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THE HILL TIMES

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News Public Service

Unions file complaints, want Treasury Board to pay up for not acting on new contracts on time

PIPSC and PSAC are asking the Labour Relations Board to order the government to pay damages to up to 130,000 public servants who may not have been paid what they're due from new contracts by agreed-upon deadlines.



'Our members want their proper pay and they want their retroactive pay as well,' says PSAC national executive vice-president Chris Aylward. The union along with the Professional Institute of the Public Service of Canada are filing complaints because the Treasury Board said it will miss collective agreement implementation deadlines. *The Hill Times* photograph by Andrew Meade

BY EMILY HAWS

Two of the largest federal public service unions are set to file complaints this week against the government for missing deadlines to implement new collective agreements affecting up to 130,000 workers.

The Professional Institute of the Public Service and the Public Service Alliance of Canada are going to the Federal Public Sector Labour Relations and Employment Board, seeking compensation from their employer, which admits it won't meet the deadlines.

Chris Aylward, PSAC's nation-

al executive vice president, and Debi Daviau, PIPSC's national president, say their members' collective agreements have not been fully implemented on time due to ongoing issues with the problem-plagued Phoenix pay system.

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News Foreign Affairs

With second trip to Tehran, feds inch closer to re-establishing diplomatic ties with Iran

BY SAMANTHA WRIGHT ALLEN

In mid-October Canadian officials travelled to Tehran for the second set of talks with Iranian officials since Canada cut ties with the country five years ago, possibly signalling forward momentum in the fraught relationship between the two countries. But officials, advocates, and former diplomats suggest Canada is still a long way off from re-establishing those ties.

Prime Minister Justin Trudeau (Papineau, Que.) said during the 2015 election campaign he hoped Canada "would be able to reopen its mission" and he was "fairly certain that there are ways to re-engage."

Though Canada had closed its embassy before—most notably in

1980 for eight years following the 1979 "Canadian Caper" in which it housed six American diplomats until they were evacuated, loosely portrayed in the 2012 film *Argo*—former prime minister Stephen Harper decided in 2012 to pull diplomats, order Iranian officials to leave Canada, and cut all ties, in part because of what he said were safety and security concerns for staff, ongoing human rights violations and Iran's threats to Israel.

Two years after Mr. Trudeau made those campaign comments, the Iranian Canadian Congress said the pace of re-engagement has been too slow but the recent meetings are "positive signs."

Continued on page 5

News Race & Politics: Second in a Two-Part Series

Scapegoated, held to a higher standard, but proud: how visible-minority MPs feel about carrying the mantle of race

BY CHARELLE EVELYN

The face of Canada is changing, which has potential for the face of the country's federal representatives to change as well.

According to 2016 census data released last week by Statistics Canada, the percentage of Canadians who identify as a visible minority now sits at 22.3 per cent, up from 19.1 per cent in 2011. Three in 10 of those visible

minorities (which do not include those who identify as Indigenous) were born in Canada, the 2016 census showed.

In the House of Commons, 47 visible-minority MPs were elected in October 2015—a record high of 14 per cent of the total seats, up from the previous high point of nine per cent in 2011 when 28 visible-minority MPs were elected.

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HEARD ON THE HILL

by Shruti Shekar

It's a tiny Speaker... It's a bloody man... It's Superman!



Liberal MP Robert-Falcon Ouellette sports a blood spattered suit for Halloween. Photograph courtesy of Michel Boyer's Twitter

Prime Minister **Justin Trudeau**'s hair was a little slicker than usual on Tuesday, as he got into the Halloween spirit.

Rogers Communications' Hill reporter **Cormac Mac Sweeney** tweeted: "PM Justin Trudeau is dressed as Clark Kent/Superman for Halloween. He flashed the Superman logo on his way into the House. #cdnpoli"



Liberal MP David Graham brought his daughter, Ozara Graham, left, into work on Halloween dressed as the Speaker of the House. Photograph courtesy of the Speaker of the HOC's Twitter

Liberal MP **Robert-Falcon Ouellette** struck a gruesome image in the House of Commons with his seemingly *Dexter*-inspired blood-spattered suit.

Liberal MP **David Graham** also made the rounds with his daughter, who deliriously onlookers as a miniature House Speaker, wearing the same costume **Geoff Regan** gets to sport every day.

"Getting into the Halloween spirit on the Hill! **Ozara Graham**, daughter of @davidbgraham, came dressed as the Speaker today!" said a tweet from the House Speaker.

Others who got dressed up in the House included Environment Minister **Catherine McKenna** who was a superhero, calling herself on Twitter a Climate Crusader.

Liberal MP **Bryan May** tweeted a picture of himself and Liberal MP **Ken McDonald** dressed up as *The Muppet Show* characters **Statler** and **Waldorf**.

And Liberal MP **Mark Holland** decided to go as broadcaster **Ron Burgundy** from the movie *Anchorman*.

Denise Batters named a 150 Difference Maker for mental health advocacy

Conservative Senator **Denise Batters** was named a 150 Difference Maker by the Centre for Addiction and Mental Health on Oct. 23 for raising awareness and ending the stigma around mental health and suicide.

"To me, it just feels like I'm carrying on what Dave started when he first announced that he wasn't able to run again in the 2008 elections. He announced why, and for a sitting Parliamentarian and for someone who was...suffering with those issues to be so open about that, that was really groundbreaking," Sen. Batters said. "I'm carrying on the legacy that's his and being very open to talking about what he was suffering with and I think that helps a lot of people."

Sen. Batters' husband, **Dave Batters**, died by suicide on June 29, 2009, a year after he announced he was suffering from anxiety and depression. Mr. Batters became a Conservative MP in 2004 and was re-elected in 2006.

Sen. Batters is not the only Parliamentarian to receive the award. Veterans Affairs Minister **Seamus O'Regan** will be named a difference maker on Nov. 6.

The "150 Difference Makers" campaign was initiated by CAMH last spring to celebrate people who are making efforts to improve mental health.



Conservative Senator Denise Batters, right, was named one of Canada's 150 Difference Makers by the Centre for Addiction and Mental Health on Oct. 23. The Hill Times file photograph

Sen. Batters noted that being in the Senate, and now a Difference Maker, allows her to have a much "wider scope to reach Canadians to speak openly about the crucial and still too often stigmatized discussion of mental health and particularly suicide."

She was appointed to the Senate in June 2012 by former prime minister **Stephen Harper**.

Since Prime Minister **Justin Trudeau** was elected in 2015 and the Liberals passed legislation on medical assistance in dying, Sen. Batters has been vocally critical.

Initially, when the House Justice and Human Rights Committee made recommendations for Bill C-14, people suffering solely from mental illness with no other

physical condition would be eligible for assisted suicide, she said.

"That was absolutely ridiculous because this is a disease where it's not incurable; it's treatable and people need hope, not an easier way to access suicide," Sen. Batters said. "We need to improve our health-care system so that there is better help for people, not just that this is the final resort."

Bill C-14 received royal assent on June 17, 2016.

Sen. Batters noted that the Liberal government backed down on this recommendation for the initial legislation, but that it is still being studied. The Council of Canadian Academies, tasked by the government to examine the issue, is expected to release its report by the end of 2018.

CNN adds one to the press gallery

CNN correspondent **Paula Newton** became a full-time member of Parliamentary Press Gallery on Sept. 20, according to Oct. 27 minutes from the press gallery executive committee.

The Hill Times reported in March that Ms. Newton received a temporary six-month membership in February. At the time, columnist **Andrew Cohen** said Ms. Newton, along with other international outlets seeking membership, comes at a time when Prime Minister **Justin Trudeau**'s liberal-pluralism advocacy is strong as more right-wing populism grows.

"In a world in which some would say trends are conservative, are regressive on immigration, on women, here you have a country which puts in the window gender parity in cabinet and celebrates the number of refugees and immigrants it takes every year," he said to *The Hill Times* then.

Other foreign news outlets that have recently created Canadian bureaus include *The New York Times* and BBC News, though those offices are based in Toronto.

According to her company profile, Ms. Newton is an international correspondent for CNN based in Canada. She joined CNN in 2005 after 12 years with CTV. She also had a stint with Hamilton, Ont.-based T.V. station CHCH and with Atlantic Television News.

The government is emissions-testing really expensive cars

Prime Minister **Justin Trudeau**'s principal secretary **Gerald Butts** is defending on Twitter the government's purchase of luxury cars, which were later sold, in order to conduct emissions testing.

His Oct. 30 tweet was in reply to several who were intrigued by a resurrected order paper question from Sept. 19, 2016, that indicated a list of luxury cars that the government had purchased.

The list of cars, all bought in 2016, included a two used Porsches, purchased on Jan. 7 and Feb. 1, a new Lexus, purchased on March 2, a new Mercedes, purchased on March 22, and a Tesla, purchased on Feb. 25. The list redacted whether the Tesla was new or used.

Mr. Butts said in his tweet: "If info like this is presented out of context, there's usually a reason."

Conservative MP **Bob Zimmer** criticized the Liberal government's "unbelievable spending habits" in a tweet that day.

And Conservative MP **Harold Albrecht** tweeted, naming Environment Minister **Catherine McKenna**, the same day: "Minister did you take your Lexus, Tesla, Mercedes, or either of your [Porsches] to work this morning?"

NDP MP **Tracey Ramsey** also tweeted at Ms. McKenna criticizing her department, asking why it would buy foreign vehicles, to which Ms. McKenna responded via Twitter: "To test them. Assume you agree that foreign vehicles need to meet some standards as Canadian-made ones."

Marie-Pascale Des Rosiers, press secretary to Ms. McKenna, said in an email that the government bought cars because "rental fees specified in the regulations would cost more than independently purchasing and reselling the vehicle."

"This is particularly true if the vehicle is undergoing a series of tests that span over more than a year," Ms. Des Rosiers said.

She added that vehicles are bought from dealers "to ensure that the government is getting a product that is representative of what is being sold on the market."

She noted that this process also eliminates the possibility of a manufacturer or importer providing a vehicle that could be modified for better emissions performance.

Wayne Easter shores up houses with seaweed



Liberal MP Wayne Easter, left, with his neighbour Dale Boswell in P.E.I. collect seaweed to bank farmhouses as insulation. Photograph courtesy of Wayne Easter's Twitter

Liberal MP **Wayne Easter** went out with his neighbour **Dale Boswell** to fish for a truckload of seaweed in order to bank his neighbour's old farmhouse.

"Ahhh. From Prebudget consultations across Canada to today – loading seaweed for banking our houses with my neighbour," Mr. Easter tweeted Oct 21.

Mr. Easter, whose riding is Malpeque, P.E.I., said that a lot of farmhouses in the country are not insulated properly. The process of insulating older farmhouses is called "banking."

"Right where your grass comes up to the wall of the house, modern houses would have a concrete wall there, but a lot of the older farm houses don't have a concrete wall that comes up as high as they do now," Mr. Easter explained.

"So what you do is, that space where your house near touches the ground, you put a material to stop the draft from getting in."

In the past, Mr. Easter said people have used wooden boards or soil, but now people use bales of straw covered with plastic or seaweed.

"We have for years put seaweed. It's got salt in it, and it's a good insulator. It keeps the heat in... it gives you a windbreak," Mr. Easter said.

Mr. Easter went out with his neighbour Oct. 21, and they collected enough seaweed to cover his neighbour's farmhouse. He noted that once in place, the seaweed would be 18 inches high and a foot wide and wrap all the way around the house.

Mr. Easter added that not everyone banks houses in P.E.I. and that it was generally the "country folk."

"For us... it's kind of a tradition, we know in the month of October, we will get together and go out and get seaweed," he said.

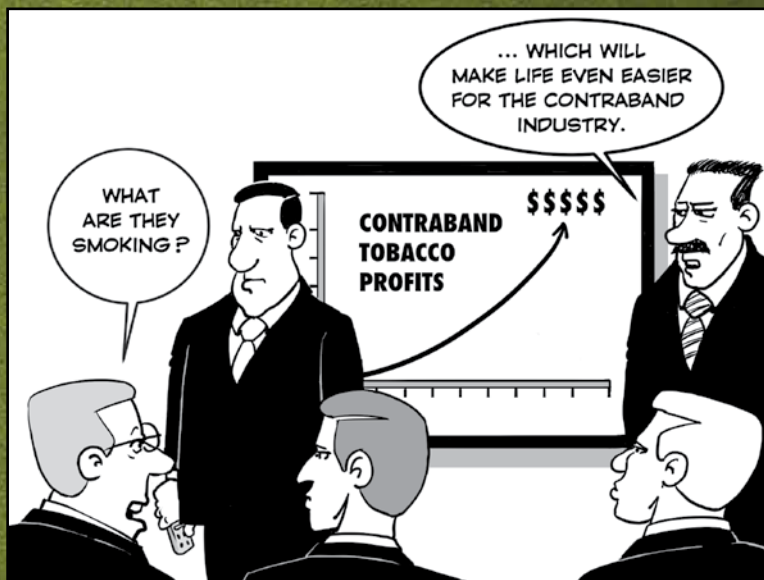
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The Hill Times

CORRECTIONS

Re: "Trying trade talks with the U.S. a problem for both Trudeaus," (*The Hill Times*, p. 14, Oct. 25). The article refers to an Aug. 25 cabinet meeting that took place in 1971, not, as was mistakenly printed, 1972.

Re: "Stanley Cup monument unveiled on Sparks Street," (*The Hill Times*, p. 26, Oct. 30). The photo caption incorrectly said the monument was unveiled on Oct. 26 when it was in fact Oct. 28.

High Clarity on the Hill



By allowing branding on marijuana packaging and advocating for low taxes on the product, the Canadian government aims to displace the black market for marijuana.

