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THE HILL TIMES

TWENTY-EIGHTH YEAR, NO. 1425

CANADA'S POLITICS AND GOVERNMENT NEWSPAPER

WEDNESDAY, APRIL 12, 2017 \$5.00

News Conservative Party

Conservative MPs criticize Gilmore for floating party shakeup, take aim at his marriage to Liberal minister



'I wrote a column, people reacted. I didn't choose the timing,' says *Maclean's* columnist Scott Gilmore, who's touring the country to meet with conservatives who want to talk about a new direction for the party. Photograph courtesy of Scott Gilmore

BY PETER MAZEREEUW

A handful of Conservative MPs are challenging *Maclean's* columnist Scott Gilmore's cross-country discussion tour on the state of the Conservative Party, questioning Mr. Gilmore's motives and experi-

ence with the party.

However, several well-known conservatives say Mr. Gilmore is right to warn that the rhetoric coming out of the party's leadership race misses the mark for centrist or moderate Tories.

"I think he's being mischie-

vous," said Conservative MP David Tilson (Dufferin-Caledon, Ont.) of the columnist and Conservative Party member proposing a national debate on the party's future.

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Feature First of a three-part series

Educate new Senators on how to report sexual harassment: Sen. Hartling

BY CHELSEA NASH

Independent Senator Nancy Hartling says the findings of ethical misconduct against Senator Don Meredith have raised questions for her about what she might do if faced with sexual harassment on the Hill.

"I think there needs to be more awareness of what [we] could do. Supposing it happened to me, supposing it happened to one of my colleagues," Sen. Hartling said Tuesday. Sen. Hartling, who has been in the Senate since last fall and

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Syria: voices on Trump's strike, Trudeau's response

Our view:

For the PM, a migraine and a source of pride **p. 8**

Taylor: Assad-ordered attack nonsensical **p. 9**



Whittington: On-the-fly U.S. foreign policy a recipe for calamity **p. 10**

Hébert: Trump has drawn Trudeau out of multilateral comfort zone **p. 11**

Dyer: 'Who benefits?' is the question **p. 8**

Conservatives back Trudeau but also accuse him of flip-flopping on Syria, New Democrats want multilateral response **p. 7**

News Transparency

Access to information reform could compromise 'quality of decision making': ex-PCO chief

BY PETER MAZEREEUW

One of the Liberal government's plans to make ministers' offices more transparent could undermine the quality of advice

public servants provide to their ministers if not executed carefully, says a former head of the public service.

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Misconduct in the House and Senate over the past few years has brought conversations about sexual harassment back to the Hill. *The Hill Times* photograph by Jake Wright

Educate new Senators on how to report sexual harassment: Sen. Hartling

Current, former MPs and Senators share their experiences in the first of a three-part series on sexual harassment on the Hill.

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represents New Brunswick, said she didn't want to get into her feelings about the allegations levied against Sen. Meredith, because she wanted to leave it to the Senate Ethics Committee.

But she said the situation did spark a conversation between her and her two staff members, in which all three questioned what they might do if they experienced sexual harassment in the workplace.

"They didn't know either," she said. "I think more awareness of what do you do, and where do you go, and who you can trust" when faced with sexual harassment is needed.

This is part one of a three-part series in which *The Hill Times* examines the dynamics of sexism and sexual harassment in and around Parliament Hill. Over the course of three weeks, it will look at the experiences of staffers, MPs and Senators, and members of the Parliamentary Press Gallery.

Sen. Hartling was clear that she hasn't experienced any sexual harassment or sexism to date in her position as Senator. But, that doesn't mean she thinks it doesn't happen on Parliament Hill.

"As a woman, we're vulnerable. [Sexual harassment is] still pretty alive and well, even though we've been talking about this for years and years," she said. Sen. Hartling's Senate biography describes her as being "one of New Brunswick's most dedicated advocates on issues affecting women."

The Toronto Star first reported in 2015 on an inappropriate relationship between Sen. Meredith and an anonymous teenaged girl, who says she was 16 when the Senator first struck up what became a sexual relationship.

Sen. Meredith says the girl was at the age of consent—18—when they first had sex.

After investigating the matter, ethics officer Lyse Ricard concluded that Sen. Meredith had brought the Senate into dis-

repute as a result of his conduct and failed to uphold standards of dignity "inherent to the position of Senator," two violations of the Senate's code of conduct.

The Senate Ethics Committee is now in the process of deciding what punishment, if any, Sen. Meredith will receive. Many have asked for his resignation, which he has refused to give to this point. The possibility exists that he may be expelled from the Senate, which would be an unprecedented move.

While Sen. Meredith's inappropriate encounters took place outside of the workplace, they have once again brought the conversation over sexual harassment back to the Hill.

Then as recently as last week, Liberal MP Nicola Di Iorio (Saint-Léonard-Saint-Michel, Que.) apologized in the House of Commons for a "a suggestive and very inappropriate" comment made at a committee meeting that was directed towards Conservative MP Dianne Watts (South

Surrey-White Rock, B.C.) when her cell phone went off.

"Where's your pole to slide down on?" he said, according to Ms. Watts, who accepted his apology in the House.

Equal Voice: more information needed to measure sexual harassment on the Hill

Nancy Peckford and Grace Lore, executive director and senior researcher at Equal Voice, respectively, say the problem with sexual harassment reporting for MPs and Senators as it stands now is there's no way to measure if it's working well, how it's working, and if there is an increase or decrease in complaints. Equal Voice is an organization dedicated to electing more women in Canada.

