

	Goal for women candidates?	Time Frame	Use Power to appoint candidates?	Measures to address inequality
Stephane Dion	Minimum 33% immediately working toward 50%.	In next election, 33% of candidates to be women.	Yes and will work with ridings, NWLC, Judy LaMarsh Fund to ensure a thorough search for women candidates in each unheld riding.	Ensure women run in winnable ridings after a thorough search; appoint team of advisors; ensure each province and territory has a female election co-chair and that national campaign committee has equal representation.
Ken Dryden	Gender Parity	30% if election called in 2 year, 35% if election called in 4 years	Yes, judiciously	Setting targets to increase women's participation combined with mentoring programs and active recruitment, including diversity.
Bob Rae	Gender Parity	Within the next several election campaigns	Should be used sparingly. It represents a band-aid solution; what we need is a cultural shift in the Party.	National standards for nominations. Constituency associations charged with making candidate search a consistent and on-going activity. Incentives to parties to nominate and elect women.
Carolyn Bennett	Gender Parity	Within 3 or 4 election cycles.	Parachuting candidates has caused dysfunction; however would do so in extraordinary situations.	Electoral Reform - P.R. All incumbents not running should be obligated to ... and replace themselves with a women - mentoring.
Gerard Kennedy	Gender Parity	Within 2 or 3 elections.	Yes, judiciously achieve equality.	Sustained outreach to community and women's groups; Cabinet should be 50% women; identifying and fast-tracking young Liberals.
Scott Brison	Gender Parity	By 2011.	Yes but judiciously.	Would work with NWLC, Women's Caucus and National campaign team to identify "winnable" ridings to achieve target. Would create mentoring and training programs as well as looking at best practices around the world. Leader must be proactive.
Martha Hall Findlay	Approximately 50%	Each election will see a greater number. Set an immediate goal of increasing the number of women candidates in each successive election until we achieve gender parity. No quotas.	Yes but discretion must be used properly.	Each riding needs to demonstrate that it has seriously tried to recruit at least one female candidate (ND model). Nomination process single biggest barrier - must discourage undue efforts to control the nomination process with the exception of the appointment process. Need to consider PR.
Michael Ignatieff	Gender Parity but 25% in upcoming election and 35% women in ridings unheld or where incumbent not running.	Would start with 25% for the upcoming election and increase in every subsequent election until we reach 50%.	Yes, in consultation with riding associations.	Recruitment and empowerment must be the forefront of all our strategies to fully engage women - gender parity. National Campaign Committee to be held accountable for achieving objectives.

	Barriers that prevent women from running	Should party dedicate financial assistance?	Do you believe WC is fulfilling its role?	Should the LPC establish an office?
Stephane Dion	Financing--proposes further changes to the Elections Act to provide incentives to Party's to recruit more women.	Absolutely.	Yes, but needs more resources.	Yes. In addition, an advisory team would be created, which would include a senior staff member from the Leader's Office.
Ken Dryden	Psychological and systemic. Financing.	Yes	Yes but needs more support as well as expanded	A position or branch in the Leader's office that will liaise with NWLC and LaMarsh Fund, among others.
Bob Rae	Financial. Lack of encouragement from the Party.	The Party should fund a Gender Advisor/Equity Officer who would work in the Leader's Office/	The Liberal Party must do more	The Gender Advisor/Equity Officer would be in the Leader's Office
Carolyn Bennett	Financial. Nomination process, change mandate of LaMarsh Fund to support women at nomination. Lack of transparency.	Dedicate financial resources for adequate staff in the Leader's Office.	Commission has been conflicted in their roles.	Yes. Needs to be a point person in Leader's Office and the National Party Office.
Gerard Kennedy	Lack of knowledge; lack of engagement or outreach by the Party, lack of mentoring and finances; believe they can make a greater contribution elsewhere	Yes. LPC needs a tactical plan with a budget for outreach and execution.	Yes	No. Assess current alignment between National Executive and NWLC and its clubs and renew and improve it.
Scott Brison	Primary caregivers; financing; societal pressures.	A percentage of party revenues should be dedicated to mentorship, training and funding of women candidates	It is doing the best it can but needs more resources.	Yes. It should be housed at the LPC national office
Martha Hall Findlay	Societal pressures (primary caregivers), financial pressures; geographical distance for many; lack of confidence and experience.	Yes. We must ACT-ACTING takes resources.	Not enough. No clear mandate and not enough resources.	No, worries about another layer of bureaucracy. Wonders why Women's Commission cannot do the job - need accountability and resources
Michael Ignatieff	Work/life balance. Particular barriers of minority and visible minority.	Would establish a nation-wide system to recruit, identify, train, mentor, and financially encourage women candidates.	Would like to know what women within the party think; NWLC will need to evolve and be restructured.	Needs to ensure that appropriate and adequate human and financial resources are committed and would require regular reporting on progress.

	How would you support women seeking executive positions?	Other
Stephane Dion	Would work with party executives to ensure women are sought out and encouraged to run for Exec Positions through concrete succession planning.	Has created a Ten-Point Plan, which outlines commitment to ensure that gender parity is achieved. Underscores importance of "leading" by example. Commits to GBA (gender based analysis) of government policies, programs and legislation.
Ken Dryden	Tear down the glass-ceiling	Has created a document "Politics with a Purpose: An Action Plan for Women in Public Life. Equal participation in all aspects of the Party.
Bob Rae	Supports recommendations of the restructuring Task Force which would see a flattening of the Party's structure and an enhanced commitment to gender parity.	Supports a President-elect system, tied to gender, whereby at each Convention of the Party we would elect the "president-in-waiting" alternating b/w female and male. Commits to a quota of 50% in the Senate.
Carolyn Bennett	V-Ps becoming President, set targets, more continuity on the Party Executive. All ridings must aim for gender parity on their executive, same for provincial, territorial associations and National Executive.	Has created a document titled "Healthy Democracy". Gender parity in every aspect of the Party. Proposes a Liberal ombudsman who helps maintain the "brand".
Gerard Kennedy	We need a membership driven party which better engages women.	Puts emphasis on engagement of riding associations to identify and recruit women for all Party activities.
Scott Brison	Need to ensure that all steps are taken to promote, identify, and recruit women for senior elected positions in the Party. Parity must also be reached.	Refers often to importance of leader making gender parity a priority.
Martha Hall Findlay	Need to recognize that one of the barriers is the internal party culture	"The fact that there are three women now running for Leader of the Liberal Party is, in itself. A great step forward. However, we still see references setting us apart as 'the female candidates'. There is nothing so strong as leadership by example and, frankly, it is time to move forward."
Michael Ignatieff	Need to ensure more women become delegates for conventions. Looking specifically at collateral fundraising efforts to support elected delegates, especially women. Would seek qualified female candidates for every order in council and ministerial appointment and always seek to secure that 50% of these appointments go to women.	Gender parity must be a core political and organizational objective of our Party. Concerned about visible minority and rural women candidates.