Meanwhile, according to the RCMP, contraband tobacco is a multi-billion-dollar industry run by over 175 organized crime groups. Yet governments continue to increase tobacco taxes, and the federal government's draft law to standardize tobacco packaging and product features will make it virtually impossible to differentiate legal from illegal products.

The principles used by our government to oversee their approach to marijuana should also be applied to tobacco.



IMPERIAL TOBACCO
CANADA

News U.S. diplomacy

‘Like a hand grenade with a loose pin’: Trudeau striking right balance with Trump, say observers

Green Party leader Elizabeth May says Justin Trudeau may be the only leader who can have an impact on Trump, while NDP Leader Jagmeet Singh says the Liberals have a responsibility to speak out.

BY SAMANTHA WRIGHT ALLEN

Prime Minister Justin Trudeau’s cautious diplomacy with Donald Trump is the right approach, with nothing to be gained from direct condemnation of the U.S. president’s inflammatory rhetoric, say pollsters and Green Party Leader Elizabeth May.

As Trump makes increasingly frequent threats against North Korea and attacks the North American Free Trade Agreement with threats to pull out, staying quiet on U.S. actions that affect the international community is a “very difficult calculation,” said Ms. May (Saanich-Gulf Islands, B.C.).

“Trump is unlike any previous U.S. president. He is unstable and likely dangerous. In the interests of world peace and stability, we need to maintain any relationships that have the potential to restrain his worst impulses,” Ms. May said by email, adding the prime minister has shown skill navigating his way around a man who acts “like a hand grenade with a loose pin.”

“Trudeau may be the only leader with any ability to impact Trump at all.”

Pollsters say Canadians understand that distinction: while a clear majority disagree with the president’s policies, they support Canada’s restraint.

“Calling out Trump doesn’t really jive with public expectations, also it doesn’t seem to make some sense tactically,” said Frank Graves, president of EKOS Research Associates, noting its latest readings of Canadian approval of Mr. Trump put the population at 20 per cent versus 80 per cent approval the last time it tested for former president Barack Obama.

In his country, politicians from the other side of the aisle call the Republican leader out for courting white supremacy, demonizing racialized groups—like calling some Mexican immigrants “rapists”—and for not condemning Russian interference in his eventual election.

International leaders have used stronger language than Mr. Trudeau (Papineau, Que.) in response to some of Mr. Trump’s aggression. After he threatened to “totally destroy” North Korea while speaking at the United Nations in September, German Chancellor Angela Merkel said that type of military solution is “absolutely inappropriate.”

After that UN speech, Mr. Trump’s first addressing the General Assembly, French President Emmanuel Macron said renouncing the nuclear deal with Iran “would be a grave error.” The BBC also reported that Swedish Foreign Minister Margot Wallstrom said it was “the wrong speech, at the wrong time, to the wrong audience.”

The month before, following a white supremacist rally in Charlottesville, Va., that left



Prime Minister Justin Trudeau, pictured speaking with U.S. President Donald Trump during the G20 summit in Hamburg, Germany, in July, has been reluctant to publicly denounce his American counterpart. Photograph courtesy of German federal government/Denzel

one protester dead and Mr. Trump’s equivocation that “both sides” were at fault, British Prime Minister Theresa May said she saw “no equivalence between those who propound fascist views and those who oppose them.”

NDP MP and former party leadership candidate Charlie Angus (Timmins-James Bay, Ont.) said in October Mr. Trump is “unfit for office,” before calling for “strong public condemnation from the international community,” including Canada.

NDP Leader Jagmeet Singh said in a statement to *The Hill Times* the Liberal government should “stand up” and even disagree with Mr. Trump, adding on international human rights and security issues it has “an obligation to speak out against rhetoric or actions that violate international law or undermine diplomatic efforts.”

“This should be done without exception, whether with Donald Trump [or] Saudi Arabia. Mr. Trudeau cannot pick and choose based on what is more politically convenient—we cannot sell weapons to Saudi Arabia, who is responsible for horrible atrocities in Yemen and massive human rights violations against its own citizens, and then send a tweet in support of refugees after Trump’s Muslim ban without actually taking concrete action,” said Mr. Singh’s statement.

Andrew Scheer’s (Regina-Qu’Appelle, Sask.) spokesperson said the Conservative leader was not available last week or Monday to address emailed questions on Mr. Trudeau’s approach.

It’s possible Mr. Trump will cross a line that will require stronger language from the Canadian government, but those interviewed agreed that hasn’t happened yet. Instead, the Liberals have “enjoyed the unifying nature of anti-Trump sentiment,” said Angus Reid Institute executive director Shachi Kurl.

“There is a fairly dedicated segment... that would like to see our government take very strong stands and die on the hill, if you will, on some of these issues but I think there is a greater level of circumspection... that some of these fights may not be winnable,” she said, noting Canadians are increasingly concerned by the prospect of nuclear war. “Squaring off on someone as volatile as Trump may be counterproductive.”

That could be an example of two narratives emerging, Ms. Kurl said: that of the “moral approach” promoted by the NDP, in contrast to a Liberal government “viewed through the lens of efficacy.”

That latter method hasn’t yet affected public opinion.

“What we don’t have yet is a sense among the Canadian public that this is a government that’s too cozy with the Trump administration—and that was a liability or difficulty particularly with the [Progressive Conservative prime minister Brian] Mulroney government in its dealings with the [Ronald] Reagan government.”

She noted it was a “canny political move” to bring in key Conservatives as NAFTA advisers, like former interim leader Rona Ambrose, Mr. Mulroney, and former cabinet minister James Moore. Observers said the two parties have commonality when it comes to trade. This likely contributes to why Conservatives have been reluctant to offer too much criticism of Mr. Trudeau’s method, in an effort to present a united front to get Canada the best deal.

That, and the fact Conservative supporters are much more likely to support Mr. Trump, noted Mr. Graves.

Through his optimistic, “pragmatic air” Mr. Trudeau has found the “right balance” with the president, said Paul Moen, former adviser to Liberal trade minister Jim Peterson.

That’s evident in the “top-line message” coming from the Prime Minister’s Office, pushing the idea that the countries have much in common, but where there are differences the government won’t “shy away from defending Canada’s interests.”

“He’s threading the needle there,” said Mr. Moen, noting the prime minister leaves the “tough talk” to others in his cabinet, notably Foreign Affairs Minister Chrystia Freeland (University-Rosedale, Ont.).

Though it never mentioned Mr. Trump by name, her June foreign policy speech criticized the president’s nationalist approach. On Monday Mr. Trudeau refused to comment on a memo by former prime minister Stephen Harper telling his consulting firm’s clients Canada is “napping on NAFTA,” leaving the only criticism from his cabinet with Ms. Freeland’s weekend tweet that “Capitulation is not a negotiating strategy.”

Questions posed to the Prime Minister’s Office about Mr. Trudeau’s strategy with Mr. Trump were redirected to Global Affairs.

“Canada’s approach is to be constructive and firm in upholding Canadians’ interests and defending Canadian values,” said Ms. Freeland’s press secretary Adam Austen in an emailed statement. “That applies to the United States as it does to our many other partners and allies around the world.”

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The Intellectual Property Institute of Canada is pleased to announce the election of **Grant Lynds** as its new President

“Our association has a key role to play in advocating for improvements to the intellectual property (IP) system that will help IP professionals, and support the increased use of IP. Given the political and policy environment right now, and the importance being placed on innovation and IP by this government, we have a great opportunity in front of us.” – Grant Lynds

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With second trip to Tehran, feds inch closer to re-establishing diplomatic ties with Iran

The October talks signal progress, but Canada is a long way off from reopening the embassy it closed in 2012.

Continued from page 1

"We are hopeful but there needs to be real action because there are some barriers in the path of re-engagement and we are concerned that with the change in U.S. policy toward Iran with President Donald Trump, it may affect Canada's policy toward Iran as well," said congress president Bijan Ahmadi, adding the main hurdle is Iran's "unconventional" designation under the Canada's State Immunity Act as a country that can be sued and foreign assets seized.

Global Affairs officials made their first visit to Iran in May without any accompanying announcement and five months later quietly did the same. A government source said Canada still needs to "hold Iran to account on a huge number of issues" so Mr. Trudeau's promise to re-engage doesn't necessarily mean Canada should be "rushing" to build an embassy.

The trip to Tehran lasted a few days in mid-October, the source said, attended by a handful of Canadian officials who met with senior officials at the Ministry of Foreign Affairs. On Oct. 16 Iranian news sources first wrote of the "continuation of efforts to re-establish diplomatic relations" and the meeting with Iranian Foreign Ministry Spokesman Bahram Qassemi.

Global Affairs responded to questions in a statement that didn't offer any sense of a timeline, cautioning that Canada continues to "oppose Iran's support for terrorist organizations, its threats toward Israel, its support for the Assad regime, and its ballistic missile program."

"We believe that open and frank dialogue, especially when we disagree, is the best way to effectively address security issues, hold Iran to account on human rights, and advance consular cases," said spokesman Adam Austen by email.

"Engagement is about holding countries to account, advancing Canadian consular cases, and promoting human rights."

He didn't address questions regarding Foreign Affairs Minister Chrystia Freeland's (University-Rosedale, Ont.) discussions with Iran's Foreign Minister Javad Zarif at September's United Nations General Assembly in New York.

Liberal MP Ali Ehsassi (Willowdale, Ont.) said the two countries face "a lengthy list of challenges" and that after the election, relations were "not off to a good start" with the June 2016 arrest of Concordia University professor Homa Hoodfar, who was eventually released after 112 days in Tehran's notorious Evin prison.

That was the same prison where Iranian-Canadian photojournalist Zahra Kazemi snapped pictures, and for that offence was tortured and killed in 2003 by security forces.

Iranian diaspora in Canada left without options, says MP

Mr. Ehsassi's riding is among four in Ontario, according to the Iranian Canadian Congress review of 2011 census numbers, that contain the most people with Iranian heritage. The community represents the

fourth largest immigrant group to arrive in Canada between 2011 and 2016, with 42,070, according to the 2016 census. The census also reported 210,405 identify themselves as having Iranian heritage, a number the ICC says it believes is higher.

And Mr. Ehsassi said they represent the largest diaspora community in Canada that doesn't have access to consular services, creating "a whole host of challenges" for families caught on both sides. Iranians wishing to visit family in Canada must "trek to Istanbul" to try and get a Visa while Canadians in Iran can't get aid.

"They're still exploring technical details to see if we can bridge those differences," said Mr. Ehsassi, adding he thinks the meeting signals the countries are "past the preliminary discussions" to see if "they can iron out their differences" but it "will require some time."

Canada also has significant political and economic interests in the region it should consider, Mr. Ahmadi said.

"Not having dialogue and diplomatic channel with a major power in the Middle East is not a smart policy," he said, adding human rights abuses haven't historically ended relations with other offending nations.

"If we want to make that a variable, a deciding factor in our foreign affairs policy we will have to cut diplomatic relations with several countries."

Former ambassador to Iran, Michel de Salaberry, agreed Canadian presence in Iran is "a sign that things may be moving," but progress to date has likely been slow "for good reason if there's no easy answer."

While Mr. de Salaberry said any government "would be sensitive to the desire" of hundreds of thousands who want ties established, it has to "weigh that against reaction" of Canadians upset by what it would mean for families of victims of the regime and there's no "easy way out of the dilemma."

De Salaberry called the decision to close the embassy in Tehran "the right thing to do" but said severing all ties was the wrong choice and prevented any hope of Canadian impact on the outcome of difficult cases.

"A big nation like Iran is not one you can decide no longer exists... even though the government has committed crimes, that's not a reason to not see it anymore," he said, echoing the same assessment made two years before by Canada's final diplomat to Iran, John Mundy, who could not be reached for comment. "By breaking diplomatic relations we're giving up the possibility of a negotiated outcome."

A Conservative-sponsored Senate bill now in the Upper Chamber at third reading that proposes more non-nuclear sanctions would likely stall any efforts, several said.

In February 2016, Global Affairs announced it was amending some of the sanctions against Iran, "including lifting the broad ban on financial services, imports and exports." All imports to and exports from Iran were banned in 2013. The changes came after Iran complied with a 2015 struck between the country and China, France, Russia, the United Kingdom and the United States to roll back its nuclear program.

Former Canadian diplomat Colin Robertson said he thinks Canada is moving towards re-establishing relations, but it will be "a long waltz not a short tango" toward that conclusion.

"There are trade opportunities as well as geopolitical considerations," he noted by email, and if Canada wants to have influ-



Foreign Affairs Minister Chrystia Freeland met with Iran's Foreign Minister Javad Zarif at the September United Nations General Assembly in New York a few weeks before a Global Affairs delegation traveled to Tehran for Canada's second official visit after severing ties in 2012. *The Hill Times* photo by Andrew Meade

ence, it needs to be there.

"But there are human rights issues that are unresolved and issues around consular cases, dual nationals, child custody that we will want some assurances," Mr. Robertson said. "Should we be there? Yes. Diplomatic

relations are not a *Good Housekeeping* seal of approval but a means of doing business even with noxious regimes. That said, we need to move with care."

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The Hill Times

CIAC WELCOMES ISABELLE DES CHÊNES

The Chemistry Industry Association of Canada (CIAC)

is pleased to announce the appointment of Isabelle Des Chênes as Executive Vice-President. Ms. Des Chênes is an accomplished communications and public affairs executive with over 20 years' experience in communications and stakeholder relations.

"Isabelle is a great addition to an already strong team at CIAC," said Bob Masterson, President and CEO. "Under her leadership, we will 'make great chemistry' as we continue to build a vibrant and trusted chemistry industry in Canada."

