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**Monday, March 12, 2001**

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THE HONOURABLE DAN HAYS  
SPEAKER

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## THE SENATE

Monday, March 12, 2001

The Senate met at 8 p.m., the Speaker in the Chair.

Prayers.

Honourable senators, it is indeed fitting to pay tribute to the bravery of Michael Sparkes and to commend him for his courage, “knowing that we are not alone; we live in God’s world; thanks be to God.”

### SENATORS’ STATEMENTS

#### NEWFOUNDLAND

POUCH COVE—IN MEMORY OF THREE BOYS  
LOST WHILE PLAYING ON ICE FLOE

**Hon. Joan Cook:** Honourable senators, today at 11 a.m. at St. Agnes Roman Catholic Church in the seaside town of Pouch Cove, the family of the late Jesse Elliott gathered, supported by the entire population of the community and others along the shore, to bid farewell to Jesse and to pray for Adam and Adrian, whose bodies have not yet been recovered.

On Thursday evening of last week, Jesse and his friends Adam Wall, Adrian “A.J.” Sullivan and Michael Sparkes came home from their high school, Holy Trinity in Torbay, played a game of pool and then went “copying.”

Honourable senators, frolicking on harbour ice is known as “copying” in Newfoundland coastal communities, dangerous in its pursuit, with wet feet usually being the worst outcome. We all did it.

This time, the outcome was different. Tragedy struck. One youth slipped and fell into the icy waters when the ice floes shifted and tilted under the stress of an undertow brought on by the heavy northeast winds. They tried to help each other, and two of them met the same fate. The fourth youth, Michael Sparkes, lying on his stomach on an ice floe, tried in vain to rescue his friends, but to no avail, and so raced to the shore for help. People were at the scene immediately, but their efforts were no match against the relentless slob ice and heavy seas.

Honourable senators, as the family and friends mourn the loss of these young people, they have been supported by the community of Pouch Cove and the surrounding area, the Canadian Coast Guard, the Royal Newfoundland Constabulary, and the volunteer firemen, all of whom worked tirelessly around the clock. The families of Adam and A.J. wait in the hope that their bodies may yet be found.

### ANTI-SLAVERY SOCIETY OF CANADA

ONE-HUNDRED-FIFTIETH ANNIVERSARY OF FOUNDING

**Hon. Donald H. Oliver:** Honourable senators, about a week ago in Ottawa I had the honour to attend an event that marked the one-hundred-fiftieth anniversary of the founding of the Anti-Slavery Society of Canada. It was a widely attended, spiritually moving event.

It was on February 26, 1851, that George Brown — founder of the *Globe* and a Father of Confederation — and other concerned white people in Canada founded the society. Tens of thousands of Black people who had run away from slavery in the United States had found safe haven in Canada.

Last week’s activities were highlighted with the Ottawa premiere of the National Film Board’s *Journey to Justice*, by Roger McTair and Karen King-Chigbo. It was a beautiful, moving film about our Canadian justice system and our struggle for equality.

I was happy that the Government of Canada was fully supportive of this project. The National Film Board of Canada, the National Library of Canada and the National Archives of Canada all cooperated with the J’Nikira Dinqinesh Education Centre in presenting the evening as a time of celebration and praise for those brave people who, 150 years ago, founded the Anti-Slavery Society and demanded changes to discriminatory laws in Canada. The National Archives have an excellent exhibition in celebration of the anniversary.

Following the film, there were excellent presentations by Honourable Justice Juanita Westmoreland-Traoré; Honourable David Kilgour, Secretary of State for Latin America and Africa; Michelle Falardeau-Ramsay, Chief Commissioner, Canadian Human Rights Commission; and Stanley G. Grizzle, a labour activist and retired citizenship judge.

Honourable senators, if you ever have an opportunity to see the film *Journey to Justice*, it is well worth a view.

[Translation]

• (2010)

## QUEBEC FACULTIES OF MEDICINE

### FEMINIZATION OF PROFESSION

**Hon. Lise Bacon:** Honourable senators, I should like to draw your attention to an article from the front page of last Wednesday's *Le Devoir*. It reads as follows:

Medicine anxious to retain its male students. Université de Montréal wonders if its admission criteria favour female students too much.

In fact, 70 per cent of candidates admitted to the Université de Montréal are female. It is worthy of note that this is not an isolated phenomenon, but rather part of a trend. Further on in the article it is reported that close to 60 per cent of Quebec medical students are women.

This is no cause for rejoicing, however; at the Université de Montréal, the fact that the majority of medical school admissions are women has given rise to certain misgivings, definite misgivings.

The Department of Education requires faculties of medicine to recruit at least half of their new admissions from the graduates of the Cégeps. These are, of necessity, younger than the other half of admitted students, who already hold bachelor's or master's degrees.

In the Cégep portion of admissions, the girls are more mature than boys of the same age; a larger proportion of them are chosen and are then successful in the selection interview, the second stage of the admissions process.

In order to ensure that there is no injustice being done to male students, the Université de Montréal is therefore looking into whether female bachelor's or master's degree holders are more successful than their male counterparts at obtaining admission to the faculty of medicine.

What is worthy of our attention here today is not so much the fact that the Université de Montréal is reviewing its selection process — which is sometimes worthwhile doing if justified — but that this review has been motivated by the discovery that, generally speaking, women are more successful than men in gaining admission to the faculty of medicine.

Does that mean that whenever girls are in the majority in a discipline the selection process must be reviewed to ensure the boys are not unfairly treated? Do we always ask the opposite question in disciplines where men are in greater numbers? Where were these same decision makers when only men attended our universities? What happened to women's interests at the time?

Honourable senators, I become concerned when I see that reputable teaching institutions such as the Université de Montréal

question the merit of women's success. I become concerned when people seem to want to limit the presence of women in medicine. Is it still necessary to justify their presence in the universities? I hope not.

Honourable senators, these practices must be denounced.

[English]

## ROUTINE PROCEEDINGS

### ABORIGINAL PEOPLES

#### REPORT PURSUANT TO RULE 104 TABLED

**Hon. Thelma J. Chalifoux:** Honourable senators, pursuant to rule 104 of the *Rules of the Senate*, I have the honour to table the first report of the Standing Senate Committee on Aboriginal Peoples, which deals with the expenses incurred by the committee during the Second Session of the Thirty-sixth Parliament.

(For text of report, see today's Journals of the Senate.)

### FEDERAL NOMINATIONS BILL

#### FIRST READING

**Hon. Terry Stratton** presented Bill S-20, to provide for increased transparency and objectivity in the selection of suitable individuals to be named to certain high public positions.

Bill read first time.

**The Hon. the Speaker:** Honourable senators, when shall this bill be read the second time?

On motion of Senator Stratton, bill placed on the Orders of the Day for second reading two days hence.

[Translation]

### FISHERIES

#### NOTICE OF MOTION TO AUTHORIZE COMMITTEE TO ENGAGE SERVICES

**Hon. Gerald J. Comeau:** Honourable senators, I give notice that on Tuesday next, March 13, 2001, I shall move:

That the Standing Senate Committee on Fisheries have power to engage the services of such counsel and technical, clerical and other personnel as may be necessary for the purpose of its examination and consideration of such bills, subject-matters of bills and estimates as are referred to it.

[English]

## THE SENATE

### BRITISH COLUMBIA—ELECTION OF SENATORS— NOTICE OF INQUIRY

**Hon. J. Michael Forrestall:** Honourable senators, I give notice, on behalf of the Honourable Senator Carney, P.C. that on Wednesday next, March 14, 2001, she will call the attention of the Senate to the desirability of electing senators from the province of British Columbia to the Senate of Canada.

## QUESTION PERIOD

### SOLICITOR GENERAL

#### SUMMIT OF THE AMERICAS—USE OF PEPPER SPRAY BY POLICE FORCES—POSSIBLE INFRINGEMENT OF HUMAN RIGHTS

**Hon. Mira Spivak:** Honourable senators, there is a particular spectacle that I do not think many of us ever expected to see in Canada, and that is the unbelievable preparations in Quebec City for the Summit of the Americas.

Most of you must have seen an article over the weekend by *Globe and Mail* reporter Michael Valpy, which raised a question in my mind about the issue of pepper spray. Civil rights lawyer Clayton Ruby is questioning whether the police have the right to use it automatically as a tool to quell political protests. He believes that it goes beyond the authority given to police in the Criminal Code to inflict grievous bodily harm when police lives are in danger.

A British Columbia Court of Appeal has defined “grievous bodily harm” to include serious pain, which pepper spray inflicts.

My question to the Leader of the Government in the Senate is this: Has the government looked at the question? Has it examined whether constitutional rights are being infringed upon? In particular, I would like to know the legal basis for the use of pepper spray against peaceful demonstrations.

**Hon. Sharon Carstairs (Leader of the Government):** Honourable senators, I thank the honourable senator for her question. However, her last sentence says it all. If the demonstration is peaceful — that is, if there is neither an attempt to massively knock down barricades nor an attempt to infringe or harm the representatives of the 34 countries which are coming to Canada to attend this summit — there would be no need to use pepper spray and there would be no use of pepper spray. However, if a group of individuals — and we all know that they tend to be few in comparison with the massive numbers of individuals who attend such an event — decide to perpetrate violent acts, then the police will do what is necessary to protect the safety of the citizens of Canada and our guests.

**Senator Spivak:** Honourable senators, perhaps the Leader of the Government could let us know, if not today then at some later time, exactly what the written rules of engagement are and what

role the federal government is playing in security preparations for the summit. There is the Sûreté du Québec but this is a federal government meeting. I would be interested in knowing exactly how that will all play out. That is to say, is the federal government giving instructions or does the Sûreté du Québec follow its own set of rules? We all know that in the heat of the moment, innocent people do get pepper sprayed. They have in the past.

• (2020)

**Senator Carstairs:** Honourable senators, it is always the RCMP who, in international conferences and visits to Canada, set the procedures for the police officers to follow. In this case, the Sûreté du Québec will be very much a part of providing the security arrangements for the visiting guests. They will also be protecting, to the very best of their ability, those innocent, thoughtful, considerate protesters who have a legitimate position to represent in a peaceful and respectful way to those who would attend our nation.

**Senator Spivak:** Honourable senators, I have one final question. Does the RCMP have the lead role here? Does the RCMP have the final say in how the Sûreté du Québec will behave in this matter?

**Senator Carstairs:** As I am sure the honourable senator knows, the Sûreté du Québec, like the Ontario Provincial Police, is an independent police organization. They do not take their duties any less seriously than do the members of the RCMP. While the RCMP is the lead in this issue, the Sûreté du Québec will respond, if they are in fact the group on site, according to the guidelines that have been set and established.

## THE SENATE

### POSSIBLE STUDY TO UPDATE REPORT ON CONCENTRATION OF MEDIA OWNERSHIP

**Hon. Noël A. Kinsella (Deputy Leader of the Opposition):** Honourable senators, the minister will recall that, a few months ago, this house authorized a study to update the original report on palliative care called “Of Life and Death.”

Would the minister be supportive of the Senate doing an update of the study led by Senator Keith Davies and Senator Charlie McElman some years back on the concentration of media in Canada?

**Hon. Sharon Carstairs (Leader of the Government):** Honourable senators, that report was excellent. It pointed out many of the failings of the media in that era. If a group of honourable senators would like to propose such an update to this chamber, I think it would be met favourably by other honourable senators.

