Volume 45 No. 6 April 2012



Canadian Federation of University Women - Ottawa

# **Capital Carillon**

### April General Meeting

DATE: Monday, April 2, 2012

TIME: 7:30 p.m.

PLACE: St. Timothy's Presbyterian

Church, 2400 Alta Vista Dr.

TOPICS: 2012 CFUW Draft Resolutions -

Presentation, Discussion,

Vote

The April General Meeting is reserved each year to present, amend, discuss and vote on draft resolutions proposed by CFUW clubs or the national or provincial Boards for adoption as policy at the national or provincial AGMs of the same year. This year, CFUW member clubs submitted six policy resolutions for discussion and approval at the 2012 national CFUW AGM. The full texts of these resolutions are accessible from the CFUW website and the Club website and appear in the March 2012 Carillon. CFUW-Ottawa members have formed ad hoc review groups to examine each resolution. They will present their recommendations for your approval at this, our annual "Resolutions Meeting". Their recommendations will also be posted on our Club website News (blog) by March 29. Check it at www.cfuw-ottawa.org for a preview!

CFUW is a respected voice of Canadian women and the policy resolutions are the foundation of CFUW advocacy - in Canada and internationally. We urge you to join us at this important meeting. We require a club quorum of 10 percent (currently 52 of our 514 active members) and a majority vote to

(see **Meeting** on next page)

### PRESIDENT'S MESSAGE

WILMA CLAPHAM

As spring arrives in Ottawa, Club members have been busy working on two major projects. One, the March 6 International Women's Day event cochaired by CFUW-Ottawa Vice President Liaison Charlotte Rigby and Ottawa Council of Women Co-President Beverlee McIntosh, aided by a large number of volunteers from local CFUW clubs and

the community in the celebration of this special day. Thank you to all who worked on this project.

OCW, was a big success.

Again, our Club was a leader in

The second project is the April 2 General Meeting where the Issues Committees will present their conclusions after extensive analysis, research, and debate of the proposed resolutions which CFUW approved for consideration at the Victoria AGM. This involves a large commitment of time and energy on the part of these Committees. Come to the meeting, hear the arguments and contribute to the discussion and vote on each one. Your vote will count! Remember we need a quorum at this meeting!

There are also two social events on the Club calendar. On April 27, the UWHAW Study and Interest Group will host a Musical Luncheon at Le Café, National Arts Centre to raise funds for college scholarships in Afghanistan. At this crucial time in Afghanistan, these scholarships are particularly important for these women.

The last, and by far most important Club event, will be the TUESDAY May 8 AGM at Restaurant International,

Algonquin College. This is always a fun event with a mix of tradition and socializing. Tickets are on sale now through PayPal, at the April General Meeting, or by sending a check for \$35 to Alice Bolt. Come join us and have a won-

derful evening.

CFUW Ontario Council will hold its AGM on May 11-12 in Etobicoke and the CFUW 2012 AGM will be hosted by CFUW Victoria on June 21-24 in Victoria. Details are on the website.

Hope you will join the group going. Enjoy spring in Ottawa!

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#### Meeting - continued

approve resolutions. Your vote is important! The comments and amendments resulting from the Club vote will be submitted to CFUW. Final drafts will be presented, discussed and voted upon at the AGM in Victoria in June 2012. If adopted, draft resolutions become part of CFUW policy on behalf of which Clubs may advocate.

And as a special treat, CFUW's own Madri-Gals will provide a musical interlude.

We look forward to seeing you there!

## SHARE YOUR GOOD IDEAS!



Contact us at Suggestions@cfuw-ottawa.org

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Use the Suggestion Box at General Meetings

Capital Carillon is published monthly from October to May, except for January.

Please send all material for the next issue to the Editor: Mary Butterill at marpathb@storm.ca.

Next issue: May 2012 Deadline: April 15, 2012

Previous issues located on the Club website at <a href="https://www.cfuw-ottawa.org">www.cfuw-ottawa.org</a> .

#### Any Ideas for New Study and Interest Groups?

Are you interested in starting a new Study and Interest Group? Here are a few suggestions:

- Let's Go to the Movies
- Photography
- Tablets and E-Readers
- Planning in Retirement
- Wine Tasting or Food and Wine Pairings



If you have an idea and would like to start a new group for next year (2012-13), please contact me.

