

Senator Grant Mitchell

Proud to represent Alberta

Shattered Dreams: Addressing Harassment and Systemic Discontent within the RCMP

December 2014 – Senator Grant Mitchell and Hon. Judy Sgro, the Member of Parliament for York West released their report on harassment within the RCMP. *Shattered Dreams: Addressing Harassment and Systemic Discontent within the RCMP* is the culmination of two years of cross-country consultations with dozens of women and men who have endured sexual harassment and workplace bullying while serving on the force.

For the entirety of its history, the RCMP has served Canadians with distinction and honour, both at home and abroad. Whether enforcing domestic laws, operating abroad as peacekeepers and instructors, or appearing in a ceremonial manner, the iconic red serge is a globally recognized symbol of Canada and of Canadian values.

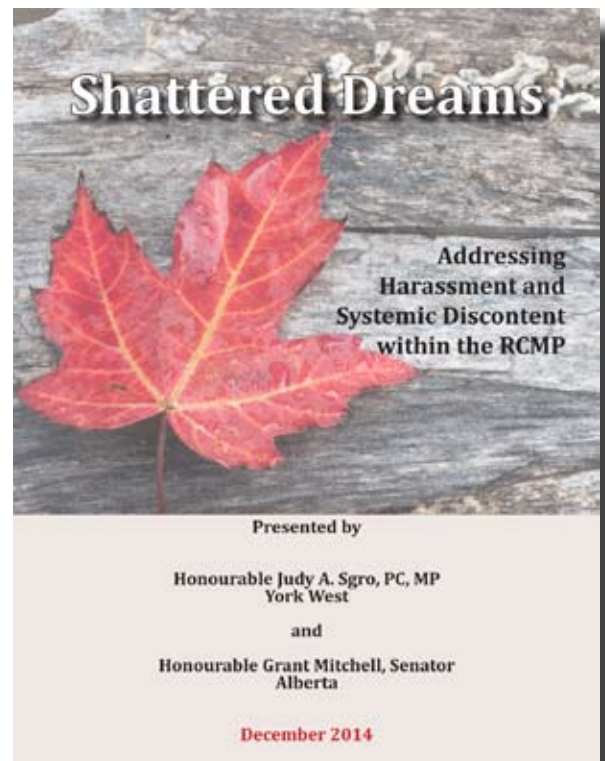
The RCMP protects Canadians every day and provides leadership and security when we need it most. Yet, the RCMP itself must also be a place where its employees feel safe. It has become increasingly evident that harassment reflects a deep and profound cultural problem in the RCMP. One of the manifestations of this problem is the post-traumatic stress experienced by many who have experienced harassment.

The report seeks to recommend initiatives that can influence the process of recreating the culture of the RCMP so it will be a place where all Members (civilian and regular), can successfully pursue their careers in a safe

and fair environment.

The thirteen recommendations are listed on page 2.

To read the full report, please click below:



These are the recommendations made in the report *Shattered Dreams: Addressing Harassment and Systemic Discontent within the RCMP*:

Recommendation 1 – Establish a formal civilian oversight and governance body for the RCMP modelled after public police commissions and boards that supervise police forces in many major Canadian cities. This structure would respect the operational independence of the RCMP but would provide a mechanism to hold the police service accountable for dealing with issues such as sexual harassment within the force.

Recommendation 2 – Create, review and modernize the strategic vision, mission statement, and statement of cultural and diversity awareness of the RCMP. Attention should be given to fix the professional competencies of leadership to align the strengths of the RCMP with contemporary operational demands of the force, to ingrain ethical standards and accountability and to foster a culture that encourages and rewards cohesion and promotes an environment of inclusion and equality.

Recommendation 3 – Establish the ability of the RCMP membership to vote on creating a dedicated Member advocacy association.

Recommendation 4 – Establish an Ombudsman to receive and investigate complaints and concerns from RCMP Members and civilian employees.

Recommendation 5 – Establish a binding problem resolution/grievance process that exists outside and independent of the chain of command.

Recommendation 6 – Establish a National Psychologically Healthy Workplace Strategy with sufficient health resources to deal with post-traumatic stress disorder and operational stress injuries.

Recommendation 7 – Develop resource sharing arrangements amongst the Canadian Forces and other policing organizations for operational stress injury prevention, diagnosis and treatment.

Recommendation 8 – Establish baseline indicators for potential recruits and, if selected into the Force, measure Members' attitudes towards a healthy workplace over the lifecycle of their careers.

Recommendation 9 – Phase out intake quotas for female Members until the goal of cultural renewal has first been achieved.

Recommendation 10 – Establish a merit-based promotion process.

Recommendation 11 – Tie leadership training to a Member's career trajectory. The RCMP should make the completion of a training program like the Law Enforcement Management Institute of Texas (LEMIT) mandatory for all within the RCMP leadership team.

Recommendation 12 – Create a Policing Centre for Leadership Excellence and/or partner with or pool resources with organizations like the Canadian Armed Forces, with the goal of providing top-tier training for leadership in Canada.

