abuse*

Dr. Gail Hutchinson
Vice-Chair, CREVAWC Advisory Board
*Director, Student Development Centre
University of Western Ontario*

Dr. Nancy Bjerring
Past Chair, CREVAWC Advisory Board
Fanshawe College

Mr. Joseph Dunlop-Addley
Professor, Fanshawe College

Ms. Liora Barak
Professor, Fanshawe College

Ms. Beverly Coulston
Professor, Fanshawe College

Dr. Julia O'Sullivan
*Dean, Faculty of Education
University of Western Ontario*

Dr. Barbara Lent
*Associate Dean, Equity and Gender Issues, and Faculty
Health, Schulich School of Medicine and Dentistry,
Associate Professor, Department of Family Medicine
University of Western Ontario*

Mr. Dermot Hurley
*Assistant Professor, School of Social Work
Kings University College*

Ms. Lisa Heslop
*Supervisor, Family Consultants/Victim Services Unit
London Police Service
London Coordinating Committee to End Woman Abuse*

Ms. Bonnie Williams
*Executive Director, London Interfaith Counselling Centre
London Coordinating Committee to End Woman Abuse*

Ms. Colleen Montgomery
*Manager, Community Services
United Way of London and Middlesex
London Coordinating Committee to End Woman Abuse*

Dr. Gloria Alvernaz Mulcahy
At'lohsha Native Family Healing Services

Ms. Michelle Doege
Professor, Fanshawe College

Criminal Code

Provisions on Public Incitement of Hatred

Open Letter to the Rt. Hon. Stephen Harper, Stéphane Dion, Jack Layton and Gilles Duceppe

TORONTO, March 4, 2008

Gentlemen:

As your parties examine policy positions and determine platforms in anticipation of the next Federal election, we urge you to address a vital public safety issue affecting half the population of Canada that can no longer be ignored. We are referring to the omission in the Criminal Code provisions on Public Incitement of Hatred that result in the complete exclusion of girls and women as a group entitled to protection from such crimes. This puts the Criminal Code at odds with Section 15 of the Charter of Rights and Freedoms which specifically mandates that equal access to the protection of Canadian laws be granted to girls and women. Currently, the Criminal Code provisions on Public Incitement of Hatred only protect those identified by colour, race, religion, ethnic origin and sexual orientation.

Public incitement of hatred is prohibited in the Criminal Code because it is an acknowledged contributing factor in encouraging violence and discrimination against a target group. Omitting girls and women from the list compromises their safety. There is no justification for it. It is a stark piece of “unfinished business” and one has to seriously wonder why it is taking so long to deal with it. Despite our longstanding advocacy in this area we have yet to hear a rationale, plausible or otherwise, from any political party for the reluctance to take action.

In his book *Race Against Time*, Canadian humanitarian Stephen Lewis wrote, “I would argue that this is what always happens where the rights and needs of women are concerned: an inexplicable willingness to let things slide, an inescapable drift to inertia.”

Will Canada continue to let this slide? The next Federal government has a unique opportunity to right an egregious wrong. Making this change to the Criminal Code sends a strong message that we as a society will no longer tolerate this failure to protect half of our citizens.

As a cross-sectoral coalition of organizations concerned with media violence including the mistreatment of girls and women in the guise of “entertainment,” we urge you to make a public commitment to amend the Criminal Code so that women and girls, as a group, are included in the provisions dealing with public incitement of hatred.

We request a written response from each party leader outlining what action they will take on this issue if they form the next government of Canada.

We have identified our member groups below as well as groups that are on record as advocates for this legislative change.

Respectfully submitted

Violence in the Media Coalition

Members of the Violence in the Media Coalition:

Canadian Centre for Abuse Awareness
Elementary Teachers’ Federation of Ontario
Ontario Catholic School Trustees’ Association
Ontario English Catholic Teachers’ Association
Ontario Federation of Home & School Associations
Ontario Principals’ Council
Ontario Public School Boards’ Association
Ontario Secondary School Teachers’ Federation
Ontario Student Trustees’ Association
Ontario Teachers’ Federation
Centre for Research and Education on Violence Against Women and Children
CAMH Centre for Prevention Science

Adding women to the Public Incitement of Hatred provisions of the Criminal Code has been recommended and/or supported by:

Polish Canadian Women’s Federation (2007)
Canadian Teachers’ Federation (2007)
Ontario Federation of Labour (2007)
Liberal MPs Yasmin Ratansi, Don Valley East (Ontario), Chair, Status of Women Committee, Judy Sgro, York West (Ontario), Past Chair, Status of Women Committee, Sue Barnes, London West (Ontario), Past Critic Public Safety, Sukh Dhaliwal, Newton-North Delta (BC), Lloyd St. Amand, Brant (Ontario), Omar Alghabra, Mississauga-Erindale (Ontario), Critic for Citizenship and Immigration (2007)
Bloc MP Nicole Demers, Laval (Quebec) (2007)
Liberal MP Borys Wrzesnewskyj, Etobicoke Centre (Ontario), introduced Private Member’s Bill C-254 (2006, 2007)
James Flaherty, Progressive Conservative, Attorney General of Ontario (2000)
Michael Bryant, MPP, Ontario Liberal Party Attorney General Critic (2000)
Senior Legal Counsel, B’nai Brith League for Human Rights (1994)
Raymond Hnatyshyn, Minister of Justice (1987)
Law Reform Commission of Canada (1986)
Canadian Advisory Council on the Status of Women (1985)
Special Committee on Pornography and Prostitution (1985)
National Action Committee on the Status of Women (1983)

Ontario Provincial Domestic Violence Advisory Council

The Domestic Violence Advisory Council has been established to provide advice to the Minister Responsible for Women's Issues on improving the existing system of services to women to better meet the diverse needs of abused women and their children. The Council consists of 15 members, including the Chair. The Council's term will end in March 2009.

The Council will advise the Minister Responsible for Women's Issues on ways to improve violence against women programs and services to better meet the needs of abused women and their children. The Council has identified five priority areas that we will be focusing our advice on: Equity and Accessibility to VAW Programs and Services; Education and Training; Legal System Response to Abused Women; Threat Assessment and Risk Management for High Risk Cases; and Child Welfare.

Members were selected based on their extensive knowledge and expertise in violence against women services. Members are also expected to have a solid understanding of community-based service

delivery across Ontario. It was also important that members be representative of the justice, health and social service sectors and of Ontario's diversity, and that they represent most areas of the province.

Clare Freeman, the Executive Director of Interval House of Hamilton, has been appointed Chair through an Order-in-Council. Ms. Freeman has an extensive background in social justice issues related to women and children. Ms. Freeman has recently contributed to a major study – the "Violence Against Women: Testing the Effectiveness of Screening" project and has conducted gender-based research that examined the economic impact of parenting on women, with a focus on gender inequality in Ontario's Child Welfare foster care program.

The Council held its first meeting in October 2007 and has met twice since then. The work of the Council to date has been focused on identifying priority areas for its deliberations and an associated work plan. The Council has been set up to provide advice to the Minister. An update on the Council's work will be shared with

stakeholders once our work is completed.

We expect that the Council will be consulting with other experts and stakeholders as needed to inform its deliberations. We've already started to work some of these consultations into our work plan.

Council members are being paid a per diem honorarium in addition to travel expenses in accordance with government guidelines and policy to attend meetings and conduct work.

Council members have agreed that all inquiries about the Council and its activities are to be directed to the Chair. The Chair will respond on behalf of the Council to any public and/or media inquiries. Ms. Freeman can be contacted at her office at Interval House of Hamilton. The phone number is 905-387-9959.

Barbara MacQuarrie, Community Director of CREVAWC is a member of this Advisory Council.

Every Day Hero's *continued from pg. 1*

the Ontario Worker's Compensation Board and a complaint of discrimination on the basis of sex with the Canadian Human Rights Commission.

During this struggle she raised her five children and with the exception of a doctor ordered four week leave, she continued to work, much of the time with her harasser.

In 1982 a Human Rights Tribunal found that Robichaud had not been sexually harassed by Dennis Brennan, because she had voluntarily engaged in sexual acts with him. In 1983 a Review Tribunal overturned this decision when it determined that Brennan had coerced Robichaud into sexual submission by using threats of employment-related reprisals. Voluntary participation is not the same as consensual participation, it underscored. The Tribunal ruled that Brennan had sexually harassed Robichaud and that the Department of National Defence was strictly liable.

Subsequently in 1985, this ruling was partially overturned by the Federal Court of Appeal who agreed that Brennan had sexually harassed Robichaud, but decided that the complaint against the employer was unsustainable. However, the Supreme Court of Canada overturned this decision in 1987, ruling that: "an employer is responsible for the unauthorized discriminatory acts of its employees in the course of their employment under the Canadian

Human Rights Act." (Robichaud et al. v. The Queen. 40 D.L.R. (4th) 577 Supreme Court of Canada, July 29, 1987).

