

FOOTNOTES
INTRODUCTION

¹ LAC MG3I-K7 Volume 17, File 12: Association of Consulting Engineers: Correspondence and Memoranda, 1976-1978, “Always ahead of her time” by Kit Irving, *Ottawa Journal*, July 20, 1976.

² LAC MG3I-K7 Volume 21, File 10: Miscellaneous Speeches by E.G. MacGill, 1963-1977, “Technology: Women’s Lib: Our Challenging Future”, Convocation Speech at St. Lawrence College of Arts and Science 1975, 11.

These ideas echoed Elsie’s earlier conviction that technology was in general positive if it was used in a proper way – as she had expressed in her 1955 speech entitled “Danger! Women Thinking!”

LAC MG3I-K7 Volume 21, File 6: Miscellaneous Notes and Memoranda, n.d., 1977, Elsie Gregory MacGill, “Danger! Women Thinking” Address given at the Opening Banquet of Soroptomists Convention in Banff, Alberta, June 27, 1955, in *The Quotarian*, Volume 33, Number 5, 4-6.

³ Charles Bremner, “Is the hunt for Amelia Earhart finally over?” *The Ottawa Citizen, Saturday Observer* (care of the *The Times*, London), Saturday, April 7, 2012, B2.

⁴ There are various stories associated with the name MacGill within the MacGill family. According to Helen Hughes MacGill “My father’s father, Henry MacGill, was a second-generation Ontario Canadian of Scottish descent; and this is a good place to say again that we have only a clan connection with the fur-trading McGills who gave the land on which McGill University stands”. She wanted to clarify this point to demonstrate that there was no link between her family and her husband’s (Everett Cherrington Hughes) job at McGill University. Helen Brock, Elsie’s niece, recalled however that: “Elsie’s grandfather had spelt his name ‘McGill’ but her father changed it to ‘MacGill’, as the more correct form, he felt. His English-born mother, the original Elizabeth in the family, remained Mrs. McGill”

Hughes, “Wasp/Woman/Sociologist”, 70, 76; Written correspondence with Helen Brock, September 2013.

⁵ Nigel Hamilton argues that after the Second World War the production of biographies took off and women fully engaged in their creation.

Nigel Hamilton, *Biography: A Brief History*, (Cambridge, Mass.: Harvard University Press, 2007), 191, 213.

Marianne Gosztonyi Ainley argued that biographical studies of women sciences are essential in assessing their lives, inherent strengths, and career paths.

Marianne Gosztonyi Ainley, *Creating Complicated Lives: Women and Science at English-Canadian Universities, 1880-1980*, eds. Marelene Raynery-Canham and Geoff Rayner-Canham, (Kingston and Montreal: McGill-Queen’s University Press, 2012), 5-8.

Recently, there has also been renewed interest in the use of biographies that are “careful and reflexive” in Canadian feminist history.

Catherine Carstairs and Nancy Janovicek, "Introduction: Productive Pasts and New Directions" In *Feminist History in Canada: New Essays on Women, Gender, Work, and Nation*, eds. Catherine Carstairs and Nancy Janovicek (Vancouver: UBC Press, 2013), 7.

⁶ Pamela Wakewich, "'The Queen of the Hurricanes': Elsie Gregory MacGill, Aeronautical Engineer and Women's Advocate," in *Framing our Past: Canadian Women's History in the Twentieth Century*, ed. Sharon Anne Cook et. Al., (Montreal: McGill-Queen's Press, 2001); Richard I. Bourgeois-Doyle, *Her Daughter The Engineer: The Life of Elsie Gregory MacGill*, National Research Council Biography Series, No. 3, P.B. Cavers ed., (Ottawa: NRC Research Press, 2008); LAC MG31-K7 Volume 16, File 7: Queen of the Hurricanes, Elsie MacGill: Comic Book c. 1940s; "Queen of the Hurricanes: Elsie Gregory MacGill", *True Comics*, Number 8, (January 1942), 17-21; Jeanette Lynes, *The Factory Voice: A Novel*, (Regina: Coteau Books, 2009); Kelly Saxberg, "Rosies of the North", (National Film Board of Canada, 1999) Documentary, 46m 30s; Anne M. Perusck, "Their Daughters – the Engineers", *SWE: Magazine of the Society of Women Engineers*, (Spring 2011), 18-20.

⁷ The Canadian Federation of Business and Professional Women's Clubs is still in existence but known by its revised name of BPW Canada. For more information see: "Business and Professional Women – BPW Canada", www.bpwcanada.ca (Accessed February 2, 2013).

⁸ Judy Steed, "Ahead of Her Time: Aeronautical engineer, feminist and self-styled curmudgeon Elsie Gregory MacGill at 75 still things everything is possible", *Today*, September 13, 1980.

⁹ LAC MG31-K7 Volume 21, File: Miscellaneous Speeches and Notes, n.d., LEGALIST FEMINISM IN CANADA, by Elsie Gregory MacGill, At the Conference on The Canadian Women's Movement held at Stong College, York University, Downsview, Ontario, Saturday, October 1, 1977, 10 A.M., 11-12.

¹⁰ Elsie Gregory MacGill, *My Mother the Judge: A Biography of Judge Helen Gregory MacGill*, Reprint 1955, (Toronto, PMA Books, 1981).

¹¹ Carstairs and Janovicek, 8.

¹² Elspeth Cameron and Janice Dickin eds., *Great Dames*, (Toronto: University of Toronto Press, 1997), 5-6.

¹³ Jo Burr Margadant addresses the evolution of biography from a holist one-life creation to one of many creations or “multiple selves”:

Jo Burr Margadant, “Introduction: Constructing Selves in Historical Perspective” In *The New Biography: Performing Femininity in Nineteenth-Century France*, Jo Burr Margadant ed., (Berkeley: University of California Press, 2000), 7.

Susan Ware credits feminist biography with allowing her to move past the main trajectory Amelia Earhart’s life to examine her feminism and public activism.

Susan Ware, *Still Missing: Amelia Earhart and the Search for Modern Feminism*, (New York: W.W. Norton & Company, 1993), 12-13.

¹⁴ Ruby Heap, “Fighting the “Corset of Victorian Prejudice” Women’s Activism in Canadian Engineering during the Pioneering Decades (1970s-80s), in *Feminist History in Canada: New Essays on Women, Gender, Work, and Nation*, eds., Catherine Carstairs and Nancy Janovicek, (Vancouver: UBC Press, 2013), 218-236; Ruby Heap, “Introduction: Women and Gender in Canadian Science, Engineering, Medicine”, *Scientia Canadensis*, Volume 29, Number 2, (2006), 3-15.

To understand the history of women engineers it is paramount to consider the history of women in science which has a much lengthier trajectory. American studies, most notably those of Margaret Rossiter, are still considered the foundation for work in

this area due to their impressive scope and size. Canadian studies in both science and engineering have been progressing steadily. However, as in the United States, it was only after credible accounts of women scientists were written that more attention was given to women in engineering.

Margaret Rossiter, *Women Scientists in America: Struggles and Strategies to 1940*, Volume I, (Baltimore: The Johns Hopkins University Press, 1982).

¹⁵ Monique Frize, *The Bold and the Brave: A History of Women in Science and Engineering*, (Ottawa: University of Ottawa Press, 2009).

¹⁶ Frize, *The Bold and the Brave*, 135-138; Ruby Heap, Writing Them into History: Canadian Women in Science and Engineering Since the 1980s”, *Out of the Ivory Tower: Feminist Research for Social Change*, eds. Andrea Martinez and Meryn Stuart, (Toronto: SUMACH Press, 2003), 49-67.

See also : “Students scrutinize Lady Godiva Ride”, Original broadcast date: February 4, 1990, The CBC Digital Archives Website, Canadian Broadcasting Corporation, http://archives.cbc.ca/society/crime_justice/clips/2239 (Accessed April 11, 2011); Denis Villeneuve, “Polytechnique”, Remstar Media Producers and Alliance Films, 2009, 77 minutes.

¹⁷ Ainley, *Creating Complicated Lives*, 5-6.

¹⁸ Ibid.

¹⁹ Ibid., 8.

²⁰ Judy Steed, “Ahead of Her Time”, *Today*, September 13, 1980.

²¹ LAC, Lorna Marsden Fonds, Registration Notice 2007-0703, EGM: Obituary: Speeches Deed of Settlement, “Elsie Gregory MacGill”, November 26, 1980, Knox College Chapel.

FOOTNOTES
CHAPTER I

¹ LAC MG31-K7 Volume 17 File 6: Miscellaneous Publications of Articles by and About Helen Gregory MacGill, 1936-1973, Helen Gregory MacGill, “Grandmother’s Opportunities And Mine”, *The Quotarian*, (September 1938), 16.

² Elsie Gregory MacGill, *My Mother the Judge: A Biography of Judge Helen Gregory MacGill*, Reprint 1955, (Toronto, PMA Books, 1981), 105.

³ *Ibid.*, 47, 49-54. 61.

The first woman to earn a university degree in Canada was Grace Annie Lockhart. She finished her studies in 1875 earning a Bachelor of Science degree from Mount Allison in Sackville, New Brunswick.

Constance Backhouse, *Petticoats and Prejudice: Women and Law in Nineteenth-Century Canada*, (Toronto: Women’s Press, 1991), 297.

⁴ *The Cosmopolitan’s* mandate was to cover political developments, and Japan was transforming into a modern nation ready to engage and compete with North America. Helen arrived in time to assess and report on the Japanese government’s new bicameral Diet.

Helen MacGill Hughes, 'Wasp/Woman/Sociologist' *Society*, (July/August 1977), 72; MacGill, *My Mother the Judge*, 56.

⁵ A trip to Japan was a major venture but in addition to Helen's networks easier access to transportation via trains and steamships further facilitated her journey.

MacGill, *My Mother the Judge*, 57, 60; Hughes, 72.

⁶ MacGill, *My Mother the Judge*, 56-57, 65-67.

⁷ Frederick's change in careers was motivated by the incompetency of the doctor who assisted Helen during the problematic childbirth of her first child.

Ibid., 78-79, 85-88, 91, 93.

⁸ Emma's provided essential financial support through the funds she inherited from her father. This allowed her to purchase the two papers as well as a pharmacy for her son-in-law. Lee, who excelled in his studies, earned the privileged title of Doctor and subsequently qualified as a surgeon. Helen's father Silas (Edward) Gregory joined the family once the revenues from the newspapers and the pharmacy provided the necessary financial security.

Ibid., 84-87.

For more information on other feminist publishing efforts during this period and the importance multi-generational feminist households see: Sally G. McMillen, *Seneca Falls and the Origins of the Women's Rights Movement*, (Toronto: Oxford University Press, 2009), 134; and Ellen Carole DuBlois, *Harriot Stanton Blatch and the Winning of Woman Suffrage*, (New Haven, Yale University Press, 1997), 17.

⁹ MacGill, *My Mother the Judge*, 91.

¹⁰ Hughes, “Wasp/Woman/Sociologist”, 72; MacGill, *My Mother the Judge*, 95.

¹¹ MacGill, *My Mother the Judge*, 50, 52; Hughes, “Wasp/Woman/Sociologist”, 8.

¹² Hughes, “Wasp/Woman/Sociologist”, 72; MacGill, *My Mother the Judge*, 96-99.

Since its foundation in 1851, Trinity College held affiliation with the Church of England.

Martin L. Friedland, *The University of Toronto: A History*, (Toronto: University of Toronto, 2002), 30-31.

¹³ MacGill, *My Mother the Judge*, 98.

¹⁴ Hughes, “Wasp/Woman/Sociologist”, 72.

¹⁵ *Ibid.*, 73.

See also: Margaret Hillyard Little, “Claiming a Unique Place: The Introduction of Mother’s Pensions in British Columbia,” in *Rethinking Canada: The Promise of Women’s History*, Third Edition, Veronica Strong-Boag and Anita Clair Felman eds., (Toronto: Oxford University Press, 1997), 285, 303.

¹⁶ The Crèche was initially independent; however, in 1912 the organizers were able to persuade the City of Vancouver to assume its administration. At the time of the transfer, the Crèche was caring for approximately seven hundred and fifty children.

Hughes, “Wasp/Woman/Sociologist”, 73.

¹⁷ The Vancouver Women’s Building was unique, because at the time, there was no similar building for women in Canada.

MacGill, *My Mother the Judge*, 129-130; LAC MG31-K8 Volume 16, File 6: Vancouver Women's Building Limited Certificate – 1942.

¹⁸ Five years into Helen's second marriage Emma underwent surgery for cancer, which resulted in her unexpected death.

¹⁹ Like Helen's great grandmother, Sara Ann Kerby served as a missionary at the Six Nations reserve in Brantford, Ontario. During her 24 years of service the name given to her by the members of the Six Nations was YOY-ZOK-WEN-EH (She Who Leads the Flock). Upon arrival in Vancouver she quickly found a place for herself within St. Paul's Women's Auxiliary.

LAC MG31-K7 Volume 16 File 14: Letter to Mrs. Sweatt, President, St. Paul's W.A. from EGM, RE: History early members of the W.A., October 20, 1953.

²⁰ MacGill, *My Mother the Judge*, 149, 151, 153; Robert J. Sharpe and Patricia I. McMahon, *The Persons Case: The Origins and Legacy of the Fight for Legal Personhood*, (Toronto: University of Toronto Press, 2007), 76.

²¹ Strong-Boag, "Ever a Crusader", 277; MacGill, *My Mother the Judge*, 133.

²² Melanie Buddle notes that these tactics were not uncommon in the women's movement in Canada.

Melanie Buddle, *The Business of Women: Marriage, Family and Entrepreneurship in British Columbia, 1901-1951*, (Toronto: University of British Columbia Press, 2010), 112-119.

²³ Helen's mother Emma had studied law while the family was in California, with the guidance of trailblazing woman lawyer Clara Shortridge Foltz. Emma also participated in an organization composed of women in the legal profession called the Portia Club. In addition to Emma, Helen also had a strong legal role model in her grandfather, Judge Miles O'Reilly.

MacGill, *My Mother the Judge*, 86, 118-128.

Women's access to the legal profession occurred much earlier in the United States. Arabella Mansfield of Iowa was the first woman to be called to the bar in 1869. Clara Brett Martin of Ontario (1897) and Mabel French of New Brunswick (1905) marked Canadian history by becoming the first two women to receive a call to the bar. Both women faced significant challenges from their male colleagues in entering the profession. In fact, it would not be until after 1970 that a sizeable number of women were practicing law in Canada. In 1912, Mable French continued her legal path breaking by becoming the first woman to access to the profession in British Columbia. Not all provinces were as open, in fact, women in Quebec had to wait until 1941.

Backhouse, *Petticoats and Prejudices*, 303, 337; Mary Kinnear, *In Subordination: Professional Women 1879-1970*, (Montreal & Kingston: McGill-Queen's University Press, 1995), 78-9, 93-97; MacGill, *My Mother the Judge*, 136.

²⁴ MacGill, *My Mother the Judge*, 128.

²⁵ Ibid., 167; MacGill, Helen Gregory ed. *Daughters, Wives and Mothers in British Columbia – Some Laws Affecting Them*, Third Edition, (Vancouver: Moore Print, 1914).

²⁶ Women's legal cases largely fell within the realm of family law. Other women across the country were starting to be appointed to similar positions. In 1916, Emily Murphy and then Alice Jamieson of Calgary were appointed as the first women police court magistrates within the Commonwealth .

Black, xvii; Sharpe and McMahon, *The Persons Case*, 20, 59-60.

²⁷ LAC MG31-K7 Volume 16, File 14: Helen Gregory MacGill: Correspondence RE: MY MOTHER THE JUDGE 1951-1982, Letter to Mary Elizabeth Colman from EGM RE: Material covering the work of Judge Helen Gregory MacGill, November 15, 1951.

²⁸ MacGill, *My Mother the Judge*, 93.

²⁹ Hughes, “Wasp/Woman/Sociologist”, 73.

³⁰ Ibid.

Other international exchanges within Canada around this period included visits from American suffragist Susan B. Anthony, temperance leader Francis Willard and British activist Emmeline Pankhurst.

Cramer, 55-57, 61-2; Veronica Strong-Boag, “‘Ever a Crusader’: Nellie McClung, First-Wave Feminist” in *Rethinking Canada: The Promise of Women’s History, Third Edition*, Veronica Strong-Boag and Anita Clair Fellman eds., (Toronto: Oxford University Press, 1997), 277.

Mrs. Pethick-Lawrence was a member of the Women’s Social and Political Union (WPSU) in England, a militant suffrage organization established by the renowned Emmeline Pankhurst and her daughters in 1903. For more information on these key feminists see: Estelle B. Freedman eds., “Emmeline Pankhurst (1858-1928): Suffrage Speech at the Old Bailey (England, 1912)” in *The Essential Feminist Reader*, (New York: The Modern Library, 2007), 192; DuBois, 100.

³¹ Hughes, “Wasp/Woman/Sociologist”, 72.

³² MacGill, *My Mother the Judge*, 110, 164. See also: LAC MG31-K7 Volume 17, File 5: Last Will & Testament & Correspondence of Helen Gregory MacGill, 1943-1949, paper by Helen Jr. Contained within, “Autobiographical Study – A Study in Family Organization” – H.G. MacGill, 3.

³³ MacGill, *My Mother the Judge*, 152.

³⁴ Hughes, “Wasp/Woman/Sociologist”, 73; MacGill, *My Mother the Judge*, 33-34, 110, 152, 164.

³⁵ MacGill, *My Mother the Judge*, 133.

At the time of the MacGill girls' lessons Emily Carr was still a struggling artist

Elsie was baptized on October 8, 1905.

LAC MG31-K7 Volume 15, File 10: Personal Correspondence and Memoranda, 1929-1942, Baptismal Note from St. Paul's Church, Attested to by Reverend H. Underhill, Sunday, October 8, 1905.

³⁶ Hughes, "Wasp/Woman/Sociologist", 73.

³⁷ Ibid; MacGill, *My Mother the Judge*, 100; J.M Bumstead, *The Peoples of Canada: A Post-Confederation History* (Don Mills, Oxford University Press, 1992), 29.

See also: Peter Ward, *White Canada Forever: Popular Attitudes and Public Policy Towards Orientals in British Columbia*, (Montreal: McGill Queen's Press, 1978).

³⁸ Helen visited Lady Aberdeen in Ireland where she was lodging at Phoenix Park. She had previously met Lady Aberdeen when she had travelled to Vancouver, British Columbia while en route to Japan in 1890. Lady Aberdeen would make her mark on Canada during her husband's tenure as Governor General of Canada when she founded the National Council of Women of Canada/Conseil national des femmes du Canada.

MacGill, *My Mother the Judge*, 72, 131; Alison Prentice et. al., *Canadian Women: A History*, Second Edition, (Scarborough: Nelson Thomson Learning, 1996), 201; Micheline Dumont, *Feminism à la Québécoise*, Translated by Nicole Kennedy, (Ottawa : Feminist Historical Society / Société d'histoire féministe, 2012), 16-17.

³⁹ Helen Jr. recalled that their mother sometimes visited with families in the consular and merchant classes, which allowed Helen

Jr. and Elsie to interact with their children.

Hughes, “Wasp/Woman/Sociologist”, 70-71, 73; MacGill, *My Mother the Judge*, 100.

As children, Helen Jr. and Elsie were likely sheltered from many of their mother’s experiences. However, her broad knowledge base and open mindedness allowed her to effectively serve the mixed population in Vancouver, as demonstrated in her study “The Oriental Delinquent in the Vancouver Juvenile Court”. The importance she attached to listening to voices throughout society would later be picked up by Elise and Helen Jr. who would insist on the same, Helen in her graduate studies and Elsie in her feminist activism.

Helen Gregory MacGill, “The Oriental Delinquent in the Vancouver Juvenile Court”, Reprint from *Sociology and Social Research*, Volume XXII, No. 5 (May-June), 427-438.

⁴⁰ Correspondence between Helen Brock and Richard Bourgeoise-Doyle, October 2007, provided by Helen Brock.

⁴¹ LAC MG31-K7 Volume 17, File 5: Last Will & Testament & Correspondence of Helen Gregory MacGill, 1943-1949, paper by Helen Jr. Contained within, “Autobiographical Study – A Study in Family Organization” – H.G. MacGill 5, 12.

⁴² Hughes, “Wasp/Woman/Sociologist”, 73; MacGill, *My Mother the Judge*, 110, 164.

⁴³ Hughes, “Wasp/Woman/Sociologist”, 72.

⁴⁴ MacGill, *My Mother the Judge*, 133.

⁴⁵ The cottage was located on Burrard Inlet. Access required traveling by boat to its northern section, as it was not accessible by roads.

MacGill, *My Mother the Judge*, 183-186; Richard I. Bourgeois-Doyle, *Her Daughter The Engineer: The Life of Elsie Gregory MacGill*, National Research Council Biography Series, No. 3, P.B. Cavers ed., (Ottawa: NRC Research Press, 2008), 41-43.

⁴⁶ MacGill, *My Mother the Judge*, 131, 226.

⁴⁷ The University of British Columbia was established in 1908, when Elsie was just three years old, however its first term did not officially commence until 1915. Women's status was technically equal with men and they were to have equal "privileges", but it was also specified that: "they were to be treated 'in such manner as [the Senate] shall deem most fitting'".

Eric Damer and Herbert Rosengarten, *UBC The First 100 Years*, (Vancouver: The University of British Columbia, 2009), 13-23.

⁴⁸ Hughes, "Wasp/Woman/Sociologist", 74.

⁴⁹ LAC MG31-K7 Volume 17, File 5: Last Will & Testament & Correspondence of Helen Gregory MacGill, 1943-1949, paper by Helen Jr. Contained within, "Autobiographical Study – A Study in Family Organization" – H.G. MacGill, 12.

⁵⁰ Elsie's niece, Elizabeth Hughes Schneewind recalled that Elsie was later engaged to this young man, but that the relationship was not very strong and ended with her diagnosis of polio in 1929.

Bourgeois-Doyle, 72-73. See also: Kelly Saxberg, *Rosies of the North*, (National Film Board of Canada, 1999) Documentary 46 min 30 secs.

Elsie does not make reference to this aspect of the situation, but the degree of her personal reflections is very limited as she did not retain any personal journals.

⁵¹ Donald Jones, "Doing it her way was Elsie's way of flying", *Toronto Star*, Historical Toronto, M3, March 16, 1985.

Radio was still new. It was only in 1901 that Guglielmo Marconi had made the first trans-Atlantic transmission.

James E. McClellan III and Harold Dorn, *Science and Technology in World History: An Introduction*, (Baltimore: The Johns Hopkins University Press, 1999), 310.

⁵² Black, in *My Mother the Judge*, xviii; LAC MG31-K7 Volume 13 File 1: Elsie MacGill: Consulting Engineer – Paper by J. Bannerman – n.d., 2. – Jean Bannerman, “Elsie MacGill: Consulting Aeronautical Engineer.”

⁵³ The faculty also strongly supported the creation of an Association of Professional Engineers of British Columbia, an action which put the university in an excellent position to shape the future professional requirements for the profession.

Damer and Rosengarten, 36.

⁵⁴ While there was equal access in theory to all education at the University of British Columbia, Elsie was going against the general trend in entering the Faculty of Applied Science. Women’s enrolment concentrated the faculty of arts and the nursing program. The only other woman who entered the engineering faculty was Rona Alexandra Hatt Wallis (1901-1982), who earned her Bachelor of Science the year after Elsie started her studies in 1922. This achievement qualifies her as the first woman, known at this point, to earn an engineering degree in Canada. However, unlike Elsie, she never developed her professional qualifications as an engineer. As a result, Elsie maintains the status as Canada’s first woman professional engineer.

“The Lone Flower Rona Alexandra Hatt Wallis (BaSC ’22), 1901-1982)” <http://blogs.apsc.ubc.ca/making-a-difference/>, January 25, 2011 (Accessed 8 October 2011); “Where are the women engineers? It’s been nearly 90 years since Rona Hatt did the unthinkable”, *Vancouver Sun*, August 30, 2011; Damer and Rosengarten, 40;

Richard White, *The Skule Story: The University of Toronto Faculty of Applied Science and Engineering, 1873-2000*, (Toronto, University of Toronto Press, 2000), 73.

⁵⁵ UTA, Ref. A73-0026/269, (48) – Elsie MacGill’s University of Toronto Application.

⁵⁶ Pnina G. Abir-am and Dorinda Outram, “Introduction”, eds. Pnina G. Abir-am and Dorinda Outram, *Uneasy Careers and Intimate Lives: Women in Science 1789-1979*, (New Brunswick, NJ: Rutgers University Press, 1987), 1-16; Ruth Schwartz Cowan, “Musings about the Woman Engineer as Muse”, In *Crossing Boundaries, Building Bridges: Comparing the History of Women Engineers, 1870s-1990s*, eds. Annie Canel, Ruth Oldenziel and Karin Zachmann, (Amsterdam: Harwood Academic Publishers, 2000), xv.

⁵⁷ Both of the sisters’ parents, and their parent’s relatives had earned degrees at founding institutions of what would become the province’s largest university. For more information on the formation of the University of Toronto see: Martin L. Friedland, *The University of Toronto: A History*, (Toronto: University of Toronto Press, 2002); A.B. McKillop, *Matters of Mind: The University in Ontario: 1791-1951*, (Toronto: University of Toronto Press, 1994).

⁵⁸ LAC MG31-K7 Volume 17, File 5: Last Will & Testament & Correspondence of Helen Gregory MacGill, 1943-1949, paper by Helen Jr. Contained within, “Autobiographical Study – A Study in Family Organization” – H.G. MacGill, 13.

⁵⁹ Hughes, “Wasp/Woman/Sociologist”, 74.

⁶⁰ Ibid.

FOOTNOTES
CHAPTER 2

¹ UTA, Ref. P78-0722, (01-06), Volume 40, “Our Ladies of 2T7”, *The Transactions of the University of Toronto Engineering Society and Year Book*, 40 (1926-1927), 110.

² During an address to University of Toronto Engineering Society, Dean C.H. Mitchell noted: “We now begin to realize what a unique place Radio has taken in our lives to-day. Even four years ago it was quite in its infancy, and there is no telling what the next four years will bring about. The Dominion Government is doing much already in employing a number of radio engineers”.

UTA, Ref. P78-0721, (01-06), Volume 38, Dean C.H. Mitchell “Engineering Activities and Prospects in Canada To-day”, *The Transactions of the University of Toronto Engineering Society and Yearbook*, No. 38 (April 15, 1925), 16.

These arguments were augmented by A.G. Christie, a graduate from the first engineering class at The University of Toronto, who wrote an article looking to the future of the engineering profession.

UTA, Ref. P78-0721, (01-06), Volume 39, A.G. Christie, “Engineering as a Life Work”, *Engineering Society Transactions and Year Book*, Volume 39, (1926), 29.

³ It was possible for applicants like Elsie who had previous undergraduate studies to avoid the matriculation expectations and enter “*ad eundem statum*”. Such an applicant was required to submit, “(1) a calendar of his University giving a full statement of the courses of instruction; (2) an official certificate of character and academic standing.” This provision helps to clarify why Elsie believed that she could also argue for entry beyond the first year of the program, however, final decisions were, ultimately determined by the university senate.

UTA, “ADMISSION AD EUNDEM STATUM”, Course Calendar, 1923-1924, 444.

⁴ Ruby Heap and Ellen Scheinberg, “‘Just One of the Gang’: Women at the University of Toronto’s Faculty of Applied Science and Engineering, 1939-1950”, in *Learning to Practise: Professional Education in Historical and Contemporary Perspective*, Ruby Heap, Wyn Millar and Elizabeth Smyth eds. (Ottawa: University of Ottawa Press, 2005), 196.

The first woman to enroll in engineering at McGill University was Mary Blair Jackson (Fowler). She chose the sub-discipline of Mechanical Engineering in 1942 and graduated in 1946.

Margaret Gillet, *We Walked Very Warily: A History of Women at McGill*, (Montréal: Eden Press Women’s Publications, 1981), 322-325.

There is limited information available about women’s entry into engineering in the eastern provinces on Canada. For information on women’s access to the applied sciences see: Judith Fingard, “College, Career, and Community: Dalhousie Coeds, 1881-1921”, in *Youth University and Canadian Society: Essays in the Social History of Higher Education*, eds. Paul Axelrod and John G. Reid, (Montreal & Kingston: McGill-Queen’s University Press, 1989), 26-50; Monique Frize and Ruby Heap, “The Professional Education of Women Engineers in Ontario and Quebec (1920-1999): Enrolment Patterns”, *Journal of the Japan Society of*

Mechanical Engineers, Volume 104, No. 990, (2001), 319-321. See also: Allan Everett Marble and Verilea D. Ellis, *The House That Sexton Built: A Century of Outstanding Graduates*, (Tantallon, N.S: Four East Publications, 2007).

⁵ Richard White, *The Skule Story: The University of Toronto Faculty of Applied Science and Engineering, 1873-2000*, (Toronto: University of Toronto Press, 2000), 72-73, 119-120.

Most women were found in the Faculty of Arts.

Heap, “The only girl is such a big class,” 52-53.

For more information on general engineering enrollment in Ontario during this period see: A.B. McKillop, *Matters of Mind: The University in Ontario: 1791-1951*, (Toronto: University of Toronto Press, 1994), 334-341.

⁶ Heap, “The only girl is such a big class,” 52-53. See also: Wyn Millar, Ruby Heap and Bob Gidney, “Degrees of Difference: The Students in Three Professional Schools at the University of Toronto, 1910 to the 1950s,” in *Learning to Practise: Professional Education in Historical and Contemporary Perspective*, eds. Ruby Heap, Wyn Millar and Elizabeth Smyth (Ottawa: University of Ottawa Press, 2005), 155-187 and Annemarie Adams, and Peta Tancred, “*Designing Women*” *Gender and the Architecture Profession*, (Toronto: University of Toronto Press, 2000), 18-19.

⁷ Heap, “The only girl in such a big class,” 55.

Discussions on engineering education were ongoing in North America during the 1920s. Reviews were conducted by the Engineering Institute of Canada’s dedicated committee on this subject, and some individuals called for engineering to embrace a more liberal curriculum. In the United States, the Wickenden Study took place between 1923 and 1929.

Janet Martin-Neilson, “The Very Model of a Modern Engineer: Education and Status at the Engineering Institute of Canada, 1925-1932”, *Scientia Canadensis*, 30(1), (2007), 58-9 ; “Address of Sir Henry W. Thornton, M.E.I.C., Chairman and President, Canadian National Railways”, *The Engineering Journal*, Volume X, Number 4, (April 1927), 225-226.

⁸ UTA, Ref. A1998-003/roll 5, Official Transcript of Elsie Muriel Gregory MacGill; UTA, Course Calendar, 1923-1924, 449.

The program was designed to ensure that students were well prepared for entry into the workforce. During the initial two years they were trained in basic engineering principles. The third year added increased theoretical concepts and training. The final year moved the students into advanced studies including “advanced work in alternating current theory and practice combined with similar study in thermodynamics, hydraulics, electrochemistry or radiotelegraphy”.

UTA, Ref. A1998-003/roll 5, Official Transcript of Elsie Muriel Gregory MacGill; UTA, Course Calendar, 1923-1924, 449; UTA, “DEPARTMENT OF ELECTRICAL ENGINEERING”, Course Calendar 1923-1924, 473.

⁹ St. Hilda’s was the women’s residence connected to Trinity University, Elsie’s parent’s alma mater. As St. Hilda’s was for students studying arts, family connections were probably essential in finding a place for Elsie. In fact, as Heap and Scheinberg note before 1946 other woman engineers were required to make alternate arrangements as the colleges would not accept them. Only fifty women students roomed at St. Hilda’s and they were overseen by Miss M. Cartwright, the Principal and Dean of Women Students.

Martin L. Friedland, *The University of Toronto: A History*, (Toronto: University of Toronto Press, 2002), 94; Heap and Scheinberg, 201; UTA, “Trinity College: St. Hilda’s College-Residence for Women”, Course Calendar, 1923-1924, 350-351.

¹⁰ LAC MG31-K7 Volume 15, File 11: Family Correspondence and Notes: 1923-1980, Letter to Dr. Seager of St. Hilda's from Helen Gregory MacGill, December 3, 1923.

Elsie was baptized Anglican, which probably influenced the choice of residence. As noted in the Course Calendar, it was expected that she would attend chapel each morning in addition to attending a larger church service on Sundays.

UTA, "Trinity College: St. Hilda's College – Residence for Women", Course Calendar, 1923-1924, 351.

¹¹ LAC MG31-K7 Volume 15, File 11: Family Correspondence and Notes: 1923-1980, Letter to Dr. Seager of St. Hilda's from Helen Gregory MacGill, December 3, 1923.

¹² Ibid.

¹³ LAC MG31-K7 Volume 17, File 5: Last Will & Testament & Correspondence of Helen Gregory MacGill, 1943-1949, paper by Helen Jr. Contained within, "Autobiographical Study – A Study in Family Organization" – H.G. MacGill, 17.

¹⁴ UTA, Ref. P78-0721, (01-06), Volume 37, *The Transactions of the University of Toronto Engineering Society and Year Book*, Volume 37, (1923-1924), 132-133.

Ruby Heap and Richard White note that initiations of this kind and other similar events which included parties and beer were a regular part of the engineering experience, though frowned upon. In fact, the violent engineering frosh events of 1922 may have been enough to deter the women from even considering participation.

Ruby Heap, "The Only Girl in Such a Big Class", 62; Richard White, 116-118.

For additional context see: Keith Walden, "Hazes, Hustles, Scraps, and Students: Initiations at the University of Toronto, 1880-1925",

In *Youth University and Canadian Society: Essays in the Social History of Higher Education*, eds. Paul Axelrod and John G. Reid, (Montreal & Kingston: McGill-Queen's University Press, 1989), 94-121.

¹⁵ UTA, "Trinity College, 'Hazing'", Course Calendar, 1923-1924, 352.

¹⁶ Barnstormers were acrobatic pilots and flyers who performed for crowds and a number of women were included in their ranks.

¹⁷ UTA, Ref. P78-0721, (01-06), Volume 37, *The Transactions of the University of Toronto Engineering Society and Year Book*, Volume 37, (1923-1924), 100.

¹⁸ J.H. Parkin was an Associate Professor at the Faculty of Engineering as of 1927 in the Department of Mechanical Engineering. He had graduated from the University of Toronto and broke new ground in Canadian aviation studies by constructing a wind tunnel in 1917 for experimentation, and dedicating over a decade to the development of an accompanying course of study. He was subsequently appointed to the National Research Council of Canada in Ottawa, Ontario.

"Personals"; *The Engineering Journal*, Volume 34, Number 12, (December 1951), 1202.

¹⁹ J.H. Parkin, *Aeronautical Research in Canada, 1917-1957: Memoirs of J.H. Parkin*, Volume 1, (Ottawa: National Research Council of Canada, 1983), 140-141.

²⁰ UTA, Ref. P78-0722, (01-06), Volume 40, "Our Ladies of 2T7", *The Transactions of the University of Toronto Engineering Society and Year Book*, Volume 40, (1926-1927). 110.

²¹ Parkin, *Aeronautical Research in Canada, 1917-1957*, Volume 1, 140-141.

²² When discussing the progress of the Class of 2T7 W.M. Laughlin noted that all members including the two representing “the weaker sex” had survived their first month of studies.

UTA, Ref. P78-0721, (01-06), Volume 37, W.M. Laughlin, “2T7”, *The Transactions of the University of Toronto Engineering Society and Year Book*, Volume 37, (1923-1924), 132-133.

²³ LAC MG31-K7 Volume 19, File 24: Honorary Degrees: University of Windsor, 1976, notes for a speech to undergraduates.

²⁴ UTA, Ref. P78-0722, (01-06), Volume 40, “Out Ladies of 2T7”, *The Transactions of the University of Toronto Engineering Society and Year Book*, Volume 40, (1926-1927). 110.

²⁵ Heap, “Just one of the Gang”, 13.

²⁶ Elsie repeated the exams for Electricity and Elementary Machine Design in September 1925, and raised her marks from 34 and 35 to 95 and 74 respectively. In her fourth year, she repeated exams from her third year in Mechanics of Machines and Electrochemistry raising her grades from 25 and 24 to 65 and 45.

UTA, Ref. A1998-0003/roll 5, EGM’s official academic transcript; UTA, “Supplemental Examinations”, Course calendar, 1923-1924, 449.

²⁷ UTA, Ref. A1998-0003/roll 5, EGM’s official academic transcript; UTA, “Vacation Work”, Course Calendar, 1923-1924, 449.

²⁸ UTA, “SHOP WORK”, Course Calendar, 1923-1924, 450-451.

²⁹ Heap, “The only girl in such a big class”, 57.

The interest in electrical design was considered at the time a path towards a very active and creative future career.

UTA, Ref. P78-0721, (01-06), Volume 39, John Lyle Harrington,

“After Graduation – What?” *The Transactions of the University of Toronto Engineering Society and Year Book*, Volume 39, (1926), 22.

³⁰ UTA, Ref. P78-0722, (01-06), Volume 40, “Our Ladies of 2T7”, *The Transactions of the University of Toronto Engineering Society and Year Book*, Volume 40, (1926-1927), 110.

³¹ As historian Amy Bix notes, American women who responded to the call for manpower within the field of engineering, and took modified engineering courses to this end, were also called “engineeresses”, and not out of respect.

Amy Sue Bix, “From “Engineeresses” to “Girl Engineers” to “Good Engineers”: A History of Women’s U.S. Engineering Education,” *NWSA Journal*, Volume 16, Number 1, (Spring 2004), 27-29.

³² Cultivation of friendships amongst the students was also promoted at the faculty, as it was understood that the connections made during these initial years would provide crucial career-enhancing aid later in the students’ professional lives.

UTA, Ref. P78-0721, (01-06), Volume 39, A.G. Christie, “Engineering as a Life Work”, *The Transactions of the University of Toronto Engineering Society and Year Book*, Volume 39, (1926), 28.

As Heap and Scheinberg note, early women engineers at the faculty had various means for coping with the male-dominated atmosphere, and Elsie may have used any one of these strategies or a combination of them. Discrimination for new women entering engineering programs did not disappear in the 1920s. Monique Frize, the first woman student in engineering at the University of Ottawa, studied electrical engineering in the 1960s. Despite the difference in time between her studies and Elsie’s she still felt the desire to fit in and not receive special treatment on account of her sex.

Heap and Scheinberg, “Just One of the Gang”, 198-200; Monique Frize, *The Bold and the Brave: A History of Women in Science and Engineering*, (Ottawa: University of Ottawa, 2009), 181-182.

³³ Elsie did not elaborate on the specific events or situations which sparked her to write this letter, but she may have been referring to restrictions such as those imposed by Hart House, the cultural and recreational centre which barred women except as the guests of male members during special occasions until 1972.

For more information on Hart House see: Friedland, 591.

³⁴ UTA, Ref. P78-022, (01-06), Volume 40, “Our Ladies of 2T7”, *The Transactions of the University of Toronto Engineering Society and Year Book*, Volume 40, (1926-1927). 110; *Toronto Star*, 8 June 1927; UTA, Box 9, Class photo, Class of 2T7 Applied Science, *Torontonesis* 1927, 92.

The year 1927 was a pivotal one for Elsie and her sister Helen Jr. Both sisters achieved academic success, as Helen Jr. earned her Master’s degree in sociology. The celebrations were augmented by Helen Jr.’s marriage plans fellow sociology student Everett Cherrington Hughes. During the summer the couple was married in Vancouver, British Columbia at St. Paul’s Anglican Church and Elsie participated as a member of the wedding party. Elsie recalled that it “was a fashionable affair at which Archbishop dePencier and Canon King officiated”. After her nuptials, Helen Jr. started long-distance doctoral studies traveling as needed to the University of Chicago, as her new husband had secured employment as an assistant professor at McGill University in Montreal, Quebec.

Hughes, “Wasp/Woman/Sociologist”, 76; MacGill, *My Mother the Judge*, 194.

For more information on the considerable career of Everett Hughes see: LAC MG31-K7 Volume 16, File 11: Hughes, Everett: Obituaries, Notes and Papers, 1981, 1983; Susan Hoecker-Drysdale, “Sociologists in the Vineyard: The Careers of Helen MacGill

Hughes and Everett Cherrington Hughes”, In *Creative Couples in the Sciences*, Helena M. Pycior, Nancy G. Slack and Pnina G. Abir-am eds., (New Brunswick, New Jersey: Rutgers University Press, 1996), 221.

³⁵ Ruth Oldenziel, “Multiple Entry Visas: Gender and Engineering in the US, 1870-1945”, in *Crossing Boundaries, Building Bridges: Comparing the History of Women Engineers, 1870s-1990s*, eds. Annie Canel et al. (Amsterdam: Harwood Academic Publishers, 2000), 21.

³⁶ McKillop, 340-341; Heap, “One of the Gang”, 24-26; See also: Judith Fingard, “Gender and Inequality at Dalhousie: Faculty Women Before 1950,” *Dalhousie Review*, 64(4), (1984-1985), 687-703.

Some members of the Engineering Institute of Canada (EIC) were aware of this situation as early as 1923, and even saw employment in the United States as a good idea. However, by the time Elsie graduated concern was rising about the brain drain to the south.

UTA, P78-0721, (01-06), Volume 38, Dean C.H. Mitchell “Engineering Activities and Prospects in Canada To-day”, *The Transactions of the University of Toronto Engineering Society and Yearbook*, Volume 38, 1925, 18; “Engineering in Canada” Reprint of The Royal Bank of Canada Monthly Letter, October 1953, *The Engineering Journal*, Volume 36, Number 12, (December 1953), 1634; G. Percy Cole, “The Scientific Method in Industry: Its Necessity at the Present Time and Some Examples of Its Application”, *The Engineering Journal*, Volume X, Number 9, (September 1927), 415-420; “The Origins and Development of the Canadian Society of Civil Engineers, now The Engineering Institute of Canada”, *The Engineering Journal*, Volume X, Number 7, (July 1927), 359-361.

³⁷ LAC MG31-K7 Volume 21, File 6: Miscellaneous Notes and Memoranda, n.d., 1977. See MacGill’s draft speech notes at Queen’s University 1977.

³⁸ LAC MG31-K7 Volume 13, File 1: Elsie MacGill: Consulting Engineer – Paper by J. Bannerman – n.d., 2. – Jean Bannerman, “Elsie MacGill: Consulting Aeronautical Engineer”.

³⁹ James R. Hansen, *Engineer in Charge: A History of the Langley Aeronautical Laboratory, 1917-1958*, The NASA History Series, (Washington, D.C.: NASA, 1986), 48; UTA, Ref. P78-0721, (01-06), Volume 39, A.G. Christie, “Engineering as a Life Work”, *The Transaction of the University of Toronto Engineering Society and Year Book*, Volume 39, (1926), 25-28.

⁴⁰ LAC MG31-K7 Volume 7, File 21: Speeches Given by E.G. MacGill to C.F.B.P.W.C., 1958-1964. “But who will take the Wheel? – The Driver’s Wheel?” The Closing Address by Elsie Gregory MacGill, P.Eng., President of the CFBPWC to be presented at 1:45P.M., Saturday March 23rd at the Second Conference on the ARTS MANGEMENT, held by the Toronto Business and Professional Women’s Clubs at the Guild Inn, Scarborough, Ontario, March 23, 1963.

⁴¹ Scholar Ruth Oldenziel notes that these newer disciplines ‘gender coding was not yet fixed’.

Oldenziel, “Multiple-Entry Visas”, 22.

⁴² Courses dedicated to aeronautics were not available in Canada when Elsie did her undergraduate training. Work towards future offerings in this area was underway at the University of Toronto, but the university did not start offering specific courses in aeronautics until 1928. Indeed, its full engagement in the study of aeronautics waited until after the Second World War when a full program of study was launched and the Institute for Aerophysics opened. It is possible however that the seeds of Elsie’s interest in aeronautics were planted by J.H.Parkin, and R.W. Angus, who were experimenting with aeronautical research as early as 1923.

White, 92-93, 121-122; Friedland, 376-378; J.H. Parkin, "National Research Council of Canada Division of Mechanical Engineering A History of Aeronautical Research in Canada: A Paper for Presentation at the Fifth General Assembly of the Advisory Group for Aeronautical Research and Development of NATO, To be held in Ottawa, Canada, 10-17 June 1955, 7-11; J.H. Parkin, "The New Aerodynamic Laboratory of the University of Toronto: A Description of the Laboratory with the Results of Air Flow Studies and Power Consumption Tests as contained in Aeronautical Research Paper, Number 16" *The Engineering Journal*, Volume X, Number 8, (August 1927), 390.

⁴³ Penina Migdal Glazer and Miriam Slater, *Unequal Colleagues: The Entrance of Women into the Professions, 1890-1940*, (New Brunswick, NJ: Rutgers University Press, 1987), 8-14. See also: Pamela E. Mack, "What Difference Has Feminism Made to Engineering in the Twentieth Century?" in *Feminism in Twentieth-Century Science, Technology, and Medicine*, eds. Angela N.H. Creager et. al. (Chicago: University of Chicago Press, 2001).