**Senator Kinsella:** Honourable senators, can the minister shed any light on reports heard in some quarters of this town over the last couple of days that a “red panel” or a “blue panel” or a panel of experts called by some colour is being considered to undertake such a study? If the minister has any such information, would she share that with us?

**Senator Carstairs:** Honourable senators, I have no such information. However, I know that this particular body of individuals does good work, so I am very partial to letting this group do any such study.

POSSIBLE STUDY TO DEVELOP SUSPENSION POLICY  
FOR SENATORS CHARGED WITH CRIMINAL OFFENCES

**Hon. Serge Joyal:** Honourable senators, my question is for the Leader of the Government in the Senate. Considering that it is our duty as senators to maintain and enhance the trust of all Canadians in the Parliament of Canada, and considering the fact that it is in the interests of all senators to protect the integrity of the Senate as a legislative chamber, can the government leader inform this house if the government agrees that a suspension policy for senators charged or convicted of serious criminal offences is needed, and if so, when does the government intend to proceed with debate on such a proposal?

**Hon. Sharon Carstairs (Leader of the Government):** Honourable senators, I thank the honourable senator for that question. The government has not taken a position on this issue because it is this chamber that must take a position on the issues of the duties and responsibilities and the means by which members of this chamber carry out those duties and responsibilities. However, I have been in touch with the Chair of the Standing Committee on Privileges, Standing Rules and Orders, Senator Jack Austin. Senator Austin informed me that he believes such a study is desirable and that he will, at his first opportunity in meeting with his Rules Committee, discuss the outlines of such a policy. He will obtain input not only from senators who sit on that committee but from all senators who sit in this chamber.

[Translation]

### TREASURY BOARD

POSSIBLE REFORM OF PUBLIC SERVICE—  
INVOLVEMENT OF SENATE

**Hon. Jean-Robert Gauthier:** Honourable senators, my question is for the Leader of the Government in the Senate. Could the minister confirm that the government intends to proceed with a major review of the laws governing the Public Service of Canada?

Several years ago, the Canadian Parliament conducted a review of the Public Service Staff Relations Act. To my knowledge, there has not been a comprehensive review of the Public Service Employment Act in the past 40 years.

Could the minister tell us which process will be used to conduct the study? Will the work be done by a joint committee of Parliament? Will the study include a review of the role given to the Public Service Commission and of its relations with the Treasury Board Secretariat? Will the study include the relations

of the Public Service Commission with the various departments and organizations? Finally, will we have a system to check on the operational responsibilities of the departments and organizations governed by the Public Service Employment Act?

[English]

**Hon. Sharon Carstairs (Leader of the Government):** Honourable senators, I thank the honourable senator for his question, but he has information that I do not have. I do not know that there is any such review contemplated, nor do I know the direction of such a review if one is in fact in the works. However, I assure the honourable senator that I will make inquiries and report back to him.

**Senator Gauthier:** Honourable senators, that was the news in Ottawa today. The headline of the *Ottawa Citizen* said that Madam Robillard, President of the Treasury Board, is entertaining the idea of a serious study on the issue of reforming the Public Service of Canada. Could the minister tell me if the study will include the entire framework policy and legislation, everything from labour relations to collective bargaining to job classification, hiring, firings, promotions, pay, training, career development, learning and even workload? Ms Robillard alleged today that that study was being entertained or being followed.

I wonder about previous efforts to advance such legislation, which failed because of a lack of parliamentary involvement. Will the minister endeavour to ensure that the Senate and the House of Commons will be involved in any future review of the Employment Act and the Public Service Staff Relations Act?

**Senator Carstairs:** Honourable senators, I thank the honourable senator for his question. I woke up this morning in Winnipeg and, therefore, my newspaper of choice was the *Winnipeg Free Press*, not the *Ottawa Citizen*. There was no article in the *Winnipeg Free Press* with respect to Minister Robillard's particular plans on this matter. If she is entertaining such a study, she has not informed me of it.

I will speak to the honourable minister. I will bring the message from this chamber on behalf of the honourable senator that he wants members of the House of Commons and members of the Senate actively engaged in such an undertaking.

### CHURCH COMMUNITY

FINANCIAL SUPPORT TO SETTLE LAWSUITS BY FORMER STUDENTS  
OF RESIDENTIAL SCHOOLS—POSSIBILITY OF DISCUSSIONS WITH  
GROUPS INVOLVED—FINANCIAL COMPENSATION

**Hon. Douglas Roche:** Honourable senators, my question to the Leader of the Government returns to the subject of the residential schools issue. In the interlude of the past few days, I have been exchanging views with the Honourable Herb Gray, the government representative on this matter, in the pages of the *National Post*. I would rather exchange our views directly here in Parliament.

The minister said that facilitating healing and reconciliation is a primary objective and that the government has been working to find ways to move away from costly litigation. To that I say, "Exactly." I must therefore ask: What has been holding back the minister from bringing all the parties — the First Nations, the churches and the government — to the table at the same time to find a solution to this costly problem, a solution that is in the best interests of the former students, the churches and all of Canadian society?

• (2030)

**Hon. Sharon Carstairs (Leader of the Government):**

Honourable senators, I thank the senator for that question. I want to put a response on the record because when the honourable senator asked this question previously, I interpreted his question in the vein that the minister had not met with members of the Aboriginal community. In fact, that is not true. The minister, who is the Deputy Prime Minister in this case, has met with all the players. At that point, he felt that it was wiser to meet with them individually than to bring them to the table. I can only assume that is what the players wanted to have happen at that time.

As to the comments about wishing to facilitate healing, certainly that objective should be paramount to everyone in this process. The Aboriginal people who have been betrayed by being subjected to physical and sexual abuse need to go through that healing process. The aim of us all is that they come out of any process, litigation or whatever, stronger and better able to cope with the future than many of them are at the present time.

**Senator Roche:** Honourable senators, I do not wish to contradict or appear to contradict the government leader, for whom I have great respect. However, I should like to place on the record that it is my understanding from my discussions with the parties that the churches, representatives of the former students and the government do want to meet together at the same time. That is the only way we can start a reconciliation process.

I draw to the attention of the minister the words of the outgoing Auditor General, Mr. Desautels, who said that all Canadians should be concerned and disappointed that so many Aboriginal issues remain unresolved, often taking the last-resort approach of going to the courts. This has led Tony Merchant, the Saskatchewan lawyer who is representing many of these claims, to charge that the government is using legal tricks and a tough-guy litigation approach to wear down the native plaintiffs. I emphasize that I do not associate myself with Mr. Merchant's comments. However, because he has achieved such prominence in making these comments, I should like to know the government's response to claims that the process is going nowhere.

**Senator Carstairs:** Honourable senators, I will not defend or attack the views expressed by Tony Merchant, who is acting as a

[ Senator Roche ]

lawyer and presumably getting substantial fees for acting upon a particular element within the community.

The issue is very simple. We must try to provide support to those individuals who have suffered. We must also ensure, to the best of our ability, that the churches that are part of this litigation process do not end up being unable to continue their service, not only to the so-called non-Aboriginal community but in many cases to the Aboriginal community itself. That is why the process has been put into place and that is why our Deputy Prime Minister has been conducting negotiations. It is important that those negotiations continue so that justice is served and, most important, so that the people involved are healed.

**Senator Roche:** Honourable senators, it is clear that virtually everyone, except perhaps some of the strongest litigators, wants a reconciliation approach. However, this reconciliation approach would have within it an element of financial compensation. Has the government taken a firm position that it will not include financial compensation on the cultural charges that have been laid in connection with residential schools to effect an out-of-court reconciliation approach?

**Senator Carstairs:** Honourable senators, if my honourable friend is suggesting that there should never, under any circumstances, be financial compensation, I cannot agree. Such suffering may have occurred that financial compensation is entirely appropriate. If the honourable senator is saying that financial compensation be taken off the table, that is a non-issue as far as I am concerned. There must be an emphasis on reconciliation and treatment. If financial compensation is required to address the serious issue of lack of justice, then it must be provided.

**Senator Roche:** Honourable senators, I should make my position clear to the minister, who I know is taking this matter very seriously. It is my position that financial compensation should be included in a reconciliation package. I was very glad to hear in the minister's response to the last question that it is her view also that the government should include financial compensation for the cultural abuse that the former students of residential schools suffered.

**Senator Carstairs:** Honourable senators, we could get into a debate, which is not allowed in Question Period, but I think it is important for members of this chamber to understand how broadly the honourable senator is defining "cultural" as the basis for any settlement. I think the government is focusing primarily on the physical and sexual abuse that has been perpetrated against these individuals. That is where the communities seem to have placed their primary focus at this time.

In terms of financial compensation, it is important that the government be at the table. However, it is also important that if individuals and/or organizations are judged responsible for this abuse, then financial compensation should be attributed to them as well.



## DELAYED ANSWERS TO ORAL QUESTIONS

**Hon. Fernand Robichaud (Deputy Leader of the Government):** Honourable senators, I have five delayed answers: First, to Senator Kinsella's question on February 7, 2001, regarding the names of participants in the Team Canada mission to China; second, to Senator Kinsella's question on February 8, 2001, regarding the Auditor General's report and matters of special importance; third, to Senator Stratton's question on February 7, 2001, regarding the Office of Critical Infrastructure Protection and Emergency Preparedness; fourth, to Senator Spivak's question on February 20, 2001, regarding the CFIA and BSE; and, fifth, to Senator Oliver's question on February 22, 2001, regarding the Public Service Commission, visible minorities on Web site.

## INTERNATIONAL TRADE

### TRADE MISSION TO CHINA—REQUEST FOR NAMES OF PEOPLE ACCOMPANYING PRIME MINISTER

*(Response to question raised by Hon. Noël A. Kinsella on February 7, 2001)*

#### QUESTION:

Could the minister advise this house as to the names of those persons who shall be accompanying the Prime Minister on his visit to China?

*(For text of answer, see appendix, p. 258.)*

## AUDITOR GENERAL

### PRINCIPLES OF FIDUCIARY RESPONSIBILITY IN THE MANAGEMENT OF PUBLIC FUNDS—GOVERNMENT POLICY

*(Response to question raised by Hon. Noël A. Kinsella on February 8, 2001)*

The four principles outlined by the Auditor General are: that all spending should be sanctioned by Parliament, that spending should be managed with probity and efficiency, that the value of spending should be measured by what is achieved, and that spending programs should remain current.

The four principles outlined by the Auditor General are, in fact, an integral part of the government's management framework. Parliamentary authorization of expenditures is the foundation of our procedures for approval of the Budget, Main Estimates and Supplementary Estimates. Further, the government's tabling of "Results for Canadians, A Management Framework for the Government of Canada," clearly integrates these principles with the best of modern management practices. The Framework outlines the government's commitment to ensuring that programs are

responsive and relevant to the needs of citizens; that decisions reflect the highest standard of public service values; that management focus on the achievement of results; and, responsible spending through discipline, due diligence and rigorous accountability.

## NATIONAL DEFENCE

### PROPOSED OFFICE OF CRITICAL INFRASTRUCTURE PROTECTION AND EMERGENCY PREPAREDNESS—REQUEST FOR INFORMATION

*(Response to question raised by Hon. Terry Stratton on February 7, 2001)*

The creation of the Office of Critical Infrastructure Protection and Emergency Preparedness demonstrates this Government's commitment to assuring the health, safety, security and economic well-being of Canadians. It will provide national leadership to help ensure the protection of Canada's critical infrastructure as well as ensuring national civil emergency preparedness. The Minister of National Defence will be the Minister responsible for the organization.