In 1989, Ms. Robichaud returned to the Review Tribunal for damages. The Tribunal ordered the Department of National Defence to post an apology on all of its bases, to pay Ms. Robichaud the maximum award of \$5,000, to pay her relocation costs and to ensure her employment. Today Ms. Robichaud has retired from the work in a well paying job that she loved, as a Maintenance Services Officer for Public Works and Government Services Canada in Ottawa, Ontario. She is enjoying her retirement with her family and friends. She is an active board member of le Groupe d'aide et d'information sur le harcèlement au travail de la province de Québec inc. in Montreal, and continues to be active in the struggle against sexual harassment.

Most importantly, she attained her major goal to ensure for others freedom from harassment in the workplace. It is thanks to Bonnie Robichaud that the Supreme Court of Canada decided that employers are liable for harassment: only an employer can remedy undesirable effects and only an employer can provide the most important remedy--a healthy work environment.

Girls Gone Wild, the New Bad Girl and other Modern Myths

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I will then examine the reality of violence in the everyday lives of girls, highlighting findings from a national study conducted by the Alliance of Canadian Research Centres on Violence.

The discourse about violent girls has been popularized and played out through various cultural modes of expression. Increasingly, the idea of violence by girls has become a pervasive feature in much of today's entertainment, perhaps best epitomized by the "beloved" gun-toting, butt-kicking Lara Croft. In a recent Harry Potter movie, one of the girl characters - Hermione Granger - hits a boy, only to say afterwards, "Boy, that felt good." Although gang-related violence among poor, inner city, and racialized girls

has always been viewed as an 'unfortunate' but inevitable and accepted part of life, during the 1990's, there was a shift. With movies like Mean Girls and books such as Queen Bees and Wannabees and Odd Girl Out, the new bad girl was depicted as white, middle class, suburban, and privileged. And with this shift, we began to pay attention.

So are girls today more violent than boys? What do the statistics tell us, and more importantly, what don't they tell us? There is no question that throughout the late 1980's and 90's the rates of violent crime increased steadily for adolescent males and females - but the increase was steeper for females. Among males, the rate nearly doubled, while for females, the rate almost tripled (Statistics Canada, 2000). Undoubtedly, any increase is cause for concern. However, before we rush to hasty conclusions about "the epidemic of girls' violence" several important points warrant consideration. First, the actual number of charges laid against boys is still three to four times greater than the number of charges laid against girls. Second, the actual number of girls charged is small, so that a small increase in the number of charges results in a large percentage increase. Thus, suggestions that the number of girls charged with violence has "skyrocketed" by citing percentage increases are inflammatory and potentially misleading.

Prominent researchers, Lyn Mikel Brown and Meda Chesney-Lind, have suggested that the increased number of arrests may be an artifact of changes in policies, rather than an actual change in girls' behaviors. These authors cite three influences that inflate the numbers. The first is relabeling whereby behavior that was once viewed as a 'minor' offense - such as running away from home, scuffling with family members, truancy, and discipline problems - is now sometimes put in the violent offenses category. The second related influence is what they refer to as upcriming. Zero-tolerance policies in schools have turned minor offenses that once might have been dealt with informally into arrestable crimes with more severe penalties. And third is rediscovery. According to Brown and Chesney-Lind, awareness of girls' violence is growing in the media and among policymakers. Although the phenomenon was always there, it was largely ignored since

the juvenile justice system has traditionally been geared toward boys. Thus, it may be that the rise in number of arrests among girls is the result of more aggressive policing of low-level crimes and reclassifications of simple assaults as aggravated that broaden the definition of what constitutes violent behavior, not true changes in behavior or the aggressive tendencies of girls.

Perhaps sensationalized media reports of girls' violence, combined with popularized accounts of 'mean girls' have led us to ask the wrong questions, and to draw the wrong conclusions. Even if we concede that girls today are more violent than they were 20 years ago, does this mean that girls are now 'just like boys'? Should we dismiss claims regarding increasing levels of girls' violence simply because such notions are out of synch with our commonsense assumptions about the lives of girls and boys? Or because the statistics yield only a partial understanding about violence in girls' lives? The obvious answer to these rhetorical questions is no. We need to pay careful attention every time an act of violence occurs. And we need to consider every source of data that is available to us. But if we are going to devise strategies directed toward the



"the new bad girl was depicted as white, middle class, suburban, and privileged."

Girls Gone Wild *continued from pg. 6*

elimination of violence, we need to examine the issue at a deeper level than that revealed by the statistics alone. More specifically, we need to situate the problem of violence in the lives of girls in the broader social, political, and historical contexts that allow violence to flourish.

