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# NORTHERN WOMAN

# JOURNAL

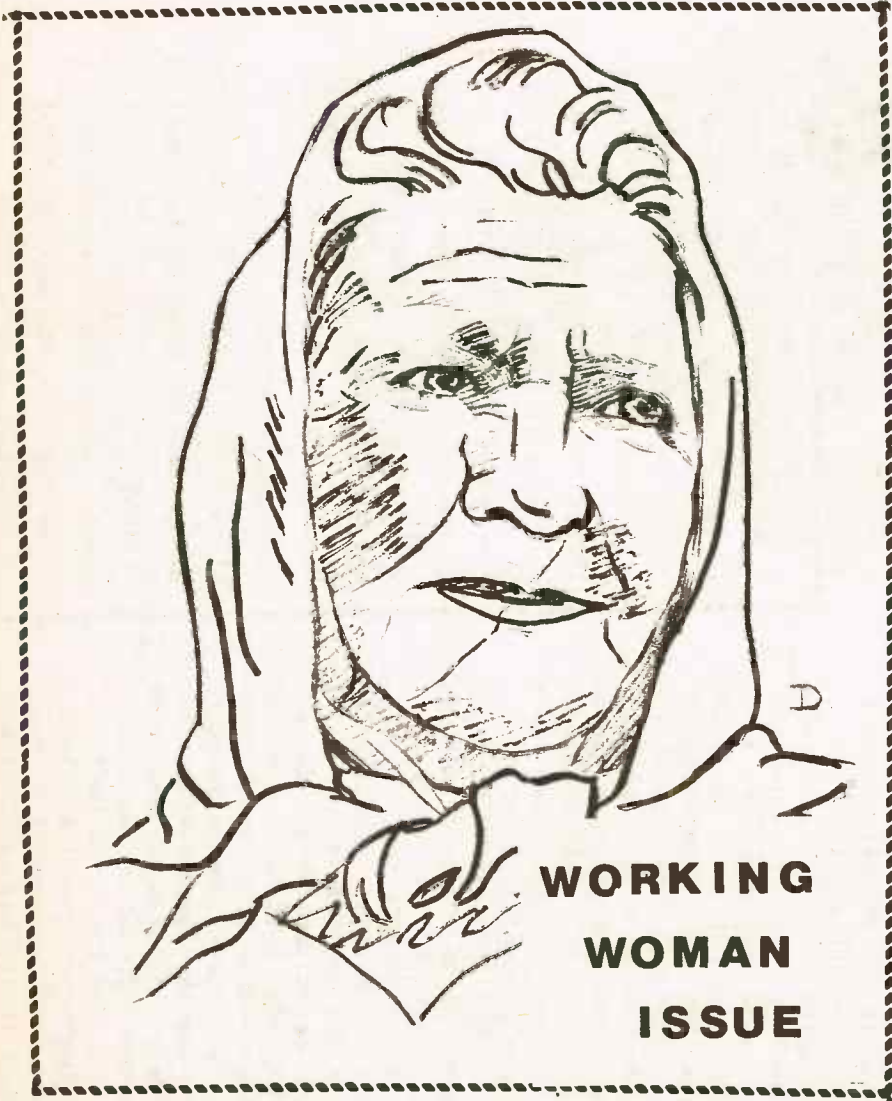
VOLUME

3

ISSUE

3

50¢



**WORKING  
WOMAN  
ISSUE**

## editorial

### OPEN HOUSE

Open house at The Northern Women's Centre is a ritual and this year is no exception. Starting at two pm. we begin arriving together and singly, loaded with good food and the stuff of the spirit. Old faces and new faces blend into a tapestry of loving solidarity. One has occasion to ponder the significance of this house of women, where having stepped in an open door, all pessimism vanishes, all tensions dissipate and are replaced by contagious hilarity. To see the old frame still holding and the new blood congealing around it augurs well for the future. International Women's Year had no message to give those of us firmly rooted in the commitment to equality. We recognize and appreciate it as the first solid food for a sex that has not yet found its legs. Hopefully it will cultivate an appetite for the meat that is closer to the bone. We are moved again each time we hear the story of how we first came to be from the first Northern Women's Conference and the effect Maryon Kanteroff had on this group when she first called us sisters. We wonder if she ever knew the spark that she lit would sustain us to this day. This is no day for poor-mouthing; the year shows promise of progress; we are not beset by divisional factions. The Journal will play a major role with a paid staff of two and a committed back-up crew. That office will be open five days a week from nine to five and will hopefully become an information centre as well. The Credit Union looms, the charter imminent. We support and participate in all action groups - day care, rape and sexual assault collective, crisis housing and the working women's equal pay group.