⁴⁴ Ruth Oldenziel, "Multiple-Entry Visas", 19.

⁴⁵ Deborah G. Douglas, "The End of "Try-and-Fly": The Origins and Evolution of American Aeronautical Engineering Education through World War II", in *Engineering in a Land-Grant Context: The Past, Present and Future of an Idea*, ed. Alan I. Marcus, (West Lafayette, Indiana: Purdue University Press, 2005), 77, 82-87; Howard H. Peckham, *The Making of The University of Michigan, 1817-1992*, 175th Anniversary Edition, Margaret L. Steneck and Nicholas H. Steneck eds. (Ann Arbor: University of Michigan, 1996), 183; See also: Bourgeois-Doyle, 64.

"Department History" Michigan Aerospace Engineering, Michigan University, www.engin.umich.edu/aero/about/aero/history (Accessed August 15, 2014).

⁴⁶ Vicenti, “Data for Design : The Air Propeller Tests of W.F. Durand and E.P. Lesley, 1916-1926”, in *What Engineers Know and How They Know It: Analytical Studies from Aeronautical History*, (Baltimore: John Hopkins University Press, 1990), 137-169.

Elsie kept minimal records from her postgraduate studies. The existing materials are undated, but reflect her studies in analytical mechanics, flow and fluid problems related to aircraft. See LAC MG31-K7 Volume 14 Files 12, 14 and 15 for more information.

⁴⁷ Elsie membership in the Beta Chapter of the Iota Alpha Honorary Engineering Fraternity is noted on her 1972 CV.

LAC MG28 I 277, Box 145, EGM’s CV dated August 18, 1972.

Key instructors during her tenure were Felix Wladyslw Pawlowski and Edward Archibald Stalker.

Bougeois-Doyle, 65-66, 68-69.

⁴⁸ The loss of feeling had started May 7, 1929.

LAC MG31-K7 Volume 15, File 11: Family Correspondence and Notes: 1923-1980, Letter from doctor describing condition.

⁴⁹ For a detailed account of the effects of polio and the stories of those affected by this disease see: Sally Aitkien, Helen D’Orazio and Stewart Valin, (eds.), *Walking Fingers: The Story of Polio and those Who Lived With It*, (Montreal: Véhiclé Press, 2004), 9.

⁵⁰ Hazel Rowley, *Franklin and Eleanor*, (New York: Picador, 2010), 100-103.

⁵¹ Elsie later acknowledged that when she considered life without the freedom of mobility beyond a wheelchair she initially “didn’t want to live”, but in time she regained her confidence and determined she would prevail.

Judy Steed, “Ahead of Her Time: Aeronautical engineer, feminist

and self-styled curmudgeon Elsie Gregory MacGill at 75 still things everything is possible”; *Today*, (September 13, 1980).

⁵² LAC MG31-K7 Volume 15, File 11: Family Correspondence and Notes: 1923-1980, Letter from doctor describing condition.

⁵³ LAC MG31-K7 Volume 15, File 10: Personal Correspondence and Memoranda, Letter to State Savings Bank, from EGM, August 16, 1933.

⁵⁴ Interview with Ann Soulsby, August 7, 2006.

⁵⁵ Bourgeois-Doyle, 72.

⁵⁷ MacGill, *My Mother the Judge*, 205.

Helen Jr. and Everett gave up a trip to Europe to assist with Elsie’s recovery, but they were later able to take a leave of absence in Europe in 1932.

Hughes, “Wasp/Woman/Sociologist”, 76.

⁵⁸ Bannerman, 3-4.

⁵⁹ LAC MG31-K7 Volume 16, File 2: Letters of Condolence, 1980-1981. Letter to Bill Soulsby from Mrs. Grace Fergus Mutrie, November 23, 1980.

⁶⁰ Susan E. Merritt, “Elsie MacGill (1905-1980): Aeronautical Engineer,” in *Her Story III: Women From Canada’s Past*, (St. Catharines: Vanwell, 1999), 185.

Her determination to walk again was also a trait observed in many other victims of polio. Like them, she fought to regain her past physical capabilities.

Aitken, 10.

⁶¹ Cancer had appeared near the site of an old scar from her difficult first childbirth experience. Helen required ongoing radiation treatment throughout 1931, but she recovered and regained her full strength.

MacGill, *My Mother the Judge*, 210-211.

FOOTNOTES
CHAPTER 3

¹ Elsie Gregory MacGill, *The Engineering Journal*, “Aircraft Engineering in Wartime Canada”, Volume 23, Number 11, (November 1940), 471.

² Elsie had to work very hard to regain her place in her chosen profession.

LAC MG31-K7 Volume 15, File 7: Awards and honours, 1953-1980, “Elizabeth M.G. MacGill: 1953 Recipient of SWE Award”, *SWE Journal*, Volume 3, Number 4, June 1953.

For more on Canadian aviation during this period see: G.A. Thompson, “Canadian Air Transportation”, *The Engineering Journal*, Volume XXI, Number 1 (January 1938), 3-12.

Elsie records also indicate that she stayed current in her field throughout her career for example see: LAC MG31-K7 Volume 14, File 7: Spanwise Air-Load Distribution: Manual, 1938, War Department: Air Corps, Navy Department: Bureau of Aeronautics, Department of Commerce: Bureau of Air Commerce, *ANC-1 (1) Spanwise Air-Load Distribution*, (Washington, D.C., Government Printing Office, 1938); LAC MG31-K7 Volume 14, File 8: Strength of Aircraft Elements: Manual, 1942, War Department: Army Air Forces, Navy Department: Bureau of Aeronautics, Department of

Commerce: Civil Aeronautics Administration, *ANC-5 Strength of Aircraft Elements*, (Washington D.C., 1942).

³ Elsie Gregory MacGill, “Women on the Wing”, *Chatelaine*, Volume 4, Number 8, (August 1931), 15, 42. This article was accompanied by a picture of a youthful and intelligent-looking young Elsie. This photo, combined with her energetic writing made it next-to-impossible for readers to imagine that she was recovering from polio. Elsie also wrote for other popular magazines including *Vanity Fair*. Her writing not only provided some income during her lengthy recovery, it also was a means of self-promotion.

⁴ Liz Millward, *Women in British Imperial Airspace, 1922-1937*, (Montréal and Kingston: McGill Queen’s University Press, 2008).

⁵ Elsie’s records with the Royal Aeronautical Society in England indicate she had a scholarship in the first year of her doctoral studies.

Email Correspondence with Mr. B.L. Riddle, Librarian, National Aerospace Library, Farnborough England. July 6, 2010.

⁶ Bourgeois-Doyle, 83.

The program was established by Jerome C. Hunsaker who may have influenced Elsie as his observations demonstrated that without the crucial input of test pilots design stability would be compromised. Walter G. Vicenti notes that Ludwig Prandtl’s ideas from Germany were also strongly influential in the area of fluid mechanics during the 1930s.

Walter G. Vicenti, *What Engineers Know and How They Know It: Analytical Studies from Aeronautical History*, (Baltimore: John Hopkins University Press, 1990), 63, 126-127.

⁷ Tom D. Crouch, *Rocketeers and Gentlemen Engineers: A History of the American Institute of Aeronautics and Astronautics...*

and What Came Before, (Reston, VA: American Institute of Aeronautics and Astronautics, 2006), 7-9.

⁸ MIT did not officially open its doors to women as a co-educational facility until the mid-1960s.

⁹ Correspondence between Helen Brock and Richard Bourgeois-Doyle, October 2007, provided by Helen Brock.

¹⁰ Helen completed her doctoral studies eight years after her master's degree, which she had finished in 1927.

Helen MacGill Hughes, "Wasp/Woman/Sociologist", *Society*, (July/August 1977), 76.

Unlike Elsie, Helen's work during her advanced degrees did not set her up for engaging full-time employment. While living in Montréal, Québec, she worked on her doctoral degree, supervised by Robert Park, and held various part-time positions at McGill University and later in the United States.

Susan Hoecker-Drysdale, "Sociologists in the Vineyard: The Careers of Helen MacGill Hughes and Everett Cherington Hughes", In *Creative Couples in the Sciences*, Helen M. Pycior, Nancy G. Slack and Pnina G. Abir-am eds. (New Brunswick, N.J.: Rutgers University Press, 1996), 223-224.

¹¹ D. Fraser, "Elsie Gregory MacGill: Aeronautical Engineer," *Archivist*, 14 (January-February 1987), 8-9.

¹² Elsie MacGill, "Position of Women in Canada in the Engineering Profession," *World of Women in Saturday Night*, October 19, 1946, 28.

Richard Bourgeois-Doyle suggests one possible example which may have coloured Elsie's view of academia. The head of MIT's engineering program sought research assistants from among the students, but selected only men.

Bourgeois-Doyle, 87.

¹³ While Elsie had full support from her family and they were willing to assist with the financial needs of jump-starting her career, her parents' finances were not completely stable. In addition to the problems caused by the stock market crash in 1929, James MacGill was not skilled with money management, to the point Elsie was actually ensuring her parents had decent living accommodations in the latter 1930s.

MacGill, *My Mother the Judge*, 221, 227-228.

¹⁴ Hughes, "Wasp/Woman/Sociologist", 76. See also Chapter 2.

¹⁵ Roughly thirty percent of Canadians lost their jobs after the crash in 1929.

James Struthers, "Great Depression," in *The Canadian Encyclopedia*, <http://thecanadianencyclopedia.com/index.cfm> (Accessed August 3, 2007).

¹⁶ Ruth Oldenziel, Annie Canel and Karin Zachmann, "Introduction", *Crossing Boundaries, Building Bridges*, 6; Ruth Oldenziel, "Multiple Entry Visas", 22.

¹⁷ Debroah Douglas, *American Women and Flight since 1940*, (Kentucky: University of Kentucky Press, 2004), 38-39.

¹⁸ Frank Ellis, *Canada's Flying Heritage*. Reprint 1954. (Toronto: University of Toronto Press, 1981), 297-298.

J.J. Green credits Francis Beadle with offering Elsie the best combination of professional guidance in aircraft design within a supportive learning environment.

J.J. Green, "Elizabeth (Elsie) Gregory MacGill", *Canadian Aeronautics and Space Journal*, Volume 26, Number 4, (Fourth Quarter 1980), 349; K.M. Molson and H.A. Taylor, *Canadian*

Aircraft Since 1909, Stittsville, ON: Canada's Wings, Inc., 1982), 311.

¹⁹ Kenneth M. Molson, "World War Two Aircraft Production in Canada: A Reminiscent Look at the Unprecedented Growth of a Key Industry in A Country Newly at War," *CAHS Journal* (Winter 1992), 139.

²⁰ Elsie later noted that she did conduct some stress tests for float planes at Fairchild, and elaborated a bit on the revolutionary nature of the work being undertaken at the plant, including the Super 71P. In fact, this aircraft marked a first important sale for the company despite the Depression. This project and its accompanying challenges and frustrations were significant in Elsie's career. Built of duralumin, this all-metal fuselage was a first for Canadian designers. Ultimately, as J.J. Green noted, "The aircraft itself was a step forward for Canada, in that it had a stressed-skin metal fuselage, and it must be remembered that Elsie was involved in the new design problems with this advanced project"

LAC MG31-K7 Volume 12, File 9: Letter to K.M. Molson, Curator, National Aviation Museum from EGM, December 3, 1965; LAC MG30 E 343 Volume 20, File: MacGill, Elsie Gregory: Obituary 1980, "Elsie Gregory MacGill", 2.

For more information on the Fairchild Super 71 see: Molson and Taylor, 316-319; Bourgeois-Doyle, 95; LAC MG30 E 343 Volume 20, File: MacGill, Elsie Gregory: Obituary 1980; Ellis, 298.

²¹ The NRC was established in 1916.

²² These connections allowed Elsie to be well-informed on the national developments in aviation. As Walter G. Vincenti notes that the sharing of ideas between theorists and designers was crucial in advancing of aviation.

Vincenti, 89.

²³ J.H. Parkin, *Aeronautical Research in Canada*, Volume II, 443-444.

²⁴ John J. (J.J.) Green was born and educated in aeronautics in England, he arrived in Canada in 1930 and started working at the National Research Council of Canada. He quickly became a leader in the field of Canadian aeronautics. In 1949, *The Engineering Journal* announced J.J. Green's appointment as Deputy Director General of the Defence Research Board. For more information see: LAC MG30 E 343 Volume 21, File: JJ Green's Biography/CV; "Personals", *The Engineering Journal*, Volume 32, Number 9, (September 1949), 577.

²⁵ LAC MG30 E 343 Volume 20, File: MacGill, Elsie Gregory: Obituary 1980, "Elsie Gregory MacGill", 2.

For more information on the specific tests for the Fairchild Super 71 see: Parkin, 441-442.

²⁶ LAC MG30 E 343 Volume 20, File : MacGill, Elsie Gregory: Obituary 1980, "Elsie Gregory MacGill", 1.

²⁷ Walter Vicenti is a Professor Emeritus of aeronautical engineering at Stanford University.

Vincenti, 44.

²⁸ LAC MG31-K7 Volume 12, File 9: Correspondence RE: History of Specific Aircraft, 1958-1966. Letter to K.M. Molson from EGM, December 3, 1965.

The Super 71P was a modification on the Super 71, and requested by the Royal Canadian Air Force. For more information on the Fairchild 71P see: Molson and Taylor, 319.

This experience was crucial for her later work in Fort William when she developed specialized forms to measure flying qualities.

²⁹ LAC MG31-K7 Volume 12, File 9: Correspondence RE: History of Specific Aircraft, 1958-1966. Letter to K.M. Molson, Curator National Aviation Museum from EGM, December 3, 1965; LAC MG30 E 343 Volume 20, File: MacGill, Elsie Gregory: Obituary 1980.

³⁰ LAC MG30 E 343 Volume 20, File: MacGill, Elsie Gregory: Obituary 1980, “Elsie Gregory MacGill”, 2.

³¹ LAC MG31-K7 Volume 12, File 9: Correspondence RE: History of Specific Aircraft, 1958-1966, Letter to K.M. Molson, Curator National Aviation Museum from EGM, December 3, 1965.

³² Vincenti, 25.

³³ Molson and Taylor, 324-325.

The Sekani’s designer, Nathan Vanderlipp, may have contributed to the aircraft’s negative reputation. Elsie noted: “I think that anti-Americanism explains much of the feeling and the complaints against Mr. Vanderlipp and the Sekani. He was a driver, too, and put the staff on longer hours, and tightened up some of the shop practices – not popular moves.”

LAC MG31-K7 Volume 12, File 9: Correspondence RE: History of Specific Aircraft, 1958-1966, Letter to K.M. Molson, Curator National Aviation Museum from EGM, December 3, 1965.

³⁴ Senator Marsden’s Fonds at National Archives Canada – Gatineau. R/E 2007-0703 Volume 1 File: Trustees: Honorary Selection. Letter to Ms. Elizabeth Neville, Chairperson, Elsie Gregory MacGill Memorial Foundation from Mr. Kenneth F. Tupper, August 8, 1985.

³⁵ J.J. Green also recalled that her car was a Ford roadster, and probably not too warm as it was “a convertible with flapping canvas top and plastic windows”.

J.J. Green, “Elizabeth (Elsie) Gregory MacGill”, 349; LAC MG30 E 343 Volume 20, File: MacGill, Elsie Gregory: Obituary 1980, “Elsie Gregory MacGill”, 1.

³⁶ MacGill, “Position of Women in Canada in the Engineering Profession”, 28.

³⁷ J.J. Green and his wife Wynne became close friends to Elsie, her sister Helen and Helen’s husband Everett Hughes during the time they all lived in the Montreal area. J.J. Green spoke at Elsie’s memorial service, and wrote a lengthy obituary for her in the *Canadian Aeronautics and Space Journal*. Like Elsie, Kenneth Tupper became very active in the Engineering Institute of Canada, and after her death he participated in the Elsie Gregory MacGill Memorial Foundation.

J.J. Green, “Elizabeth (Elsie) Gregory MacGill”, 349; LAC MG30 E 343 Volume 20, File: MacGill, Elsie Gregory: Obituary 1980, “Elsie Gregory MacGill”, 2; Chapter 13.

³⁸ Can Car’s Fort William plant is now known as Bombardier Incorporated (this change occurred in 1992), and the plant currently manufactures subway cars.

³⁹ The position in the City of Fort William required Elsie to move long-distance across the province of Ontario. At the time, the journey would have taken at least two days or more of travel. Fort William and Port Arthur, a neighbouring city, amalgamated in 1970 to form Thunder Bay, Ontario and Elsie was notified of the event.

LAC MG31-K7 Volume 21, File 7: Miscellaneous Notes, “A Pronouncement”.

⁴⁰ Lillian Gilbreth “Human Engineering in Management”, *The Engineering Journal*, Volume 32, Number 10, (October, 1949), 631.

⁴¹ Elsie notes that the letters and their carbon copies kept the family together, despite great distances.

MacGill, *My Mother the Judge*, 205.

⁴² Mary Kinnear, *In Subordination: Professional Women, 1870-1970*, (Montreal: McGill-Queen's Press, 1995), Table 25 "Average wages, professions, men and women, Canada and Manitoba, 1931-1971".

⁴³ Emphasis is Elsie's. LAC MG31-K7 Volume 15, File 11: Family Correspondence and Notes n.d., 1923-1980. EGM's letter to her family from Longueuil, Québec, May 7, 1938.

In addition to the lower pay offered by the Civil Service position, Elsie may have also resisted full-time employment in an environment she would later classify as only slightly less conservative than academia.

Elsie MacGill, "Position of Women in Canada in the Engineering Profession," *World of Women in Saturday Night*, (October 19, 1946), 28.

⁴⁴ Later in her career as an independent consulting engineer, Elsie accessed her wide network of contacts when seeking additional work.

⁴⁵ LAC MG31-K7 Volume 17, File 12: Association of Consulting Engineers: Correspondence and Memoranda, 1976-1978, Kit Irving, "Always ahead of her time," *Ottawa Journal*, Tuesday, July 20, 1976.

⁴⁶ Ibid; LAC MG31-K7 Volume 15, File 10: POSTING OF JUNIOR ENGINEERING POSITION CIVIL SERVICE – OTTAWA, December 27, 1937.

⁴⁷ LAC MG31-K7 Volume 15, File 11: Family Correspondence and Notes, 1923-1980, EGM's letter to family, May 7, 1938.

The closeness between the MacGill sisters was also reflected in their use of the nickname 'Bonks' and 'Bonksie' for one another.

⁴⁸ Elsie's summer start date required her to forgo the summer vacation, and plan a long-distance move.

LAC MG31-K7 Volume 15, File 11: Family Correspondence and Notes, 1923-1980, EGM's letter to family, May 7, 1938.

Michael Gregor was originally from Russia and was well established in North America as a Chief Engineer. He dreamed of new achievements for the biplane model with his Gregor FDB-1, but the monoplane quickly replaced it.

Burkowski, 41-3; LAC MG31-K7 Volume 15, File 11: Family Correspondence and Notes n.d., 1923-1980, EGM's letter to her family from Longueuil, Québec, May 7, 1938.

⁴⁹ LAC MG31-K7 Volume 15, File 11: Family Correspondence and Notes n.d., 1923-1980, EGM's letter to her family from Longueuil, Québec, May 7, 1938.

⁵⁰ See Chapter 2.

⁵¹ Elsie lived at 1437, Hamilton Avenue, Fort William, Ontario.

"Noted Woman Engineer To Take Marital Vows", *Globe & Mail*, May 28, 1943; LAC MG31-K7 Volume 16, File 14: Helen Gregory MacGill: Correspondence RE: MY MOTHER THE JUDGE 1951-1982, Letter to Mr. W.G. Tamblyn, President, Lakehead University from EGM, February 2, 1966.

Elsie maintained her connection to her family despite the distance through letters and visits. One of Helen Jr.'s letters to Elsie and her mother illustrates this ongoing connection in her suggestion of a physiotherapist for Elsie located in the nearby town of Port Arthur and her own admittance that the distance was difficult: "It was so heavenly seeing you both this summer. Now [that] we are back it, it is just like a lovely dream. I wish we three were not so far apart".

LAC MG31-K7 Volume 15, File 10: Personal Correspondence and

Memoranda, 1929-1942, Letter to Mummy and Bonksie [EGM] from Helen MacGill Hughes, September 25, 1941.

⁵² Hughes, 76; Hoecker-Drysdale, 225.

A second daughter named Elizabeth was later born carrying on the family naming tradition.

Bourgeois-Doyle, 272.

⁵³ Helen expressed some concerns about the costs related to this honour, as the honouree was required to purchase the expensive regalia. Her friends and colleagues anticipated her needs and raised the required funds.

MacGill, *My Mother the Judge*, 220-223.

⁵⁴ Gordon Burkowski, *Can-Car: A History 1912-1992*, (Thunder Bay, Ontario: Bombardier Inc., 1995), 56; Bourgeois-Doyle, 99-104.

⁵⁵ Molson & Taylor, 524-526.

Canadian Car and Foundry Limited gained production licensing for this plane in 1936, and it was one of the first planes produced by the Fort William branch of the Montreal company. Burkowski, 31-52.

The aircraft had undergone stress testing however these tests accommodated the expectations of the *US Air Corp's Stress Analysis for Aeroplanes*, as the plane was based on a similar American model, the US Grumman FF-1 or SF-1. These guidelines were not acceptable in Canada by the Department of National Defence. As Canada did not have its own specifications and it was a member of the British Commonwealth regulations were determined by existing British standards unless the shipment was to the United States. Later in her career Elsie would play a fundamental role in establishing Canadian standards, but at

this junction she ran the required tests to ensure that it met the specifications of the Aerobatic Category outlined within *Air Publication 970 – Design Requirements for Aeroplanes for the Royal Air Force*.

LAC MG31-K7 Volume 12, File 9: Correspondence RE: History of Specific Aircraft, 1958-1966. Letter to Mr. William J. Harvey RE: Can-Car Fighter Biplane from EGM, October 8, 1964.

⁵⁶ Elsie recalled that the plane was flown in December, after which time it was issued its type certificate.

LAC MG31-K7 Volume 12, File 9: Correspondence RE: History of Specific Aircraft, 1958-1966. Letter to Mr. W.J. Wheeler from EGM, January 27, 1966.

⁵⁷ LAC MG31-K7 Volume 12, File 9: Correspondence RE: History of Specific Aircraft, 1958-1966. Letter to Mr. William J. Harvey RE: Can-Car Fighter Biplane from EGM, October 8, 1964.

The airfield's name was derived from the First World War flying ace, Billy Bishop.

Burkowski, 34-38; Bourgeois-Doyle, 105, 153.

⁵⁸ Burkowski, 45-47.

⁵⁹ LAC MG31-K7 Volume 12, File 9: Correspondence RE: History of Specific Aircraft, 1958-1966. Letter to Mr. William J. Harvey RE: Can-Car Fighter Biplane from EGM, October 8, 1964.

⁶⁰ Ellis, 298; LAC Volume 12, File 9: Correspondence RE: History of Specific Aircraft, 1958, 1966. Letter to Mr. W.J. Wheeler of Toronto, from EGM, January 27, 1966.

⁶¹ Meritt, *Her Story III*, 185.

⁶² LAC MG31-K7 Volume 12, File 9: Correspondence RE: History

of Specific Aircraft, 1958-1966, Letter to Mr. W.J. Wheeler from EGM, January 27, 1966; Kirton, 11.

⁶³ The *Engineering Journal* commemorated the event including a picture of Elsie and some of her colleagues.

“Personals”, *The Engineering Journal*, Volume 22, Number 12, (December 1939), 537.

⁶⁴ “The Maple Leaf Trainer II”, *The Engineering Journal*, Volume 23, Number 1, (January 1940), 33. See also: LAC MG31-K7 Volume 21, File 15: “Introducing The Maple Leaf Trainer”, *Canadian Aviation*, (August 1940), 20-21.

⁶⁵ “James H. McGill Dies Known In Oakville”, *Oakville Telegram*, January 21, 1939; MacGill, *My Mother the Judge*, 228.

Helen was largely oblivious to the family finances, but as Naomi Black notes this was contextually within the norm for her class and gender.

Naomi Black, Introduction to *My Mother the Judge*. In *My Mother the Judge*, by Elsie Gregory MacGill, Reprint 1955, (Toronto: PMA Books, 1981), xv.

⁶⁶ LAC MG31-K7 Volume 16, File 14: Helen Gregory MacGill: Correspondence RE: MY MOTHER THE JUDGE 1951-1982, Letter to Mr. W.G. Tamblyn, President, Lakehead University from EGM, February 2, 1966.

⁶⁷ This paper was presented at The EIC’s general meeting in Toronto, Ontario on February 9th, 1940. In total, Elsie presented eleven different forms to facilitate the assessment of aircraft during flight tests.

Elsie M.G. MacGill, “Practicable Forms for Flight Test Reporting,” *The Engineering Journal*, Volume 23, Number 2, (February 1940), 53; Burkowski, 81.

See also: LAC MG31-K7 Volume 21, File 15: Ninety-nines Inc. – Amelia Earhart Medal and Correspondence, 1957-1980, “Practical Flight Testing Forms Described By Only Woman Member Engineering Institute – Human element in Testing Discussed as Difficulty – Scientists Attempting to Reduce Factor of Personal Judgment – Say “Harmonium” Offers Possibilities”, *Canadian Aviation*, (March 1940), 46; “Elsie’ MacGill Has Impressive Score”, *Canadian Aviation*, (March 1940).

⁶⁸ See Chapter 4.

⁶⁹ MacGill, “Practicable Forms For Flight Test Reporting”, 53-54.

⁷⁰ Walter G. Vincenti discusses the importance of the relationship between what he calls “*research* pilots and *flight-research* engineers”.

Vincenti, 76.

⁷¹ The RCAF settled on de Havilland’s 82A Tiger Moth, which was at a more advanced stage of development.

Burkowski, 46.

The effective use of sub-contracting allowed the Maple Leaf II to be test flown and certified during this turbulent time. Agreements with de Havilland of Canada and the MacDonald Brothers Aircraft of Winnipeg, Manitoba produced the parts that were needed to finish the project. Afterwards, the aircraft was initially exported to the United States in 1940 and ultimately ended up in Mexico.

Molson and Taylor, 167; See also: Bourgeois-Doyle 129-137.

⁷² C.D. Howe, a Liberal Member of Parliament for the neighbouring city of Port Arthur, played a key role in securing the contract.

Helen Smith and Pamela Wakewich, “I Was Not Afraid to Work’

Female War Plant Employees and Their Work Environment” in *Canadian Environments: Essays in Culture, Politics and History, Canadian Studies* No. 2, Serge Jaumain Series Ed. Eds. Robert C. Thomsen and Nanette L. Hale, (Brussels: P.I.E. – PETER LAND S.A., 2005), 231-232.

⁷³ The Fort William plant, originally developed to produce railcars, had been shut down due to the Depression, and was only reopened in 1937 with the goal of producing airplanes.

Thorold J. Tronrud, “Building the Industrial City” in *Thunder Bay From Rivalry to Unity*, Thorold J. Tronrud and A. Ernest Epp eds. (Thunder Bay: The Thunder Bay Historical Museum Society, Inc., 1995), 110.

The needs of the war became paramount for all sectors, especially those tied to production of military supplies and equipment. In the engineering world the war strongly influenced career development. For instance, the EIC encouraged engineers to support the country’s wartime requirements. And the Department of National Defence prohibited professional engineers and some other groups to enlist.

“Message From the President”, *The Engineering Journal*, Volume 23, Number 1, (January 1940), 3; “Reserve Occupations: Statement issued by the Honourable N. Mc L. Rogers, Minister of National Defence”, *Engineering Journal*, Volume 22, Number 10, (October 1939), 421.

⁷⁴ James R. Hansen, *Engineer in Charge: A History of the Langley Aeronautical Laboratory, 1917-1958, The NASA History Series*, (Washington: NASA, 1987), xxxv.

⁷⁵ The region of Fort William and Port Arthur and some of the surrounding area is often referred to as The Lakehead, and many of the organizations and institutions within it use this name such as Lakehead University.

⁷⁶ *The Engineering Journal*, (July 1940), 310.

⁷⁷ MacGill “Factors Affecting The Mass Production of Aeroplanes”, *Engineering Journal*, (July 1940), 307.

⁷⁸ As noted by Lieutenant-General A.G. L. McNaughton, the commanding officer of the Canadian Army Corps in England, himself an engineer, engineers needed to design equipment that could make a difference in the war effort and ensure that they could be mass produced.

Lieutenant-General A.G.L. McNaughton, “A Message to Canadian Engineers”, *The Engineering Journal*, Volume 24, Number 3, (March 1942), 145-146; MacGill “Factors Affecting The Mass Production of Aeroplanes”, 307; J.I. Carmichael, “Some Problems in Aircraft Production”, *The Engineering Journal*, Volume 31, Number 11, (November 1941), 524-528.

⁷⁹ David D. Kemp, “Can-Car Re-Tools for Victory Hurricane,” *The Beaver*, (June/July 1992), 24-32; Burkowski, 53-81.

⁸⁰ Elsie Gregory MacGill, “Aircraft Engineering in Wartime Canada”, *The Engineering Journal*, Volume 23, Number 11, (November 1940), 471.

In excess of 17,000 hours of work was invested in each Hawker Hurricane aircraft produced.

⁸¹ Bannerman, 5.

⁸² Jim Lyzum, *Aviation in Thunder Bay*, (Altona, Manitoba: The Thunder Bay Historical Museum Society Inc., 2006), 38; Burkowski, 65-67.

⁸³ One of the NRC researchers she looked to for assistance was George Klein.

LAC MG31-K7 Volume 11, File 1: Aerodynamics Characteristics

of Aircraft Skis and the Development of an Improved Design: Report by National Research Laboratories, 1935, J.J. Green and G.J. Klein, Aerodynamics Characteristics of Aircraft Skis and the Development of an improved Design: Report by National Research Laboratories, February 12, 1935.

⁸⁴ Ellis, 298.

⁸⁵ See Chapter 4.

⁸⁶ LAC MG31-K7 Volume 13, File 23: Report RCAF-02, R.C.A.F. Design Information Memoranda by Canadian Car & Foundry Co. Ltd. 1940, E.G. MacGill, Chief Aero. Engr. Report RCAF-02: R.C.A.F. Design Information Memoranda, July 29, 1940, CONFIDENTIAL. NO COPIES MAY LEAVE CANCAR.

⁸⁷ Once production was well underway rumours suggested that the plant was not actually fulfilling its contract, but rather sending incomplete aircraft to Britain. In fact, the airframes were complete, what they sometimes lacked were specialized parts, such as landing wheels. If Canadian Car and Foundry could not obtain these, they were installed when the planes arrived in the UK.

LAC MG31-K7 Volume 15, File 10: Personal Correspondence and Memoranda, 1929-1942. MacGill's Account of working at Can Car – n.d.

⁸⁸ Ibid.; Burkowski, 57-8.

⁸⁹ Burkowski, 63.

Canadian planes had to match the British specifications as closely as possible so that when parts needed to be replaced abroad there were no complications, which became difficult with supply routes becoming compromised.

Elsie Gregory MacGill, "Aircraft Engineering in Wartime Canada", 471.

⁹⁰ C.D. Howe, "Canadian Industry in the War", *The Engineering Journal*, Volume 24, Number 3, (March 1942), 148-149.

⁹¹ Elsie's records contain a framed copy of this quotation with the note on the back that it was distributed and hung in RCAF offices across the country. The introduction that accompanied it read: "Miss Elizabeth Gregory MacGill designs airplanes for the Canadian Government. She has a technical mind, better than the minds of most men in this country. But she is still a woman, with a woman's mind, and she puts the problem of the war in a woman's terms..."

"That Extra Little", Elsie Gregory MacGill fonds, File: Elsie Gregory MacGill, personal material F4526-3, Archives of Ontario; LAC MG31-K7 Volume 15, File 10: Personal Correspondence and Memoranda, 1929-1942. MacGill's Account of working at Can Car – n.d.

⁹² On August 19, 1941 the two completed planes were made available for public viewing.

Burkowski, 67-8.

⁹³ Interview with Victor Stevenson, December 22, 2006.

⁹⁴ Elsie Gregory MacGill, "Aircraft Engineering in Wartime Canada", 470-471.

⁹⁵ *Ibid.*, 471.

⁹⁶ Two key studies in this area are: Ruth Roach Pierson, *They're Still Women After All: The Second World War and Canadian Womanhood*, (Toronto: McClelland and Stewart, 1986); Jeffrey A. Keshen, *Saints, Sinners, and Soldiers: Canada's Second World War*, (Vancouver: UBC Press, 2004).

⁹⁷ Margaret Rossiter, *Women Scientists in America: Before Affirmative Action, 1940-1972*, Volume 2, (Baltimore: The Johns

Hopkins University Press, 1995), 14.

⁹⁸ LAC MG31-K7 Volume 13, File 1: Elsie MacGill: Consulting Aeronautical Engineer – paper by J. Bannerman n.d., Jean Bannerman, “Elsie MacGill : Consulting Engineer”, 5.

⁹⁹ MacGill, “Position of Women in Canada in the Engineering Profession”.

¹⁰⁰ Jack Mosher, “The Kitten and the Fighter”, *Chatelaine* (August 1941), available in *Chatelaine a Woman’s Place: Seventy Years in the Lives of Canadian Women*, eds. Sylvia Fraser, (Toronto: Key Porter Books, 1997), 178.

¹⁰¹ Susan E. Merritt, “Elsie MacGill (1905-1980): Aeronautical Engineer”, in *Her Story III: Women From Canada’s Past*, (St. Catharines: Vanwell, 1999), 190; LAC MG31-K7 Volume 16, File 7: Queen of the Hurricanes, Elsie MacGill: Comic Book c. 1940s; “Queen of the Hurricanes: Elsie Gregory MacGill”, *True Comics*, Number 8 (January 1942), 17-21.

¹⁰² Smith and Wakewich, “I was not afraid to work”, 237-8.

¹⁰³ Ibid.

¹⁰⁴ Burkowski, 47.

¹⁰⁵ “Noted Woman Engineer To Take Marital Vows” *Globe and Mail*, May 28, 1943.

¹⁰⁶ LAC MG31-K7 Volume 16, File 14: Helen Gregory MacGill, Comments on Naomi Black’s Introduction to “My Mother, The Judge”, by E.J. Soulsby, January 1981.

¹⁰⁷ Vicenti, 14.

¹⁰⁸ Ruby Heap and Ellen Scheinberg, “Just one of the gang?: Women at the University of Toronto’s Faculty of Applied Science

and Engineering, 1939-1950.” in *Learning to Practice: Professional Education in Historical and Contemporary Perspective*, eds. Ruby Heap, Wyn Millar and Elizabeth Smyth, (Ottawa: University of Ottawa Press, 2005), 196.

¹⁰⁹ Judy Rebeck, *Ten Thousand Roses: The Making of a Feminist Revolution*, (Toronto: Penguin Canada, 2005), 268; Email correspondence with Muriel Smith December 17, 2008.

¹¹⁰ Smith and Wakewich, “I was not afraid to work”, 229-30.

¹¹¹ Kelly Saxberg, *Rosies of the North*, (National Film Board of Canada, 1999) Documentary 46 min 30 secs.

¹¹² Victor Stevenson (1919-2008), earned a degree in aeronautical engineering from Tri-State University in Angola, Indiana. He first worked in the United States and then was employed at Canadian Car and Foundry until 1985 as a design engineer. He was keenly interested in local aviation in the Lakehead region and was a prominent member of the Flight Ontario Simulator Group. He also worked towards the realization of the North Western Ontario (NWO) Aviation Heritage Centre.

“Stevenson, Victor” *Obituaries, The Chronicle Journal* Tuesday, 12 August 2008. (Accessed June 13, 2010).
<http://chroniclejournal.com/includes/datafiles/print.php?id=128119&title=STEVENSON%20Victor>

The Northwestern Ontario Aviation Heritage Centre opened in 2012 at 105-430 Waterloo Street South, Thunder Bay, Ontario: www.noah.org (Accessed December 2, 2012).

¹¹³ Originally quoted in Burkowski, 46.

¹¹⁴ Victor Stevenson was originally hired by Elsie.

Interview with Victor Stevenson, December 22, 2006.

¹¹⁵ Ibid.

¹¹⁶ Originally quoted in Burkowski, 46.

¹¹⁷ Ibid.

FOOTNOTES
CHAPTER 4

¹ LAC MG31-K7 Volume 24, File 13: Women Engineers: miscellaneous notes and publications n.d., 1971-1980, Eva-Lis Wuorio, “Talented Woman Engineer Runs her Own Business”, in “Careers for Women” Reprinted from and distributed by *The Globe and Mail*, n.d., 33.

² See Chapter 5.

³ Interview with Ann Soulsby, August 7, 2006; Kelly Saxberg, *Rosies of the North*, (National Film Board of Canada, 1999) Documentary 46 min 30 secs.,

This ended the participation of women engineers at the Can Car plant until 1984 and of women in middle or senior management until 1990.

Gordon Burkowski, *Can-Car: A History 1912-1992*, (Thunder Bay, Ontario: Bombardier Inc., 1995), 90.

⁴ Burkowski, 73-4, 76; Kelly Saxberg, *Rosies of the North*, (National Film Board of Canada, 1999), Documentary 46 min 30 secs.; Frank Ellis, *Canada's Flying Heritage*. Reprint 1954. (Toronto: University of Toronto Press, 1981), 298. See also: Richard I. Bourgeois-Doyle, *Her Daughter The Engineer: The Life of Elsie*

Gregory MacGill, National Research Council Biography Series, No. 3, P.B. Cavers ed., (Ottawa: NRC Research Press, 2008), 180-1, 183-184; David D. Kemp, "Can-Car Re-Tools for Victory Hurricane," *The Beaver*, (June/July 1992), 24-32; Burkowski, 53-81.

⁵ Originally quoted in Burkowski, 76.

⁶ Ibid.

⁷ Bourgeois-Doyle, 180-181.

⁸ Mary Kinnear, *In Subordination: Professional Women, 1870-1970*, (Montreal: McGill-Queen's Press, 1995), 15-16.

⁹ Helen passed away due to a heart condition, ending her 20-year marriage to Bill Soulsby.

Bourgeois-Doyle, 178-179, 196.

¹⁰ Some of the former women employees of Can Car who had worked in various positions on the plant floor during the Second World War were recruited during the late 1990's to participate in the filming of "Rosie's of the North" directed by Kelly Saxberg. Only then did they become aware of the marriage between Elsie and Bill.

Kelly Saxberg, *Rosies of the North*.

¹¹ Ibid.

¹² The film "Rosies of the North" directed by Kelly Saxberg, and Richard Bourgeois-Doyle's recent biography of Elsie both suggest that the couple was fired.

Bourgeois-Doyle, 181-184; Kelly Saxberg, *Rosies of the North*.

¹³ Elsie was married in Kankakee and then family and friends celebrated the marriage at her sister's. The newly married couple

had little time to celebrate however, as they had pressing work responsibilities.

Correspondence between Helen Brock and Richard Bourgeoise-Doyle, October 2007, provided by Helen Brock; LAC MG31-K7 Volume 15, File 9: Miscellaneous Correspondence, 1948-1980, n.d., “Elsie MacGill Wed in Chicago: Bride Outstanding Canadian Woman” Unknown Source, n.d.

¹⁴ “Noted Woman Engineer to Take Marital Vows”, *The Globe & Mail*, Toronto, May 28, 1943.

¹⁵ *The Engineering Journal*, Volume 26, Number 7, (July 1943), 430; “Noted Engineer To Take Marital Vows”, *Globe & Mail*, Toronto, 28 May 1943; LAC MG28 I 277 Volume 145, File: MacGill, Elizabeth Muriel Gregory, Letter to EGM from K.M. Cameron, President EIC, May 29, 1943.

¹⁶ *The Engineering Journal*, Volume 26, Number 8, (August 1943), 443.

This situation would cause her much frustration (in applying for a passport, for example) over the course of her life, but Elsie was determined to retain her own name and identity.

Elsie Gregory MacGill, *My Mother the Judge: A Biography of Helen Gregory MacGill*, Reprint 1955, (Toronto: The PMA Press, 1981), 238; “Well, Miss MacGill, how’s your husband?” *The Montreal Star*, Lifestyles Section – 69, Wednesday, May 5, 1971; LAC MG31-K7 Volume 18. File 17: Canadian Passport Laws Relating to Women: Correspondence and Reports n.d., 1971; LAC MG31-K7 Volume 21, File 11: Miscellaneous Speeches and Notes, n.d., 1960-1970. EGM’s Memo to Commission regarding change of name March 26, 1970.

Elsie championed the right for women (and men) to determine their own names throughout her life. Indeed, she later noted to the Ontario Law Reform Commission: “In a period when social

conventions surrounding marriage are in a state of flux, when freedom of choice for the individual is a matter of public concern, and when the birth certificate is accepted across Canada as the ultimate identification of the individual, it would be anachronistic and narrowly provincial for Ontario, under the guise of law reform, to crystallize in rigid, complicated legislation the name that a woman must adopt on marriage, when in Ontario”.

LAC MG31-K7 Volume 22, File 4: Ontario Law Reform Commission: Reports and Correspondence, 1969-1976, Letter to the Ontario Law Reform Commission from EGM RE: LEGAL CONTEXT OF ONTARIO CHANGE OF NAME ACT, November 28, 1975.

¹⁷ Interview with Ann Soulsby, August 7, 2006.

Elsie never commented in her records about this situation. As she was able to move relatively seamlessly to consulting work, she may have viewed any accompanying misunderstandings or stresses as simply challenges to solve.

¹⁸ LAC MG31-K7 Volume 17, File 4: Proposed Memorial Plaque to Judge Helen Gregory MacGill: Correspondence, 1959; MacGill, *My Mother the Judge*, 200-215.

¹⁹ *The Engineering Journal*, (July 1943), 430; For more information on Victory Aircraft Limited see: Bourgeois-Doyle, 199-202.

²⁰ Susan Ware, *Still Missing: Amelia Earhart and the Search for Modern Feminism*, (New York: W.W. Norton & Company, 1993), 50-51.

²¹ Elizabeth M.G. MacGill, “Position of Women in Canada in the Engineering Profession”, *Saturday Night, World of Women*, October 19, 1946, p. 28

²² Kinnear, 15-16.

²³ LAC MG31-K7 Volume 24, File 13: Women Engineers: miscellaneous notes and publications n.d., 1971-1980, Eva-Lis Wuorio, “Talented Woman Engineer Runs Her Own Business”, in “Careers for Women” Reprinted from and distributed by *The Globe and Mail*, n.d., 33.

²⁴ LAC MG31-K7 Volume 16, File 14: Helen Gregory MacGill, RE: My Mother the Judge 1952-1982, Comments on Naomi Black’s Introduction to “My Mother, The Judge” by E.J. Soulsby, January 1981.

²⁵ LAC MG31-K7 Volume 20, File 20: Marriage Act & Notes, n.d., 1977-1978; LAC MG31-K7 Volume 16, File 1, Letters of Condolence, 1980-1981; LAC MG31-K7 Volume 16, File 1: Letters to Mr. Soulsby from Betty MacHattie and Jeanne Lapointe.

²⁶ Interview with Ann Soulsby, August 7, 2006.

²⁷ Helen also recalls that they openly shared affection in public and at times used nicknames for each other.

Written correspondence with Helen Brock, September 2013.

²⁸ Ibid.

²⁹ Interview with Ann Soulsby, August 7, 2006; Bourgeois-Doyle, 183-184.

Elsie thus had limited knowledge when it came to addressing the challenges a professional woman faced during pregnancy and the early childrearing years.

³⁰ Interview with Ann Soulsby, August 7, 2006.

This evidence suggests that Elsie would also have made a financial contribution towards raising Ann and John.

Ann studied two years towards a bachelors degree at McGill

University and then completed two years of training to become a radiation therapy technician. She subsequently worked at the Princess Margaret Hospital from 1961-1991 and participated as a general member in the Ontario Association of Medical Radio Technicians.

³¹ LAC MG31-K7 Volume 24, File 13: Women Engineers: miscellaneous notes and publications n.d., 1971-1980, Eva-Lis Wuorio, “Talented Woman Engineer Runs Her Own Business”, in “Careers for Women” Reprinted from and distributed by *The Globe and Mail*, n.d., 33.

³² MacGill “Position of Women in Canada in the Engineering Profession”, 28.

Some of Elsie’s contemporaries included Kitty O’Brien-Joyner who also had a background in electrical engineering and subsequently joined the National Advisory Committee for Aeronautics in the United States in 1939, Rebecca Sparling who worked at Northop Aircraft determining innovative ways to detect design flaws; and Katherine Stinson who found inspiration in Amelia Earhart and went on to work in work for the Civil Aeronautical Administration.