Throughout the past seven years, community and academic researchers from the Alliance of Canadian Research Centres on Violence, a consortium of five research centres across Canada, have been conducting research related to violence in the lives of girls. Based on our recognition of the need for 'stories' and 'numbers', we have used a combination of qualitative and quantitative methodologies to talk with diverse groups of girls in a range of settings – within our schools and our communities. Included have been newcomer girls, Aboriginal girls, and differently-abled girls. A central focus of this work was to examine how violence is understood and experienced differently by girls from these varied backgrounds. Among our findings was the recognition that girls encounter multiple forms of violence in their everyday lives – ranging from seemingly harmless forms of sexual harassment to more explicit acts of physical and sexual violence. We learned much about racism, discrimination, and able-ism, about girls repeatedly receiving messages, directly and indirectly, that they are of 'lesser worth than' their male counterparts. Through their experiences, the manner by which gender-based sexual violence becomes "normalized" is clear. The frequency with which sexual harassment occurs, the persistent but erroneous idea that verbal forms of harassment are relatively harmless, the perception among many that schools do little to discourage or even discuss this behavior, and the exploitation of girls by the media and society more generally combine to reinforce the prevalent "boys will be boys" attitude.

Similar issues were recently highlighted in the Falconer report, *The Road to Health: A Final Report on School Safety*, related to the occurrence of violence in Toronto schools. Of particular note, the report concluded that sexual harassment and sexual assault are "prevalent" in Toronto District Schools. While the report has evoked a multitude of responses, from anger and outrage to disbelief and denial, the common theme, however, is an honest concern that schools, once thought to be a safe sanctuary in an increasingly violent world, can no longer claim that status.

While many outstanding initiatives have been developed to address the problem of violence, frequently these fall under the broad category of 'anti-bullying' programs. This recasting of gender-based violence as "bullying" or in other gender-neutral ways dramatically misrepresents the reality and ultimately makes it more difficult for schools and communities to identify and address the problem of gendered violence. More importantly, it denies girls a mechanism to explicitly name the violence they are experiencing. Thus, in asserting that boys and girls perpetrate violence equally, we ignore the impact of gender-based violence on both boys and girls, whether as victims, perpetrators and/or by-standers. In addition, the omission or denial of gender contributes to a tendency to focus on the most extreme, rarer forms of violence while the more insidious threats to safety are largely ignored. Moreover, such individualized approaches deflect attention from the more difficult, deeply entrenched forms of systemic violence such as racism, classism, homophobia and sexism.

Violence in the lives of girls is far more than a personal or individual problem. It originates in, thrives in, and is perpetuated by our sociopolitical system. No matter how mentally healthy any individual or number of individuals may be, so long as the social



underpinnings which foster gender-based violence exist, as long as girls and boys are socialized with harmful notions of what it means to be a boy or a girl, we will all pay the price of all kinds of violence against women. Much more work is needed to understand how violence can be prevented. Doing so requires attention to the root causes that nurture and sustain violence in the lives of all girls and all boys.

The purpose here is not to minimize the significance of any act of violence, whether committed by a boy or a girl. Nor should we ignore the fact that violence perpetrated by girls is indeed more common today than it was ten years ago. However, rather than proclaiming that girls are 'now the same as boys', we need to look more deeply at the negative consequences of gendered socialization, at the broader contexts that shape the lives of girls and boys, and contemplate how deeply engrained ideas about masculinity and femininity are harmful to girls and women, as well as to boys and men.

Spotlight on our Research Associate

Understanding, investigating and remedying workplace harassment

Catherine Burr

MIR/Master of Industrial Relations (Organizational Behaviour, Human Resources Management, Union-Management Relations)



Catherine Burr has worked in the areas of human rights and workplace equality since graduating from the University of Toronto in 1974 with a BA in political economy. It was there that her interests in issues of power and social justice were first sparked, resulting in a switch from anthropology to politics. In a career that has moved her throughout Ontario, Catherine has developed and continues to refine her expertise in diagnosing and resolving

difficult workplace issues, particularly systemic discrimination and harassment.

Catherine began working in the women's movement in the mid-1970s, applying a feminist and equity-oriented lens on workplace power relations and the employer-employee relationship. This work soon extended to encompass race and ethnic relations (which continues to evolve into an intersectional analysis) and later, a deeper understanding of disability issues.

Her career began Sarnia as community coordinator with the Sarnia Women's Centre, followed by a move to London as human rights officer with the Ontario Human Rights Commission. In 1978 Catherine joined the new Canadian Human Rights Commission in Ottawa to develop policies and federal employer/union consultation services on workplace equality and systemic discrimination. She accepted a secondment to the City of Scarborough in the mid-1980s, initiating the city's first equal opportunity program in an environment where the demographics were swiftly changing and municipal services and employment needed to also change. Later she started her own consulting firm in Toronto and completed a Masters degree in Industrial Relations at the University of Toronto. Eventually, she returned to London in 1992, where she teaches part-time in the Faculty of Social Science at the University of Western Ontario (human resources management, human relations in the workplace, organizational behaviour), consults with private, public and non-profit organizations, and engages in research, writing and community-based projects.