Ms. Des Chênes comes to CIAC from the Canadian Medical Protective Association where she was Director of Communications, prior to that she spent a number of years with the Forest Products Association of Canada where she was Vice-President, Market Relations and International Trade.



ISABELLE DES CHÊNES
Executive Vice-President

CIAC is the voice of Canada's \$53 billion chemistry industry and represents more than 50 members and partners across the country. Members of CIAC are signatories to Responsible Care® – the Association's U.N.-recognized sustainability initiative.



**CHEMISTRY INDUSTRY
ASSOCIATION OF CANADA**



Responsible Care®
Our commitment to sustainability.

News Public service

Feds' vague response to committee report will not protect whistleblowers, say critics

Opposition critics pan the 'brush-off' of the Government Operations Committee's report on how to better protect whistleblowers, while Liberals say the government agreed with the committee.

BY EMILY HAWS

Opposition Members of Parliament and advocates are panning the government's response last month to the House Government Operations Committee's report on whistleblower legislation, saying it is too vague and takes no real action to further protect public-servant whistleblowers.

The two-page response by Treasury Board President Scott Brison (Kings-Hants, N.S.) is being called a "brush-off" by Conservative MP Kelly McCauley (Edmonton West, Alta.). NDP MP and committee vice-chair Erin Weir (Regina-Lewvan, Sask.) said the House Government Operations and Estimates Committee's 107-page report had concrete recommendations to which the government did not effectively respond.

Public Sector Integrity Commissioner Joe Friday, whose office aims to handle disclosures of wrongdoing in the public service and help protect whistleblowers, also expressed disappointment in the response, stating he hoped for more substantive change. Government transparency activist Duff Conacher and whistleblower-protection advocate David Hutton aren't getting their hopes up for legislative amendments.

Liberal MPs, including committee vice-chair Yasmin Ratansi (Don Valley East, Ont.) and member Kyle Peterson (Newmarket-Aurora, Ont.), defended the government response, saying it will be taking steps to improve government transparency.

The Public Servants Disclosure Protection Act came into force in 2007. The statutory review of the act was supposed to be every five years, but the Conservative government at the time delayed the first review. Mr. Brison had the committee review the act starting in February. The committee's unanimous report, Strengthening the Protection of the Public Interest within the Public Servants Disclosure Protection Act, was presented to the House in June.

It found public servants lacked confidence in the act to protect them as whistleblowers, notably

due to the potential conflicts of interest of those involved in the internal disclosure process. As well, it said the act does not sufficiently protect whistleblowers from possible impact on their careers or health, and found a mandatory annual reporting mechanism did not ensure the public sector integrity commissioner's office was being effective.

The committee made 15 recommendations, including several changes to the Public Servants Disclosure Protection Act, such as embedding in the legislation confidentiality provisions for witnesses' identities. It also recommended making the public sector integrity commissioner's office responsible for training, education, and oversight of the internal disclosure process.

A key committee recommendation was to reverse the onus in the case of reprisal, meaning a person complaining of reprisal would not have to prove it took place, but rather the onus would be on the employer to prove a reprisal didn't occur.

Lawyer David Yazbeck said it's important because retaliation usually involves circumstantial evidence. He represents Sylvie Therrien, who in 2013 exposed employment insurance "quotas," showing she and her EI fraud investigator colleagues were expected to find up to \$45,000 each in monthly savings. Mr. Yazbeck would not comment directly on Ms. Therrien's case.

"Oftentimes, [retaliation is] done discreetly or indirectly, oftentimes it can be done by more than one person together," he said. "There's no so-called smoking gun."

Mr. Brison's response, tabled in the House Oct. 16, agreed with the committee's opinion that improvements were needed, but it didn't commit to any legislative changes. The response didn't directly address any of the committee's recommendations, though it noted some areas to be addressed.

"We thank the committee for their report, which contained useful recommendations to improve the whistleblowing regime in the federal public sector," Jean-Luc Ferland, a spokesperson for Mr. Brison, said in an emailed statement, adding the Liberals instituted the review.

"We will be taking concrete steps to strengthen the regime to ensure that whistleblowers have the protections they deserve: among them, improved guidance, increased awareness activities and training, and enhanced public reporting."

Unanimous report should prompt government action: Conservative MP

But the government doesn't appear intent on doing anything, said Mr. McCauley, the Conservative critic. He said the report



Liberal MP Yasmin Ratansi, centre, has defended the government's response to a committee report on protecting public-service whistleblowers, which Conservative MP Kelly McCauley, left, and NDP MP Erin Weir, right, said didn't go far enough. *The Hill Times* file photos, and photo courtesy of the House of Commons

was unexpectedly unanimous, and that alone should prompt the government to act on the recommendations.

"We heard various witnesses come forward about how their lives had been destroyed by the bureaucracy for bringing forward items of corruption within the government, mismanagement. And the reward for trying to help out was to have their careers and lives destroyed," he said.

The NDP's Mr. Weir said he wished the response addressed the recommendations in detail, but noted positively that it acknowledges problems in the current whistleblower-protection system. It's possible the government could implement all of the recommendations, he said.

Training people to follow a law that doesn't protect whistleblowers is not going to protect whistleblowers
—Democracy Watch's Duff Conacher

"The letter from Minister Brison talks about better training and improving the process. It's very easy to say those things in the abstract, but our committee put forth a very concrete set of recommendations," he said, adding he's disappointed the government didn't take action on the reversal of onus.

He also said strengthening the act would prove the government is genuinely committed to transparency.

"It's very easy to talk about open government and transparency, but the real test is whether the government will facilitate public servants coming forward with information that might be embarrassing to the government," he said.

Ms. Ratansi said the opposition MPs are criticizing the response because it's their job as the opposition. She questioned why the Conservatives didn't review the act five years in, when they were in power, if they were so concerned about whistleblower protection.

"At least there is progress. And I'm hoping that once the department has a look at it and sees how it can implement it, they will give it a more robust response," she said. "The fact is, they have said 'I agree with the opinion of the committee.'"

She added: "Where do they say it is not a good thing? Who is being brushed off?"

Mr. Peterson echoed the sentiment, saying the response leaves all recommendations open to implementation.

Flawed law must be changed, says Democracy Watch

Mr. Conacher, co-founder of government-transparency group Democracy Watch, said he does not believe the government will take serious action on the whistleblower-protection legislation because Mr. Brison spoke about strengthening the regime, not the act.

"Training people to follow a law that doesn't protect whistleblowers is not going to protect whistleblowers," he said.

He added Canada is behind other countries in whistleblower-protection legislation because of its lack of reverse onus. This sen-

timent was echoed by Mr. Hutton, who said Canada's whistleblower legislation is seen internationally as "the Titanic."

The public sector integrity commissioner's office has a reputation of siding with the government, said Mr. Hutton.

The first commissioner, Christiane Ouimet, received and dismissed 228 complaints during her three-year tenure, finding no wrongdoing, before retiring suddenly in October 2010, partway through her term.

"About 400,000 employees, in a system that spends about \$1-billion a day, and yet she can't find anything wrong at all?" said Mr. Hutton. "It's just absurd."

In 2010, then-auditor general Sheila Fraser found Ms. Ouimet showed bias in evaluating the claims that were made to her office and that she mistreated her own staff, swearing and berating them.

Mr. Hutton said Mr. Friday was Ms. Ouimet's right hand, and therefore he lacks confidence in him.

Mr. Friday was also disappointed with the government response to the committee report. In February, he gave the committee 16 proposals for legislative change. They included reversal of onus of proof for reprisal complainants before the Public Servants Disclosure Protection Tribunal, and more comprehensive remedies for victims of reprisal.

"These are changes that cannot be achieved through administrative practices or procedures; they require a change to the act," said an Oct. 23 press release from Mr. Friday's office.

The office was contacted to discuss Mr. Hutton's statements, but requests were not returned by deadline.

ehaws@hilltimes.com
The Hill Times

Jason Kenney deserves applause for pulling off political feat

However, the new United Conservative Party leader will need to draw upon his deep political skill set, and temper less-savoury traits, to unseat Premier Rachel Notley.



Tim Powers

Plain Speak

OTTAWA—Followers of politics, or even those who study organizational behaviour, can't help but look at what Jason

Kenney has just done in Alberta and be somewhat impressed.

In what seems like a blink of an eye, but was actually a little under two years, the former cabinet minister to Stephen Harper left federal politics, returned home to Alberta, won the leadership of one political party, helped create another one, and then won its top job. Just pause for a moment and let that sink in.

That is a helluva lot of difficult political campaigning and winning in a very short time. Kenney first had to persuade a political institutional party, the Progressive Conservatives of Alberta, that they should elect him so he could disband them. Then with Brian Jean, former leader of the Wil-

drose Party, he had to strike a deal between two warring political factions to come together and create a new united party. That entity, the United Conservative Party, then launched its first leadership race, which Kenney, of course, just won.

To armchair quarterbacks all across the nation, it may have seemed like an obvious and simple task. But in reality it was a Herculean political effort that most politicians would have had trouble pulling off. Truth is, Kenney isn't your typical political actor. He is extremely disciplined when it comes to his trade, he has an almost unmatched work ethic—when he believes in something, he is irrepressible and he learns from his mistakes.

I am not trying to go all fanboy on Jason Kenney but I do hold him in high regard. After knowing him for nearly 20 years, I suppose it's okay to say a few nice things about him. What he has just accomplished in Alberta does deserve applauding.

There are no guarantees that Kenney will beat current NDP Premier Rachel Notley in the 2019 Alberta election. He, of all people, won't be underestimating her despite the rallying cries he makes to his own troops. He isn't blind to the changing nature of political currents in cities like Calgary and Edmonton. He likely is studying that feverishly at the moment.

He will know the manner in which he sometimes expresses his own personal religious convictions will cause some people discomfort and could serve as a focal point for attack. His recent involvement in the debate around curriculum used in Alberta's Catholic schools and the fact they don't acknowledge the legitimacy of same-sex marriage, something Kenney said was up to the schools to determine, will make some Alberta voters squirm. His position made me a bit nauseous, but I don't vote there.

Yet in nearly two decades in federal politics, Kenney always found a way to win and succeed without imposing his beliefs on others. In fact, among many communities across the country he was seen as a guy who listened to them, understood their perspective, and brought it to the cabinet table. He was jokingly called the Minister of Curry in a Hurry for his ability to be at multiple diverse community events in one day.

On camera and occasionally in public, Kenney can come across as smarmy or saucy. He does enjoy a good verbal dust up along with the smash-mouth element of politics. He'll have to work on that a bit as he develops as a leader. Party leaders shouldn't be perpetual pit bulls or always try to showcase themselves as the smartest person in the room. But Kenney does have self-awareness, and that should help modify some of these tendencies.

Two of Kenney's great strengths that don't get enough attention and will help him in the next stage of his journey are his humour and the fact he is genuinely kind. Kenney likes to laugh and is self-effacing. Any politician who has those abilities can find equilibrium, which is vital for good judgment.

His ability to do decent, legitimate personal things for people means he engenders a fierce loyalty towards him from many. It is almost a Mulroney-esque skill that helps yield legions of individuals who will run through walls for you. If he is going to become premier of Alberta and succeed in bringing about change, he will need many helping hands.

Jason Kenney is not perfect, but he is a damn fine skilled politician. Alberta has just had a first-hand reminder of that.

Tim Powers is vice-chairman of *Summa Strategies* and managing director of *Abacus Data*. He is a former adviser to Conservative political leaders.

The Hill Times



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Editorial

Government ought to be more transparent about ambassadors' wildly different pay

The Trudeau government ought to be more transparent about how it chooses what to pay its top diplomats and other top-level officials.

Last week, we reported that Canada's incoming ambassador to France, former Quebec businessperson Isabelle Hudon, is set to make up to \$119,400 more than a career diplomat would earn for the same posting.

A Sept. 29 cabinet order places her salary range between \$247,900 and \$291,600, while a person in the public service assigned to head the Paris post would make \$172,200 to \$202,500.

She's set to make more than her predecessor, former Conservative foreign minister Lawrence Cannon, was making, even after five years on the job (between \$192,600 and \$226,500, as of April 1). And she'll make more than two former senior Liberal ministers, Stéphane Dion and John McCallum, who are now making between \$214,200 and \$252,000 as ambassadors to Germany and China, respectively.

What accounts for this difference?

It could be because the government feels it needs to pay people from the private sector more to attract them into the public service. That was the line government officials used this past summer when they were taking heat for the hiring of Rana Sarkar, a former Liberal candidate who is friends with Mr. Trudeau's senior adviser Gerald Butts, as Canada's consul general to San Francisco. *The Globe and Mail* first reported his pay rate was almost double the official salary scale, at nearly \$260,300 at the top end.

"It is routine for individuals from both the private sector and public sector to be compensated above the minimum, based on their qualifications and expertise," said spokesperson Cameron Ahmad by email in relation to Ms. Hudon's salary. "This practice also regularly occurred under the previous government."

He's right about that last part. But that still doesn't explain the big range in pay of Canadian ambassadors. While some may get in the low \$100,000s, Canada's high commissioner to Britain, Janice Charette, makes up to \$326,500.

Privy Council Office spokesperson Stéphane Shank said cabinet has the discretion to fix pay and, in the case of non-career diplomats, "gives consideration to the classified level of the position (if applicable), the priorities of the government, and the particular skills and experience of the proposed appointee."

Without all the inside information government has to come to a decision, it's hard to say whether someone's pay is or isn't justified, said political science professor Lori Turnbull.

"There's a total lack of transparency around this stuff and so we're trying to figure it out from the outside," she said.