Sybil E. Hatch, *Changing Our World: True Stories of Women Engineers*, (Reston, Virginia: The American Society of Civil Engineers, 2006), 144-145, 146, 149.

³³ Buddle, 147-8.

Elsie would have had a basic understanding of the various needs for establishing herself as a consultant due to her broad training at the University of Toronto which included instruction in business fundamentals.

UTA, Ref. P78-0721 (01-06), Volume 39, A.G. Christie, “Engineering as a Life Work”, *University of Toronto Engineering Society Transactions and Year Book*, Volume 39, (1926), 28.

³⁴ C.D. Howe, "The Engineer in Business and in Government", *The Engineering Journal*, Volume 38, Number 8, (August 1955), 1083-1084, 1105. See also: Ruth Oldenziel, *Making Technology Masculine: Men, Women and Modern Machines in America, 1870-1945*, (Amsterdam: Amsterdam University Press, 1999), 70-78.

As noted in an *Engineering Journal* article in 1968, Elsie's flexibility kept her from being hemmed in by any one company and its narrow structure.

"Science, Technology and Society", *Engineering Journal*, Volume 51, Number 11, (May 1968), 11.

By May 1958, K.F. Tupper had also become engaged in consulting and was the president of a company dedicated to consulting engineering. He shared many similarities with Elsie in engineering background as he also earned a B.Sc. in Electrical Engineer from the University of Toronto and went on to complete a M.Sc. in 1938 at the University of Michigan in aeronautical engineering.

"K.F. Tupper, O.B.E.: President: The Engineering Institute of Canada, 1958-1959", *The Engineering Journal*, Volume 41, Number 5, (May 1958), 106; LAC MG31-K7 Volume 21, File 6: Miscellaneous Notes and Memoranda, n.d., 1977.

³⁵ Elsie Gregory MacGill, "Danger! Women Thinking", Address given at the Opening Banquet of the Soroptimist Convention in Banff, Alberta, June 27, 1955, *The Quotarian*, Volume 33, Number 5, (October 1955), 4.

³⁶ This office would serve her purposes from 1943 until approximately 1965, when she transferred her office to her home. Elsie did not provide an explanation for her move, but Canadian aviation in the 1960s was not faring as well as previously, especially with the end of the Avro Arrow project in 1959 and this move would have reduced overhead costs. Another reason for her decision may have been her increasing involvement in the women's movement. The record of this change is reflected in her

changing personal letterhead: LAC MG31-K7 Volume 12, File 8: Correspondence Re: Federal Gov't Contracts and Certificates of Airworthiness 1965-67.

³⁷ Her records indicate that by 1950 she was using every means at her disposal to effectively maximize her company's potential.

LAC MG31-K7 Volume 12, File 8: Correspondence Re: Federal Gov't Contracts and Certificates of Airworthiness, 1965-67. EGM's letter to Major Harold J. Dumont , October 23, 1950.

³⁸ LAC MG31-K7 Volume 24, File 13: Women Engineers: miscellaneous notes and publications n.d., 1971-1980, Eva-Lis Wuorio, "Talented Woman Engineer Runs Her Own Business", in "Careers for Women" Reprinted from and distributed by *The Globe and Mail*, n.d., Wuorio, 33.

The organization evident in Elsie's office at work was not replicated at home. Colleague Liz Neville remembers visiting Elsie at home and her "chaos" of papers.

Interview with Liz Neville, July 15, 2006.

³⁹ Elsie's references included: Brooke Clazton Esq., Minister of National Defence, Ottawa; Dr. J.J. Green, Deputy Director General of the Defence Research Board, Scientific Advisor to the Chief of Air Staff, Ottawa; and, Harold Hookstra Esq., Chief Engineer Aircraft Division, Department of Commerce, Civil Aeronautical Administration, Washington, D.C.. Elsie charged more for shorter contracts.

LAC MG31-K7 Volume 12, File 8: Correspondence RE: Federal Gov't Contracts and Certificates of Airworthiness, 1965-1967. Letter to Major Harold J. Dumont from EGM, October 23, 1950.

⁴⁰ LAC RG28 3-P-12 Volume 155, File: Post War Committee on Manufacture of Aircraft, Miscellaneous. Letter to Ralph P. Bell Esq. from EGM, January 10, 1944.

Ralph P. Bell was had grand visions for Canada's aviation industry: "Canada stands at the keystone of the arch of aerial world transportation. As one of the first four trading nations of the world, it is imperative that Canada's post-war transportation and communication services encircle the globe in competition with those of its friendly rivals, and that Canadian-built aircraft be found wherever aircraft fly. Intelligent, courageous, and inspired leadership can make Canada's aircraft industry one of the greatest industrial assets of the Nation."

Ralph P. Bell, "Aircraft Manufacture", *The Engineering Journal*, Volume 26, Number 5, (May 1943), 278.

⁴¹ LAC RG28 3-P-12 Volume 155, File: Post War Committee on Manufacture of Aircraft, Miscellaneous. Letter to Ralph P. Bell Esq. from EGM, January 10, 1944.

⁴² As early as 1941, some members of the engineering community were raising concerns about post-war planning.

E.R. Jacobsen, "The Engineer and the Post-War Period", *The Engineering Journal*, Volume 24, Number 12, (December 1941), 597-598. See also: "Planning Now for Post-War Construction Projects: A Brief Presented by The Engineering Institute of Canada to the House of Commons Committee on Reconstruction", *The Engineering Journal*, Volume 27, Number 8, (August 1944), 459.

⁴³ These two projects demonstrated her versatility as a designer, and her relevance to the government's future focus on civilian aviation. The first project was targeted for the northern use within Canada and elsewhere, while the latter was designed with the airline industry in mind.

LAC RG28 3-P-12 Volume 155, File: Post War Committee on Manufacture of Aircraft, Miscellaneous. Letter to C.D. Howe from EGM, April 17, 1944.

⁴⁴ LAC RG28-3-P-12 Volume 155, File: Post War Committee on Manufacture of Aircraft Miscellaneous: Letter to EGM from Ralph P. Bell, April 21, 1944.

⁴⁵ The other proposal came from Grant Glasco of de Havilland Aircraft.

LAC RG28 3-P-12 Volume 155, File: Post War Committee on Manufacture of Aircraft Miscellaneous: Letter to Mr. J.H. Parkin, from Ralph P. Bell, May 15, 1944.

⁴⁶ J.J. Green, “R.C.A.F. Research and Development,” *The Engineering Journal*, Volume 35 Number 6, (June 1952), 615.

⁴⁷ LAC RG28 3-P-12-2 Volume 155, File: Committee on Postwar Manufacture of Aircraft Memoranda to the Minister: Memorandum to the Honourable C.D. Howe from Ralph P. Bell, July 1, 1943; LAC RG28 3-P-12-6 Volume 156, File: Postwar Committee on Manufacture of Aircraft Technical Sub-Committee on Postwar Manufacture of Aircraft: Letter to EGM from J.H. Parkin, May 24, 1944.

⁴⁸ LAC MG31-K7 Volume 24, File 13: Women Engineers: miscellaneous notes and publications n.d., 1971-1980, Eva-Lis Wuorio, “Talented Woman Engineer Runs Her Own Business” in “Careers for Women” Reprinted from and Distributed by *The Globe and Mail*, n.d., 33.

⁴⁹ LAC MG31-K7 Volume 15, File 10: Personal Correspondence and Memoranda, 1929-1942, Interview Till & MacGill; Senator Marsden’s Fonds at Library and Archives of Canada – Gatineau. R/E 2007-0703 Volume 1 File: Trustees: Honorary Selection. Letter to Ms. Elizabeth Neville, Chairperson, Elsie Gregory MacGill Memorial Foundation from Mr. Kenneth F. Tupper, August 8, 1985.

⁵⁰ Frank Whittle was engaged in aviation propulsion beginning in 1928 and continued throughout the war.

Wilfrid Eggleston, *National Research in Canada: The NRC 1916-1966*, (Toronto: Clarke, Irwin & Company Limited, 1978), 297-298. See also: Edward W. Constant II, *The Origins of the Turbojet Revolution*, (Baltimore: The Johns Hopkins University Press, 1980).

⁵¹ In working towards the production of the Avro CF-105 Arrow aircraft engineers built the Iroquois Engine, and the division responsible for this work within Avro's manufacturing plant went on to become Orenda Engines.

For more information see: Milberry, 132; The New Canadian Air and Space Museum, "Avro Canada CF-105 Arrow", http://www.casmuseum.org/avro_cf105_arrow.php (Accessed January 28, 2013).

⁵² Eggleston 299-300.

⁵³ J.J. Green, "Elizabeth (Elsie) Gregory MacGill, *Canadian Aeronautical and Space Journal*, Volume 24, Number 4, (Fourth Quarter 1980), 350; LAC MG31-K7 Volume 17, File 14: Association of Professional Engineers of Ontario, Gold Medal Award Correspondence and Notes, 1977-1979; Letter to L. Patrick Ryan P. Eng, General Secretary APEO, July 28, 1979.

Elsie maintained her knowledge of evolving de-icing principles after leaving Canadian Car and Foundry. Her records also indicate that she was well-aware of the developments in Britain during this time.

LAC MG31-K7 Volume 13, File 27: Royal Aircraft Establishment, Investigation of Wing Deicing by Means of Hot Air by K.C. Hales and G. Mann, 1944.

⁵⁴ LAC MG28 I 77 Volume 145, File: MacGill, Elizabeth Muriel Gregory, Application for Fellowship submitted by EGM, November 14, 1970.

⁵⁵ By the start of September 1946, the trans-Atlantic traffic

increased to one flight per day.

Larry Milberry, *Aviation in Canada*, (Toronto: McGraw-Hill Ryerson, 1979), 54-60.

⁵⁶ See Molson & Taylor 74-77.

⁵⁷ LAC MG31-K7 Volume 11, File 5: Applications for Certificates of Airworthiness for Export n.d., [1945].

⁵⁸ LAC MG31-K7 Volume 16, File 2: Letters of Condolence, 1980-1981, Letter to Bill from Paul Dilworth, December 7, 1980.

⁵⁹ Bourgeois-Doyle, 214-216.

⁶⁰ Email correspondence with Mr. B.L. Riddle, Librarian, National Aerospace Library, Farnborough, England, July 6, 2010.

⁶¹ The DC-4 models were known by the type name North Star with the Canadian Canadair models being distinguished as CL-2 and CL-4s. These planes began serving as international aircraft for the TCA on trans-Atlantic flights in 1947. After this point they were also used domestically for Canadian routes.

Molson and Taylor, 299-301.

⁶² The Provisional ICAO was affiliated to the United Nations in 1946. In 1947 its provisional status was dropped and it became known as the ICAO. David Mackenzie outlines the roles of technical divisions within the ICAO.

David Mackenzie, *ICAO: A History of the International Civil Aviation Organization*, (Toronto: University of Toronto Press, 2010), x, 68, 70.

⁶³ Her involvement also required a significant investment of time, as some meetings were a month long.

LAC MG28 I 55 Volume 10, File: Immediate Past President BPW – CV, November 5, 1964.

The Canadian proposal on requirements for ski planes is a good example of the committee's work, and an area in which Elsie had expertise.

LAC MG31-K7 Volume 11, File 14: Canadian Proposals for International Airworthiness Requirements for Ski Planes, 1946; CANADIAN PROPOSALS FOR INTERNATIONAL AIRWORTHINESS REQUIREMENTS FOR SKI-PLANES Notes by Canadian Delegation, February 1946, Ref: BS-18-965.

⁶⁴ Canada was one of the few countries around the world that had a well-developed aviation program during this period.

Mackenzie, *ICAO: A History of the International Civil Aviation Organization*, 68.

This committee was one of only five regular committees within the ICAO.

LAC MG31-K7 Volume 13, File 1: Elsie Gregory MacGill: Consulting Engineer – Paper by J. Bannerman – n.d., Jean Bannerman, “Elsie Gregory MacGill: Consulting Aeronautical Engineer”, 5-6.

⁶⁵ Frank Ellis, *Canada's Flying Heritage*, 298.

Elsie's colleagues from the EIC also noted the significance of this achievement.

“Personals”, *The Engineering Journal*, Volume 29, Number 4, (April 1946), 268.

⁶⁶ LAC MG31-K7 Volume 15, File 10: Personal Correspondence and Memoranda, 1929-1942, Interview with Can. Car.

⁶⁷ Elsie kept abreast of developments within the Airworthiness Division and Operation Division throughout her career as they would also influence her ongoing work.

LAC MG31-K7 Volume 14, File 22: Miscellaneous Correspondence, 1958-1977, Letter to EGM from J.A. Newton, Chief Flight Branch, International Civil Aviation Organization, Montreal, June 23, 1958.

⁶⁸ MacGill, *My Mother The Judge*, 238-239.

⁶⁹ *Ibid.*, 239.

⁷⁰ *Ibid.*

⁷¹ A project she worked on during this time was the book *How to Conduct Public Meetings in Canada*. Elsie carried on this task after her mother's death.

LAC MG31-K7 Volume 16, File 16: "How to Conduct Public Meetings in Canada and Where to Find the Rules", Contract Correspondence, 1918, 1931-1957.

⁷² MacGill, *My Mother the Judge*, 241.

⁷³ *Ibid.*

⁷⁴ LAC MG31-K7 Volume 17, File 5: Last Will & Testament & Correspondence of Helen Gregory MacGill, 1943-1949 – Helen Gregory Last Will & Testament, June 4, 1943.

The rationale was that Elsie bought the family home after her father died so that her mother, whose financial situation was in a desperate state, would still have a place to live.

MacGill, *My Mother the Judge*, 228.

⁷⁵ *Ibid.*, 106-107.

⁷⁶ J.J. Green, “R.C.A.F. Research and Development”, *The Engineering Journal*, Volume 36, Number 6, (June 1953), 615-620; “British Aviation Interests in Canada Expand”, *The Engineering Journal*, Volume 37, Number 6, (June 1954), 702; “Ten Years of Aircraft Design and Production”, *The Engineering Journal*, Volume 39, Number 1, (January 1956), 42; “Fifty Years of Aeronautical Engineering: A Review of Canadian Progress”, *The Engineering Journal*, Volume 42, Number 2, (February 1959), 33-43.

⁷⁷ The Cold War led to the creation of the Defence Research Board in 1947. Later, the National Aeronautical Establishment (NAE) was organized, “as a separate agency of the National Research Council along lines similar to the Atomic Energy Project”.

O.M. Solandt, “Defence Research in Canada”, *The Engineering Journal*, Volume 34, Number 8, (August 1951), 765, 767; “Aeronautical Research in Canada”, *The Engineering Journal*, Volume 34, Number 8, (August 1951), 778-779.

A strong military focus was prevalent in science and technology in the United States especially after the 1957 launch of the Russian satellite Sputnik. For more information see: Juan C. Lucena, *Defending the Nation: U.S. Policymaking to Create Scientists and Engineers from Sputnik to the ‘War against Terrorism’* (Toronto: University Press of America, 2005).

⁷⁸ Elsie Gregory MacGill, “The Initiative in Airline Design”, *The Engineering Journal*, Volume 36, Number 2, (February 1953), 95.

These ideas were first publicly presented at the American Society of Civil Engineers centenary celebration.

See Chapter 5.

⁷⁹ Elsie Gregory MacGill, “The Initiative in Airline Design”, 108; “What’s Wrong with Our Air Force?” *Chicago Daily Tribune*, Part 1, Monday, September 8, 1952, p. 14.

⁸⁰ The EIC's brief to the commission strongly supported the defence focus of research which it justified with reference to the Cold War. Its other key focus was engineering education.

"No Engineers Required", *The Engineering Journal*, Volume 39, Number 2, (February 1956), 143; "Engineering Institute Brief to the Royal Commission on Canada's Economic Prospects: Institute Asks for a Complete Study of Needs for Engineering Education", *The Engineering Journal*, Volume 39 Number 4, (April 1956), 441, 446; "The Royal Commission on Canada's Economic Prospects" [Brief], *The Engineering Journal*, Volume 39, Number 4, (April 1956), 443- 443.

⁸¹ The final report is available under the following title: Canada. *Royal Commission on Canada's Economic Prospects*, (Ottawa: Queen's Printer, 1956).

⁸² LAC MG31-K7 Volume 14, File 4: Some Results of Anticipated Increases in the Speed of Commercial Air Transport on Canadian Transportation Systems & Industry of the Next Quarter-Century: Report and Correspondence, 1956.

⁸³ Ibid, 10-11.

⁸⁴ Ibid.

⁸⁵ Ibid.

⁸⁶ The Avro Arrow was the pinnacle Canadian aviation, and designed with the ability to intercept bomber aircraft.

J.M. Bumstead, *The Peoples of Canada: A Post-Confederation History*, (Toronto: Oxford University Press, 1992), 268-270. Many studies are available on the cancellation such as: Palmiro Campagna, *Requiem for a Giant: A.V. Roe Canada and the Avro Arrow*, (Toronto: A Hounslow Book, 2003).

⁸⁷ Bannerman, *Leading Ladies: Canada - 1639-1967*, (Don Mills: T.H. Best Printing Company Limited, 1967), 316.

⁸⁸ LAC MG31-K7 Volume 12, File 8: Correspondence RE: Federal Gov't Contracts and Certificates of Airworthiness, 1964-1967, Letter to Mr. E.P. Bishop, Chief Aerospace Division, Aircraft Branch, Department of Industry from EGM, October 4, 1965.

⁸⁹ LAC MG31-K7 Volume 23, File 10: Society of Women Engineers: Correspondence and Newsletters, 1952-1978. Letter to Elizabeth Plunkett, Chairman of SWE Program Committee from EGM, April 6, 1960.

⁹⁰ LAC MG28 I 55 Volume 4, File: Editor. 1962-1964 Isabel MacMillan, Letter to Isabel MacMillan from EGM President of CFBPWC, September 25, 1962.

⁹¹ This new contract extended into 1962.

⁹² LAC MG31-K7 Volume 13, File 10: Investigation Re: Certificate of Airworthiness for Fairchild Husky Aircraft: Reports and Correspondence, 1961; LAC MG31-K7 Volume 13, File 10: Report HA3-1 Investigation regarding Certificate of Airworthiness (based on U.S. CAM3) for Fairchild Husky Aircraft. By E.G. MacGill, October 31, 1961; LAC MG31-K7 Volume 13, File 11: Investigation Re: Fairchild Husky Aircraft: Correspondence and Notes 1952-1962.

⁹³ The original Fairchild F11 was built to meet the U.S. airworthiness requirements CAR 04 (1946), while the subsequent Fairchild F11-2 was based on the U.S. airworthiness requirements CAR 4a. Elsie's calculations related to the proposed new model, however, required her to reference yet an additional set of regulations, the U.S. airworthiness requirements CAM3.

LAC MG31-K7 Volume 13, File 10: Report HA3-1 Investigation regarding Certificate of Airworthiness (based on U.S. CAM3) for Fairchild Husky Aircraft. By E.G. MacGill, October 31, 1961.

⁹⁴ Elsie's report was based on fifty-eight different reports.

Ibid.

⁹⁵ "De Havilland DHC-2 Beaver" The Canadian Aviation and Space Museum, <http://www.aviation.technomuses.ca/collections/artifacts/aircraft/deHavillandCanadaDHC-2Beaver/> (Accessed January 26, 2014).

⁹⁶ LAC MG31-K7 Volume 12, File 24: Report RE: The Accident to Tri-Pacer Aircraft, 1963, 3, 7.

⁹⁷ LAC MG31-K7 Volume 12, File 8: Letter to Mr. W.M. McLeish from EGM, March 10, 1967.

⁹⁸ It would not be until November 12, 1968 that Elsie would receive a more formal appointment to these positions, by which time she had already been engaged with the work for approximately a year and a half.

LAC MG31-K7 Volume 12, File 8: Letter to EGM from M. Jeluwick for Mr. W. M. McLeish, May 31, 1967; Letter to EGM from Mr. W.M. McLeish, November 12, 1968.

⁹⁹ John W. Langford, *Transport in Transition: The Reorganization of the Federal Transport Portfolio, Canadian Public Administration Series*, ed. E. Hodgetts, (Montreal: McGill-Queen's Press, 1976), 24.

¹⁰⁰ LAC MG31-K7 Volume 24, File 7: University of Toronto: Alumni Correspondence and Notes, 1955-1973, Letter to Class from C. A. Morrison; Letter to EGM from John H. Fox, April 19, 1967; Marianne Goszytonyi Ainley, *Creating Complicated Lives: Women and Science at English-Canadian Universities, 1880-1980*, eds. Marelene Raynery-Canham and Geoff Rayner-Canham, (Kingston and Montreal: McGill-Queen's University Press, 2012), 4-8.

¹⁰¹ LAC MG31-K7 Volume 20, File 10: Lange, Lola :

Correspondence, Letter to Lola Lange from EGM, January 20, 1971.

¹⁰² LAC MG31-K7 Volume 12, File 10: Correspondence Re : Scientific Publications, 1967-1977; Letter to Mr. W.M. McLeish, Director, Civil Aviation from EGM, August 14, 1971.

¹⁰³ Elsie's records include a certificate commemorating this flight.

LAC MG31-K7 Volume 21, File 11: Miscellaneous Speeches and Notes, n.d., 1960-1970.

¹⁰⁴ LAC MG31-K7 Volume 21, File 4: Letter to EGM from J. Hamill, Regional Superintendent, Aeronautical Engineering Transport Canada, February 4, 1974; Letter to J. Hamill from EGM February 11, 1974.

¹⁰⁵ LAC MG31-K7 Volume 15, File 1: Letter to EGM from K.D.J. Own, Chief Airworthiness, Aeronautical Licensing & Inspection Branch, Transport Canada – Air, June 13, 1978; Letter of response from EGM June 16, 1978.

¹⁰⁶ LAC MG31-K7 Volume 22, File 17: Professional Engineer Designation, 1979, Letter to EGM from Helen K. Lindsell, Secretary Board of Regulation, for the APEO, June 21, 1979.

Engineering was clearly more than Elsie's career; it was her vocation. She never really retired, Unlike her husband, Bill Soulsby who retired in 1967.

Bourgeois-Doyle, 281.

FOOTNOTES
CHAPTER 5

¹ “Noted Woman Engineer To Take Marital Vows”, *Globe & Mail*, Toronto, May 28, 1943.

² In some cases, they determined who could and could not practice, or worked with universities to determine the minimum training requirements for graduates of degree programs.

“Introduction: The Context of Learning to Practise”, In *Learning to Practise: Professional Education in Historical and Contemporary Perspective*”, Ruby Heap, Wyn Millar and Elizabeth Smyth eds. (Ottawa: University of Ottawa Press, 2005), 1-2; Eliot Friedson, *Professionalism: The Third Logic, On the Practice of Knowledge*, (Chicago: University of Chicago Press, 2001), 82, 127.

For a historic assessment of the development of the professions in Ontario see: Gidney and Millar, *Professional Gentlemen: the Professions in Nineteenth Century Ontario, Ontario Historical Studies Series*, (Toronto: University of Toronto Press, 1994).

³ In seeking out these opportunities Elsie was working to advance her professional development and status within engineering. As historian Melanie Buddle this was also a way to increase one’s social ranking.

Melanie Buddle, *The Business of women: Marriage, Family and Entrepreneurship in British Columbia, 1901-51*, (Toronto: UBC Press, 2010), 17.

⁴ LAC MG31-K7 Volume 15, File 10: Personal Correspondence and Memoranda. Letter to EGM from Lester D. Gardner of the Institute of Aeronautical Science Inc., May 23, 1936.

Lester Durand Gardner was an initial founder of the IAS in 1932. The other founders were: David Lasser, G.Edward Pendray and Jerome Hunsaker. For more information see: Tom D. Crouch, *Rocketeers and Gentlemen Engineers: A History of the American Institute of Aeronautics...and what came before*, (Reston, VA: American Institute of Aeronautics and Astronautics, 2006).

⁵ LAC MG31-K7 Volume 15, File 10: Personal Correspondence and Memoranda, Letter to EGM from Lester D. Gardner of the Institute of Aeronautical Science Inc., May 23, 1936.

Other privileges made available to Elsie included access to the Institute of Aeronautical Sciences (IAS) facilities and their Index. Later in life, Elsie's membership in the American Institute of Aeronautics and Astronautics (AIAA) was noted as starting in 1936. As the organization combined the IAS and the American Rocket Society (ARS) and Elsie joined the ARS in 1955, the anniversary years were clearly calculated based on her partial membership.

Certificate from the AIAA, Elsie Gregory MacGill fonds, File: Elsie Gregory MacGill, engineer F4526-1, Archives of Ontario.

⁶ LAC MG31-K7 Volume 15, File 10: Personal Correspondence and Memoranda, Letter to Lester D. Gardner of the Institute of the Aeronautical Sciences Inc. from EGM, June 6, 1936.

⁷ Ibid.

⁸ LAC MG31-K7 Volume 15, File 10: Personal Correspondence and Memoranda, Letter to EGM from Lester D. Gardner of the Institute of the Aeronautical Sciences, June 10, 1936.

⁹ The Royal Aeronautical Society was established in London, England in 1866.

Parkin, Volume I, 154-156.

¹⁰ Of the section grades available, the most suitable for Elsie would have been that of Engineering Member. The accompanying criteria expected leadership in key aeronautical projects, membership in other engineering societies and recognition via designs and publications. However, applicants with five years of experience could also be considered.

Crouch, 59-60, 62-63.

¹¹ Even after Lester Gardner asked for a re-vote to be held on women's inclusion, the original decision held firm.

Ibid, 61.

¹² Email correspondence with Mr. B.L. Riddle, Librarian, National Aerospace Library, Farnborough, England, July 6, 2010; LAC MG31-K7 Volume 21, File 2: Miscellaneous Correspondence and Notes, 1949-1968; Letter to EGM from the Secretary of The Royal Aeronautical Society, May 24, 1949.

Women's exclusion from American scientific professional organizations was not uncommon. Lillian Gilbreth faced similar struggles in the 1920s when she tried to establish her own professional identity after the death of her husband Frank Gilbreth. Nora Stanton Blatch had also struggled with the American Society of Civil Engineers (ASCE).

Julie Des Jardins, "Making Science Domestic and Domesticity Scientific: The Ambiguous Life and Ambidextrous Work of Lillian

Gilbreth” in *The Madame Curie Complex: The Hidden History of Women in Science*, (New York: The Feminist Press, 2010), 75; Ruth Oldenziel, “Multiple-Entry Visas: Gender and Engineering in the US, 1870-1945,” in *Crossing Boundaries, Building Bridges: Comparing the History of Women Engineers, 1870s-1990s*, eds. Annie Canel, Ruth Oldenziel and Karin Zachmann, 11-49, (Amsterdam: Harwood Academic Publishers, 2000), 13.

¹³ LAC MG31-K7 Volume 21, File 2: Letter to EGM from Richard P. White Chairman, Niagara Frontier Section of the American Institute of Aeronautics and Astronautics, January 13, 1964; LAC MG31-K7 Volume 21, File 2: Miscellaneous Correspondence and Notes, 1949-1968; Letter to EGM from A.C. Slade, Secretary of American Rocket Society, November 29, 1955.

¹⁴ The EIC was first founded by civil engineers and evolved to include all branches of engineering. Its early statement of purpose was “to facilitate the acquirement and interchange of professional knowledge among its members, to promote their professional interests, to encourage original research, to develop and maintain high standards in the engineering profession and to enhance the usefulness of the profession to the public”. Elsie filled out her application August 12, 1937.

The Engineering Journal, Volume 22, Number 10, (October 1939), 421; LAC MG28 I 277 Volume 145, File: MacGill, Elizabeth Muriel Gregory, EGM’s Application for Admission to The Engineering Institute of Canada. Completed August 12, 1937, received by EIC March 7, 1938. See also: “The Story of The Engineering Institute of Canada: 1887 to 1962”, *The Engineering Journal*, Volume 45 Number 6, (June 1962), 74-78.

¹⁵ C.J. Mackenzie, “The War Activities of the National Research Council of Canada”, *The Engineering Journal*, Volume 24, Number 3, (March 1942), 141-144.

For more information on Dr. R.W. Boyle see: “Personals”, *The Engineering Journal*, Volume 31, Number 10, (October 1948), 555;

“Obituaries”, *The Engineering Journal*, Volume 38, Number 6, (June 1955), 824.

¹⁶ J.H. Parkin, *Aeronautical Research in Canada, 1917-1957: Memoirs of J.H. Parkin*, Volume 1, (Ottawa: National Research Council of Canada, 1983), 140-141.

¹⁷ As noted on the application “An Associate Member shall be at least twenty-seven years of age, and shall have been engaged in some branch of engineering for at least six years, which period may include apprenticeship or pupilage in a qualified engineer’s office or a term of instruction in a school of engineering recognized by the Council. In every case a candidate for election shall have held a position of professional responsibility, in charge of work as principal or assistant, for at least two years. . . .”

LAC MG28 I 277 Volume 145, File: MacGill, Elizabeth Muriel Gregory, EGM’s Application for Admission to The Engineering Institute of Canada. Completed August 12, 1937, received by EIC March 7, 1938.

¹⁸ Elsie’s referees included E.A. Allcut, R.W. Angus, J.H. Parkin, C.R. Young, C.H. Mitchell, and A. Ferrier from the Department of Transport.

Ibid.

¹⁹ LAC MG28 I 277 Volume 145, File: MacGill, Elizabeth Muriel Gregory, EGM’s Application for Admission to The Engineering Institute of Canada. Completed August 12, 1937, received by EIC March 7, 19, 1938; Refereed responses from J.H. Parkin, received March 24, 1938, A. Ferrier, received March 25, 1938, R.W. Angus, received March 24, 1938, C.R. Young, received April 13, 1938, E.A. Allcut, received May 7, 1938 and C.H. Mitchell June 4, 1938.

²⁰ “Preliminary Notice of Applicants for Admission and for Transfer”, *The Engineering Journal*, Volume XXI, Number 4, (April 1938), 213.

²¹ LAC MG28 I 277 Volume 145, File: MacGill, Elizabeth Muriel Gregory – COUNCILLOR's RULINGS.

²² Ibid., EGM's Application for Admission to The Engineering Institute of Canada. Refereed response from C.H. Mitchell, June 4, 1938.

²³ In the paper “she showed by the use of logarithmic curves how to determine in simple manner the ceilings and high speed, climbing speed and the maximum rate of climb at any altitude for any aeroplane”.

The Engineering Journal, Volume XXI, Number 6, (June 1938), 298; See also: “Simplified Performance Calculations for Aeroplanes”, *The Engineering Journal*, Volume XXI, Number 8, (August 1938), 386-391.

²⁴ *The Engineering Journal*, (June 1938), 298.

²⁵ LAC, MG31-K7 Volume 15, File 11: Family Correspondence and Notes n.d., 1923-1980. Elsie's letter to her family from Longueuil, Québec, May 7, 1938.

²⁶ Elsie was officially classified as an Associate Member of The Engineering Institute of Canada on May 20, 1938 along with three other new Associate Members. While no distinction was made regarding her sex in the listing, on the subsequent page she was the only one of the four new members featured with a photo.

“Elections and Transfers”, *The Engineering Journal*, Volume XXI, Number 6, (June 1938), 304-305.

Elsie became a full member of the EIC in 1940 when the EIC simplified membership by eliminating the sub-division of Associate Member.

“Engineering Institute Abolishes The “Associate Member””, *The Engineering Journal*, Volume 23, Number 8, (August 1940), 365.

²⁷ LAC, MG31-K7 Volume 15, File 11: Family Correspondence and Notes n.d., 1923-1980. Elsie's letter to her family from Longueuil, Québec, May 7, 1938; See also: "Innovation", *The Engineering Journal*, Volume XXI, Number 6, (June 1938), 298; LAC MG28 I 1277 Volume 145.

²⁸ LAC, MG31-K7 Volume 15, File 11: Family Correspondence and Notes n.d., 1923-1980. Elsie's letter to her family from Longueuil, Québec, May 7, 1938.

²⁹ Ibid; K.M. Molson & H.A Taylor, *Canadian Aircraft Since 1909*, Stittsville, ON: Canada's Wings, Inc., 1982), 310.

³⁰ LAC MG31-K7 Volume 15, File 11: Family Correspondence and Notes, n.d., 1923-1980, EGM's letter to her family, May 27, 1938.

³¹ The Lakehead Branch of the EIC included the neighbouring geographical regions of Kenora, Rainy River and Patricia.

"Lakehead Branch District", *The Engineering Journal*, Volume XXI, Number 12, (December 1938), 591; LAC MG28 I 277 Volume 145, File: MacGill, Elizabeth Muriel Gregory, EGM's application for fellowship within the EIC, November 14, 1970; "Ontario Engineers Honor Elsie M'Gill" [sic] *Vancouver Province*, September 14, 1940.

For a discussion on the differences between the EIC and the APEO and other provincial associations see: "The Engineering Institute of Canada and The Provincial Associations of Provincial Engineers", *The Engineering Journal*, Volume 41, Number 3, (March 1958), 104-114.

³² "Lakehead Branch", *The Engineering Journal*, Volume XXI, Number 12, (December 1938), 616.

³³ "Editorial Comment...", *The Engineering Journal*, Volume 22, Number 10, (October 1939), 449.

The series was organized by the EIC and encompassed the following addresses:

“Engineers in the War” by Dr. Thomas H. Hogg, M.E.I.C., President EIC; “War Research – An Engineering Problem” by Dean C.J. Mackenzie, M.E.I.C., Acting-President, NRC; “Aircraft Engineering in Wartime Canada”, by Elsie Gregory MacGill, A.M.E.I.C., Chief Aeronautical Engineer; “Radio in Canada” by Dr. Augustin Frigon, M.E.I.C., Assistant General Manager, CBC Montreal, QC; “Industrial Development in Canada to Meet the War Emergency” by William D. Black, M.E.I.C., President, Otis-Fensom Elevator Company, Limited, Hamilton, ON; and “The Training of Engineers at the École Polytechnique” by Armand Circé, M.E.I.C., Dean Ecole Polytechnique de Montréal, AC. Transcripts are available in two sets of three in the *Engineering Journal*. See: *The Engineering Journal*, Volume 23, Number 11, (November 1940), 467-471; *The Engineering Journal*, Volume 23, Number 12, (December 1940), 519-524.

³⁴ Elsie’s photo appeared in *The Engineering Journal* along with the other presenters.

The Engineering Journal, Volume 23, Number 3, (March 1940), 119-120; Elsie Gregory MacGill, “Practicable Forms for Flight Test Reporting”, *The Engineering Journal*, Volume 23 Number 2, (February 1940), 53-60.

See also: “Girl Engineer To Speak Here”, *Globe & Mail*, February 1, 1940.

³⁵ LAC MG31-K7 Volume 15, File 11: Family Correspondence and Notes: 1923-1980, Letter J.B. Challies, Civil Engineer of Montreal, Québec to Judge MacGill c/o Juvenile Court Vancouver B.C. n.d.

See also: “Practical Flight Testing Forms Described By Only Woman Member Engineering Institute – Human element in Testing Discussed as Difficulty – Scientists Attempting to Reduce Factor of Personal Judgment – Say “Harmonium” Offers

Possibilities” *Canadian Aviation*, (March 1940), 46.

³⁶ “Institute Prize Winners”, *The Engineering Journal*, Volume 24, Number 3, (March 1941), 143; Elsie Gregory MacGill “Factors Affecting The Mass Production of Aeroplanes”, *Engineering Journal*, Volume 23, Number 7, (July 1940), 306-310.

Elsie received this prestigious award at the EIC’s annual convention in Hamilton, Ontario. This achievement was also noticed in the City of Vancouver. Established by a previous EIC President in 1889, Colonel Sir Casimir Gzowski, the medal was bestowed upon the winning paper which was deemed “of sufficient merit as *a contribution to the literature of the profession of civil engineering...*”.

“Elsie MacGill, Vancouver Girl Honored By Publication Reprinting Paper ‘Mass Production’ For Distribution” Vancouver News-Herald, Thursday, November 28, 1940; “More Honors for City Woman: Elizabeth MacGill Wins Medal: Engineering Institute Announces Literature Award” The Vancouver Province, Monday, February 3, 1941; “The Gzowski Prize”, *The Engineering Journal*, Volume 22, Number 4, (April 1939), 190.

For more information on Gzowski see: W.E. Greening and Ludwik Zubkowski, “Gzowski and the Construction of The International Bridge between Fort Erie, Ont., and Buffalo, N.Y.”, *The Engineering Journal*, Volume 39, Number 4, (April 1956), 454-457.

³⁷ LAC MG30 E 343 Volume 20, File: MacGill, Elsie Gregory: Obituary 1980.

³⁸ “Personals”, *The Engineering Journal*, Volume 24, Number 8, (August 1942), 484.

Elsie’s leadership was well documented in the EIC’s publications and noted by its membership.

The Engineering Journal, Volume 26, Number 7, (July 1943), 430; “Noted Engineer To Take Marital Vows”, *Globe & Mail*, Toronto, 28 May 1943; LAC MG28 I 277 Volume 145, File: MacGill, Elizabeth Muriel Gregory, letter to EGM from K.M. Cameron, President EIC, 29 May 1943.

³⁹ “Human Engineering in Management” *The Engineering Journal*, Volume 39, Number 10, (October, 1949), 631.

⁴⁰ Indeed, during her tenure as chairman, she welcomed the then EIC President, and one of her former professors, C.R. Young to the Lakehead Branch.

“Lakehead Branch”, *The Engineering Journal*, Volume 26, Number 2, (February 1943), 80.

⁴¹ “Noted Woman Engineer To Take Marital Vows”, *Globe & Mail*, Toronto, May 28, 1943.

⁴² “The Engineering Institute of Canada: Officers of Branches”, *The Engineering Journal*, Volume 26, Number 8, (August 1943), 443.

⁴³ Elizabeth M.G. MacGill, “Position of Women in Canada in the Engineering Profession”, *Saturday Night, Women’s Section*, October 19, 1946, 28.

⁴⁴ Ibid.

MacGill, “Position of Women in Canada in the Engineering Profession”, 28.

⁴⁵ The official transactions of this event were recorded in *The Engineering Journal*. The event occurred in conjunction with the 63rd Annual General Meeting of the EIC.

The Engineering Journal, Volume 32, Number 10, (October 1949).

⁴⁶ LAC MG31-K7 Volume 18, File 12: CBC, John Fisher Reports – Transcript, 1949 “John Fisher Reports”, 15 May 1949.

Lillian Gilbreth was known for her work in management engineering. For more information see: Jane Lancaster, *Making Time: Lillian Gilbreth – A Life Beyond “Cheaper by the Dozen”*, (Boston: Northeastern University Press, 2004; Julie Des Jardins, “Making Science Domestic and Domesticity Scientific: The Ambiguous Life and Ambidextrous Work of Lillian Gilbreth” in *The Madame Curie Complex: The Hidden History of Women in Science*, (New York: The Feminist Press, 2010), 53-87.

Lillian Gilbreth attended as the President of Gilbreth Incorporated, Consulting Management Engineers of Montclair, New Jersey. She was later awarded an honorary EIC Membership in December 1949 along with Sir Frank Whittle and J.B. Challies. Her involvement with the EIC continued in the 1950s including her participation in the “Education for Management” panel at the 64th AGM of the EIC which occurred in conjunction with the Annual Convention of the American Society of Civil Engineers.

Lillian Gilbreth, “Human Engineering Management”, *The Engineering Journal*, Volume 32, Number 10, (October 1949), 631-635, 668; “Institute Honours”, *The Engineering Journal*, Volume 33, Number 1, (January 1950), 36; “Education Management Panel at 64th AGM EIC and Annual Convention of American Society of Civil Engineers, Toronto, July 14, 1950”, *The Engineering Journal*, Volume 33, Number 10, (October 1950), 878-890.

⁴⁷ LAC MG31-K7 Volume 18, File 12: CBC, John Fisher Reports – Transcript, 1949 “John Fisher Reports”, 15 May 1949.

⁴⁸ “One Hundred Years of Service”, *The Engineering Journal*, Volume 35, Number 11, (November 1952), 1212; “Hoover Medal Awarded to Right Honourable C.D. Howe”, *The Engineering Journal*, Volume 35, Number 8, (August 1952), 845.

⁴⁹ LAC MG31-K7 Volume 23, File 10: “Society of Women

Engineers: Correspondence and Newsletters, 1952-1978, "Society of Women Engineers: SWE".

⁵⁰ At the EIC reception on September 5, 1952, at the Conrad Hilton Hotel, 300 members of the EIC gathered.

"One Hundred Years of Service", *The Engineering Journal*, Volume 35, Number 11, (November 1952), 1211-1214.

LAC MG31-K7 Volume 13 File 9: The Initiative in Airliner Design, "The Initiative in Airliner Design" by Elizabeth M.G. MacGill, Paper to be presented at 2 p.m., Friday, Sept. 5, 1952 at the Convention of women Engineers, 84 East Randolph Street, Chicago; Elsie Gregory MacGill, "The Initiative in Airliner Design", *The Engineering Journal*, Volume 36, Number 2, (February 1953), 91-95, 108.

In this address Elsie challenged the militarization focus of Canadian aviation. For more information see: Chapter 4.

⁵¹ LAC MG28 I 277 Volume 145, File: MacGill, Elizabeth Muriel Gregory, EGM's application for fellowship within the EIC, November 14, 1970; "Ontario Engineers Honor Elsie M'Gill", *Vancouver Province*, September 14, 1940.

⁵² LAC MG31-K7 Volume 21, File 2: Miscellaneous Correspondence and Notes, 1949-1968.

More information on the Gavaert Gallery and copies of her photo can be found in: LAC MG31-K7 Volume 19, File 14: Gavaert Gallery: Pamphlet, 1953.

⁵³ Elsie received written recognition as a life member and a pin bearing SWE's emblem. Her SWE colleagues noted that during the event she maintained her "rare sense of humor and scintillating sense of fun."

LAC MG31-K7 Volume 15, File 7: Awards and Honours, 1953-1980, “Elizabeth M.G. MacGill: 1953 Recipient of SWE Award”, *SWE Journal*, Volume 3, Number, June 4, 1953. LAC MG31-K7 Volume 14, File 23: Misc. Reports & Notes 1946-1955, 1978. “Short Response by Elsie Gregory MacGill on Receiving the Award for 1953 from the Society of Women Engineers on March 28 in New York” 1; Lancaster, 334-335.

⁵⁴ Marie Reith of the Consolidated Edison Corporation was the chairman of SWE at the time.

LAC MG28 I 277, Volume 145, File: MacGill, Elizabeth Muriel Gregory, Press Release received from SWE, June 8, 1953.

⁵⁵ LAC MG31-K7 Volume 14, File 23: Misc. Reports & Notes 1946-1955, 1978. “Short Response by Elsie Gregory MacGill on Receiving the Award for 1953 from the Society of Women Engineers on March 28 in New York”, 3.

⁵⁶ Elizabeth Muriel Gregory, Elsie’s application for fellowship within the EIC, November 14, 1970.

Elsie became a member of the ACEC in 1949. She was originally contacted by the ACEC as a possible member in 1948 when the organization was looking to expand beyond its Montreal chapter. However, at the time of their initial contact, the organizers were clearly unaware that she was a woman as they addressed the letter to “Mr. MacGill”.

LAC MG31-K7 Volume 17, File 13: Association of Consulting Engineers: Reports and Correspondence, 1949, 1964-1975-1948 – Association Specifics, Letter to “Mr. MacGill” from Leslie R. Thomson, Acting Secretary ACEC, December 23, 1948; LAC MG28 I 276, Volume 1, File: 34: ACEC. MINUTES OF GENERAL DINNER MEETING OF MEMBERS OF THE ASSOCIATION OF CONSULTING ENGINEERS OF CANADA. TORONTO. DEC 12, 1951; LAC MG28 I 276, Volume 1, File 39: ACEC. MINUTES OF DIRECTORS’ MEETING.

THE ASSOCIATION OF CONSULTING ENGINEERS OF
CANADA TORONTO OCT 21, 1952.

This extract from Elsie's letter was entered into the minutes of the ACEC Director's meeting on 6 July 1953.

LAC MG28 I 276 Volume I, File: 45: ACEC MINUTES OF DIRECTORS MEETING, THE ASSOCIATION OF CONSULTING ENGINEERS OF CANADA, MONTREAL. JULY 6, 1953. CONFIDENTIAL MINUTES OF DIRECTORS' MEETING, THE ASSOCIATION OF CONSULTING ENGINEERS OF CANADA, HELD MONDAY, JULY 6TH, 1953, AT 2:30 P.M. IN THE OFFICE OF STANDLER, HURTER & COMPANY, SUITE 609, DRUMMOND BUILDING MONTREAL, LETTER MISS ELSIE MacGILL.

⁵⁷ LAC MG28 I 55 Volume 33, Convention 1953-54, File: 1953 Correspondence, "Women Engineers Said Needed To Alleviate Shortage in Field", Clipping of newspaper article, no paper title indicated, c. 1953.