Acting as a subject matter expert on systemic discrimination and employment equity/affirmative action, Catherine testified at the original Human Rights Tribunal hearings in the early 1980s which eventually led to the Supreme Court of Canada decision in *Action Travail des Femmes (ATF) v. CN Rail*, a ground breaking employment equity decision. In 1993, Catherine (with co-authors Carol Agocs and Felicity Somerset) wrote a landmark book,

Employment Equity: Cooperative Strategies for Organizational Change, considered and used by many as the "bible" of employment equity implementation. Unfortunately, the mid-1990s brought a huge disappointment, with long-term regressive practices and a hardening of attitudes towards workplace equality, when Mike Harris Government dismantled the fledgling Ontario employment equity law, which was regarded as a model by progressive policy-makers world-wide.

In recent years Catherine's work has focused on workplace harassment, including issues of bullying and abuse. As a consultant, trainer, mediator and complaints investigator, she works with a wide range of employers, unions and associations in Southwestern Ontario and across Canada to address issues of conflict, change, performance and leadership.

Catherine is committed to making "psychological harassment" (bullying) illegal in Ontario workplaces. She is encouraged by the voluntary initiatives underway to deal with this challenging and troubling issue. As an aid in training and complaint investigation, Catherine has developed a typology of workplace harassment. She is currently working on a book about the proper investigation and remedy of workplace harassment complaints.

Her association with the CRVAVC (as a community research associate since 2003) and the London community has included involvement in the 1997 conference and subsequent video, "The Way Forward: Rethinking the Problem of Sexual Harassment".

And what else would Catherine like to do "before she dies"? Perhaps, not surprisingly, she would like to write a mystery series about a woman investigator of workplace harassment complaints, i.e., write what you know!

In keeping with our commitment to collaborative research partnerships between diverse communities and the academic community, the Centre has established two affiliations: Community Research Associate and Academic Research Associate

These Research Associate positions provide an official affiliation to the Centre for Research and Education on Violence Against Women and Children, and to the University of Western Ontario. These positions formalize the relationship between those who contribute to anti-violence research and prevention efforts, and the Centre. They also recognize the many contributions to the work of the Centre made by diverse community members and academic researchers.

Feminist Perspectives

My journey to Feminism

by Lina Maria Rodriguez Ardila

I was born and raised in Bogota, Colombia, South America. I grew up in a middleclass neighbourhood, went to private school and was quite spoiled since I was raised as an only child.

I would love to say that feminism has always been a part of my life but that is not the case. Sadly, Latin America can sometimes be a very hostile environment for women and although the region has seen its fare share of social movements throughout history, feminism hasn't been one of them.

The only exposure I had to feminism for the first 17 years of my life was my mom's "radical and crazy" cousin. She's a lawyer, a professor, a politician, a social activist and of course, a feminist.

I always liked her a lot as a kid, although I must confess that I always thought that there was something "different" about her. Aside from having my own judgements about her – everyone in the family always had something to say about her: that she was crazy, that she was probably a lesbian, etc. Even my dad was very critical of her. Whenever we used to go over to her place he never went with us. He always told me that he had to do work. As I got older I began to understand that they could not stand each other (alpha male political scientist vs. feminist lawyer/politician).



I remember that she was always involved in protests, debates and anything you can imagine that could possibly bring about social change. As a kid I didn't understand why she would get involved in those things but now I know much better. I, like most people in Colombia, grew up oblivious to the fact that we live in one of the most macho societies in the world. It was

only in my final year of high school that I began to look at things in a different way. I was exposed to fractured fairy tales (most of them with a feminist perspective) in my English and Writer's Craft classes and this opened up my eyes to a lot of things that I had never considered.

Unfortunately, at this point I was still equating feminism to my mom's cousin and to be honest I didn't want to be like her. I didn't want my family to talk about me like they talked about her. Deep inside I wanted to do something but as a young woman and as an immigrant I didn't know who to turn to so I decided to let my newly found feminist concerns slip.

My first face to face encounter with feminism was followed by a year and a half long struggle. Everyday I became more aware of little things that no one else in my circle of friends or family ever noticed. Whenever I tried to tell them my concerns they would tell me that I was being overly dramatic and that I couldn't change the world because things had been this way for far too long.