Jean Chapman Study and Interest Group Convenor

# CFUW AGM & Conference Victoria, B.C.

June 21-24, 2012



CFUW AGM 2012 will take place at the Inn at Laurel Point on Victoria's Inner Harbour, 680 Montreal Street. To access the registration booklet and form (in English and French) and to register online, please click on <a href="https://www.proreg.ca/events/cfuw/2012/welcome.php">www.proreg.ca/events/cfuw/2012/welcome.php</a>.



From the CFUW-Ottawa Environmental Toxins and Health Study Group

#### Put That Salt Shaker Down!

Salt has been in the news lately. Are we eating too much? Does it matter? What's the story?

Salt (NaCl) is 40 percent sodium. Sodium is an electrolyte essential for the regulation of water volume in the body and for the generation of electrical signals in the nervous system. We need some dietary sodium, but evidence indicates that most of us are getting too much.

Sodium is present in table salt of all kinds, as well as baking soda, baking powder and monosodium glutamate (MSG). One tsp (6 g) of salt (NaCl) contains 2300 mg of sodium. Health Canada recommends the following age appropriate daily intakes of sodium<sup>1</sup>:

| Ages                 | 1-3     | 4-8     | 9-13    | 14-50   | 51-70   | 71 and up |
|----------------------|---------|---------|---------|---------|---------|-----------|
| Adequate intake (AI) | 1000 mg | 1200 mg | 1500 mg | 1500 mg | 1300 mg | 1200 mg   |
| Upper limit (UL)     | 1500 mg | 1900 mg | 2200 mg | 2300 mg | 2300 mg | 2300 mg   |

Unfortunately, the average Canadian is consuming much more than this. Health Canada (2011) reports an average daily intake of 3400 mg, over twice the recommended adequate intake.

High sodium intake has been linked to high blood pressure, cardiovascular disease, kidney stones, osteoporosis, gastric ulcers, and stomach cancer, as well as premenstrual bloating. We are making ourselves sick to satisfy that craving for salt (bet you can't eat just one!).

Most of the sodium in our diet comes from processed foods. Particularly high sources are processed meats, processed cheese, canned soups and sauces, other processed foods such as bread and baked goods, breakfast cereals, frozen dinners and salty snack food.

Dining out in restaurants is a real challenge if you are watching your salt intake. Two slices of pizza can easily provide you with over 1200 mg of sodium in one sitting. One tbsp of regular soy sauce has 900 mg of sodium. Meals marketed to children are especially salt-laden.

#### WHAT YOU CAN DO:

1) Read food labels and look for low sodium varieties of

- soups, soy sauce, cereals, bread. Note: Percentage daily intake is calculated based on a maximum of 2400 mg per day.
- 2) Make your own low sodium soups, sauces, cereals, bread and baked goods.
- 3) Don't salt your food at the table; use minimal amounts in your cooking.
- 4) Shop the perimeter of the supermarket and avoid processed foods as much as possible, especially processed meats, commercial broths, pickles and salty snacks.
- 5) Eat lots of fruits and vegetables. They are high in potassium and low in sodium. A 2:1 ratio of potassium to sodium can reduce the risk of cardiovascular disease by 50 percent. Most of us don't get enough potassium. If you like bananas, this is easy to remedy. One banana has 2 mg of sodium and 800 mg of potassium.

<sup>1</sup>Health Canada. 2011. Sodium in Canada. Retrieved Feb. 23, 2012 from: <a href="www.hc-sc.gc.ca/fn-an/nutrition/sodium/index-eng.php">www.hc-sc.gc.ca/fn-an/nutrition/sodium/index-eng.php</a>

## A MUSICAL LUNCH AT THE NAC

Many of you know exactly what to expect - a delicious three course meal in the elegant, now freshly painted and carpeted Le Café, followed by a 20 minute concert by an outstanding musician, and an opportunity to ask questions of our guest about her musical journey, her instrument, or whatever interests you. You can expect, at your place setting, tickets for an upcoming musical event, compliments of the NAC, and your name in a draw for some recorded music by our wonderful orchestra.

This year, we will listen to flutist Lara Deutsch, three-time prize winner at the NACO Bursary competitions, and the overall grand prize winner at the 2010 Canadian Music Competition. Lara is from Ottawa, currently studying in Montreal. She will perform a full concert the same evening at Glebe-St. James United Church.