⁵⁸ The Canadian Aeronautical and Space Institute (CASI) linked two of Elsie's interests as the EIC assisted with its creation. Elsie probably became a member of the organization when it was originally established as the Canadian Aeronautical Institute in 1954. In 1960 she became a fellow, and the CAI became the CASI in 1962.

G. Page, "Editorial Page: What's In It for Me?", *Engineering Journal*, Volume 49, Number 8 (August 1966), 43. LAC MG31-K7 Volume 21, File 2: Miscellaneous Correspondence and Notes, 1949-1968, Letter to EGM from H.C. Luttman, May 27, 1960; LAC MG28 I 277, Volume 145, File: MacGill, Elizabeth Muriel Gregory, Elsie's application for fellowship within the EIC, November 14, 1970; "About Us", The Canadian Aeronautics and Space Institute, <http://www.casi/aboutus.aspx> (Accessed March 19, 2011).

⁵⁹ LAC MG31-K7 Volume 18, File 31: Engineering Institute of Canada: Annual Reports and Miscellaneous, 1959-1979. EIC Annual Report – Toronto Branch – 1960. “Chairman’s Remarks”, 1; LAC MG28 I 277 Volume 145, File: MacGill, Elizabeth Muriel Gregory, EGM’s application for fellowship within the EIC, November 14, 1970; Letter to Mr. Byron T. Kerr, General Manager of the EIC from W.L. Hutchison, January 19, 1973; “75th Anniversary Annual General Meeting”, *The Engineering Journal*, Volume 45, Number 7, (July 1962), 50, 53.

⁶⁰ LAC MG31-K7 Volume 21, File 11: Miscellaneous Speeches and Notes., n.d., 1960-1970. Letter to T.M. Medland, Executive Secretary of ACEC from EGM, Director Ontario Chapter, ACEC, September 25, 1966.

⁶¹ For more information see: LAC MG31-K7 Volume 17, File 13: Association of Consulting Engineers: Reports and Correspondence, 1949, 1964-1975 – 1948 – Association Specifics. Letter from EGM to L.G. Cazaly – n.d; LAC MG28 I 277 Volume 145, File: MacGill, Elizabeth Muriel Gregory, EGM’s application for fellowship within the EIC, November 14, 1970; Janet Martin-Nielson, “In Principle but not in Practice: Professional Engineering Organizations in 20th Century Canada”, Masters Thesis, University of Toronto, (2006).

⁶² LAC MG31-K7 Volume 11, File 6: A.C.E.C. and the Learned Societies – Speech Given by E.G. MacGill, 1966.

⁶³ Ibid.

⁶⁴ Ibid.

Some of Elsie’s ideas echoed those of her colleagues who served the EIC as president: J.C. Challies, “Address of the Retiring President”, *The Engineering Journal*, Volume 22, Number 3, (March 1939), 136; C.R. Young, “The Place of the Engineer”, *The Engineering Journal*, Volume 25, Number 12, (December 1942), 684-685; C.R. Young, “The Days Ahead” *The Engineering Journal*, Volume 26,

Number 3, (March 1943), 117; “A Message from The President”, *The Engineering Journal*, Volume 31, Number 5, (May 1948), 26; K.F. Tupper, “The Challenge of Engineering”, *The Engineering Journal*, Volume 42, Number 11, (November 1959), 43-44.

⁶⁵ LAC MG28 I 277, Volume 145, File: MacGill, Elizabeth Muriel Gregory, EGM’s application for fellowship within the EIC, November 14, 1970; LAC MG31-K7 Volume 23, File 5: Seneca College: Correspondence & Course Descriptions, 1968-1977; Letter to EGM from F.M. Rock, Course Director, Aviation and Flight Technology, May 4, 1971.

Elsie also supported Seneca College through the donation of her own personal library collection of journals and textbooks in 1976 and 1977 respectively.

LAC MG31-K7 Volume 23, File 5: Seneca College: Correspondence & Course Descriptions, 1968-1977, Letter to Revenue Canada, Income Tax Office from EGM, Re: Disposition of 1586 journals, March 20, 1976; Letter to Mr. W.T. Newnham, President, Seneca College of Applied Arts & Technology from EGM, July 20, 1975; LAC MG31-K7 Volume 23, File 6: Seneca College Correspondence Re: Donation of Aeronautical Journals and Textbooks, 1977, Letter to Mr. Newnham, RE: Aeronautical Journals and Textbooks, June 25, 1977.

⁶⁶ C.P. Snow argued that: “The non-scientists have a rooted impression that the scientists are shallowly optimistic, unaware of man’s condition. On the other hand, the scientists believe that the literary intellectuals are totally lacking in foresight, peculiarly unconcerned with their brother men, in a deep sense anti-intellectual, anxious to restrict both art and thought to the existential moment”.

C.P. Snow, *The Two Cultures and the Scientific Revolution*, (Cambridge: Cambridge University Press, 1960), 5, 11-16; LAC MG31-K7 Volume 21, File 5: Miscellaneous Correspondence 1960-1978, Elsie's letter to the editor of *The Financial Post* – April 12, 1960.

⁶⁷ Ibid.

Elsie's attention to his work testifies to her ability to anticipate the influence of cutting edge ideas, as similar attention to Snow's work was not reported in the *Engineering Journal* until January 1968.

Pierre Bournival, "Editorial: The EIC and the Two Cultures", *Engineering Journal*, Volume 51, Number 1 (January 1968), 3.

⁶⁸ LAC MG31-K7 Volume 21, File 5: Miscellaneous Correspondence, 1960-1978. Letter to EGM from J.B. McGeachy, May 19, 1960.

⁶⁹ The first meeting was held November 19, 1973.

LAC MG31-K7 Volume 11, File 8: Building Materials Evaluation Commission: Correspondence, Minutes and Background Materials, 1973-1976. Meeting – Science & Technology Section of Toronto Branch of E.I.C., November 19, 1973; "Toronto Branch Forms Section on Technology", *Engineering Journal*, Volume 56, Number 3, (March 1973), 8.

⁷⁰ LAC MG31-K7 Volume 24, File 7: University of Toronto: Alumni Correspondence and Notes, 1955-1973, Letter to K.C. Hendrick Esq., Chairman from EGM, April 15, 1955.

⁷¹ Ibid, Letter to Charlie Morrison, Bill Weaver and John Fox from EGM, April 8, 1959.

⁷² Ibid, Correspondence between EGM, Charlie Morrison et. Al. June 1966 to May 1967.

⁷³ Ibid, Letter to Fellow Members 2T7 School from C.A. Morrison, January 5, 1967. For additional information on C.A. Morrison see: “Personals”, *The Engineering Journal*, Volume 28, Number 5, (May 1945), 327.

⁷⁴ Ibid, Letter from C.A. Morrison to EGM cc. J. Fox , June 14, 1966.

FOOTNOTES
CHAPTER 6

¹ LAC MG31-K7 Volume 21, File 11: Miscellaneous Speeches and Notes, n.d., 1960-1970, LEGALIST FEMINIST IN CANADA, by EGM, At the Conference on The Canadian Women's Movement held at Stong College, York University, Downsview, Ontario, Saturday, October 1, 1977, 10 A. M., 12.

² In 1929, five Canadian women, Emily Murphy, Nellie McClung, Louise McKinney, Henrietta Muir Edwards, and Irene Parlyb, who would become known as the Famous Five drew national and international attention as battled from approximately 1927 to 1929 for women's full civic participation in Canada. The culmination of their significant legal battle earned these Canadian women recognition as "persons" by the highest court in the land, the Privy Council in England. These events demonstrated how quickly positive social changes could happen and would greatly influence Elsie's later activism. Knowing of achievements such as these she would later demand that social changes should keep pace with technological changes.

Robert J. Sharpe and Patricia I. McMahon, *The Persons Case: The Origins and Legacy of the Fight for Legal Personhood*, (Toronto: University of Toronto Press, 2008), 105-107; LAC MG31-K7 Volume 8, File 1: Newsletters, 1953, 1971-1981, Cheryl E. MacDonald, "50 Years of Personhood", The Business and

Professional Woman, (October/November 1979), 3-5.

³ Sharpe and McMahon; Elsie Gregory MacGill, *My Mother the Judge: A Biography of Helen Gregory MacGill*, Reprint 1955, (Toronto: The PMA Press, 1981), 187-188.

⁴ At the January election Helen Sr. was named Honorary President, with Mrs. Mable Ingram as President. She would later become a life member of the club.

LAC MG31-K7 Volume 40, Scrapbook, Untitled Article by Miss B.J. Campbell; MacGill, *My Mother the Judge*, 187-188; Forbes, Elizabeth, *With Enthusiasm and Faith: History of The Canadian Federation of Business and Professional Women's Clubs – La Fédération Canadienne des Clubs de Femmes de Carrières Libérales et Commerciales – 1930-1982*, Book I, (Victoria: The Canadian Federation of Business and Professional Women's Clubs, 1974), 1-4; L.S., "Dogged Doer of Things", *Vancouver Province*, September 25, 1932.

Historian Melanie Buddle notes that at this time women entrepreneurs became known as "businesswomen", and were for the most part "well-dressed, white, middle-class professional working women".

Melanie Buddle, *The Business of Women: Marriage, Family, and Enterprise in British Columbia, 1901-51*, (Toronto: UBC Press, 2010) 2, 86-87, 91-92.

⁵ LAC MG31-K7 Volume 40, Scrapbook, Untitled Article by Miss B.J. Campbell; MacGill, *My Mother the Judge*, 187-188; Forbes, 1-4; L.S., "Dogged Doer of Things", *Vancouver Province*, September 25, 1932.

⁶ The Canadian Federation outlined the original objectives of the organization in their 1962 "Supplementary Letters Patent". The objectives included the following:

"(a) To promote the interests of business and professional women

- throughout the Dominion of Canada;
- (b) To encourage a spirit of co-operation among the business and professional women in the Dominion of Canada;
 - (c) To extend educational opportunities to business and professional women through industrial, scientific and vocational activities;
 - (d) To issue or utilize a magazine or other publication;
 - (e) To become affiliated or federated with any other federation, association or associations of a similar character in the Dominion of Canada or any other country”.

Forbes, 146.

⁷ Neither Elsie nor the Vancouver Club maintained records showing the exact date she joined and subsequently renewed her membership. However, Elsie and the Canadian Federation acknowledge her as a member of the Vancouver club before joining the Toronto Club in 1951.

LAC MG31-K7 Volume 16, File 3: Biographical Notes and Curriculum Vitae, 1967, 1979. An undated note in her file re: MacGill’s status as a BPW Club member – Note of introduction; “Our Elsie”; The Toronto Business and Professional Women’s Club, http://www.bpwtoronto.com/hp_2.html (Accessed March 12, 2011).

⁸ Crystal Sissons, “Women in Science and Engineering on the Radar: The Canadian Federation of Business and Professional Women and Women in STEM” presented at Women’s Worlds, Ottawa, Ontario, July 5, 2011; Forbes, 146-147.

⁹ Forbes, 12-14, 21-22.

¹⁰ LAC MG31-K7 Volume 16, File 14: Helen Gregory MacGill: Correspondence RE: MY MOTHER THE JUDGE 1951-1982, Letter to Mr. W.G. Tamblyn, President from EGM, Lakehead University, February 2, 1966.

¹¹ LAC MG31-K7 Volume 21, File 6: Miscellaneous Notes

and Memoranda, n.d., 1977, Elsie Gregory MacGill, “Danger! Women Thinking”, Address given at the Opening Banquet of the Soroptimist Convention in Banff, Alberta, June 27, 1955, *The Quotarian*, Volume 33, Number 5, (October 1955), 4.

¹² MacGill, *My Mother the Judge*.

¹³ Elsie also became a member of other local women’s organizations such as the Toronto Chapter of the Soroptimist International, an organization of professional women who sought to improve women’s status and human rights throughout the world. The roots of its name derive from a combination of the Latin words for sister and best. During the 1950s, organizations such as these provided a place where women could work together to build upon the gains of the franchise and personhood. They called for various legislative reforms, and supported women’s increased participation in the public realm. These women witnessed some positive changes in the 1950s including Ellen Fairclough’s appointment, as the first woman, to Prime Minister Diefenbaker’s cabinet in 1957.

LAC MG31-K7 Volume 23, File 14: Soroptimist Clubs: Newsletters and By-Lays, 1953-1980.

For more information on Soroptimist International see: “Soroptimist International”, <http://www.soroptimistinternational.org> (Accessed December 3, 2007); LAC MG28 I 55 Volume 37, File: 1958 Correspondence, The BPWOC, B&P Objectives Achieved in 1957/1958, From: E.G. MacGill, President, April 9, 1958.

¹⁴ LAC MG28 I 55 Volume 17, File: Immediate Past President: E.G. MacGill: Biography Note of President.

¹⁵ LAC MG31-K7 Volume 16, File 14: Helen Gregory MacGill: Correspondence RE: My Mother the Judge, 1951-1982, Questions and answers for Ryerson Press.

¹⁶ MacGill, *My Mother the Judge*, 115-116.

¹⁷ Elsie's involvement in committees related to research and history within the Canadian Federation and her care and concern about the archival preservation of organizational records increased over time, and included preservation of family records.

LAC MG31-K7 Volume 21, File 3: Miscellaneous Correspondence
RE: Archives, 1956-1981.

The importance of record preservation was passed on from step-mother to step-daughter. In June 2007, Ann Soulsby donated additional family records pertaining to Elsie Gregory MacGill to the Ontario Provincial Archives.

Archives of Ontario, Archives Descriptive Database, "Elsie Gregory MacGill fonds": http://ao.minisisinc.com/scripts/mwimain.dll/144/ARCH_DESC_FACT/FACTSDESC/REFD+F+4526?SESSIONSEARCH (Accessed January 25, 2013).

¹⁸ Justice A.M. Manson served on the Supreme Court of British Columbia.

LAC MG31-K7 Volume 16, File 13: Letter to EGM from Hon. Jr. Justice A.M. Manson of The Supreme Court of British Columbia, October 7, 1955.

¹⁹ LAC MG31-K7 Volume 16, File 14: Helen Gregory MacGill: Correspondence RE: My Mother the Judge, 1951-1982, Questions and answers for Ryerson Press.

Scholar Ellen Carole DuBois notes in her assessment of the book by Harriet Stanton Blatch about her mother, Elizabeth Cady Stanton, that writing in a detached manner may protect the author to some degree from expressing strong emotions related to the loss of the person who is the subject of the biography.

Ellen Carol Dubois, *Harriot Stanton Blatch and the Winning of Woman Suffrage*, (New Haven: Yale University Press, 1997), 11.

²¹ Helen Brock noted that Elsie’s portrayal of her mother was very “hagiographical” and involved a lot of “whitewashing”.

Letter to Mr. Bourgeoise-Doyle from Helen Brock (nee. Hughes), October 2007.

As scholar Diane Tye notes, when discussing the writing of her mother’s biography, despite the best attempts of an author, distance is not easy to maintain, especially when the subject is a close relative and that “blurring” between the stories occurs on account of the use of memories.

Diane Tye, *Baking As Biography: A Life Story in Recipes*, (Montreal & Kingston: McGill-Queen’s University Press, 2010), 38, 41; “Elsie Gets Mother’s Title”, *Winnipeg Free Press*, April 13, 1968.

²² Helen Brock notes that in order to avoid dealing with the extra-marital affair and resulting divorce Elsie effectively eliminated discussion of her German sister-in-law Rosel.

Bourgeois-Doyle, 225; Letter to Mr. Bourgeoise-Doyle from Helen Brock, October 2007; Written communication with Helen Brock, September 9, 2013.

²³ LAC MG31-K7 Volume 16, File 13: Helen Gregory MacGill – Correspondence RE MY MOTHER THE JUDGE; LAC MG31-K7 Volume 16, File 14: Helen Gregory MacGill: Correspondence RE: My Mother the Judge, 1951-1982. Questions and answers for Ryerson Press.

Elsie’s siblings noted a few factual errors, but in general supported her efforts. This is especially evident in Helen Jr.’s work to see it republished after Elsie’s death.

LAC MG31-K7 Volume 16, File 13: Helen Gregory MacGill – Correspondence RE MY MOTHER THE JUDGE, Letter to Helennelsie from Ecce, F. & R. Loggins Co. Ltd., Phillips Arm,

B.C., October 3, 1955.

²⁴ Elsie sent out multiple copies of her book to universities and other individuals. She also gave the SWE exclusive distribution rights for the book in the United States to assist with its own outreach.

LAC MG31-K7 Volume 23, File 10: Society of Women Engineers: Correspondence and Newsletters, 1952-1978, Letter to Ruth from EGM, Re: MY MOTHER, THE JUDGE published by Ryerson Press, Ltd., Toronto, August 3, 1960; LAC MG31-K7 Volume 23, File 10: Society of Women Engineers: Correspondence and Newsletters, 1952-1978, “My Mother, The Judge”, Now Available to SWE: Elsie MacGill Offers Book As SWE Drive Aid”, *SWE Newsletter*, Volume 7, Number 2, (September 1960), 3-4.

Elsie saw the book as a means to encourage the next generation of women to seek a professional career. She expressed this hope in the letters accompanying the copies she sent to university campuses. JG Hagey in the Office of the President of Waterloo University responded positively: “It may interest you to know that although we now have the second largest engineering school in Canada we have had very few female students and have not had a girl graduate from the engineering faculty. As you suggested, possibly the book will help to stimulate interest among our girls in pursuing a professional career.”

LAC MG31-K7 Volume 16, File14: Helen Gregory MacGill: Correspondence RE: MY MOTHER THE JUDGE 1951-1982, Letter to EGM from JG Hagey, Office of the President of Waterloo University, February 10, 1966.

²⁵ Due to the dedication of Dr. Naomi Black, who worked with Bill Soulsby, Helen MacGill Hughes, and the new publisher, PMA, Elsie’s dream to have *My Mother the Judge* re-released became a reality in 1981. Although she did not live to see the second edition in print, Elsie received correspondence before she died notifying her that the book would be re-released.

LAC MG31-K7 Volume 16, File 14: Helen Gregory MacGill: Correspondence RE: My Mother The Judge, Letter to EGM from Carol Martin, President PMA Books, September 22, 1980; Letter to N. Black from Helen MacGill Hughes, January 17, 1981; Book Contract; Carol Martin, “Elsie Gregory MacGill”, Letter to the Editor, *Globe & Mail*, November 12, 1980.

²⁶ Dormer Ellis, “BPW Canada: Times Have Changed” An address presented at BPW Canada Convention, June 19, 2010, Horseshoe Valley, Ontario, <http://www.bpw-international.org/latest-news-top/bpw-news/bpw-latest-news/615-canada-times-have-changed-by-dormer-ellis> (Accessed April 3, 2011); LAC MG28 I 55 Volume 17, “FOR YOUR INFORMATION: BIOGRAPHY: (Miss) Elsie Gregory MacGill, P. Eng., 1962-1964 – President of The Canadian Federation of Business and Professional Women’s Clubs”.

²⁷ Margaret Hyndman was the second woman in the British Empire to be appointed Queen’s Council (Q.C.). She served as national president of the Canadian Federation from 1946-1948, and played a prominent role from 1950 onwards in the Ontario clubs’ work on equal pay.

Forbes, Elizabeth, 129-130; LAC MG28 I 55 Volume 22, File: Speeches, Report of the Provincial President for Ontario 1950-1952, Maude Baylay; Kay Rex, “Margaret Hyndman, Q.C. A Woman with a Purpose”, *The Business & Professional Woman*, (March 1976), 3, 6.

²⁸ “IN MEMORIAN”, *B. and P. News*, Volume XXIX, Number 10, (December 1980), File: Newsletters – Toronto Area Clubs 1977-1983, Toronto Business and Professional Women’s Clubs fonds, F2085-5-0-5, “IN MEMORIAN”, Archives of Ontario.

²⁹ Ellis, “BPW Canada: Times Have Changed”.

³⁰ This outreach activity was aimed at high school girls in grade 12. The success of the program led to its adoptions at the national level

in 1961.

Forbes, 27; Deakin, 80-81; Margaret Allen Taylor and Jon Claridge Taylor eds., *The History of the International Federation of Business and Professional Women, Volume II, 1968-1995*, (London: IFBPW, 1996), 12.

³¹ Ellis, “BPW Canada: Times Have Changed”.

There was a dearth of information available for young women on alternative careers. It would not be until the 1960s that promotional material would start to be produced and later still before it was readily available. An early example was the Federal Women’s Bureau’s *Fields of Work for Women: Physical Sciences, Earth Sciences, Mathematics*.

Women’s Bureau, *Fields of Work for Women: Physical Sciences, Earth Sciences, Mathematics*, (Ottawa: Department of Labour, Canada, 1964).

³² LAC MG28 I 55 Volume 4, File: Editor, 1962-1964, Isabel MacMillan, Letter to Isabel MacMillan from EGM, September 25, 1962.

³³ LAC MG28 I 55 Volume 34, Correspondence. Conventions 1955-1956, File: 1955 Correspondence, Letter to Miss K. Scroggie, Hon-Sec-Treas. From E.G. MacGill, Chairman Survey & Research, August 14, 1955.

³⁴ See Chapter 5.

³⁵ Elsie chaired this committee between 1958 and 1959.

LAC MG31-K7 Volume 23, File 10: Society of Women Engineers: Correspondence and Newsletters, 1952-1978, form letter Re: LILLIAN MOLLER GILBRETH SCHOLARSHIP AWARD COMMITTEE SOCIETY OF WOMEN ENGINEERS, 23 August 1958; LILLIAN MOLLER GILBRETH SCHOLARSHIP,

POLICIES ADOPTED BY THE BOARD OF TRUSTEES.

³⁶ Memorandum re: Bursary to be offered to young women Who plan to become secondary school teachers, To TBPWC, From Nazla Dane, Bursary Committee, November 1, 1956, File: Committees – Bursary 1956-1977, Toronto Business and Professional Women’s Club fonds, F2085-7-4, Archives of Ontario; Letter to TBPWC from J.B. Wylie, Principal, Toronto, 1957, File: Committees – Bursary 1956-1977, Toronto Business and Professional Women’s Club fonds, F2085-6-7-4, Archives of Ontario.

³⁷ Maie Ehasoo completed her Bachelor of Science at the University of Toronto in 1961, married, and continued in her studies to become teacher.

Letter to Mr. H.J. Jewell, Principal Jarvis Collegiate Institute from TPBWC President, Janet Follett, March 28, 1957; Letter to Miss Maie Ehasoo from TPBWC President Janet Follett, April 11, 1957, File: Committees – Bursary 1956-1977, Toronto Business and Professional Women’s Club fonds, F2085-6-7-4, Archives of Ontario.

³⁸ “75 YEARS OF ACHIEVEMENT” by Nazla Dane, Co-ordinator, The TPBWC Program, 1985, File: Committees – Bursary 1956-1977, Toronto Business and Professional Women’s Club fonds, F2085-6-7-4, Archives of Ontario; LAC MG31-K7 Volume 9, File 1: T.B. + P.W.C.: Miscellaneous Memoranda and Resolutions, 1968-1979. Letter to Esther Luuney, Chairman Bursary Committee from EGM, Subject: Bursaries of the Club, RE: Elsie Gregory MacGill Bursary; Minutes of the Bursary Committee, February 13, 1970; Minutes of the Bursary Committee, March 9, 1970, Minutes of the Bursary Committee, April 2, 1970, File: Committee Records 1969-1970, Toronto Business and Professional Women’s Club fonds, F2085-6-7-1, Archives of Ontario; Letter to Catherine Field about her bursary from Betty Pearson, Chairman, Bursary Committee, June 1970, File: General Correspondence 1970-1971, Toronto Business of Professional

Women's Club fonds, F2085-3-0-3, Archives of Ontario; Report of the Bursary Committee, From the Annual Report of Toronto B7PW Club, 1971-1972, Submitted by Betty Pearson, Chairman, Bursary Committee, File: Committees – Bursary 1956-1977, F2085-6-7-4, Archives of Ontario; Letter to Alreta Turner, Atkinson College from Patricia Detenbeck, Chairman, Bursary Committee, April 15, 1977, File: Committees- Bursary 1956-1977, F2085-6-7-4, Archives of Ontario; TBPWC Annual Report, 1878-1979, Final Report of the Bursary Committee, Submitted by Bette Pie, Chairman, Bursary Committee, January-December 1978, File: Annual Reports 1974-1987, Toronto Business and Professional Women's Club fond, F2085-8-0-3, Archives of Ontario.

³⁹ The Toronto club was founded in 1910. Its regular meetings were held at the Royal York Hotel, which was also the site for several of the national conventions.

Forbes 37-38, 63-64.

⁴⁰ The Canadian Federation includes organizations on the local, provincial and national levels. All of these come under the umbrella of the International Federation of Business and Professional Women (IFBPW). Both the provincial and national sections within Canada act as umbrellas within the IFBPW, with the national overseeing the provincial sections and the provincial overseeing the local clubs.

⁴¹ LAC MG28 I 55 Volume 22, File: Speeches, The Canadian Federation of Business and Professional Women's Clubs, Report of the Provincial President for Ontario, 1950-1952, Maude Baylay.

Unlike many women engineers, as noted by Ruth Oldenziel, Elsie and Lillian were actively working with other feminists.

Ruth Oldenziel, "Multiple-Entry Visas: Gender and Engineering in the US, 1870-1945" in *Crossing Boundaries, Building Bridges: Comparing the History of Women Engineers, 1870s-1990s*, Annie Canel, Ruth Oldenziel and Karin Zachmann eds. (Amsterdam:

Harwood Academic Publisher, 2000), 12-14; Forbes, 65; Minutes of Meeting of Council of Business and Professional women's Clubs of Metropolitan Toronto, June 25, 1958. Toronto Business and Professional Women's Club fonds, F2085-7-0-1, File: Minutes – C.B.P. W.M.T. 1949-1956, Archives of Ontario.

⁴² UTA, A1998-003/roll 5, Official Transcript of Elsie Muriel Gregory MacGill.

Legal training was not unusual for women in the Canadian Federation, which included Margaret Hyndman, Q.C. and Dorothy Heneker. Lena Madesin Phillips, the founder of the IFBPW, was also a lawyer.

Lisa Sergio, *A Measure Filled: The Life of Lena Madesin Phillips: Drawn from her Autobiography*, Reprint 1972, (United Kingdom: IFBPW, 1989), 100-101.

⁴³ Despite being a woman's organization chairman was the accepted term at the time for this position.

⁴⁴ LAC MG28 I 55 Volume 33, Convention 1953-1954, File: 1953 Correspondence, Elsie Gregory MacGill's report noted by Provincial President of Ontario Margery Pewtress, March 11, 1953; LAC MG28 I 55 Volume 37, File: 1960 Correspondence, The BPWCO Summary of Briefs presented to the Hon. Leslie M. Frost, Prime Minister of Ontario, Thursday, March 24, 1960, 4.

“The Ontario Plan” produced by the Department of Reform Institutions had brought about changes in 1927. Elsie did see progress occur. In 1958, she reported that Brampton, Ontario would be the first to have an open Centre for Women Prisoners. She noted that it would be “the first attempt to assist the more readily reformable [sic] women prisoners on a scale comparable with the establishment in 1947 of the ‘open’ training Centre there for men”.

LAC MG31-K7 Volume 22, File 12: Penal Reform: Reports,

Speeches, Debates and Newsletters, 1957-1978. Elsie Gregory MacGill, "The Penal Reform for Women Joint Committee: A Brief Summary of the Work of the Penal Reform for Women 1952-1953", (April 25, 1966), 1-2; LAC MG28 I 55 Volume 37, File: 1958 Correspondence, The OBPWC, B&P Objectives Achieved in 1957/1958, From E.G. MacGill, President, April 9, 1958.

⁴⁵ LAC MG31-K7 Volume 22, File 12: Penal Reform: Reports, Speeches, Debates and Newsletters, 1957-1978.

At the various BPWCO conferences resolutions along these lines were passed. For instance, at the 1954 convention in Haliburton, Ontario, a resolution was passed with the goal to see the Federal Juvenile Delinquents Act extended across the whole of the province, as it was not applied in ten regions of Ontario. Elsie participated in a special delegation which met with Premier Leslie Frost and the Honourable Attorney General, Dana Porter, regarding this resolution.

LAC MG28 I 55 Volume 34, Correspondence Conventions 1955-1956, File: 1955 Correspondence. Business and Professional Women's Clubs of Ontario, Ontario Provincial Conference, London, September 30th, October 1st and 2nd, 1955, Provincial President's Report, Margery Pewtress.

⁴⁶ The Penal Reform for Women Joint Committee (PRWJC) was established in 1953. Agnes Macphail (1880-1954) was the first woman to serve in the Canadian House of Commons (1921), and the Ontario Legislature (1943).

For more information see: Terry Crowley, *Agnes MacPhail and the Politics of Equality*, (Toronto: James Lorimer & Company, Publishers, 1990).

Elsie also connected with Ottawa City Mayor Charlotte Whitton, who she credited with assisting in increasing the number of women probation officers in adult courts in the Ottawa and Carleton counties.

LAC MG28 I 55 Volume 34, File: No Name, Letter to Charlotte Whitton C.B.E., The Right Worshipful, The Mayor of Ottawa from E.G. MacGill, Chairman S&R Committee, May 21, 1955; Elsie Gregory MacGill, “The Penal Reform for Women Joint Committee: “A Brief Summary of the Work of the Penal Reform for Women 1952-1953”, 1.

⁴⁷ LAC MG28 I 55, Volume 33, Convention 1953-1954, File: 1953 Correspondence, Letter to Miss Lillian Dunlop CFBPWC Executive Secretary, from EGM Chairman, Survey and Research Committee, October 1, 1953.

⁴⁸ Chairing this committee was an excellent feminist networking experience for Elsie.

⁴⁹ LAC MG28 I 55 Volume 37, File: 1958 Correspondence, The BPWCO, B&P Objectives Achieved in 1956-1957, From: E.G. MacGill, President, BPWC of Ontario, April 2, 1957; LAC MG28 I 55 Volume 37, File: 1960 Correspondence, The BPWCO: Summary of Briefs presented to the Hon. Leslie M. Frost, Prime Minister of Ontario, on Thursday, March 24, 1960, 3.

⁵⁰ Elsie Gregory MacGill, “The Penal Reform for Women Joint Committee PRJWC”, 5-6; LAC MG31-K7 Volume 22, File 12: Penal Reform: Reports, Speeches, Debates and Newsletters 1957-1978. Letter to Mrs. W.R. Carruthers, President of Big Sisters Counselling Service from EGM, May 17, 1966; “Final Report of the History Committee, PRJWC”, May 31, 1966.

⁵¹ Justice Archambault chaired the Royal Commission on Penitentiary Reform, which reported in 1938, recommending fundamental changes to the Canadian Penitentiary system. “Through Adversity, 1920-1939”, *Corrections Canada: An Interactive Timeline*, Correctional Service Canada, http://www.css-scc.gc.ca/history/1920/third_e.shtml (Accessed December 8, 2007).

⁵² LAC MG31-K7 Volume 1, File 3: CFBPWC Reports, 1952-1954. “The CFBPWC – Report of the Provincial President for Ontario

– Mrs. Margery Pewtress, 1952-1954”, 39.

Despite the persistence of many organizations, the Archambault Report was never fully implemented.

⁵⁴ LAC MG28 I 55 Volume 34, Correspondence Conventions 1955-1956, File: 1955 Correspondence.

⁵⁵ Minutes of Council of Business & Professional Women’s Clubs of Metropolitan Toronto, September 15, 1955 File: Minutes – C.B.P.W.M.T., 1949-1956, Toronto Business and Professional Women’s Club fonds, F2085-7-0-1, Archives of Ontario.

More than one local club existed within the City of Toronto. The clubs worked together under the banner of The Council of Business and Professional Women’s Clubs of Metropolitan Toronto.

⁵⁶ LAC MG31-K7 Volume 8, File 21: Miscellaneous Reports, Resolutions and Correspondence n.d., 1956-1980. “The Answer if Woman Power.” By Elsie Gregory MacGill, 1956.

⁵⁷ DuBois, 208; Jennifer A. Stephen, “Balancing Equality for the Post-War Woman: Demobilising Canada’s Women Workers After World War Two”, *Atlantis*, 32.1 (2007) 122-132; *Pick One Intelligent Girl: Employability, Domesticity and the Gendering of Canada’s Welfare State, 1939-1947*, (Toronto: University of Toronto, 2007).

⁵⁸ LAC MG31-K7 Volume 8, File 21: Miscellaneous Reports, Resolutions and Correspondence n.d., 1956-1980. “The Answer if Woman Power.” By Elsie Gregory MacGill, 1956.

⁵⁹ Ibid.

⁶⁰ Ibid.

⁶¹ Elsie’s colleagues were aware of her dedication and respected the seriousness with which she took her role. Indeed, the report she

submitted to the Canadian Federation documenting her actions was noted for its length and thoroughness.

LAC MG28 I 55 Volume 36, File: 1958 Correspondence BPWCO – To Mrs. Eileen Williamson, Executive Secretary from EGM, President BPWC of Ontario, April 4, 1958.

⁶² The plan to establish the districts had been determined at during the Provincial Conference, but Elsie was charged as Provincial President to see it through.

LAC MG31-K7 Volume 8, File 21: Miscellaneous Reports, Resolutions and Correspondence n.d., 1956-1980. “President’s speech – Sixteenth Biennial Convention”, 2; LAC MG28 I 55 Volume 36, File: 1958 Correspondence BPWCO – To Mrs. Eileen Williamson, Executive Secretary from EGM, President BPWC of Ontario, April 4, 1958;

During her two-year mandate Elsie attended 8 regional meetings in 1957 and 9 in 1958. The provincial conferences were held in Toronto, Ontario in 1956 (October 19-21), and in Ottawa, Ontario (October 18-20) in 1957. At each conference there were more than 250 members in attendance.

LAC MG28 I 55 Volume 36, File: 1958 Correspondence, REPORT Presented to the 16th Biennial Convention of the CFBPWCs at Edmonton, July 8-11, 1958 by EGM, 1956-1958 President of the BPWC of Ontario, April 2, 1958, 1-2; LAC MG28 I 55 Volume 36, File: 1958 Correspondence, REPORT Presented to the 16th Biennial Convention of the CFBPWCs at Edmonton, July 8-11, 1958 by EGM, 1956-1958 President of the BPWC of Ontario, April 2, 1958, 4.

⁶³ LAC MG31-K7 Volume 1, File 7: CFBPWC Reports – 1956-1958, 35; LAC MG31-K7 Volume 1, File 6: CFBPWC Reports – 1956-1957. “1957 Report”; LAC MG28 I 55 Volume 37, File: 1958 Correspondence, B&P Objectives Achieved in 1956-1957, From: E.G. MacGill, President, BPWC of Ontario, April 2, 1957; B&P

Objectives Achieved in 1957/1958, From E.G. MacGill, President, April 9, 1958.

⁶⁴ LAC MG31-K7 Volume 8, File 21: Miscellaneous Reports, Resolutions and Correspondence n.d., 1956-1980. "President's speech – Sixteenth Biennial Convention", 2.

⁶⁵ LAC MG31-K7 Volume 1, File 7: CFBPWC Reports – 1956-1958, 35; LAC MG31-K7 Volume 1, File 6: CFBPWC Reports – 1956-1957. "1957 Report"; LAC MG28 I 55 Volume 37, File: 1958 Correspondence, B&P Objectives Achieved in 1956-1957, From: E.G. MacGill, President, BPWC of Ontario, April 2, 1957; B&P Objectives Achieved in 1957/1958, From E.G. MacGill, President, April 9, 1958.

⁶⁶ Lisa Sergio was heavily involved in the IFBPW's international newsletter *Widening Horizons*, and later wrote the biography of the founder of the IFBPW, Lena Madesin Phillips. She spoke on February 9, 1957.

Forbes, 9, 12; Promotional material pertaining to the events, File: C.B.P.N.C.M.T. 1955-1958, Toronto Business and Professional Women's fonds, F2085-7-0-2, Archives of Ontario; Phyllis A. Deakin, *This History of the International Federation of Business and Professional Women, Volume I*, Second Edition, (London: IFBPW, 1996), 43, 53, 56, 64-65; Lisa Sergio, *A Measure Filled: the life of Lena Madesin Phillips, drawn from her autobiography*, Reprint 1972, (UK: IFBPWC, 1989).

⁶⁷ Vera Brittain spoke on March 22, 1958.

Forbes, 9, 12; Promotional material pertaining to the events, File: C.B.P.N.C.M.T. 1955-1958, Toronto Business and Professional Women's fonds, F2085-7-0-2, Archives of Ontario. For more information see: Deborah Gorham, *Vera Brittain: A Feminist Life*, (Cambridge, Mass.: Blackwell Publishers, 1996).

⁶⁸ Within the structure of the Canadian Federation, the president

usually assumes a two-year mandate followed by a two-year mandate as past-president. This transition allows for continuity and for the previous leader to assist the new one.

⁶⁹ The meetings with Premier Frost were on February 4, 1959 and March 24, 1960. At the March 1960 meeting Elsie was one of seven TBPWC members present with the OBPWC President Nazla Dane.

LAC MG28 I 55 Volume 37, File: 1960 Correspondence, BPWCO Summary of Briefs presented to Hon. Leslie M. Frost, Prime Minister of Ontario, on Thursday, March 24, 1960, 4; LAC MG28 I 55 Volume 37, File: 1960 Correspondence, Letter from Nazla Dane OBPWC President, April 1, 1960.

⁷⁰ LAC MG31-K7 Volume 1 File 8: CFBPWC'C – Reports 1958-1960. "Report of Provincial President for Ontario", Miss Nazla L. Dane, 1958-1960.

BPW Canada – Index of Resolutions "Request Legislation 1954-21", 141.

This resolution, sponsored by the Toronto club, specifically requests equal pay for work of equal value. The idea of equal pay for work of equal value was an important move in the evolution of equal pay activities. Rather than looking for equal pay for identical work, it called for equal pay for jobs that required similar levels of training and skill.

LAC MG31-K7 Volume 1, File 4: CFBPWC Reports 1954-1956; Forbes 63- 65, 75-78, 136.

⁷¹ LAC MG31-K7 Volume 1, File 3: CFBPWC Reports 1952-1954 (cont.) "Report of Survey and Research Chairman: Miss Elsie Gregory MacGill, 1952-1954.

⁷² LAC MG28 I 55 Volume 33, File: 1953 Correspondence, CFBPWC July 1953, Toronto, Ontario, "SURVEY PLAN

OF WORK OF REFORMATION AMONG FEMALE OFFENDERS IN CANADA to be undertaken by the National Standing Committee on Survey & Research, 1952-54”.

⁷³ LAC MG28 I 55 Volume 32, File: 1952 Correspondence CFBPWC To Mrs. Margaret Campbell, National President, From National Chairman Survey & Research Committee, November 9, 1953.

⁷⁴ Ibid, Letter to Margaret Campbell, National President from EGM, October 22, 1952.

⁷⁵ For example, Elsie noted that in Nova Scotia there was ongoing confusion as to whether the province’s Jury Act definition of “persons” applied to women or not, and as a result women were still not serving as jurors.

LAC MG28 I 55 Volume 32, File: 1952 Correspondence, Letter to EGM from Margaret Campbell, December 2, 1952, Letter to Margaret Campbell from EGM, December 8, 1952.

The term “person” was at the heart of the Persons Case which ultimately ruled women were “persons” in 1929; however, implementation of change is not always a quick process. For more information on this change see:

Robert J. Sharpe and Patricia I. McMahon, *The Persons Case: The Origins and Legacy of the Fight for Legal Personhood*, (Toronto: University of Toronto Press, 2007).

⁷⁶ The Convention on the Political rights of Women was ratified by Canada January 30, 1957. The ILO Convention on Equal Remuneration was not ratified until November 16, 1972.

http://untreaty.un.org/temp/WEBBACKUP_OLD/final/ts2/newfiles/part_bo0/xvi_bo0/xvi_1.html Accessed 7 December 2007.

See also: BPW Canada – Index of Resolutions “Request

Legislation 1954-21”, 141.

For more information regarding the Canadian Federation’s international actions see: LAC MG31-K7 Volume 1, File 4: CFBPWC Reports, 1954-1956. CFBPWC Montreal Reports 1954-56 – Report of the National President – Mrs. Hazel Laycock 1954-56; LAC MG31-K7 Volume 1, File 4: CFBPWC Reports, 1954-56. CFBPWC Montreal Reports, “Report of Employment Conditions Committee” Miss Margaret P. Hyndman, Q.C. at the CFBPWC Convention Montreal, 1954-56 and “Report RE: UN Convention of Political Rights” 63-69; LAC MG31-K7 Volume 1, File 8: CFBPWC – Reports 1958-60. CFBPWC Seventeenth Biennial Convention, Winnipeg, July 11-15, Reports 1958-1960, 64-69.

⁷⁷ LAC MG31-K7 Volume 21, File 9: Miscellaneous Speeches by E.G. MacGill 1954-1975. Speech: “A Blueprint for Madame Prime Minister”.

The convention challenged societal norms in other ways including plays heavy with irony which portrayed the various challenges faced by men from a reversed gender perspective. For example, skits took place which asked whether men were “persons”. Elsie was familiar with such tactics as she and her sister had taken part of such activities when they were children.

Buddle, 112-113, 114-119; Chapter 1.

⁷⁸ LAC MG31-K7 Volume 21, File 9: Miscellaneous Speeches by E.G. MacGill 1954-1975. Speech: “A Blueprint for Madame Prime Minister”.

Three years later, Elsie reported that some progress along these lines with Canada’s ratification of the UN Conventions on the Political Rights of women and the Nationality of Married Women on January 30, 1957, and February 20, 1957 respectively. In fact, the latter was signed by M.P. Ann Shipley, an honorary BPW member of the Kirkland Lake Club.

LAC MG28 I 55 Volume 37, File 1958 Correspondence, BPWCO, B&P Objectives Achieved in 1956-1957, From E.G. MacGill, President, BPWC of Ontario, April 2, 1957.

⁷⁹ LAC MG31-K7 Volume 21, File 9: Miscellaneous Speeches by E.G. MacGill 1954-1975. Speech: "A Blueprint for Madame Prime Minister", 3.

⁸⁰ Ibid., 4.

⁸¹ Ibid., 9.

⁸² Ibid., 10.

Elsie's ideas echoed those of her mother in 1941. When asked by a reporter in Quebec, on the first day of women's celebration of the provincial franchise, why women were not yet in public positions of "king-size" proportions, Helen Gregory MacGill responded: "Because no women are in the 'king-size' jobs yet. It is the job that gives a man a chance to furnish public proof of his ability, raises him to national stature and makes him 'king-size' in the public eye. No one can be 'king-size' in a little job."

MacGill, *My Mother the Judge*, 232.

⁸³ For instance, the Canadian Federation called for women to be represented on the Canada Council.

Forbes, 66.

⁸⁴ Emphasis by Hazel Laycock.

LAC MG28 I 55 Volume 34, File: No Title, Letter Hazel Laycock, National President to E.L.F., EGM, and I. Mac., The Triumvirate, April 7, 1955.

By 1956, Hazel felt a part of this intimate group, and noted that it had become a "Quartette".

LAC MG28 I 55 Volume 34, File: 1956 Correspondence, Letter from Hazel Laycock to Bess Forbes, EGM and Isabel MacMillan, April 16, 1956.

⁸⁵ LAC MG28 I 55 Volume 34, File: No Title, Letter Bess Forbes to EGM, March 3, 1955.

⁸⁶ Ibid, Letter to Bess Forbes from EGM, September 20, 1955; LAC MG28 I 55 Volume 34 File: 1956 Correspondence, Letter to Hazel Laycock and EGM from Bess Forbes, January 26, 1956.

⁸⁷ Ibid, , Letter to Bess Forbes from EGM, September 26, 1955; Letter from Laycock to EGM October 4, 1955.

⁸⁸ LAC MG28 I 55 Volume 34, File: 1956 Correspondence, Letter to Hazel Laycock, EGM and Isabel MacMillan from Bess Forbes, April 16, 1956.

⁸⁹ Forbes, 122-126.

⁹⁰ LAC MG28 I 55 Volume 20, File: Record of Achievement; Forbes, 65; LAC MG28 I 55 Volume 34, File 1956 Correspondence, Press release on the second Authoritative List of Women in Public Life in Canada, May 18, 1956.

⁹¹ Dame Caroline Haslett was serving her second term as the President of the IFBPW. She was also a formidable leader in the Women's Engineering Society in Britain. However, shortly after her re-election she was diagnosed with nephritis, and subsequently had to greatly reduce her public activities.

Lisa Sergio, 190, 217-218, 235-236; Carroll Pursell, "Am I a Lady or an Engineer?" The Orgins of the Women's Engineering Society in Britain, 1918-1940", in *Crossing Boundaries Building Bridges: Comparing the History of Women Engineers, 1870s-1990s*, ed. Annie Canel et al. (Amsterdam: Harwood Academic Publishers, 2000), 51-73.