Gert's poetry has become a joint effort and a Northern Woman project - an indication of faith and support for a sister. All will play a part in its planning and promotion, its graphics and photography. It will emerge as the collective talents of all of us. All women's centres will be able to buy it at a discount as an expression of solidarity. It should be available by next June.

The importance of maintaining the Women's Centre as a generating station that strengthens and solidifies resolve cannot be measured. It is a necessary ingredient in a common struggle, a place where opinion varies but never oppresses, where listening is as stimulating as talking, where being honest is the norm and being loving is second nature. Each year we marvel that we are here, growing in wisdom, dealing with ourselves and each other, cementing that bond so necessary to the progress of any movement. For we know true anger at injustice is powerless unless it is fueled and sustained by the love we have for the victimized. With all this wisdom behind us, 1977 holds no terrors for us. It is only another step down a road to growth.



### WOMEN'S CREDIT UNION -

The Second Women's Credit Union in Canada became a reality in Con. College on January 12th when officials from the Credit Union Central League presented a charter to an enthusiastic group of 35 committed local women. It will be known as the Northern Ontario Women's Credit Union Ltd. Elected to the Board of Directors: Marion Babcock, Trudy Perroud, Eleanor Eryou, Anne Harkema and Faye Peterson.

Elected to the Supervisory Committee: Noreen Lavoie, Nancy Smith and Lois Pentney.

Elected to the Credit Committee: Catherine Tett, Margaret Phillips and Ann Donaldson.

The Board of Directors held their first meeting on January 14th.

Elected to the Executive: Faye Peterson, President; Marion Babcock, Vice-President; Anne Harkema, Treasurer and Eleanor Eryou, Secretary.

We are excited and proud to announce the opening of the Women's Credit Union. The Credit Union office at Women's Centre, 120 W. Amelia St. will be open on Tuesdays from 1-3 and 7-9 p.m. In addition the Northern Woman office at 316 Bay Street will be handling deposits on Tuesdays from 1-4 p.m.

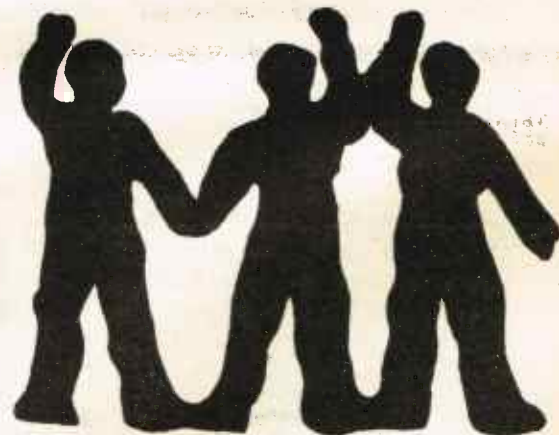
As well, three people have consented to be collectors; Anne Harkema, June Cryderman and Faye Peterson. These people will be equipped with membership cards and receipt books and will be able to establish your membership with the Credit Union and accept deposits at any time.

### QUEBEC ELECTION

We have heard a great deal of comment concerning the recent Quebec election, but very little of it came from women. Can it be that the alleged nest-building, peacemaking mentality of the sex I put such high value on has no intelligent comment to make about this most unsurprising turn of events? Does the collective frustration we feel at being partners to the dull and oppressive, make us strangely sympathetic to the French pull to snip a few strings? Would we feel free to advance the proposition that, as a sex, we are not nearly so hooked on the status-quo, not nearly so afraid to face up to the part we might have played in this drama? Can we be excused if we secretly muse on the possibilities that some repercussions from this election might advance our own cause?

It was evident from the crowd that hailed the new chief, that women played a part in that victory, how big or how small is not clear. We saw a token woman front and centre. There may be others, but the big guns, the movers and shakers, the planners and the controllers, wear the smile of authority and the frontal zipper. Will the house workers of Quebec get a better deal? Will Morgentaler feel less harassed? Will the feminist movement in Quebec flourish? Will the smell of victory seep down to the kitchen? Having fought for the mutual dream, will it be shared? Time will tell.

