

Shirley Goldenberg Scholarship – Launch –31 March 2017
University of Toronto Faculty Club

Introductory Remarks by Gregor Murray, CRIMT Director

My name is Gregor Murray and I hold the Canada Research Chair in the School of Industrial Relations at the University of Montreal where I am also director of the Interuniversity Research Centre on Globalization and Work (CRIMT is the acronym we use in French to refer to the centre). It's CRIMT that is hosting this event and officially launching the Shirley Goldenberg Scholarship.

I first want to thank Shirley Goldenberg's many friends, colleagues and family members for your presence at this launch. I suspect that Shirley will tell you in a few moments how gratified she is to see you all here. I know that we at CRIMT are absolutely delighted at the enthusiasm you have displayed in anticipation of this event. It is therefore a great privilege for me to be launching the CRIMT Shirley Goldenberg Scholarship. I especially want to thank the four generations of the Goldenberg family who are present this evening. I think first of Shirley who has so graciously accepted this accolade. Second, her son, Eddie Goldenberg has played an important role in this initiative. Third, her daughter Ann, whose devastating illness prompted Shirley's move to Toronto, can only be present in spirit, but she is very much present through the next two generations of her family who are here this evening, notably her two grandchildren Stanley and Jennifer, as well as Layla, one of her great-grandchildren. We can only imagine how proud Ann would be of her Mother on this day.

My goal is ostensibly to introduce you to Shirley Goldenberg and explain the origins of this scholarship initiative. However, it suddenly occurs to me that Shirley is in fact the only person in the room who knows absolutely everyone present.

I must therefore adopt a different tack. Most of you only know Shirley over her most recent decades - she's been so generous in giving us the choice of so many decades! I am going to plumb her hidden depths. In fact, she has led a double life – one before the most recent decades in Toronto, when she was a professor at McGill University in Montreal.

This is a story known to some of you but not to others. It is certainly a story that should not be lost in the mists of time and that is why we are launching the *Shirley Goldenberg Scholarship*. Shirley is undoubtedly the pioneer in terms of establishing the legitimacy of women's presence in academic industrial relations in Canada.

Her career parallels those of a number of the first women in so many fields of academic endeavour, women whose labour market opportunities were bounded by their role in the

home. Indeed, it is difficult for many of us today to imagine the obstacles that Shirley Goldenberg has had to overcome in her many remarkable accomplishments. While this might have somehow seemed "normal" at the time, it is anything but, with the benefit of 20-20 hindsight.

By way of introduction, I want to enumerate just a few facts that highlight the accomplishments of this wonderful woman, valued friend and/or family member for each of you.

- Shirley graduated from high school in 1940, first in the province of Quebec in the standardized matriculation exams.

- She then spent four years in sociology at McGill University, always with distinction as a "University Scholar."

- She was awarded a graduate fellowship at the University of Chicago in sociology in 1944-45. Not only was Shirley one very bright young woman, but she was attracted to the social inspirations of the Chicago reform movement at a time when the University of Chicago was still better known for the innovative traditions of Jane Adams, the pioneer social worker and suffragette, than the neo-liberal penchants that would subsequently emerge from its economics department and its star Milton Friedman. A number of other young Canadians had preceded her there, not least of whom was Mackenzie King, who had also sought to cultivate his own brand of inspiration in this tradition of liberal social change.

It was scarcely surprising that Carl Goldenberg, an already distinguished Montreal constitutional and labour lawyer at the time and soon to become Canada's premier labour mediator, arbitrator, and counsel, fell for this dashing young intellect. Indeed, to add to the intrigue, Carl had long been a confidant of one of those other Canadians who had also been much influenced by the Chicago reform movement, none other than Mackenzie King. Shirley told me this evening that Carl first "noticed" Shirley at a very boring conference on social policy during an exceedingly boring speech by the then minister – a friend of Carl's – which Shirley had the good sense to leave. But, as she left the conference room, it was clear that Carl's attention was also wavering and he then turned to his neighbour and affirmed: "That's the girl I am going to marry!" Happenstance led to an actual meeting one week later in Ottawa and there transpired another week – a full seven days - before they actually decided to get married. It was in such a whirlwind that these young intellects, Shirley and Carl, began a life-long partnership with their marriage in 1945.

It was not a time of commuter marriages and Shirley cut short her graduate studies to begin her career as a homemaker, mother of two remarkable children - Eddie and Ann - and soul mate for Carl.

It should be stressed that theirs was quite an unusual home because it was a meeting place for intellectuals, union leaders, and many others interested in the reform of social policy, nationally of course, but especially in the many struggles prior to Quebec's Quiet Revolution.

Among the frequent visitors were many of the other pioneers of the field in Canada : the Abbé Gérard Dion, founder and pillar of the Département des relations industrielles at Université Laval, was a regular visitor to the Goldenberg home. So too was Father Gérard Hébert, later known as Prof. Gérard Hébert, from the School of Industrial Relations at Université de Montréal. Not to forget, of course, Shirley's McGill mentor and doyen of labour policy in Canada, H.D. "Bus" (Buzz) Woods. And these connections went well beyond labour relations as many of Canada's premier social reformers found their way around their dinner table. As I glanced at Fred Kaufman's biography, *Searching for Justice*, the other day, he recounts how he, Frank Scott and several others met around the dinner table at the Goldenbergs to discuss the burning issues of the day and what to do about them...