The current process for reporting sexual harassment stemmed from two incidents in 2015, in which two anonymous NDP MPs complained to then-third party leader Justin Trudeau (Papineau, Que.) about the conduct of two of his MPs: Massimo Pacetti and Scott Andrews. The two men were eventually kicked out of Liberal caucus and did not run for the party again. Neither man was charged or convicted of any crime (nor has Sen. Meredith) and both denied any wrongdoing.

Those complaints, which highlighted the lack of an official process for MPs to make complaints about sexual harassment against their colleagues, resulted in the House Committee on Procedure and House Affairs undertaking a study on the best way to implement such a system. The result was an official code of conduct in the standing orders, which dictates MPs wishing to file a complaint over sexual harassment can do so either with the chief human resources officer of the House of Commons administration, or with their party whip if the complainant and the respondent are in the same party.

But in a political culture where public perception can make or break a career, anonymity for those reporting sexual harassment has been prioritized in the process.

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mindshare

inspired thinking on the future of
Canada's water resources

Safe drinking water: The science and challenges of protection and distribution

Featuring: Carlos Fernández-Jáuregui, water
adviser to the Secretary General of the UN

Where: Room Abraham-Martin, Hôtel Château Laurier,
1220 Place George-V W, Québec City

When: Monday, Friday April 21, 2017, 7:30 – 10:30 AM.
Keynote address: 8:15 – 8:45 AM (ET)

Or watch the livestream on our Facebook page: facebook.com/univcanada

For more information on this event, visit: univcan.ca/mindshare/water

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Educate new Senators on how to report sexual harassment: Sen. Hartling

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"On the one hand, we want women to be able to come forward," Ms. Lore said, and "they don't want this issue to define their career." But the problem remains: "what we don't get is any sort of sense of the problem."

Ms. Lore said finding out general information about sexual harassment complaints, leaving the identities of the complainant and respondent out of it, would make a big difference in actually understanding the status of sexual harassment on the Hill. For instance, how cases are proceeding, and how and if they are resolved.

"Having some kind of aggregate information is critical because we can use it to hold a whole institution accountable," Ms. Lore said in a phone interview Tuesday.

"We don't really have a good sense apart from our anecdotal understanding," Ms. Peckford said. "I'm not sure anybody on Parliament Hill has a comprehensive sense of what the environment is like [in terms of sexual harassment], both within parties and within the institution as a whole. That's in part because of the reporting mechanisms in place."

Opposition whip Gord Brown (Leeds-Grenville-Thousand Islands and Rideau Lakes, Ont.) said he has not received any complaints about sexual harassment since the implementation of the code of conduct and the new reporting process for victims.

Mr. Brown said there have been "some questions about what might be considered harassment and what might not be." He also said "it's possible that having a code of conduct has avoided there being incidents."

Government whip Pablo Rodriguez (Honoré-Mercier, Que.) and whip for the NDP, Marjolaine Boutin-Sweet (Hochelaga, Que.) did not respond to *The Hill Times*' request for comment by press time Tuesday.

Current, former MPs: sexual harassment an ongoing issue

Former NDP MP Megan Leslie said she was shocked when on her very first day on Parliament Hill, a colleague of hers remarked on her body.

"It was cringe-worthy and gross and I hadn't been spoken to like that in a very long time," she said of the comment, which

referred to her vegan lunch as being the reason why she could keep her "tight little figure."

Ms. Leslie said her experience as a woman in Parliament changed with time. She was first elected to office in 2008, and lost her seat in the 2015 election.

She described Parliament as being "old masculine," referring to its male-only roots.

She referred to Alexa McDonough, the first female leader of the NDP in Nova Scotia. "When she was first elected in the Nova Scotia legislature, they didn't even have women's washrooms," she said.

"What happened to me was not a big deal, but it really shook me," she said. "But you have to understand that I didn't know anything different."

Ms. Leslie entered politics after working at a legal aid clinic, something she described as a "feminist environment." On the Hill, suddenly she was working with "guys who cut their business teeth or their legal teeth in the fifties," she said. It made for a bit of an adjustment.

But as time went on, and the average age of MPs lowered, Ms. Leslie said she did see "a drop in gender-based heckling."

She said the implementation of a code of conduct when she was still in office helped—"ish"—in combating a culture of sexual harassment.

It was cringe-worthy and gross and I hadn't been spoken to like that in a very long time.

—Former NDP MP Megan Leslie

"I think it meant that a lot of people walked on eggshells," she said, which in the end was not a solution as it "just makes all the women seem overly sensitive."

Green Party leader Elizabeth May (Saanich-Gulf Islands, B.C.) said while she has not experienced sexual harassment since becoming an MP, it was something she had to confront when she worked in the environment minister's office in the 1980s.

She also said it was a rare occurrence to find a woman in Parliament who had not experienced some kind of harassment during their time there.

Ms. May pointed to online harassment as something that women politicians experience disproportionately compared to men. She described it as "harassment, intimidation, sexual innuendo, and intimations of sexual violence."

Men have not "opened up [their] social media account[s] to face the c-word over and over again. Slut, over and over again," she said. It has an impact on her "sense of self," she said.

Ms. May said she does think the implementation of a code of conduct has made a positive difference on the Hill, though, echoing Ms. Peckford and Ms. Lore, she "wouldn't be able to measure it."

"I just think we're much more open," she said.

With more women entering politics, Ms. Peckford believes change will continue to come. "With so few women in elected office until quite recently, I think women MPs were expected to tolerate quite a bit. You had to tolerate the environment as it is. That's evolving, absolutely," she said. "But for all kinds of reasons, I don't think it's resolved."