⁹² LAC MG28 I 55 Volume 35, Convention 1956, File: No Title, International Federation of Business and Professional Women 7th Triennial Congress, Montreal, July 7-12, Resolutions Adopted, 3.

⁹³ See Chapter 7.

⁹⁴ Forbes, 129-130; http://www.bpwtoronto.com/hp_1.html (Accessed 26 March 2011); Dormer Ellis, "BPW Canada: Times Have Changed".

⁹⁵ Forbes, 61, 66-67.

⁹⁶ Ibid, 69; LAC MG28 I 55 Volume 17, File: President Elsie MacGill, FOR YOUR INFORMATION BIOGRAPHY: (Miss) Elsie Gregory MacGill, P. Eng., 1962-1964 – President of The Canadian Federation of Business and Professional Women's clubs; LAC MG28 I 55 Volume 37, File 1959 Correspondence, To: Miss Isabel Menzies, President From: EGM, Chairman CFBPWC, RE: PROPOSED BYLAWS CFBPWC, May 30, 1959; Explanatory Notes to Accompany Proposed CFBPWC Bylaws, May 30, 1959; Letter to EGM from Margaret McIrvine, Honorary Secretary Treasurer, November 6, 1959.

⁹⁷ Copies of the materials prepared by Elsie were sent to key members of all parties including Lester B. Pearson, and the opposition. In addition, women both within the House of Commons and the Senate along with members of the media received their own copies.

Forbes, 71.

⁹⁸ See Chapter 4.

⁹⁹ LAC MG28 I 55 Volume 37 Correspondence Convention 1959-1962, File 1959 Correspondence, Letter to Members of Executive of Canadian Federation from National President Isabel Menzies April 15, 1959.

¹⁰⁰ At the time the first volume of *With Enthusiasm and Faith* was

published in 1974, only 55 CFBPWC members had been recognized with life membership since the award was first created in 1933. Of those awarded, only Elsie and Margaret E. Ashdown received their awards from the BPW Clubs of Ontario, versus a single club.

Forbes, 51-52.

For a photo of all the Life Members of the TBPWC (Elsie, Margaret Ashdown, Margaret Jackson, Janet Follet, Janet Watson, Nazla Dane, Marjorie Pewtress, Grace Phillips and Kay Smith) along with life member the Honourable Pauline McGibbon (Lieutenant-Governor of the Province on Ontario 1974-1980), See: The Toronto Business and Professional Women's Club, "Gallery", <http://www.bpwtoronto.com/slides/img2.html> (Accessed March 26, 2011).

National President Hazel Laycock paid special tribute to her skills and support: "Thank you again for your wonderful contribution and I should like at this time to tuck in my personal thanks for the many, many times that you have come to my rescue to alert me and to give me assistance. I know that I have not perhaps accomplished what I should have liked ... and have slipped up I know several times but it has always been my desire to get the work out and certainly having a reminder from someone who is on the alert like yourself did ease the strain of trying to keep ahead of the work".

LAC MG28 I 55 Volume 34, File 1956 Correspondence, Letter to EGM from Hazel Laycock, National President, April 6, 1956.

FOOTNOTES
CHAPTER 7

¹ LAC MG31-K7 Volume 7, File 21: Speeches Given By E.G. MacGill to C.F.B.P.W.C Conferences, 1958-1964, 1975, “The Changing Pattern of Women’s Employment, Address by Miss Elsie Gregory MacGill, President of the CFBPWC to the Biennial Conference of the Business and Professional Women’s Clubs of Newfoundland, at the Banquet at the Newfoundland Hotel at St. John’s, Newfoundland at 7:30 PM on Saturday, October 19, 1963.

² “B-P Women Elect Officers”, *The Telegraph Journal*, N.B., July 12, 1962.

³ Some of the topics discussed included the possibility of expanding on the automation study which had been requested by the International Federation of Business and Professional Women (IFBPW) at the 1956 Montreal Congress, the composition of the Careers Preview program and the pending international resolutions for the upcoming IFBPW Congress in Oslo, Norway.

The Business and Professional Woman Volume XXXIII, Number 3, (March 1973); LAC MG31-K7 Volume 21, File 6: Miscellaneous Notes and Memorandum, N.D., 1977. For more information see: LAC MG28 I 55 Volume 15, File: National Council of Women Liaison. Minutes of Pre-Convention Board Meeting July 7-8, 1962, Algonquin Hotel, St. Andrews, New Brunswick.

⁴ “President’s Message”, *The Business and Professional Woman*, Volume XXVII, No. 12, (May-June 1962), 1.

⁵ The convention was held July 9-13, 1962, and Una MacLean Evans, as out-going national president, served as chair. She had been elected in 1960 at the national convention in Winnipeg, Manitoba.

Forbes, Elizabeth, *With Enthusiasm and Faith: History of The Canadian Federation of Business and Professional Women’s Clubs – La Fédération Canadienne des Clubs de Femmes de Carrières Libérales et Commerciales – 1930-1982*, Book I, (Victoria: The Canadian Federation of Business and Professional Women’s Clubs, 1974), 89, 91-92, 132-133; “Politics and Status of Women Distinguish Career of BPW’s National President”, *The Daily Gleaner*, Tuesday, July 10, 1962.

⁶ Elsie assumed this role when the incumbent Senator Muriel McQueen Fergusson stepped down in 1961 on account of health reasons.

Forbes, 91-92; LAC MG28 I 55 Volume 61, File: International Federation Committee Miss Elsie Gregory MacGill July 1961-1962.

⁷ “Convention Highlights”, *The Business and Professional Woman*, Volume XXVIII, No.1, (July-August 1962), 4.

⁸ Esther Peterson broke through the glass ceiling in American politics when appointed to President Kennedy’s cabinet. As the only female member of the Canadian Parole Board, Mary Louise Lynch provided key information.

Christine Lunardini, *What Every American Should Know About Women’s History: 200 Events that Shaped Our Destiny*, (Holbrook, Massachusetts: BOB ADAMS, INC., 1994), 304; “Set For St. Andrews: National B-P Women Open Biennial July 9”, *The Telegraph-Journal*, Saint John, N.B., Monday June 25, 1962; Forbes 92.

⁹ Both of these resolutions were sponsored by Elsie's local club, the Toronto BPWC. LAC MG31-K7 Volume 7, File 15: Index to Resolutions Adopted at Conventions 1930-1978, Resolution 1962-20 LEGISLATION – ROYAL COMMISSION – Laws Affecting Dissolution of Marriage; Resolution 1962-22 LEGISLATION – ROYAL COMMISSION – Laws Affecting Abortion; LAC MG28 I 55 Volume 20, File: Publicity and Public Relations CFBPWC For Immediate Release, Ottawa, ON, August 3, 1962. From Mrs. Beryl Darling, Chairman CFBPWC Committee on Publicity & Public Relations; Forbes, 92, 137.

¹⁰ “Disposition of Resolutions at the 18th Biennial CFBPWC National Convention at St. Andrews-by-the-Sea, July 9-13, 1962”, *The Business and Professional Woman*, Volume XXVIII, No. 1, (July/August 1962), 2.

¹¹ In December 1962, the existing federation archives dating from 1930 were transferred to the National Archives of Canada in Ottawa, Ontario.

LAC MG28 I 55 Volume 17, File: President Elsie MacGill, Fifth Progress Report, December 1962 from EGM to Members of the Board of Directors of CFBPWC; LAC MG28 I 55 Volume 17, File: President Elsie MacGill, Letter from Audrey Rider, Executive Secretary-Treasurer to EGM, President, November 30, 1962.

¹² LAC MG28 I 55 Volume 15, File: Nominations 1962.

From 1956-1958 Elsie served as provincial president. Nazla held this position between 1958 and 1960 and previously also served as president of the Toronto Club from 1949 to 1951. By 2010, the TBPWC produced six national presidents including Margaret Hyndman, Maudie Baylay, Nazla Dane, Margaret Ashdown and Margaret Jackson. The full Board of Directors during Elsie's term included three Vice Presidents: Louise Card (Membership, Club Extension), Eleanor Morley (Program and Projects) and Helen Yeo (United Nations Liaison); an Honorary Secretary-Treasurer: Trecia Kyle; and a Finance Chairman: Florence Bell.

Dormer Ellis, “BPW Canada: Times Have Changed” An address presented at BPW Canada Convention, June 19, 2010, Horseshoe Valley, Ontario, <http://www.bpw-international.org/latest-news-top/bpw-news/bpw-latest-news/615-canada-times-have-changed-by-dormer-ellis> (Accessed April 3, 2011); “The Toronto Business and Professional Women’s Club: Very Important Members”, http://www.bpwtoronto.com/hp_1.html (Accessed March 26, 2011);Forbes, 92.

Nazla later served as the seventeenth national president of the CFBPWC during 1964-1966. She later served as vice president and president of the IFBPW.

Forbes, 134.

¹³ “B-P Women Elect Officers” *The Telegraph Journal*, St. John, N.B. July 12, 1962.

¹⁴ LAC MG28 I 55 Volume 10, File: Immediate Past President E.G. MacGill. “The Development of the Canadian Federation of Business and Professional Women’s Clubs from July 1962 to July 1964 Inclusive”, prepared by Miss Elsie Gregory MacGill, President 1962-1964.

¹⁵ Elsie noted to Dorothy Cadwell that due to hosting the 1957 Provincial Conference in Ottawa they were in a good position to host the 1964 national convention. Her survey gave her ideas for improvements, which she wanted to combine with fun and spontaneity.

LAC MG28 I 55 Volume 37, Correspondence Conventions 1959-1962, File: 1964 Correspondence. Letter to Miss Dorothy Cadwell, Chairman Local Arrangements Convention 1964 Committee from EGM President, July 18, 1962.

Elsie would work with Dorothy Cadwell again in during the Royal Commission on the Status of Women.

¹⁶ Despite the fact the CFBPWC was a women's organization, chairman or chairmen was the accepted terminology.

¹⁷ Emphasis is Elsie's. "Look What You've Done, Miranda!" *The Business and Professional Woman*, Volume XXVIII, No. 3, (November-December, 1962), 1.

¹⁸ The study was one of the six areas in which the IFBPW had submitted information to the UN at the request of the Secretary General. When the IFBPW receives such requests it seeks responses from its national bodies, such as CFBPWC.

LAC MG28 I 55, Volume 7, File: Employment Conditions 1962-1963, Correspondence between Elsie Gregory MacGill and Una MacLean Evans regarding the U.N. Global Study on Occupational Opportunities, Letter to Una MacLean Evans from EGM, November 10, 1962; Deakin, 79-80; LAC MG28 I 55 Volume 25, File: Vice-President Nazla Dane: Letter to EGM from Nazla Dane, October 12, 1962.

¹⁹ The CFBPWC had played a prominent role in the establishment of the Federal Women's Bureau in 1954. Upon creation of the Bureau, the CFBPWC established the Employment Conditions Committee with four priorities: equal pay, discrimination faced by married women, challenges related to women's part-time work and work for married and/or older women.

LAC MG28 I 55 Volume 32, File: 1952 Convention Vancouver, Resolutions to be Voted Upon at the Biennial Convention, July 14-18, 1952, Resolution 1 (Vancouver), Resolution 8 (TBPWC); LAC MG28 I 55 Volume 33, Meeting 1953. LAC MG30 C 206, Volume 4, File 22: Personal – Testimonials to M. Royce – 1967, Letter to Marion Royce from Jessie Laventure, Past-President, The Business and Professional Women's Club of Ottawa, Re: Award of Life Membership, June 15, 1967; Letter to Marion Royce from Louise Card, CFBPWC President, Re: Award of Life Membership, May 25, 1967; Forbes, 82-3.

Marion Royce became a well-respected member of the BPW Ottawa Club and was recognized for the degree of her contributions.

²⁰ LAC MG28 I 55 Volume 7, File: Employment Conditions 1962-1963. Letter to EGM from Marion Royce, Director of Women's Bureau, August 28, 1962; LAC MG28 I 55 Volume 17, File: President Elsie MacGill, Letter to Marion Royce, Director of Women's Bureau from EGM, September 28, 1962.

²¹ "Disposition of Resolutions at the 18th Biennial CFBPWC National Convention at St. Andrews-by-the-Sea, July 9-13, 1962", *The Business and Professional Woman*, Volume XXVIII, No. 1, (July-August 1962), 2.

²² LAC MG28I 55 Volume 7 File: Employment Conditions, 1962-1963, Letter to Mrs. Una MacLean Evans, Chairman, Employment Conditions Committee, September 28, 1962; Forbes 95.

²³ LAC MG28 I 55 Volume 17, Letter to Mrs. Una MacLean Evans, Chairman, Employment Conditions Committee from EGM, President, September 28, 1962; LAC MG28 I 55 Volume 4 File: Editor. 1962-1964, Letter to Isabel MacMillan from EGM November 28, 1962.

²⁴ LAC MG28 I 55 Volume 4, File: Editor. 1962-1964, Letter from Isabel to EGM, December 5, 1962.

²⁵ "...a prize is offered for the best letter..", *The Business and Professional Woman*, Volume XXVIII, No. 5, (March-April, 1963), 1; "Now it is your chance, Miranda! Don't Muff it!", *The Business and Professional Woman*, Volume XXVIII, No. 4 (January-February 1963), 1; "Now it is my Turn, Miranda!", *The Business and Professional Woman*, Volume XXVIII, No.6, (May-June, 1963), p.1; "President's Message", *The Business and Professional Woman*, Volume XXVIII, No. 8, (September-October 1963), 1.

²⁶ For an example of these reports see: LAC MG28 I 55 Volume 17, File President Elsie MacGill, March 15, 1964, Subject: 23rd Progress Report, From: EGM President to CFBPWC Board of Directors, and Appendix B, December 14, 1963.

²⁷ LAC MG28 I 55, Volume 17, File: President Elsie MacGill, From Nazla Dane, First Vice President and Chairman, International Federation Committee, To: EGM, President, Subject: Proposed Visit of National President to Clubs in Western Canada, February 22, 1963.

²⁸ LAC MG28 I 55 Volume 17, File: President Elsie MacGill, June 1963, Subject: Eleventh Progress Report: From: Elsie Gregory MacGill, President – To: Members of the BofD, CFBPWC: The Editor; LAC MG28 I 55 Volume 17, File: President Elsie MacGill: Itinerary of Elsie Gregory MacGill, President – Spring 1963, April 11, 1963.

²⁹ During the 1962 convention, the decision to raise the national fees, as recommended by the internal Commission on Aims and Objects, was passed. The rationale was to allow for a membership drive aimed at increasing the overall club membership to 25,000 members.

“25,000 Membership Foreseen as Margaret Hyndman Presents Report CFBPWC Convention Urged To Think “Big” As Fees Raised”, *The Business and Professional Woman*, Volume XXVIII, No.1, (July-August, 1962), 1.

³⁰ LAC MG28 I 55 Volume 20, File: Publicity and Public Relations, FOR RELEASE – OCTOBER 12, 1962, 1-2.

The annual program furthered these ambitions encouraging clubs to respond to the theme “Reach out and Grow” in their regular meetings and events.

“Reach Out and Grow”, *The Business and Professional Woman*, Volume XXVIII, No. 4, (January-February, 1963), 11; “Board

Meeting Sets Sights on 100 New BPW Clubs”, *The Business and Professional Woman*, Volume XXVIII, No. 7, (July-August 1963), 11-13.

³¹ LAC MG28 I 55 Volume 1, File: Business Women’s Week 1962-1965, Subject: Business Women’s Week, Oct. 14-29, 1962, Theme: “More Power With Womenpower” From: EGM.

³² LAC MG28 I 55 Volume 17, File: President Elsie MacGill, Elsie’s Message for National Federation Night, To: Club President, October 10, 1962.

³³ LAC MG 28 I 55 Volume 1, File: Careers Programme 1962-1964, Memo to Chairmen of Club Employment Conditions Committees, From M.E. Pewtress, Chairman, Employment Conditions Committee, October 9, 1961.

³⁴ LAC MG31-K7 Volume 7, File 21: Speeches Given By E.G. MacGill to C.F.B.P.W.C Conferences, 1958-1964, 1975, “But who will take the Wheel? – The Driver’s Wheel?” The Closing Address by Elsie Gregory MacGill, P.Eng., President of the CFBPWC to be presented at 1:45P.M., Saturday March 23rd at the Second Conference on the ARTS MANGEMENT, held by the Toronto Business and Professional Women’s Clubs at the Guild Inn, Scarborough, Ontario, March 15, 23, 1963, 4.

³⁵ “Parliamentary Procedure – No Mystery to Them”, Reprint from *The Gazette*, Montreal; “A Worthy Daughter of the Vikings”; Carolyn Richards Ring, “My Life as a United Nations Tour Guide”, Reprint from Sun Life Review, *The Business and Professional Woman*, Volume XXVIII, No. 3, (November-December 1962), 2, 3, 5-6.

³⁶ “Reply to Questionnaire on “Opportunities””, *The Business and Professional Woman*, Volume XXVIII, No. 2 (September-October, 1962), 13.

³⁷ For the full notation regarding the incorporation of the CFBPWC see the CFBPWC Charter.

Forbes, 146.

³⁸ A request for alterations in the club's aims and objectives, based on the recommendations of the CFBPWC internal commission and led by Margaret Hyndman, was sent to the Secretary of State of Canada; initial approval for the changes was received on November 20, 1962 and, on September 16, 1963, the CFBPWC received official approval. Anticipating these changes the CFBPWC scheduled the implementation to begin on the first day of May 1963.

LAC MG28 I 55 Volume 10, File: Immediate Past President, "The Development of the Canadian Federation of Business and Professional Women's Clubs from July 1962 to July 1964 Inclusive", prepared by Miss Elsie Gregory MacGill, President 1962-1964; Forbes 4, 92, 88-89, 146-147.

³⁹ Forbes, 147.

⁴⁰ "BPW Congress Restates Its Aims and Objectives at Oslo, Norway", *The Business and Professional Woman*, XXVIII, No.2, (September-October 1962), 7-8.

⁴¹ "When you're done changing – you're through!", *The Business and Professional Woman*, XXVIII, No. 7, (July-August, 1963), 1.

⁴² New colour accents were also incorporated in the magazine. During this time MacMillan also worked on the IFBPW magazine *Widening Horizons*.

LAC MG28 I 55 Volume 4, Letter to Isabel MacMillan, Editor from EGM President November 28, 1962; Forbes, 40-42; LAC MG28 I 55 Volume 4, File: Editor. 1962-1964 Isabel MacMillan, Letter to Doris Wilson, Chairman, Editorial Committee, CFBPWC. Cc. Virginia Beirnes, E.G. MacGill, National Office from Isabel Macmillan Editor *The Business and Professional*

Woman. September 30, 1962.

⁴³ Despite the challenges related to publishing a bilingual magazine, Elsie made a special effort to reach out to francophone women. She attended Québec's Provincial Conference (November 16-17, 1963), where she gave the speech "Two Languages – and One point of View/Deux Langues – et Un Point de Vue". During this visit she also encouraged the French-speaking members to express their views on a variety of topics including the contents of *The Business and Professional Woman*.

LAC MG28 I 55 Volume 4, File: Editor, Letter to EGM from Isabel MacMillan, Editor, *The Business and Professional Woman*, October 16, 1962; LAC MG28 I 55 Volume 17, File: President Elsie MacGill, EGM's 15th Progress Report to Board of Directors, October 3, 1963; LAC MG28 I 55 Volume 20, File: Publicity and Public Relations "DEUX LANGUES – ET UN POINT DE VUE" November 18, 1963; Elsie MacGill, "President's Message", *The Business and Professional Woman*, Volume XXVIII, Number 2, (September-October, 1962), 1; Elsie Gregory MacGill, "Deux Langues et un Point de Vue", *The Business and Professional Woman*, Volume XXVIII, No.10, (January-February, 1964), 16-17.

⁴⁴ Winifred Gerry, "Status of Canadian Women in Private Law: Dissolution of Marriage", *The Business and Professional Woman*, Volume XXVIII, No. 2 (September-October, 1962), 14; "What DOES The International Federation Committee Do?" *The Business and Professional Woman*, Volume XXVIII, No.2 (September-October, 1962), 14; Eve Johnston, "Automation in the Office", *The Business and Professional Woman*, Volume XXVIII, No. 6, (May-June, 1963), 23; Margaret Lewis, "Machines Running Machines? What Does it Mean to Women", *The Business and Professional Woman*, Volume XXVIII, No. 6, (May-June, 1963), 5-6.

⁴⁵ This special issue decreased the work of the national office as they did not have to create a separate publication for the convention. Members unable to attend the convention also had access to conference materials.

LAC MG28 I 55 Volume 10, File: Immediate Past President Elsie Gregory MacGill, “The Development of the Canadian Federation of Business and Professional Women’s Clubs from July 1962 to July 1964 Inclusive, 3-4.

⁴⁶ LAC MG28 I 55 Volume 4, File: Editor. 1962-1964 Isabel MacMillan, Letter to Doris Wilson, Chairman, Editorial Committee, CFBPWC. CC. Virginia Beirnes, E.G. MacGill, National Office from Isabel Macmillan Editor *The Business and Professional Woman*, September 30, 1962.

⁴⁷ See Chapter 4.

⁴⁸ LAC MG28 I 55 Volume 4, File: Editor 1962-1964 Isabel MacMillan, letter to Isabel MacMillan from EGM, November 2, 1962.

⁴⁹ This point was also confirmed in the final report of the Glasco Commission in 1962.

LAC MG28 I 55 Volume 7, File: Employment and Manpower Development Program announced by Hon. Allan J. Macaechen, Minister of Labour in the House of Commons, June 10, 1963; Ruby Heap, “Fighting the ‘Corset of Victorian Prejudice’ Women’s Activism in Canadian Engineering during the Pioneering Decades (1970’s-80s), in *Feminist History in Canada: New Essays on Women, Gender, Work, and Nation*, eds. Catherine Carstairs and Nancy Janovicek, (Vancouver: UBC Press, 2013), 220-221; Virginia Beirnes, “A Royal Commission Report That is ‘Enjoyable Reading’: Glasco Commission deals with Position of Women”, *The Business and Professional Woman*, Volume XXVIII, No. 4, (January-February 1963), 6-7.

⁵⁰ LAC MG28 I 55 Volume 20, File: Publicity and Public Relations. September 25, 1962, FOR RELEASE October 12, 1962 “More Power With Womanpower”.

⁵¹ Ibid.

⁵² LAC MG31-K7 Volume 7, File 21: Speeches Given by E.G. MacGill to C.F.B.P.W.C., 1958-1964, 1975, “But Who Will Take the Driver’s Wheel?”, 3-4.

⁵³ Her schedule depended on the dates of the provincial conferences. At the joint western conference in May she gave the address “Exploring Our Capabilities”. The national board meeting was in Ottawa June 29-30, 1963. Later, in September, Elsie attended the Manitoba conference and then travelled throughout the Maritimes attending the Newfoundland conference on October 19, 1963 followed by stops in Prince Edward Island and New Brunswick. Finally, Elsie attended the Québec provincial conference in November.

LAC MG28 I 55 Volume 17 File: President Elsie MacGill : Itinerary of Elsie Gregory MacGill, President - Spring 1963, April 11, 1963; LAC MG28 I 55 Volume 20, File: Publicity and Public Relations, May 18-20, 1963; LAC MG28 I 55 Volume 20, File: Publicity and Public Relations, June 25, 1963; LAC MG28 I 55 Volume 20, File: Publicity and Public Relations, September 7, 1963; LAC MG28 I 55 Volume 20, File: Publicity and Public Relations – October 19, 1963; LAC MG28 I 55 Volume 17, File: President Elsie MacGill, EGM’s 15th Progress Report to Board of Directors, October 3, 1963; LAC MG28 I 55 Volume 20, File: Publicity and Public Relations – October 25, 1963; LAC MG28 I 55 Volume 17, File: President Elsie MacGill, EGM’s 15th Progress Report to Board of Directors, October 3, 1963; LAC MG28 I 55 Volume 20, File: Publicity and Public Relations “DEUX LANGUES – ET UN POINT DE VUE” November 18, 1963.

⁵⁴ Elsie’s working definition of automation was: “The significant difference between mechanization and automation is the difference between muscle and mind, between hand and brain. Just as the brain controls the hand and fingers, so automation controls interconnected mechanized processes”.

LAC MG31-K7 Volume 7, File 21: “Viewing Change as Opportunity”, Address by Miss Elsie Gregory MacGill, President,

CFBPWC, to the Biennial Conference of the Business and Professional Women's Clubs of Prince Edward Island, at Charlottetown, PEI, speech at 7:30PM, Friday, October 25/63 of New Brunswick at Sussex, N.B., at 7:30PM and Saturday, October 26, 1963, 1.

⁵⁵ The CFBWC responded to the IFBPW's call for information on automation and its impacts. This work continued into the 1960s, with Una MacLean Evans spearheading the initiative. The CFBWC also carefully monitored the federal government's response to automation and encouraged its members to stay up-to-date on the resulting political changes through communication with their local Member of Parliament. Elsie also encouraged women to readily adapt to the evolving national context, with increased personal development, and *The Business and Professional Woman* provided information on the evolving issue of automation.

LAC MG28 I 55 Volume 17, File: Employment Conditions 1962-1963, Letter to Audrey Rider, Executive Secretary Treasurer, From: Una MacLean Evans, Past President, etc., November 6, 1962. RE: Study of Automation. LAC MG28 I 55 Volume 4, File: Editor. 1964-1966 Isabel MacMillan, Letter to Mrs. Margaret Ashdown, Chairman, Employment Conditions Committee from I. MacMillan, Editor, January 18, 1965; LAC MG28 I 55 Volume 7, CFBPWC Subject: January Program, From Una MacLean Evans Past President, Chairman, Employment Conditions Committee, To: Board of Directors and Club Presidents, Club Chairmen of Employment Conditions Committee, November 20, 1962; LAC MG28 I 55 Volume 20, File: Publicity and Public Relations CFBPWC Press release, FOR RELEASE, October 21, 1963, Ottawa, Ontario; Mary Jane Gilmore, "Duke of Edinburgh's Study Conference", *The Business and Professional Woman*, Volume XXVIII, No. 2, (September-October 1962), 5; Una MacLean Evans, "Automation...some probable effects", *The Business and Professional Woman*, Volume XXVIII, No.3, (November-December, 1962), 13; Eleanor Morley, "Employment Conditions", *The Business and Professional Woman*, Volume XXVIII, No. 3, (November-December, 1962), 16; Eve Johnston, "Automation

in the Office”, *The Business and Professional Woman*, Volume XXVIII, No. 6, (May-June 1963), 3-4; Margaret Lewis, “Machines Running Machines’ What Does it Mean to Women”, *The Business and Professional Woman*, Volume XXVIII, No. 6, (May-June, 1963), 5-6.

⁵⁶ Elsie and her engineering colleagues who created and adapted new technologies increasingly saw a role for themselves assisting society in adapting to automation’s challenges. As one of her peers would later note:

“Automation forces us to re-evaluate our social and economic institutions and practices to ensure that they are of maximum effectiveness in bringing its full benefits to our society. Automation is a fact of life today, and the engineer has a particular responsibility to assist society to live with the computer he creates. The engineer must be more aware of human values than he has ever been before”.

R.W. Bolz, “Automation to Date”, *The Engineering Journal*, Volume 39, Number 3, (March 1956), 231-234; Eric W. Leaver, “The Future of Automation in Canada”, *The Engineering Journal*, Volume 46, Number 12, (December 1963), 28-31; “The Editorial Page: Living With Automation”, *The Engineering Journal*, Volume 47, Number 7, (July 1964), 40.

For a general history of automation see: Amy Bix, *Inventing Ourselves Out of Jobs: America’s Debate over Technological Unemployment 1929-1981*, (Baltimore: The Johns Hopkins University Press, 2000).

⁵⁷ LAC MG31-K7 Volume 21, File 6: Miscellaneous Notes and Memoranda, n.d., 1977, Elsie Gregory MacGill, “Danger! Women Thinking”, Address given at the Opening Banquet of the Soroptimist Convention in Banff, Alberta, June 27, 1955, *The Quotarian*, Volume 33, Number 5, (October 1955), 5.

⁵⁸ LAC MG31-K7 Volume 7, File 21: “Viewing Change as Opportunity”, Address by Miss Elsie Gregory MacGill, President, CFBPWC, to the Biennial Conference of the Business and Professional Women’s Clubs of Prince Edward Island, at Charlottetown, PEI, at 7:30PM, Friday, October 25/63 of New Brunswick at Sussex, N.B., at 7:30PM and Saturday, October 26, 1963, 2, 5.

⁵⁹ Ibid., 2.

⁶⁰ Ibid., 2, 5.

Elsie’s belief in the positive power of technology was not unlike that of her contemporary Nora Blatch in the United States. As scholar Ruth Schwartz Cowan would later show, optimism in technology’s power to revolutionize daily life, especially in regards to housework, was not guaranteed.

Ruth Oldenziel, “Multiple-Entry Visas: Gender and Engineering in the US, 1870-1945” in *Crossing Boundaries, Building Bridges: Comparing the History of Women Engineers 1870s-1990s*, Annie Canel, Ruth Oldenziel and Karin Zachmann eds., (Amsterdam: Harwood Academic Publishers, 2000), 17-18; Ruth Schwartz Cowan, *More Work for Mother: The Ironies of Household Technology from the Open Hearth to the Microwave*, (United States: Basic Books, 1983), 4-15.

⁶¹ LAC MG31-K7 Volume 7, File 21: Speeches Given by E.G. MacGill to C.F.B.P.W.C., 1958-1964, 1975, “But Who Will Take the Wheel? – The Driver’s Wheel?”, 1.

The TBPWC started the Conference on the Arts of Management in 1962 in order to assist women’s progress into management. Elsie delivered its 1963 closing address.

LAC MG31-K7 Volume 9, File 2: T.B. & P.W.C.: Miscellaneous Memoranda, Annual Reports and Correspondence, 1968-1979, Leona Kirkwood, *With a Sense of Purpose: History of the Toronto*

Business and Professional Women's Club, 1910-1970, (Toronto: Toronto Business and Professional Women's Clubs, 1970), 29; LAC MG31-K7 Volume 7, File 21: Speeches Given by E.G. MacGill to C.F.B.P.W.C., 1958-1964, 1975, "But While Will Take the Wheel? – The Driver's Wheel?"; LAC MG31-K7 Volume 1, File 10: CFBPW'C – Reports 1962-1963. "Report of Chairman of Management Training Committee"; LAC MG28 I 55 Volume 13, File: Management Training.

⁶² LAC MG31-K7 Volume 7, File 21: Speeches Given by E.G. MacGill to C.F.B.P.W.C., 1958-1964, 1975, "Spotlight on Women Who Work" Address presented by Miss Elsie Gregory MacGill, President of the CFBPWC, at the Banquet held at 7PM, Saturday, September 7, 1963, at the Viscount Hotel, St. James, Manitoba at the Biennial Conference of the Business and Professional Women's Clubs of Manitoba, 1.

⁶³ Ibid., 3.

⁶⁴ Elsie congratulated the government for its appointment of Helen Marsh, Margaret Aitken and S.M. Milne to the UN General Assembly, the UN Commission on Human Rights and The Royal Commission on Taxation respectively.

"Ask Women Be Appointed to Tax Commission", *The Business and Professional Woman*, Volume XXVIII, No. 2 (September-October, 1962), 16; "Meets Prime Minister Keeps Federation to Fore", *The Business and Professional Woman*, Volume XXVIII, No. 3, (November-December, 1962), 8.

⁶⁵ LAC MG31-K7 Volume 7, File 21: Speeches Given by E.G. MacGill to C.F.B.P.W.C., 1958-1964, 1975, "But Who Will Take the Driver's Wheel?", 3-4.

⁶⁶ Elsie Gregory MacGill, "But Who Will Take the Wheel? – The Driver's Wheel?", *The Business and Professional Woman*, Volume XXVIII, No. 6, (May-June, 1963), 13-14.

⁶⁷ “CFBPWC Memorandum to Tax Commission Suggests Flat Rate of Tax Replace Graduated Rate Scale”, *The Business and Professional Woman*, Volume XXVIII, No. 6 (May-June, 1963), 2.

⁶⁸ LAC MG31-K7 Volume 7 File 21: Speeches Given by E.G. MacGill to C.F.B.P.W.C., 1958-1964, 1975, “Spotlight on Women Who Work”, 5.

⁶⁹ LAC MG31-K7 Volume 7, File 21: Speeches Given by E.G. MacGill to C.F.B.P.W.C., 1958-1964, 1975, “The Changing Pattern of Women’s Employment”, 4.

⁷⁰ LAC MG31-K7 Volume 7, File 21: Speeches Given by E.G. MacGill to C.F.B.P.W.C., 1958-1964, 1975, “Viewing Change and Opportunity”, 4.

⁷¹ LAC MG28 I 55 Volume 20, File: Publicity and Public Relations, November 21, 1962; LAC MG28 I 55 Volume 17, File: President Elsie MacGill, CFBPWC Order of Presentation of Memoranda to The Right Honourable John G. Diefenbaker, Prime Minister of Canada, Wednesday, November 21st, 1962, at 9 a.m.; CFBPWC Order of Presentation of Memoranda to The Right Honourable Lester B. Pearson, Prime Minister of Canada on Thursday, July 11th, 1963 at 5 p.m.; Forbes, 93. See also: LAC MG28 I 55 Volume 17, File: President Elsie MacGill, EGM’s Fifth Progress Report to the members of the Board of Directors, CFBPWC, December 1962.

⁷² LAC MG28 I 55 Volume 17, File: President Elsie MacGill, June 1963, Subject: Eleventh Progress Report, From EGM, President, To: Members of BofD, CFBPWC: The Editor; “Canadian Federation Presents Its Legislative Requests to Government”, *The Business and Professional Woman*, Volume XXVIII, No. 4, (January-February 1963), 2-3.

⁷³ Ellen Fairclough was an honorary member of the Hamilton Club. Members of the prime minister’s cabinet were also on hand including Ministers for Health and Welfare (Waldo Monteith),

National Revenue (Hugh Hohn Flemming) and Labour (Micheal Star).

LAC MG28 I 55 Volume 20, File: Publicity and Public Relations, CFBPWC November 21, 1962, Subject: Delegation From CFBPWC To Prime Minister, From Beryl Darling, Chairman, Publicity and Public Relations Committee, To: Club Presidents, Chairmen Publicity & Public Relations Committees Board of Directors; “Fairclough, The Right Hon. Ellen Louks, P.C., C.C., O.Ont., L.L.D, F.C.A.”, Parliament of Canada, <http://www.parl.gc.ca/parlinfo/Files/Parliamentarian.aspx?Item=d7fdad8e-4c2b-4c9a-9d74-154e592f19d7&Language=E&Section=ALL>, (Accessed January 18, 2014).

⁷⁴ “Canadian Federation Presents Its Legislative Requests to Government”, *The Business and Professional Woman*, Volume XXVIII, No. 4, (January-February 1963), 2-3; LAC MG28 I 55 Volume 17, File: President Elsie MacGill, Letter to EGM, President, from Audrey Rider, Executive Secretary-Treasurer, November 23, 1962.

⁷⁵ Elsie had broached the topic of part-time work earlier with Marion Royce.

LAC MG28 I 55, Volume 20, File: Publicity and Public Relations, CFBPWC Press Release, Ottawa, July 8, 1963; “...the most impressive brief I’ve received since I became Prime Minister’ Rt. Hon. Lester B. Pearson tells BPW Delegation – Pensions, Part-time Work Study, Equal Pay Reform of Major Concern”, *The Business and Professional Woman*, Volume XXVIII, No. 7, (July-August 1963), 2.

⁷⁶ Key women Members of Parliament were in attendance at this meeting including Margaret Konantz (member of St. James BPW Club) and Dr. Pauline Jewett. Judy LaMarsh, Minister of Health and Welfare, had been invited, but was unable to attend. After the visit Elsie held a press conference and then visited the Ottawa Business and Professional Women’s Club.

LAC MG28 I 55 Volume 4, File: Editor, Special Delivery Letter to Isabel MacMillan, Editor from EGM President July 12, 1963.

⁷⁷ LAC MG31-K7 Volume 2, File 22: IFBPWC – Congress 1962 (OSLO), 6.

⁷⁸ Congresses and board meetings have alternated in irregular patterns since the founding of the IFBPW in 1930. More recently congresses are scheduled on a tri-annual model.

“External Resolutions” <http://bpw-international.org/about-bpw/library/resolutions> (Accessed June 20, 2012).

⁷⁹ Forbes 89-92; LAC MG28 I 55 Volume 10, File: Immediate Past President E.G. MacGill. “The Development of the Canadian Federation of Business and Professional Women’s Clubs from July 1962 to July 1964 Inclusive”, prepared by Miss Elsie Gregory MacGill, President 1962-1964.

The official delegates included Elsie, Miss Louise Card (Neepawa, Manitoba), Miss Nazla Dane (Toronto, Ontario), Mrs. Winnifred Gerry (Winnipeg, Manitoba), Miss Trecia M. Kyle (Toronto, Ontario), Miss Lucy Milne (Medicine Hat, Alberta). These women had the right to vote on resolutions and regulation changes at the international level.

LAC MG28 I 55 Volume 11, File: International Federation Committee – Nazla Dane, The CFBPWC, August 21, 1963, Official Delegates to Oslo Congress Who Should Receive Copies of the Minutes of the Congress When Received from IFBPW.

⁸⁰ “BPW Congress Restates Its Aims and Objectives at Oslo, Norway”, *The Business and Professional Woman*, Volume XXVIII, No. 2 (September-October 1962), 7-8.

⁸¹ Deakin, 82.

⁸² *Ibid.*, 80-81.

⁸³ “External Resolutions”, “Consideration of Opportunities in Science and Engineering (1962-01), <http://bpw-international.org/about-bpw/library/resolutions> (Accessed June 20, 2012); BPW International, “Education: Training, Technical, and Vocational Guidance, <http://www.bpw-international.org/BPW-Previous/publications/resolutions-edu-training.htm#1962> (Accessed May 4, 2011); Crystal Sissons, “Women in Science and Engineering on the Radar: The Canadian Federation of Business and Professional Women and Women in STEM” presented at Women’s Worlds, Ottawa, Ontario, July 5, 2011.

Elsie supported the resolution during its discussion at the Pre-Convention Board Meeting in 1962.

LAC MG28 I 55 Volume 15, File: National Council of Women Liaison. The CFBPWC Minutes – Pre-Convention Board Meeting, July 7-8, 1962, Algonquin Hotel, St. Andrews, NB.

⁸⁴ LAC MG28 I 55 Volume 20, File: Publicity and Public Relations. Press Release, May 26, 1964.

⁸⁵ The support per student per year was five hundred dollars, for a total financial donation of seven thousand dollars.

LAC MG28 I 55 Volume 24, File: UNRWA Project, Special Project – Ramallah, From Helen Yeo, Vice-President and Chairman, United Nations Liaison Committee, To: All Club President, March 15, 1963; Deakin, 82.

Helen Yeo, “Ramallah...opportunity”, *The Business and Professional Woman*, Volume XXVIII, No. 3, (November-December 1962), 14; “OUR GIRLS’ at RAMALLAH”, *The Business and Professional Woman*, Volume XXVIII, No. 5, (March-April 1963), 5, 8-9.

⁸⁶ “B.P.W. Project ‘Over the Top’”, *The Business and Professional Woman*, Volume XXVIII, No. 1, (July-August 1962), 10; “Send BPW Cheque To UNESCO with Promise more Aid”, *The Business and Professional Woman*, Volume XXVIII, No. 2

(September-October 1962), 9.

⁸⁷ LAC MG28 I 55 Volume 17, File: President Elsie Macgill, letter to EGM from Wilson Woodside, National Director, United Nations Association in Canada, August 30, 1962; LAC MG28 I 55 Volume 17, File: President Elsie MacGill, 24th Progress Report, April 15, 1964; LAC MG28 I 55 Volume 10, File: Immediate Past President E.G. MacGill, “The Development of the Canadian Federation of Business and Professional Women’s Clubs from July 1962 to July 1964 Inclusive”, prepared by Miss Elsie Gregory MacGill, President 1962-1964.

⁸⁸ LAC MG28 I 55 Volume 10, File: Immediate Past President E.G. MacGill, The Canadian Federation of Business and Professional Women’s Clubs, June 11, 1965, From EGM Immediate Past President, To Miss Nazla L. Dane, President, report July ’62-July ’63.

⁸⁹ LAC MG28 I 55 Volume 8, File: Executive meeting 1963, Letter to EGM from Elisabeth Feller, Immediate Past President IFBPW, August 29, 1962.

⁹⁰ Charlotte VanDine, “Big Step Forward Convention on Marriage Now Open for Signature”, *The Business and Professional Woman*, Volume XXVIII, No.5, (March-April 1963), 10.

⁹¹ “BPW Congress Restates Its Aims and Objectives at Oslo, Norway”, *The Business and Professional Woman*, Volume XXVII, No. 2 (September-October 1962), 8; LAC MG28 I 55 Volume 11, File: International Federation Committee – Nazla Dane, The CFBPWC, Subject: International Federation Night, February 1963, From: EGM, President, To: The Club Presidents, November 26, 1962.

The 1964 international theme for the celebration was the “Full Development of Human Resources”.

Nazla Dane, "International News", *The Business and Professional Woman*, Volume XXVIII, No. 10, (January-February 1963), 18.

⁹² The 24th IFBPW board meeting took place over four days starting on April 20-24 1964. The theme was "Decade of Opportunity".

LAC MG31-K7 Volume 2, File 4: CFBPWC'C – Circulars 1956-1965: May 15, 1964 – CFBPWC Report on the 24th Meeting of the IFBPW Board of Directors April 1, 20-24, 1964 – Canberra, Australia, Emergency Resolutions submitted by U.N. Committee; Deakin, 85-86; LAC MG28 I 55 Volume 11, File: International Federation Committee – Nazla Dane, Letter from Nazla Dane to Clubmembers attending IFBPW Board Meeting in Canberra, Australia; LAC MG28 I 55 Volume 10, File: Immediate Past President E.G. MacGill. "The Development of the Canadian Federation of Business and Professional Women's Clubs from July 1962 to July 1964 Inclusive", prepared by Miss Elsie Gregory MacGill, President 1962-1964.

⁹³ "External Resolutions", "Engineering Projects (1964-04)", <http://bpw-international.org/about-bpw/library/resolutions> (Accessed June 20, 2012); Deakin, 88.

⁹⁴ LAC MG28 I 55 Volume 11, File: International Federation Committee – Nazla Dane, From Nazla Dane, First Vice-President and Chairman, International Committee, To: Board of Directors, March 15, 1964.

⁹⁵ "External Resolutions", "Training Centres for Women (1964-05)", <http://bpw-international.org/about-bpw/library/resolutions> (Accessed June 20, 2012); LAC MG28 I 55 Volume 11, File: International Federation Committee – Nazla Dane, From Nazla Dane, First Vice-President and Chairman, International Committee, To: Board of Directors, March 15, 1964; LAC MG28 I 55 Volume 17, File: President Elsie MacGill, May 6, 1964, Subject: Report on the 24th Meeting of the IFBPW Board of Directors, April 20-24, 1964, Canberra, Australia, Daily Summary, April 23,

1964, From: EGM, President TO: CFBPWC Board of Directors: Club Presidents.

⁹⁶ Jain, 45.

The Economic and Social Council is the UN body responsible for working towards economic and social development and oversees a number of different bodies such as UNICEF. The CSW was established in 1947 and created as an independent body.

Hilkka Pietilä, *The Unfinished Story of Women and the United Nations, NGLS Development Dossier*, (United Nations: UN Non-Governmental Liaison Service, 2007), 13-14.

⁹⁷ In the IFBPW, emergency resolutions are proposed if they cannot wait for discussion at the next congress of the organization. To meet the UN's deadline, this resolution needed to be passed before the Washington Congress in 1965.

LAC MG28 I 55 Volume 17, File: President – Elsie MacGill – EMERGENCY RESSOLUTIONS submitted by U.N. Committee; “External Resolutions”, “Draft Declaration on the Elimination of Discrimination Against Women (1964-EM2”, <http://bpw-international.org/about-bpw/library/resolutions> (Accessed June 20, 2012).

⁹⁸ Jain, 46-47.

⁹⁹ This request was prompted by the fact that the CSW did not meet in 1964.

LAC MG31-K7 Volume 2, File 4: CFBPWC'C – Circulars 1956-1965: May 15, 1964 – CFBPWC Report on the 24th Meeting of the IFBPW Board of Directors April 1, 20-24, 1964 – Canberra, Australia, Emergency Resolutions submitted by U.N. Committee.

The IFBPW continued to monitor the progress of the declaration and advanced additional resolutions related to the evolution of the

draft and then promotion of the final version.

“External Resolutions”, “Declaration of Elimination of Discrimination Against Women (1967-03)” <http://bpw-international.org/about-bpw/library/resolutions> (Accessed June 20, 2012); “External Resolutions”, “The Declaration on the Elimination of Discrimination Against Women (1971-11)”, <http://bpw-international.org/about-bpw/library/resolutions> (Accessed June 20, 2012).