There are two key points here: first, people of this generation were not afraid to think about social progress, indeed, they relished doing so; second, these different realms of social progress (labour rights, civil rights, women's rights, human rights, democratic rights, the rights of the poor) were all part of an interconnected conversation – in which Shirley and Carl were at the centre.

However exceptional hitherto, the unusual part of this story for us here inaugurating the Shirley Goldenberg Scholarship only begins in the 1960s when this mother of two teenaged children returned to her studies at McGill University to complete an MA in sociology.

Her interest in pursuing a career in industrial relations then brought her under the tutelage of Bus Woods. There followed an extremely rapid ascension. She began teaching industrial relations at McGill in 1967 – yes, exactly 20 years ago (or thereabouts), as a young professor of 44 years of age - she'll take either of these figures!

Always on her case and eager to advance his star pupil, H.D. Woods who chaired the four-person *Task Force on Labour Relations in Canada* commissioned Shirley Goldenberg to write a report on "Professional Workers and Collective Bargaining." To signal to what degree industrial relations was still a man's world at that time, it should be stressed that of the 88 studies done under the auspices of the Task Force, only one other was done by a woman academic, her then contemporary co-lecturer and great friend at McGill, Frances Bairstow.

Note that we are especially honoured to have here this evening one of the other authors of those 88 studies a Mr. Harry Arthurs, whose contribution to the work of the Task Force was *Labour Disputes in Essential Industries* (Ottawa: Privy Council Office, 1968). I trust that when you think of Harry, it's not that he was president of York University or Dean of Osgoode Hall Law School or chair of umpteen commissions of public inquiry or even that he is, as I speak, a researcher in the Interuniversity Research Centre on Globalization and Work or CRIMT of which I am the director. No, it's that 1968 study! In passing, you might note the publication this month (March 2017) by McGill-Queen's University Press, of a fine book in Harry's honour: *The Daunting Enterprise of the Law: Essays in honour of Harry W. Arthurs*, edited by Simon Archer, Daniel Drache and Peer Zumbansend.

Now, back to the main story. It would be nice to think that life chances were simply so "meritorious" for a scholar like Shirley. In fact, it was more difficult than that, and it would not be unreasonable to link her successive term appointments, just like those of the other woman in the field such as Frances Bairstow, to prevailing forms of sexism.

Indeed, it was Bus Woods who made it a condition of accepting his appointment as professor of industrial relations to the newly created Faculty of Management at McGill in 1972 that there be an industrial relations section and that they include his two women "protégées," Shirley Goldenberg and Frances Bairstow, as tenure-track assistant professors.

It is certainly important to acknowledge the contribution of her colleagues and family in her professional achievements.

- First, and above all, was the support of her husband Carl, Senator Hyman Carl Goldenberg OC OBE QC, who steadfastly believed in her capacities, strongly supported her scholarship and was her number one fan throughout her career.

- Then, of course, there was Bus Woods, who recognized this outstanding talent and sought every opportunity to give her a stage to display those talents.

- There were many others, of course, not least Abbé Gérard Dion, but it would be remiss not to mention the contribution of Shirley's female colleague, Frances Bairstow, who had followed a similar career path. Although their scholarship was quite different and their interests naturally divergent, there was undoubtedly a gender complicity that helped them to suffer through the occasional and, above all, preposterously unfounded intellectual arrogance of younger male colleagues whose intellectual worldview did not go much beyond the particular model, econometric or otherwise, that informed their often irrelevant (in the grand scheme of things) doctoral thesis.

But Shirley did so with her customary grace and dignity, while never hesitating to

mobilize her devastatingly caustic intellect, while continuing to make a number of wonderful achievements.

Over the course of the next decade after her appointment at the Faculty of Management at McGill, she went from assistant to associate to full professor. If you have not read the 1970s Goldenberg and Woods overview of the state of industrial relations research in Canada, and I am probably safe in thinking that almost no one here present except Harry Arthurs and me have done so, you will have to take it on trust that it remains a remarkable achievement.

Shirley was certainly one of the pioneers in the study of public sector industrial relations in Canada; the most tangible proof of this is her landmark two-volume study of the federal public service co-authored with Jacob Finkelman: *Collective Bargaining in the Public Service: The Federal Experience in Canada*, Volumes 1 and 2 (Montreal, The Institute for Research on Public Policy, 1983).

Moreover, as one glances over Shirley Goldenberg's list of publications, it is readily apparent how she was always ready to embark on new themes and issues, be they the role of staffers at the Confederation of National Trade Unions (Confédération des syndicats nationaux), the unionization of professional workers, women and the law, or whatever other topic sparked her intellectual curiosity and commanded the attention of public policy.