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The Hill Times

Access to information reform could compromise 'quality of decision making': ex-PCO chief

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The government has not promised to lift exemptions from the act that currently exclude the release of advice to a minister or cabinet confidences.

However, Mr. Cappe said the public disclosure of some public service records that fall outside of those exclusions could still be

problematic—for example, rough projections on the impact or cost of a decision that may not yet be fully fleshed out.

"You want [public servants] to think, 'Why don't we explore this a little bit?'" without worrying about public disclosure, he said.

Government ministers should be the ones to decide what information is made public, and held accountable when it is not,

said Mr. Cappe, adding that there should be exceptions made, as is current practice, to make public information about government spending and who is lobbying the government.

'Too much latitude' for exclusions

A union for government scientists, auditors, and other specialists had a very different concern: that the proposed reforms may not bring enough sunlight into the government's work.

The Professional Institute of the Public Service of Canada (PIPSC) told the Treasury Board Secretariat in June that the proposal to expand the access to information regime to ministers' offices and the PMO was a good idea "on paper," but the government's 2015 guide on openness and accountability could still leave enough of a "grey area" and lack of oversight to undermine the value of efforts towards greater transparency.

"We feel it leaves too much latitude" for information to be deemed cabinet confidence, and kept from the public, said a spokesperson for the PIPSC who asked not to be named because he was not an official spokesperson for the union.

The union has for years campaigned against the "muzzling" of government scientists by the political side, in particular under the previous Conservative government. Under the Liberals, the government reached an agreement with the union to allow



Treasury Board President Scott Brison, left, says he has to account for the objectivity of the public service while crafting changes to the government's transparency regime. Former clerk of the privy council Mel Cappe says making the public service's work public can have negative consequences. *The Hill Times* photographs by Jake Wright



scientists to share their work with the public without going through official government spokespeople.

Opening up ministers' offices and the PMO to access requests is nonetheless a positive step that could discourage political interference in the work of public servants, or possibly reveal it if that were to happen, increasing government accountability, said the PIPSC official.

The PIPSC does not share Mr. Cappe's concerns about com-

promising the value of advice to ministers, said the spokesperson.

Mr. Brison has committed to "initial" legislative changes to open up ministers' offices, the PMO, and institutions that support Parliament and the courts, as well as a full review of the Access to Information Act beginning next year. He has not yet committed to completing those changes before the 2019 election.

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If Assad is out, who will lead **Syria**?

Scott Taylor p. 9

Carbon pricing isn't the problem, pendulum politics on it is

Martha Hall Findlay p. 14



Exiled journalists push feds to help their families out of danger faster

pp. 6-7

MPs, diplomats flock to meet **Malala**

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THE HILL TIMES

TWENTY-EIGHTH YEAR, NO. 1427

CANADA'S POLITICS AND GOVERNMENT NEWSPAPER

WEDNESDAY, APRIL 19, 2017 \$5.00

News Whistleblowers

Public sector integrity commissioner should be fired for failing whistleblowers, says critic David Hutton

But Conservative MP Kelly McCauley says the problem isn't Joe Friday, and Friday points to problems in the law underpinning his office's work.

BY MARCO VIGLIOTTI

The man who heads the office supporting whistleblowers in the federal public service should be removed from his job because he's failed to perform his legislatively mandated duties, alleges whistleblower advocate David Hutton.

Public Sector Integrity Commissioner Joe Friday can't continue in his job after a House committee reviewing the legislation underpinning his office heard damning testimony about the office's work, said Mr. Hutton.

But a Conservative member of the committee did not fault Mr. Friday for issues with the existing supports for federal whistleblowers, and no committee members have publicly called for his ouster.

When asked twice last week to respond to criticisms of his office and Mr. Hutton's musing that Mr. Friday's days in the office are numbered and suggestion he should be removed from his job, a spokesperson in Mr. Friday's office, Edith Lachapelle, said he would not comment further than what he's already said at two appearances before the committee and through recommendations he suggested for legislative reforms.

Mr. Friday has pointed to problems he sees in the legislation underlying his office's work, and has defended its handling of two cases Mr. Hutton points to as evidence of his need to leave.

"I will not at all be surprised if Mr. Friday quietly steps down in the near future because some of

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Candidates in the Conservative leadership race aren't the only ones organizing to sway members of the party before the May 27 vote. Several digital campaigns say they have attracted non-traditional conservatives to take out memberships and, they hope, help to elect a party leader close to the political centre. *The Hill Times photograph by Jake Wright*

News Conservative leadership race

Digital campaigns say they've convinced thousands to try to swing Conservative leadership contest to the centre

BY PETER MAZEREEUW

A network of amateur, online political campaigns is preparing to release a mock ballot for the Conservative leadership race to thousands of supporters in the party, in an effort to swing the contest away from candidates

Kellie Leitch, Kevin O'Leary, and social conservatives in the race.

Organizers behind the digital campaigns, involving websites, social media accounts, and small-scale advertising, say they convinced between 5,000 and 10,000 centrist or left-leaning Canadians to join the Conserva-

tive Party before the March 28 cut-off to sign up new members to vote in the upcoming leadership race. The organizers say they are in regular contact with each other as they try to determine how to rank the different candidates on

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News Second in a three-part series

Parliament has a power problem: why few staffers report sexual harassment

BY CHELSEA NASH

Staffers could be the most likely group of people to experience sexual harassment on Parliament Hill, yet very few of them report it, and there's one big reason why: power.