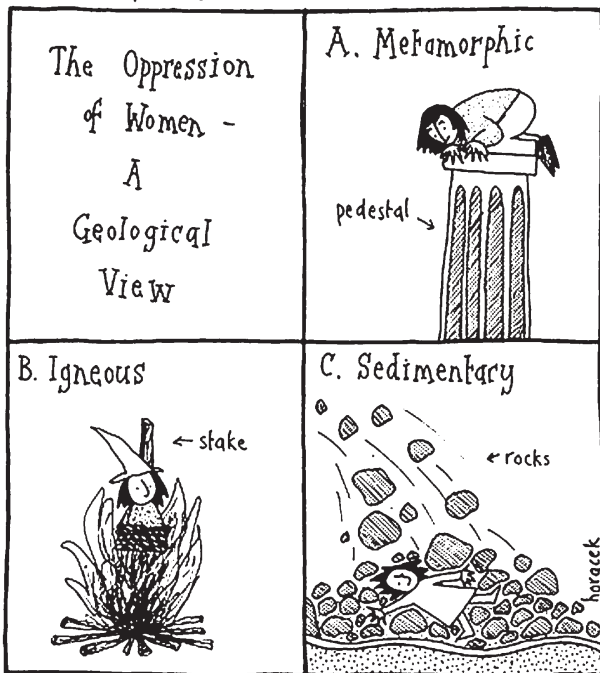
Somewhere in between that year and a half I started being a peer facilitator in the study *Intersecting Sites of Violence in the Lives of Girls* and I also began to work as a Work Study student here at CREVAWC. For the first time in my life I was in a supportive environment with people that weren't afraid of speaking up. Interacting with all of the girls in the group and with the CREVAWC staff made me realize that I wasn't different, crazy, unusual or radical and nor was my mom's cousin.

Three years after my exposure to feminism through fractured fairy tales I am no longer afraid of the consequences that living a more egalitarian life could have. I always try to voice my opinions, to speak up, and to educate those who are willing to learn about feminism.

Looking back on all the things I went through to get here I can proudly say that I don't regret any of my choices.

PS: I'm going back to school in May to complete my major in Socio Cultural Anthropology and I will also start to pursue a major in Women Studies and Feminist Research!

For anyone who has ever wondered why the path to equality is such a rocky road....



Keep this guide handy to help you erode the idea that the rocks are just in our heads....

Workplace Harassment Can Lead To Murder:

A Case for Expanding the Occupational Health and Safety Act

Joy Lang
Community Liaison Officer

How many of us expect our mother, daughter, sister or a friend to be murdered in their work place by a supervisor or colleague? It is an unthinkable crime, but over the past nine years at least two women have been murdered in their place of work and the subject of a major inquest: Theresa Vince (June 2, 1996) at Sears Canada, Chatham and Lori Dupont (November 12, 2005) at Hotel-Dieu Grace Hospital, Windsor. The families of both Theresa Vince and Lori Dupont have had to confront the unthinkable. They have had to live through their grief in a very public way. In addition they have had to endure the turmoil of the innuendos, suppositions, police investigations and the formal inquests into why their loved one didn't return home from work that day.

During the Vince Inquest (1997) it was revealed that co-workers and managers were aware of the harassment Theresa endured and the lengths that she had taken to both avoid and stop her harasser's behaviour. She reported the harassment, in accordance with Sears' workplace policy, to the Human Resource Manager to no avail. With no other options open to her, Theresa decided to take an early retirement as her solution to end the harassment. On her last Sunday at work, Theresa was murdered, by her harasser, her supervisor in his office.

Of the 24 important jury recommendations, one was directed to The Ministry of Labour requesting that sexual harassment be included, as a priority, in the ongoing study into the Occupational Health and Safety Act. This study or its results were never released to the public.

knowledge about the extent of the harassment Lori was experiencing from her former common-in-law partner, an anesthesiologist at Hotel Dieu Hospital. It was apparent there was a breakdown in the communication and implementation of hospital procedures to provide a safe work environment for Lori Dupont. It was also reported that Lori confided in co-workers, friends and family and had applied for a peace bond to keep the doctor (or you might say 'her abuser') away from her at work. It was acknowledged that Lori's family did everything possible to protect their daughter from her harasser up to and including resuscitating him from a suicide attempt. While awaiting a hearing for her Peace Bond application, Lori was murdered on a morning shift at Hotel Dieu Hospital by this man with whom she had had an intimate relationship.