The declaration was adopted in 1967. The next step was to create a formal convention. Ten years after the creation of the declaration the work started on the convention. It was not until 1979 that the Convention on the Elimination of All Forms of Discrimination Against Women was adopted by the General Assembly of the UN. This step bound each member state to implement the Convention upon ratification.

Hilkka Pietilä, *The Unfinished Story of Women and the United Nations*, (New York: The United Nations, 2007), 27-29.

¹⁰⁰ Louise Milliken from the Ottawa Club was the driving force behind the resolutions index.

LAC MG31-K7 Volume 7, File 15: Index to Resolutions Adopted at Conventions, 1930, 1978.

¹⁰¹ Elsie Gregory MacGill, “A Challenge to the Soul, Miranda?”, *The Business and Professional Woman*, Volume XXVIII, Number 12, (May-June, 1964), 2.

¹⁰² Kirkland Casgrain focused her attention on the new laws within Québec which changed the legal status of married women and increased their independence.

Charlotte VanDine, “Quebec’s Bill 16 means New Deal for Married Women”, *The Business and Professional Woman*, Volume XXVII, No. 11, (March-April 1964), 3.

¹⁰³ LAC MG31-K7 Volume 2, File 10: CFBPWC Speech by Judy LaMarsh – 1964.

¹⁰⁴ “Resolutions Approved at the National Convention of The Canadian Federation of Business and Professional Women’s Clubs, Ottawa, July 12-16, 1964”, *The Business and Professional Woman*, Volume XXIX, No. 1 (July-August 1964), 7-8.

¹⁰⁵ She served as the Chair of two committees: one addressing resolutions, by-laws and regulations revision and the other reviewing the CFBPWC Handbook.

LAC MG31-K7 Volume 16, File 3: Biographical Notes and Curriculum Vitae 1967-1979.

¹⁰⁶ Forbes, 97.

¹⁰⁷ LAC MG28 I 55 Volume 19, File: Provincial President Ontario, The OBPWC Conference Minutes of the 20th Annual Conference, April 22-24, 1966.

¹⁰⁸ Ibid., 9; “Hope to boost club’s rolls by education plan”, *Globe and Mail*, April 25, 1966.

¹⁰⁹ Elsie offered insights and expertise for the aviation courses, along with journals and books from her personal library. Her actions were commemorated after her death by the Organization for Rehabilitation Through Training (ORT) with its Centennial Medal recognizing her “outstanding contributions to the field of vocational and technical education”.

LAC MG31-K7 Volume 22, File 11: Organization For Rehabilitation Through Training (ORT): Correspondence and Newsletters, 1980-1981; “ORT Centennial Medal presented to 12 leaders in technical education” *Canadian ORT Reporter* Volume 11 Number 17, (Spring 1981).

Seneca College was established in 1966 and started its first academic year in 1967.

“Seneca: History”, www.senecac.on.ca/about/history.html
(Accessed January 27, 2013).

¹¹⁰ Elsie’s travels led her outside of Ontario regularly.

LAC MG28 I 55 Volume 4 File: Editor. 1964-1966 Isabel MacMillan, “ELSIE MACGILL in NOVA SCOTIA”, *The Business and Professional Woman*, July-August, 1965, 12.

¹¹¹ As Susan Hoecker-Drysdale notes, Helen Jr. struggled not only with her feminist identity, but also as a professional who felt she had missed the opportunity to become a full academic sociologist in her own right apart from her husband.

Susan Hoeker-Drysdale, “Sociologists in the Vineyard: The Careers of Helen MacGill Hughes and Everett Cherrington Hughes”, In *Creative Couples in the Sciences*, eds. Helena M. Pycior, Nancy G. Slack, and Prina G. Abir-am, (New Brunswick, NJ: Rutgers University Press, 1996), 225-230.

¹¹² Hughes, 74.

The Occupation Perspective was a local event that focused on attracting women within commuting range of Montreal. There was no intention to compete with TBPWC’s Arts of Management Course, in fact, enrolment was limited to 40 participants.

LAC MG28 I 55 Volume 12, File: Leadership Training 1961-1964. Letter to Miss Ruth Adams, Chairman Ad Hoc Committee on Management Training CFBPWC from Mrs. Phyllis Hardy, Co-ordination, “Occupation Perspective”.

¹¹³ Hughes’ meaning of authority was: “As a sociologist sees authority, it is an attribute of position in the community; it belongs with a certain status. Status and authority are universal. [. . .] In

modern industrial society . . . we gain our status from the social CLASS to which we belong. Social class is not based simply on occupation, but one's occupation is probably the most decisive element in it". Other aspects she addressed included gender and the various institutions one chooses to participate in, noting that the context influences who has what status and authority.

LAC MG31-K7 Volume 2, File 13: CFBPW'C Speech by Dr. Helen Hughes – 1965, 1-2, 9.

¹¹⁴ LAC MG31-K7 Volume 2, File 3: CFBPW'C – Correspondence, 1957, 1963-65 – Summary of MTL Second Seminar of Occupations Perspectives, 3; Elsie Gregory MacGill, "The Woman Boss", *The Business and Professional Woman*, Volume XXIX, No. 5, (March-April 1965), 3-4.

¹¹⁵ Despite her earlier suggestions to have someone take her place, Elsie was nominated and did attend.

LAC MG28 I 55 Volume 11, File: International Committee – Nazla Dane, Letter from EGM to Miss Louise Card, June 23, 1965; LAC MG28 I 55 Volume 11, File: International Federation 1964-1966, Letter EGM, Immediate Past President to Miss Louise Card, First Vice-President, Chairman International Federation Committee, RE: Delegates to IFBPW Congress 1965, June 24, 1965.

¹¹⁶ Elsie Gregory MacGill, "What is the World of a Woman", *The Business and Professional Woman*, Volume XXVII, No. 9, (November-December 1963), 1.

FOOTNOTES
CHAPTER 8

¹ LAC MG3I-K7 Volume 5, File 25: Appointment to Royal Commission: Correspondence and Memorandum. Untitled Personal Note, March 1967.

² In 1961, President Kennedy established The President's Commission on the Status of Women, which subsequently reported its findings in a report entitled *American Women* in 1963. The United Nations Status of Women Commission called for public inquiries in member nations, and by 1968 more than twenty countries had established public bodies to assess the status of women.

The Report of the President's Commission on the Status of Women, *American Women*, (Washington, D.C.: U.S. Government Printing Office, 1963); LAC MG3I-K7 Volume 24, File 3: United Nations: Publications and the Status of Women [30 January 1968] Twenty-first Session, Item 6 (a) of the provisional agenda – National Commissions on the Status of Women – Report of the Secretary General; Wendy Robbins, Meg Luxton, Magrit Eichler and Francine Descarries, *Minds of Our Own: Inventing Feminist Scholarship and Women's Studies in Canada and Québec, 1966-1976*, (Wilfrid Laurier University Press, 2008), 12; See also Chapter 7.

³ Other social movements at this time included movement such as the American Civil Rights Movement, the anti-war movement and also the student movement. Similar movements rose up around the world.

Joan Sangster, *Transforming Labour: Women and Work in Postwar Canada*, (Toronto: University of Toronto Press, 2010), 258.

⁴ The rise of these new groups coupled with the existing organizations increased activism by women throughout the Western World and has been commonly referred to as “second wave” feminism.

Jill Vickers, “The Intellectual Origins of the Women’s Movement in Canada”, in *Challenging Times*, Constance Backhouse and David H. Flaherty eds. (Montreal: McGill-Queen’s University Press, 1992), 40, 52-54.

⁵ Doris Anderson, then editor of *Chatelaine*, also ensured that the demands for a commission stayed in the public eye.

Nancy Adamson et al., *Feminist Organizing for Change: The Contemporary Women’s Movement in Canada*, (Toronto: Oxford University Press, 1988), 51; Micheline Dumont, *Féminisme à la Québécoise*, Trans. By Nicole Kennedy, (Ottawa: Feminist Historical Society/Société d’histoire féministe), 100-101, 104-108.

⁶ Quoted in Cerise Morris, “Determination and Thoroughness’ The Movement for a Royal Commission on the Status of Women in Canada”, *Atlantis*, Volume 5, Number 2, (Spring 1980), 14-15. See also: Laura Sabia, ‘Fiercely Feminist’, in *A Fair Shake: Autobiographical Essays by McGill Women*, Margaret Gillett and Kay Sibbald eds., (Montréal: Eden Press, 1984), 373.

⁷ Morris, “Determination and Thoroughness”, 14-15.

⁸ Government of Canada, *The Report of the Royal Commission on*

the Status of Women in Canada, (Ottawa: Crown Copyrights, 1970), vii.

⁹ Elsie had previously met Anne Francis in 1957 who had been an invited speaker at an Ontario BPW conference during Elsie's tenure as president.

Judy LaMarsh, *Judy LaMarsh: Memoirs of a Bird in a Gilded Cage*, 133; LAC MG28 I 55 Volume 36, File: 1958 Correspondence, REPORT Presented to the 16th Biennial Convention of the CFBPWCs at Edmonton, July 8-11, 1958 by EGM, 1956-1958 President of the BPWC of Ontario, April 2, 1958, 5.

¹⁰ Elizabeth Renzetti, "Feminist and the farm: Lola Lange left her mark on royal commission", *The Globe and Mail*, January 27, 2014. Available at: www.theglobeandmail.com/news/politics/lola-lange-left-her-mark-on-royal-commission-on-the-status-of-women/article16536540/ (Accessed April 21, 2014).

¹¹ For more information see: Gouvernement du Québec, *Rapport Parent: Rapport de la Commission royale d'enquête sur l'enseignement dans la province du Québec*, (Ronalds-Federated Limited, 1966).

¹² LaMarsh, 316-17.

¹³ Morris, "No More Than Simple Justice: The Royal Commission on the Status of Women and Social Change in Canada", Doctoral Dissertation, (Montreal: McGill University, 1982), 150.

¹⁴ Scholar and political scientist Naomi Black also points out that her appointment bore "regional significance" as she heralded originally from British Columbia.

Naomi Black, "The Canadian Women's Movement: The Second Wave". In *Changing Patterns: Women in Canada*. eds. Sandra Burt et. al., (Toronto: McClelland & Stewart Inc., 1993), 160; LaMarsh, 316; Jane Arscott, "More Women": The RCSW

and Political Representation, 1970” In *Women and Political Representation in Canada*, Manon Tremblay and Caroline Andrew eds. (Ottawa: Ottawa University Press, 1998), 152-153.

¹⁵ LAC MG31-K7 Volume 14, File 4: Some Results of Anticipated Increases in the Speed of Commercial Air Transport on Canadian Transportation Systems & Industry of the Next Quarter Century: Report + Correspondence, 1956.

On May 8, 1963 Elsie led the Canadian Federation’s delegation which presented a brief to the Carter Commission.

LAC MG31-K7 Volume 16, File 3: Biographical Notes and Curriculum Vitae 1967-1979.

¹⁶ LAC MG31-K7 Volume 21, File 10: Miscellaneous Speeches by E.G. MacGill, 1936-1977. “What do you have to say about the status of women in Canada?” Speech to the Twelfth Annual Seminar of the Toronto Charter Branch of The Association of Administrative Assistants, at Hart House, the University of Toronto, March 2, 1968, 3.

¹⁷ LAC MG31-K7 Volume 5, File 25: Appointment to Royal Commission: Correspondence and Memorandum. Untitled Personal Note, March 1967.

¹⁸ LAC MG31-K7 Volume 21, File 10: Miscellaneous Speeches by E.G. MacGill 1936, 1977. Address to the CFBPWC in Victoria, British Columbia, “Why a Canadian Royal Commission on the Status of Women?” Monday, December 4, 1967, 2.

¹⁹ *Ibid.*, 4.

²⁰ Hughes recommended that the RCSW take into consideration various important societal aspects. For instance, he advocated that social change should allow for individual advancement based on merit. He also noted that existing tensions caused by overlapping racial, religious and age barriers should be considered when

assessing sex discrimination.

LAC MG31-K7 Volume 5, File 25: Appointment to Royal Commission: Correspondence & Memorandum, 1967. Letter to EGM from Helen and Everett Hughes.

²¹ Scholars have noted the dearth of feminist scholarship during this period.

Wendy Robbins, Meg Luxton, Magrit Eichler and Francine Descarries, *Minds of Our Own: Inventing Feminist Scholarship and Women's Studies in Canada and Québec, 1966-1976*, (Wilfrid Laurier University Press, 2008), 1.

²² To do this they organized and supported research programs and special studies. For a full list of all the studies the Commission received see: Government of Canada, *The Report of the Royal Commission on the Status of Women in Canada*, (Ottawa, Crown Copyrights, 1970), 454-455.

²³ LAC MG31-K7 Volume 21, File 11: Miscellaneous Speeches and Notes, n.d., LEGALIST FEMINISM IN CANADA, by Elsie Gregory MacGill, At the Conference on The Canadian Women's Movement held at Stong College, York University, Downsview, Ontario, Saturday, October 1, 1977, 10 A.M., 5.

²⁴ Elsie employed numerous internal memos to get her ideas out to the other Commissioners, and these were repeatedly referred to in meetings. Elsie's desire for tight timelines may also have been influenced by her own personal circumstances. Despite her enthusiasm, she later acknowledged that the Royal Commission took significant time that interfered with her engineering work.

LAC MG31-K7 Volume 6, File 3: Memoranda and Reports Concerning Various Chapters 1967-1969. Letter from EGM to the Commissioners: Subject: Comments on the Inquiry, the Commissions Terms of Reference (Feb. 16, 1967) and the Operation of the Commission, March 11, 1967; Chapter 9.

²⁵ This issue was not new to Elsie. The Canadian Federation, and Elsie during her presidency, routinely advocated for an increase in numbers of women within the Senate, especially after the first woman, Senator Cairine Wilson appointed in 1930.

LAC MG28I55 Volume 35, 1956 Convention, File: No Title, Minutes of Post Convention Board Meeting, July 15, 1956, Employment Conditions Report 15-19; LAC MG28 I 55 Volume 61, File: International Federation Committee Miss Elsie Gregory MacGill July 1961-1962, Letter to Una MacLean Evans from EGM, February 20, 1962.

²⁶ LAC MG31-K7 Volume 5, File 21: 62nd Meeting of Commission: Minutes July 29-31, 1970.

²⁷ LAC MG31-K7 Volume 4, File 16: 27th Meeting of the Commission: Minutes August 11-14, 1969, 1-2.

²⁸ The third principle also addressed the need for special treatment, but in the context of motherhood, thus requiring permanent adaptation. Overall the four principles provided a framework with which to assess women's status within Canada.

Government of Canada, *Report of the Royal Commission on the Status of Women in Canada*, xii.

The idea of change through legislative means was supported by the Canadian Federation's brief:

“This brief is primarily concerned with an examination of the law where disability and hence inequality persists and of the legislation which has been enacted to offset the effects of the inequality. In the long run, if every woman were a person before the law, just as a man is now, she would struggle to a status of equality with men. However, in the short run, and in the practicalities of social life, we must recommend legislation to ensure to a woman protection while she attains the place where she can take the lead in removing her disabilities from the statute books. Give women equal

opportunity and they themselves will achieve equal status”
LAC RG 33/89 Volume 12, C-4879, Royal Commission on the
Status of Women – Submission, CFBPWC brief submitted to
Mrs. John Bird, Chairman, From Louise Card, National President
CFBPWC, 3.

²⁹ Jane Arscott, “‘More Women’: The RCSW and Political
Representation, 1970” in *Women and Political Representation in
Canada*, Manon Tremblay and Caroline Andrew eds. (Ottawa:
University of Ottawa Press, 1998), 152-156.

The final recommendation regarding increasing women’s numbers
in the Canadian Senate read: “138. We recommend that two
qualified women from each province be summoned to the Senate
as seats become vacant, and that women continue to be summoned
until a more equitable membership is achieved”.

Government of Canada, *Report of the Royal Commission on the
Status of Women in Canada*, 414.

³⁰ See Chapter 6.

³¹ More specifically he noted: “Senators should be appointed by
reference to their qualifications as individuals, having in mind
of course the geographical factors which cannot be ignored in a
federation like Canada”.

John Humphrey, “Minority Report: Commissioner John
Humphrey”, in *The Royal Commission on the Status of Women
Report*, (Ottawa, Crown Copyrights, 1970), 448.

³² LAC MG31-K7 Volume 3, File 5: Fourth Meeting of
Commission: Miscellaneous Reports and Memoranda 1967-
1968, Memo to Commissioners from EGM, August 17, 1967 RE:
“Change, Communication, the Future and most important of all
the status of women to succeed us”, July 23, 1967.

³³ LAC MG31-K7 Volume 3, File 3: The Third Meeting on the Commission Minutes Reports and Submissions – 24-26 May 1967, 7.

³⁴ LAC MG31-K7 Volume 3, File 6: Fifth Meeting of Commission, Reports and Submissions (Part I) – 1-3 November 1967, Appendix V Courtship and Marriage Patterns in Canadian Youth a Study of Activities and Expectations: A Research Proposal Submitted by Charles W. Hobart, 11.

³⁵ LAC MG31-K7 Volume 3, File 9: Sixth Meeting of Commission Minutes, Reports and Submissions – 13-14 December 1967.

³⁶ LAC MG31-K7 Volume 3, File 10: Seventh Meeting of Commission, Reports and Submissions – 15-16 February 1968. James H. Andersen, “Using Career Guidance Films”, *SWE Newsletter*, (October 1967), 2.

³⁷ *Ibid.*

³⁸ LAC MG31-K7 Volume 3, File 6: Fifth Meeting of Commission Minutes, Reports and Submission (Part I) – 1-3 November, 1967.

³⁹ *Ibid.*

⁴⁰ LAC MG31-K7 Volume 3, File 9: Sixth Meeting of Commission Minutes, Reports and Submissions, December 13-14, 1967. Annex D, “Framework of Research”, 2.

⁴¹ LAC MG31-K7 Volume 6, File 3: Miscellaneous Notes Memoranda & Reports Concerning Various Chapters, 1957-1969. Memoranda to The Commissioners and the Management Team from EGM, Subject: Commissioners’ Limitations on Final Recommendation, January 17, 1968.

⁴² *Ibid.*

⁴³ LAC MG31-K7 Volume 4, File 2: Thirteenth Meeting of the

Commission – Includes Minutes from 8th to 12th Meetings, 26-27 September, 1968.

For a study of the large range of voices received by the commission see Joan Sangster's study of the letters submitted to the RCSW: Joan Sangster, "CHR Forum: Invoking Experience as Evidence", *The Canadian Historical Review*, 92, 1 (March 2011), 137; Joan Sangster, *Transforming Labour*, 239.

⁴⁴ LAC MG31-K7 Volume 3, File 3: Third Meeting of Commission Minutes, Reports and Submissions – 24-26 May 1967.

⁴⁵ Government of Canada, *The Report of the Royal Commission on the Status of Women in Canada*, vii-viii.

⁴⁶ Bird, "Reminiscences of the Commission Chair", in *Women and the Canadian State/Les femmes et l'état canadien*, eds. Caroline Andrew and Sandra Rodgers, (Montreal & Kingston: McGill-Queen's Press, 1997), 188; Wendy Robbins, Meg Luxton, Magrit Eichler and Francine Descarries, *Minds of Our Own: Inventing Feminist Scholarship and Women's Studies in Canada and Québec, 1966-1976*, (Wilfrid Laurier University Press, 2008), 18.

⁴⁷ Monique Bégin, "The Royal Commission on the Status of Women: Twenty Years Later." in *Challenging Times: The Women's Movement in Canada and the United States*. eds. Constance Backhouse and David H. Flaherty, (Montreal: McGill-Queen's University Press, 1992), 33.

⁴⁸ LAC MG31-K7 Volume 21, File 9: Miscellaneous Speeches by E.G. MacGill, 1954-1975, Elsie MacGill, "Equal Opportunities for Women", Opening Talk presented on October 17, 1972 at the Tree-day Teach-In on Women, October 17, 18, 19th held by the University of Manitoba Students' Union at Winnipeg, MB, 9.

⁴⁹ LAC MG31-K7 Volume 9, File 2: Leona Kirkwood, *With a Sense of Purpose: History of the Toronto Business and Professional Women's Club, 1910-1970*, 3.

Another newspaper made the link between mother and daughter awarding Elsie her title previous media had accorded her mother, the “Dogged Doer of Things”.

“Elsie Gets Mother’s Title”, *Winnipeg Free Press*, April 13, 1968.

³⁰ LAC MG31-K7 Volume 21, File 9: “Equal Opportunities for Women”, October 17, 1972.

³¹ Bird, “Reminiscences of the Commission Chair”, 189, 194.

³² For a detailed examination of the press coverage of the Royal Commission on the Status of Women and actual press coverage see: Barbara M. Freeman, *The Satellite Sex: The Media and Women’s Issues in English Canada, 1966-1971*, (Waterloo: Wilfrid Laurier Press, 2001).

CBC Digital Archives, “Equality First: Call for Call for the Bird Commission”, <http://www.cbc.ca/archives/categories/politics/rights-freedoms/equality-first-the-royal-commission-on-the-status-of-women/call-for-the-bird-commission.html>, Medium: Television, Program: CBC Television News, Broadcast Date: February 3, 1967, Guest(s): Florence Bird, Lester B. Pearson, Duration: 2:10, (Accessed November 14, 2012); CBC Digital Archives, “Equality First: Canadian Feminists Fight for Change”,

<http://www.cbc.ca/archives/categories/politics/rights-freedoms/equality-first-the-royal-commission-on-the-status-of-women/canadian-feminists-fight-for-change.html>, Medium: Television, Program: CBC Newsmagazine, Broadcast Date: March 28, 1967, Guest(s): Laura Sabia, Announcer: George McLean, Host: Gordon Donaldson, Duration: 5:03, (Accessed November 13, 2012); CBC Digital Archives, “Equality First: Women in the Labour Force”

<http://www.cbc.ca/archives/categories/politics/rights-freedoms/equality-first-the-royal-commission-on-the-status-of-women/women-in-the-labour-force.html>, Medium: Radio, Program:

Agenda, Broadcast Date, March 9, 1968, Guest(s): Phyllis Poland, Reporter: Marion McCormick, Duration: 4: 42, (Accessed November 14, 2012).

⁵³ LAC MG31-K7 Volume 16, File 1: Letters of Condolence, 1980-1981, Letter to Bill Soulsby from Wendy Lawrence, Ottawa, November 21, 1980.

⁵⁴ LAC MG31-K7 Volume 21 File 11: Miscellaneous Speeches and Notes, n.d., 1960-1970, LEGALIST FEMINISM IN CANADA, by Elsie Gregory MacGill, At the Conference on The Canadian Women's Movement held at Stong College, York University, Downsview, Ontario, Saturday, October 1, 1977, 10 A. M., 1-6.

⁵⁵ LAC MG31-K7 Volume 3, File 8: Fifth Meeting of Commission: Miscellaneous 1967.

A copy of this brochure is contained in Elsie's copy of the *RCSW Report* between pages 136 and 137, see:

LAC MG31-K7 Volume 7, File 1: Status of Women in Canada: Report and Notes, 1970.

See also: LAC MG31-K7 Volume 3, File 10: Seventh Meeting of Commission, Reports and Submission 15-16 February 1968; *The Royal Commission on the Status of Women in Canada*, xi.

⁵⁶ Monique Bégin, "The Royal Commission on the Status of Women: Twenty Years Later", in *Challenging Times: The Women's Movement in Canada and the United States*, Constance Backhouse and David H. Flaherty eds. (Montreal: McGill-Queen's University Press, 1992), 28-29.

Judy Rebick also notes that Elsie was "the only self-proclaimed feminist" when the RCSW was established.

Judy Rebick, *Ten Thousand Roses: The Making of a Feminist Revolution*, (Toronto: Penguin Canada, 2005), 19.

⁵⁷ Nancy Adamson et. al. *Feminist Organizing for Change: The Contemporary Women's Movement in Canada*, (Toronto: Oxford University Press, 1988), 10.

⁵⁸ Interview with Dormer Ellis, July 15, 2006.

⁵⁹ Jacquetta Newman and Linda A. White, *Women, Politics and Public Policy: The Political Struggles of Canadian Women*, (Don Mills: Oxford University Press, 2006), 28-31.

⁶⁰ Adamson, 45-46.

The federal government started reviewing laws related to abortion in 1966, due to demands by the Canadian Medical Association and the Canadian Bar Association, who were concerned about protecting doctors who were already doing abortions. Women and women's organizations did not figure largely into these discussions. As noted by scholar Melissa Haussman:

“Under the new law, abortions had to be performed in qualified hospitals, and the request for the abortion had to be approved by the hospital's Therapeutic Abortion Committee (TAC), comprised of at least three doctors, none of whom could be the one to perform the abortion. The TAC would have to certify that continuing the pregnancy would endanger the life or health of the mother. Physicians found guilty of ‘procuring a miscarriage’ without the requisite TAC approval would be liable to life imprisonment. A woman who did not get TAC approval, yet proceeded to have an abortion elsewhere, could be liable for two years’ imprisonment.”

Melissa Haussman, “Of Rights and Power: Canada's Federal Abortion Policy 1969-1991”, in *Abortion Politics, Women's Movements, and the Democratic State: A Comparative Study of State Feminism*. Dorothy McBride Stetson ed. *Gender and Politics* Series Editor: Karen Beckwith, (New York: Oxford University Press, 2001.), 63-86.

The 1969 changes also allowed access to and information about birth control, and contraceptive devices to be decriminalized. The year before this, a group of Canadian women produced and distributed *The Birth Control Handbook*, a publication that was technically illegal.

Judy Rebick, *Ten Thousand Roses*, 11; Jane Jenson, “Competing Representations: The Politics of Abortion in Canada”, in *Women and the Canadian State/Les femmes et l'état canadien*, eds. Caroline Andrew and Sandra Rodgers, (Montreal & Kingston: McGill-Queen's Press, 1997), 294-6.

⁶¹ “Separate Statement Commissioner Doris Ogilvie”, in *The Royal Commission on the Status of Women in Canada*, (Ottawa: Crown Publishers, 1970), 431.

Commissioner Jacques Henripin also made his own separate statement, where he indicated that the abortion laws were useful, though some improvements should be made (i.e. additional specialists might help make the application of existing laws more efficient).

“Separate Statement Commissioner Jacques Henripin, in *The Royal Commission on the Status of Women in Canada*, (Ottawa: Crown Publishers, 1970), 422-423.

For reference to the actual debate during the Commission itself see: LAC MG31-K7 Volume 4, File 12: 23rd meeting of Commission, Minutes 9-13 June 1969.

⁶² Government of Canada, *The Report of the Royal Commission on the Status of Women*, 412.

⁶³ “Separate Statement Commissioner Elsie Gregory MacGill”, in *The Royal Commission on the Status of Women in Canada*. (Ottawa: Crown Publishers, 1970), 429.

⁶⁴ LAC RG 33/89 Volume 12, Royal Commission on the Status

of Women – Submission, Submission of CFBPWC to Mrs. John Bird, Chairman, From Louise Card, National President CFBPWC, 9.

On June 2, 1968, five members of the Canadian Federation, including Louise Card, Margaret Price, Margaret Ashdown, Donna Haley and Margaret Hyndman, presented their brief to the Royal Commission in Toronto.

Forbes, 101.

⁶⁵ Haussman, 70.

⁶⁶ The Catholic Women’s League decided to leave NAC over the issue.

Kay Macpherson, *When in Doubt Do Both: The Times of My Life*, (Toronto: University of Toronto Press, 1994), 155.

In September 1975, the Federal Government created the Committee on the Operation of the Abortion Law or the Badgley Commission after its Chairperson Robin F. Badgley. The terms of reference asked the Commissioners “to conduct a study to determine whether the procedure provided in the Criminal Code for obtaining therapeutic abortions is operating equitably across Canada”. The Commission’s 1977 report noted that access to abortion was not uniform across the country. In fact, it was hindered by differing legal interpretations and by individual doctors who refused to comply with requests.

Government of Canada, *Report of the Committee on the Operation of the Abortion Law*, (Ottawa: Minister of Supply and Services Canada 1977), 3, 17-20.

⁶⁷ Elsie also wrote to Honourable John Napier Turner expressing her support when he publicly noted that abortion should be removed from the Criminal Code.

LAC MG31-K7 Volume 21, File 4: Miscellaneous Correspondence
Re: Government Department, 1971-1980, Letter to The
Honourable John Napier Turner, Minister of Finance, Parliament
Buildings Ottawa, RE: Repeal of abortion section of the Criminal
Code, March 22, 1975.

⁶⁸ LAC MG31-K7 Volume 17, File 7: Abortion: Newsletters,
Reports etc. 1969-1980.

⁶⁹ Rebick, 157.

⁷⁰ This recommendation was also in line with the views of the
IFBPW, who had passed a resolution concerning textbooks
during their 1965 congress in Sweden. Due to her prominent role
in the CFBPW, especially in the 1960s, Elsie would have been
aware of this resolution and would have been able to speak to the
importance of this from a Canadian and international perspective.

Phyllis A. Deakin, *The History of The International Federation of
Business and Professional Women: Volume 1, 1930-1968*, Second
Edition, (London: International Federation of Business and
Professional Women, 1996), 93.

⁷¹ LAC MG31-K7 Volume 6, File 14: Speeches Given by MacGill
Concerning the RCSW 1963-1975. "Equal Opportunities for
Women", by Elsie Gregory MacGill, P.Eng., Keynote address at the
1971 Provincial Convention of the Manitoba Women's Institutes
on Tuesday, June 8, 1971 at 1:45 p.m. at Tache Hall Auditorium the
University of Manitoba, Winnipeg, Manitoba, 12.

⁷² Government of Canada, *Report of the Royal Commission on the
Status of Women in Canada*, 404-405.

⁷³ LAC MG31-K7 Volume 6, File 14: Speeches Given by MacGill
Concerning the RCSW, 1963-1975. "Equal Opportunities for
Women" 1971, Keynote address at the 1971 Provincial Convention
of the Manitoba Institutes on Tuesday, June 8, 1971 at Tache Hall
Auditorium of the University of Manitoba, Winnipeg, Manitoba, 16.

⁷⁴ As demonstrated with her ideas about women's representation in the Senate, these ideas were not limited to the labour force, as she ultimately wanted "to stabilize the position of working women, and women generally, not only in labour and management circles, but in all aspects of Canadian society".

LAC MG31-K7 Volume 4, File 11: 22nd Meeting of Commission: Minutes – 28-29 May 1969. Memo by Elsie Gregory MacGill to Monique Bégin, Executive Secretary, The Commissioners and The Management Team, "Some Reasons for Recommending Preferential Treatment for Women in Order to Ensure for Them Equal Opportunities with Men in All Aspects of Canadian Society", May 21, 1969, 3.

Elsie's memo addressed women in law, society, employment, education, politics and in general situations overall.

Her fellow Commissioner's reviewed the document as she suggested and noted: "The First three paragraphs were discussed and it was agreed that the principle as presented would be applied when needed, though not expressed formally in the report. Each problem under consideration would be treated individually and whenever possible, "promotion pilot programmes" would be recommended in the light of the principle set forth".

⁷⁵ LAC MG31-K7 Volume 4, File 11: 22nd Meeting of Commission: Minutes – 28-29 May 1969. Memo by Elsie Gregory MacGill to Monique Bégin, Executive Secretary, The Commissioners and The Management Team, "Some Reasons for Recommending Preferential Treatment for Women in Order to Ensure for Them Equal Opportunities with Men in All Aspects of Canadian Society", May 21, 1969, 1.

⁷⁶ LAC RG33/89 Volume 12, Royal Commission on the Status of Women – Submission, CFBPWC Brief submitted to Mrs. John Bird, Chairman, From Louise Card, National President CFBPWC, 19.

⁷⁷ Elsie continued this argument when advocating for women in science and engineering. Today we refer to this idea as obtaining a critical mass of women.

⁷⁸ Government of Canada, *The Report of the Royal Commission on The Status of Women*, 183-184, 405.

⁷⁹ *Ibid.*, 183, 405.

⁸⁰ Interview with Ann Soulsby, August 7, 2006.

⁸¹ The Canadian Federation supported taxation reform from the 1940s onwards.

Forbes, 94, 138. See also: “The ‘New Look’ Years 1960-67”, *The Business and Professional Woman*, Special Centennial Issue, (July-August, 1967), 36-37; Canada, Royal Commission on Taxation, (Ottawa: Royal Commission on Taxation, 1967).

⁸² Government of Canada, *The Report of the Royal Commission on The Status of Women in Canada*, 298-307, 413, 429.

⁸³ “Separate Statement Commissioner Elsie Gregory MacGill”, in *The Royal Commission on the Status of Women in Canada*. (Ottawa: Crown Publishers, 1970), 429.

⁸⁴ Elsie further clarified her points in a memo to the other Commissioners on April 12, 1969.

LAC MG31-K7 Volume 7, File 3: Taxation: Reports, Memoranda, Studies and Draft Chapters, 1967-1969, Memo To: M.Begin, Executive Secretary, The Commissioners, The Management Team, FROM: E.G. MacGill, Commissioner, SUBJECT: Amendments to the current federal Income Tax Act, April 12, 1969; LAC MG31-K7 Volume 7, File 3: Taxation: Reports, Memoranda, Studies and Draft Chapters, 1967-1969, Memo TO: M. Begin, Executive Secretary, The Commissioners, The Management Team FROM E.G. MacGill, Commissioner September 1969, “My comments and

recommendations re 2nd draft (51 pages) dated September 1969 – POVERTY – Chapter VI – FINAL REPORT; Memo TO: M. Bégin, Executive Secretary, The Commissioners, The Management Team FROM: E.G. MacGill, Commissioner, October 13, 1969 SUBJECT: Individual unit vs. Family Unit of Income Taxation: FAMILY GROUP, CHAPTER V – FINAL REPORT.

⁸⁵ LAC MG31-K7 Volume 4, File 8: Nineteenth Meeting of Commission – Minutes – 2-3 April 1969.

⁸⁶ LAC MG31-K7 Volume 4, File 12: 23rd Meeting of Commission: Minutes – 9-13 June 1969.

⁸⁷ LAC MG31-K7 Volume 4, File 2: Thirteenth Meeting of the Commission – Includes Minutes from the 8th – 12th Meetings, 26-27 September 1968.

⁸⁸ Elsie would have been familiar with the critical path approach to organizing a complex project as it was increasingly used to organize engineering projects and was featured in the pages of the *Engineering Journal* in 1966.

C.F. Gagahan, “Critical Path Method as Applied to Expo ‘67”, *Engineering Journal*, Volume 49, Number 11, (November 1966), 22-25.

The RCSW staff included: Monique Bégin, Dorothy Cadwell (who had worked closely with Elsie in organizing the CFBPWC national convention in 1964 in Ottawa, Ontario as a member of the Ottawa Club), Monique Coupal, Dr. Grace Maynard, Jean Fenton, Helen Wilson and Doris Shakleton.

Bird, 265-267; Florence Bird, “Reminiscences of the Commission Chair”, in *Women and the Canadian State/Les femmes et l'état canadien*, eds. Caroline Andrew and Sandra Rodgers, (Montreal & Kingston: McGill-Queen's Press, 1997), 186.

LAC MG31-K7 Volume 3, File 5: Fourth Meeting of Commission: Miscellaneous Reports and Memoranda 1967-1968; LAC MG31-K7

Volume 5, File 30: Critical Path Network for the Commission.

⁸⁹ LAC MG31-K7 Volume 16, File 1: Letters of Condolence, 1980-1981, Letter to Mr. Soulsby from Monique Bégin, Minister of National Health and Welfare, December 16, 1980.

⁹⁰ LAC MG31-K7 Volume 3, File 10: Seventh Meeting of Commission, Reports and Submissions – 15-16 February 1968.

⁹¹ LAC MG31-K7 Volume 6, File 14: Speeches Given by MacGill Concerning the RCSW 1963-1975 – “Changing the Status of Women in Canada”, an address to the annual International Women’s Day Luncheon of the Pioneer Women’s Organization of Montreal – Wednesday, March 6, 1968, 6.

⁹² Bird, 265; Judith Cummings, “The Report of the Royal Commission on the Status of Women: A Liberal Feminist Analysis”, Masters Thesis. (Ottawa: Carleton University, 1991), 55.

⁹³ LAC MG31-K7 Volume 16, File 1: Letters of Condolence, 1980-1981, Letter from Florence Bird, Senator, to Bill Soulsby, November 7, 1980.

⁹⁴ Government of Canada, *Report of the Royal Commission on the Status of Women*, 387.

FOOTNOTES
CHAPTER 9

¹ LAC MG3I-K7 Volume 6, File 14: Speeches Given by MacGill Concerning the RCSW, 1963-1975, “Equal Opportunities for Women”, by Elsie Gregory MacGill, P.Eng., Opening Talk presented on October 17, 1972 at Three-Day Teach-In on Women, October 17, 18, 19th held by the University of Manitoba Students Union, at Winnipeg, Manitoba, 28.

² LAC MG3I-K7 Volume 2I, File 9: Miscellaneous Speeches by E.G. MacGill, 1954-1975, “Equal Opportunities for Women”, Opening Talk presented at the Three-Day Teach-In on Women, October 17, 18, 19 at the University of Manitoba Students’ Union, Winnipeg, Manitoba, October 17, 1972, 12.

Many critics of the *RCSW Report* agreed with this point of view. Joan Sangster argues that the internal workings of the RCSW staff and its researchers facilitated conservative results.

Joan Sangster, *Transforming Labour: Women and Work in Postwar Canada*, (Toronto: University of Toronto Press, 2010), 265.

³ Originally quoted in Monique Bégin, “The Royal Commission on the Status of Women in Canada: Twenty Years Later”, 22.

⁴ Government of Canada, *Report of the Royal Commission on the Status of Women in Canada*, (Ottawa: Crown Copyrights, 1970).

⁵ LAC MG31-K7 Volume 21, File 18: Ogilvie, Doris: Correspondence: 1967-1978; LAC MG31-K7 Volume 20, File 10: Lange, Lola: Correspondence; LAC MG31-K7 Volume 20, File 11: Jeanne Lapointe Correspondence.

⁶ As Doris Ogilvie wrote to Elsie, “If there are any special little things you say that you like be sure to tell me. I feel my speeches don’t have enough sparkle.”

LAC MG31-K7 Volume 21, File 18: Ogilvie, Doris: Correspondence: 1967-1978, Letter to EGM from Doris Ogilvie, received by EGM, May 2, 1971.

⁷ LAC MG31-K7 Volume 21, File 9: Miscellaneous Speeches by E.G.MacGill, 1954-1975. Speech at the Special Conference on Women’s Rights sponsored by the B.C. Federation of Labour and held at the Georgia Hotel, 13-14 November 1971, 10.

The Special Conference on Women’s Rights had other prominent speakers including Grace Hartman, the National Secretary-Treasurer of the Canadian Union of Public Employees.

LAC MG31-K7 Volume 18, File 5: B.C. Federation of Labour Conference on Women’s Rights: Address by G. Hartman 1971, Report of the B.C. Federation of Labour, Special Committee on Women’s Rights.

Elsie maintained contact with Grace Hartman under the auspices of the NAC. As the women’s movement grew in the 1960s and 1970s the unions became more important in advancing a feminist agenda. Joan Sangster notes, however, that at the time of the RCSW, except for the submission of briefs, unions were largely unrepresented.

Judy Rebick, *Ten Thousand Roses: The Making of a Feminist*

Revolution, (Toronto: Penguin Books, 2005); Sangster, *Transforming Labour*, 233-268.

⁸ LAC MG31-K7 Volume 20, File 10: Lange, Lola: Correspondence, Letter to Lola Lange from EGM, April 6, 1971.

⁹ As she had when Canadian Federation business required western travel, Elsie combined the British Columbia conference with a visit to her brother.

LAC MG31-K7 Volume 21, File 18: Ogilvie, Doris: Correspondence, 1967-1978 Letter to Doris Ogilvie from EGM, December 16, 1971.

¹⁰ The Commissioners not only sent their copies across the country, but internationally as well.

LAC MG31-K7 Volume 5, File 32: Distribution List for Copies of Report, n.d., 1970-

Seeing a role for all sectors of society, Elsie always ensured she had copies of the report available to sell with her each time she spoke.

LAC MG31-K7 Volume 18, File 2: Letter to Isabel MacMillan, Editor, B&PW Woman From EGM, January 16, 1971; LAC MG31-K7 Volume 7, File 1: Status of Women in Canada: Report and Notes, 1970.

¹¹ LAC MG31-K7 Volume 20, File 10: Lange, Lola: Correspondence. Letter to EGM from Lola Lange, December 13, 1970.

Lola noted that problems with accessing the report continued into 1971 in Lethbridge, Alberta.

LAC MG31-K7 Volume 20, File 10: Lange, Lola: Correspondence, Letter to EGM from Lola Lange, March 22, 1971.

¹² LAC MG31-K7 Volume 20, File 10: Lange, Lola: Correspondence, Letter to EGM from J, [assumed to be Jeanne Lapointe from the context of the letter], March 29, 1971.

¹³ LAC MG31-K7 Volume 7, File 1: Status of Women in Canada: Report and Notes, 1970; LAC MG31-K7 Volume 18, File 2: Letter to Isabel MacMillan, Editor, B&PW Woman From EGM, January 16, 1971; LAC MG31-K7 Volume 7, File 1: Status of Women in Canada: Report and Notes, 1970.

¹⁴ This idea was also captured in an article within the pages of *The Business and Professional Woman* entitled “No more ‘I thinks’ Women’s Position Documented In Status of Women Report”.

“No more ‘I thinks’ Women’s Position Documented In Status of Women Report”, *The Business and Professional Woman*, (March 1971), 3,6, 8.

Elsie also took the time to clarify areas of the report with individual members when required. In one case she explained the difference between giving women equality opportunities, or a chance to try for the same opportunities open to men, versus equality.

LAC MG31-K7 Volume 8, File 21: Miscellaneous Reports, Resolutions and Correspondence, n.d., 1956-1980. Letter to Mrs. Kathleen Marks BPWC of Hamilton from EGM, May 2, 1973.

¹⁵ LAC MG31-K7 Volume 20, File 19: Manitoba Women’s Institute: Correspondence, Letter to June Menzies from EGM January 30, 1971; LAC MG31-K7 Volume 21, File 13: National Council of Women: Correspondence, 1970-1971, Letter to EGM from Charlotte VanDine, President of CFBPWC, February 15, 1971; Letter to Mrs. Gladys Worthington, Chairman, Public Affairs from Charlotte VanDine, April 11, 1971; Letter to Sophie Steadman from Charlotte VanDine, April 11, 1971.

¹⁶ “Status of Women Report Reading Hint: Tackle the Report in Six Easy Steps”, *The Business and Professional Woman*, Volume

XXXII, Number 3, (March 1971), 8.

¹⁷ Elsie spoke to the London Business and Professional Women's Club on April 19, 1972, and the Biennial Convention of the CFBPWC in Toronto, Ontario on July 12, 1972.

LAC MG31-K7 Volume 21, File 11: Miscellaneous Speeches and Notes, n.d., 1960-1970.

¹⁸ Elsie delivered a speech entitled "Equal Opportunities for Women". At the end of the two-day event resolutions of formal support for the *RCSW Report* were passed.

"'Think Big' Paid Off For Status of Women Seminar", *The Business and Professional Woman*, Volume 38, Number 1, (June 1971), 7; LAC MG31-K7 Volume 21, File 11: Miscellaneous Speeches and Notes, n.d., 1960-1970.

¹⁹ LAC MG31-K7 Volume 7, File 4: International Federation of Business and Professional Women – Newsletters 1971, 1979, INTERNATIONAL FEDERATION OF BUSINESS AND PROFESSIONAL WOMEN PRESIDENT'S ADDRESS AND REPORT, 12TH Congress, Edmonton. July 5th to 10th, 1971 by President Patience R. Thoms (Australia), 8; Forbes, 125.

²⁰ Emphasis is Elsie's.

"'Not Good Enough' – Elsie MacGill", *The Business and Professional Woman*, Volume XXXIII, Number 1, (September 1972), 7-8; LAC MG31-K7 Volume 8, File 2: Miscellaneous Reports, Resolutions, and Correspondence, 1963-1980; Verbatim Transcription of Part of the Proceedings of the National Convention of The Canadian Federation of Business and Professional Women's Clubs, Held in Toronto 1972, (APPENDIX VIII), SPECIAL SESSION, WEDNESDAY, JULY 12, 1972, "STATUS OF WOMEN IN CANADA.

²¹ Elsie's concern about progress was reiterated in her address to the students in Manitoba, at a three-day long "Teach-in on women" at the University of Manitoba on October 17, 1972. Echoing ideas of her address to the CFPBWC Convention she noted that the government needed to take action, and could not pick and choose which recommendations it wanted to address; it needed to enact all of them.