"There's a definite power imbalance between young staffers and everyone else," said Beisan Zubi, who worked on the Hill in her mid-20s as a communications assistant for the NDP, and recently penned a column for *Vice* detailing her own

experiences with sexual harassment during that time a few years ago, and why she never reported any of it.

The incidents she recounted in the article included crude comments made by fellow staffers about her breasts and behind,

an MP's hand brushing her bum as they posed for a photo, and a journalist deliberately groping her breast after going in for what she thought was a high five.

Staffers, she said in an interview, are "seen as really dispensable and

lucky to be there." Many just want to "put their head down and do their job," and reporting something like sexual harassment could draw unwelcome attention to themselves and the office of the MP they work for. Plus, Ms. Zubi said, "it seemed like there wasn't a concern for people... It seemed like admitting weakness" to report sexual harassment.

Power dynamics on Parliament Hill play a big role in the perpetuation of sexual harassment. As Green Party leader Elizabeth May

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Parliament has a power problem: why few staffers report sexual harassment

One contributing factor is staffers are often seen as ‘dispensable and lucky to be there,’ says one ex-aide.

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(Saanich-Gulf Islands, B.C.) put it, “there are a lot of ways in which even a strong, confident, young feminist can feel degraded.”

This is part two of a three-part series examining the dynamics of sexism and sexual harassment on Parliament Hill. Over the course of three weeks, the series is investigating the experiences of staffers, MPs and Senators, and members of the Parliamentary Press Gallery.

Women who spoke to *The Hill Times* for this story agreed that sexual harassment was something parliamentary staff simply had to accept as part of the job, or they could risk losing theirs.

Sheila Copps, a former minister and deputy prime minister in Jean Chrétien’s government who has previously shared her experiences of sexual assault as a politician, said “if you do get a reputation of being a complainer, then no one wants to hire you.”

The nature of politics is what creates an environment in which power is the currency, and “people with the least amount of power may be more vulnerable,” said Nancy Peckford, executive director of Equal Voice, an organization whose goal is to get more women elected.

And those with the most power can find it “intoxicating,” said Jennifer Robson, a former staffer who is now an assistant professor of political management at Carleton University. The power imbalance between MPs and staffers, let alone MPs and volunteers or interns, is clear, she said.



Several women with experience on the Hill agreed that sexual harassment was something parliamentary staff simply had to accept as part of the job, or they could risk losing theirs. Sheila Copps, a former minister in Jean Chrétien’s government, says ‘if you do get a reputation of being a complainer, then no one wants to hire you.’ *The Hill Times photograph by Jake Wright*

The reporting policy for sexual harassment exists on paper, Prof. Robson said, but “if you think about it from a staffer’s perspective, there’s an awful lot of disincentives to go report.” Even if someone does report, they may be reporting the harassment to either their own MP or one of their MP’s colleagues, through the whip’s office, though the House chief human resources officer is also a reporting avenue. Those reporting sexual harassment essentially have to depend on Canadians electing “honourable people” said Prof. Robson, something that isn’t always a guarantee.

The Board of Internal Economy, the body of MPs that approved the House’s MP-staff harassment policy, defines sexual harassment as something that could include, but is not limited to, “demands for sexual favours or sexual assault; inappropriate or unwanted physical contact such as touching, patting, or pinching; insulting comments, gestures, and practical jokes of a sexual nature that cause discomfort or embarrassment; and inappropriate enquiries or comments about an individual’s sex life.”

The BOIE reports the number of complaints or inquiries the House chief human resources officer receives regarding harassment. It keeps the complaints anonymous, but describes the nature of the complaints or inquiries, specifying if they are relating to sexual harassment, for instance.

The annual report for 2015-16 is the first and latest one available, under a harassment policy adopted in 2014. During the 16-month period the report covers, 10 cases were “processed.” Seven of those were inquiries, meaning the inquirer could have only been looking for information on next steps. “Of the remaining three, two were resolved informally and one required the intervention of an external mediator and was successfully resolved,” the report reads. Because no case generated a formal complaint, no investigations were undertaken.

The categories for cases include abuse of authority, harassment, sexual harassment, and mixed. Of the 10, two inquiries were listed as involving sexual harassment, and three were characterized as mixed.

The report also shares the gender of the complainants and respondents. Of the 10 cases, nine involved female complainants and one male. Seven of the respondents were male, and three were female.

The report also said more than 150 participants attended three training sessions on harassment and a section on harassment awareness is now prominently displayed on the parliamentary intranet site.

Ms. Copps said while the implementation of a policy for sexual harassment was precedent-setting, employees who work on the Hill are still not covered under the Canada Labour Code, which she said puts Hill staffers in a more vulnerable position than employees in the private sector, for instance.

“I think the unique and most challenging piece of that place



‘People with the least amount of power may be more vulnerable,’ says Nancy Peckford, executive director of Equal Voice, left. *The Hill Times photograph by Andrew Meade*

is because it is considered the maker of the laws, so it’s not subject to the laws,” she said.

Because a House harassment policy was only just implemented in 2014, Ms. Peckford said those within the Parliament Hill bubble are still “coming to terms with it in all of its complexity.”