Dr. Peter Jaffe, a psychologist and Academic Director of The Centre for Research & Education on Violence against Women and Children, an expert on domestic violence, testified about the scope and range of harassment Lori Dupont experienced by her former partner. Dr. Jaffe identified almost 40 'critical events' during which someone could have intervened that may have changed the events that led to the murder of Lori. Hospital management, supervisors, and individuals in the justice system 'missed opportunities' to monitor and intervene to ensure Lori's safety. When management fails to act in good faith and policies are inadequate to protect employees and their rights, it is evident that an external and independent process may be required.

The Jury's 26 recommendations were thoughtful and far-reaching with the goal of making hospitals safe for patients and staff. They identified the need to review guidelines, by-laws and policies of hospitals and their professional associations with regard to action and safe interventions for victims and perpetrators. As well, the recommendations called for the education of staff and management. The value of programs such as Neighbours, Friends and Families which teach that we all have a collective responsibility and a role to play in preventing woman abuse was highlighted.

Another recommendation, directed to the Ministry of the Attorney General, addressed the need to make certain that
continued on pg. 11

"With no other options open to her, Theresa decided to take an early retirement as her solution to end the harassment."

There were many unanswered questions surrounding the murders of Theresa and Lori. Most importantly the families and the public needed to know why workplace policies, supervisory and managerial processes had failed to protect these women in their place of work. They needed answers! In order to help answer these questions, women's advocates, in solidarity with both families, held vigils, press conferences and launched petitions calling for public inquests into these murders. An inquest is: "a public hearing held under the authority of the Coroners Act for the purpose of presenting evidence to a jury to answer who, how, where, when and by what means did the deceased die. The jury may also make recommendations based on evidence heard that if implemented might avoid deaths in similar circumstances". It was of the upmost importance to both the Vince and Dupont families that inquests be held with the hope that these tragedies would never happen again to another family.

To support the inquest recommendation for a change in the Occupational Health and Safety Act and in collaboration with the family of Theresa Vince, Executive Director, Michelle Schryer of the Chatham-Kent Sexual Assault Crisis Centre, Human Rights and Labour Lawyer Geri Sanson and Chatham-Kent Essex M.P.P. Pat Hoy, crafted a Private Member's Bill (78) to amend the Occupational Health and Safety Act to protect workers from harassment in the workplace. This Bill would incorporate a systematic change in the Occupational Health and Safety Act that would make workplaces safer for women. Bill 78 and subsequent Private Members Bills have died on the order paper.

Eleven years later, at the inquest of Lori Dupont, the Jury was apprised of the many informal and formal steps Lori took to stop her harasser's behaviour. We heard that as many as four dozen different people in the justice, health care and workplace system including supervisors and managers had information and

The Book Shelf

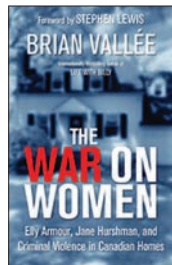
THE WAR ON WOMEN

Elly Armour, Jane Hurshman, and *Criminal Violence in Canadian Homes* (2007)

Brian Vallée

With a Foreword by Stephen Lewis.

Key Porter Books Ltd. Toronto, On.



What follows is an excerpt from *The War on Women*:

We live on a planet beset by war. In North America alone, the most familiar wars – those spotlighted by the U.S. media – include the War on Drugs, the War on Terror, the War on Crime, the Gulf War, the war in Afghanistan and the war in Iraq....

There is another war – largely overlooked but even more deadly – with far more victims killed by “hostiles”. But these dead are not labelled heroes, nor are they honoured in the national media or in formal ceremonies. From time to time, they may attract a spate of publicity as the result of a high-profile trial or an inquest that will likely conclude that society let them down once again and recommend changes to prevent future deaths, though these recommendations will be mostly ignored. This war is the War on Women.

Compare the raw numbers. In the same seven-year period when 4,588 U.S. soldiers and police officers were killed by hostiles or by accident, more than 8,000 women – nearly twice as many – were shot, stabbed, strangled, or beaten to death by the intimate males in their lives. In Canada, compared to the 101 Canadian soldiers and police officers killed, more than 500 women – nearly five times as many – met the same fate.

Workplace Harrassment *continued from pg. 10*

Peace Bonds are issued in a timely manner in cases of domestic violence, suggesting that, “.in each jurisdiction in Ontario, a protocol exists between Court Administration offices and the Crown Attorney’s office which will ensure that details of each peace bond application (s. 810 application) made to the court, with a component of domestic violence, is brought to the attention of the Crown Attorney’s office within one working day.”