The government ought to be more transparent about ambassadorial pay, without compromising privacy concerns or the hiring process. Proactively disclosing the ranges for various posts, for instance, and the pay ranges associated with non-career diplomats versus career public servants is at least a start.

Letters to the Editor

Liberals supporting the RCMP with new funding

Re: "Canada's law enforcement and security services are in crisis," (*The Hill Times*, Oct. 30, p. 13). I'm writing to correct the inaccurate statements NDP MP Wayne Stetski made in *The Hill Times* with respect to the changes underway at the RCMP.

It is a time of change at the force. Our government is working to modernize the RCMP to deal effectively with its long-term challenges and ensure a healthy workplace for all its members—which will help ensure that they are as effective as possible at protecting the public.

To that end, our government:

- is selecting a new RCMP commissioner to lead change within the force;
- passed legislation to advance the Charter-protected rights of RCMP members to bargain collectively;
- has increased RCMP pay so that total compensation, including pensions and benefits, is in line with eight police forces covering 90 per cent of the Canadian population;
- provided \$100-million in new funding in the fall economic statement for frontline operations;
- provided additional integrity funding for temporary support and launched an integrity review after Stephen Harper's government cut over half a billion dollars from the force;

- supports the continued implementation of the recommendations of the MacNeil Report on public and officer safety, of which 56 of 64 have already been implemented;

- supports the continued increase in graduations of new officers at RCMP Depot, which is graduating 36 troops this year (a troop is 32 cadets), more than it has in years;

- is carefully reviewing the recommendations of two reports we initiated on harassment; and

- provided \$100-million to compensate women who experienced harassment in the force.

With regards to the Parliamentary Protective Service's labour dispute, that is a responsibility of an all-party parliamentary board of which the NDP is a part, not the government, as was claimed by Mr. Stetski.

The RCMP has a fundamental role in our safety and security and we are committed to ensuring its members have the tools they need to achieve their mission. Canadians rightly expect the force to meet a standard that befits their reputation as a Canadian icon and one of the finest police forces in the world.

Mark Holland
 Parliamentary Secretary for
 Public Safety
 Member of Parliament for Ajax, Ont.

Canada should support Taiwan's inclusion in climate change meeting

The 23rd session of the Conference of the Parties (COP23) to the United Nations Framework Convention on Climate Change (UNFCCC) is coming up. From Nov. 6 to 17, the signatories to the Kyoto Protocol will meet in Bonn, Germany, to discuss greenhouse gas reduction in the world.

In his speech to the UN General Assembly earlier this year, Prime Minister Justin Trudeau described Canada's commitment to addressing climate change as "unwavering."

The Canadian government has demonstrated its leadership in addressing this critical international issue. Besides putting a tax on carbon pollution, it is also investing in transportation, wastewater, and electricity systems at the community level.

In the meantime, the 23 million people of Taiwan will once again be absent from these talks. Excluded from the United Nations in 1971, Taiwan does not have the opportunity of signing treaties or participating in international forums.

However, Taiwan has voluntarily taken exemplary steps to fight climate change. Its recently released voluntary national review on the implementation of the UN

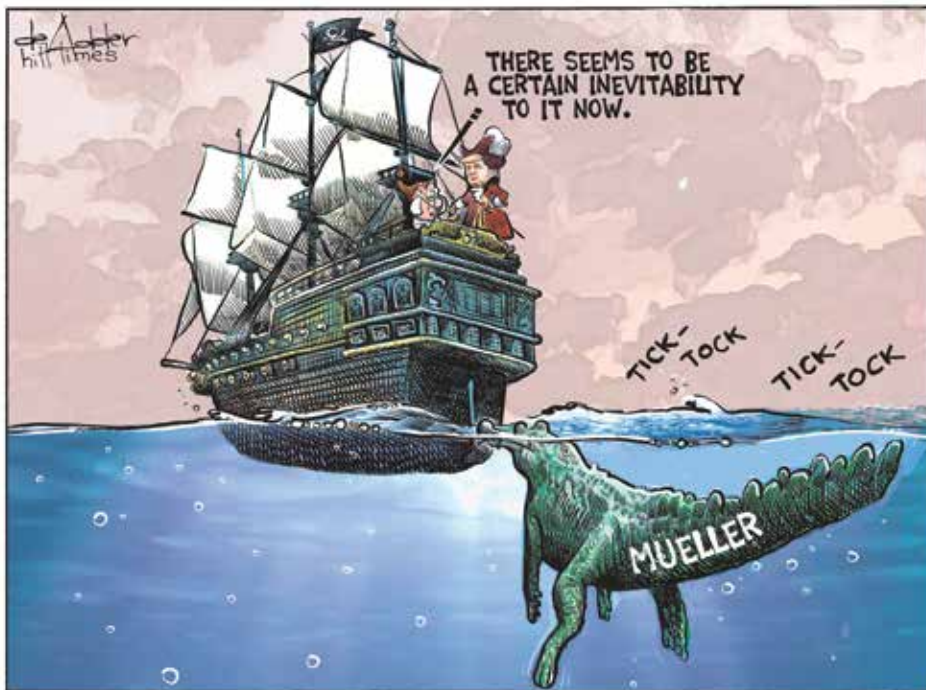
Sustainable Development Goals has given top priority to climate change adaption and mitigation. It has enacted legislation to cut greenhouse gas emissions to pre-2005 levels by 2050.

Taiwan has much to offer the UNFCCC. It has developed green technologies for reducing greenhouse gases that can be shared with the world, including Canada. It has undertaken numerous cooperative climate change management projects with developing countries.

As a respected member of the UNFCCC, Canada is in a strong position to support Taiwan's participation.

By calling for Taiwan's participation, Canada will take its leadership on this important issue to a higher level. Indeed, Taiwan's participation is a matter of justice and human rights—principles that Canada has always championed in international forums.

Chung-chen Kung
 Representative
 Taipei Economic and Cultural Office in
 Canada
 Ottawa, Ont.



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Comment

No denying Canada's monuments to Nazi collaborators

Some Ukrainian-Canadian community members dismiss this as fake news spread by Russia. The problem with the simplistic 'blame Russia' excuse is that it does not change history.



Scott Taylor

Inside Defence

OTTAWA—A story last week in the *National Post* revealed the disturbing fact that there are actually monuments in Canada that glorify Second World War Nazi collaborators. There is no denying the truth of these allegations, as they were accompanied by photographs of offending statues.

One is in Oakville, Ont., and it is dedicated to all those who

served with the 14th Waffen SS Galizien Division. A second, located in Edmonton, Alta., honours Roman Shukhevych, the wartime leader of the Ukrainian Insurgent Army.

The original source of these revelations was a tweet from the Russian Embassy in Ottawa. This led to an immediate response from the Canadian-Ukrainian community denouncing the Russians for attempting to incite divisiveness in Canada with "fake news."

We saw a similar response back in March when it was first reported that Foreign Affairs Minister Chrystia Freeland's maternal grandfather, Michael Chomiak, was a Nazi collaborator during the Second World War. Instead of admitting that this was true, Freeland attempted to portray herself as a victim of Russian disinformation.

The problem with the simplistic "blame Russia" excuse is that it does not change history.

Freeland's grandfather was indeed a Nazi collaborator. He was the editor of a Ukrainian-language newspaper that published anti-Semitic rants and hailed the formation of the 14th Waffen SS Galizien Division. This is the same unit that is immortalized and honoured by the statue in Oakville.

Despite the chorus of Ukrainian apologists who claim otherwise, members of the 14th Waffen SS Galizien Division were no Boy Scouts. Notorious SS General Jürgen Stroop advised on the

formation of the division. Stroop is perhaps best known for his annihilation of the Jewish ghetto in Warsaw.

Following Stroop's example, the Galizien Division was involved in the punitive destruction of the Polish village of Huta Pieniacka in 1944. Men, women, and children were executed in cold blood. One surviving witness described how children were killed by having their heads smashed against trees. The crime committed by the residents of Huta Pieniacka was that they had been harbouring Jews.

The gory details of the 14th Waffen SS Galizien Division's atrocities are catalogued in the book *Hitler's Foreign Executioners: Europe's Dirty Secrets*, written by award-winning historian Christopher Hale.

Then there is the controversy about the true nature of Shukhevych, the Ukrainian wartime leader who is immortalized with a statue in Edmonton. To many Ukrainians, Shukhevych is a hero who only fought alongside the Germans initially as a matter of practicality while in pursuit of an independent Ukraine. When the Nazi fortunes were reversed and the Soviets were again advancing into Ukrainian territory, Shukhevych did indeed turn the guns of the Ukrainian Insurgent Army on his erstwhile German allies.

However, there remains the sticky issue of Shukhevych's role in the 1941 massacre of Ukrainian Jews in Lviv. At this



Members of the Nachtigall Battalion, pictured, commanded by Roman Shukhevych, are alleged to have been involved in the killing of between 4,000 and 6,000 Jews in Lviv in 1941. A bust of Mr. Shukhevych stands in Edmonton, Alta. Photograph courtesy of Wikimedia Commons

juncture, Shukhevych was commanding a militia unit that he called the Nachtigall Battalion. Shukhevych's band of eager volunteers, working alongside German military troops, was responsible for the murder of between 4,000 and 6,000 Jews.

Even if Shukhevych and his men later fought against the Germans, this cannot possibly exonerate him from his role in the Holocaust.

While the Canadian government may wish to show absolute solidarity with Ukraine during this current crisis with Russia, we cannot do so by rewriting history.

Freeland's grandfather was a Nazi collaborator.

Shukhevych is a mass murderer and perpetrator of the Holo-

caust, even if he later presented himself as a simple patriot.

The 14th Waffen SS Galizien Division was not a "national liberation army" as Ukrainian apologists for the unit would have us believe. According to author Hale, "Both the formation and the conduct of the 'Galizien' reflect its origins in the German plan for mass murder."

Selectively denying any aspect of the Holocaust is still denial.

It is not fake news if it is true, and the Russians couldn't use the existence of Nazi monuments to embarrass Canada if such tributes did not actually exist. And they do.

Scott Taylor is editor and publisher of *Esprit de Corps* magazine. *The Hill Times*

Making up for lost time in a brave new world

The migration of political thought and activity to unregulated cyberspace has done more to entrench authoritarian regimes than to empower democratic forces.



Lisa Van Dusen

What Fresh Hell

One of the peculiarities of living in the post-internet age is that we really don't spend a lot of time talking about the peculiarities of living in the post-internet age.

Nostalgia, like so many things, isn't what it used to be. To dwell these days on the obliterated value of privacy or the manifold psychosocial benefits of personal boundaries can smack of the sort of "in-my-day"-ism that pines for a time when live cats could be mailed through pneumatic tubes and presidents openly abhorred Nazism.

As a member of a demographic cohort for whom adult life has straddled pre- and post-internet reality and whose own personal and professional existence has been enormously altered by digital innovation, I spend a lot of time contemplating the before and after.

Two short, epic decades ago, I was still filing columns by fax and cursing a laptop the size and weight of a second-generation toaster oven (I know this because I once hurled it, like a shot put, across my suburban Washington

lawn) for regularly, irretrievably sucking hundreds of words into a black hole on deadline.

Today, I'm writing this one on a MacBook that holds the whole world in the weight of a human brain. (I know that because I Googled how much a MacBook Air weighs and then I Googled what else weighs three pounds, and the human brain seemed a better analogy than a can of Crisco. Screw privacy—this is brilliant.) I'm listening to Mary J. Blige on a streaming service that fills my soul with what I consider an existential necessity and uses an algorithm to customize my preferences. For nothing. (Screw privacy and intellectual property—this is awesome.)

Ten years after email, I covered a U.S. presidential campaign in which politics was transformed by the previously imponderable (in a good way—remember what that was like?) unifying and mobilizing properties of the internet in general and social media in particular. Since then, the mass migration of political thought and

activity to unregulated cyberspace has done more to entrench thuggish, authoritarian regimes worldwide than to empower democratic forces that would expand freedom, justice, and peace.

I don't think it's overly sentimental or partisan to say that the pre-fake news, pre-post-truth America of 2008 and 2009 was the more authentic version, and that the corrupted, bollocks-addled, chaos-afflicted rendition we've been witnessing recently is something else altogether.

The notion that the Fourth Industrial Revolution and the unprecedented power its technology represented wouldn't be hijacked by interests with proprietary knowledge of its possibilities and the means to direct and dominate them now seems as quaint as the distant static of an AOL dial-up connection. (You can listen to that in the Museum of Endangered Sounds, along with a White House press secretary telling the truth and a journalist signing mortgage papers.)

That they've prevailed to the point of fictionalizing history to

rationalize otherwise implausible outcomes may have surprised even them. As a humanist, I prefer to see their success not as a testament to our gullibility but as proof of our capacity for sometimes catastrophically misplaced optimism and goodwill.

The late—remarkably prescient—cultural critic Neil Postman warned in 1998 against new technologies achieving a mythic status that would place them beyond public modification or control. In his seminal speech *Five Things We Need to Know About Technological Change*, Postman cautioned of technology that, "its capacity for good or evil rests entirely on human awareness of what it does for us and to us."

It seems we have some lost time to make up for.

Lisa Van Dusen is associate editor of *Policy Magazine*. She was Washington bureau chief for *Sun Media*, a writer for *Peter Jennings* at ABC News, and an editor at *AP* in New York and *UPI* in Washington.

The Hill Times

Comment

Speaking truth to power serves the greater good

The poor development of a product, policy, or appointment is often simply because someone did not say 'no' to the person in charge. The finance minister's recent stumblings seem to be a case in point.



