

Ontario Pay Equity Commission
20th Anniversary Conference

Women in the Workforce: Opening Doors, Closing the Gap

Wednesday, November 5, 2008 **8:00 A.M – 5:00 P.M**

Registration and Continental Breakfast **8:00 a.m. – 8:30 a.m.**

Welcome/Introductory Remarks **8:45 a.m. – 9:00 a.m.**

Emanuela Heyninck, Commissioner, Pay Equity Commission

Keynote Speaker:
MICHELE LANDSBERG, Author & social justice activist **9:00 a.m. – 10:00 a.m.**

Refreshment Break **10:00 a.m. – 10:15 a.m.**

Session I: **10:15 a.m. – 11:45 a.m.**

Setting the Stage: Perspectives on the Gender Wage Gap

The labour market has changed dramatically in twenty years. The panel will explore the past and current market conditions, the impact on vulnerable women workers and will discuss the expectations of young women today.

Moderator: Caren Jones, HR Policy & Planning, City of Hamilton

Panellists: Professor Pat Armstrong, York University;
Marie Drolet, Statistics Canada;
Megan Griffith-Greene, Editor, *Shameless Magazine*;
Ron Saunders, VP of Research, Canadian Policy Research Networks.

Luncheon **11:45 a.m. – 1:00 p.m.**

Session II: **1:00 p.m. – 2:00 p.m.**

The Global Picture: Exploring Creative Initiatives World-Wide

Panellists will examine how the wage gap issue is framed in various jurisdictions and discuss what strategies are being used to address it.

Moderator: Margaret Corion, Pay Equity Commission

Panellists:
Muriel Robison, Equality & Human Rights Commission, UK;
Debra Robinson, International Labour Affairs, HRSDC;
Krishan Kumar, Pay Equity Office, HRSDC.

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Session III:

2:00 p.m. – 3:15 p.m.

It Pays to be Fair: The Business Case for Closing the Gap

Businesses that embrace gender equality will be poised to meet the pressures of a tight and competitive labour market and these panellists will demonstrate why.

Moderator: Wendy Cukier, Diversity Institute, Ryerson University

**Panellists: Teri Monti, Director of Employee Relations, RBC Group;
Norma Dubé, Ass't Dep. Minister, Wage Gap Reductions Initiative, NB;
Louise Marchand, Commission de l'équité salariale, QB;
Deb Gillis, Executive Director, Catalyst Canada.**

Refreshment Break

3:15 p.m. – 3:30 p.m.

Session IV:

3:30 p.m. – 4:45 p.m.

The Challenges of Bargaining Equity: Competing Pressures

This panel will explore the dynamics of bargaining equity issues and the impact on women union members.

Moderator: Mary Ellen Cummings, Ontario Labour Relations Board

**Panellists: Mary Cornish, Senior Partner, Cavalluzzo, Hayes et al, LLP;
Irene Harris, Secretary-Treasurer, Ontario Federation of Labour;
Professor Jan Kainer, Labour Studies & Women's Studies, York University;
Professor Jane Mair, University of Glasgow.**

Reception

5:00 p.m. – 7:00 p.m.

Thursday, November 6, 2008

8:30 a.m. - Noon

Continental Breakfast

8:30 a.m. – 9:00 a.m.

Round Table Discussion: Getting to Gender Neutrality

9:00 a.m. – 11:45 a.m.

Participants will have the opportunity to explore innovative solutions to eliminate systemic gender discrimination in their environments and make recommendations on Opening Doors, Closing the Gap.

**Chair: Frances Lankin,
President & CEO – United Way of Toronto**

Facilitators:

**Doris Grinspun, Ex. Director, Reg'd Nurses Association of Ontario
Dr. Maria Wallis, Editor – *Daily Struggles/The Deepening Racialization and Feminization of Poverty in Canada***

Closing Remarks: Emanuela Heyninck, *Commissioner, Pay Equity Commission*

11:45 a.m. – 12:00 p.m.

speakers may vary