This is THE fundraising event this year for University Women Helping Afghan Women, a study and interest group initiated by our club and whose concept and work continues to be shared with other members across the country. On the advice of Dr. Sima Samar, the inspirational doctor and educator whom many of you met when we

Musical Lunch 2012 Lara Deutsch, flutist

Friday, April 27, 12 noon

Le Café, National Arts Centre

Scholarship Drive for University Women Helping Afghan Women

Two Hours Free Parking NAC Garage

**Free Concert Tickets** 

11: 30 AM SILENT AUCTION !!

Come Early and Bring Your Cheque Books!

Mail \$40 cheque and stamped, self-addressed return envelope to Mary Partington at her address

OR

Buy ticket online - \$42 by credit card or PayPal via www.cfuw-ottawa.org/events

hosted her two years ago at our national conference, we want to fund scholarships for Afghan women to attend the Gawarshad Institute of Higher Learning, to enable them to advance the place of women in their country. One term, for one woman, costs \$300. We were able to support 10 women for two terms each last

year, and we would like to continue our contribution.

This year, we will accommodate women who wish to sit with their friends at lunch. Just make your wishes known, after you have purchased your ticket, to Judith Neale Holtzhauer, and it will be arranged.

Dietary restrictions can be accommodated, if requested in advance.

NEW ADDITION: We will precede the luncheon with a Silent Auction!! And what offerings we have had from our members!! A week at a ski chalet in Stowe (or for another season if preferred), a week at a summer cottage on a lake an hour and a half from Ottawa, an over-the-top five-course dinner with matching wines for six couples at the home of Hally Siddons, and additional smaller items. Think about this, plan ahead, and bring your cheque books!

Please mark your calendars, Friday, April 27 at Le Café - 11:30 a.m. to take part in the Silent Auction! Last year, all tickets were sold out a week ahead of the event, and only 100 tickets are available.

Mary Partington

University Women Helping Afghan Women Study and Interest Group

## CFUW-Ottawa Scholarship Awards Evening

Dawn Smith, Chair of the CFUW-Ottawa Scholarship Trust Fund, chaired the Scholarships portion of the General Meeting on March 12, welcoming members, scholarship recipients and guests and thanking donors. She introduced Dr. Dorothy Horwood, who generously donated two special one-time scholarships to honour the Club's centennial year, noting with regret, the absence of another major donor, Dr. Ruth Bell. She introduced the members of the Scholarship Trust Fund Committee, Pauline Adams, Pierrette MacLean and Janet Riehm, and noted the unavoidable absence of Scholarship Convenor Margaret Haines, the principal organizer of the evening. Dawn thanked Amanda Goth, Margaret's Executive Assistant, for her invaluable assistance, and welcomed Lisa Bullock, the new Awards Administration Officer at Carleton. She noted that, with March break and other distractions, not all

award winners were able to attend and thanked those who did, in some cases, with family and friends.

Dawn introduced guest speaker Dr. Katharine Kelly, Director of Carleton University's Pauline Jewett Institute of Women's and Gender Studies, and the first woman Clerk of Senate and Marshal of Convocation at Carleton. Her research has focussed on youth crime and the impact of the neoliberal shift on community-based activity and organizations. Dr. Kelly said how happy she was to join in the celebration of the CFUW-Ottawa scholarship winners. She said she was aware of our efforts to raise scholarship money, especially for the Centennial Scholarship. She regretted the absence of Niamh O'Shea, 2010-11 CFUW-Ottawa Ruth Bell Centennial Scholarship recipient, who had been expected to tell us about the impact of her scholarship. Dr. Kelly praised Niamh and mentioned that she was able to visit Malawi and have other

experiences that would otherwise have been impossible. Dr. Kelly said that Women's Studies is a relatively new academic discipline, with the Carleton department now celebrating its 25th anniversary with a dedicated faculty. Funding is always a challenge, in competition with other more traditional disciplines. Dr. Kelly said that scholarships recognize merit, give great encouragement to students, and allow them time to study rather than hold part-time jobs. Scholarships give students motivation, and teach them about philanthropy and giving back.