Andrew Caddell

With All Due Respect

The Abominable "No" Man.

That is what a journalist friend called me when I worked as press secretary to the solicitor general in the 1980s, mainly because I was reluctant to provide easy access to journalists when things went wrong; and with responsibility for prisons, the RCMP, and the parole board, a lot could go wrong, and sometimes did.

I was not afraid to say "no" when it was required. At one meeting of senior officials, a group of 20 responded "Yes, minister" to a question on a proposed policy, until I said "No." Asked why, I pointed out the policy did not align with general government direction, had not been fully tested, and was politically delicate. The minister paused, and said "I agree with Andrew." Then came a chorus of 20 voices, one at a time, saying "I agree with Andrew."

Woody Allen once contemplated writing a movie scenario of a planet populated solely by bureaucrats. In their language there was no expression for "yes" or "no," as these aliens would simply say "I will get back to you on that." So it seems to be the case in Ottawa.

Growing up in Montreal, I always seemed to get in scraps with teachers or on the street for speaking my mind or sticking up for a friend. I had no compunction about saying "yes" or "no."

While there are undoubtedly brilliant administrators in government, many lack the kind of contrarian impulses that are bred in some of the tougher places in this country. And many climb the greasy pole with the knowledge that saying the wrong thing to someone in authority means their opportunities for advancement, or capacity to pay a large mortgage could be limited. They might want to remember Junius' comment (printed daily in the *Globe and Mail*) that the "The subject who is truly loyal to the chief magistrate will neither advise nor submit to arbitrary measures."

Two recent stories in the news are cautionary tales. The first concerns Finance Minister Bill Morneau; the second, the World Health Organization nomination of Robert Mugabe.

Morneau's recent contortions on small-business taxes, his lack of a blind trust, and his social commentary on the role of journalists have not improved his public credibility. Finance apparently offered the small-business tax changes to his predecessors and they wisely refused them. Morneau's advisers must have thought they seemed like a good idea at the time.

However, it seems doubtful no one among his close confidants did not know about his financial arrangements. It also seems doubtful he would not have privately shared his comments about journalists with his aides. If only one person had said "Have you considered the implications of this?" or very forcefully set out a worst-case scenario, I doubt the events of the last weeks would have played out.

In the same light, the WHO decision to make Robert Mugabe a goodwill ambassador was not unlike an experience I had while working there in the late 1990s. The director general, Hiroshi Nakajima, was preparing to go to Iraq to investigate the pharmaceuticals side of the "oil for food" agreement between Saddam Hussein and the UN. (It was found

later that the drugs were in short supply because the Iraqi army was hoarding them or selling them on the black market.)

The press release and briefing notes had been drafted by an adviser who was Iraqi and a former member of Hussein's inner circle. The information was extremely biased, and denounced the Americans for denying women and children pharmaceuticals. It was to be approved prior to the departure of the DG, whose visit was organized by the Iraqi government as a propaganda coup.

At a meeting with senior officials, I offered that not only was the information incorrect, but it was bad form to offer a denunciation before actually inspecting the delivery of drugs, and in passing I suggested insulting the largest donor to the WHO (the United States) might not be politically wise. While this infuriated the Iraqi WHO adviser, Nakajima relented, and a less condemnatory release was issued.

The announcement of one of the world's great villains (Mugabe) as a goodwill ambassador appears similar. Someone too close to Mugabe likely decided to convince the new director general (an African, Dr. Tedros Adhanom Ghebreyesus) that this made sense. And no one offered a contradictory word. The resulting PR catastrophe could have been predicted.

Many people in large organizations talk a good game about "speaking truth to power." But whether in the private sector, public sector, or internationally, the poor development of a product, policy, or appointment is often simply because someone did not say "no" to the person in charge.

Andrew Caddell retired July 11 from *Global Affairs Canada*, where he was a senior policy adviser. He previously worked as a broadcast reporter and as an adviser to Liberal governments in Ottawa, St. John's, and elsewhere. He can be reached at pipson52@hotmail.com.
The Hill Times

Comment

Liberals may find themselves vulnerable from right and left by 2019

A strong economy will probably give Justin Trudeau momentum heading into the next election but it could be hard to carve out enough middle ground to win again.



Les Whittington

Need to Know

OTTAWA—Justin Trudeau's enemies were beside themselves with derision back in 2014 when he said "the budget will balance itself."

The full quote, ignored by the critics, was, "If you grow the economy," the budget will take care of deficits on its own.

Trudeau, as we see now, was correct. The annual federal budget shortfall is declining much faster than expected as tax revenues increase as a result of economic growth that is set to make it tops among G7 countries.

The extra cash has allowed Finance Minister Bill Morneau to improve the government's fiscal projections while at the same time increasing spending (though not until eight months from now) on the Canada Child Benefit and (in 2019) on the Working Income Tax Benefit. Improving the latter is highly important and overdue.

For their part, the Conservatives continue to criticize the government for not reducing the annual budget deficit more rapidly. Party leader Andrew Scheer regarded it as "terrible news" that Morneau's fiscal update contained no future target for

balancing the books. We'll be hearing this from now until voting day in 2019.

But more federal outlays—even at the cost of blowing past the deficit numbers promised in the 2015 election campaign—have over the past two years been crucial in helping the Liberals boost the economy out of its long period of under-performance.

Given that economic conditions usually outweigh other considerations for voters, success on this front is a big plus for Trudeau as he contemplates the political damage his party is beginning to accumulate on other files.

But while GDP growth projections sound pretty good—3.1 per cent this year and 2.1 per cent in 2018—it remains to be seen whether the economy will be as much of a strong suit for the Liberals in two years as it appears now.

While the unemployment rate is expected to show a welcome improvement over the next few years, dipping well below seven per cent, employment income is not keeping pace. The Bank of Canada says wages are below average for this stage of a recovery and expresses concerns about the low labour-force participation rate among youth.

Indeed, the trend toward precarious, low-paying employment is a factor in a picture that is increasingly grim for many Canadians. The working poor make up a large percentage of those considered to be living in poverty, more than 830,000 people use food banks monthly, and wealth inequality is as pronounced as ever. Meanwhile, Canada has become dangerously dependent on real estate to drive the economy. And business investment, essential to robust economic growth, remains iffy despite an improved record this past year.

Real estate has begun to slow as a result of government measures to tighten mortgage lending. Without a compensating uptick in industrial activity, this could take



The fiscal update presented last month by Finance Minister Bill Morneau, contained no future target for balancing the books. *The Hill Times* photograph by Andrew Meade

a lot of the wind out of the economy's sails. And a disruption of NAFTA could produce incalculable setbacks for the economy in the next few years.

At the same time, Morneau has found that trying to rebalance the socio-economic scale by chipping away at the tax benefits enjoyed by farmers, doctors, small businesses, and the wealthy is a lot harder than it might seem. They feel entitled to their entitlements, you could say.

So, even if real estate remains fairly strong and NAFTA somehow survives, the Liberals can expect to be accused by the NDP in the next election of failing average Canadians—of not doing enough to help low-income earners or foster wider-based economic well-being.

A strong economy will probably give Trudeau momentum in 2019 but, the way things are going, it could be hard to carve out sufficient middle ground to win again.

Les Whittington is an Ottawa journalist and a regular contributor to *The Hill Times*.
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Wave energy could one day eliminate dependency on diesel for power in remote communities. Dr. Brad Buckham's West Coast Wave Initiative, in partnership with the Barkley Project Group, Hesquiaht First Nation and public and private sector collaborators, is discovering how wave energy technologies can integrate within a hydro-diesel energy system to cut emissions and foster community growth.

Unions file complaints, want Treasury Board to pay up for not acting on new contracts on time

PIPSC and PSAC are asking the Labour Relations Board to order the government to pay damages to up to 130,000 public servants who may not have been paid what they're due from new contracts by agreed-upon deadlines.

Continued from page 1

They said the Treasury Board admitted in a meeting last week it would not meet deadlines for at least six bargaining units' from the two unions.

The unions are asking the Federal Public Sector Labour Relations and Employment Board to order the Treasury Board to pay damages to those affected, and to take all necessary steps to immediately implement the terms of the agreements.

Meanwhile, PSAC continues to pressure the government for more compensation advisers to fix the Phoenix backlog, and is working on a joint proposal with other unions to ask the government for damages related to Phoenix.

Though work on the new pay system began under the previous Conservative government, the Liberals launched it in February 2016. It was supposed to consolidate the payroll of over 300,000 public service employees, but instead it has left many of them overpaid, underpaid, or not paid at all. Radio-Canada recently reported that as of Aug. 8 nearly half of the 313,734 federal public servants paid through Phoenix had been waiting at least a month to have their complaints dealt with.

Feds failing to make retroactive payments: unions

Public Services and Procurement Minister Carla Qualtrough

(Delta, B.C.) said last month payroll problems were expected to worsen because of the implementation of 20 collective agreements, with seven more to come. When the Liberals won the 2015 election, all 27 of the core federal public service collective agreements for public servants employed by the Treasury Board had expired.

Most unions have recently hammered out new contracts, but acting on those new contracts often involves retroactive pay and signing bonuses.

In some cases, compensation advisers must retrieve data from an old pay system, a time-consuming process that has added to the already-backlogged Phoenix pay system.

Jean-Luc Ferland, a spokesperson for Treasury Board President Scott Brison (Kings-Hants, N.S.), said the government would continue to make implementing the agreements a priority.

"Not all collective agreements have or will be fully implemented within the agreed-upon timelines. Every effort is being made to process these outstanding payments as quickly as possible," he said by email on Oct. 31.

The employer normally has a minimum of 90 days to implement a collective agreement after it is signed, according to the Federal Public Sector Labour Relations Act. Mr. Aylward said PSAC and the Treasury Board negotiated 150 days this time because they both knew the Phoenix pay system was already under stress, and the changes resulting from putting in place these new contracts would cause further strain.

The Treasury Board will officially miss the deadline for four PSAC collective agreement implementations on Nov. 11. Usually unions cannot file complaints until the deadline has passed, however PSAC said it is possible this time because the Treasury Board admitted it wouldn't make the deadline.

Within PSAC, federal educators and librarians, administrators, and maintenance workers are affected, as well as technical workers—those who create maps, inspect cameras, or write machinery manuals. This means these people haven't received all

the pay-rate changes promised to them in their new contracts.

Mr. Aylward is looking for financial compensation for more than 100,000 members, although the specific amount is not defined, and depends on when the contracts are fully put in place. The union's complaint argues the Federal Public Sector Labour Relations Act was breached.

Because the Treasury Board has admitted it would not make the deadline, Mr. Aylward hopes the complaint will be resolved soon, with the board declaring the act has been breached.

"Our members want their proper pay and they want their retroactive pay as well," he said.

Collective agreements usually span four years from the last time it expired—in this case, most expired in 2014—and must be retroactively implemented.

The number of pay changes waiting to be processed grew from 237,000 on Aug. 23 to 257,000 as of Sept. 20, according to the government's monthly update on how it's dealing with the backlog. This is due to the focus on implementing collective agreements, which has proven more complex and time consuming than initially anticipated, the government has said.

To deal put in place the new contract, the government has had to nearly triple the number of compensation advisers dedicated to collective agreements.

PIPSC is about to file two more policy grievances due to missed collective agreement implementation deadlines for its Computer Systems Administrators unit, due Wednesday, and their Health Services unit, due Friday.

Whereas PSAC's complaint argues the labour relations act has been breached, a policy grievance argues a contract has been breached. After a policy grievance is filed and the employer responds, the parties generally negotiate to see if they can work out compensation. A party may request the process goes to adjudication, where a hearing is set and heard by the labour relations board. The board resolves the matter.

Emily Watkins, PIPSC special assistant to Ms. Daviau, said they weren't yet sure on an exact date they were filing the grievances,

but it would be after Thursday.

On Oct. 2, PIPSC filed two policy grievances regarding their Audit, Commerce and Purchasing group—employees responsible for running external auditing programs and activities dealing with purchasing and supply in the public service—and the Applied Science and Patent Examination group—applied scientists, such as biologists, or chemists, as well as Canadian patent regulators. The Treasury Board had 90 and 120 days to implement the agreements that were signed on April 28 and May 15, respectively. As well, the union filed a third policy grievance on Oct. 20 regarding the missed implementation deadline of a contract for federal researchers. Ms. Watkins said PIPSC has not heard back from the Treasury Board on any of the grievances.

The five agreements cover approximately 30,000 employees, said Ms.

Watkins in an emailed statement, adding they "don't know how many of these members are directly impacted—in that they are not in receipt of their [retroactive] pay or received the correct amount."

PSAC drafting proposal to seek Phoenix damages

In April, Prime Minister Justin Trudeau (Papineau, Que.) announced a working group of ministers, headed by Public Safety Minister Ralph Goodale (Regina-Wascana, Sask.) to solve Phoenix. The group meets weekly, according to PIPSC media relations.

Last month, consultants released a report on the "lessons learned," stating the government underestimated the complexity of the pay transformation project. Last week, the Senate started down the road of ditching

Phoenix. It posted a request for proposals on the government's procurement website seeking a company to "assume responsibility for payroll processing...for all the employees of the Senate of Canada." So far there are two interested suppliers.

As well last week, the fall fiscal update showed the government budgeted an additional \$93-million to be spent on Phoenix this fiscal year, and another \$6-million per year in each year until the 2022-23 fiscal year. This funding was not included in the 2017 budget, but has been previously announced, according to Mr. Aylward.

PSAC is continuing to pressure the government to increase the number of pay advisers, said Mr. Aylward, to clear up the backlog.