“Obviously these are male-dominated institutions whereby there have been behaviours in the past where behaviour wasn’t addressed and was



After-hours receptions and other informal events with alcohol flowing blur lines between work and personal, which ‘leaves more room for bad things to happen,’ says one former staffer. *The Hill Times photograph by Jake Wright*

actually permissive,” she said. For staffers who might have experienced sexual harassment, reporting can be difficult when “so much of your mobility within political service has to do with your networks and reputation,”

She explained that “being an MP doesn’t automatically come with some sort of global power.” However, “that whole place exists for our parliamentary democracy. For those four years, it exists for you. Everything there is for you in that role.”

power dynamic, having once been a political staffer herself. Working in the environment minister’s office in the ‘80s, she said she experienced sexual harassment. “There were senior people working in the bureaucracy who

Sexual harassment on the Hill: about the series

PART 1, APRIL 12: Current, former MPs and Senators speak out. Sen. Hartling urges education for new Senators on how to report.

PART 2, TODAY: Power imbalance often leaves staffers with only bad options when deciding to report.

PART 3, APRIL 26: Parliamentary Press Gallery members share their experiences.

Sometimes, MPs internalize that feeling, she said. And the power dynamic “isn’t just MP to staffer,” but all Hill employees. “When you walk into the Library of Parliament...everybody jumps up and asks you what you need,” she said. Most, if not all, employees on the Hill serve some kind of supportive function to the politicians.

Ms. May, the Green Party leader, has experienced both sides of that

were not subtle. I had to throw someone out of my bedroom once, when we were on a tour doing work across the country,” she said. Ms. May described herself as being a “strong, confident person” at the time. She was in her 30s, and had already worked as a practising lawyer. She wasn’t about to be “disempowered” by the situation. She told the man to “get the hell out of my room.”

called the foundations of political management. She devotes about a third of the course to discussing gender on the Hill, which naturally leads to a discussion on sexual harassment. She said it’s heartening to hear from her students, male and female, that the topic resonates with them, and that they find a workplace in which sexual harassment is commonplace to be “disgusting.”



Green Party leader Elizabeth May says she was sexually harassed as a political staffer in the ‘80s. But sexual harassment is still present today on the Hill, say experts. *The Hill Times photograph by Jake Wright*

Ms. Zubi’s *Vice* piece included a compilation of all the factors that led her to never file a complaint about sexual harassment, including: because it happened where alcohol was involved, because no one saw, because the perpetrator worked for her party or a rival party, and because he was a journalist and she worked in the media department.

Asked if she would do anything differently if she had to go through that same experience again, she said the “conception” in her head “that I needed to put up with it because I needed to show I was professional, I was tough,” was incorrect.

She also noted that so many people who work on the Hill are not from Ottawa, something she describes as being like “camp.” She said because people are no longer around people they know, they become less accountable for their actions. And, those experiencing harassment might not have the support systems they normally would.

“The Hill’s a weird work environment. You have all these people that are thrown together for short periods of time. There’s a lot of late nights, a lot of partying that’s done,” said one former staffer who spoke on the condition of anonymity. Receptions and other informal events with alcohol flowing blur lines between work and personal, which “leaves more room for bad things to happen,” she said.

“I think I got caught up,” Ms. Beisan said. “The fact it took me so long looking back to realize lines were crossed. I think it’s really hard to do. You’re busy, you want to finish your day, and you don’t want to think about the terrible thing that happened last night,” she said.

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What to do if you’re experiencing sexual harassment



Julie Lalonde is a local feminist and educator on sexual assault and harassment who has worked with MPs. *Photograph courtesy of Taylor Hermiston*

The reporting process for sexual harassment (and all harassment) for staffers is separate from that of MPs.

The House Board of Internal Economy’s policy for staff reporting sexual harassment stipulates that, ideally, the initial complaint “regarding the behaviour of an employee of a Member of Parliament should be addressed to the Member” who employs the staffer, as “they are responsible for providing a harassment-free workplace.”

If not the MP, the complaint could be addressed to the party whip, as “party whips are responsible for the discipline within their respective parties,” including MPs. If the complaint is against an MP, the first place it should be brought is the party whip.

If neither of these avenues is appropriate, the staffer should go right to the House chief human resources officer. If that happens, the whip will be advised that a complaint has been filed.

Julie Lalonde, a feminist activist in Ottawa who helped to educate the NDP caucus and staff after two sexual harassment cases involving their MPs as alleged victims hit Canadian national media in 2014, said there’s no right or wrong way to go about responding if you’ve experienced sexual harassment.

“If you choose to do nothing because you need that job more than anything, that’s okay too.” She said sometimes victims of sexual harassment or assault feel obligated to stop the harasser or assaulter so as to prevent them from affecting others. “You’re not responsible for the actions of another grown man,” she said.

However you decide to go about dealing with your specific instance of sexual harassment, Ms. Lalonde said the most important thing is to find someone you can talk to about it to figure out what to do.

“It breaks the isolation,” she said. “People who have been targeted with harassment are very isolated.” But talking with someone you can trust, another staffer for instance, “can bring up ideas you never thought possible.”

You could file a complaint, go public with your situation, or confront whoever has harassed you directly. The most important thing is to never go it alone. If you decide to confront your harasser, having that supportive person there as a witness could be helpful, Ms. Lalonde said.

And, documenting your experience is “really important.” Even if you decide to do nothing, document it, she said. You may change your mind later. Someone else might go public with allegations against the same person. If you decide to share your experience as well, as is quite common, she said, you’ve got the documentation to back up your case.