Recommendation 13 – Introduce mandatory exit surveys for retiring Members of the RCMP, to be used in a broader strategy of data collection.

Renewable technologies are our future

There is clear economic risk to Canada in ignoring climate change. There is also great economic opportunity in dealing with it.

The resistance to Northern Gateway, Energy East and Keystone XL pipelines is evidence that the Canadian and U.S. publics want greater assurance of environmental responsibility in developing energy projects.

Well into the ninth year of its mandate, the Canadian government has failed to facilitate the construction of a single pipeline to open new markets. It has failed to provide the leadership to secure the social licence — the permission of the public — to build these projects. People are unconvinced there is an independent “third party” protecting their environment.

The costs to Canada from these

concerns are not speculative. Even at \$75 per barrel, every day that the Gateway Pipeline is delayed costs about \$37 million in lost revenue, Keystone XL \$60 million and Energy East \$82 million. That’s \$65 billion per year.

Risk of not finding new markets is heightened given that the U.S. is essentially the only export market for Canada’s oil and gas now, and the U.S. could well be self-sufficient in gas and possibly in oil in the foreseeable future.

Canada will also miss the economic opportunity in technological development, capital investment and jobs that will come with dealing with climate change. Dollar for dollar, investment in renewable energy and in energy conservation creates more jobs than investment in oil and gas projects. Fighting climate change will catalyze an economy

of the future, not damage it.

Some argue that there is no point in Canada acting on climate change until big polluters like China, the U.S. and others do. But, each time one of them makes a serious commitment to doing so, the Canadian government argues we have to wait for yet some other country to act first.

In his book, *“Waking the Frog: Solutions for Climate Change,”* Tom Rand makes the point that China is quite happy to “out-psyche” us into thinking they are doing nothing while in fact they are working away on the technologies to realize a renewable energy future and to monopolize the technologies to do it. We will be left behind.

[Click here to read more](#)



Senator Mitchell elected as Deputy Chair of Senate Committee on National Security and Defence

In September, Members of the Standing Senate Committee on National Security and Defence elected Senator Mitchell as its deputy chair.

The committee was first created in March 2001. Its mandate is to examine legislation and study issues related to national defence, security and veterans affairs.

The committee is in the process of concluding a study of the Canada Border Services Agency and has also been conducting a study on security threats facing Canada.

Having recently concluded its

examination of Bill C-44, An Act to amend the Canadian Security Intelligence Service Act and other Acts, the committee has now been authorized to conduct a pre-study of Bill C-51, Anti-terrorism Act, 2015.

To learn more about the work of the committee and read transcripts from previous meetings, please visit: <http://senate-senat.ca/secd-e.asp>.

Pictured below: Senators Mitchell and Lang during a Committee trip



Teachers Institute on Canadian Parliamentary Democracy



Senator Mitchell had the opportunity to speak to 85 outstanding educators from across Canada who attended the **Teachers Institute on Canadian Parliamentary Democracy** in November. The Teachers Institute is offered under the auspices of the Speakers of the Senate and the House of Commons and is organized by the Library of Parliament. The objective is to give teachers the opportunity to learn about Parliament directly from legislators and to see the institution from the point of view of those who work within it.

Senator Mitchell seeks to remove 'bathroom amendment' from Bill C-279

On March 10, 2015, Senator Mitchell introduced an amendment to Bill C-279 to remove the highly criticized "bathroom amendment" that was passed during committee stage.

Bill C-279 seeks to amend both the Canadian Human Rights Act and Criminal Code to include "gender identity," thereby ensuring that transgender Canadians finally have equal protection under the law. During committee study Senator Donald Plett introduced an amendment that excludes sex-specific facilities including washrooms, locker rooms and women's shelters from protection, in a direct contravention of the bill's purpose.

It is for this reason that Senator Mitchell, sponsor of the bill in the Senate, introduced an amendment to return the bill back to the form in which it was passed by the House of Commons. "We cannot allow the very act that is designed to prohibit discrimination to be amended to allow discrimination."

Bill C-279 is currently being debated at report stage in the Senate, where the Senate as a whole must either approve or reject the amendments that were passed during committee study. "If my amendment is not adopted at this stage, I intend to reintroduce it at third reading. I know that I have the support of my Senate Liberal colleagues

and I urge Conservative senators to listen to the pleas of the transgender community."

The bill must return the House of Commons where the Senate amendments will be accepted or rejected. "I hope that we can move quickly and get the right version of this legislation passed," said Senator Mitchell. "Canadians believe in equal rights and it's long past time that our laws reflect that."

[Click here to read Senator Mitchell's speech explaining this amendment](#)

Questions or Comments? Please stay in touch!

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We welcome your thoughts and opinions. Please email us:
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Or write to us, postage-free:
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Senate of Canada
Ottawa, ON K1A 0A4

Got a question you'd like to see asked in Senate Question Period?