Note that Shirley was secretary-treasurer of the Canadian Industrial Relations Association in 1972-1973 – a suitable job for a woman – but also its president in 1973-1974 – an entirely new job for a woman – as she was the first woman president. And likewise, she was recipient of its prestigious Gerard Dion Award for outstanding achievement in 2000.

Shirley was also an exemplary teacher. I am going to be brief on this aspect of her achievements because we have with us this evening a prime example of her mentorship. In a few moments, Elizabeth MacPherson, who was a student of Shirley's in McGill's Industrial Relations program from 1969-1971, will talk a little about Shirley's role as a teacher and mentor. While Shirley would be loath to take any of the credit, note that Elizabeth went on to be head of the Federal Mediation & Conciliation Service (1999-2007) as well as Chairperson of the Canada Industrial Relations Board (2008-2014) and remains an outstanding arbitrator. And I will hazard a guess that having a woman teacher who was passionate about her field of study was more than just a little influential in her subsequent career choices. More about this in a moment (see Speech by Elizabeth MacPherson).

To complete the picture, it is also important to mention Shirley's premature withdrawal from academic scholarship to be with her daughter Ann all through her tragic illness, and

then to care for her beloved husband Carl, who was so seriously incapacitated in the last few years of his life.

What I have tried to highlight in this presentation of the Shirley Goldenberg Scholarship is a different kind of career marked by the movement between wonderful research and teaching achievements and a commitment, as a woman, to caring. These were dual priorities where the second most often took precedence over the first, which makes her outstanding achievements as an industrial relations scholar all the more remarkable.

For selfish reasons related to the development of our own field of study, as industrial relations analysts, scholars, and practitioners, we are no doubt entitled to regret that Shirley Goldenberg did not spend even more time in the so-called active labour force. We would be wrong not to draw another important lesson from her experience. Indeed, we should all celebrate the fact that she demonstrated for us all - men and women alike - the possibility of remarkable public achievement in a quite different blend between home and work than we might normally anticipate. Indeed, her many achievements - public and private - suggest that such a blend is possible for us all. Perhaps Shirley was a millennial well before the millennium?!?

Shirley is going to speak to us after Elizabeth MacPherson. She will graciously try to deflect the credit of her many accomplishment to others, as we have come to expect her to do. You will listen with admiration but make no mistake about it, her remarkable accomplishments deserve to be recognized in their own right and on the terrain on which they were accomplished. She is right to recognize the contributions of others, but tonight we want to recognize her accomplishment and this Shirley Goldenberg Scholarship is our way of doing so, in perpetuity.

As the first woman scholar in the field of industrial relations in Canada, Shirley Goldenberg is undoubtedly the pioneer in terms of establishing the legitimacy of women's presence in this field of study. She has devoted her professional life to an improved understanding of all aspects of work and employment. Considering the era in which she accomplished so much, her achievements as a full professor, researcher and author are outstanding. This is all the more remarkable given her commitment as a caregiver to her family.

The Shirley Goldenberg Scholarship will support full-time graduate students in Canadian universities whose masters' or doctoral dissertations involve cutting-edge research on major trends in work and employment, with a particular focus on the public policy implications. The research should promise to make an exceptional contribution to our understanding of how the policies and practices of organizations, companies, trade unions or governments might make work better.

These students will be part of the research program of the Interuniversity Research Centre on Globalization and Work. CRIMT is the French-language acronym for the Interuniversity Research Centre on Globalization and Work (Centre de recherche interuniversitaire sur la mondialisation et le travail). CRIMT is an interdisciplinary and interuniversity research centre seeking to build knowledge on how to make work better.

Based at Université de Montréal, Université Laval and HEC Montréal (its three partner institutions), CRIMT brings together more than 150 co-researchers located in 23 Canadian universities (including McGill, UQAM, Queen's, UoT, York, Guelph, Western, SFU, UVic) and 44 institutions and universities overseas. The CRIMT research program provides an environment for leading international research and training in industrial relations, human resource management, labour law, labour studies, geography, sociology, economics, politics and management.

The CRIMT focus on better work is a key for constructing better societies is exactly the concern that inspired Shirley Goldenberg throughout her career and why we take such pleasure in launching this scholarship initiative in her honour.

Over the next few days, the attendees here tonight, and others who could not attend but very much wanted to do so, will receive an e-mail that will take you/them to a Webpage describing the Shirley Goldenberg Scholarship. That Webpage will eventually feature some further information about this launch, info about the recipients of the Scholarship, and about Shirley herself. When you visit that Webpage, there will be a link for those who wish to support this initiative, which will take you to a charitable donation form and the multiple ways you can make a contribution should you so wish. You simply need to click on that link to download a donation form or access a telephone number you can call to support this scholarship initiative in honour of Shirley Goldenberg.

It's so wonderful to launch this Shirley Goldenberg Scholarship as a celebration of a life being lived to the fullest – in past years, right now, and for many years to come. On behalf of my CRIMT colleagues, our students and Shirley's many colleagues, friends, family members and former students, I therefore take enormous pleasure in launching the Shirley Goldenberg Scholarship.

Now, over to Elizabeth MacPherson: Liz, what was it like to have Shirley as a teacher and mentor?

*Gregor Murray
31 March 2017*