The Government recognizes the need to enhance Canada's ability to protect its critical infrastructure such as energy and utilities, communications, services, transportation, safety and government sectors against failures or disruptions, whether from natural disasters, accidents or deliberate acts. This new organization will develop and implement a comprehensive approach to protecting Canada's critical infrastructure, in both its physical and cyber dimensions, and to ensuring strong and safe communities for Canadians. It will do this in collaboration with other federal departments and agencies.

This Office will also be the Government's primary agency for ensuring national civil emergency preparedness, thereby encompassing the existing functions and skilled resources of Emergency Preparedness Canada. There are good reasons for consolidating both critical infrastructure protection and emergency preparedness within one organization — they share a common focus, namely the protection of our property and infrastructure from disruptions or failure. Moreover, natural disasters and accidents can have adverse consequences for our critical infrastructures in much the same way that cyber related events can. Thus, combining in one organization the knowledge, skills and resources for both critical infrastructure protection and emergency preparedness will provide a stronger, more integrated and comprehensive national approach to dealing with physical and cyber infrastructure threats and vulnerabilities, regardless of their source. This will be of considerable benefit to Canadians.

## AGRICULTURE AND AGRI-FOOD

CANADIAN FOOD INSPECTION AGENCY—  
GUIDELINES FOR SCREENING AGAINST  
BOVINE SPONGIFORM ENCEPHALOPATHY—  
PROPER SURVEILLANCE AND ENFORCEMENT

*(Response to questions raised by Hon. Mira Spivak on February 20, 2001)*

### QUESTION:

Why do we not have a ban on the feeding of meat and bone meal to all animals? Why have all high-risk organs, such as brains and intestines, not been removed from the human and animal food chains?

### ANSWER:

In 1997, the CFIA amended the *Health of Animals Regulations* to ban the feeding of protein that originated from mammals, except swine and horses, back to ruminants such as cattle, sheep and deer. This protein feeding ban includes meat, bone meal, brains and intestine. This policy is in line with measures requested by the World Health Organization, which called for a worldwide ban on the feeding of ruminant tissue to ruminants because of concerns in the U.K. The control measures also meet the requirements that the Organization International des Épizooties has established for the prevention of BSE.

### QUESTION:

Why are dead animals not fit for human consumption still used as animal feed?

### ANSWER:

For many years, by-products of domestic animals processed for food in Canada and abroad have been rendered and used as ingredients in feeds for livestock. The fats and proteins obtained from rendering are considered high-quality, economical sources of nutrients for livestock feeds. Rendering of the millions of kilograms of animal by-products generated annually also represents a viable, environmentally conscious disposal alternative to incineration, burial, or landfill disposal. This feeding practice is in place for species which are not susceptible to BSE or other Transmissible Spongiform Encephalopathies.

### QUESTION:

Why is there not an active BSE surveillance program with adequate testing?

### ANSWER:

Domestic surveillance for BSE has been ongoing since 1991. The national BSE surveillance program is based on

testing brains taken from clinically suspect animals at federal, provincial and university laboratories. Cattle that are raised for the production of beef are usually too young for detection of the disease, so the program concentrates on older animals, especially those showing suspicious disease signs. At present, Canada tests around 900 cows annually (as compared with international requirements for 375 animals). Canadian testing has to date confirmed the absence of BSE.

### QUESTION:

What kind of enforcement and surveillance is the Government taking to ensure that there is no serious health risk involved with the 13 rendering plants cited in the EC report that might be a source of cross-contamination?

### ANSWER:

Since 1997, all inedible rendering plants in Canada have been required to obtain a yearly permit to operate from the CFIA. This permit requirement was introduced as part of the feeding ban amendments to the *Health of Animals Regulations* in 1997. This control measure serves to improve the certainty that renderers comply with the manufacturing, labelling and record keeping conditions set out in these regulations. As a result, each inedible rendering plant has been inspected annually by the CFIA to verify that they comply with federal regulations. The issuance of permits is contingent on rendering plants being fully in compliance with the regulatory requirements which is verified through annual CFIA inspections. As part of the requirements, renderers who handle ruminants and other species are required to process them separately to avoid cross-contamination. In addition, all products containing the banned materials must be clearly identified.

## PUBLIC SERVICE COMMISSION

VISIBLE MINORITIES—JOB DESCRIPTION ON WEB SITE

*(Response to question raised by Hon. Donald H. Oliver on February 22, 2001)*

—The Public Service Commission (PSC) is an independent agency reporting to Parliament. The PSC appoints qualified persons to and within the Public Service according to the principle of merit.

—The PSC advertises federal Public Service jobs open to the public through various methods including the jobs.gc.ca Web site.

– In seeking to be more representative and in accordance with the Employment Equity (EE) program, departments may decide, as a special measure when other options to eliminate under-representativeness are unlikely to be successful, to limit recruitment to one or more of the equity groups. This is the case for both temporary (term) and permanent (indeterminate) hiring.

– Inventories of qualified candidates are generally established to fill temporary administrative support and secretarial-type positions. The PSC's Nova Scotia district has begun to establish a series of visible minority inventories to fill these types of positions in various locales in the Province.

– The use of the term “non-white” is used to provide clarity as to who is considered to be a member of a visible minority. The *Employment Equity Act* defines members of visible minorities as “persons, other than aboriginal peoples, who are nonCaucasian in race or nonwhite in colour”.

– The use of the term “non-white” by the PSC is consistent with the definition given by the *Employment Equity Act*, as well as by the Treasury Board Secretariat (TBS) which defines a visible minority as a person in Canada (other than an Aboriginal person) who is non-white in colour/race, regardless of place of birth.

– The government, through the PSC, advertises positions on an on-going basis, many of which are open to large numbers of Canadians. Providing access to job opportunities is an important aspect of the PSC's role in ensuring merit-based hiring.

interstate highway system of the United States. An average of 14,000 vehicles cross the bridge every day, with as many as 20,000 vehicles crossing per day during the busy tourist season.

Much of the traffic that crosses the bridge is directly connected to Canada's exports to the United States. Approximately 6,000 trucks cross that bridge every day. The bridge is also the quickest route from Montreal and Toronto to Chicago and the American Midwest.

• (2040)

The Blue Water Bridge opened to the public on October 18, 1938. In 1992, an international task force concluded that the first bridge was quickly reaching its capacity and that a second span was required. In the spring of 1995, construction on the second span began; it opened to the public on July 22, 1997. Once the new bridge was open, the original 60-year-old bridge was temporarily closed for much needed rehabilitation and resurfacing.

The Blue Water Bridge Authority was created by an act of Parliament in 1964. The authority has owned and operated the Canadian half of the bridge since that time. The purpose of Bill S-5 is to update the terms of the 1964 act, to give the authority greater ability to borrow the money necessary to increase and improve the services provided at this most important crossing point.

The current act limits the power of the authority to borrow funds unless the bond interest is less than or equal to 6.5 per cent. It is impossible to acquire this rate in today's market, even after the recent interest rate drop by the Bank of Canada. Other bridge authorities have an established maximum borrowing limit. For example, the Peace Bridge between Fort Erie, Ontario, and Buffalo, New York, has a maximum borrowing limit of \$100 million. Bill S-5 proposes a maximum borrowing limit of \$125 million, an amount that will be adequate to handle their long-term debt, currently totalling approximately \$60 million, and their multi-year capital plan, totalling an additional \$55 million.

Honourable senators, I can report that the Transport and Communications Committee had no problem with the intent of this bill. It was generally accepted by the committee that the authority needs greater freedom to act independently to meet the needs of the commercial and recreational traffic at the crossing. In fact, many of the senators on the committee were concerned that the borrowing limit contained in this bill was not high enough to meet the authority's long-term financial needs. However, I can assure all honourable senators that the limit proposed in this bill takes into account numerous factors, including studies by the Department of Foreign Affairs and by the Blue Water Bridge Authority on the long-term use of the crossing, the projected population increase in the Sarnia-Port Huron area and the fees that are currently being charged by the authority.

## ORDERS OF THE DAY

### BLUE WATER BRIDGE AUTHORITY ACT

#### BILL TO AMEND—THIRD READING

**Hon. Lorna Milne** moved the third reading of Bill S-5, to amend the Blue Water Bridge Authority Act.

She said: Honourable senators, I will be very brief. For over 300 years, the crossing between what is now known as Sarnia in Southern Ontario and Port Huron in the State of Michigan has been an important link for trade. It started with the fur traders. Today, the Blue Water Bridge acts as a major commercial link between Canada and the United States.

As the use of this crossing point has increased over the centuries, it has been necessary to slowly expand the services there to accommodate the needs of the time. Today, the Blue Water Bridge links the Trans-Canada Highway system with the

In short, by passing this bill we will be leaving the management of the Blue Water Bridge in capable, professional hands, with absolutely no liability on the part of the federal government. Honourable senators, I hope you will join me in supporting this bill on third reading. This initiative is crucial to allow the authority to meet the demands of the increasing traffic, and to do so in a timely, efficient and cost-effective manner.

**The Hon. the Speaker:** If no other honourable senator wishes to speak, we will proceed to the motion for third reading.

It was moved by the Honourable Senator Milne, seconded by the Honourable Senator Cordy, that the bill be read the third time now.

Is it your pleasure, honourable senators, to adopt the motion?

**Hon. Senators:** Agreed.

Motion agree to and bill read third time and passed.

## PATENT ACT

### BILL TO AMEND—SECOND READING

On the Order:

Resuming debate on the motion of the Honourable Senator Wiebe, seconded by the Honourable Senator Moore, for the second reading of Bill S-17, to amend the Patent Act.

**Hon. John Lynch-Staunton (Leader of the Opposition):**

Honourable senators, I believe there are a number of senators on this side who take a particular interest in this bill because the arguments that were put in favour of it by Senator Wiebe are remarkably similar to those put forward at the end of 1992, early 1993, by Conservative senators when debating Bill C-91, to amend the Patent Act. Bill C-91 was introduced so that we would conform with agreements reached under the GATT and the NAFTA, and which at the time Senator Weibe's caucus colleagues found most objectionable.

Bill S-17, as it appears before us today, arises from a ruling last September by the World Trade Organization that Canada's Patent Act is inconsistent with a WTO agreement on trade-related aspects of intellectual property. In its background, the government assures Canadians of the following:

...the World Trade Organization ruling has no significant or sustained impact on drug costs. The impact of the ruling over the eight-year horizon is equivalent to much less than one per cent of pharmaceutical sales in a single year. Canadians will continue to have access to affordable drugs, at prices 40 per cent below US prices.

The backgrounder vaunts the Patented Medicines Prices Review Board as having "the mandate to ensure that prices of patented medicines for sale in Canada are not excessive."

[ Senator Milne ]

Honourable senators, similar assurances were given in 1992 but were rejected completely by the Liberal opposition, which today is suddenly in favour of an attitude they rejected at the time. In fact, while the government then claimed that the additional patent protection in Bill C-91 was estimated to cost some \$129 million for five years, the parties supporting a similar bill today quoted a number of authorities who differed only in whether the true figure was two, three, four, or even five times that number. Liberals also faulted the review board for having limited powers and even went so far as to question the constitutionality of its price control mechanisms.

