

Leadership, Feminism and Equality in Unions in Canada
UNION EQUITY AUDIT

Thank you for completing the *Union Equity Audit*. We appreciate your time.

You do not need to do research or check any numbers to answer these questions. We are interested in your perceptions of what is happening in your union/ central labour organization.

Although we have asked for some information about you, no names will be attached to public presentation of the data. An list of all unions represented in the data might be included.

If you are filling it out with a group, in place of a name, please include information about the group. For example, "Women's Committee, Local xx or National WC, name of union".

If you are completing on line, you will have the opportunity to submit by an email button. If you have printed out, please return to womunion@yorku.ca or fax to 416-736-5615. With your fax, please include a cover note to the attention of Linda Briskin. Thank you."

Your name: _____ Date: _____

Union/Labour Organization _____

Public Sector Union _____ Private Sector Union _____ Central Labour Body _____

If you hold an elected union position, please indicate your position: _____

If you work for a union as staff, please indicate your position: _____

If you are retired, please check here. _____ (Fill in information above for last employment/union)

How long have you been involved in the labour movement? _____

Completion of the following section is voluntary.

Do you self-identify as: _____ a woman of colour _____ an Aboriginal woman
_____ a woman with a disability, and/or _____ a lesbian, trans or bisexual person?
Age: _____

****BASELINE PLEASE ANSWER BEFORE YOU START LIST****

As a reference point for your checklist responses, **check** how you would describe the current attitude/approach to women's equality, leadership and activism in your union/labour organization.

___ Very positive ___ Somewhat positive ___ Disinterested/not engaged
___ Somewhat hostile ___ Very hostile

INSTRUCTION: For each section below, bolded lines refer to overall patterns; non-bolded lines are more specific. Please respond on both the bolded and specific lines.

For each of the areas, please check whether you have noticed an increase, decrease or no change in your union. (NOTE: Bolded lines refer to overall patterns; non-bolded lines are more specific.)	No change	Increase	Decrease	Not sure	N/A
Numbers of women in leadership positions					
• in national positions					
• in provincial or regional positions					
• in local positions					
• other (please specify)					
Diversity of women in leadership					
• women of colour					
• lesbians					
• Aboriginal women					
• women with a disability					
• other (please specify)					
Women in leadership roles who identify as feminists					
• in national positions					
• in provincial or regional positions					
• in local position					
• other (please specify)					
Numbers of women in staff positions					
• as Heads of Departments or Directors					
• as staff representatives/program staff					
• as administrative/support staff					
• other (please specify)					
<u>Functioning</u>* women's committees [WC] (*addressing women's equality issues)					
• at the national level					
• at provincial/regional level					
• at local level					

For each of the areas, please check whether you have noticed an increase, decrease or no change in your union. (NOTE: Bolded lines refer to overall patterns; non-bolded lines are more specific.)	No change	Increase	Decrease	Not sure	N/A
Functioning human rights/equity committees					
<ul style="list-style-type: none"> with a mandate to consider women's equality issues, rather than a separate women's committee 					
Role of women's committees					
<ul style="list-style-type: none"> right to send resolutions to convention 					
<ul style="list-style-type: none"> decision-making authority to initiate projects 					
<ul style="list-style-type: none"> means to communicate with women members 					
<ul style="list-style-type: none"> means to communicate with whole membership 					
Policy and campaign initiatives in equity-related areas					
<ul style="list-style-type: none"> within the union itself 					
<ul style="list-style-type: none"> in bargaining and member representation 					
<ul style="list-style-type: none"> in community or political spheres (e.g. working with community groups or political parties) 					
<ul style="list-style-type: none"> other (please specify) 					
Financial support					
<ul style="list-style-type: none"> equity positions (to fulfil the duties of an equity position) 					
<ul style="list-style-type: none"> women's committees 					
<ul style="list-style-type: none"> women's conferences 					
<ul style="list-style-type: none"> equality conferences 					
<ul style="list-style-type: none"> women's campaigns/initiatives 					
<ul style="list-style-type: none"> equality campaigns/initiatives 					
<ul style="list-style-type: none"> other (please specify) 					
Staff support /allocation					
<ul style="list-style-type: none"> equity positions 					
<ul style="list-style-type: none"> women's committees 					
<ul style="list-style-type: none"> women's conferences 					
<ul style="list-style-type: none"> equality conferences 					
<ul style="list-style-type: none"> women's campaigns/initiatives 					

For each of the areas, please check whether you have noticed an increase, decrease or no change in your union. (NOTE: Bolded lines refer to overall patterns; non-bolded lines are more specific.)	No change	Increase	Decrease	Not sure	N/A
• equality campaigns/initiatives					
• other (please specify)					
Coverage of women and equality issues					
• in newsletters or other member bulletins					
• on union website					
• in speeches					
• at convention					
• in media releases/op eds/etc.					
• other (please specify)					
Feminism					
• degree of comfort in publicly identifying as a feminist in your union					
• union references to feminism in policies and communications					
Initiatives to encourage rank and file women into activism/leadership					
• training initiatives for rank and file women					
• active mentoring/femtoring					
• outreach to include women as organizers, lobbyists, marshalls, picket captains, etc.in campaigns					
• other (please specify)					
Collective bargaining (CB)					
• support for women's and equality issues on CB teams					
• numbers of women on CB teams					
• influence of women on CB teams					
• seat(s) for women's committees on CB teams (a practice in Europe)					
• other mechanisms for women to participate in and/or influence CB (please specify)					

For each of the areas, please check whether you have noticed an increase, decrease or no change in your union. (NOTE: Bolded lines refer to overall patterns; non-bolded lines are more specific.)	No change	Increase	Decrease	Not sure	N/A
Attitudes/Atmosphere					
• support by general membership for women's equality issues					
• support among women members for women's equality issues					
• positive attitude to informal caucusing among women					
• active reinforcement of /training on anti-harassment policy					
• incidents of harassment within the union					
• negativity/adverse climate towards women activists and leaders within the union					
• negativity/adverse climate towards feminist activists and leaders within the union					
• negativity/adverse climate towards women's equality issues					
• negative attitudes to <i>establishing</i> affirmative action positions for women on leadership bodies					
• negative attitudes to <i>maintaining</i> affirmative action positions for women on leadership bodies					
• negative attitudes to those who hold affirmative action positions					
• other (please specify)					
New /younger members					
• understanding of women's equality issues					
• active on women's equality issues					
• readiness to self- identify as feminist					
• engagement through women's committees, conferences and campaigns					
• opportunities to have voices heard on women's equality issues and positions taken by union					
• similarity of views with older activists on issues and priorities for women's equality					

Additional Comments: (not necessary but certainly welcome)