

SUMMARY OF AMENDMENTS

PRESS RELEASES-CDS/MND ANNOUNCE CHANGE IN POLICY

1. The press releases and other documents in the package refer to homosexuals only. While in legal terms it is acceptable to include men and women in the term "homosexual", Status of Women Canada has advised that lesbians do not refer to themselves as homosexuals and consider the term exclusionary. The Director of Policy Analysis and Development at Status of Women Canada recommends that both lesbian and homosexual be used at some point in the documents. The term "sexual orientation" may also be used.

2. The press releases state that the CF will no longer deny enrolment to homosexuals.... It is equally important for those serving under the terms of the interim policy that the CF will no longer deny career opportunities and career progression to CF members who are homosexuals or lesbians.

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3. (Para 1) The term Human Rights Legislation is normally used rather than Individual Rights Legislation.

4. (Para 6) The final para could be seen as underestimating the difficulty members have had with the changes they have been asked to accept with a "Ready Aye Ready" willingness. To avoid a "this is the last straw" response, it may be useful to mention instead that the policy is designed to align the CF with the society it serves and which has changed profoundly over the last ten years.

QUESTIONS AND ANSWERS

5. In general terms, rather than answering questions, the Qs and As highlight areas where the implications of a change in policy are not completely assessed. The questions are excellent. The answers are very difficult and lead to issues that require further examination. In particular, the issues of privacy for heterosexuals (separate bathing and washroom facilities and sleeping accommodations) will have to be addressed.

6. This proposed change in policy will bring into question the role of women in submarines and we can reasonable expect renewed pressure from various quarters, including Status of Women Canada, to introduce changes to that policy.

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7. Finally the contradiction of not keeping records regarding sexual orientation while requiring that information in order to ensure an individuals safety in high risk situations (in countries where homosexuality is a crime or unacceptable) poses a difficulty.

8. We suggest that Qs and As be developed to address the following additional issues:

- a. the proposed plan to deal with the spectrum of responses that can be expected from CF members which could range from acceptance to gay-bashing; and
- b. the surveys on sexual orientation, their findings and their availability or unavailability to the public. *done*

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