How a rookie
**opposition
MP's bill
could pass**
the Liberal-
majority House
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In praise of
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How one
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campaign**
got 48 MPs from
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on board
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THE HILL TIMES

TWENTY-EIGHTH YEAR, NO. 1428

CANADA'S POLITICS AND GOVERNMENT NEWSPAPER

WEDNESDAY, APRIL 26, 2017 \$5.00

News Conservative leadership campaign

Less than a quarter of caucus undeclared in Conservative race, with a month to go



Conservative MP Larry Miller is one of the still undeclared caucus members, dwindling by the day, though he says he's shortlisted Andrew Scheer, Erin O'Toole, Lisa Raitt, and Michael Chong. *The Hill Times* photograph by Jake Wright

BY ERICA GIANCOLA

Less than a quarter of caucus members have yet to publicly endorse a candidate in the Conservative leadership race as the final month of campaigning begins.

Their reasons for staying mum range from having multiple close friends in the race to opting to remain neutral due to their involvement in the leadership race organization.

In total, 24 MPs and Senators have yet to endorse candidates.

Aside from that, others have said they are staying neutral, including several who won't declare support because they are part of the caucus leadership team. This includes Interim

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News Marijuana legalization

Senators, opposition set to challenge pot bill age limits, prison terms in committee

BY PETER MAZEREEUW

Rules for the minimum age at which Canadians could buy pot, how many plants apartment-dwellers could grow, and lengthy maximum prison sentences could be challenged by Senators and opposition MPs as the government's marijuana legislation passes through parliamentary committees.

The chair of the House Justice Committee, Liberal MP Anthony Housefather (Mount Royal, Que.), defended the proposed Cannabis Act as well-balanced legisla-

tion, but Parliamentarians from other caucuses say they expect or would support amendments to be proposed for what some see as a "first draft" of what will eventually be made law.

"I wouldn't be surprised if there was at least an amendment dealing with the age factor," said Conservative Sen. Bob Runciman (Thousand Islands and Rideau Lakes, Ont.), who chairs the Senate Legal and Constitutional Affairs Committee.

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News Conservative leadership campaign

Tory leadership candidates courting supply management group for support

BY PETER MAZEREEUW

Multiple candidates in the Conservative leadership race have reached out for support from the organizers of a politically active Facebook group in Quebec created to defend supply management.

Staff on the campaigns for Andrew Scheer (Regina-Qu'Appelle,

Sask.), Michael Chong (Wellington-Halton Hills, Ont.), and Steven Blaney (Bellechasse-Les Etchemins-Lévis, Que.) have contacted the administrator or one of the spokespeople for Les Amis de la Gestion de L'offre et des Régions, a French-language

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News Third in a three-part series

Sexual harassment still taboo among press gallery members

BY CHELSEA NASH

Experiences with sexual harassment are still difficult for female reporters to talk about on the public record.

Fear of repercussions, including but not limited to ruining a relationship with the harasser, potentially being blamed for the harassment, and having to deal

with questions from coworkers about the harassment, deterred some female reporters from attaching their names to their stories. They felt they could be much more honest in detailing their experiences if they were able to speak anonymously.

This was true for reporters both at the beginning of their career and those more established.

One press gallery reporter who has been working on the Hill for almost a decade said that while she doesn't experience much harassment anymore, when she first arrived to cover politics, it was definitely something she had to contend with.

"Obviously arriving in Ottawa as a young, single, 20-year-old, this town has a certain reputation," she said.

This is part three of a three-part series in which *The Hill Times* examines the dynamics of sexism and sexual harassment in and around Parliament Hill. Over the course of three weeks, it has looked at the experiences of staffers, MPs and Senators, and now, members of the Parliamentary Press Gallery.

The reporter said often the harassment would be subtle—a

certain look, or a hand on the back that would make her feel uncomfortable. Other times, it was more overt, like a colleague commenting on the way her dress made her "ass" look.

With colleagues, the harassment was more overt, and done in a way that was played off as

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Sexual harasssment still taboo among press gallery members

There have been no reports of sexual harasssment to the Press Gallery, but that doesn't mean it doesn't still occur.

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being funny, in a male-dominated newsroom. With those she was reporting on, politicians, for instance, she said it was more subdued.

"I just shrugged it off, just laughed, pretended it didn't bother me," she said. "I think it's one of those things where it doesn't always bother you at the time, it's

only after that maybe you get upset about it, and then it's too late to say something." She never reported any of the behaviour to her employer or to the press gallery.

But after establishing herself and her reputation over the years, she said things improved. "When you've been here long enough, people get to know you and it's not the same as when you first arrive."

One young reporter just starting out her career on the Hill, having worked there for almost two years now, said sexual harasssment is a common enough occurrence for her that it sometimes makes her question her own ability as a reporter.

She said she's had a male press gallery member tell her how attractive she is, and imply that there must be men behind her helping her out.

She said she didn't want to attach her name to such issues because "political reporting in Ottawa can be so small," and if complaining about sexual harasssment were to become what she was known for, she felt it could damage her reputation.

The reporter describes herself as "young, female, attractive," and says those factors compound to make her vulnerable to harasssment. She said that being early into her reporting career likely contributes as well.

She described another instance where she was introduced to an MP at a reception on the Hill, where a brief encounter left her feeling uncomfortable and unsure of how to react. The MP was "not looking at my eyes, he was looking at areas that were not my face," she said, gesturing to her chest.

None of the instances of sexual harasssment described were reported.

Le Devoir reporter Manon Cornellier, who was president of the press gallery until recently, said the press gallery itself never received a single complaint of harasssment of any sort since it implemented its "policy for serious misconduct" in 2015, which was a replacement for a previous policy implemented before Ms. Cornellier's leadership.