The debate on Bill C-22 — the Patent Act, which Bill C-91 amended and which the bill before us also amends — a few years earlier sparked even more outrage by our friends on the other side, both here and in the other place. No matter how tempting, I shall spare colleagues any history of that episode, except to say that it stands side by side with the FTA enabling legislation and the GST bill as examples of extreme statements, false arguments and petty obstructionism.

Now we have another example of the Liberal government wanting to build on what, while in opposition, they fought so hard to destroy. The minister sponsoring Bill S-17 in the other place said the following about Bill C-22, which Bill S-17 amends:

The citizens will need more than generic drugs to recover from the festering wounds which are about to be inflicted on the exposed ankles of Canada's poorest citizens when the Minister sinks his teeth in past the bone, into the marrow and sucks the life's blood out of Canada's poorest citizens with Bill C-22.

It is my hope that the sponsoring minister will be before the committee shortly. When the minister appears before the committee that will be studying Bill S-17, I hope he will be able to explain how he can now support an amendment to an act of which he said at the time, "gives...drug companies a 10-year guarantee that they can join the minister in sinking his teeth into people who buy drugs."

Honourable senators, in fact, time has shown that there has been no sinking of teeth, no outrageous increases in drug prices and no impotent prices review board despite all the Liberal opposition at the time. I doubt, frankly, if even the most professional and able pharmaceutical and generic industry, together, could find a pill so hard to swallow for our friends opposite.

I certainly, in any event, urge that the committee call before it representatives from the same interest groups that were so fixed in their positions at the time of Bill C-91, as the reasons for Bill S-17 are the same as those for Bill C-91 — the honouring of international agreements to which Canada is a signatory. No doubt certain attitudes taken then, particularly those of the Liberal Party, have altered considerably, to say the least. It will be revealing to be told why. Suffice it to say that the Progressive Conservative Party, authors of Bill C-22 and Bill C-91, in its traditional consistent self, is supportive of Bill S-17.

• (2050)

**The Hon. the Speaker:** Is it your pleasure, honourable senators, to adopt the motion?

Motion agreed to and bill read second time.

REFERRED TO COMMITTEE

**The Hon. the Speaker:** Honourable senators, when shall this bill be read the third time?

On motion of Senator Robichaud, bill referred to the Standing Senate Committee on Banking, Trade and Commerce.

### INTERNAL ECONOMY, BUDGETS AND ADMINISTRATION

#### SECOND REPORT OF COMMITTEE ADOPTED

The Senate proceeded to consideration of the second report of the Standing Committee on Internal Economy, Budgets and Administration (Senate Estimates 2001-2002) presented in the Senate on March 1, 2001.—(*Honourable Senator DeWare*).

**Hon. Richard H. Kroft** moved the adoption of the report.

He said: Honourable senators, I should like to begin with an acknowledgement of the increasingly heavy workload that is undertaken by this institution.

Many Canadians, in particular those who follow our work in the Senate chamber and in committees, are aware of the Senate's significant contribution to the development of public policy. We provide a forum for issues of importance to Canadians. We explore topics and issues that often do not arise in other legislatures. We examine questions of public policy in more depth and with greater freedom from partisan politics.

As honourable senators are aware, in an average year, government proposals necessitate Senate committees to undertake 50 individual legislative studies.

During the second session of 1999-2000, our work included amendments to the electronic commerce legislation, which led to the strengthening of safeguards for the privacy of personal medical data, and amendments to the Criminal Records Act that limited the scope of the government's proposal to make data about pardoned criminal offences available through the Canadian Police Information Centre.

Let me also remind honourable senators of the work of Senate committees, which have been described as the "heart and soul of the Senate." They are the most important means by which we contribute to the development of public policy. In an average year, these committees hold 400 meetings and spend over 800 hours analyzing policy and reviewing the legislative proposals of the government. Drawing on expert opinion, ideas and information, taken from nearly 1,400 witnesses, senators

produce over 100 reports each year, all of which are presented to the full Senate.

Let us not forget the results of special studies conducted by Senate committees — over 30 each year — authorized by the institution on its own initiative and independent of the government. For instance, in the spring of 2000, the Senate established a special committee to reassess Canada's anti-drug legislation and policies. A motion to reinstate this committee is pending in the Senate.

Examples from last year's special studies include, "Forging New Relationships: Aboriginal Governance in Canada"; the "Taxation of Capital Gains"; "The New NATO and the Evolution of Peacekeeping; Implications for Canada"; and an update on "Of Life and Death," "Quality End-of-life Care: The Right of Every Canadian."

Public interest is already being shown in the work generated in this chamber during the last session. As well, the Speech from the Throne has given us indications of the new issues that Parliament will be called to deal with. Keeping in mind this context, it is clear that this year's agenda will be heavy.

With these introductory remarks, I am pleased to support, along with my colleague Senator DeWare, and on behalf of the Standing Committee on Internal Economy, Budgets and Administration, the Senate's proposed budget of \$56,516,100 to fulfil our mandate in 2001-2002. This amount represents an increase of \$4,020,200, or 7.66 per cent, over the 2000-2001 Main Estimates of \$52,495,900.

Honourable senators will recall that it has been a significant challenge in the last few years to establish a reasonable resource base in the context of government-wide expenditure restraint. I believe that the proposed budget that is before honourable senators will allow the Senate to maintain that base and prevent its further erosion.

Non-discretionary cost increases account for the first tranche of the increase. These include inflation on items such as transportation, administrative arrangements and legislative requirements. The increase provides \$985,000 to pay for these expenditures.

Some \$400,000 has been added to permit the Senate to meet expanding workloads that result in higher research costs and office expenses.

Committees and parliamentary exchanges, protocol and associations have been allocated \$800,000 for two main activities: outreach by committees to various locations throughout the country in order to make them more accessible to witnesses who may be unable to travel to Ottawa, and to defray the Senate's share of a NATO conference to be hosted by Parliament.

The final tranche of the budget provides an amount of some \$1,800,000 for administrative support. This category covers a wide range of goods and services, including accommodation, employee salaries and informatics.

This then is what the Internal Economy Committee envisions as the Senate budget for 2001-2002. If this budget is approved, the per-person-per-year cost to Canadians of the Senate will be \$1.80 — far less than the per capita costs of provincial legislatures, which range currently from a high of \$20 to a low of \$8.

In conclusion, let me say, honourable senators, although I along with the rest of you may not be as unbiased as we should be, that the Senate is composed of many extraordinary individuals who work diligently on behalf of Canadians to improve the quality of life in this country. It is a vital part of our parliamentary system and responds to the social, economic and cultural needs of Canadians. It provides excellent value for money. I firmly believe this proposed budget would prove money well spent.

Honourable senators, I ask you to support the adoption of this report.

[*Translation*]

**Hon. Jean-Robert Gauthier:** Honourable senators, I should like to take this opportunity to congratulate Senator Kroft on his appointment as Chair of the Internal Economy, Budgets and Administration Committee. A number of committees will be enjoying the privilege of using the electronic media, television in particular, at their meetings. Could the chair of this committee tell us whether his committee, the Senate or the House of Commons have completed negotiations with CPAC, the Cable Public Affairs Channel, which distributes the TV signal?

[*English*]

• (2100)

Can the chair tell us if that negotiation process is ongoing? Will it be terminated soon? Do we have the funds in there to ensure that future broadcasting of our committees will be appropriately done and distributed by CPAC? Finally, is the committee entertaining the idea of closed captioning our deliberations so that people like me, who happen to be deaf, can read along and follow the proceedings? It would be a great move forward for people in Canada who have a hearing impairment to have access to closed captioning.

**Senator Kroft:** Honourable senators, first, I am early in this position. I had the same question about the CPAC negotiations. At five o'clock this afternoon, I asked for and received a report on the status of those negotiations. As I was given that report, I was told that the negotiations are ongoing, are not complete. Therefore, I can only report that fact to the honourable senator and tell him that we will be continuing that initiative as aggressively as possible.

If I can recall the other components of the honourable senator's question regarding the funding to carry on the work that might arise out of this arrangement, I know from my work as chairman of the budget subcommittee last year that we have

[ Senator Kroft ]

provision for broadcasts of subcommittee work on an expanded basis. We will have to see how far that provision will carry us in relation to either a full program or what some might regard as a full program, but provision is being made for expanded coverage as well as Internet connection, which was successfully initiated on an experimental basis this past year.

On the question of closed captioning, it is an interesting idea. I shall certainly be happy to take it back to the committee and to those working on this area. I have no idea about its implications, but I shall be pleased to keep the honourable senator informed of the investigations.

**Senator Gauthier:** Honourable senators, I am aware of what is in the old contract, if I may use that word. There was an undertaking by CPAC to invest up to about \$50,000 a year in closed captioning. I want to ensure that the committee is aware of that.

Could we have an update as to whether that commitment was met by CPAC and whether they entertained this year to increase it and to keep it?

**Senator Kroft:** I take that question as notice and shall certainly ensure that it is pursued by the committee.

**The Hon. the Speaker:** It was moved by Senator Kroft, seconded by the Honourable Senator Wiebe, that consideration of the second report of the Standing Committee on Internal Economy, Budgets and Administration be adopted now.

Is it your pleasure, honourable senators, to adopt the motion?

**Hon. Senators:** Agreed.

Motion agreed to and report adopted.

## EMPLOYMENT DISCRIMINATION

### INFLUENCE OF COCA-COLA SETTLEMENT—INQUIRY

**Hon. Donald H. Oliver** rose pursuant to notice of February 6, 2001:

That he will call the attention of the Senate to the Coca-Cola settlement and the preceding lawsuit regarding racial bias in order to inform the Senate about recurrent issues concerning employment discrimination. He will also refer to the details of the settlement, analysis of the case, the reality of North America's corporate culture and the importance of the issue to the Canadian political consciousness.

He said: Honourable senators, I am pleased to speak to this inquiry. I rise today to speak about racial discrimination in contemporary employment practices in North America. My comments are based upon the *Coca-Cola* case.

The Coca-Cola Company of Atlanta, Georgia, has recently agreed to the largest settlement in history, arising from a discrimination lawsuit filed by African-American employees. The company will pay about \$200 million U.S. in the settlement. About three years ago, I rose in this chamber and called honourable senators' attention to the *Texaco* case, in which a major settlement had been reached in another major racial discrimination lawsuit. A few months ago, Microsoft Corporation had a major lawsuit filed against it claiming racism in its Performance Evaluation System.

The reason these cases are of concern for me is that they raise the possibility of the existence of widespread racism in corporate North America. Specifically, my concern was and is that there is a pattern of behaviour that might also be present in Canadian business.

Contrary to our perceived notion of social harmony and our infatuation with multiculturalism, racism is in fact on the rise in Canada. In a 1999 human rights report, the Chief Commissioner, Michelle Falardeau-Ramsey, Q.C., declared the following:

Racism, once thought to be on the decline, is now appearing in subtle new guises — more difficult to recognize, but as poisonous as ever.

In a comprehensive and scientific report released last month by the Canadian Race Relations Foundation called "Unequal Access, The Canadian Profile of Racial Difference in Education, Employment and Income," the report concluded as follows:

Although Canada's labour force is becoming increasingly diverse, racial minorities still face limits in their access to employment. Getting a job is hard, but it is even harder to find a job that matches their qualifications or to move ahead on the job.