The new government in Quebec starts out squeaky clean like a shotgun off the shelf and, while we may have cause to wonder from time to time if it's loaded, it should stimulate some action to clean up our own act. If by any chance a new deal for women comes out of the election, we might be persuaded to lend our considerable influence to save the country.



One job or two?

37% of all married women in Canada also go out to work. Married women make up 57% of the total female work force.

Women in the Labour Force: Facts and Figures 1975

# LETTERS

Dear Friends,

Your periodical is to be mentioned in our resource guide in preparation, "Non-sexist Teaching Materials and Approaches", as a recommended resource for Teachers/Learners against sexism.

With relation to this: We are also in the process of putting together a mobile exhibition of a selection of the materials and publications which appear in "Non-sexist Teaching Materials and Approaches", to tour Teacher's Centres, Colleges, Conferences, etc. If you should wish "Northern Woman" to be included in this exhibition could you send two or three assorted issues for display, plus a number of subscription forms so that potential subscribers need have no difficulty in ordering?

Many thank's for your kind attention. I look forward to your reply.

Very Sincerely,  
Bob White  
New Childhood Press  
London, England



Dear Sisters;

It's always a nice rush to receive the Northern Woman. It reminds me of Thunder Bay women and the year I spent with them - I guess this is a belated love letter to those with whom I was involved. And I can't think of a better person to convey the love than you.

It always astonishes me to see a page-long report on the Crisis Houses - that they actually exist. And yet they were such a big part of my life.

Please continue sending the Northern Woman to big, bad Toronto - it feels good.

Love,  
Mary Tomlinson

## THUNDER CLAP

To Donna Delvecchio who has been promoted to Sergeant with the local police force.



## THUNDER BOLT

To Mazda Motors' blatantly sexist television commercials.



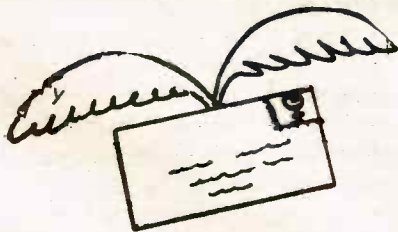
## NEWS RELEASE

The 1976 edition of the "Directory of Community Services" is now available. The Directory, a joint endeavour of the City of Thunder Bay and the Lakehead Social Planning Council, provides information concerning the many community services available in Thunder Bay - health, social services, and recreation agencies, citizen groups and community organizations. The 1976 Directory contains over 440 listings.

A new inclusion in the 1976 Directory is the "media resources" section, which outlines the services offered by Thunder Bay media. This listing is provided as a guide so that community organizations may make the most effective use of the media resources available to them.

Agencies, business and individual citizens have found the Directory to be a most valuable information resource. The Directory, which sells at \$3.00 per copy, may be obtained from the Lakehead Planning Council 409A George St. or from the City Hall Information Desk. For further information please call the Lakehead Planning Council at 623-7071.

Marg Phillips  
Executive Director



Dear Sisters;

Enclosed are six new subscriptions to the Journal. As these women only had a chance to glance at my copy, I'm sure they would appreciate it if their subscription started with this issue. Could you also send me a bulk order for distribution to stores, etc. in the area, along with an explanation of the arrangement usually made with retail outlets.

The improved quality of paper and printing in this issue is very impressive. I hope you can continue to have it published this way.

Please pass along my best wishes to everyone - I miss you all.

Affectionately,  
Janet

Dear People;

We like your work and would like to trade subscriptions. We would also like to trade the right to reprint articles, with the provision that proper credit be given.

We are hoping that this will meet with your approval and that you will favour us with an early reply.

Yours very truly,  
Jeanne Georgeson  
Apple Cider Press

Dear L.E.D.

Please contact the Northern Women's Centre, 622 3989, on Tuesday or Friday. Someone there may be able to help you concerning your enquiries.

In sisterhood,  
Northern Woman Journal

Dear People;

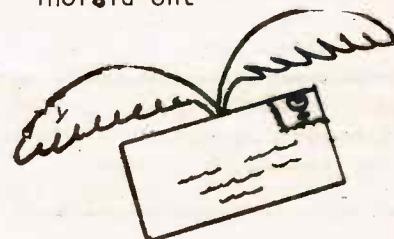
It's two weeks since I attended the rap session at the Northern Woman centre. Here I am at anchor for an indefinite period--evidently no one wants No.1 feed barley.