LAC MG31-K7 Volume 21, File 11: Miscellaneous Speeches by E.G. MacGill, n.d., 1960-1970. "Equal Opportunities for Women", by EGM, Opening Talk presented on October 17, 1972 at the Three-Day Teach-In on Women, 17-19 October 1972 held by the University of Manitoba Students' Union at Winnipeg, Manitoba.

²² Annual Report of the Public Affairs committee, 1972, Submitted by Gloria A. Crotin, Chairman, Public Affairs Committee, File: Annual Report 1972, Toronto Business and Professional Women's Club fonds, F2085-8-0-1, Archives of Ontario; John C. Munro, *Status of Women in Canada, 1973*, (Ottawa: Information Canada, 1972).

²³ LAC MG31-K7 Volume 21, File 9: Miscellaneous Speeches by E.G. MacGill 1954-1975. "Equal Opportunities for Women", University of Manitoba Students' Union, October 17, 1972, 11.

²⁴ LAC MG31-K7 Volume 21, File 18: Ogilvie, Doris: Correspondence, 1967-1978, Letter to Doris Ogilvie from EGM, February 3, 1973.

²⁵ Ibid.

²⁶ LAC MG31-K7 Volume 21, File 4: Miscellaneous Correspondence re: Government Department, 1971-1980, Letter to EGM from Monique Bégin, October 10, 1974; Monique Bégin, "And I Shan't Be a Saint", in *Our Own Agendas: Autobiographical Essays by Women Associated with McGill University*, eds. Margaret Gillett and Ann Beer. (Montreal & Kingston: McGill-Queen's University Press, 1995), 3-22.

²⁷ LAC MG31-K7 Volume 21, File 4: Letter to The Honourable Donald Macdonald M.P., Member for Rosedale, Re: Government Report on the Status of Women in Canada 1972, June 19, 1972; Freda L. Paltiel, *Status of Women in Canada, 1972: Report*. Ottawa: Office of the Co-ordinator, Status of Women, 1972; LAC MG31-K7 Volume 21, File 4: Letter to EGM from Freda L. Paltiel, Co-ordinator, Status of Women, May 11, 1972.

²⁸ In the preface to the report Munro celebrated the achievements of the government in responding to the RCSW's report while admitting that the work was not yet complete. He noted that the CACSW would continue working towards women's equality in Canada.

John C. Munro, *Status of Women in Canada, 1972: Report*, (Ottawa: Office of the Co-ordinator, Status of Women, 1972).

²⁹ Elsie's was an early voice calling attention to the government's response to feminist infrastructure and the full implementation of the RCSW. Others after her would continue to monitor progress, or lack thereof, and take the government to task for its shortcomings. Later, reflections with the benefit of historical analysis also questioned whether the resulting feminist "machinery" actually fulfilled its intended role.

Canadian Advisory Council of the Status of Women, *10 Years Later: An assessment of the Federal Government's implementation of the recommendations by the Royal Commission on the Status of Women*, (Ottawa: CACSW, 1979); Maureen O'Neil and Sharon Sutherland, "The Machinery of Women's Policy: Implementing the RCSW", in *Women and the Canadian State/Les femmes et l'état canadien*, eds. Caroline Andrew and Sandra Rodgers, (Montreal & Kingston: McGill-Queen's Press, 1997), 210-215.

³⁰ LAC MG31-K7 Volume 21, File 4: Miscellaneous Correspondence Re: Government Department, 1971 – 1980, Letter to The Honourable John C. Munro, Minister Responsible for the Status of Women, from EGM, RE: Status of Women in Canada

1973, February 27, 1974.

Scholars support Elsie's claims by citing the low number of role models in these prominent public positions, which at the time of the tabling of the *RCSW Report* was only 2.1 percent.

Wendy Robbins, Meg Luxton, Magrit Eichler and Francine Descarries, *Minds of Our Own: Inventing Feminist Scholarship and Women's Studies in Canada and Québec, 1966-1976*, (Wilfrid Laurier University Press, 2008), 11.

³¹ LAC MG31-K7 Volume 21, File 4: Miscellaneous Correspondence Re: Government Department, 1971 – 1980, Letter to The Honourable John C. Munro, Minister Responsible for the Status of Women, from EGM, RE: Status of Women in Canada 1973, February 27, 1974.

³² Elsie kept track of the various publications and releases from the CACSW. For more information see: LAC MG31-K7 Volume 10, File 7: Miscellaneous Reports, Fact-Sheets, Correspondence, 1974-1980; Burt 119.

³³ Advisory Council on the Status of Women, *What's been done? A Report by The Advisory Council on the Status of Women*, (Ottawa: Advisory Council on the Status of Women, 1974); LAC MG31-K7 Volume 10, File 6: What's Been Done? – A Report by ACSW on Recommendations of the RCSW, 1974.

³⁴ LAC MG31-K7 Volume 21, File 4: Miscellaneous Correspondence re: Government Department, 1971-1980, Letter to Katie Cooke from EGM, April 30, 1974.

³⁵ LAC MG31-K7 Volume 10, File 1: Position Paper : New Directions for Public Policy: A Position Paper on the On-Parent Family by S.S. Menzies, 1976; Letter to EGM from June Menzies, inserted to above report, June 8, 1976; LAC MG31-K7 Volume 10, File 7: Miscellaneous Reports, Fact-Sheets, Correspondence 1974-1980, Letter to Yvette Rousseau, President ACSW, November

1, 1978; LAC MG31-K7 Volume 7, File 21: Speeches Given by E.G. MacGill to C.F.B.P.W.C. Conferences, 1958-1964, 1975, THE TUESDAY LUNCHEON CLUB: April 1, 1975, 3-4.

³⁶ LAC MG31-K7 Volume 18, File 14: Canadian Federation of University Women: Correspondence, 1971, Letter to EGM from Pauline Schuberts, Programme convenor of the Kingston CFUW, June 22, 1971; LAC MG31-K7 Volume 20 File 10: Lange, Lola: Correspondence, Letter to Lola Lange from EGM, January 20, 1971.

³⁷ LAC MG31-K7 Volume 18, File 19: Chatelaine : Correspondence, 1971, Letter to EGM from Doris Anderson, Editor, Chatelaine, June 8, 1971.

³⁸ LAC MG31-K7 Volume 21, File 18: Ogilvie, Doris: Correspondence, 1967-1978, Letter to Doris Ogilvie from EGM, February 3, 1973.

³⁹ LAC MG31-K7 Volume 19, File 22: Honorary Degrees: University of Toronto, 1973: EGM's letter to her family, February 19, 1973; Interview with Liz Neville, July 15, 2006.

⁴⁰ Lawrence Hill, *Women of Vision: The Story of the Canadian Negro Women's Association, 1951-1976*, (Toronto: Umbrella Press, 1996), 62-63.

⁴¹ The Congress was scheduled April 6-8, 1973 and Elsie had hoped that the Soroptimist Club could support it financially and clerically. It was expected that there would be roughly 200 participants.

LAC MG31-K7 Volume 23, File 13: Soroptimist Clubs: Annual Reports, By-laws and Miscellaneous Reports, 1960-1980, Motion moved by EGM at Soroptimist Club of Toronto, January 16, 1973.

⁴² LAC MG31-K7 Volume 21, File 18: Ogilvie, Doris: Correspondence, 1967-1978, Letter to Doris Ogilvie from EGM, February 3, 1973.

⁴³ LAC MG31-K7 Volume 21, File 5: Miscellaneous Correspondence 1960-1978, Letter to Ms. Catherine Searles from EGM, March 19, 1973; LAC MG31-K7 Volume 21, File 6: Miscellaneous Notes and Memoranda, n.d., 1977, Dinner menu from 1973 National Congress of Black Women, Westbury Hotel, Toronto, Ontario, April 7, 1973.

Rosemary Brown arrived in Canada from Jamaica in 1950 in the pursuit of an undergraduate education at McGill University. For more information on Rosemary Brown see: Rosemary Brown, *Being Brown: A Very Public Life*, (Toronto: Random House, 1989), 1, 21-23.

⁴⁴ LAC MG31-K7 Volume 19, File 22: Honorary Degrees: University of Toronto, 1973: EGM's letter to her family February 19, 1973.

⁴⁵ 165. We recommend that federal, provincial and territorial Human Rights Commissions be set up that would (a) be directly responsible to Parliament, provincial legislatures or territorial councils, (b) have power to investigate the administration of human rights legislation as well as the power to enforce the law by laying charges and prosecuting offenders, (c) include within the organization for a period of seven to 10 years a division dealing specifically with the protection of women's rights, and (d) suggest changes in human rights legislation and promote widespread respect for human rights.

Government of Canada, *The Report of the Royal Commission on the Status of Women*, 418.

⁴⁶ The full delegation included: National President Helen Verdin, Honorary Secretary-Treasurer Dr. Geraldine Farmer, two Vice-Presidents, Barbara Cameron and Margaret Jackson, the Immediate Past President Edna De Sanctis and Elsie. They met with the following ministers: Honourable Ronald Basford, Minister of Justice and Attorney General of Canada, The Honourable Marc Lalonde, The Minister of National Health and

Welfare, The Honourable John Munro, Minister of Labour, The Honourable Monique Bégin, Minister of National Revenue and The Honourable Leonard S. Marchand, Minister of State.

“CFBPWC Delegation Meets Federal Cabinet Ministers On Human Rights Bill C-25”, *The Business and Professional Woman*, Volume XXXV, No. 4, (March-April 1977), 2-4.

Elsie had previously prepared a brief with Cathleen Morrison for the NAC which made recommendations to improve Bill C 72/1975. The CFBPWC supported this brief, and Elsie guided the Toronto Club’s Public Affairs committee discussion on this topic and drafted a resolution regarding Bill C-72 which was then submitted to the CFBPWC.

LAC MG31-K7 Volume 8, File 8: Brief to Human Rights Commission, 1976-1978, Letter to Margaret Jackson, Immediate Past President, c.c. Ann Frith, President, Liz Nevile, Kim Harris, From EGM SUBJECT: 2ND DRAFT OF Brief to Ont Human Rights Commission Hearings; LAC MG31-K7 Volume 7, File 9: Brief to Government of Canada on Canadian Human Rights Act, 1977, SUBMISSION TO THE GOVERNMENT OF CANADA MEETING IN TORONTO, ONTARIO ON FEBRUARY 17, 1977 (REVISED); “House of Commons”, *The Business and Professional Woman*, Volume XXXIV, Number 8, (June 1976), 23; The TBPWC Annual Report, Report of the Public Affairs Committee 1975-1976, Submitted by Jean Horsey, Chairman, Public Affairs Committee, File: Annual Reports 1974-1987, Toronto Business and Professional Women’s Club fonds, F2085-8-0-3, Archives of Ontario; Second Meeting of the Public Affairs Committee, December 3, 1975; Correspondence from Jean Horsey to member of the Public Affairs Committee, February 4, 1976; 7th Meeting of TBPWC Public Affairs Committee, April 21, 1976, Toronto Business and Professional Women’s Club fonds, File: Public Affairs Committee 1975-1976, F2085-6-6-5, Archives of Ontario.

⁴⁷ “Resolutions Supported at CFBPWC Convention”, *The Business and Professional Woman*, Volume XXXVI, Number 1, (September-October 1978), 4.

⁴⁸ As scholars Jacquella Newman and Lina A. White note, “Pay equity establishes that people who work for the same organization in jobs that are different but of equal value to their employers should be paid the same wages. It is different from the concept of ‘equal pay for equal work’, which states that people doing the same job for the same organization should be paid the same wages”.

Jacquella Newman and Lina A. White, *Women, Politics, and Public Policy: The Political Struggles of Canadian Women*, (Toronto: Oxford University Press, 2006), 227.

⁴⁹ LAC MG31-K7 Volume 7, File 22: 26th Convention: Minutes, 1978, 16.

⁵⁰ Newman and White, 227-228.

⁵¹ LAC MG31-K7 Volume 19, File 26: Human Rights: Drafts, Martin Woolley, Advisor, 25 January 1979, Re: Meeting on Canadian Human Rights Pensions and Insurance Regulations; LAC MG31-K7 Volume 8, File 3: Miscellaneous Reports, Resolutions and Correspondence, 1963-1980, Report to Geraldine M. Farmer, First Vice President, CFBPWC from EGM RE: IFBPW Questionnaire on Employment Conditions, December 9, 1978.

⁵² LAC MG31-K7 Volume 22, File 24: Sabia, Laura: Correspondence, 1971. Generic letter to women’s organization presidents, January 6, 1971.

⁵³ Jill Vickers, Pauline Rankin and Christine Appelle, *Politics as if Women Mattered: A Political Analysis of the National Action Committee on the Status of Women*, (Toronto: University of Toronto Press, 1993), 4, 73.

⁵⁴ *Report of “Strategy for Change” Convention of Women in Canada*, Toronto Ontario, 7-9 April 1972, 1-2, 24-25; Wendy Robbins, Meg Luxton, Magrit Eichler and Francine Descarries, *Minds of Our Own: Inventing Feminist Scholarship and Women’s Studies in Canada and Québec, 1966-1976*, (Wilfrid Laurier University Press, 2008), 19-20.

⁵⁵ Vickers et al., 73.

⁵⁶ *Ibid.*, 65-66, 74-76.

⁵⁷ LAC MG31-K7 Volume 21, File 11: Miscellaneous Speeches and notes, n.d., 1960-1970, “The Rationale of Equal Status” by Elsie Gregory MacGill, Keynote Address given Saturday AM, April 8th, at Strategy for Change Conference, organized by the National Committee on the Status of Women in Canada, held at the King Edward Hotel, Toronto on April 7, 8 and 9, 1972, 5.

⁵⁸ *Ibid.*, 7.

⁵⁹ *Ibid.*

⁶⁰ *Ibid.*, 5.

⁶¹ “Laurell Ritchie”, in *Ten Thousand Roses: The Making of a Feminist Revolution*, Judy Rebick, (Toronto: Penguin Canada 2005), 30-31.

Other important union women were present including Grace Hartman, then Secretary-Treasurer of the Canadian Union of Public Employees and Madeleine Parent, co-founder of the Confederation of Canadian Unions.

⁶² Vickers et. al., 185, 211, 243.

Elsie actively took part in the debate and discussion of NAC’s resolutions prior to their approval.

LAC MG31-K7 Volume 10 File #12 NACSW Annual Meeting: Reports and Resolutions, 1978-1980; ANNUAL MEETING – MARCH 17-19, 1978, RESOLUTIONS FROM EQUAL PAY WORKSHOPS MORNING SESSION.

⁶⁵ Phone Interview with Brigid O'Reilly, September 2006.

This legacy continues today as the archival records of NAC are housed in the Canadian Women's Movement Archive (CWMA) located at the University of Ottawa in Ottawa, Ontario.

“NAC/CAN gratefully acknowledge Elsie Gregory MacGill's time and effort in compiling this Index of Policy Recommendations”.

LAC MG31-K7 Volume 10, File 9: NACSW: Index of Policy Recommendations, 1972-1978 INDEX OF POLICY RECOMMENDATIONS, Adopted from 1972 forward THE NATIONAL ACTION COMMITTEE ON THE STATUS OF WOMEN/LE COMITÉ NATIONAL D'ACTION SUR LE STATUT DE LA FEMME, HEAD OFFICE.

⁶⁴ Kay Macpherson, *When in Doubt, Do Both: The Times of My Life*, (Toronto: University of Toronto Press, 1994), 151.

⁶⁵ Ibid., 154-155.

⁶⁶ Vickers et al., 184-186.

⁶⁷ Macpherson, 157.

For more information on milestones in NAC's early development see: Vickers et. al., 12-14.

⁶⁸ LAC MG31-K7 Volume 10, File 12: NATIONAL ACTION COMMITTEE ON THE STATUS OF WOMEN MINUTES OF MEETING OF EXECUTIVE COMMITTEE SUNDAY, APRIL 16, 1978.

⁶⁹ For more information on Elsie's involvement in specific events see: LAC MG31-K7 Volume 10, File 8: Constitution, Amendments and Rules of Association, n.d., 1978-1979, Minutes of the Executive Committee of NAC, Monday, January 9, 1978 (Toronto), #12 Presentation to the Cabinet – NAC asked to present to “Federal Cabinet on ‘The Economic Outlook’”; LAC MG31-K7 Volume 10, File 24: Presentation to Cabinet on the Economic Outlook (English & French), 1978 National Action Committee on the Status of Women Presentation to the Cabinet of the Government of Canada March 17, 1978, The Economic Outlook; LAC MG31-K7 Volume 10 File #12: NATIONAL ACTION COMMITTEE ON THE STATUS OF WOMEN MINUTES OF MEETING OF EXECUTIVE COMMITTEE SUNDAY, APRIL 16, 1978; LAC MG31-K7 Volume 10, File 14: NACSW – Minutes of Executive, 1978-1980 Minutes of Executive Committee Meeting, Saturday, September 8, 1979.

Kay Macpherson recalls that she recommended Elsie travel with Vi Thompson.

Macpherson, 174.

⁷⁰ Interview with Dr. Lorna Marsden, August 8, 2006; Macpherson, 174.

⁷¹ Interview with Dr. Ursula Franklin, July 13, 2006.

Ursula Franklin's recollection echoes ideas expressed about engineers by one of Elsie's professors, C.R. Young, in 1943: “The engineer is adaptable. His ordinary employment makes it essential for him to be so. Emergencies confront him daily in the course of any normal enterprise. He must quickly change front, devise remedies, and marshal men, materials, and equipment at the threatened point. In the development of a project, no plans and no specifications are sacrosanct. They are ruthlessly cast aside if a better way of attaining the desired end appears.

In all this the engineer remains imperturbable. He is accustomed

to work under pressure and in the midst of distractions. If one who aspires to a place in the profession cannot function in these circumstances with efficiency, he had better seek another calling.”

C.R. Young, “The Days Ahead”, Presidential address at AGM of EIC at Toronto 11 February 1943, *The Engineering Journal*, Volume 26, No. 3 (March 1943), 115.

⁷² LAC MG31-K7 Volume 21, File 19: Ontario Committee on the Status of Women: Newsletters, 1973-1979, The Ontario Committee on the Status of Women brochure; Vickers et al., 12-13.

⁷³ LAC MG31-K7 Volume 19, File 1: Equal Pay for Equal Work: Reports, Speeches and Briefs, 1968-1979; LAC MG31-K7 Volume 22, File 14: Pensions: Reports, Briefs and Correspondence, 1973-1978. “Towards Equity in the Pension System” A Brief Presented to the Royal Commission on the State of Pensions in Ontario by the Ontario Committee on the Status of Women, December 1977; LAC MG31-K7 Volume 22, File 1: Letter to EGM from Connie Taylor of OCSW, May 27, 1976, re: Brief on affirmative action; Letter to EGM from Kim Harris May 14, 1976 re: Ontario Human Rights Code, 1976 notes the value of EGM’s suggestions; LAC MG31-K7 Volume 22, File 1: Ontario Human Rights Commission: Briefs and Recommendations, n.d., 1972-1976. A Brief for the Human Rights Commission of the Province of Ontario, “Recommended Changes in the Ontario Human Rights Code”, Submitted by The Ontario Committee on the Status of Women, Submitted, May, 19, 1976.

⁷⁴ Interview with Wendy Lawrence, April 19, 2007.

⁷⁵ LAC MG31-K7 Volume 16, File 1, Letters of Condolence, 1980-1981, Letter to Bill from Wendy Lawrence, Ottawa, November 21, 1980.

⁷⁶ “No more ‘I thinks’ Women’s Position Documented In Status of Women Report” *The Business and Professional Woman* (March 1971) p. 3, 6, 8.

FOOTNOTES
CHAPTER 10

¹ Elsie MacGill, “Women Engineers Meet a ‘Corset of Victorian Prejudice’”, *Engineering Journal* Volume 58, Number 5, (November/December, 1975), 12-13.

² Carroll Pursell, “Am I a Lady or an Engineer?’ The Origins of the Women’s Engineering Society in Britain, 1981-1940”, in *Crossing Boundaries Building Bridges: Comparing the History of Women Engineers 1870s-1990s*, Annie Canal et. al. Ed. (Amsterdam: Harwood Academic Publishers, 2000), 67.

Caroline Haslett served as IFBPW President, and Elsie would have known of her.

See Chapter 6.

³ Elizabeth M.G. MacGill, “Position of Women in Canada in the Engineering Profession”, *Saturday Night, World of Women*, October 19, 1946, 28.

⁴ Ibid.

⁵ LAC MG31-K7 Volume 9, File 1: T.B. + P.W.C.: Miscellaneous Memoranda and Resolutions, 1968-1979. Letter to Esther Luuney, Chairman Bursary Committee from Elsie Gregory MacGill,

Subject: Bursaries of the Club, RE: Elsie Gregory MacGill
Bursary.

⁶ Elsie MacGill, “Opportunities for Women Scientists and Engineers,” *The Business and Professional Women, Special Centennial Edition*, Volume XXX, Number 7, (July-August, 1967), 22.

Data from the 1975 special edition on women in engineering actually noted a decrease with only 101 women registered as practising engineers in 1971.

G. Page, “Editorial: Women,” *Engineering Journal*, Volume 49, Number 3, (March 1966), 42; Colleen Isherwood, “Women in Engineering: Female engineers: a boon to the profession,” *Engineering Journal*, Volume 58, Number 5, (November/December 1975), 7.

⁷ These invitations indicate that the EIC was supportive of women engineers. Indeed, the *Engineering Journal* also maintained current information on Lillian Gilbreth and other women whenever possible.

LAC MG31-K7 Volume 15, File 4: Misc. Notes. Letter to Miss Platt, January 19, 1967; LAC MG31-K7 Volume 15, File 6: Misc. Notes. Letter to Miss Von Mehlem, January 19, 1967; LAC MG31-K7 Volume 18, File 31: Engineering Institute of Canada: Annual Reports and Miscellaneous, 1959-1979, EIC Annual Report – Toronto Branch – 1967.

⁸ The editor was also aware of the upcoming Second International Congress of Women Engineers and Scientists (ICWES) slated for 1967 in Cambridge, England, and he challenged the membership of the EIC to assist countries where women were not able to practice as engineers.

“Vocational Training for Women,” *The Engineering Journal*, Volume 40, Number 12, (December 1957), 1850; G. Page, “Editorial

Page: Women”, *Engineering Journal*, Volume 49, Number 32, (March 1966), 42.

⁹ Elsie MacGill, “Opportunities for Women Scientists and Engineers”, 21.

¹⁰ The idea of increasing the numbers of women to effect change builds on the premise that a critical mass of women will largely resolve problems encountered by women in male-dominated professions. More recent assessments demonstrate the need for culture change to address systemic problems.

Ruby Heap and Crystal Sissons, “Retracing Paths to Advance Future Journeys”, Canadian Committee on Women in Engineering +20 Presentation, University of Ottawa, Ottawa, Ontario, April 29, 2011, Available at: projectccwe.files.wordpress.com/2011/05/crystal-sissons.pdf (Accessed 11 November 2012); Judith Samson McIlwee and J. Gregg Robinson, *Women in Engineering: Gender, Power and Workplace Culture*, (New York: University of New York, 1992); Ursula Franklin, “Will Women Change Technology or Will Technology Change Women?” In *The Ursula Franklin Reader: Pacifism as a Map*, (Toronto: Between the Lines, 2006), 248-250.

¹¹ F.P.J. Rimrott, “Women in Engineering”, *Canadian Aeronautics and Space Journal*, 16(6) (June 1970), 243-244.

For more information on the development of Rimrott’s career see: “Authors”, *Engineering Journal*, Volume 56, Number 4, (April 1973), 6.

¹² F.P.J. Rimrott, “Women in Engineering”, 243-244.

¹³ LAC MG31-K7 Volume 24, File 13: Women Engineers: Correspondence and Newsletters, 1952-1978, Notes for Elsie Gregory MacGill’s Response, February 1971.

¹⁴ LAC MG31-K7 Volume 17, File 13: Association of Consulting

Engineers: Reports and Correspondence, 1949, 1964-1975, Letter to Mr. Luttman of *CASI Journal*, 1970.

¹⁵ Ibid.

¹⁶ Ruth Oldenziel, "Multiple-Entry Visas: Gender and Engineering in the US, 1870-1945" in *Crossing Boundaries, Building Bridges, Comparing the History of Women Engineers 1870s-1990s*, eds. Annie Canel et. al., (Amsterdam: Harwood Academic Publishers), 25-30; Amy Bix, "From "Engineeresses" to "Girl Engineers" to "Good Engineers": A history of Women's U.S. Engineering Education", *NWSA Journal*, 16(1) (Spring 2004), 27-49; Margaret Rossiter, *Women Scientists in America: Before Affirmative Action, 1940-1972*, Volume 2, (Baltimore: The Johns Hopkins University Press, 1995), 14.

¹⁷ LAC MG31-K7 Volume 17, File 13: Association of Consulting Engineers: Reports and Correspondence, 1949, 1964-1975, Letter from Mr. Luttman to EGM, 1970.

¹⁸ "Technical Forum: Women in Engineering?", *CASJ*, Volume 16, Number 9, (November 1970), 397.

¹⁹ Ibid.

²⁰ "Technical Forum: Women in Engineering?", *CASJ*, Volume 16, Number 10, (December 1970), 435.

²¹ The debate took place on March 18, 1971, at the Holiday Inn of Toronto West. It was preceded by a reception and dinner, with the panel starting at 8pm. Elsie's husband was also invited to attend.

LAC MG31-K7 Volume 24, File 13: Women Engineers: Miscellaneous Notes and Publications, n.d., 1971-1980. Letter to Elsie from Vice Chairman of The ASME C.P. Conquergood.

²² Philip A. Lapp, John W. Hodgins and Colin B. Mackay, *Ring of Iron: A study of engineering education in Ontario*, (Toronto:

Committee of Presidents of Universities of Ontario, 1970).

²³ LAC MG31-K7 Volume 24, File 13: Women Engineers: Miscellaneous Notes and Publications, n.d., 1971-1980. Elsie Gregory MacGill's February 1971 notes.

²⁴ Ibid.

²⁵ Ibid, Letter to EGM from J.N. Turnbull, April 20, 1971.

²⁶ LAC MG31-K7 Volume 17, File 13: Association of Consulting Engineers: Reports and Correspondence, 1949, 1964-1975, Letter to J.B. Carruthers of APEO from EGM, September 26, 1970.

²⁷ LAC MG31-K7 Volume 17, File 12: Association of Consulting Engineers: Correspondence and Memoranda, 1976-1978, "Always ahead of her time" by Kit Irving, Ottawa Journal, July 20, 1976.

²⁸ Elsie Gregory MacGill, "Women Engineers Meet a 'Corset of Victorian Prejudice'", *Engineering Journal*, Volume 58, Number 5, (November/December, 1975), 12-13.

Other articles contained within this special edition included: Colleen Isherwood, "Women in Engineering: Female engineers: a boon to the profession", 6-10; "Stubborn, outgoing women make good engineers", 8; "We catch up on the weekends", 9; and Dormer Ellis, "From all the world they came", 10-12; "B.C. task force studies women in engineering", 13.

²⁹ Elsie MacGill, "Women Engineers Meet a 'Corset of Victorian Prejudice'", 12-13.

³⁰ LAC MG31-K7 Volume 20, File 1: International Women's Year Conference: Reports and Panel Discussions, 1975, Panel II "How some women have broken out of the stereotype".

³¹ Elsie MacGill, "Women Engineers Meet a 'Corset of Victorian Prejudice'", 12-13.

³² Ibid., 13.

³³ Ibid., 12-13.

³⁴ Scholars have recently identified the tipping point at which this belief became widespread, resulting in a “paradigm shift” for directing ongoing activism in engineering. However, this change waited almost two decades after Elsie’s forward-thinking article, thus illustrating the agonizingly slow pace of change for those seeking to enhance women’s presence in the field. Indeed, the full-scale recognition of the need for holistic change moved slowly until the devastating catalyst of the Montreal Massacre on December 6, 1989 when 14 women in engineering were killed at École Polytechnique in Montréal, Québec. For more information see: Ruby Heap, *Writing Them into History: Canadian Women in Science and Engineering since the 1980s*”, *Out of the Ivory Tower: Feminist Research for Social Change*, eds., Andrea Martinez and Meryn Stuart, (Toronto: SUMACH Press, 2003), 49-67.

³⁵ Canadian Committee on Women in Engineering, “Foreword”, *More Than Just Numbers: Report of the Canadian Committee on Women in Engineering*, (Ottawa: CCWE, 1992), 4. Available at <http://www.carleton.ca/cwse-on/webmtjnen/repomtjn.html> (Accessed April 20, 2011); Monique Frize, *The Bold and the Brave: A History of Women in Science and Engineering*, (Ottawa: The University of Ottawa Press, 2009); Ruby Heap and Crystal Sissons, “Retracing Paths to Advance Future Journeys: Creating Bridges Between Engineering and Social Sciences” at the Canadian Committee on Women in Engineering + 20 National Workshop, University of Ottawa, Ottawa, Ontario, 29 April 2011; Crystal Sissons, “Three Pioneering Feminist Canadian Engineers”, at the International Symposium of Women and Gender Studies – Where Do We Stand? Paris, France, September 15, 2011.

³⁶ A survey of Canadian women engineers conducted by Dormer Ellis eight years after Elsie’s article, shows that women engineers continued to face affronts that Elsie described, though it appears that those who stayed in the profession were able to rise above

them: “Although they detailed certain events or situations of an embarrassing or annoying nature, the general tone of their questionnaires was that their problems were just obstacles to be overcome, not reasons for giving up a satisfying career. With determination and courage – and usually with a sense of humour as well – these women became and have remained engineers. Temporary set-backs and annoyance at some unfairness of treatment have not deterred them from their chosen profession or from recommending it whole-heartedly to other women. The inherent interest of engineering work, the financial rewards, and the sense of achievement have, in almost every case, more than compensated for any discrimination they may have encountered in their earlier days in the profession.”

Dormer Ellis, “These Women are Engineers” Survey of Questionnaires prepared for the 2nd Convention of Women Engineers of Canada (April 1983), 51.

³⁷ Elsie MacGill, “Women Engineers Meet a ‘Corset of Victorian Prejudice’”, 12-13.

Sections Elsie crossed out on her copies of the publication are in italics. Elsie also noted beside the crossed out section “amazing!!!!” Elsie’s notes took issue with the fact that she was described as speaking regularly about “women engineers’ rights in particular”, as she noted that she rarely has dealt with this topic.

See her copy in: LAC MG31-K7 Volume 24, File 13: Women Engineers: Miscellaneous Notes and Publications, n.d., 1971-1980.

³⁸ LAC MG31-K7 Volume 17, File 14: Association of Consulting Engineers: Reports and Correspondence, 1949, 1964-1975. Elsie Gregory MacGill’s letter to Suzanne Hughes, Assistant Editor of *The Canadian Consulting Engineer*, January 22, 1974.

³⁹ Linda Christiansen-Ruffman, “Community Base and Feminist Vision The Essential Grounding of Science in Women’s Community”, *Canadian Woman Studies/Les Cahiers de la femme*, 13(2), 16-17.

Bertha Wilson, the first woman appointed to the Supreme Court of Canada, shared this attitude.

Mary Jane Mossman, “Bertha Wilson: “Silences” in a Woman’s Life Story”, In *One Woman’s Difference: Justice Bertha Wilson*, ed. Kim Brooks, *Law and Society Series*, ed. W. Wesley Pue (Vancouver: UBC Press, 2009), 298.

⁴⁰ See Chapter 4 and 5.

⁴¹ For more information on WISE see: “Spotlight on Women in Science and Engineering (WISE)”. Reprinted from *The Link*, February/March 1999, 2. Permission PEO. http://wise_professional.homestead.com/files/Wise_in_spotlight.txt, (Accessed August 26, 2007).

⁴² LAC MG3I-K7 Volume 24, File 16: Women in Science and Engineering (WISE): Newsletters, 1978-1980. Letter to EGM from Claudette Lassonde, President of WISE, February 19, 1979.

Claudette Lassonde continued to promote women’s full inclusion within the engineering profession, and like Elsie earned the respect of her colleagues for her actions. Indeed, she continued to advocate for women in engineering and keep the memory of Elsie alive, as demonstrated in an article when she was the President Elect of the Association of Professional Engineers of Ontario (APEO).

See: Patrick J. Quinn, “One of ours: Claudette MacKay-Lassonde, P.Eng., 1948-2000”, *Engineering Dimensions*, (July/August 2000), 15; Claudette MacKay Lassonde, “Women in Engineering” *National Newsletter of the Canadian Council of Professional Engineers*, in *The Engineering Digest*, Volume 32, Number 4, (April 1986), 9.

⁴³ LAC MG31-K7 Volume 24, File 16: Women in Science and Engineering (WISE): Newsletters, 1978-1980. Letter to EGM from Claudette Lassonde, President of WISE, February 19, 1979. – Elsie’s handwritten notes about speaking engagement.

⁴⁴ LAC MG31-K7 Volume 15, File 19: Miscellaneous Correspondence 1948-1980, n.d. “APIONEER AMONG US” Women in Science & Engineering Newsletter, Volume III, Number 2, by Claudette Lassonde.

⁴⁵ LAC MG31-K7 Volume 16, File 1: Letters of Condolence, 1980-1981, Letter to Bill Soulsby from Claudette MacKay-Lassonde, President of Women in Science & Engineering.

⁴⁶ LAC MG31-K7 Volume 24, File 24: Zaikoff, Danielle: Correspondence, n.d., Letter to Danielle Zaikoff from EGM. See also: “We catch up on the weekends”, *Engineering Journal*, Volume 58, Number 5, (November/December 1975), 9; Colleen Isherwood, “Women in Engineering: A boon to the profession”, *Engineering Journal*, Volume 58 Number 5, (November/December 1975), 6.

FOOTNOTES
CHAPTER II

¹ LAC MG31-K7 Volume 7, File 21: Speeches Given by E.G. MacGill to C.F.B.P.W.C. Conferences, 1958-1964, 1975, THE TUESDAY LUNCHEON CLUB: April 1st, 1975.

² The IFBPW was one of the ten non-governmental organizations which had consultative status at the United Nations.

Devaki Jain, *Women, Development, and the UN: A Sixty-Year Quest for Equality and Justice*, (Bloomington: Indiana University Press, 2005), 66-67; Margaret Allen Taylor and John Claridge Taylor. Eds. *The History of the International Federation of Business and Professional Women, Volume II, 1968-1995*. (London: International Federation of Business and Professional Women, 1996), 20.

³ LAC MG31-K7 Volume 20, File 2: International Women's Year : Notes, Reports and Correspondence, 1975. Letter to EGM from Mary Gusella, Director IWY Secretariat, February 24, 1975; LAC MG31-K7 Volume 20, File 2: International Women's Year : Notes, Reports and Correspondence, 1975. Letter EGM to Mary Gusella, March 22, 1975.

For additional information on the specific addresses see: LAC MG31-K7 Volume 20, File 1: International Women's Year

Conference: Reports and Panel Discussions, 1975. EGM's address as part of Panel II, "How some women have broken out of the stereotype"; LAC MG31-K7 Volume 7, File 21: Speeches Given by E.G. MacGill to CFBPWC Conference 1958-1964, 1975; LAC MG31-K7 Volume 15, File 8: Awards and Honours: Press Clippings etc.; LAC MG31-K7 Volume 15, File 9: Miscellaneous Correspondence (1948-1980).; LAC MG31-K7 Volume 21, File 10: Miscellaneous Speeches by E.G. MacGill, 1963-1972; LAC MG31-K7 Volume 20 File 2: International Women's Year: Notes, Reports, and Correspondence, 1975. EGM's rough notes on IWY 1975. Panel – Where do we go from here – CNEA – IWY Luncheon/IWY Day, August 15, 1975; LAC MG31-K7 Volume 19, File 19: Federation of Women's Teachers' Association of Ontario: Correspondence 1975; Letters dated April 1975 to September 1975 from Jean Cochrane, the project's Executive Assistant.

⁴ LAC MG31-K7 Volume 20, File 2: International Women's Year: Notes, Reports, and Correspondence, 1975, rough speech note 1975.

⁵ Emphasis is Elsie's. LAC MG31-K7 Volume 8, File 4: Miscellaneous Reports, Resolutions and Correspondence, 1963-1980. Letter to Helen Verdin, 1st Vice President, International Affairs, CFBPWC from EGM, April 4, 1975.

⁶ LAC MG28 I 55 Volume 98, File: International Women's Year 1975 (2), 1974-1976, Letter to EGM from Helen Verdin, 1st VP and International Affairs Chairman, Re: International Women's Year, March 26, 1975; Letter to Helen Verdin, 1st VP and International Affairs Chairman from EGM March 31, 1975; LAC MG28 I 55 Volume 98, File: International Women's Year (2) 1974-1976, Letter to Helen Verdin 1st VP, International Affairs Chairman Subject: CFBPWC Projects for IWY 1975 from EGM, April 4, 1975; LAC MG28 I 55 Volume 98 File: International Women's Year (2) 1974-1976, Letter to EGM from Helen Verdin, 1st Vice Pres. & Int. Affairs Chairman, Subject: International Women's Year, May 12, 1975, Letter to Helen Verdin from EGM, Subject: CFBWPC Projects for International Womens Year 1975.

⁷ Judy Rebick, *Ten Thousand Roses: The Making of a Feminist Revolution*, (Toronto: Penguin Books, 2005), 69.

⁸ The extent to which it was addressed at all was demonstrated in Recommendations 152 and 153.

152. We recommend that the words “of previously chaste character” be deleted from all the sections of the Criminal Code.

153. We recommend that the Criminal Code be amended to extend protection from sexual abuse to all young people, male and female, and protection to everyone from sexual exploitation either by false representation, use of force, threat, or the abuse of authority.

Government of Canada, *Report of the Royal Commission on the Status of Women*, 373, 416.

See also: Monique Bégin, “The Royal Commission on the Status of Women in Canada: Twenty Years Later”, in *Challenging Times: The Women’s Movement in Canada and the United States*, Constance Backhouse and David H. Flaherty eds., (Montreal: McGill-Queen’s Press, 1992), 31; Joan Sangster, “CHR Forum: Invoking Experience as Evidence”, *The Canadian Historical Review*, 92, 1 (March 2011), 145; Joan Sangster, *Transforming Labour*, 255-256.

Even in the early 1980s issues around violence against women were not given the credit they deserved. For instance, New Democratic Party (NDP) Member of Parliament Margaret Mitchell found out that domestic violence was still not taken seriously when she raised the issue in the Canadian House of Commons, only to be jeered and laughed at by her male colleagues. And, as Michele Landsberg documented in her various articles, rape and domestic violence continued to be ongoing issues that had various levels of response or lack thereof into the 1990s and twenty-first century.

Margaret Mitchell, *No Laughing Matter: Adventure, Activism & Politics*, (Vancouver: Granville Island Publishing Ltd., 2008),

xii-xiv, 153-154; Michele Landsberg, *Writing the Revolution*, (Ottawa: Feminist Historical Society/société d'histoire féministe, 2011), 108-175.

⁹ The Toronto Rape Crisis Centre was initially opened in 1974 with a grant from the City of Toronto.

Deb Parent, "Toronto Rape Crisis Centre", In Judy Rebick, *Ten Thousand Roses: The Making of a Feminist Revolution*, (Toronto: Penguin Canada, 2005), 81-82; Minutes of the Regular Meeting of the TBPWC, February 13, 1975; Minutes of the Eighth Meeting of the 1974-1975 Board of Directors of the TBPWC, March 17, 1975; Minutes of the Regular Meeting of the TBPWC, April 10, 1975, File: Committee Records 1974-1975, Toronto Business and Professional Women's Club fonds, F2085-6-7-2, Archives of Ontario.

The TBPWC submitted an Emergency Resolution calling on the federal government to amend the *Criminal Code's* handling of rape, and subsequently formed an ad hoc committee for IWY.

LAC MG31-K7 Volume 9, File 2: T.B. & P.W.C.: Miscellaneous Memoranda, Annual Reports and Correspondence, 1968-1979. "Final Report of the Ad Hoc Committee Dealing with Rape. – IWY Project, 11 November 1975.

¹⁰ Ibid, G. Markvoork, "St. Lawrence Centre Public Meeting "Rape Workshop", March 13, 1975.

¹¹ The TBPWC donated one hundred dollars towards the support of the centre.

Ibid.

¹² The panellists included Dr. Ruth Bray, a psychologist with the Forensic Service, Clarke Institute of Psychiatry; Dr. Lorenne M.G. Clark, associate professor, Department of Philosophy and Centre of Criminology, University of Toronto; Dr. Alex Gigerof,

criminologist; and Stephen G. Leggett Q.C., deputy crown attorney, Judicial District of York.

“Packed Meeting for Panel on Rape”, *The Business and Professional Woman*, Volume XXIV, Number 6, (January 1976), 16.

¹³ LAC MG31-K7 Volume 9, File 2: T.B. & P.W.C.: Miscellaneous Memoranda, Annual Reports and Correspondence, 1968-1979.

“Final Report of the Ad Hoc Committee Dealing with Rape. – IWY Project, 11 November 1975.

¹⁴ Constance Backhouse, *Carnal Crimes: Sexual Assault Law in Canada, 1900-1975*, (Toronto: The Osgoode Society for Canadian Legal History, 2008), 5.

¹⁵ Elsie recalled her mother arguing for similar provisions, including eliminating the phrase “previously chaste character” from the *Criminal Code*.

LAC MG31-K7 Volume 8, File 4: Miscellaneous Reports, Resolutions and Correspondence, 1963-1980, EGM’s letter to Joan Currie, Subject: 1978 Convention Resolution re: amendment of Bill C-52, 1978 Criminal Code amendments re sexual offences, July 17, 1978; LAC MG31-K7 Volume 7, File 22: 26th Convention: Minutes 1978, Convention in Moncton, July 9-12, theme “Take Action Now”, Resolution No. 5/77 – Revised and represented by Victoria BPW Club.

¹⁶ The specific resolution called for the federal government “to amend Bill C52 as follows:

Delete the offences of Aggravated Indecent Assault and Indecent Assault from the Sexual Offences Section designated Assault Offences to establish them as assaultive and not sexual offences, with no differentiation on the basis of gender.

Amend the Assault Offence section to provide:
that consent shall not be inferred by lack of resistance”.

LAC MG31-K7 Volume 7 File 15: Index to Resolutions Adopted at Convention 1930-1978, Resolution 1977 – 5 RE; Legislation – Criminal Code; “Resolutions Supported at CFBPWC Convention”, *The Business and Professional Women*, (September-October 1978), Volume XXXVI, Number 1.

For more information on rape shield legislation see: Jacquetta Newman and Linda A. White, *Woman, Politics, and Public Policy: The Political Struggles of Canadian Women*, (Don Mills: Oxford University Press, 2006), 189.

¹⁷ LAC MG28 I 55 Volume 98, File: International Women’s Year (2) 1974-1976, Letter to EGM from Helen Verdin, 1st Vice Pres., & Int. Affairs Chairman, Subject: International Women’s Year, May 12, 1975.

The provincial resolution was introduced as an Emergency Resolution at the Ontario Provincial Conference in May 1974.

Emergency Resolution presented Sunday May 19, 1974 by the OBPWC to the Provincial Conference, File: Correspondence 1973-1974, Toronto Business and Professional Women’s fonds, F2085-3-0-20, Archives of Ontario.

¹⁸ Helen Gregory MacGill was the president of the Vancouver Women’s Building and Elsie owned a share in this centre.

LAC MG31-K7 Volume 9, File 3: Correspondence Concerning Government and Private Support for Ont. Women’s Resource Centre 1977; LAC MG31-K7 Volume 9, File 9: Miscellaneous Correspondence, Reports, Etc., 1975-1979.

¹⁹ That Elsie was a leader in this initiative is no surprise as in addition to her book autobiography of her mother, and her status as Chair of Survey & Research for the Canadian Federation of Business and Professional Women’s Clubs in the 1950s she was also in communication with archivists across Canada starting in the 1950s to ensure preservation of her mother’s records. For more

information see: LAC MG31-K7 Volume 21, File 3: Miscellaneous Correspondence: RE: Archives, 1956-1981.

²⁰ The goals for the centre ranged from a housing area for women's archival material to a site where women's culture could be celebrated.

Submission of Draft Emergency Resolution to Ann Frith, 1st Vice-president from EGM, 6 November 1975, File : Public Affairs Committee, 1975-1976, Toronto Business and Professional Women's Club fonds, F2085-6-6-5, Archives of Ontario; EMERGENCY RESOLUTION, File: Correspondence – BPWCO, 1973-1974, Toronto Business and Professional Women's Club fond, F2085-3-0-20, Archives of Ontario.

²¹ Shortly after the provincial conference the Provincial President Margaret Jackson, wrote to Honorable William S. Davis, Premier of Ontario regarding the resolution.

LAC MG31-K7 Volume 9, File 9: Miscellaneous Correspondence, Reports, Etc., 1975-1979, Letter to The Honourable William S. Davis, Premier of Ontario, from Miss Margaret Jackson, Provincial President of OBWPC, June 28, 1974.