Here are the facts related to *Coca-Cola*. In April 1999, eight current and former employees filed a class-action lawsuit against The Coca-Cola Company for discriminatory practices regarding performance evaluation and pay and promotions. In 1995, African-American employees at Coke were paid \$19,000 a year less than their Caucasian counterparts. The difference in salaries between White and Black employees reached \$27,000 by 1998.

In terms of promotions, there was a pattern at Coke of positions being filled without being posted. The company's written policies did not require posting of all positions. Therefore, candidates were often handpicked in advance. Moreover, supervisors had a habit of ignoring the results of panel interviews to ensure that their Caucasian favourites were chosen. As a result, African-American workers were often denied advancement.

Barriers to equal opportunity were particularly obvious in the higher corporate positions — that is to say, there were very few

Blacks in executive positions at Coke. African-American employees numbered about 15.7 per cent in corporate headquarters; only 1.5 per cent made it to the level of pay grade 15, which is the executive level.

The lawsuit alleged that, apart from the barriers to upward advancement, African-American employees were systematically excluded from high-level positions of significant influence such as global marketing, finance, information systems and technical operations. For example, the pleadings in *Coca-Cola* disclose the following:

While about 5% of high-level positions are held by African-Americans within the entire Corporate Office, when the Human Resources and Corporate Affairs Divisions are excluded, that percentage drops to 2.9%. The Technical Operations Division, which oversees purchasing and production, has 82 high-level Caucasians and only one high-level African-American, according to 1998 data from the Corporate Office. The same data reports that the Product Integrity Division — which plays an important role in a company that jealously guards its "secret formula" — has 42 high-level Caucasians and zero high-level African-Americans.

• (2110)

More important, Black employees were involuntarily terminated at a much higher rate than Caucasian employees. For example, of 62 involuntary terminations in 1997, African-American employees accounted for 37 per cent even though their representation at corporate headquarters was under 16 per cent.

Even after the action was started, some members of the management team at Coca-Cola resisted and even denied any wrongdoing. They boasted that diversity was at its best at Coke. Reverend Jesse Jackson attended the annual meeting last year and warned the executive:

Those who choose to deny, dance, or delay a resolution are not serving you well...Coke will lose in the court of law, but worse, in the court of public opinion, unless it seeks new sources of counsel and advice.

After a series of protests and threats of a boycott, a settlement of \$192.5 million was reached. It covers about 2,000 African-American employees, including the 8 plaintiffs in the lawsuit. An Atlanta newspaper reported that Coke's CEO, Douglas Daft, told shareholders that the company needs to be a leader in diversity:

This is the most diverse company in the world, no matter how you define it...We should always do better. No one is perfect. We will be the company that leads the world into a diverse business structure in the 21st century.

But at the nearly three-hour meeting, half of which was taken up by a discussion of diversity, Jackson took the company to task on its employment record during the 20th century.

“Coke’s Board of Directors must look like its consumer base,” Jackson said. He pointed out, however, that there is no Hispanic on the board and only “one Black for 20 years.” He was referring to Donald McHenry, the former U.S. ambassador to the United Nations.

Also, in a speech at Atlanta’s Commerce Club, Daft reaffirmed the company’s intention:

Our commitment to diversity would ring hollow if we didn’t go beyond our obligations, if we didn’t defy expectations. I give you my personal commitment that the Coca-Cola company will help our community set an example for the world.

The monetary settlement consists of U.S. \$113 million in back pay and damages for salaried African-Americans who worked between April 22, 1995 and June 14, 2000; \$43.5 million for legal fees; and \$36 million for what they call systemic reforms. Also, the company has pledged to make an additional \$50-million donation to a foundation of diversity and promotional achievement.

The company also announced plans to attract more minorities to the workplace through a project of internship in partnership with the United Negro College Fund. As part of the program, Coke will employ 150 minority interns over the next four years. In addition to awards for accommodations and wages, interns will also be eligible for a \$10,000 scholarship.

Another important part of the settlement includes the formation of an outside seven-member task force that will observe and ensure compliance with the agreement. The self-governing group is mandated to oversee the changes in response to the settlement and provide independent oversight of diversity.

Reports of the settlement indicate that Coca-Cola’s task force “shall have investigative, reporting and monitoring powers over human resources practices.” Their findings will be published on the corporation’s Web site annually. The company will be scrutinized until organizational transformation affects the entire corporate from top to bottom. The deal requires fundamental changes in human resource management practices.

The Coca-Cola Corporation’s cash settlement surpassed that of Texaco by \$16.5 million.

Honourable senators, Coca-Cola is the world’s leading manufacturer of carbonated soft drinks and, along with its subsidiaries, employs 31,000 people. Under its flagship, it

[ Senator Oliver ]

controls over 230 companies in nearly 200 countries around the world.

In 1999, Coca-Cola generated net operating revenues of more than \$19.8 billion, an increase of 5 per cent from 1998. The gross profit rose to \$6 billion from \$5.5 billion in the preceding year. In the nine months that ended September 30, 2000, Coke’s net revenues exceeded U.S. \$15.5 billion.

How could a company of this magnitude with such geographic diversity adopt guidelines that allowed hierarchic suppression against particular ethnic groups? Why do major corporations institutionalize racism and for what purpose?

These questions will continue to be issues of discussion in the absence of better mechanisms that both detect and prevent discriminatory practices. The internal human resource operations of large corporations are often a mystery to the outside world. The only meaningful change toward equality that has come about in the past is through massive public boycotts and class-action lawsuits. In the *Texaco* case, it took the disclosure of secret tape recordings in which executives belittled Black employees and plotted the destruction of evidence. That is what brought about the settlement.

Coca-Cola’s acceptance of such a huge settlement was not really a surprise. It had to settle for the good of its image in the marketplace. Discrimination theorists believe that firms that discriminate lose out in competition for sales to firms that do not. Here is what the pleadings disclosed:

Discrimination in employment at Coca-Cola prevents the company from tapping talent it needs to properly execute its marketing strategies. African-American consumers are an extremely significant market for Coca-Cola. In 1995, according to the latest figures available, Coca-Cola sold an estimated 183 million cases of Coke Classic and an estimated 110 million cases of Sprite to African-Americans in the United States, approximately 25 per cent of the brand’s total sales. Coca-Cola’s marketing strategies include aggressive targeting of minority consumers for its products through specific advertising campaigns, public and communities relations events, and promotions with *Essence Magazine*, *Soul Train* and others.

Discrimination will always be around if corporate leaders define groups on the basis of biased perceptions. A sociologist by the name of Gary Becker argued that people tend to have a “taste for discrimination” just as they do for fruits or fast cars. They are willing to satisfy that taste by any means.

We should not let our perceptions be dominated by the myth that racism is minimal in Canada. We should remember the words of Michelle Falardeau-Ramsay that racism is still here, more difficult to recognize but just as poisonous as ever.



In conclusion, honourable senators, the principal difficulty with the Coca-Cola settlement is that the company agreed to spend nearly U.S. \$200 million and the CEO, Douglas Daft, said Coke will be a company that leads the world in a diverse business structure in the 21st century, but none of the money is being used to fast-track competent Blacks to senior management. Blacks in the 200 countries where Coke does business will still only hover on the brink of power.

Coke will have a real problem until Blacks have real power. Real power comes from being in the senior executive roles. Coke should look at the example set by American Express.

Finally, what are the lessons Canadians can learn from this sad case? No matter how much White people want to protest that racism is dead and things are a lot better for us, discrimination in employment and performance evaluation exists in Canada in the same way that it does in the United States. We have concrete statistical and empirical evidence of deliberate attempts to prevent Blacks from advancement. My fear is that the corporate elite of Canada will not get the message until their company faces a \$100-million racial discrimination lawsuit. With the absence of coloured faces in senior management in virtually all major Canadian corporations, or visible minorities on the boards of directors of various corporations, there is no sensitizing or acknowledgement of their own systemic barriers. In business, the dollar talks louder than mere words, so perhaps Canadian CEOs who cannot see the diversity of Canada may be forced to open them if they are faced with a \$100-million lawsuit and have difficulty explaining that to their shareholders. Shareholder activism may be a way that diversity becomes a reality in senior management in Canada.

Honourable senators, expect to hear more from right-thinking shareholders or expect a major class-action lawsuit against one of our largest corporations.

**The Hon. the Speaker:** As no other honourable senator wishes to speak, this inquiry will be considered debated.

[Translation]

## PUBLIC WORKS AND GOVERNMENT SERVICES

### ALLEGATIONS IN PRESS WITH REGARD TO MINISTER—INQUIRY

**Hon. Pierre De Bané** rose pursuant to notice of March 1, 2001:

That he will call the attention of the Senate to certain allegations made in the press against Minister Gagliano.

He said: Honourable senators, I rise to express my indignation relating to last week's malicious and unfounded attack on the

Minister of Public Works and Government Services, the Honourable Alfonso Gagliano.

I rise not only out of friendship for the minister, but primarily because in 33 years of parliamentary life, I have not seen such skulduggery. There is not even a hint of prevarication here. This perfidious accusation by the paper *La Presse*, picked up by some of the members in the other place, is one of the finest illustrations of the very wise proverb to the effect that unfounded accusations are more indicative of the ignominy of the informer than upsetting to the integrity of the person at whom they are directed.

The most distressing part is as follows. As soon as the article appeared on Friday morning, Minister Gagliano refuted the underhanded insinuations of *La Presse*. Nevertheless, certain members in the other place took advantage of the minister's absence from the House, through the death of a family member, to plow on maliciously.

The facts, however, are eminently simple and are in no way controversial. They are perfectly clear and unambiguous.

[English]

In May of last year, a lady originally from Italy, whom the minister and his staff did not know, came to his riding office to inquire about the status of her immigration file. There is nothing surprising here. Being the only Italian-speaking MP in Montreal, hundreds of people from the greater Montreal area come to the minister's riding office for their immigration cases, or any other file that concerns them. The application of this lady as an investing immigrant had been accepted by the Québec government, and she wished to inquire about the federal portion of her file.

[Translation]

Mr. Gagliano's assistant therefore followed the usual procedure and sent a fax to Client Services at Citizenship and Immigration Canada.

Honourable senators, I would point out that the fax was not sent to a specific person, but to a service of the department.

The message's single paragraph read: "Simply to find out the status of the residence file."

How much more clearly could a person indicate that this document was merely a simple request for information without any form of support or reference?

[English]

The note continues with three questions. "Were the verifications made?" I insist on the question mark. "And the medical results?" Again, with a question mark. Finally, the last question: "Do you think that the visas will be given soon?" Again, with a question mark.

This note does not contain one single word of pressure to intervene in the decision. Moreover, the note was signed by the minister's riding office assistant. The note is quite plain and without a frill. It is identical to 40,000 such notes sent every year to Citizenship and Immigration Canada by MPs and senators from all parties.

[*Translation*]

Moreover, honourable senators, the minister tabled a copy of this memo in the other place.

One might, therefore, wonder about the motivation of journalists, who decided to write that the honourable minister had sent a personal letter — which is not at all the case — and to maliciously insinuate that he had exerted pressure.

Furthermore, the leader of the Bloc Québécois regretted the unjust accusations made by certain members of his party.

