



Adoption Council of Canada  
Conseil d'adoption du Canada

## A FIGHT FOR EQUALITY

With the Federal Election fast approaching, the Adoption Council of Canada (ACC) is hoping to help Canadians challenge candidates on an important issue: **Equal Employment Insurance Benefits for Adoptive Parents.**

Here is the issue: Currently, adoptive parents are eligible for 35 weeks of EI benefits. However, they are ineligible for the additional 15 weeks of maternity leave benefits available to those women who become mothers through birth, rather than adoption, despite the fact that adoptive parents pay into the EI Fund at rates equivalent to those of birthparents.

We challenge the candidates to recognize that adoptive parents and children have some of the same significant issues that families formed through birth require; inclusive but not limited to the additional leave time to bond and attach. Adoption professionals and researchers around the world identify a few of the issues facing adoptive parents as:

- The need to attach and bond (from parent to child or child to parent)
- Health issues or developmental delays some adopted children face
- Language barriers and cultural adjustments experienced by parents and children who have gone through the international adoption process, which is often onerous and fatiguing
- Potential post-adoption depression (clinically recognized, as is post-natal depression)
- Issues of loss, trauma, abuse, neglect or multiple caregivers

Giving adoptive families the same foundation we provide for birth families is truly a “motherhood” issue.

We ask that the Government of Canada create an Employment Insurance Benefit Plan for adoptive families that is financially equivalent to what is offered to biological mothers in the EI Maternity Benefit Plan: an Adoption EI Benefit Plan.

To help you, the ACC has gathered the following resources for you to use:

- [Research Project on EI Benefits for Adoptive Parents](#)
- [Sample Letter to your MP](#)
- [Petition](#)

You may use these resources in a number of ways:

- Use the research findings to question candidates during all-party meetings
- Send the letter to the leaders of the five main political parties
- Print the letter and deliver it to your local candidates
- Arrange individual meetings with candidates
- Sign the petition
- Circulate the information to others

Should you have any questions or concerns about this material, please do not hesitate to contact the ACC: 1-888-54-ADOPT or [info@adoption.ca](mailto:info@adoption.ca)

NOTE: this initiative is proudly supported by the following organizations:

- Adoption Council of Canada (ACC)
- Adoption Council of Ontario (ACO)
- Adoptive Families Association of British Columbia (AFABC)
- Adoption Support Centre of Saskatchewan (ASCS)
- North American Council on Adoptable Children (NACAC)
- Canadian Coalition of Adoptive Families