After the scholarship winners came forward to receive their certificates, **Emilie Lynes**, winner of the Helen Nininger Scholarship in Music at Carleton, spoke to extend thanks to CFUW-Ottawa on behalf of all the winners.

#### Sheila Waugh

For the Scholarship Trust Fund
Trustees



#### Left to Right:

Top Row: Katharine Kelly,
Ashley Moloughney, Julia Ann
Charlebois, Emilie Lynes,
Pierrette MacLean, Janet
Riehm, Pauline Adams,
Wilma Clapham
Bottom Row: Samantha
Kornfield, Emily Colpitts,
Carolyn Beaudoin, Xin Ben Yu,
Ylan Chu, Laura Caldwell,
Evelyn Gilbert, Dawn Smith,
Dorothy Horwood

Photo by: Amanda Goth

Details on the awards are found at <a href="https://www.cfuw-ottawa.org">www.cfuw-ottawa.org</a>.

#### The Salt Resolution

A committee has just drafted a resolution about lowering salt in Canadian diets! Assuming it passes the intervening steps, you will see the resolution next spring and vote on it at the 2013 CFUW AGM.

We learned a lot from preparing the resolved clauses and background. First, we had to convince ourselves that advocating lower sodium in our diets was right and that recent articles disputing this, were wrong.

We read and read and came out convinced that a high salt diet is definitely bad for our health. The alternate view, that low salt is bad for you, is promoted by the Salt Institute, an industry lobby group composed of people who sell salt, who want us to continue putting much more than is necessary into our bodies. Their research has been criticized in convincing ways by scientists.



Salt Resolution Committee (Left to Right): Kringen Henein, Dorothy Phillips and Marion Cameron

Photo by: Merv Cameron

Deleterious effects of high salt are numerous. Besides the well-known effects on blood pressure, high salt eaters may suffer from heart or kidney disease, gastric cancer or ulcers. High salt is also implicated in pre-menstrual syndrome bloating. Perhaps the most serious for women are the effects on osteoporosis. Though human bodies excrete excess sodium, the process takes calcium with it. For

every tsp of salt (2300 mg sodium) we eat, 40 mg of calcium is lost in urine. A high salt diet for young people may prevent them from building the bone mass needed to sustain them in later life.

Salt, or rather sodium, is necessary for human (and animal) metabolism. It's a matter of how much we need. Unless your doctor tells you that you need extra salt, you would be safe with 1500 mg of sodium each day. Most of the sodium

consumed by Canadians comes from processed food. If you check the Nutrition Facts Table on packages, you may be surprised how quickly your daily sodium content can build up. For tips on keeping your sodium intake under control, read the Targeting Toxins column in this issue.

Dorothy Phillips Convenor, Low Salt Dining Out Group

## CFUW-OTTAWA HOLIDAY PARTY

Clark Room, RA Centre Sunday, Dec. 2, 2012

Mark Your Calendars Now!



#### SAVE THE DATE! REGISTER EARLY!

## **CFUW-OTTAWA AGM & DINNER**



Tuesday, May 8, 2012 6 p.m.

Restaurant International Algonquin College

Registration Fee: \$35 Deadline: April 24, 2012

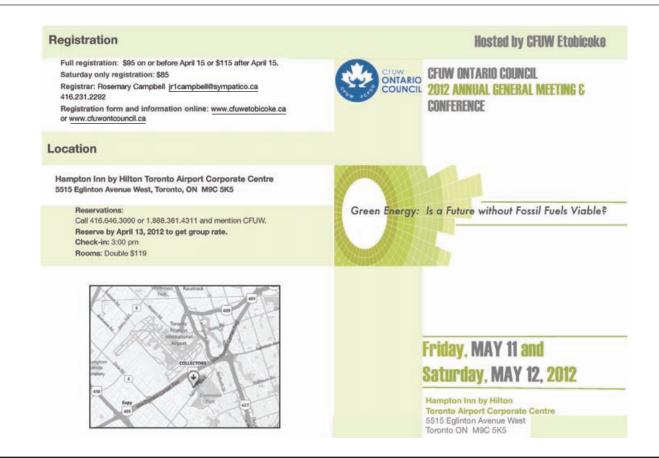
Register online at www.cfuw-ottawa.org/events