In this week's issue of *The Hill Times*, parliamentarians from various parties said that all parliamentarians must forward to the department requests for information from people who come to their riding offices.

Minister Gagliano recently said in the other place, and I quote:

It is not the first time that I have been the target of such underhanded attacks. Each time, an investigation was held and I was cleared of all allegations.

In our work as members of Parliament we cannot check in advance the background of all those who call on our staff to follow up on a federal issue. This means that we are all vulnerable. This is why my staff follows very strict procedures to serve the public diligently and effectively, without engaging in favouritism or discrimination. Still, given the behaviour of some opposition members and journalists, it is easy to say, as a well-known radio commentator pointed out this morning, "If my name were Lapierre or Arcand, this sort of thing would not happen."

It cannot be said any better, honourable senators. Also, because the accusation is false, as those who made it are only too well aware, the harm done is all the worse.

**The Hon. the Speaker:** If no other senator wishes to speak, I declare the debate on this inquiry closed.

[*English*]

## ABORIGINAL PEOPLES

COMMITTEE AUTHORIZED TO STUDY OPPORTUNITIES TO EXPAND ECONOMIC DEVELOPMENT OF NATIONAL PARKS IN THE NORTH AND TO APPLY PAPERS AND EVIDENCE OF PREVIOUS SESSION TO CURRENT STUDY

**Hon. Thelma J. Chalifoux**, pursuant to notice of February 22, 2001, moved:

[ Senator DeBané ]

That the Standing Senate Committee on Aboriginal Peoples be authorized to examine and report upon the opportunities to expand economic development, including tourism and employment, associated with national parks in Northern Canada, within the parameters of existing comprehensive land claim and associated agreements with Aboriginal Peoples and in accordance with the principles of the *National Parks Act*;

That the papers and evidence received and taken on the subject and the work accomplished by the Standing Senate Committee on Aboriginal Peoples during the Second Session of the Thirty-sixth Parliament be referred to the Committee; and

That the Committee submit its final report no later than September 28, 2001.

**The Hon. the Speaker:** Is it your pleasure, honourable senators, to adopt the motion? I believe Senator Robichaud has a question.

[*Translation*]

**Hon. Fernand Robichaud (Deputy Leader of the Government):** Honourable senators, I should like to obtain a bit of information on the study in question. Is it a new study? Is it a special study? Had it already begun? Will it simply be continuing, and will it involve travel, thus leading to substantial expenditures that were not planned for?

[*English*]

**Senator Chalifoux:** Honourable senators, this is a continuation of a study that was begun in the last session of Parliament. Yes, it will be a task force. It is an important study. There are a number of reasons why it should be continued. They are looking for about 70,000 jobs within the Northwest Territories which will affect the communities surrounding the national parks. This will be a three-person task force. We want to limit the budget as much as we can and do the best job we can. It is a subcommittee from the Standing Senate Committee on Aboriginal Peoples.

[*Translation*]

**Senator Robichaud:** Honourable senators, Senator Chalifoux mentioned that the study was undertaken by a subcommittee. Did this subcommittee already exist?

[*English*]

**Senator Chalifoux:** Yes.

**The Hon. the Speaker:** Are honourable senators ready for the question? It is moved by the Honourable Senator Chalifoux, seconded by the Honourable Senator Rompkey, that the Standing Senate Committee on Aboriginal Peoples be authorized to examine the report upon the opportunity to say expand economic development —

**An Hon. Senator:** Dispense!

**The Hon. The Speaker:** Is it your pleasure, honourable senators, to adopt the motion?

**Hon. Senators:** Agreed.

Motion agreed to.

• (2130)

### **PUBLIC SERVICE WHISTLE-BLOWING BILL**

NATIONAL FINANCE COMMITTEE AUTHORIZED TO APPLY PAPERS AND EVIDENCE ON STUDY OF BILL DURING PREVIOUS SESSION TO STUDY OF CURRENT BILL

**Hon. Lowell Murray,** pursuant to notice of February 22, 2001, moved:

That the papers and evidence received and taken by the Standing Senate Committee on National Finance during its consideration of Bill S-13, Public Service Whistle-blowing Act, in the Second Session of the Thirty-sixth Parliament, be referred to the Committee for its present study of Bill S-6, Public Service Whistle-blowing Act.

Motion agreed to.

### **LEGAL AND CONSTITUTIONAL AFFAIRS**

COMMITTEE AUTHORIZED TO PERMIT ELECTRONIC COVERAGE

**Hon. Lorna Milne,** pursuant to notice of March 1, 2001, moved:

That the Standing Senate Committee on Legal and Constitutional Affairs be authorized to permit coverage by electronic media of its public proceedings with the least possible disruption of its hearings.

Motion agreed to.

COMMITTEE AUTHORIZED TO ENGAGE SERVICES

**Hon. Lorna Milne,** pursuant to notice of March 1, 2001, moved:

That the Standing Senate Committee on Legal and Constitutional Affairs have power to engage the services of such counsel and technical, clerical and other personnel as may be necessary for the purpose of its examination and consideration of such bills, subject matters of bills and estimates as are referred to it.

Motion agreed to.

The Senate adjourned until tomorrow at 2 p.m.

## APPENDIX

## TRADE MISSION TO CHINA

*(Response to question raised by Hon. Noël A. Kinsella on February 7, 2001)**(See p. 247.)***ANSWER:****COMPANY LIST**

<b>COMPANY</b>	<b>FIRST NAME</b>	<b>SURNAME</b>
A.R. Monteith Inc.	Janet	Lamb
Academy Canada	George	Simpson
Academy Canada	Michael	Barrett
Access Forum – Canada	Henry	Walker
Accutel.com	Joe	Balaz
ACDEG International Inc.	David	Fung
Acres International Limited	Oskar	Sigvaldason
AERDE Environmental Research	Dirk	Werle
Aga Khan Foundation Canada	Nazeer	Ladhani
AGF Management Ltd.	Dannie	Tong
Agri-Tec Canada Inc.	Paul	Westdal
Agriculture and Agri-Food Canada	Sally	Jorgensen
Air Canada	Douglas	Port
Air Canada	Carol	Hutchins
Air Canada	Michael	Tremblay
Air Canada	Jack	Wallis
Air Canada	Stephen	Markey
AKD International	Francis	Pang
Alberta Dragon Ltd.	Joseph	Hung
Alberta Economic Development	Barry	Mehr
Alberta Economic Development	Hazel	Cail
Alberta Economic Development	Gordon	Vincent
Alcan Asia Pacific Limited	Hing Choy	Mung
Alcatel Canada Inc.	Walter	Friesen
Alcatel Canada Inc. Transport Automation	Kevin	Fitzgerald
Alcatel Canada Inc. Transport Automation	Walter	Friesen
Alcatel Networks Corp.	Cecillia	Cheung
Algonquin and Lakeshore Catholic District School Board	Gregory	Cosgrove
All International Investments & Development Inc.	Courtland	Brewster
All International Investments & Development Inc.	David	Qi
AMR Technologies Inc.	Constantine	Karayannopoulos

AMR Technologies Inc.	Peter	Gundy
ApecTec Inc.	Barclay	Hambrook
Aquamed Canada Inc.	Diane	Padoin
Aquamed Canada Inc.	Paolo	Padoin
Asia Pacific Foundation of Canada	Yuen	Woo
Association of Canadian Community Colleges	Terry	Boyles
Association of Universities and Colleges of Canada	Sally	Brown
Atlantis Scientific Inc.	Isabell	MacRae
Atomic Energy of Canada Ltd.	Keith	Bradley
Atomic Energy of Canada Ltd.	Allen	Kilpatrick
Atomic Energy of Canada Ltd.	William	Hancox
Atomic Energy of Canada Ltd.	Louis	Nolet
ATS Automation Tooling Systems Inc.	Shawn	Qu
Aviation Strategies International	Pierre	Coutu
B.C. Trade & Investment Office	Deanna	Chan
B.C. Trade & Investment Office	Kevin	Regan
B.E.S.T. Investment Counsel Ltd.	John	Richardson
BAE-Newplan Group Ltd.	Bassem	Eid
Bank of Montreal	Albert	Poirier
Bank of Montreal	Peter	Wren
Bank of Montreal	Constance	Mak
Bank of Montreal	Maria	Gonzalez
Bank of Montreal	Neil	Tait
Bedarco Nooter Inc.	Peter	Bedard
Bendwell & Associés Inc.	André	Bendwell
Benol Corporation	Raphael	Benditkis
BERG Chilling Systems Inc.	Feng	Cai
BeSeen Consulting Ltd.	Rachel	Wang
BIT Integration Technology Inc.	Paul	Gallagher
Bitcasters	Nathon	Gunn
Blake, Cassels & Graydon	Gerald	Deyell
Blake, Cassels & Graydon	Robert	Kwauk
Bombardier Aerospace	Thomas	Appleton
Bombardier Inc.	Robert	Brown
Bombardier Inc.	Pierre	Pichette
Bombardier Inc.	Robert	Greenhill
Bombardier Transportation China	David	Penhorwood

Bombardier Transportation China	Serge	Bisson
Borden Ladner Gervais LLP	Amélia	Salehabadi
Boucher Brothers Lumber Ltd.	Normand	Boucher
Bradley Pacific Enterprises	Wendy	Yuan
British Columbia Centre for International Education	Ian	Andrews
British Columbia Institute of Technology	Anthony	Knowles
British Columbia Ministry of Employment & Investment	Charles	Kang
British Columbia Ministry of Employment & Investment	Christopher	Nelson
Brownstein & Brownstein Attorneys	Herbert	Brownstein
Business Council on National Issues	Thomas	d'Aquino
Business Development Bank of Canada	Michel	Vennat
Ca Fung Enterprises Ltd.	Norman	Ho
Ca Fung Enterprises Ltd.	Fred	Lee
Ca Fung Enterprises Ltd.	Jackie	Tse
CAE Inc.	Stephen	Wilson
CAE Inc.	Derek	Burney
CAE Inc.	Carman	Feng
Can-Achieve Consultants Ltd.	Alex	Li
Can-Achieve Consultants Ltd.	Joe	Kenney
Can-Achieve Consultants Ltd.	Dennis	Tanack
Can-Achieve Consultants Ltd.	Jim	Li
Can-China Strawboard Inc.	Wing-Yip	Man
Canada 3000 Airlines Limited	John	Chan
Canada Asia Holdings Inc.	Chih-Ton	Chan
Canada Cadavisa International Consulting Inc.	Changmin	Yan
Canada Centre for Remote Sensing	Ronald	Brown
Canada Centre for Remote Sensing	Marc	D'Iorio
Canada China Business Association	Johnson	Yu
Canada China Business Council	Alison	Winters
Canada China Business Council	Ariana	Bradford
Canada China Business Council	Jack	Austin
Canada Control Equipment Inc.	Fengshan	Qi
Canada Fei Cui International Industrial Group Ltd.	Flora	Kwan
Canada Fei Cui International Industrial Group Ltd.	Saree	Tangsrisee
Canada Livestock Services Ltd.	Sydney	Palmer
Canada Pork International	Bill	Vaags
Canada Post Corporation	Patricia	Nesbitt