Seeing all of you, such divergent personalities working together for a common cause has sustained my drooping spirits. Perhaps Sisterhood still lives in the outlying areas. It certainly doesn't in our urban centres. Meeting all of you was such a shot in the arm- it gave me the courage and inspiration to hang in there.

The ship remains an uphill battle-- I shall be glad to get off in about five weeks, go home for two and then get down to the theory of navigation. When woman embraces feminism her sensibilities sharpen considerably. Being submerged in a male chauvenist environment is hell. The further dimension of racism doesn't help either. I had isolated myself from the "real" world for so long - that I find the adjustment very hard. There was nothing in my "haute Bourgeoise" colonial up-bringing to prepare me for this. I think we feminists have not done enough proselytizing. For myself, I have been content to sit around with people of like minds and forget that the "movement" has not touched 65% in any way. In Toronto, we labour under not only a gay-straight split but a main-stream-counterculture split, a radical-political split etc.etc. I realize now that the section calling for reform of the system has to join hands with those calling for restructuring of roles. Those advocating revolution have to dialogue with those calling for an autonomous "movement" for women. It's Got to be "rumps in - horns out".

I hope I will be able to cope with the isolation better next June. Next time we come into Thunder Bay I hope to see at least some of you again. (I am going to save my pennies for a trip to Thunder Bay in March for the Working Woman's Conference) Until I see you again Keep struggling.

Anis(Bose) The Golden Hind Lock 5 Thorold ont





# Had Myself a Merry Little Christmas

## THE NIGHT BEFORE CHRISTMAS

*T' was the night before Christmas when out of the north,  
A fresh wind was blowing for all it was worth.  
For Erma Claus had Santa Claus down upon the floor,  
She'd taken Wendo for a year and wasn't passive anymore.  
She took his trousers and his cap and stroked away his beard,  
Not heeding all his wild protest that beardless men were feared.*

*She blew a single piercing note that only sisters hear,  
And said "Come throw this rascal out to pasture with his deer"  
They trashed the plastic tools of war and all the Barbie Dolls  
The sound of cheering split the air and echoed through the halls.  
Only cuddly things were saved and beauty for the spirit  
Such things as open up the mind or gave some meaning to it.*

*They called on Doe and Fawn, come Nellie and come Jean,  
Come Hildegard and Allison, Noreen and Geraldine  
They broke the crocks of 90 proof and ran them in the snow  
Until they made a skating rink at forty-five below,  
Because they knew that Santa Claus and all his merry men  
Would tie one on to celebrate the fight they didn't win.*

*Down on the planet of worry and din  
The mothers lay sleeping tight as a string  
For that hearty Ho Ho! that rang through the snow  
Always nailed up the box she was in.  
When out of the darkness she heard a soft voice  
"Dear Mother, I bring you the gift of free choice"*

*"Your children are greedy, your marriage hum-drum,  
Stoned with regret and Valium,  
So I give you the freedom to forge your own key  
To open the door to equality.  
Your edges are tattered, you're less than a whole  
Sweet mother, the gift I give is your soul.*

*The father was sober, the children dismayed,  
Something went wrong with the plans they had made.  
They looked in the fireplace and up on the roof  
And found there the trace of a delicate hoof  
And right there beside it, as plain as could be  
Was a print from the heel of a 6½ B.*

*Well they started to cuddle the cuddly toys,  
For cuddling's a pleasure for both girls and boys.  
Now father who saw there were few Christmas bills  
Turned glad in a flash, looked in his wallet  
And found there some cash.  
"Come, sweetheart" he cried "Leave this toiling behind"  
I'm starting to pay what the family owes ya,  
By springing for steaks at the Ponderosa!"*

*"Oh! Thank you, thank you Erma Claus  
The children heard her say  
"For giving back the thing I lost,  
This lovely Christmas Day."*

Gert Beadle

Who did this issue:  
Gert, Eve, Thyra, Marg, Noreen,  
Lynn, Peggy, Faye.

How come nobody ever asks a man how  
he manages to combine marriage and  
a career?