#### **CFUW Constitution and Bylaws**

The CFUW (National) Constitution and Bylaws are currently under revision, taking into account the amended *Canada Not-for-Profit Corporations Act* that was recently proclaimed in force, as well as amendments to the document presented at the CFUW AGM last July. The latest draft of the document, which was sent to Clubs on Feb. 17, is accessible to members via the News (blog) of the CFUW-Ottawa website at <a href="www.cfuw-ottawa.org">www.cfuw-ottawa.org</a> as well as from the CFUW website at <a href="www.cfuw-ca/en-ca/aboutus/constitutionandbylaws.aspx">www.cfuw-ca/en-ca/aboutus/constitutionandbylaws.aspx</a> . The CFUW-Ottawa Board is currently reviewing the proposed revision. Please contact our President, Wilma Clapham, if you have any questions about the document. A vote will be taken on the proposed revised Constitution and Bylaws at our Club's AGM on May 8.

#### Leila Metcalf

CFUW Constitution, Bylaws and Standing Rules Committee



## EMPOWER WOMEN – CHANGE THE WORLD!



It's become a CFUW-Ottawa tradition to celebrate International Women's Day at the annual event jointly hosted with the Ottawa Council of Women (OCW). This year's event (the 8th) was bigger and better than ever. Joined by CFUW-Kanata and CFUW-Nepean, we held it at Ben Franklin Place (Centrepointe) in Nepean. The larger venue (and easier parking) meant that we could welcome more people and showcase the "Value Our Past" exhibit of women's history in Canada, prepared by CFUW-Ottawa for the 2010 CFUW AGM. We were also able to invite CFUW and OCW members who've achieved success in artistic and cultural activities to showcase their wares (books, jewelry, pottery, games), adding a new dimension to our celebration.

After a cocktail reception in the Centrepointe Atrium, we discovered what a wonderful space the former Council Chamber is, with its comfortable seats and excellent acoustics. The CFUW-Kanata Guitar Groovers led us in a sing-along, beginning with the IWD anthem "Bread and Roses"

which commemorates a history-making 1912 strike by female textile workers for better working conditions, and followed by old favourite tunes updated with clever new feminist lyrics (we'll never again hear "Oh, Dear! What Can the Matter Be?" in quite the same

way). The ladies of the RCMP Curling Club presented the "RCMP Miserable Ride", a hilarious twist on a Canadian classic. The "Riders" request their audiences to support a local cause, and we were pleased to contribute to the D.I. F.D. (Do It For Daron) project of the Royal Ottawa Hospital Mental Health Centre and support their programs for mental health and

survivor, pioneer in a non-traditional career as a female Vice President at Bell Canada, best-selling author, and fundraiser extraordinaire for breast cancer research. Carol Ann's talk, "When One Door Closes – Another Opens" was inspiring, humorous and thoughtful.

The planning committee thanks

shared her experiences as a cancer

The planning committee thanks the many volunteers from all four of the participating clubs who gave of their time, wisdom, experience and enthusiasm. Their participation made the whole IWD project a rewarding and successful experience.

Charlotte Rigby Co-Chair, IWD Planning Committee



## CFUW at UNCSW 2012

For a first-timer like me, the <u>56<sup>th</sup></u> meeting of the United Nations Commission on the Status of Women, held in New York City from Feb. 27 to March 9, 2012, was complicated. It seemed to be a series of circles.

At its centre is the Commission on the Status of Women, a committee of 45 countries, each elected for four years. Established in 1946, it is a functional commission of the United Nations Economic and Social Council (ECOSOC), of which CFUW is a member.

The heart of the circles is something called the Agreed Conclusions – a document studied, discussed and voted upon during this two-week meeting. The 429 NGOs present do have an opportunity to make amend-

ments and lobby via the next circle, the

NGO Caucuses, organized into geographic areas.

Next are the official "side events", a series of lectures and presentations organized by the UNCSW.

The following circle includes briefings. Every morning, members of the NGO Committee of the Status of Women (NGO/UN/CSW) and UN Women (the high-level UN secretariat) hold briefings about the Commission meetings. At lunchtime, members of the Canadian delegation have a similar briefing, allowing Canadian NGOs to meet directly with the Canadian negotiating team.

After that, are the approximately 250 panel discussions, "the parallel

events", organized by the NGO/UN/CSW and presented by member NGOs, including CFUW and IFUW. These covered many topics ranging from UN Women to political involvement to prostitution to farming and nutrition to violence against women.