Canada Post Corporation	Pierrette	Ringuette-Maltais
Canada's Royal Winnipeg Ballet	Tara	Birtwhistle
Canadian Agritech Dev. Corp.	Fred	Eden
Canadian Association of Prawn Producers	John	Angel
Canadian Commercial Corporation	Douglas	Patriquin
Canadian Development and Marketing Corporation	Mohammad K.	Al Zaibak
Canadian Foundation Centre for International Education	Sam	Rong
Canadian Grain Commission	Douglas	Stow
Canadian Iceberg Vodka Corporation	Gary	Pollack
Canadian International Development Agency	Janet	Zukowsky
Canadian International Development Agency	Douglas	Henderson
Canadian International Legal Services	Jenny	Weng
Canadian National Railway Company	David	McLean
Canadian Overseas Holdings Inc.	Ning	Bai
Canadian Pacific Railway	Willy	Wang
Canadian Red Cross Society	Pierre	Duplessis
Canadian Red Cross Society	Kai	Tao
Canadian Red Cross Society	Yunhong	Zhang
Canadian Space Agency	Bjarni	Tryggvason
Canadian Space Agency	Philip	Price
Canadian Space Agency	Colleen	deBont
Canadian Space Agency	Stéphane	Lessard
Canadian Space Agency	Mac	Evans
Canadian Wheat Board	Haiguang	Shi
Canadian Wheat Board	Bill	Spafford
Canadian Wheat Board	Greg	Arason
CanAsia Enterprises Ltd.	Richard	Walker
Canatal International Inc.	Otto	Poon
Canatal International Inc.	Peter	Vanderplaat
Canatal International Inc.	Tom	Kilmer
Canbreal Therodiagnostics International Inc.	Gabriel	Pulido-Cejudo
Cantronic Systems Inc.	James	Zahn
Capilano College	Mitra	Kiamanesh
Capilano College	Allen	Zhu
Capilano College	Cyrus	Kanga
Carleton Productions International	Andrew	Ormsby
Carleton Productions International	Mark	Ross

Carleton Productions International	Anne	Johnston
Catherine A. Sas Immigration Centre	Catherine	Sas
Cavendish Analytical Laboratory Ltd.	Wade	Reeves
CBL Data Recovery Technologies Inc.	Tim	Margeson
CDM Information Inc.	Mohammad	Al Zaibak
CEC Network	Rodney	Briggs
CECA International Trade Inc.	Ping	Li
CECA International Trade Inc.	Glenn	Wilhide
Centrinity Inc.	Charles	Ivey
Certified General Accountants Association of Canada	Bruce	Hryciuk
Certified General Accountants Association of Canada	Guy	Legault
CHAI-NA-TA Corp.	William	Zen
Chan-Yond Consultant Ltd.	Martin	Chen
China Broadband Corp.	Daming	Yang
China Broadband Corp.	Matthew	Heysel
China Xin Network	Raymond	Boisvert
Chinese Interpreters & Translation Services	Tony	Luk
CIBC Wood Gundy Inc.	Hugh	Alcorn
CIBC World Markets Inc.	Donald	Lindsay
CIBC World Markets Inc.	Peter	Tulloch
CIBC World Markets Inc.	Christopher	Blackwell
Cirque du Soleil	Gaétan	Morency
Cirque du Soleil	Paul	Laporte
Cirque du Soleil	Eric	Bick
Cirque du Soleil	Rachel	Laperrière
Citibank Canada	John K.	Kwong
City of Woodstock	John	Geoghegan
Clearwater Fine Foods Inc.	Peter	Matthews
Click2Net Inc.	Jeff	Lancaster
Click2Net Inc.	Adam	Simpson
CMHC	Jean-François	Martin
CML Global Capital Ltd.	Eric	Kong
CNPC-Alberta Petroleum Centre	Angelo	Zia
Cognac 2253320 Corporation	Yun	Ng
Coincard International Inc.	Brian	Doyle
Collège de Rosemont	Réginald	Lavertu
Columbia International College of Canada	Pauline	Kan



Com Dev International	Richard	Kolacz
Concordia University	Marcel	Danis
Concordia University	Martin	Singer
Concordia University	Frederick	Lowy
Concordia University, John Molson School of Business	Mohsen	Anvari
Conestoga College of Applied Arts & Technolgy	John	Tibbits
Continental Marble Industries Ltd.	Lorne	Janes
Coopérative Fédérée De Québec	Pierre	Gauvreau
Coril Holdings Ltd.	Ronald	Mannix
Corma Inc.	Manfred	Lupke
Corma Inc.	Jianming	Ding
Corporation Canaccord Capital	Natalie	Marleau
Corporation Canaccord Capital	Renaud	Bergeron
Corporation Waskahegen	Gilles	Bérubé
Cosem Neurostim Ltd.	Alain	Philibert
Council of Canada China Entrepreneurs and Professionals	Sai	Wan
Cyberteks Design	Deepal	Peiris
Cyberteks Design	Keith	Peiris
D.D. Huang & Associates	Dongdong	Huang
Dalhousie University	Lynn	McIntyre
Davies, Ward, Phillips and Vineberg	Canice	Chan
Davies, Ward, Phillips and Vineberg	Douglas	Robertson
Davies, Ward, Phillips and Vineberg	Howard	Jiang
DC Canada International (DCCI) Corp	George	Liu
Department of Foreign Affairs and International Trade	David	Adams
Department of Foreign Affairs and International Trade	David	Clendenning
Department of Foreign Affairs and International Trade	Brigitte	Léger
Descartes Systems Group Inc.	Thomas	Sandor
Dessau Soprin Inc.	Jean-Pierre	Sauriol
Deton'Cho Corporation	Darrell	Beaulieu
DFS & Smith Carter	Michael	Start
DFS & Smith Carter	David	Simpson
DI Multimedia Corp.	Steve	Low
Dickson Hall & Associates	Dickson	Hall
Digital Accelerator Corp.	Nick	Ringma
Digital Accelerator Corp.	Meng	Wang
Dipont Consultants Ltd.	David	Luo

Diversinet Corporation	Nagy	Moustafa
DMR Consulting Inc.	Jean-Marc	Proulx
DragonKing Global Solutions Inc.	David	Wang
Dynamic Pacific Enterprises Corp.	Brian	Hui
E & P Trading Ltd.	Yongping	Xu
EAA Enterprises Limited	Jeannie	Cheng
Earth Tech (Canada) Inc.	John	Herbert
Eastern Charlotte Waterways Inc.	Susan	Farquharson
Eastern Restoration Center	Cecilia	Yumin
Eicon Networks	Nelson	Poon
Elk Island Public Schools	Karuna	Ausman
Elk Island Public Schools	Robert	McPhee
EMS Technologies Ltd	David	Warne
EMS Technologies Ltd	Donald	Osborne
Encanes International Development Corp.	Cheng	Chang
Energy Contact Inc.	Armand	Chalifour
Enghouse Systems Limited	Andrew	Nellestyn
Entrust Technologies Inc.	Zhengyu	Liu
Entrust Technologies Inc.	Pamela	Jones
Entrust Technologies Inc.	Brian	O'Higgins
Entrust Technologies Inc.	Jessica	Zhu
Environment Canada, Pacific & Yukon Region	Don	Fast
Ernst & Young	Gordon	Fear
Export Development Corporation	June	Domokos
Export Development Corporation	Ronald	Dahms
Export Development Corporation	Alison	Nankivell
Export Development Corporation	Rob	Simmons
Family Tradition Foods Incorporated	John	Omstead
Fidelity Financial International Inc.	John	Ryan
First Nat Consulting and Export Corp.	George	Du
Fogo Island Co-Operative Society Limited	Cecil	Godwin
Forintek Canada Corporation	Ian	De La Roche
Four Square Productions Canada	Gerald	Sperling
Fred Campbell Consulting	Fred	Campbell
FRI Corporation	Eligio	Gaudio
Friede Goldman Newfoundland Limited	Miguel	Pazos
GAO Research Inc.	Frank	Gao

Gardiner, Miller, Arnold	Gerald	Miller
Gardiner, Miller, Arnold	Tony	Wang
GE Hydro	Ernest	Sinyor
GECOM Canadian Holdings Corporation	Frank	Tan
George Kelk Corporation	Peter	Kelk
Global Thinkers Inc.	Michael	Quinn
Golden Dragon Energy Ltd.	Stuart	Squires
Golden Dragon Energy Ltd.	Douglas	Miller
Government of Newfoundland and Labrador	Bob	Norman
Government of Newfoundland and Labrador	Harry	Bishop
Government of Yukon	Danny	Cheng
Great Earth Architects	Zheng	Lin
Groupe ADF Group inc.	Nansen	Cheng
Groupe Alexis Nihon	Paul	Massicotte
Groupe Everest	Jean-Pierre	Toupin
GrowthWorks Capital Ltd.	David	Levi
Haber & Associates	Christopher	Haber
Harris Corporation	Robert	Bolduc
Harris Corporation	Ronald	Chow
Harris Corporation	Carleton	Smith
HATCH	Adam	Majorkiewicz
HATCH	Tinsle	Wang
HATCH	Chuan	Jiang
Hatfield Consultants Ltd.	Thomas	Boivin
Healthcare Technology Service	Sylvia	Morawetz
Henry Global Consulting Services Ltd.	Henry	Zou
Hfu Film (Canada) Ltd.	Keyen	Huangpu
Holland College	Jolene	Chan
Holland College	Keith	Dewar
Hotway Biochemicals Canada Co. Ltd.	Yunxiang	Li
HSBC Bank Canada	J. Lindsay	Gordon
Humber College of Applied Arts & Technology	Richard	Hook
Humber College of Applied Arts & Technology	William	Ngaw
Husky Injection Molding Systems Ltd.	Marcus	Sutch
HydroNov Inc.	Luc	Desrochers
IBI Group	R.A.	McNally
INCO Limited	David	Luo

INCO Limited	Peter	Goudie
Industry Canada	Keith	Chang
Innovative Board Technologies	Adrian	Kuypers
Institut Rosell Inc.	Patrice	Malard
Institut Rosell Inc.	Dupuis	Angers
Inter-Citic Mineral Technologies Inc.	James	Moore
Inter-Transport Ltd.	Tony	Altomare
International Education Alliance Inc.	Connie	Chan
International Science and Technology Development Centre	Robert	Zhao
Internet Incubation.com Inc.	Abe	Schwartz
Internet Incubation.com Inc.	Stephen	Lautens
IntraCoastal System Engineering	Vid	Wadhvani
Investex S.A. Inc.	George	Yui
Investissement Québec	Louis	Roquet
Investissement Québec	Louis	Lavigne
Investissement Québec	Lucia	Baldino
Investment Partnerships Canada	Rocco	Delvecchio
J&P Star Management Consulting Group Inc.	Charles	Qi
J.D. Irving Limited	John	Irving
J.P. Environmental Products	James	Haller
Jie Li International Environmental Technologies Group Ltd.	Jerymy	Brownridge
Joe Ng Engineering Ltd.	Joe	Ng
Joe Ng Engineering Ltd.	Mario	Cuconato
Junior Team Canada	Alexandre	Lafleur
Junior Team Canada	Andrea	Wang
Justice Institute of British Columbia	John	McGee
KelsanTechnologies Corp.	Patrick	Rooney
Kentrexs Enterprises Ltd.	Demas	Kim
Kiu Shun Trading Co. Ltd	Albert	Fok
Kryton International Inc.	Ron	Yuers
Kurtz Produce Inc.	Bradley	Kurtz
L&L Food Ltd.	Richard	Lam
Labcal Technologies Inc.	Carl	Boudreau
Langley School District No. 35	Eugene	MacDonald
Lingo Media	Michael	Kraft
Listel Canada Ltd.	Tao	Zhou
Lockerbie Stanley Inc.	Robert	Pitour