Click on the link below



HeForShe Campaign

In October, Senator Mitchell spoke in the Senate about the HeForShe campaign:

Honourable senators, I rise today to celebrate the message of the HeForShe campaign that was launched last week by Emma Watson at the United Nations. I wholeheartedly accept this challenge for men to actively participate in women's issues.

Whether you stand in front of the UN, your class, your team, your colleagues, your family or your friends, standing up and saying "no" to sexism unfortunately all too often requires strength of

character and integrity. The campaign is about recognizing the ways in which language shapes and is shaped by social attitudes and stereotypes. It's about identifying double standards and finding ways to work together to level the playing field, and it's about leading by example for our children and refusing to be bystanders among our peers.

The HeForShe campaign gives voice to the fact that the successful engagement of women's issues must involve empowering men to speak out, as Ms. Watson and so many

other courageous women have done and encourage men to do. We must diligently seek opportunities to reject norms that are harmful to the integrity of women and to inspire conversation about what equality amongst men and women really means.

I look forward to the day when campaigns like HeForShe are obsolete and unnecessary, the day when men and women alike move in society with equal opportunity, fully uninhibited by gender stereotypes and stigmas. A Canada like that would be a sight to see.



Tweet Tweet! Keep up to date by following @SenMitchell on Twitter

The Importance of Educating Women and Girls

Senator Mitchell recently joined the Canadian delegation to the Organization for the Security and Co-operation in Europe Parliamentary Assembly. He made the following address about the importance of educating women and girls:

Colleagues, my remarks address the importance of educating women and girls.

Globally, fewer girls than boys attend elementary school. The higher up the educational ladder we get, the fewer girls continue to be enrolled.

Two thirds of the world's illiterate adults are women. Girls represent approximately 60% of illiterate youth.

Lower female literacy rates; low-quality employment; and restrictions on the ability of women to fully participate in the public life of their countries are some of the consequences of failing to educate our girls.

Girls and women from minority communities – including indigenous girls and girls from Roma and Sinti communities in OSCE countries – face intersecting forms of discrimination and additional barriers in accessing education.

Ensuring that girls and women have equal access to education is one of the best investments that we can make to accelerate development worldwide and to ensure comprehensive security.

Equal access to education, without discrimination, is a fundamental human right.

We must encourage our countries to adopt clear strategies for women and girls' education; we can increase public support for women in scientific activities; and, we can support efforts to improve the collection of data we need to assess progress and formulate policy on equality of access to education.

Colleagues, I urge all of us to push our governments to redouble our efforts to ensure that all girls around the world have a chance to go to school.

Thank you for your attention.

Alberta Emerald Foundation

In September, Senator Mitchell gave the following speech:

Honourable senators, today I would like to talk about a remarkable organization dedicated to developing innovative and sustainable environmental practices.

The goal of the Alberta Emerald Foundation, which is based in a province rich in natural resources, is to raise public awareness of new technologies, promote environmental best practices and support research in the energy sector.

Sponsored by companies such as Enbridge and Shell, the foundation hands out awards and subsidies to companies, non-profits and governments. The foundation seeks to lead by example. It celebrates the determination of energy and environment sector stakeholders in the hope of inspiring other companies to make environmental innovation the norm.

The Alberta Emerald Foundation organizes community events called "Emerald Day," which to date have been held in Red

Deer, Grande Prairie and Fort McMurray. The Foundation showcases success stories from across the province, thereby raising community awareness of the importance of energy and environmental sustainability.

[...]Like the Alberta Emerald Foundation, we should all look for ways to raise our expectations regarding environmental oversight in this country.

[Click here to read more](#)



Citizens' Climate Lobby

In November, Senator Mitchell met with members of Citizens' Climate Lobby as part of their annual visit to Parliament Hill to discuss climate change.

From left to right: Doug Grandt, Sharon Howarth, Senator Mitchell, Mark Polle, Cathy Orlando, Sanjiv Mathur, Mike McCloskey (front).

Dandelion Renewables

In September, Senator Mitchell gave the following speech:

Honourable senators, I am rising today to talk about an inspiring environmental organization in Alberta. The founders of Dandelion Renewables realize that the change in mentality around energy consumption and environmental protection happens one person at a time, one family at a time, one business at a time.

With that in mind, Dandelion Renewables designs and installs sustainable energy systems

tailored to its clients' needs: rooftop solar panels, wind energy, off-grid projects, electrical energy audits and consultation. Those are just some of the reasons this organization is a leader in community movements in support of clean energy and energy efficiency in Alberta.

Dandelion Renewables is committed to providing Albertans with alternative energy sources. Its success lies in the fact that it offers more than just green solutions. Its mission is to offer solutions that are efficient, use cutting-edge technologies and strategies and

produce a 50 per cent return on investment in energy savings.

[...]It is very important to recognize organizations like Dandelion Renewables for what they are: environmental innovators that will be at the heart of the alternative energy industry of the future.

[...]Dandelion Renewables is yet another reason why I am proud to be an Albertan, and I am happy to highlight its success here today.

[Click here to read more](#)