Left to Right: CFUW President Brenda Wallace, Coordinator of International Relations Susan Russell and Regional VP B.C. Susan Murphy Photo by: Teri Shaw



And the final circle this year was something new, called "conversation circles", an opportunity for people to get together to discuss set topics.

This very important event, bringing together women from around the world, is essential to the work of the CFUW Coordinator of International Relations. Why is it important to someone like me, involved with domestic advocacy? Simply, the decisions concluded in the Agreed Conclusions, and the resolutions, affect Canada and Canadians. According to the World Economic Forum, Canada is only 18<sup>th</sup> on the Gender Gap after countries like Lesotho and the Philippines. We still have work to do.

Having said that, the Canadian government is to be applauded for its financial support to UN Women, having been one of the first to actually complete its financial commitment to this new organization.

For more information, do check out our website and advocacy blog.

**Teri Shaw** CFUW VP Advocacy





## Wage Gaps and Pay Equity in Ontario

Emanuela Heyninck, Commissioner of Ontario's Pay Equity Commission, spoke about wage gaps and pay equity, as featured speaker at CFUW Ontario Council's Standing Committees meetings on March 17.

Most Canadian pay equity issues were corrected in the 1980s, with Ontario and Quebec leading Canada in pay equity and anti-discrimination legislation. Under Ontario's *Pay Equity Act*, jobs usually done by women must be identified, valued and compared to jobs usually done by men. If their value is about the same, the jobs must be paid the same. The *Act* covers all Ontario public sector employers and applies to private sector employers with 10 or more employees in Ontario.

Yet, we still have a significant wage gap. The difference between average male and female earnings continues to be about 28 percent, according to Statistics Canada. Emanuela suggested the following reasons:

- Differences in education (most men still have higher qualifications, although this is changing in some professions)
- 2. Unionization: Public sector employees, who are highly unionized, are generally better paid at lower and intermediate level jobs than are comparable private sector employees. The 86 percent of private sector employees who are not unionized have little support for pay equity claims.
- Ghettoization of females in lowpay "caring" jobs: in health care, child care and long-term care

- 4. Discrimination in hirings and promotions (yes, these attitudes still exist!)
- Family responsibilities still fall disproportionately on women, whose careers are often interrupted.

In today's environment, Emanuela feels that we need to reduce the wage gap, for obvious reasons:

- Women, who are 50 percent of both the labour force and the talent pool, are still a minority in well-paid senior and decisionmaking positions.
- Demographic studies clearly show that we face serious labour shortages and need women to assume senior management leadership roles.
- 3. Women in low-paying positions require social supports to afford child and health care.
- 4. Covert discrimination in hiring and employment is still an important issue.
- 5. Economically, Canada suffers a serious loss of tax revenues because of widespread underemployment of women.

There are still deeply-held attitudes that need to be addressed. For example, figures show that most women with new MBAs accept lower starting salaries, don't negotiate salaries, pursue opportunities, or search out a mentor. Their careers advance more slowly than those of their male peers. On the positive side, it is now well-recognized that women often have different career trajectories than men: many women restart their careers late in life and reach peak competence at

a later age. An increase in retirement age could work to the advantage of these women.

The afternoon session topic for the Legislative Committee was "The Impact of Intangible Culture on Cross-Cultural Interaction" presented by **Dr. Cheryl Gaver**. A thought-provoking exercise, it made us think about our identity as individuals. Cheryl spoke of the different ways we view others, and presented examples of how our lack of awareness of differing world views has affected social issues such as resolving claims and understanding the impact that the residential school system had on the Inuit and Dene peoples of Canada's North.

During the afternoon session, the Education Committee reviewed the sections pertaining to education in the recently-released report of the Drummond Commission on the Reform of Ontario's Public Services. The Commission was established by the current government in March 2011 to advise on how to make long-term fundamental changes to the way government delivers services. It is anticipated that the report will inform the 2012 provincial budget. It contains numerous and wide-ranging recommendations for Ontario education. Upon briefly considering each recommendation, it was agreed that some should be supported and others not. Members of CFUW-Ontario Council were urged to share their opinions, as individual members of the community, with their local MPPs.

> Charlotte Rigby, VP Liaison and Leila Metcalf, Past President