The policy itself makes no specific mention of sexual harasssment, though Ms. Cornellier says the intention was to make the policy as broad as possible so that it included all forms of harasssment, including sexual harasssment.

Ms. Cornellier said she thinks sexual harasssment is not as prevalent as some people think it is on the Hill.

"I talk to a lot of my younger colleagues and they say it's not something they encounter," she said. While some people are "more exposed" to it than others, she said "it's a totally new crowd, new generation that is there. We're not [in] the same kind of atmosphere," she said.

Personally, she said it's definitely not something she experiences herself. However, she said such a policy is important for the press gallery to have, particularly to support freelance reporters who might not have the same institutional support that other staff reporters do when faced with harasssment.

Amanda Connolly, a reporter at iPolitics, said broadly speaking, her experience as a young female reporter hasn't been "overly negative" in terms of sexual harasssment.

She did say that with "any situation where there are power dynamics" like there are on the Hill, comes a "tendency to test boundaries." And, the Hill is "still very much an old boys club in many ways," she said. Ms. Connolly covers national security, which she describes as being "male-dominated."

Her experiences, which she would describe as sexism rather than sexual harasssment, are likely similar to what many women in many fields have experienced: encountering "someone from a different era [who] thinks it's okay to call people pet names, or take a different tone than they would take with a male colleague."

"I haven't had anything that is jarring or aggressive myself," she said, "moreso, if you were in Feminism 101, what you would call micro-agressions."

Julie Lalonde, a public educator who focuses on sexual harasssment and has worked to educate groups on the Hill in the past, said micro-agressions occur in an environment where it might be a "faux-pas" to be "overtly sexist or overtly racist." Those who hold sexist or racist views, however, can sometimes let them slip through the cracks in minor, subtle ways.

"Micro-agressions are a reflection of any given culture," she said, and they are harder to address than outright harasssment "because you're seen as making a mountain out of a molehill."

While reporters can still be vulnerable to sexual harasssment, both by other reporters, and those they cover, they are more insulated from harasssment than many staffers might be, for instance.

"Politicians in Ottawa have to be very careful around journalists, we're insulated in that sense," said the reporter who has been on the Hill for almost a decade. Politicians know that if they mistreat a reporter, a story about the incident could be the result, which can empower reporters in a place where power can matter most.

All things considered, it's also clear that sexual harasssment of young, female reporters is not limited to Parliament Hill.

The reporter who has been on the Hill for two years said the worst encounter she had with sexual harasssment as a reporter did not take place in the realm of politics.

In an interview for a profile piece, the reporter met her subject at a restaurant one evening. The person she was interviewing went from one bottle of wine to the

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How one lobby campaign won support of mining, environment, indigenous groups and MPs from all parties

Lobbyists say the Indigenous Guardians Network proposal aligned with government priorities.

BY ERICA GIANCOLA

It's not every day that a lobbying campaign can claim success based on support from 49 MPs from all four political parties in the House of Commons as well as mining, environmental, and indigenous groups.

While these camps may in other circumstances clash, they spoke with one voice in recent months to push the federal government to fund a national network of indigenous groups that protect sensitive species and areas, maintain cultural sites, and promote sharing of traditional knowledge about land and waterways.

Finance Minister Bill Morneau took their advice and in this year's budget included \$25-million over five years, starting this fiscal year, to support a pilot Indigenous Guardians Program to promote environmental steward-

ship of indigenous lands.

It was a far cry from the \$500-million over five years some of the groups pushing for the funding had asked for, but they were nevertheless pleased.

Lobbyists who advocated for the funding say the campaign's success stems from the wide support it was able to garner, the fact that guardians programs have been proven to provide value for money, and the concept of the network aligns with the Liberal government's commitment to boost ties with indigenous peoples, create jobs, and promote conservation.

More than 30 guardians programs are already running in Canada, including by the Dene community of Lutsel K'e in the Northwest Territories, Innu of Labrador, and Haida Gwaii in British Columbia. The Dechinta Centre for Research and Learning in the Northwest Territories has also run a training program for students interested in learning the land management techniques they can use to start their own guardian groups.

The lobbying campaign's goal was to expand the individual programs to a national network present in more than 200 communities, in the same vein as an Australian program in which the country's federal government has committed more than \$580-mil-

lion since 2007 to support 109 indigenous-ranger groups managing more than 1.7 million square kilometres of land and water.

Assembly of First Nations chiefs passed a resolution in 2015 supporting the concept of indigenous guardian programs and helping to push for a nationally-funded network.

One of the key campaigners was the Indigenous Leadership Initiative (ILI), which is made up of a group of indigenous leaders that partnered with the International Boreal Conservation Campaign, and received support from Ducks Unlimited and several philanthropic foundations.

The International Boreal Conservation Campaign employed consultant-lobbyists including Mary Granskou, who was a policy adviser in the prime minister's office under Liberals Jean Chrétien and Paul Martin, as well as ILI director Valérie Courtois, a member of the Innu community of Mashteuiatsh, Que., and professional forester, to lobby for funding for the network.

Since at least January 2016, federal lobbying records show they lobbied more than a dozen MPs and Senators including many northern and indigenous ones. This included Don Rusnak (Thunder Bay-Rainy River, Ont.), chair of the Liberal Indigenous Caucus, Liberal Michael McLeod (Northwest Territories), Conservative MP Michael Chong (Wellington-Halton Hills, Ont.), and NDP MP Romeo Saganash (Abitibi-Baie James-Nunavik-Eeyou, Que.).