Pg 4

*All I want for Christmas is myself  
Just wrap me up and give me back to me  
From ancient myth and custom set me free  
I'm not a tinsel angel on your Christmas tree  
I'm just a hungry searcher for my own reality  
Who sees the shabby promise in this false equality  
Can't you see the gift I'm dreaming of  
Is giving me to me with Love.*

Gert

Christmas is the season that brings us together - in the super-markets, the shopping centres and the finance company offices. There is no time in the year when we are more mutually hounded, more vulnerable to impulsive generosity or more removed from reality. There is an element of self-destruction both in the merchandise and in the motives that send us like lemmings to the sea of overrated and overpriced evidences of the love that the Christmas spirit generates in each of us. It's like going to confession and expiating all the non-generous sins of the past year. Now we can expel the whole constipated cud in one Holy day and get on to the business of total regret.

We hail each other in the aftermath and ask the standard question "What did you get?". Father usually gets a crock, the only act of mercy in the entire exercise. Mentally he is already adding up the bills. It has never been suggested, of course, that Christmas is Father's Day and removing himself from the pain of reality seems like a sensible thing to do. Whose day is it? Not Mother's Day surely, else why would one, upon putting her ear to the ground on the day after, hear this heartfelt universal moan, "Thank God, it's over". Must be for the kids, the small ones who overeat, overplay and fight over the plastic. But wait, there is someone else. The teenagers - I'm convinced it's really their day. Father has coughed up, Mother has slaved, they know it's a crock and they've gone skating and left her with the dishes, of course. Why not? They're not into the sacrifice trip right now, they're hanging loose.

If madness goes full circle, can sanity be far behind? Can one foresee a time when the family gift exchange involves full sharing, when over the bountiful table, the freedom of exchange, the mutual sharing of growth, the total accessibility of love and understanding, the non-pressured commitment to a larger frame than self, come unwrapped in plastic

promises but are mutually appreciated as a reaffirming of faith in the capacity of each one to function as an individual, either separately or together? The finest gifts are not found in the marketplace. Dangerously perishable, they are being replaced by things that neither satisfy or inspire. The little loving, sensitive gift comes from a real desire to express our affections in keeping with the finest traditions but the real gifts remain locked away. Perhaps we don't know their value. Have a happy Christmas!

Gert



#### ALONE

I cry out  
in self pity  
But they say, in that,  
I find no answer.

I cry out  
afraid  
that if I say nothing  
I'll be passed by  
I won't be able  
to feel alive  
Just passing by  
until I die.

P. W.



I would love to go and see  
all the wonders there could be  
in this world  
If I were allowed  
to be the person I would like to be.

To do the things I like  
to do.  
and go where I would like to  
but in this free land of ours  
It is not allowed.

We must conform  
We must do as told  
to be accepted  
but if we follow our own minds  
we are outcast by the system  
because we are to be seen  
not heard,

It is easier to be oppressed  
it takes no energy  
but to stand and speak out loud  
takes stamina and courage  
and probably an eternity.

Until the whole world changes  
and men see and accept us as we are  
will we escape being squeezed  
into a mold  
of someone easy to live with.

Thyra

#### WHAT HAPPENS WHEN

What happens when  
you want to try  
and understand your life,  
when all around you  
they ask why  
you still are not a wife.

What happens when  
you try to tell them  
and still they wonder why,  
It makes you want to stomp and yell  
and maybe even cry.

From what I hear and  
what I read  
husbands aren't that great,  
I don't want to sound too cruel  
but I think I'd rather wait.

Eve.

# POETRY

#### ARE WE HERE TO:

wear pink dresses  
play with dolls,  
don't make messes  
wash the walls.

play with girls  
not with boys,  
have cute curls  
don't make noise.

go to schools  
be nice and sweet,  
learn girl's rules  
stay very neat.

don't be rough  
throw no kisses,  
don't be tough  
change to Mrs.

Do all these things  
and never vary,  
God help you please  
You'll probably marry.

Eve



#### THE RAPE POEM

There is no difference between  
being raped and being pushed  
down a flight of cement steps  
except that the wounds also  
bleed inside.

There is no difference between  
being raped and being run over  
by a truck  
except that afterwards men ask  
if you enjoyed it.

There is no difference between  
being raped and losing a hand  
in a mowing machine  
except that doctors don't want  
to get involved,  
the police wear a knowing smirk,  
and in small towns you become  
a veteran whore.