Loewen Phoenix Company	Howard	Loewen
Logic Tax Ltd.	Tony	Wa
Longway Supernet International Inc.	Jianfei	Ouyang
Lu Chan, Barrister and Solicitor	Lu	Chan
MacDonald Dettwiler and Associates Ltd.	Steve	Kirchgessner
Macro Engineering & Technology Inc.	Weiguang (Steven)	Shi
Macro Engineering & Technology Inc.	Herbert	Lam
Man Cheong International Ltd.	Bill	Lo
Manitoba Trade and Investment Corp.	Richard	Walker
Manulife Financial	Victor	Apps
Manulife Financial	Raymond	Chan
Manulife Financial	Dominic	D'Alessandro
Manulife Financial	Edward	Lau
Manulife Financial	Marc	Sterling
McCain Foods Asia Pacific	Basil	Hargrove
McDonald International Technology Centre Inc.	Norman	Lee
McGill Centre for International Management Studies	Sylvain	St-Amand
McGill University	Bernard	Shapiro
McKnight and Associates	Bill	McKnight
McKnight and Associates	Rick	Logan
McKnight and Associates	Quan	Zhu
McMaster University	Luke	Chan
Meridian Technologies Inc.	Mark	Tucker
Meridian Technologies Inc.	John	Berkmortel
Meridian Technologies Inc.	Tony	Walsh
Millennium Technology Inc.	Illich	Cheng
Minco Mining & Metals Corporation	Ken	Cai
Ministère de l'Industrie et du Commerce	Jean	Pronovost
Ministère de l'Industrie et du Commerce	Darlene	Lenden
Ministère de l'Industrie et du Commerce	Francine	Arès
Ministère de l'Industrie et du Commerce	Suzanne	Ethier
Ministère des Relations Internationales, Gouvernement du Québec	Michel	Robitaille
Ministry of Econ Development and Trade, Trade Development Division	Len	Crispino
Morgen & Kevin Canadian Immigration	Charlie	Chun Huang
Motry International Inc.	Peter	Zhang
Mount Royal College	Thomas	Wood
Mount Royal College	Judith	Eifert

Mount Royal College	Donna	Spaulding
Mount Saint Vincent University	Judith	Woodsworth
Mundoro Mining Inc.	Colin	McAleenan
National Optics Institute	Jean-Guy	Paquet
National Research Council Canada	Walter	Pickering
National Research Council Canada	Bruce	Pridmore
National Research Council Canada	Maureen	Wong
Natural Resources Canada	Irwin	Izkovitch
Natural Resources Canada	Peter	Harrison
Natural Resources Canada	Martin	Walters
Netbility Corporation	Dennis	Periard
New Brunswick Department of Investment & Exports	William	Thompson
Newfield Seeds Company Ltd.	Janet	Stoner
Newfield Seeds Company Ltd.	John	Doege
Newfound Resources Limited	Brian	McNamara
Newfoundland Department of Industry, Trade & Technology	Keith	Healy
NewQuest Capital Corporation	Robert	McDowell
Niagara College	Dan	Patterson
Nienkamper Furniture and Accessories Inc.	Klaus	Nienkamper
Niko Resources Ltd.	Robert	Ohlson
Noetix Research Inc.	Tom	Hirose
Norampac Inc.	Marc-André	Dépin
Nortel Networks Ltd.	Robert	Mao
Nortel Networks Ltd.	Yardley	Lazovsky
Nortel Networks Ltd.	Stephen	Tsui
North America Steamships Ltd.	James	Tang
North America Steamships Ltd.	Cecilia	Tang
North American Overseas Consultant Ltd.	Hongbin	Xu
Northern Alberta Institute of Technology (NAIT)	Sam	Shaw
Northstar Trade Finance Inc.	Scott	Shepherd
Nova Pole International Inc.	Sandra	Atkins
Novel Energy (North America) Ltd.	Pa	Wong
NRCan/CANMET	Yvan	Roy
Oceanic Consulting Corp.	Dan	Walker
Ontario Exports Inc.	Valerie	Fountain
Ontario Exports Inc.	Yijun	Song
Ontario Superbuild Corporation	David	Lindsay

Ouellet Canada	Raymond	Beaulieu
Ouellet Canada	Robert	Beaulieu
Ouellet Canada	Benson	Han
Pacific Rim Endangered Species Centre	Ken	Macquisten
Pan Pacific Design and Development Group Ltd.	Hongwei	Zhang
Parker Knox Consultants Inc.	Parker	Knox
Partition Components Asia	Carl	Aass
PCI Geomatics Group	Robert	Moses
PCI Geomatics Group	Lise	Laflamme
PCI Geomatics Group	Trevor	Taylor
Pearson Pacific (Canada) Ltd.	Michael	Chen
Phillip's Sharksfin Co. Ltd.	Phillip	Yang
PIC Canada	Les	Cain
Placer Dome Inc.	Ian	Austin
PlanPlus Inc.	Shawn	Brayman
Positron Inc.	Jose-Luis	Menghini
Pourslo International Development Inc.	Mohammed	Lakhmiri
Power Corporation of Canada	André	Desmarais
Power Corporation of Canada	Peter	Kruyt
Power Corporation of Canada	Henry	Liu
Power Corporation of Canada	Luc	Reny
Power Corporation of Canada	Victor	Yang
Power Corporation of Canada	Dele	Liu
Power Corporation of Canada	Hua	Yu
Power Corporation of Canada	Jean-Guy	Gourdeau
Power Pacific Corporation Ltd.	Charles	Shiu
Pratt & Whitney Canada Inc	Robert	Wu
Pratt & Whitney Canada Inc	Joseph	Torchetti
PricewaterhouseCoopers LLP	Michael	Gourley
Primex Forest Products Limited	Shaun	Sullivan
Professional Institute of Applied Technology	Rojean	Williams
Promithian Inc.	Philip	Wheelton
Provest Management (1984) Corp.	John	Wanamaker
Provincial Studios Ltd.	Greg	Penney
Pulse Canada	Les	Rankin
QGI Institute of Information Technology	Guang	Qi
QWEB	Jacques	Robitaille

R & F Hi-Tech Development Co. Ltd.	Zhang	Li
Radarsat International Inc.	Ron	Martin
Raymond Chabot Grant Thornton	Clément	Joly
RCI Capital Group Inc.	John	Park
RCI Capital Group Inc.	Allen	Li
RCI Capital Group Inc.	Yangzhou	Hu
Regional Municipality of Niagara	Debbie	Zimmerman
Renaissance Capital Inc.	Sylvain	Payette
Rieder Hymmen & Lobban Inc. Architects	Malcom	Lobban
Royal Roads University	Tom	Austin
S.M. Group International Inc.	Guangji	Zhu
Saint Mary's University	Gabrielle	Morrison
Saskatchewan Trade and Export Partnership	John	Treleaven
Saskatchewan Trade and Export Partnership	Tim	Marshall
Science Council of British Columbia	Monty	Little
Seneca College of Applied Arts & Technology	Wayne	Norrison
Seneca College of Applied Arts & Technology	Nick	Huang
Shade-O-Matic Ltd.	Norbert	Marocco
Shenglin Financial Inc.	Shenglin	Xian
Sierra Tech Homes Ltd.	Wayne	Dagleish
Simon Fraser University	David	Mitchell
Simon Fraser University	Colin	Jones
SinoCann Environmental Centre Ltd.	Goodrich	Ho
SinoProjects.com	Henry	Wang
SLCC Consultants Corp.	George	Lian
Smart Seed Fund	Alnoor	Kassam
SNC – Lavalin Inc.	Robert	Tribe
SNC-Lavalin (China) Engineering Inc.	Cheng Chun	Li
SNC-Lavalin (China) Engineering Inc.	Lujiang	Fan
SNC-Lavalin (China) Engineering Inc.	Jianmin	Ke
SNC-Lavalin (China) Engineering Inc.	John	Shou
SNC-Lavalin (China) Engineering Inc.	Rod	Scriban
SNC-Lavalin Capital Inc.	Esther	Tse
SNC-Lavalin ECS Inc.	Sheldon	Xie
SNC-Lavalin Inc.	Parveen	Khan
SNC-Lavalin International	Mark	Osterman
SNC-Lavalin International Inc.	Michael	Novak



Société de développement économique de Drummondville	Martin	Dupont
Soo Singapore Jerky Ltd.	Philip	Wong
SR Telecom Inc.	Garry	Forbes
St-Pierre Internationale Inc.	Brian	Wang
St. Francis Xavier University	Sean	Riley
STW Holdings (Canada) Consultants Inc.	J. Charlie	Wang
Sun Life Financial Services	Qianqian	Dong
Sun Life Financial Services	Michel	Leduc
Sun Life Financial Services	Timothy	Chen
Sun Life Financial Services	Janet	De Silva
Sun Life Financial Services	Douglas	Henck
Sun Life Financial Services	Dikran	Ohannessian
Sunwing Energy Ltd.	Patrick	Chua
Sunwing Energy Ltd.	Gerald	Moench
Sunwing Energy Ltd.	David	Martin
Sunwing Energy Ltd.	Robert	Friedland
Synnovate International Inc.	Christopher	Zee
T.E.S.T. College International	Joyce	Chang
T.E.S.T. College International	Frank Xun fan	Jiang
T.Z.F. International Herbs Investment Inc.	Sonny	Chen
T.Z.F. International Herbs Investment Inc.	Amelia	Gao
Tanbec inc.	Bernard	Guimont
Technical University of BC	Bernard	Sheehan
Technologies DOZ inc.	Alain	Moreau
Technologies Nter Inc.	Simon	Brodeur
TechWok.com	Raj	Rama
Teck Corporation	Fred	Daley
Teck Corporation	Alex	Christopher
Teilhard Technologies	Terry	Mitchell
Telefilm Canada	François	Macerola
Teshmont Consultants Inc.	David	Stregger
Tessag-KSH Ltd.	Alan	Curleigh
The Bank of Nova Scotia	Patrick	Rooney
The Brick Warehouse Corporation	Jeffrey	Silver
The GEM Group	Doug	Mitchell
The Lotus Group	George	Chen
The Ontario Flue-Cured Tobacco Growers' Marketing Board	Ted	Raytrowsky

The Ontario Flue-Cured Tobacco Growers' Marketing Board	George	Gilvesy
The Ontario Flue-Cured Tobacco Growers' Marketing Board	Frank	Menich
The Personnel Department	Leslie	Meingast
Thermo Black Clawson Canada Ltd	Ed	Siedlak
Toronto 2008 Bid Committee	Bob	Richardson
Tri-Link Technologies Inc.	Roy	Leahy
Tri-Star Seafood Supply Ltd.	Claude	Tchao
TTA Technology Training Associates Ltd.	Jeanne	Kurz
TTA Technology Training Associates Ltd.	Lawrence	Gu
Turkhot Tech Inc.	Maurice	Labrèche
Twisted Air Technologies	Mark	Dee
UC Global Tours	John	Wang
Underwater Harvesters Association	James	Austin
Underwater Harvesters Association	Michelle	James
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