Jean-François Létourneau, a Public Services and Procurement Canada spokesperson, said that since April the government has

hired 380 employees to resolve pay issues and recruitment is ongoing.

PSAC is putting together a joint proposal with other unions to request the government pay damages

to Phoenix-affected employees. It will be proposed to the government in mid-November, he said, but could not give details on how much or what kind of compensation they were looking for. PSAC could not name any other unions involved.

"It's absolutely atrocious when the week before pay week you don't even know if you're going to get paid properly or not," he said, emphasizing the mental anguish. "That's a tremendous amount of stress on anybody and especially when you work for the government of Canada it is totally unacceptable."

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Hundreds of public servants gathered outside the Prime Minister's Office on Oct. 12 to show their unhappiness with the government's handling of the Phoenix payroll system issues. *The Hill Times* photograph by Andrew Meade



Public Safety Minister Ralph Goodale heads a group of ministers working to solve the Phoenix pay system issues. *The Hill Times* file photograph

Right-wing provocateurs' effect on democracy hard to ignore

Keeping a critical eye on the news we consume, and staying aware of implicit bias, will keep those who don't subscribe to the ideal of ideological objectivity from effectively infiltrating mainstream news.



Jenn Jefferys

Millennial Suffragette

Just as your left-wing friends probably gravitate to the Broadbent Institute-founded *PressProgress*, right-wingers tend to clamour for right-wing propaganda. Research has shown that consuming certain media affects how we see others and how we see ourselves, even if we don't realize it—which is known as implicit or unconscious bias.

This could explain why Andrew Scheer infamously tapped former Rebel Media director Hamish Marshall to help him clinch the Tory leadership earlier this year. This could also explain why Scheer has, apparently, already gone ahead and hired this same Rebel exec again to help run his 2019 federal election campaign.

Ezra Levant's Rebel Media news network is advertised as "a fearless source of news, opinion, and activism." In addition to showing up at contentious scrums and protests around the world, *The Rebel* has been caught plagiarizing, peddling extreme sexism, denying climate change, and engaging in acts of white supremacy, anti-Semitism, and Islamophobic speech.

How does this sort of dangerous propaganda somehow still exist in modern-day Canada, you might ask? According to the *National Post*, *The Rebel* relies on "a steady stream of outrageous content to drive fear and push participation," and under Levant, "The Rebel has become a global platform for an extreme anti-Muslim ideology known as counter-jihad."

The Rebel has contributed to the rise of the "citizen journalist," or "guerrilla journalism," seen in Canada and around the world—which is essentially defined as anybody with a cell phone and digital camera who successfully documents and disseminates a public event. With the rise of citizen journalism, ideological objectivity is rapidly eroding, as has respect for and trust in the independent fourth estate as a vital pillar of any healthy democracy.

During a recent interview on TVO's *The Agenda*, host Steve Paikin asked Conservative leader Andrew Scheer about his controversial Rebel ties. As he's been doing a lot lately, Scheer quickly sought to distance himself from *The Rebel*, claiming



Hamish Marshall, a former Rebel Media director, has been tapped by Conservative Leader Andrew Scheer to head the party's 2019 election efforts. Photograph courtesy of Andrew Scheer's leadership campaign, *The Hill Times* photograph by Andrew Meade

he is standing by his decision to no longer grant Ezra Levant any interviews "unless their editorial process changes."

As Democratic Institutions Minister Karina Gould was right to underscore at Facebook's recent launch of its Canadian election integrity initiative, "fake news" stemming from politically charged and biased reporting has become a serious problem. Gould described what has come to be known as the "filter bubble" by which social media's internal algorithms filter the news we see based on our search-engine and click history, ultimately driving us into digital echo chambers of our own making.

As news aggregators, Facebook, Google, and Twitter claim that they're taking steps to prevent the spread of fake news. But clearly, as recent headlines would suggest, these networks leave much to be desired.

In April, Facebook finally publicly acknowledged that governments seeking to manipulate public opinion in other countries had exploited its platform, including during the presidential elections in the United States and France. Facebook is actually presenting testimony this week to a U.S. Senate committee, after two Trump aides were indicted as part of an inquiry into election interference during the 2016 American vote. Twitter and Google are also set to testify.

Pushing back against fake news certainly isn't easy, and there doesn't seem to be any one obvious solution to the problem. Still, organizations like MediaSmarts (Canada's centre for digital and media literacy) have produced a number of helpful education tools and led public awareness campaigns to counteract spreading false information and warn young Canadians about the risks associated with fake news. The Canadian Teachers' Federation has also encouraged the incorporation of media literacy across secondary school curriculums and has had a bit of success.

Entirely digital news publisher *National Observer* (for which I occasionally write) has won several awards recently for its fantastic independent reporting, and is currently producing a special report on the state of journalism in Canada and beyond.

Dramatic provocateurs are tough to ignore. They're effectively infiltrating our radio waves, our news feeds, and even our political campaigns. The best we can do is stay critical.

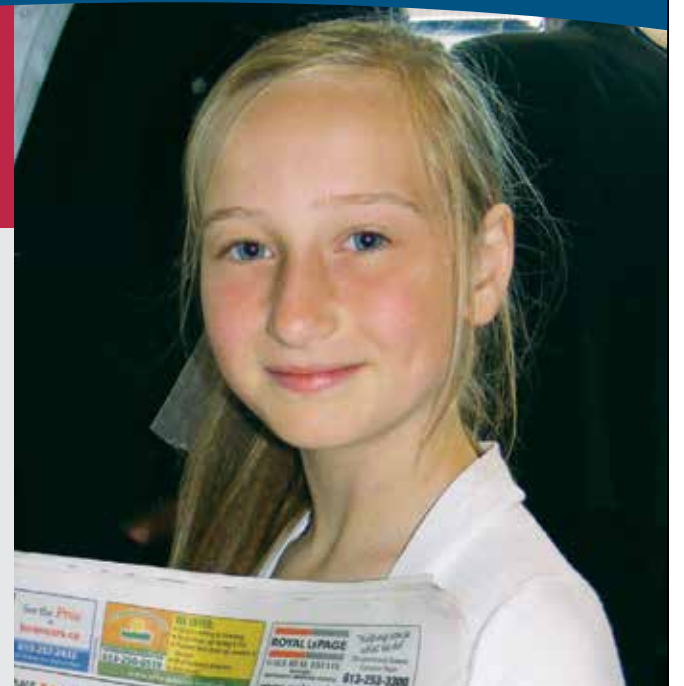
Jenn Jefferys is a freelance writer and political commentator who has advised federal and Indigenous politicians and worked in digital communications for the NDP during the 2015 federal election. Follow her @jennjefferys.

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News Race & Politics: Second in a Two-Part Series

Scapegoated, held to a higher standard, but proud: how visible-minority MPs feel about carrying the mantle of race

As the visible-minority population grows in Canada, federal representatives say it's important to bring those perspectives into the House of Commons.

Continued from page 1

When you compare that figure to the 15 per cent of visible-minority Canadian citizens who were actually eligible to vote and run for office in 2015, "it's also near representation," said Erin Tolley, a University of Toronto assistant professor of political science. But the nuance comes in the details, she said.

"I wouldn't call it a situation of numerical underrepresentation for visible minorities in the aggregate," Prof. Tolley said, but when you break it down further, some groups, have higher levels of political representation than others.

For example, Black Canadians currently make up slightly more than 15 per cent of Canada's visible-minority population, and nearly 3.5 per cent of the country's total population, but less than two per cent of the House of Commons' total seats and around 13 per cent of visible-minority seats.

This is the second in a two-part series examining the experiences of MPs who are visible minorities.

'No question' visible-minority MPs bear extra responsibility

Taking up that mantle of representation can be a heavier load

for MPs of colour, because "with racialized minorities, it's not just you who is in office, you're representing an entire community as well," said political commentator and policy analyst Brittany Andrew-Amofah.

"I constantly say that I represent the people of Whitby, but I also represent women of colour, Black women and people of colour," said Liberal MP Celina Caesar-Chavannes (Whitby, Ont.).

Ms. Caesar-Chavannes, the parliamentary secretary to the international development minister, has been outspoken on a variety of issues, from her own struggles with mental health to using a member's statement in the House of Commons to call out body-shaming, with a spotlight on Black women's hair. She "absolutely" feels the pressure of responsibility.

"Now do I worry when I give those messages? Of course—I overthink and overanalyze how exactly I say the things that I say, when I say them, what I look like, how my attitude is," she said. "Do I have to be soft? Do I have to smile? That constant analysis of yourself to say a few words, it is burdensome, but it is because I have a responsibility to make things better for Canadians."

Toronto Liberal MP Arif Virani (Parkdale-High Park, Ont.) said he also feels "a little bit of pressure," but that it's not something he begrudges.

"I wear that quite proudly. I'm proud to be an Ismaili Muslim man, I'm proud to be a refugee, I'm proud to be person with brown skin who has South Asian descent," said Mr. Virani, who is the parliamentary secretary of multiculturalism to the minister of heritage. "I think these are important aspects to who I am and I don't shy away from articulating views that might resonate with all of those things."

Conservative MP Deepak Obhrai (Calgary Forest Lawn, Alta.) said there's "no question" that he has extra responsibility as a visible-minority MP. He told *The Hill*

Times about an organization that was giving him an award, and, having received previous plaudits from the group, he attempted to turn it down.

"And the guy, a very learned guy, said 'May I tell you something? This award is not for you. This award is to highlight your accomplishment for the next generation sitting there, so they can look at you and feel inspired and feel 'yes, we can do it.' It's not for you, it's for them."

But in addition to being the example, some MPs also find themselves being used as a scapegoat.

Liberal MP Randeep Sarai (Surrey Centre, B.C.) said he doesn't see anything wrong with being held to a higher standard of accountability by his community, but that "it's been unfortunate in certain times when the media has picked up on it," adding that it can be "unfair" when politicians of colour "have to answer for everyone" when it comes to things—usually negative—that other members of their ethnic community may have done.

MPs of colour more susceptible to discrimination, need to be supported by party

Having a diverse range of representatives for a party can be seen as progressive, said Ms. Andrew-Amofah, but that comes with an additional set of responsibilities for party leadership, "and these responsibilities are to ensure they're being well supported, ensure that the climate in which they're working within—whether it's the party structure, whether that's the work culture within the party—[they] have inclusive policies as well, making space and making room for these candidates, while allowing their voices to remain authentic."



Conservative caucus dean Deepak Obhrai said his responsibilities as a visible minority in the House of Commons extend to setting an example for the younger generation. *The Hill Times* file photograph

Doing something such as introducing Motion 103—a proposal to study systemic racism and Islamophobia, now underway at the House Canadian Heritage Committee—like Liberal backbencher Iqra Khalid (Mississauga-Erin Mills, Ont.) could spur a great deal of backlash. In Ms. Khalid's case, that included death threats.



Liberal MP Celina Caesar-Chavannes said she's challenging the perception of what it means to be an MP just by being in her role as a young, Black woman. *The Hill Times* photograph by Andrew Meade

"If the MPs themselves are not fully supported by their party, but also if they're not seen as being human, or they're not seen as doing something for the betterment of society, it can deter many racialized candidates from wanting to even make that step," said Ms. Andrew-Amofah, who announced Monday she was joining the Broadbent Institute as its new policy and research manager.

When asked about the party's policies regarding support for candidates and elected officials of colour, NDP national director Robert Fox said in an emailed statement that the party has an anti-harassment policy "that has served us well in the past, and we have conducted trainings on that issue with leadership volunteers. We are currently in the process of reviewing and updating this policy to broaden its scope and increase its effectiveness."

In an email, Braeden Caley, spokesperson for the Liberal Party of Canada, pointed to the party's slate of visible-minority candidates in the 2015 election—16 per cent of the total—but added that "we also know that immense hard work must continue to break down barriers that prevent diverse voices from being heard in our politics, and to directly confront discrimination or harassment against women, people of colour, or LGBTQ2+ Canadians."

Mr. Caley said that the safety of everyone who works or volunteers for the party is their "top priority" and the party's policies "have continued to be updated over the past year, with new efforts also underway to increase prevention and further expand the strong counselling support available to our employees."

A representative for the Conservative Party of Canada did not respond to a request to comment.

And while coverage usually evens out once elected, there's a difference in how visible-minority candidates are covered in the media, Prof. Tolley said, based on her own research.

"The non-incumbent white candidate receives far more positive coverage than the non-incumbent racialized candidate," she said, adding that in her recent book, *Framed: Media and the Coverage of Race in Canadian Politics*, she noted "the biggest problem is that racialized candidates, they don't start at zero, they start at negative... and they have to work their way up to zero, whereas the white candidate is kind of accorded this natural advantage because they're just not viewed in the same way."

Visible minorities also have to "work twice as hard to be seen as if they're competent or capable to be in these positions. These positions are normally seen as being held by white males," Ms. Andrew-Amofah said. "As a white woman, definitely you're facing the gendered aspect of it, but as a racialized man or, even further, as a racialized woman you have to combat sexism and you have to combat racism."

There are experiences she's had on the Hill or at events that she wouldn't necessarily categorize as racism, but Ms. Caesar-Chavannes said could have more to do with the fact that she's "challenging the status quo" of what an MP should look like just by being there.

She said in those moments, such as being ignored by a group of men at an event until she's introduced to the room as the MP, she doesn't have any interest in walking over and inserting herself into a closed circle just to educate them.

"I have three kids, I have enough people to teach lessons to," Ms. Caesar-Chavannes said. "Justin Trudeau at one point told me something that was really fascinating, and he said 'Celina, the meeting doesn't start until you show up.' So if they don't ever want to acknowledge that I am the person that they're there to meet, then the meeting doesn't go ahead."