They also communicated with then-Labour minister MaryAnn Mihychuk (Kildonan-St. Paul, Man.), Environment Minister Catherine McKenna (Ottawa Centre, Ont.), Natural Resources Minister Jim Carr (Winnipeg South Centre, Man.), his parliamentary secretary Kim Rudd (Northumberland-Peterborough South, Ont.), Indigenous Affairs Minister Carolyn Bennett (Toronto-St. Paul's, Ont.), and parliamentary secretary to the prime minister for youth issues Peter Schiefke (Vaudreuil-Soulanges, Que.), among others. And they spoke to ministers' chiefs of staff, deputy ministers, and ministerial office policy advisers.

Campaign gets 49 MPs on board

Liberal MP Will Amos (Pontiac, Que.), whom Ms. Granskou and Ms. Courtois spoke to on April 12, 2016, liked the idea so much he recruited 48 other MPs from all four parties to write the finance minister urging the government to fund

the Indigenous Guardians Network in the next budget. Signatories included 26 Liberals like him, 17 NDP MPs, three Conservatives, one Bloc MP, and the lone Green MP, Elizabeth May.

In an associated op-ed, Mr. Amos touted the program as "one of the most powerful illustrations of renewal we've seen" in the relationship between Canada and indigenous peoples.

The guardians encourage conversations between First Nations, industry, and government, he noted, and a November 2016 analysis of guardians programs in N.W.T. by Social Ventures Australia suggested that every dollar invested in such programs creates \$2.5 of social, economic, environmental, and cultural benefits.

Other groups ranging from the Mining Association of Canada to the Canadian Parks and Wilderness Society (CPAWS) voiced their support for the network.

Seventeen Canadian environmental groups including the Sierra Club and Nature Conservancy of Canada presented the \$500-million funding ask as one of their 2017 "green budget" recommendations.

So, how did the campaign garner such wide support?

Former N.W.T. premier Stephen Kakfwi, now head of Canadians for a New Partnership and a senior adviser with the ILI, said that the project received the funding it did because similar programs have already seen significant returns from investments. He wrote an op-ed last October with former Progressive Conservative prime minister Joe Clark, a founding director of Canadians for a New Partnership, promoting a federally funded national guardians network. The new partnership group is an Ottawa-based non-profit promoting a better relationship between indigenous peoples and all Canadians.

Mr. Kakfwi also mentioned the Haida nation's Watchmen initiative, which has been running for over 30 years, located in Haida Gwaii off the coast of B.C.

Mining Association of Canada president Pierre Gratton echoed Mr. Kakfwi's sentiments, making note of the Australian program as a proven model, above other factors.

He also pointed to "the fact that [you've] got industry that has had experience with it, that can also testify to it having worked, and certainly the broad-based coalition of support I think that they had."

Ms. Granskou and another campaign advocate, Alan Young,

approached him for his industry group's support, he said.

"We provided it. We wrote letters of support and an op-ed at one point in [*The Hill Times*]. We mentioned it in meetings, I mentioned it to Minister Carr and his staff a few times," he said.

For Mr. Gratton, the support was a business-minded investment that would help foster relationships with indigenous communities where his member companies operated.

Those approached to help the campaign, like Mr. Gratton, were all individuals or organizations capable of using their voice in the political sphere to help secure funding.

Éric Hébert-Daly, national executive director of CPAWS, said the environmental group decided to support the campaign following a conversation with Ms. Courtois.

"She came to us last summer, and said, you know, 'We really want to put this into the budget...' So we took our role at the Green Budget Coalition, and made the effort to make sure that was incorporated in the request. And [we] had mentioned it in a number of our lobbying meetings in the last couple of months, leading up to the budget. We're very pleased with the result," he said.

Ms. Courtois and other members of the ILI declined to comment for this story, saying they didn't want to take credit for the initiative, as many people were involved. The Boreal Leadership Council, whose secretariat is the International Boreal Conservation Campaign, redirected requests for comment to the ILI.

Mr. Hébert-Daly cited the involvement of various groups and individuals as one of the reasons the lobbying campaign succeeded.

"I think it was a whole combination of groups asking at the same time for the same sort of thing, which is why I think it was effective as it was. It also aligned really well with the government's agenda on [indigenous] reconciliation. It kind of played a nice role both on conservation and their approach to indigenous governments across the country," he said.

The network idea "fit perfectly with the public interest priorities that the government had identified," said Mr. Amos.

"This is a wonderful example of innovative program development to achieve a number of Canada's pressing priorities around job creation, conservation, indigenous reconciliation, and youth opportunity."

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Sexual harassment still taboo in press gallery

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next, encouraging her to drink as well. She had two glasses, but no more, wanting to keep her wits about her as the answers to her questions became more and more inappropriate.

The person started detailing their own sexual history, and asking the reporter about her own.

She was immediately uncomfortable, and tried texting a co-worker for advice on what to do. She carried on with the interview and got what she needed. By this time, the man was fairly inebriated, she described, and insisted on walking her to her apartment. He wanted to ride the elevator up with her, as well, but she told him no.

She said while the harassment was occurring, she wasn't

recognizing it as such at the time, because it wasn't as clear-cut as a catcall might be, for instance. "You just feel it in your gut. This is off, it doesn't feel right," she said.

Afterwards, she said she "felt like a shitty reporter, like I had done something wrong." She said she "felt scared that if he was upset, that would ruin my reputation."

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A media scrum in the House of Commons foyer. Some press gallery reporters say they are most vulnerable to sexual harassment early in their career. *The Hill Times* photograph by Jake Wright