²² Additional coverage of this effort is documented in *The Business and Professional Woman*. See: *The Business and Professional Woman*, Volume XXXIV Number 8, (June 1976), 17; "All-Out Effort to Acquire Women's Centre", *The Business and Professional Woman*, Volume XXXV, Number 1, (September –October 1976), 13.

The campaign was approved in May 1976 at the Ontario clubs conference, and subsequently launch in August of that year.

TBPWC, Annual Report, 1978-1979, Report of the Ontario Women's Resource Centre, Submitted by Dorothy Y. Le Gradeur, Chairman, File: Annual Reports 1974-1987, Toronto Business and Professional Women's Club fonds, F2085-8-0-3, Archives of

Ontario.

²³ LAC MG31-K7 Volume 9, File 7: Miscellaneous Correspondence, Reports, Etc., 1975-1979. Typed outline to OBPWC, September 14, 1976.

²⁴ TBPWC, Annual Report, 1978-1979, Report of the Ontario Women's Resource Centre, Submitted by Dorothy Y. Le Gradeur, Chairman, File: Annual Reports 1974-1987, Toronto Business and Professional Women's Club fonds, F2085-8-0-3, Archives of Ontario.

²⁵ LAC MG31-K7 Volume 9, File 5: Correspondence and Mailing Lists, 1976-1977, ONTARIO WOMEN'S RESOURCE CENTRE Campaign – FLASHES! ISSUE Number 1, October 27, 1976; LAC MG31-K7 Volume 9, File 3: Correspondence Concerning Government and Private Support for Ont. Women's Resource Centre 1977. Letter to The Honourable William G. Davis from Margaret Campbell, Q.C., M.P.P. St. George, October 12, 1976.

²⁶ LAC MG31-K7 Volume 9, File 3: Correspondence Concerning Government and Private Support for Ont. Women's Resource Centre 1977, Letter to Honourable A.K. Meen, Q.C., Minister of Revenue from EGM, December 18, 1976.

²⁷ Unfortunately, the Women's Program Division had yet to complete its annual plan and the Ontario Heritage Foundation lacked the necessary resources for such a venture.

LAC MG31-K7 Volume 9, File 9: Miscellaneous Correspondence, Reports, Etc., 1975-1979, Letter from Ethel McLellan, Office of the Executive Coordinator, Women's Program Division, Ministry of Labour, January 28, 1975; Letter from Larry T. Ryan, Executive Director, Ontario Heritage Foundation, March 21, 1975.

²⁸ LAC MG31-K7 Volume 9, File 9: Miscellaneous Correspondence, Reports, Etc., 1975-1979, Letter to Mr. Robert Welch, Q.C., Minister of Culture and Recreation from Margaret

Jackson, March 23, 1976.

²⁹ LAC MG31-K7 Volume 9, File 7: Miscellaneous Correspondence, Reports, Etc., 1975-1979. President's Message – Anne Frith, September, 1976; LAC MG31-K7 Volume 9, File 5: Report of THE ONTARIO WOMEN'S RESOURCE CENTRE CAMPAIGN COMMITTEE, November 14, 1976.

³⁰ LAC MG31-K7 Volume 9, File 5: Correspondence and Mailing Lists, 1976-1977, Letter to Helen Verdin from EGM, September 21, 1976.

³¹ The revised mandate was: “to assist in education seminars contributing to the development of women, and in the promotion of equal pay projects”

Ibid; Letter to Anne Frith from Edna de Sanctis, CFBPWC, October 9, 1976; LAC MG31-K7 Volume 8, File 3: Miscellaneous Report, Resolutions and Correspondence, 1963-1980, Letter to “ELF” E.F. Forbes from EGM, July 8, 1976.

³² LAC MG31-K7 Volume 8, File 2: Miscellaneous Reports, Resolutions, and Correspondence, 1963-1980; EGM's Record of Achievements as CFBPWC President, August 14, 1980; Forbes, 93.

³³ Elsie's enthusiasm for the project received a boost as Canadian women historians started to mobilize their efforts to document women's history, as evidenced by the conference planned by Naomi Black at York University in September 1977. Elsie participated in this event delivering a speech entitled “Legalist Feminism in Canada”

LAC MG31-K7 Volume 18, File 20: Conference on Canadian Women's Movement, York University: Notes, Correspondence and papers, 1977-1979, Letter to Central Participants, Conference on the Canadian Women's Movement from Naomi Black, September 29 – October 1, 1977, Subject: The Possible cooperation project, September 23, 1977; LAC MG31-K7 Volume 21, File 11:

Miscellaneous Speeches and Notes, n.d., 1960-1970, LEGALIST FEMINISM IN CANADA, by Elsie Gregory MacGill, At the Conference on The Canadian Women's Movement held at Strong College, York University, Downsview, Ontario, Saturday, October 1, 1977, 10AM.

³⁴ This line of inquiry was followed up early in 1977 letter to The Honourable Robert Welch, Minister of Culture and Recreation.

LAC MG31-K7 Volume 9, File 3: Correspondence Concerning Government and Private Support for Ont. Women's Resources Centre, 1977, Letter to The Honourable Robert Welch, Ministry of Culture and Recreation from Mrs. Frances Lafrainer, 1st Vice President, London Business and Professional Women's Club, January 10, 1977.

³⁵ These building were overseen by the Metropolitan Toronto Library Board and located at the 214 College Street and 559 Avenue in Toronto, Ontario.

LAC MG31-K7 Volume 9, File 3: Correspondence Concerning Government and Private Support for Ont. Women's Resources Centre, 1977, Letter to EGM from A.H. Winfiled, Secretary-Treasurer, Metropolitan Toronto Library Board, March 14, 1977.

³⁶ Elsie had been negotiating with the Metropolitan Toronto Library Board about the availability of the space. However on March 14, 1977 she received a letter from A.H. Winfiled, Secretary-Treasurer of the Metropolitan Toronto Library Board indicating that the building would be transferred to the Metropolitan Toronto Corporation and she would need to negotiate with the Metropolitan Toronto Council. Elsie quickly responded with a letter to Paul Godfrey, the council's chairman, in hopes of securing the space. Unfortunately, during the May 3, 1977 council meeting the University of Toronto had already made its case, and was awarded the use of the building starting in August of 1977 during the May 3, 1977 council meeting.

LAC MG31-K7 Volume 9, File 3: Correspondence Concerning Government and Private Support for Ont. Women's Resources Centre, 1977, Letter to EGM from A.H. Winfield, Secretary-Treasurer, Metropolitan Toronto Library Board, March 14, 1977, Letter to Mr. Godfrey, Chairman of the Metropolitan Toronto Council, March 21, 1977; Letter to EGM from B.M. Hemblen, Commissioner of Property for The Municipality of Metropolitan Toronto, Re: letter to Godfrey March 21, 1977.

³⁷ LAC MG31-K7 Volume 9, File 3: Correspondence Concerning Government and Private Support for Ont. Women's Resource Centre 1977. Letter to Mr. K.S. Gregory, Vice President Planning, The University of Toronto, RE: The Ontario Women's Resource Centre from EGM, April 25, 1977; Letter to EGM from K.S. Gregory, June 27, 1977.

³⁸ Ontario Women's Resource Centre Campaign Committee News Flashes! No.5 1 August 1977, Project Temporarily Postponed..... But Game Not Yet Over!, File: Correspondence – B.P.W.C.O. 1977-1978, Toronto Business and Professional Women's Club fonds, F2085-3-0-23, Archives of Ontario.

³⁹ LAC MG31-K7 Volume 9, File 7: Miscellaneous Correspondence, Reports, Etc., 1975-1979, OWRC Campaign Committee, NEWS FLASHES! Number 3, March 15, 1977; Letter to Joan Wilson, Co-Chair OWRC from EGM July 28, 1977; Letter to EGM from Joan Wilson, Co-Chair OWRC, August 4, 1977.

“Want Resource Centre”, *The Business and Professional Woman*, Volume XXXV, No. 4, (March-April 1977), 8; The BPWCO Annual Provincial Conference 26-28 May 1978 – Holiday Inn – St. Catherines, Ontario, File: Correspondence – B.P.W.C.O., Toronto Business and Professional Women's Club fonds, F2085-3-0-24, Archives of Ontario.

⁴⁰ “New Women's Cultural Centre: There's Life in the Old Morgue Yet”, *The Toronto Sun*, Friday, June 30, 1978, 64.

⁴¹ LAC MG31-K7 Volume 9, File 3: Correspondence Concerning Government and Private Support for Ont. Women's Resource Centre 1977. Letter to Premier Davis from EGM, RE: Women's Resource Centre, July 16, 1977.

⁴² LAC MG31-K7 Volume 8, File 14: The Ontario Messenger March 1978-March 1979, The Ontario Messenger – December 1978, Volume 26 Number 2.

⁴³ LAC MG31- K7 Volume 8, File 14: The Ontario Messenger March 1978-March 1979, "President's Report", The Ontario Messenger – March 1978, Volume 25, Number 3; LAC MG31-K7 Volume 9, File 4: Correspondence and Reports, 1975-1979. Letter to Jeannie E. Mascotte, Director District #7 of the BPWC of Ontario from EGM, Co-Chairman of the Women's Resource Centre, May 10, 1979.

⁴⁴ Lisa Sergio, *A Measure Filled: The Life of Lena Madesin Phillips, Drawn From her Autobiography*, Reprint 1972, (United Kingdom: IFBPWC, 1989), 125-126.

⁴⁵ See Chapter 7.

⁴⁶ LAC MG31-K7 Volume 21, File 3: Letter to W.I. Smith, Dominion Archivist, Public Archives of Canada, from EGM, June 15, 1974.

⁴⁷ LAC MG31-K7 Volume 9, File 9: Miscellaneous Correspondence, Reports, Etc., 1975-1979, Letter to Miss Jackson from D.F. McOutat of Archives of Ontario, April 17, 1975.

⁴⁸ The centre was later renamed the Pauline McGibbon Cultural Centre to celebrate the her role as Lieutenant-Governor of Ontario.

LAC MG31-K7 Volume 9, File 4: Correspondence and Reports, 1975-1979. Helen Worthington, "Metro's women in arts to call old morgue home", *The Toronto Star*, Friday September 1976; "The Pauline McGibbon Cultural Centre – What It's All About..."

Brochure; “The Ontario Women’s Resource Centre Committee”, *The Ontario Messenger*, Volume 27, Number 3, (May 1980).

⁴⁹ LAC MG31-K7 Volume 8, File 17: Provincial Conference Minutes + Reports, 1980. THE BUSINESS AND PROFESSIONAL WOMEN’S CLUBS OF ONTARIO 34TH ANNUAL PROVINCIAL CONFERENCE, MAY 16, 17 AN 18, 1980, CLEARLY AUDITORIUM, WINDSOR, ONTIARIO; THE ONTARIO WOMEN’S RESOURCE CENTRE COMMITTEE – APPENDIX T, Elsie G. MacGill and Joan F. Wilson; LAC MG31-K7 Volume 9, File 4: Correspondence Reports, 1975-1979, OWRC News Flash! May 11, 1979.

⁵⁰ LAC MG31-K7 Volume 15, File 8: Awards and Honours: Press Clippings and Correspondence, 1970-1979. Letter to EGM from William G. Davis, Premier of Ontario, September 17, 1975.

FOOTNOTES
CHAPTER 12

¹ LAC MG3I-K7 Volume 19, File 23: Honorary Degrees: University of Toronto, Correspondence, 1973, Letter to EGM from Paul B. Dilworth, September 6, 1973.

² The Canadian Centennial medal was created in order to celebrate Canada's centennial in 1967. Nominations were widely solicited resulting in roughly 30,000 recipients.

“Canadian Centennial Medal: Background”, http://archive.gg.ca/honours/medals/hon04-cent_e.asp (Accessed March 19, 2011).

Elsie was able to celebrate and share this award with three other the members of the TBPWC: Margaret Hyndman, Maudie Baylay and Isabel Ross.

“The Toronto Business and Professional Women's Club: Very Important Members”, http://www.bpwtoronot.com/hp_1.html (Accessed March 26, 2011).

³ Twenty Canadian Federation members were awarded this medal, including Elsie's friend and colleague Nazla Dane.

“Queen Elizabeth II Silver Jubilee Medal: Background”, http://archive.gg.ca/honours/medals/hon04-qesj_e.asp (Accessed March

19, 2011); “Jubilee Medals for BPW Members”, *The Business and Professional Woman*, Volume XXXV, Number 8, (January-February 1978), 8; B. and P. News Vol XXVII, No. 9 November 1977, “At the Board Meeting”, 2, File: Newsletters, Toronto Area Clubs, 1977-1983, Toronto Business and Professional Women’s Club fond, F2085-5-0-5, Archives of Ontario.

⁴ LAC MG31-K7 Volume 21, File 16: Nominations for Order of Canada: Correspondence and Notes, 1973-1979; “Order of Canada: Ursula Martius Franklin, C.C., O. Ont., Ph.D., LL.D, F.R.S.C.” www.gg.ca/honour.aspx?id=3073&t=12&In=Franklin (Accessed October 13, 2012).

⁵ LAC MG31-K7 Volume 19, File 22: Honorary Degrees: University of Toronto, 1973. Letter from President John Evans, University of Toronto to EGM, February 15, 1973.

Two other engineers from Montréal, Québec received honorary Doctor of Laws degrees: Camille Arthur Dagenais with Surveyer, Nenniger & Chenevert Inc., and John T. Dymont with Aviation and Planning Services Limited.

“News”, *Canadian Consulting Engineer*, Volume 15, Number 8, (August 1973), 10.

⁶ Elsie Gregory MacGill, *My Mother the Judge: A Biography of Judge Helen Gregory MacGill*, Reprint 1955, (Toronto, PMA Books, 1981), 222-223; LAC MG31-K7 Volume 19, File 22: Honorary Degrees: University of Toronto, 1973. Letter from EGM to her Family, February 18, 1938.

⁷ UTA, File: Press Clippings MacGill, Elsie M.G., M.G. Bassett’s Citation of EGM, June 1, 1973.

⁸ Upon completion of her graduate studies she was hired as a professor at the University of Toronto, a position which she held from 1954 to 1994, when she retired with the title professor emeritus.

Ruby Heap and Ellen Scheinberg, “‘Just one of the gang’: Women at the University of Toronto’s Faculty of Applied Science and Engineering, 1939-1950.” in *Learning to Practice: Professional Education in Historical and Contemporary Perspective*, eds. Ruby Heap, Wyn Millar and Elizabeth Smyth, (Ottawa: University of Ottawa Press, 2005), 204-205.

⁹ LAC MG31-K7 Volume 19, File 22: Honorary Degrees: University of Toronto, 1973. Letter to Dr. M.G. Bassett from EGM, June 30, 1973.

¹⁰ Ibid, Letter to EGM from Monique Bégin, M.P., Montréal-St-Michel, June 5, 1973; Letter to Monique Bégin from EGM, June 24, 1973.

¹¹ Ibid, Letter to EGM from Isabel MacMillan, July 9, 1973.

¹² Elsie was awarded an Honorary Doctorate of Science from the University of Windsor during the May 1976 convocation.

“Canada’s first woman engineer awarded Windsor doctorate”, *Engineering Journal*, Volume 59, Number 3, (May/June 1976), 30.

For information on Elsie’s other honorary doctorates see: LAC MG31-K7 Volume 24, File 21: York University Convocation, 1978, Letter to EGM from H. Ian Macdonald, President, York University, March 3, 1978, Letter to Ian Macdonald from EGM, March 11, 1978; Letter to EGM from Ronald L. Watts, Principal and Vice-Chancellor Queen’s University, February 6, 1978.

¹³ Certificate of recognition of Elsie’s fiftieth year since graduation from the University of Toronto, File: Elsie Gregory MacGill, engineer, Elsie Gregory MacGill fonds, F4526-1, Archives of Ontario; LAC MG31-K7 Volume 19, File 22: Honorary Degrees: University of Toronto, 1973. Program listing Elsie Gregory MacGill’s induction, June 6, 1980; LAC MG31-K7 Volume 16, File 14: Helen Gregory MacGill, University of Toronto Faculty of Applied Science and Engineering Alumni Association,

Membership in The Hall of Distinction is Accorded to Elizabeth Muriel Gregory MacGill, 2T7, Electrical Engineering; See also: LAC MG31-K7 Volume 15, File 7: Awards and Honours, 1953-1980 University of Toronto Engineering Alumni Association, Spring Reunion Dinner – Dance Royal York Concert Hall.

¹⁴ J.J. Green, “Elizabeth (Elsie) Gregory MacGill, *Canadian Aeronautical and Space Journal*, Volume 26, Number 4, (Fourth Quarter), 350; See also: LAC MG31-K7 Volume 15, File 8: UBC Alumni Association News.

¹⁵ While Elsie’s male colleagues accepted her and recognized her excellence by promoting for prominent awards, this was not always the case for trailblazing women in the professions as they could be overlooked. Or, for those who were recognized, the supportive men who stood by and encouraged them are not always identified in the historical record.

Jane Mossman, “Bertha Wilson: “Silences” in a Woman’s Life Story”, In *One Woman’s Difference: Justice Bertha Wilson*, ed. Kim Brooks, *Law and Society Series*, ed. W. Westley Pue, (Vancouver: UBC Press, 2009), 312.

¹⁶ It was announced in the April 1970 edition of the *Engineering Journal* that members who had met the requirements could apply for fellowship. Applicants needed to be a minimum of 35 years of age, and have full membership in the EIC for at least five years in a row. Successful applicants also needed to earn 100 qualification points as outlined in the “Fellowship Classification System”.

“EIC New: Fellowships in the EIC”, *Engineering Journal*, Volume 53, Number 4 (April 1970), 2.

¹⁷ LAC MG31-K7 Volume 15, File 18: Awards and Honours: Press Clippings and Correspondence, 1970-1979, Letter to EGM from A.M. Toye, Chairman Verification Committee EIC Toronto Branch, October 29, 1970.

¹⁸ LAC MG31-K7 Volume 18, File 31: Engineering Institute of Canada: Annual Reports and Miscellaneous 1959-1979. Letter from General Manager Byron T. Kerr of the EIC, August 10, 1972.

¹⁹ “Seven New FEIC’s Named in 1972”, *Engineering Journal*, Volume 56, Number 2, (February 1973), 4.

²⁰ LAC MG31-K7 Volume 15, File 8: Awards and Honours: Press Clippings and Correspondence, 1970-1979. Letter to EGM announcing her award of the Julian C. Smith Medal, August 27, 1973.

Julian Cleveland Smith was a prominent Canadian engineer known for his fundamental contributions to hydro-electricity in the province of Québec in the St. Maurice Valley. He served as EIC president in 1928. For more information see: “Julian Cleveland Smith”, *The Engineering Journal*, Volume 22 Number 7, (July 1939), 331.

²¹ LAC MG28 I 277, Volume 145, File: MacGill, Elizabeth Muriel Gregory, Letter to Mr. Byron T. Kerr, General Manager of The Engineering Institute of Canada from W.L. Hutchison, January 19, 1973.

William Leslie Hutchison served as the President of the EIC in 1970, and was highly involved in EIC leadership from the time he joined the organization in 1943.

“The New EIC President”, *Engineering Journal*, Volume 53, Number 10, (October 1970), 4; H.L. Hutchison, “Editorial”, *Engineering Journal*, Volume 54, Number 8/9, (August/September 1971), 3; LAC MG31-K7 Volume 15, File 8: Awards and Honours: Press Clippings and Correspondence, 1970-1979. Elsie Gregory MacGill – Citation, Julian C. Smith Medal, The Engineering Institute of Canada, presented by W.L. Hutchinson in Montreal, October 3, 1973.

For more information on the Julian C. Smith award see: “Honours, Prizes and Awards”, *Engineering Journal*, Volume 57, Number 7, (Fall 1974), 74.

²² The Building Code Act, 1974, Ontario Reg. 925/75 established the Ontario Building Code and subsequently the Building Commission and Building Material Evaluation Committee.

For more information see: LAC MG31-K7 Volume 11, File 8: Building Materials Evaluation Commission: Correspondence, Minutes and Background Materials, 1973-1976, Letter to EGM from The Premier of Ontario, William G. Davis, December 18, 1975; “1975-2006 Ontario Building Code Amendment History”, <http://www.obc/mah.gov.ca/Page106.aspx> (Accessed February 5, 2008).

For an excellent review of building codes from the national to municipal levels see: Robert F. Legget, “The National Building Code of Canada: A General Review”, *Engineering Journal*, Volume 49, Number 3, (March 1966), 38-41.

²³ LAC MG31-K7 Volume 11, File 12: Building Materials Evaluation Commission: Minutes, Reports, Regulations and Rulings, 1976-1980. BMEC Minutes – Twenty-Seventh Meeting, March 1980.

²⁴ Elsie was only the sixth person to receive such an honour from the ACEC. The citation was read by the Immediate Past President of the ACEC, James W. MacLaren, P. Eng.

LAC MG31-K7 Volume 15, File 8: Awards and Honours: Press Clippings etc.; LAC MG31-K7 Volume 17, File 12: Association of Consulting Engineers: Correspondence and Memoranda, 1976-1978. Citation for Elsie MacGill, Ottawa, Wednesday, July 14, 1976; LAC MG31-K7 Volume 17, File 12: Association of Consulting Engineers: Correspondence and Memoranda, 1976-1978, Press Release, “Dr. E.G. MacGill elected Honorary Member of ACEC”, July 14, 1976.

²⁵ Elsie was nominated by five of her male peers from Toronto: John F. Fox, George Roberts, William Turner, John H. Ross, and Harold Highcliffe.

LAC MG31-K7 Volume 17, File 14: Association of Professional Engineers of Ontario, Gold Medal Award Correspondence and Notes, 1977-1979.

²⁶ LAC MG31-K7 Volume 12, File 11: Cracks in Aircraft: Address by E.G. MacGill, 1979, Annual Awards Presentation Dinner of the APEO on Saturday October 27, 1979.

²⁷ Ibid.

²⁸ “Engineering News: Elsie Gregory MacGill Memorial Foundation formed”, *Canadian Consulting Engineer*, (October 1985), 18; LAC MG31-K7 Volume 12, File 11: Cracks in Aircraft: Address by E.G. MacGill 1979.

²⁹ For an example see her recognition on the front cover of *The Business and Professional Woman* when she was awarded her honorary doctorate by the University of Toronto.

The Business and Professional Woman, Volume XXXIII, Number 5, (September 1973).

³⁰ Interview with Liz Neville, July 15, 2006. Elizabeth (Liz) Neville was appointed Director of the Women’s Bureau for Ontario in May 1972.

The Ontario Messenger, Volume 19, Number 8, (July 1972), 1, Ontario of Business and Professional Women’s Clubs fonds, F207, Archives of Ontario.

³¹ Interview with Dormer Ellis, July 15, 2006.

³² Crystal Sissons, “Flying, Feminism and Fearlessness”, Invited lecture for the Canadian Aeronautics and Space Institute, Ottawa

Branch, *Women in Aerospace Then and Now* at the University of Ottawa, March 1, 2012.

³³ LAC MG31-K7 Volume 15, File 9: Letter to EGM from Charlotte VanDine, CFBPWC, September 25, 1980.

³⁴ LAC MG31-K7 Volume 16, File 1: The Business and Professional Women's Clubs of Ontario, ON Newsletter, President's Message by Ruth Jesshope, November 15, 1980, 2.

³⁵ This achievement was noted in the minutes of the TBPWC meeting on April 10, 1975.

Minutes of Regular Meeting of TBPWC, at the Royal York Hotel, April 10, 1975, File: Committee Records 1974-1975, Toronto Business and Professional Women's Club fonds, F2085-6-7-2, Archives of Ontario.

³⁶ In order to meet the requirements of this award, the recipient needed to demonstrate the willingness to assume risks in order to reach her goals. Moreover, it was expected that she would display dedication, persistence and new approaches in advancing her goals and objectives. The Zonta Toronto I Club is a club within the larger international body Zonta International which was established in 1919. Its membership is composed of women in the professions and serving in executive roles and its mission is to advance the status of women around the world. For more information see: Zonta International, "About Zonta International", <http://www.zonta.org/whoweare.aspx> (Accessed January 25, 2014).

³⁷ This award meant a great deal to Elsie as the medallion was passed on to her step-daughter Ann Soulsby and it was ultimately donated in June 2007 with other records pertaining to Elsie, to the Archives of Ontario. The award was dedicated to assisting women around the world who wished to pursue graduate work in aerospace engineering. Archives of Ontario, Archives Descriptive Database, "Elsie Gregory MacGill fonds": http://ao.minisisinc.com/scripts/mwimain.dll/144/ARCH_DESC_FACT/

FACTSDESC/REFD+F+4526?SESSIONSEARCH (Accessed January 25, 2013); LAC MG31-K7 Volume 24, File 25: Zonta Club of Toronto: Correspondence RE: Award, 1978-1979, Letter to EGM from Elspeth Geiger, Chairman, Outstanding Adventurer Award Committee, Zonta Club of Toronto I, November 21, 1978; Letter to Lee Bell, President, Zonta Toronto I From EGM, February 7, 1979.

³⁸ *The Ontario Messenger*, Volume 27, Number 1, (January 1980), Box 5, F207, Archives of Ontario; LAC MG31-K7 Volume 8, File 2: Miscellaneous Reports, Resolutions, and Correspondence, 1963-1980; Letter to EGM from Mary Staruck, General Secretary CFBPWC on behalf of Hazel A. Joy.

Montreal was selected as the site for this celebration as it had been one of the original founding members of the Canadian Federation. As the Canadian Federation was also a founding federation of the International Federation of Business and Professional Women its jubilee celebration occurred in the same year as the its international parent. The International Federation's celebratory congress occurred in Monteux, Switzerland at the end of May 1980.

LAC MG31-K7 Volume 7, File 11: Commemorating Fifty Years of Service to the Status of Women – History of CFBPW, 1980; LAC MG31-K7 Volume 8, File 2: Miscellaneous Reports, Resolutions, and Correspondence, 1963-1980, January 1980 Meeting: International Affairs.

³⁹ See Chapter 3.

⁴⁰ LAC MG31-K7 Volume 24, File 13: Women Engineers: miscellaneous notes and publications n.d., 1971-1980, Eva-Lis Wuorio, "Talented Woman Engineer Runs Her Own Business", in *Career for Women*, Reprinted from and Distributed by *The Globe and Mail*, n.d.

⁴¹ Interview with Dormer Ellis, July 15, 2006.

⁴² IYDP's objectives were to augment differently abled persons' overall participation in society.

LAC MG31-K7 Volume 20, File 3: International Year of the Disabled: Reports and Memoranda, 1980-81, 'Background' Agenda Item 4. International Year of Disable Persons (IYDP) 1981, Suggested Agenda for the Meeting of First Ministers on the Constitution, Ottawa June 9, 1980; LAC MG31-K7 Volume 20, File 6: International Year of the Disabled: Organizing Committee Report, 1981, *Directions : A Report of the Canadian Organizing Committee for 1981, The International Year of Disabled Persons*, (Ottawa: Canadian Organizing Committee for 1981, n.d.)

⁴³ LAC MG31-K7 Volume 20, File 3: International Year of the Disabled: Reports and Memoranda, 1980-81, Canadian Organizing Committee for 1981 IYDP; LAC MG31-K7 Volume 11, File 11: Building Materials Evaluation Commission: Minutes, Reports, Regulations and Rulings, 1974, 1976-1980 – August 19, 1980, Letter EGM to Ministry of Consumer and Commercial Relations RE: Nominating Disabled Persons to the Ontario Building Code Commission & the Ontario Building Materials Evaluation Commissions.

⁴⁴ Judy Steed, "Ahead of Her Time: Aeronautical engineer, feminist and self-styled curmudgeon Elsie Gregory MacGill at 75 still things everything is possible", *Today*, September 13, 1980.

When preparing an address for students at Queen's University Elsie made a point of mentioned the fact she had been practicing for over fifty years, but then quickly noted that it was not that exceptional.

LAC MG31-K7 Volume 21, File 6: Miscellaneous Notes and Memoranda, n.d., 1977, Rough notes to address students at Queen's University, March 28, 1977.

⁴⁵ LAC MG31-K7 Volume 15, File 9: Letter to EGM from Charlotte Van Dine, CFBPWC, September 25, 1980.

⁴⁶ Donald Jones, “Doing it her way was Elsie’s way of flying”,
Toronto Star, Historical Toronto, Saturday, March 16, 1985, M3.

FOOTNOTES
CHAPTER 13

¹ J.J. Green, “Elizabeth (Elsie) Gregory MacGill”, *Canadian Aeronautics and Space Journal*, Volume 26, Number 4, (Fourth Quarter, 1980), 349.

In a personal letter of condolence J.J. Green said: “It is difficult to believe that Elsie has gone and all that warm and vibrant personality is quenched. You know how much we enjoyed her friendship and her lively outlook on all manner of subjects and concerns. You know also how very much we participated with her, and you, in pleasure which each new honour brought. What a wonderful thing it was that all of her abilities and accomplishments were recognized and acknowledged during her full and active lifetime”.

LAC MG31-K7 Volume 16, File 1: Letters of Condolence, 1980-1981, Letter to Bill Soulsby from Mr. and Mrs. John Green, November 4, 1980.

² *Ibid.*, Letter to Bill Soulsby from Jeanne Lapointe, November 14, 1980.

³ LAC MG31-K7 Volume 16, File 2: Letters of Condolence, 1980-1981, Letter to Bill Soulsby from Ursula and Fred Franklin, November 7, 1980.

⁴ Elsie had followed the debate about the Bill of Rights in the *Hansard* and local newspapers, as well as the relevant Senate Debates. In her files she had a full copy of Bill C-60 as well as the federal government's information book entitled "The Canadian Constitution 1980". All this material and her vast experience in public policy were a base for a series of recommendations she put forward to the CFBPWC including the rights women needed to be protected within the document. The list she generated was akin to a summary of all her ongoing concerns about status within society and included rights-based considerations for Aboriginal women to recognition of necessity of equal pay for work of equal value, maternity leave and childcare provisions.

LAC MG31-K7 Volume 17, File 23: Bill of Rights, Canadian Human Rights Act, 1977-1980; LAC MG31-K7 Volume 17, File 21: Bill C-60 Constitution: Notes and Report, 1977-1980; Letter to EGM from May Poaps, Chairman CFBPWC Committee on Canadian Constitution RE: Advisory Council on SofW Women's Constitutional Conference, Sept 5, 6/80 Ottawa.

⁵ Interview with Ann Soulsby, August 7, 2006; "Elsie MacGill, 75, engineer", Obituaries, *Toronto Star*, Thursday, November 6, 1980, A22.

⁶ "In Memoriam", *B. and P. News*, Volume XXIX, Number 10, (December 1980), File: Newsletters – Toronto Area Clubs 1977-1983, Toronto Business and Professional Women's Club fond, F 2085-5-0-5, Archives of Ontario.

⁷ Ibid.

⁸ LAC MG31-K7 Volume 16, File 1: Letters of Condolence, 1980-1981, Letter to Mr. E.J. Soulsby from Joseph Sheinin, Secretary, E.I.C. Toronto Branch, January 15, 1981.

Rose Sheinin was a prominent Canadian scientist. For more information see: "In Memoriam: Rose Shinin (Née Shuber)", *Concordia University Journal*, Volume 4, No. 13, April 2, 2009

(Available at: http://cjournal.concordia.ca/archives/20090402/in_memoriam_rose_sheinin_nee_shuber.php , (Accessed August 24, 2012).

Elsie had nominated Rose Sheinin for the Order of Canada.

⁹ Dormer Ellis, “These Women are Engineers” Survey of Questionnaires prepared for the 2nd Convention of Women Engineers of Canada (April 1983).

For more information about the increasing activism by Canadian women engineers see: Ruby Heap, “Fighting the ‘Corset of Victorian Prejudice’ Women’s Activism in Canadian Engineering during the Pioneering Decades (1970’s-80s), in *Feminist History in Canada: New Essays on Women, Gender, Work, and Nation*, eds. Catherine Carstairs and Nancy Janovicek, (Vancouver: UBC Press, 2013), 218-236.

¹⁰ The TBPWC recently made part of her story accessible to the upcoming generations through the comprehensive history section on their website. In addition to offering important documentation of the club’s history since 1910, one page is dedicated to “Our Elsie”.

TBPWC Website, “Our Elsie”, http://www.bpwtoronto.com/hp_2.html, Accessed (February 27, 2011); “In Memoriam”, *B. and P. News*, Volume XXIX, Number 10, (December 1980), Toronto Business and Professional Women’s Club fonds, File: Newsletters – Toronto Area Clubs 1977-1983, F 2085-5-0-5, Archives of Ontario.

This was not the first time that Elsie was referred warmly to as “Our Elsie”. During her time as a student at the University of Toronto her fellow students also referred to her in this manner. Such reference indicates the depth of her connection to each group, as beyond seeing her as a member of a class or organization, they laid collective claim to who she was and what she represented to them.

See Chapter 2.

¹¹ LAC MG31-K7 Volume 16, File 1: Letters of Condolence, 1980-1981, Letter to E.J. Soulsby from Geraldine Farmer, President of the CFBPWC, November 27, 1980; “Tribute: Dr. Elizabeth MacGill, a distinguished Canadian”, *The Business and Professional Woman*, Volume 38, Number 1, (February 1981), 2.

¹² Calls for contributions towards the \$5,000 prize appeared in the *Canadian Consulting Engineer*.

“Engineering News: Elsie Gregory MacGill Memorial Foundation formed”, *Canadian Consulting Engineer*, (October 1985), 18.

¹³ In 1981 the TBPWC approved a \$1000 donation to the Memorial Fund. At the same time \$200 was also earmarked towards maintain the clubs’ archives, something of which Elsie would have approved.

B. and P. News, Volume XXX, Number 6, (May 1981). File: Newsletters – Toronto Area Clubs 1977-1983, Toronto Business and Professional Women’s Club fonds, F2085-5-0-5, Archives of Ontario.

¹⁴ In choosing Maryon Kantaroff to prepare the accompanying sculpture the foundation was paying tribute to another woman who had trailblazed in a male-dominated profession. Kantaroff created the Toronto Art Foundry in 1974 and garnered recognition for her abilities in bronze sculpture both in Canada and abroad. Elsie had interacted with Kantaroff during the course of various events, and was well aware of her artistic work. In fact, Elsie had a copy of her promotional brochure in her papers.

Wendy Robbins, Meg Luxton, Magrit Eichler and Francine Descarries, *Minds of Our Own: Inventing Feminist Scholarship and Women’s Studies in Canada and Québec, 1966-1976*, (Wilfrid Laurier University Press, 2008), 17; LAC MG31-K7 Volume 21, File 16: Nominations for Order of Canada: Correspondence and Notes 1973-1979, “Maryon Kantaroff: Sculpture Reliefs”.

The list of Honorary Patrons and Trustees included in the brochure announcing the award provides further evidence of the connections Elsie had achieved in her lifetime. The Honorary patrons included: The Honourable Monique Bégin, The Honourable Florence Bird, The Honourable Muriel McQueen Fergusson, James C. Floyd, P.Eng., Ian A. Gray, P.Eng., James M. Ham. O.C., Dr. Helen MacGill Hughes, Margaret Hyndman, O.C., Harold L. Maclin, F.E.I.C., James W. MacLaren, P.Eng., Kay MacPherson, C.M., The Honourable Pauline McGibbon, Laura L. Sabia, O.C., Kenneth F. Tupper, and The Right Honourable John Turner C.C.

The trustees included: Paul B. Dilworth, P.Eng., C. Alexander Geddes, P.Eng., Lorna R. Marsden, Lucy I.M. Milne, Elizabeth M. Neville (Chairperson), Ross C. Norgrove, P.Eng., Ann Soulsby, Charlotte I. Van Dine.

LAC Senator Lorna Marsden's Fonds at the Library and Archives of Canada (Gatineau, Québec), R/E 2007-0703 Volume 1, File: Trustees: Honorary Selection. "The Elsie Gregory MacGill Foundation" information brochure about foundation and award.

¹⁵ LAC Senator Lorna Marsden's Fonds at the Library and Archives of Canada (Gatineau, Québec), R/E 2007-0703 Volume 1, File: Trustees: Honorary Selection. "The Elsie Gregory MacGill Foundation", information brochure about foundation and award.

¹⁶ LAC Senator Lorna Marsden's Fonds at the Library and Archives of Canada (Gatineau, Québec), R/E 2007-0703 Volume 1, File: EGMMF: 1986 Selection CMTEE/Minutes, Addresses, Summary of Elsie Gregory MacGill Award.

The merger of themes within this sculpture echoed other pieces Maryon Kantaroff was known for, such as *The Garden*, which blended aspects of femininity and masculinity.

Wendy Robbins, Meg Luxton, Magrit Eichler and Francine Descarries, *Minds of Our Own: Inventing Feminist Scholarship and Women's Studies in Canada and Québec, 1966-1976*, (Wilfrid

Laurier University Press, 2008), 17.

¹⁷ LAC Senator Lorna Marsden's Fonds at the Library and Archives of Canada (Gatineau, Québec), R/E 2007-0703 Volume 1, File: Trustees: Honorary Selection. "The Elsie Gregory MacGill Foundation", information brochure about foundation and award.

In 1995, the award was transferred to the University of Toronto's Faculty of Arts and Science to oversee and administer.

LAC Senator Lorna Marsden's Fonds at the Library and Archives of Canada (Gatineau, Québec), R/E 2007-0703 Volume 1, File: EGMMF: 1986 Selection CMTEE. Letter to Darlene Frampton, Director of Public Relations, Faculty of Arts and Science, University of Toronto from Margaret Jackson, Treasurer, Elsie Gregory MacGill Memorial Foundation, December 5, 1995; "The Elsie Gregory MacGill Memorial Award" Information Sheet.

¹⁸ Donald Jones, "Doing it her way was Elsie's way of flying", *Toronto Star*, Historical Toronto, Saturday, March 16, 1985, M3.

It is interesting to note that Donald Jones also chronicled Elsie's mother in the *Toronto Star* a few months after his article on Elsie.

Donald Jones, "All the triumphs of a very colourful woman", *Toronto Star*, Historical Toronto, Saturday, September 21, 1985, M3.

¹⁹ Alfred Holden, "Women honored for a life of firsts" *Toronto Star*, (March 9, 1990); "Plaque Unveiled", *UofT Bulletin* (March 12, 1990).

²⁰ On October 16, 1992, the sixteen people inducted into The Canadian Science and Engineering Hall of Fame included: Maude Abbott, Sir Frederick Banting, Alexander Graham Bell, J. Armand Bombardier, Reginald Fessenden, Sir Sandford Fleming, Dr. Gerhard Herzberg, Sir William Logan, Frère Marie-Victorin, Elizabeth MacGill, Andrew G.L. McNaughton, Margert Newton,

Joseph-Alphonse Ouimet, Wilder Penfield, John Polanyl and Wallace Turnbull.

NRC Backgrounder – Hall of Fame Induction Process, File: Elsie Gregory MacGill, engineer, Elsie Gregory MacGill fonds, F4526-1, Archives of Ontario.

²¹ The award honoured engineering faculties or schools that set examples in encouraging women in engineering.

Letter to Ann Soulsby from Deborah Worrada, Executive Director of CEMF, April 22, 2000, File: Elsie Gregory MacGill, engineer, Elsie Gregory MacGill fonds, F4526-1, Archives of Ontario.

²² The Northern Lights Award’s Vision Statement notes that this award is “the pinnacle aviation and aerospace award program that recognizes, promotes and inspires past, present and future generations of Canadian women in the industry”. Supporting partners of the award include The Ninety-Nines First Canadian Chapter, Canadian Women in Aviation and Women in Aerospace Canada. The 2011 recipient of this award was experienced pilot Roberta Taylor. Since 2012, the number of annual awards have increased. The 2014 awards include awards in the following categories: Flights Ops/Maintenance, Government, Business, Education, Pioneer, and Rising Star.

Northern Lights Award, www.northernlightsaward.ca/index.html (Accessed October 7, 2011); Lauren La Rose, “Aviation trailblazer honoured: Former local woman wins Northern Lights Award”, *The Chronicle Journal*, Tuesday, September 30, 2011.

²³ Northern Lights Award, “Elsie MacGill Biography”, “Press release: Queen of the Hurricanes Honored”, Elsie MacGill Northern Lights Award, <http://www.northernlightsaward.ca/elsiemacgillbio.html>, (Accessed July 13, 2014).

The date was chosen to correspond with Bombardier Incorporated’s 100th Anniversary. These plaques have led to

increased interest in the plant's history during the Second World War, and there is interest in creating a monument of the Hawker Hurricanes at the Thunder Bay International Airport.

Email communication with Svenja Hansen, Partnering & Engagement Officer, Parks Canada – Northern Ontario, March 14, 2011; Doug Diaczuk, “100 years strong Bombardier plant gets historical designation”, *The Chronicle Journal*, Friday, June 29, 2012 (A1, A4); “Canadian Car & Foundry National Historic Site of Canada”, *Thunder Bay Business*, (July 2012), 9.

Available at: issuu.com/northsuperior/docs/business_july_2012black, (Accessed July 14, 2012).

“Heritage CanCar Airport Hawker Hurricane Monument Proposal – Vesa Peltonen”, *NetNews*, (June 16, 2012).

Available at: <http://netnewsledger.com/2012/06/16/heritage-cancar-airport-hawker-hurricane-monument-proposal-vesa-peltonen/> (Accessed July 14, 2012).

²⁴ Richard I. Bourgeois Doyle, *Her Daughter the Engineer: The Life of Elsie Gregory MacGill*, National Research Council Biography Series, P.B. Cavers ed., (Ottawa: NRC Research Press, 2008); Jeanette Lynes, *The Factory Voice: A Novel*, (Regina: Coteau Books, 2009).

²⁵ The full issue is available electronically at: www.nxbooks/swe/spring22/index.php (Accessed November 6, 2011); Anne M. Perusck, “Welcoming Women’s History Month” *SWE: Magazine of the Society of Women Engineers*, (Spring 2011), 7.

Additional articles within this issue featuring Elsie include: Anne M. Perusck, “Their Daughters – the Engineers”, *SWE: Magazine of the Society of Women Engineers*, (Spring 2011), 18-20; Dick Bourgeois-Doyle, “Six Decades Later, SWE Pioneer Elsie MacGill Continues to Inspire” *SWE: Magazine of the Society of Women Engineers* (Spring 2011), 28-32.

²⁶ Emphasis is Elsie's. LAC MG31-K7 Volume 21, File 10: Miscellaneous Speeches by E.G. MacGill, 1963-1977, "Technology: Women's Lib: Our Challenging Future", 3-4, 10-11.

²⁷ LAC MG31-K7 Volume 19, File 11: Feminism: E.G. MacGill's Views, 1980: autobiographical note, August 16, 1980.

²⁸ J. J. Green "Elizabeth (Elsie) Gregory MacGill", 351.

FOOTNOTES
AFTERWORD

¹ Judy Steed, “Ahead of Her Time: Aeronautical engineer, feminist and self-styled curmudgeon Elsie Gregory MacGill at 75 still things everything is possible”, *Today*, September 13, 1980.

² Pamela Wakewich, “The Queen of the Hurricanes”: Elsie Gregory MacGill, Aeronautical Engineer and Women’s Advocate”, In *Framing Our Past: Canadian Women’s History in the Twentieth Century*, eds Sharron Anne Cook, Lorna RMcLean and Kate O’Rourke, (Montreal & Kingston: McGill-Queen’s Press, 2001), 396-401.

³ For more information see: “AFFESTIM”, <http://www.affestim.org/> (Accessed April 19, 2011).

⁴ For more information in the development of the five regional NSERC Chairs for Women in Science and Engineering see: Chair for Women in Science and Engineering –Ontario, ‘The CWSE Story’, <http://www.cwse-on.ca/index.jsp?resourceID=34>, (Accessed October 8, 2011).

⁵ For more information see: “INWES International Network of Women Engineers and Scientists”, www.inwes.org (Accessed February 2, 2013); Ruby Heap and Crystal Sissons, “Retracing Paths to Advance Future Journeys: Creating Bridges Between

Engineering and Social Sciences”, at the Canadian Committee on Women in Engineering + 20 National Workshop, University of Ottawa, Ontario, April 29, 2011, <http://projectccwe.files.wordpress.com/2011/05/crystal-sissons.pdf>, (Accessed November 11, 2012).

⁶ Elsie Gregory MacGill, *My Mother the Judge: A Biography of Helen Gregory MacGill*, Reprint 1955, (Toronto: The PMA Press, 1981).

⁷ MacGill, *My Mother the Judge*; LAC MG31-K7 Volume 16 File #14, Helen Gregory MacGill: Correspondence RE: MY MOTHER THE JUDGE 1951-1982, EGM’s letter to Mr W.G Tamblyn, President, Lakehead University, 2 February 1966.