There is no difference between  
being raped and being bitten  
on the ankle by a rattlesnake  
except that people ask if your  
skirt was short  
and why you were alone anyhow.

There is no difference between  
being raped and going head first  
through a windshield  
except that afterwards you are  
afraid not of cars  
but half the human race.

The rapist is your boyfriend's  
brother.  
He sits beside you in the  
movies eating popcorn.  
Rape fattens on the fantasies  
of the normal male  
like a maggot in the garbage.

#### THE RIVER

The river we had known as blue  
Has turned to mud much too soon.  
For it was beautiful and bright  
But now it is an awful sight  
And boats that have gone by  
Have said their last good-bye.

To the river which was blue  
Has died much, much too soon  
What a shame it was to you  
Daddy since it's no longer deep  
blue  
For the tears on his face  
Feel sorrow for the mistakes  
of the things people do  
To the small river once blue.

Pg 5

Colleen, Aube Age 14

# Bears make the difference

BY PATRICIA SHAW

In most of the personal stories I have come across, the author appears to dwell on the pure joy of the experience or takes the martyristic attitudes describing the persecutions in detail. I found that I could not stick to either route, as my emotions have always seemed to bounce around, like a child on a trampoline, hitting all the highs and lows, with an occasional pause for coffee break. Once I had decided to relate the experience of moving to the country, I debated on who would appreciate the effort. Certainly not most of the people who live in the country, as they have come to grips with it and live quite comfortably in their chosen locations. As for the confirmed city dweller, my story would probably not in the least encourage her to 'come over to the rural side of life'. I suppose the only reason I have for writing this, is a feeling I have, that somewhere there is someone who feels the same way as I, and it might be beneficial to her to know that there are at least two of us stumbling around on this earth.

I'm not a country girl, nor did I ever expect to become one. We had talked of moving to the country but I felt safe after making the stipulation that I would consider only moving to either of two relatively unobtainable locations. As per usual a wife should never underestimate the determination of a man bent on following a dream and I found out that one of my locations was not quite so unattainable. So under



the old 'whither thou goest' rule of thumb, I become a rural resident.

After a combination of triumphs, tears, hard work and plain good luck, our home was built and we moved in. Adjusting from six months of feverish activity to daily routine can, at the best of times be difficult, but when it occurs just as the long winter white settles in and most of the neighbours are going into hibernation, the results can be almost disastrous. And I crashed into this period with a loud thud. January and February have always been my blue months, but this year I cartwheeled through them alternating between deep depression and near hysteria.

When, at last, drops of water began seeping from the ice on the roof, I realized that I had to give up the good fight and at least reconcile myself to the fact that here I was, and here I would likely stay. Probably the most confusing emotions came as I watched the rest of the family really enjoying their new life while I was being squeezed and prodded into the niche that had been designed for me by another. Fortunately, I have learned in the last little while, that when you relax your defences, it is possible to stumble over a little pleasure. Pg6

I've come to know that nothing can shatter your sophistication like moving to the country. Without realizing it, I began to enjoy all those corny old sensations like the songs of birds singing in the trees, the orchestration of choruses of frogs in the evening, the smell of the woods following a rain and the feel of warm sand under my bare feet. The semi-isolation offers you studies in everything, from the nature around you to mind-boggling self-examination.

Our city friends' reaction to our move differ considerably from those who come again and again to bask in what they call our wonderland to those who periodically stop by to check on my sanity.

I'm finding a change in attitude creeping in, replacing my 'never admit you've made a mistake' with



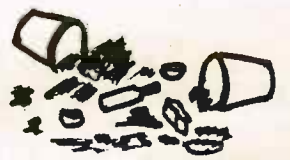
a feeling of smug satisfaction when someone raves over the beauty and tranquillity of it all. One day as I was riding through an old and busy section of the city, I was surprised to find myself visualizing the people rushing up and down the street as scurrying ants methodically carrying on the repetitions of life without pausing to ask: 'What is it all about?' Just lately I drove down a street where a young woman had paused a few moments to sit on her steps in the sun and I felt as if I were intruding on someone sunbathing at the side of the road. I felt an odd sympathy for her because she didn't have my privacy, or beautiful view, and had only the noise of the traffic to accompany her thoughts - a strange reaction from someone who, less than a year ago, was satisfied to sit on her steps for a few minutes' rest from a busy schedule.