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DIPLOMATIC CIRCLES

by Shruti Shekar

Female ambassadors say mentoring key to seeing more top women diplomats

U.K., France, and Germany's first females ambassadors to Canada say one way to have more women in diplomacy is for countries like Canada to set the agenda.

The U.K. high commissioner to Canada said she intends to break new ground in foreign policy by consciously choosing to not take a job unless she is the first woman to do so.

"I'm the first woman to have done this job, which is extraordinary when you

think it's really not difficult to be a woman and operate in Canada," **Susan le Jeune d'Allegeershecque** said during a panel discussion on the meaning of a feminist foreign policy, hosted at the French Embassy Oct. 25 by Carleton University.

Ms. Le Jeune was joined by two other women who are their countries' first female ambassadors to Canada, **Sabine Sparwasser**, the German ambassador, and **Kareen Rispal**, the French ambassador, along with **Fiona Robinson**, professor of political science at Carleton University, to discuss feminist foreign policy and creating a positive perception of women in diplomacy.

Another G7 nation, the United States, appointed its first female ambassador recently as well. **Kelly Craft** presented her credentials to Governor General **Julie Pay-**



Carleton University hosted its women in diplomacy panel discussing feminist foreign policy on Oct. 25 at the French Embassy where panelists included, from left, Fiona Robinson, professor of political science at Carleton University, German Ambassador Sabine Sparwasser, U.K. High Commissioner Susan le Jeune d'Allegeershecque, and French Ambassador Kareen Rispal.

The Hill Times photograph by Sam Garcia

ette on Oct. 23 to begin her job, though was not present at the Oct. 25 Carleton event.

According to a 2015 United Nations study cited by Carleton University, only 15 per cent of heads of mission around the world are women.

At the event, the 19th and only female prime minister of Canada, **Kim Campbell**, and **Diane Jacobella**, the deputy minister of international development, also made speeches highlighting not only Canadian achievements but also the importance of women in Canadian politics.

Listening intently at the event were other foreign female heads of mission including **Shirley Skerrett-Andrew**, high commissioner for Saint Kitts and Nevis, **Gita Kalmet**, ambassador of Estonia, **Ala Beleavski**, ambassador of Moldova, **Yvonne Walkes**, high commissioner of Barbados, **Janice Miller**, high commissioner of Jamaica, and **Marica Matkovic**, ambassador of Croatia.

Ms. Le Jeune explained that women tend to apply for a job if they see another woman has done it, adding that when she was a human resources director in her foreign ministry there weren't many women who applied for senior roles.

There are now 50 women serving as British heads of mission out of a total of 267 positions representing the U.K. abroad, she said. "That's a hell of a lot more than when I first started," she noted. She added that in 1972 if you were a female diplomat who decided to get married you had to resign your post, and when she joined the foreign office in 1985, there wasn't a single female married ambassador. She said the country's first married female ambassador wasn't appointed until 1987.

All three panelists noted that one way to push through and have more women in diplomacy is for countries like Canada to set the agenda.

Continued on page 18



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HILL CLIMBERS

by Laura Ryckewaert

New chiefs of staff for Minister Chagger and Minister Duclos

Meanwhile, Stevie O'Brien has left the Public Services minister's office for a new role on the Health minister's staff team.

Small Business and Tourism Minister **Bardish Chagger** has a new chief of staff in her office, with **Olivier Duchesneau** now serving as chief of staff to Families, Children, and Social Development Minister **Jean-Yves Duclos**.

Ms. Chagger, who is also the government House leader, recently welcomed **Caitlin Workman** to her ministerial office as the new chief of staff. She marked her first day on the job on Oct. 30.



Caitlin Workman, left, pictured with her old boss, Environment Minister Catherine McKenna, on the Hill. *The Hill Times* file photograph

Ms. Workman arrives straight from Environment Minister **Catherine McKenna's** office, where she was working as director of communications and issues management to the minister. She replaces Mr. Duchesneau in Ms. Chagger's office.

A former deputy director of communications in Prime Minister **Justin Trudeau's** office, Mr. Duchesneau left the PMO to take over as acting chief of staff to Ms. Chagger as the minister for Small Business and Tourism back in June, after **Rachel Bendayan** went on parental leave.

Now, Mr. Duchesneau has again swapped offices, and since Oct. 30 has been busy in his new role as chief of staff to Mr. Duclos as the minister for Families, Children, and Social Development.

Mr. Duclos has been without a permanent chief of staff since **Josée Duplessis** left his office, and Ottawa, to return to Montreal in July. In the interim, policy adviser **Marjorie Michel** had been acting as chief of staff to the minister.

Mr. Duchesneau was an early addition to the Liberal PMO back in November 2015, and before that was a communications adviser at the Liberal Party headquarters, including during the campaign. Along with being a former executive assistant to then Liberal leader **Michael Ignatieff**, he was also previously a French press secretary and Quebec assistant for the then Liberal opposition on the Hill.

Ms. Workman, meanwhile, had been working in Ms. McKenna's ministerial office since early 2016, starting off as a press secretary. Before that, she was a departmental media spokesperson for Foreign Affairs and International Trade Canada.

She was promoted from press secretary to director of issues management to Ms. McKenna at the beginning of 2017, and officially added on the title of communications director in the office at the end of the summer, in light of **Frédérique Tsai-Klassen's** departure from the role, and the Hill in general.

While Ms. Workman is no longer working for the Environment minister, **Marie-Pascale Des Rosiers** remains as press secretary to Ms. McKenna. The minister's chief of staff, **Marlo Reynolds**, is currently also acting as director of communications.

Also focused on communications work in Ms. McKenna's office are special assistants for communications **David Geselbracht** and **Jocelyn Lubezuk**.

O'Brien moves from Public Services to Health minister's team

Former Ontario Liberal aide **Stevie O'Brien** has made moves on the Hill, exiting Public Services and Procurement Minister **Carla Qualtrough's** office to take on the role of director of parliamentary affairs to new Health Minister **Ginette Petitpas Taylor**.

Ms. O'Brien had been serving as director of policy in the Public Services minister's office since early 2016, starting under then minister **Judy Foote**. Ms. Qualtrough moved into the role as part the Aug. 28 cabinet shuffle, which also saw Ms. Petitpas Taylor join the front bench.



Stevie O'Brien is now in the Health minister's office. *Photograph courtesy of LinkedIn*

Previously, Ms. O'Brien was working at Queen's Park, last as chief of staff to then Ontario Natural Resources and Forestry minister **Bill Mauro**, who remains an Ontario Liberal MPP and is now minister for municipal affairs. She had started in the provincial Natural Resources and Forestry minister's office as a senior policy adviser in November 2013 under then minister **David Orazietti**, as indicated by her LinkedIn profile.

She's also a former associate with McMillan LLP, where she focused on litigation and dispute resolution. In volunteer experience, Ms. O'Brien was previously a research and ethics board member for The Hospital for Sick Children in Toronto.

She studied law at Queen's University and before that completed a bachelor's degree in international relations and affairs at the University of Toronto.

Geneviève Hinse is chief of staff to Ms. Petitpas Taylor.

Over in Ms. Qualtrough's office as Public Services minister, a number of other staffing changes have happened in recent weeks.

Christine Michaud, who had been serving as director of communications to Heritage Minister **Mélanie Joly**, has switched to doing the same job for the Public Services minister.

Until recently, policy adviser **Mary-Rose Brown** had also been acting as communications director to Ms. Qualtrough, but she exited the minister's office earlier this fall, as reported by **Hill Climbers**.

Ms. Michaud had been communications director to Ms. Joly since January 2016, and before that was vice-president of communications for Ontario for the Liberal Party, and was director of communications to then Ontario attorney general **Madeleine Meilleur**.

Now in Ms. Qualtrough's office, she's working closely alongside **Ashley Michnowski**, press secretary to the minister.

Michelle Delaney, who had been working as executive assistant to Ms. Qualtrough, left her role around mid-September. She had joined the Public Services minister's office under Ms. Foote back in early 2016.

Christian Dicks has also recently exited Ms. Qualtrough's office, where he'd been working as a special assistant for the Atlantic region since the beginning of May. A former longtime aide to Ontario Liberal Senator **Jim Munson**, Mr. Dicks has since joined Veterans Affairs Minister **Seamus O'Regan's** office to similarly serve as the Atlantic desk adviser.

Other regional desk advisers who remain in Ms. Qualtrough's office include **Anthony Laporte**, special assistant for Quebec, **Lesley Sherban**, special assistant for Ontario and assistant to the minister's parliamentary secretary, and **A.J. Cheema**, special assistant for Western and Northern Canada. **Matt Stickney** is chief of staff to the minister.

In Ms. Joly's ministerial office, with Ms. Michaud now gone, special assistant **Mathieu Genest** has stepped in to act as director of communications. **Simon Ross** is press secretary to the Heritage minister, while **Leslie Church** is chief of staff.

Meanwhile, in addition to hiring Mr. Dicks, the new Veterans minister Mr. O'Regan has made a few other staffing tweaks in his office in recent weeks.

Katharine Heus is now a senior policy adviser in the minister's office, where she's been working for more than a year, starting out as a legislative assistant.

Director of parliamentary affairs **Jeff Valois'** role has also changed in the office, with him now wearing two hats as director of both parliamentary affairs and issues management.

Previously, **Rob Rosenfeld** was director of communications and issues management in the office. Mr. Rosenfeld left the Hill earlier this fall, and **John Embury** was recently hired to take over as communications director.

Mr. Valois has been in the Liberal Veterans Affairs minister's office since the beginning, starting in late 2015 under then minister **Kent Hehr**, who is now the minister for Sports and Persons with Disabilities.

He previously worked on the Hill as an assistant to former Liberal MPs **Mario Silva**, **Frank Valeriote**, and later **Eve Adams**, and was campaign manager to Liberal MP **Ken Hardie** in Fleetwood-Port Kells, B.C. during the 2015 election.

Both Ms. Heus and Mr. Valois saw their job titles change at the end of September. **Cyndi Jenkins** is chief of staff to Mr. O'Regan.

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PARLIAMENTARY CALENDAR



Minister Champagne, ambassadors MacNaughton, Craft to speak at Canada-U.S. business council event

WEDNESDAY, NOV. 1

Toronto Global Forum—The International Economic Forum of the Americas hosts this annual event featuring confirmed speakers including McKinsey & Co. global managing partner Dominic Barton, Florida Governor Rick Scott, and OECD secretary general Angel Gurría. Oct. 30-Nov. 1. This year's theme is: Redefining Globalization. Fairmont Royal York hotel, 100 Front St. W., Toronto.

CABC's State of the Relationship Event—Now in its 23rd year, the Canadian American Business Council's annual State of the Relationship event will also feature discussions with U.S. Ambassador to Canada Kelly Craft, Canadian Ambassador to the U.S. David MacNaughton, Canadian Trade Minister François-Philippe Champagne, and others. 6 p.m. The Westin Ottawa, 11 Colonel By Dr.

THURSDAY, NOV. 2

World Trade and NAFTA in 2017 and Beyond—Organized by the Centre for International Governance Innovation, the Peterson Institute for International Economics, and the Mexican Council on Foreign Relations, in Ottawa, this afternoon event will start with a lunchtime keynote, followed by two sessions. 12-7 p.m. The Westin Hotel, 11 Colonel By Dr., Ottawa. Register via EventBrite: eventbrite.ca/e/world-trade-and-nafta-in-2017-and-beyond-registration-38638875918.

Sir John A. Macdonald: The Musical—The life story of Sir John A. Macdonald reflects a man who overcame deep personal tragedy, his own demons, and political challenges to bring together a vision to forge a new nation. But it's also a story rife with political scandal, corruption, and treason. Nov. 2-4. Centrepointe Theatre, 101 Centrepointe Dr., Ottawa. Tickets: \$20-\$45. Available online at centrepointetheatre.ca or at 613-580-2700.

Laurier Club Reception with Justin Trudeau—The Liberal Party of Canada is hosting this fundraising reception with Prime Minister Justin Trudeau for Laurier Club donors. Pre-registration is required and will close on Oct. 31. One King West, 1 King St. W., Toronto, Ont. 5:45-9 p.m. Media coverage is being facilitated and names of guests will be listed publicly on the party's website. liberal.ca/openfundraising.

FRIDAY, NOV. 3

Vimy Award Gala Dinner—This dinner, presented by the Conference of Defence Associations Institute, brings together Canadian Armed Forces personnel, both past and present, industry members, foreign and domestic defence and security representatives, members of Canadian government, and others to witness the presentation of the Vimy Award to former defence minister Bill Graham. The award was established in 1991 to recognize outstanding commitments to Canadian national security and defence. Canadian War Museum, 1 Vimy Pl. 6-11 p.m. cdainstitute.ca/events/vimy-award-gala-dinner.

Taiwan Film Screening: Go Grandriders!—A group of 17 senior citizens, many of them suffering from all kinds of health problems and who learned how to ride a motorcycle for the first time, decide to embark on what may be the most daring adventures of their lives: a 13-day, 1,178-kilometre-long journey around Taiwan to feel the land they have lived all their lives. Presented by the Taipei Economic and Cultural Office in Canada in collaboration with the Canadian Film Institute. Complimentary reception at 6:30 p.m. The film starts at 7 p.m. Richcraft Hall Theatre (formerly River Building), Carleton University, 9376 University Dr., Ottawa. In Mandarin Chinese with English subtitles. Free admission.

Continued on page 19

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DIPLOMATIC CIRCLES

by Shruti Shekar

Putting women in the spot: diplomats discuss feminist foreign policy

Continued from page 15

"In many ways, Canada and Sweden send out a very strong signal in international politics," Ms. Sparwasser said. "You start on an initiative and it sort of develops into something much bigger."