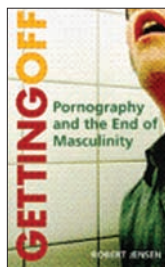
Of particular interest to those who have continued to work to make workplaces safe for women was a recommendation directed to the Ministry of Labour. This jury, like the jury in the Vince Inquest recognized that the Occupational Health and Safety Act could be strengthened. They recommended, “a review of the Occupational Health and Safety Act to examine the feasibility of including domestic violence (from someone at the workplace), abuse and harassment factors warranting investigation and appropriate action by the Ministry of Labour when the safety and well being of an employee is at issue..... the review should consider whether safety from emotional or psychological harm, rather than merely physical harm, ought to be part of the mandate of the Ministry.” All recommendations of the Jury can be

GETTING OFF

Pornography and the End of Masculinity (2007)

Robert Jensen

South End Press. Cambridge, M.



Getting Off seamlessly blends personal anecdotes from Jensen’s years as a feminist anti-pornography activist with scholarly research. In his trademark conversational style, he shows how mainstream pornography reinforces social definitions of manhood and influences men’s attitudes about women and how to treat them.

Pornography is big business, a multi-billion dollar industry. It also makes for complicated politics. Anti-pornography arguments are frequently dismissed as patently “anti-sex”- and ultimately “anti-feminist” – silencing at the gate a critical discussion of pornography’s relationship to violence against women and even what it means to be a “real man”.

“Despite the central role of pornography in the sexual socialization and psyches of millions of men, it is stunning how rarely we discuss it thoughtfully and honestly: with each other, with women, and perhaps most importantly, how rarely we examine its effects on us as men. Robert Jensen’s book does all of this. Agree or disagree with his analyses or conclusions, this brave book challenges all of us to face this crucial and sometimes painful subject with courage and hope.”

Jackson Katz, author of *The Macho Paradox*

obtained by contacting the Office of the Chief Coroner of Ontario.

The expanded recommendation to the Ministry of Labour was not only positive but was welcomed by the families and advocates alike. It is clear that even when internal policies and guidelines are in place, when co-workers, supervisory staff and management are notified and fail to act, there needs to be an alternate, external and independent process for workers to access. It seems that the Occupational Health and Safety Act is the natural vehicle by which to incorporate the necessary steps to the ensure worker’s rights and their safety.

The inquest into the murder of Lori Dupont was not only built upon the recommendations of the Theresa Vince Inquest but the real experience of Theresa, Lori and their families. It will be a tribute to their strength and endurance that there will be the political will to ensure the recommendations do not sit on a shelf but are implemented so that not one more family suffers and most importantly, not one more woman is murdered in her place of work.

Upcoming Events

Coaching Boys into Men 2nd Annual Father's Day Breakfast

TUESDAY, JUNE 3, 2008

8:00 AM - 10:00 AM

LONDON CONVENTION CENTRE

Key note Speaker Brian Vallée, author of *War on Women* will discuss understanding the Significance of Violence Against Women in Canadian Society.

Tickets are \$20.00

Please RSVP to lardila@uwo.ca



Violence Against Women is Everybody's Business

TUESDAY, JUNE 3, 2008

WORKSHOP 12:00 - 4:00 PM

LONDON CONVENTION CENTRE

Keynote speaker Brian Vallée will discuss understanding the significance of violence against women in Canadian society followed by a Forum Theatre presentation of *Missed Opportunities*, written and directed by Toni Wilson.

Tickets are \$75.00, lunch included

Please RSVP to lardila@uwo.ca



Dr. Robert Jensen Author of *Getting Off: Pornography and the end of Masculinity*

JUNE 11, 2008

9:00 – 11:00 AM

**SOCIAL SCIENCE CENTRE, ROOM 9420
UNIVERSITY OF WETERN ONTARIO**

Dr. Jensen will discuss the harmful impact of pornography and the role for researchers and academics.

Admission is free, please RSVP to lardila@uwo.ca

7:00 PM

LONDON CONVENTION CENTRE

Robert Jensen will discuss the pornography industry and the link to sexual assault.

Please be aware that graphic and explicit material will be discussed.

Admission is free

Please RSVP to lardila@uwo.ca



CREVAWC Research Day Overcoming Violence in the Lives of Girls and Young Women: Stories of Strength and Resilience

FRIDAY, SEPTEMBER 26, 2008

9:00 AM – 4:00 PM

FANSHAWE COLLEGE

The conference will address safety issues for high school girls and young women on college and university campuses.

The CREVAWC will also present their 2nd annual Every Day Hero Award. This award is to recognize the extraordinary efforts that ordinary women and men make in their day to day lives to bring about significant changes that benefit all of us.

Tickets are \$25.00

Please RSVP to lardila@uwo.ca