I want you to know that I would have never passed an agricultural course (the longest I could keep a plant alive was three weeks) so when gardening season hit the area I felt as out of place as a skunk at a garden party. My husband's over-enthusiasm on the subject only served to dampen my spirits. As the little pots of seedlings began to clutter the house, up came the old defences and I spent most of the time figuring out how not to have anything to do with it at all. Our first attempt at gardening last year, through inexperience and neglect, had turned the yard into a disaster area. My response to the commotion around me was that this year's endeavour would only result in a more spectacular failure, though at the climax we may be able to declare ourselves bankrupt farmers and seek some tax relief. Like a person who enjoys what he is doing, my husband planted with precision and was aghast when the corn I had scattered around popped from the ground in rows showing no sign of uniformity at all. I originally felt resentment for the little green beasts that are causing me so much trouble, but like most things out here, I am watching in awe as they grow. Sometimes I get a feeling

reminiscent of highschool days, cheering on the football team and I think that I draw them out of the ground a little higher each day, just wishing. Crooked little rows, maybe, but there's going to be a whole lot of boasting going on if they ever make it to the pot.

The prophets of doom over the past six months have been placing bets on the length of my stay; the general consensus is that the first sign of a bear would most likely be the last sign of me. I, of course, reassured them, along with myself, that we would most likely never see a bear. Naturally, as with most of my predictions, out came the bear (not too big, but not too small) right up to the garbage cans. Now, if bears weren't called bears, they'd be called litterbugs and I don't know if what I felt at the sight of him was actual fright or indignation at the nerve of him as he spread garbage all over the area that I had been working on. I presume the bear assumed that this had been bear country long before it had been people country and that he had as much right to be there as anyone. I called the Lands and Forests in my attempt to determine who would be the boss of my back yard. It had yet to be decided who would leave and who would stay. A trap was set and two days later, the bear was caught. As I went towards the cage, the bear raged from fits of growling and banging to calmer spells when he just sat and shook. The only previous time I had seen a bear, he had been in a zoo and that sight had sparked little interest in me and certainly no emotion, but as I watched this pathetic animal trapped in his own environment, I had to keep speaking softly to the bear to calm him.

It is unsettling to find yourself over and over experiencing new emotions, compassion for the bear, kinship to strangers and awareness of nature. After years of feeling that I had it all together, there is quite an adjustment to be made.



Someone else could probably have written a better story of living in the country. There are a lot of women born to country life or women who have made the transition more gracefully. The conflict between being manoeuvred by another person's vision and the determination to fit into his plans is still going on inside of me. I know that I have to find a way to be my kind of person yet follow his kind of dreams and make it our kind of life. There's a long way to go before the conversion is complete. I can't sniff the air for a hint of frost; I don't have hayseed in my hair and you wouldn't catch me alone outside in the dark if the trees sprouted \$10 bills at midnight. But, like the bear, I think that I belong here.

# family law reform

## ONTARIO

Two years after the Ontario Law Reform Commission recommended changes in family law, the Ontario government has introduced new legislation, which, they claim, will "abolish the last remnants of the married woman's inferior status".

The extremely complex new legislation aims at redefining property rights, support obligations, marriage contracts, common-law spouses, and the function of family courts.

If the new bill is passed, homemakers will automatically be entitled to a part of the marriage estate upon divorce, even if they have not contributed capital directly. This will finally recognise the value of their work and their real contribution to the marriage.

Support laws have been revised so that children, even those born outside the marriage, have to be supported until they are sixteen. The concept of support has been extended to cover common-law spouses. After two years of co-habitation, such spouses will be treated as legal marrieds in as much as they will be under the same obligation to support each other and their children as married people will be. This, it is claimed, will remove the stigma from common-law marriages. Sounds great?

For years, women have been fighting for an equal distribution of assets upon marriage breakdown. But does this legislation really represent a victory for feminist rights? It does not. It does, however, grant women the 'right' to be equally responsible for the support of their families. This despite the fact that women earn less than men, and are harder hit by the desperate need for daycare.

The real thrust of this legislation is not to work towards the true equality of women and men, but to prop up the tottering institution of marriage. Attorney General of Ontario, Roy McMurtry, admitted as much. The new legislation on common-law marriages should, he says, "act as an encouragement for common-law couples to regularize their situation by entering a formal marriage". Only then will they be able to enter into contracts outlining rights to property, to support and to the custody and care of children.