Canada will be highlighting its push to advance gender equity when it hosts the G7 leaders' summit in June 2018, according to a May announcement.

In 2015, Prime Minister **Justin Trudeau** appointed his first gender-balanced cabinet. On June 6, Foreign Affairs Minister **Chrystia Freeland** addressed the House of Commons on Canada's foreign policy priorities.

It included a strong emphasis on women's rights and putting "Canada at the forefront" of presenting Canada's first feminist international assistance policy.

The number by Canadian female heads of mission also reflects Canada's push for more women in politics.

As of Oct. 12, Canada had 137 heads of mission positions abroad, of which 56 are women and 72 held by men, up from 42 women in 2016 and 28 in 2014, according to statistics from Global Affairs Canada.

And these numbers have considerably changed since the 1970s.

Anne Leahy, a former Canadian ambassador to the Holy See in Rome, told *The Hill Times* in June 2016 that when she first joined the foreign service in June 1973, it had only been two years since female foreign service officers were no longer asked to resign if they married.

Despite advances made by countries like Canada, some of the diplomats on the panel said they had faced difficulties in their careers because of their gender.

"One of my ambassadors, I was in London, he said as if it was a compliment... 'You know what is nice about Kareen is that she has four children and I never heard about that,'" Ms. Rispal said. "At the time I thought it meant I was as efficient as a man."

Currently, there are 49 female French ambassadors up from only 23 diplomats five years ago, Ms. Rispal said, noting that quotas have been the reason for the increase of women having senior-level jobs.

"If you don't have quotas, then old habits come back," she said, noting that these bad habits include sexual harassment in the workplace.

The panel took place at a time when sexual harassment and assault have been in the news throughout the world.

Hollywood film mogul **Harvey Weinstein** was accused of decades of sexual harassment in an explicit article published Oct. 5 by *The New York Times*. In the weeks following that news, women from the film industry have been talking about their experiences with Mr. Weinstein.

This elicited the #metoo movement, which encouraged women to share on social media whether they'd experienced sexual harassment.



From left, deputy head of mission of South Africa Tanya Sefolo, with Florence Chideya, Zimbabwean ambassador, Clarissa Riehl, high commissioner of Guyana, and Janice Miller, Jamaican high commissioner. *The Hill Times* photograph by Sam Garcia

Ms. Rispal added that in France a similar hashtag, #BalanceTonPorc, was created to raise more awareness.

Ms. Le Jeune and Ms. Sparwasser indicated that female mentorship was also a key element in reaching gender parity within foreign ministries.

Ms. Le Jeune noted that, from her perspective in the U.K., there are "no institutional barriers" and that the only barrier that limits women "is those women themselves," adding that women need to encourage each other to join the foreign service.

"I think mentoring is one of the big, big things we can do, and we have done it recently, and it is putting women on the spot," Ms. Sparwasser said, adding more women need to be pushed to take up senior roles so that they can encourage other women.

She said that two men in her career had strongly advocated for her success, and, while laughing, said: "I think those are the mentors that have daughters, probably."

In Germany, Ellinor von Puttkamer was the first female ambassador, and represented the country at the Council of Europe in Strasbourg, France, from 1969 to 1974.

Despite a push for more women, currently only 15 per cent of German mission heads are women and after the country's election in late September, only 30 per cent of Members of Parliament were women, compared to 36 per cent in the last Parliament, according to statistics from the German Embassy.

Ms. Campbell urged that, especially in post-conflict negotiations, it was important to have a country's full range of diversity at the table when making policy decisions.

"It's for efficacy that you cannot succeed if key parts of the population are not sharing their realities with people who are trying to decide how you're going to move on to a new stage of coexistence," Ms. Campbell said.

She encouraged more women to join the foreign service because "if we never see a certain kind of person doing that job, we don't associate that job with the person."

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PARLIAMENTARY
CALENDAR



Chief innovation
officer Mike
Moffatt at
Polytechnics
event Nov. 6

Continued from page 17

MONDAY, NOV. 6

25th Annual CCPPP National Conference on Public Private Partnerships—The Canadian Council for Public-Private Partnerships is hosting this conference Nov. 6 and 7, 2017, at the Sheraton Centre Toronto Hotel, 123 Queen St. W. CCPPP's national conference gathers the best and the brightest in the infrastructure sector to discuss, debate, and share the latest innovations. Keynote speaker: Indigenous Services Minister Jane Philpott. Visit <http://www.p3-2017.ca/Home>.

Innovating for Impact, with Mike Moffatt and Rob Atkinson—Polytechnics Canada invites you to join it for an interactive panel discussion featuring two experts on innovation policy. Mike Moffatt, chief innovation officer at Innovation, Science, and Economic Development Canada, and Rob Atkinson, president of the Information, Technology and Innovation Foundation in Washington, D.C., will examine how innovation, robotics, artificial intelligence, and technology will impact the future of work in Canada and abroad. 7:30-9 a.m. Rideau Club, 99 Bank St., Ottawa. Jacket and tie required. To learn more or to purchase a ticket, contact events@polytechnicscanada.ca.

Canadian Association of Radiologists Reception—The Canadian Association of Radiologists invites Parliamentarians and staff to a reception celebrating the value of radiology in health care. Artificial Intelligence demonstrations will be presented by IBM Watson Health and GE Healthcare. Please join CAR president, Dr. Emil Lee, along with leading Canadian radiologists for a reception and demonstration of how radiology harnesses innovative technologies like artificial intelligence (AI) and deep learning to improve patient outcomes. 5-8 p.m. Commonwealth Room, 238-S, Centre Block. RSVP to radiologists@tsa.ca.

TUESDAY, NOV. 7

The Copyright and Trade Agenda: How Canada Can Remain Globally Competitive—Join the Pearson Centre for a conversation on the role of copyright in the era of digital innovation and on how small and medium enterprises can succeed internationally and contribute to Canada's trade agenda from a global music publishing industry perspective. Featuring: Coco Carmona, International Confederation of Music Publishers (Spain); Erich Carey, National Music Publishers Association (United States); Margaret McGuffin, Canadian Music Publishers Association; and Don Stephenson, former assistant deputy minister, trade policy and negotiations. 7:30-9 a.m. Panel discussion: 8 a.m. Breakfast will be provided. Rideau Centre, 99 Bank St., Ottawa. More info: thepearsoncentre.ca.

Canadian Association of Fire Chiefs: Parliamentary Reception—Fire chiefs from across the country descend on Parliament Hill for their advocacy week. House Speaker Geoff Regan and the Canadian Association of Fire Chiefs invite MPs to the Speaker's Salon where they will be hosting a cocktail reception. 5-7 p.m. Speaker's Salon, room 216-N, Centre Block, Parliament Hill.

Reception with Celebrity Chef Michael Smith—The Canadian produce sector invites Parliamentarians and their staff to attend a VIP reception with celebrity chef Michael Smith, as part of the Canadian Horticultural Council and the Canadian Produce Marketing Association's fall harvest advocacy week. 6:30-9 p.m. The Westin Ottawa, 11 Colonel By Dr. RSVP to rsvp@hortcouncil.ca.

Canola: On Track to New Heights Reception—The Canola Council of Canada and the Canadian Canola Growers Association are hosting a reception from 5:30-8 p.m. at the Metropolitan Brasserie restaurant, 700 Sussex Dr., Ottawa.

Canadian Health Food Association Hill Day Reception—The Canadian Health Food Association and



United States Ambassador to Canada Kelly Craft, right, is expected to attend the Canadian American Business Council's State of the Relationship event Nov. 1 in Ottawa. See page 17 for details. *The Hill Times photograph by Sam Garcia*

special guest Kathy Smart will host a Hill Day Reception. Kathy will be providing a simple guide with tips for workplace wellness. There will also be a social media booth to record a message of support. 5:30-7:30 p.m. Room 200, Sir John A. Macdonald Building, 144 Wellington St., Ottawa. RSVP to Kalene@impactcanada.com, or 613-233-8906.

Canadian Association of Radiologists Day on the Hill—Radiologists from across the country will be in Ottawa to meet with Parliamentarians to demonstrate the value radiologists contribute to health care in Canada. This year's advocacy day coincides with the International Day of Radiology. Parliamentarians will learn first-hand what radiologists do and gain insight into their role in improving patient outcomes for Canadians. RSVP to radiologists@tsa.ca.

Global Tastes: Canadian Cheeses—The Canada Agriculture and Food Museum has teamed up with local chefs to present workshops where guests discover and delight in the tastes of international cuisine. This month, during the museum's For the Love of Cheese celebrations, it presents an evening featuring Canadian cheese, including barley berry, squash and apple salad with blue cheese; warm camembert with mushroom fricassée; and oatmeal crepes with apple, maple, and cider. Tickets include an evening of demonstration, a glass of wine, and samples of all dishes prepared. 6:30-8:30 p.m. \$32 plus tax. To reserve, call 613-991-3053.

WEDNESDAY, NOV. 8

Diabetes Day on the Hill—Diabetes Canada together with the All-Party Diabetes Caucus is hosting a day of events to mark National Diabetes Awareness Month. Parliamentarians may join the caucus meeting at noon in room 356-S in Centre Block. MPs, Senators, and staff are welcome to attend a reception to end diabetes from 4:30-6:30 p.m. in room 238-S in Centre Block. RSVP to Kimberley Hanson at 613-294-3287, or Kimberley.hanson@diabetes.ca.

The Public Service of the Future: Rewriting the Rules for the Digital Age—The Institute of Public Administration of Canada (National Capital Region), presents this talk on the operating models, talent structures, and culture required for the public service to be aligned with the digital-era values of public service, openness, collaboration, and integration. The featured panelists are Tim Pettipas (Privy Council Office), Lauren Hunter (Treasury Board Secretariat), and Joshua Frame (Federal Youth Network). 5-7:30 p.m., Rideau Club, 99 Bank St., Ottawa. Register online at psfuture.eventbrite.ca.

First Annual Peter Stursberg Foreign Correspondents Lecture with Lyse Doucet—Carleton University's School of Journalism and Communication will present the Peter Stursberg Foreign Correspondents Lecture, featuring Lyse Doucet, the BBC's chief international correspondent. 7-8:30 p.m. Canadian War Museum, 1 Vimy Pl., Ottawa. Registration: <http://bit.ly/2ktfEHH>. Paul Kennedy from CBC's Ideas will moderate the event.

The Parliamentary Calendar is a free events listing. Send in your political, cultural, diplomatic, or governmental event in a paragraph with all the relevant details under the subject line 'Parliamentary Calendar' to news@hilltimes.com by Wednesday at noon before the Monday paper or by Friday at noon for the Wednesday paper. We can't guarantee inclusion of every event, but we will definitely do our best. Events can be updated daily online too.

The Hill Times

Diplomatic Hospitality Group hosts
fall welcome breakfast

The Hill Times photographs by Sam Garcia



Alma Muca and Katerina Dimovska, spouses of the Albanian and Macedonian ambassadors, attend a fall welcome breakfast for diplomats' spouses at the Métropolitain Brasserie on Sept. 22.



Carol Chatoor, Hala Elhusseiny Youssef, and Marina Negus, spouses of the heads of mission of Trinidad and Tobago, Egypt, and Australia.



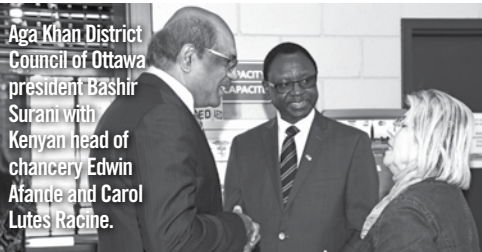
Pirjetta Manninen, Maria Chiriboga, and Maria Do Carmo de Moura Rocha de Souza Pinto, spouses of the ambassadors of Finland, Ecuador, and Brazil. The Canadian Federation of University of Women's Diplomatic Hospitality Group hosted the event.

Aga Khan Development Network Day
features henna designs, music, and more

Photographs courtesy of AKDN



Ottawa Mayor Jim Watson, Aga Khan Foundation Canada public affairs director Jennifer Pepall, and Aga Khan Development Network deputy Alnoor Maherali at AKDN Day on Oct. 2 at Lansdowne Park's Horticulture Building.



Aga Khan District Council of Ottawa president Bashir Surani with Kenyan head of chancery Edwin Afande and Carol Lutes Racine.



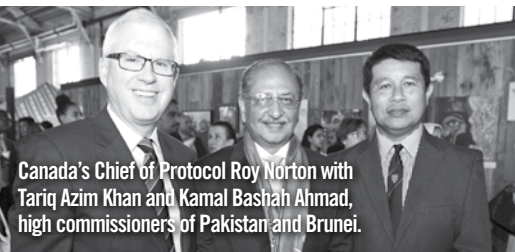
Elbia Meghar, left, and Hala Elhusseiny Youssef, centre, spouses of the Algerian and Egyptian ambassadors, show off henna tattoos.

Saudi Arabia throws cultural-week bash

The Hill Times photographs by Sam Garcia



Saudi Ambassador Naif Bin Bandir AlSudairy greets South African High Commissioner Sibongiseni Dlamini-Mntambo at a Sept. 26 reception at Lansdowne Park's Horticulture Building as part of the embassy's Saudi Cultural Week.



Canada's Chief of Protocol Roy Norton with Tariq Azim Khan and Kamal Bashah Ahmad, high commissioners of Pakistan and Brunei.



From left, Mr. AlSudairy, Ottawa Mayor Jim Watson, and Abdolaziz bin Salmah, director general in the Saudi ministry of culture and information.

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