It is in the interests of our provincial governments to emphasize the obligations of couples to support each other and their children. It relieves them of the responsibility of providing adequate social services. "Saving the tax-payers dollar", they call it. Again, Attorney General Roy McMurtry explains: "certainly it is more desirable to place a support obligation on common-law spouses than have a large number of persons who are living common-law looking to public welfare for support instead." More desirable for whom?

Many details of the legislation have yet to be publicized and discussed, but feminists across the country will be checking it out carefully. We have fought too long and hard to be fooled by false promises of equality.

The Ontario Tory government cannot hide behind the claim that they are abolishing women's inferior status if all they are really doing is evading their responsibility for providing adequate social services by thrusting the burden of support back upon individual families.

Kinesis

## CANADA

### THE FAMILY COURT

The Law Reform Commission of Canada believes that many family problems could be better handled if a unified family court were to be established.

At present, families facing divorce or separation, are channelled through complex court structures and procedures which often prove slow, expensive and even contribute to the already existing emotional tensions arising from marital breakdown.

Quite often husbands and wives have to go to a number of different courts at different times to resolve matters concerning property, the maintenance rights and obligations of each spouse, and child arrangements.

One family court could and would be capable of dealing with all legal problems that arise from family breakdown. The parties could appear before one judge, a specialist in family matters, and have most of the problems settled at one time.

A 'unified family court' would provide public accessibility to information officers, family counsellors and maintenance enforcement officers available. Advice and assistance for spouses attempting to settle their differences, could eliminate much of the now complicated slow and expensive practices of resolving problems.

Many family problems might find a better solution if a 'unified family court' were to exist.

What do you think?  
If you have an opinion,  
write to:

Secretary,  
Law Reform Commission,  
130 Albert Street,  
Ottawa, Ontario  
K1A 016

### CPP FOR HOUSEWIVES

On Oct. 13, 1976, MP Ursula Appolloni of Ontario asked if the Federal government would finally recognize housewives under the CPP during this session of the House. The Honourable Marc Lalonde, Minister of Health and Welfare/Minister Responsible for the Status of Women did not confirm when this would happen.

On Oct. 29, 1976 MP Lincoln Alexander of Ontario asked if Mr. Lalonde would abandon the new amendments to the CPP plan since the Ontario Status of Women Council had objected to the amendments which would effectively subsidize working women while homemakers would receive less benefits. Mr. Lalonde replied Mr. Alexander was mistaken and he hoped the OSWC would change its mind.

On Oct. 14, 1976 MP Iona Campagnolo of BC noted that the new amendments to the CPP, if passed, would ensure that children of the homemaker would be protected in case of her death and the homemaker would also be protected under the CPP against disability, aside from pension benefits.

She advises that under the new amendments, the woman who drops out of the labour force to raise children will not be penalized for that period of low or zero earnings in calculating her benefits under the CPP.

Kinesis

### FEDERAL HUMAN RIGHTS

On Oct. 25, 1976 The Honourable Ron Basford, Minister of Justice/MP Vancouver, in debating the throne speech said he regretted that the newly proposed federal human rights bill had not been passed yet. However it gave him more time to meet with women's groups to consult on amendments.

As a result he said he will introduce a greatly improved human rights bill to prohibit discrimination on grounds of race, national or ethnic origin, colour, religion, sex, age marital status as well as physically handicapped. He did not, however, say when he would do so.

Mr. Basford noted he is now convinced that "equal pay for equal work" is not adequate as a legal clause to protect working women arguing that since most of us are in a job ghetto where no men work, we cannot claim equal pay.

Thus he has decided to adopt the definition of "equal pay for work of equal value" as proposed by the International Labour Organization and he said this would be a 'milestone' in the commitment of the Canadian government to women's rights.

Basford also said women's groups could congratulate themselves for this change and advised us to press the government now, to pass this bill speedily. However, VSW still has some criticism of the new bill.

from Kinesis

A woman's place is where she wants to be.

A woman needs a man like a fish needs a bicycle.

# WORKING WOMEN

CO-SPONSORED BY NWO INTERNATIONAL WOMEN'S DECADE CO-ORDINATOR

FRIDAY-SUNDAY, MARCH 11-13, 1977

## FRIDAY, MARCH 11

7-8:00 p.m. Registration  
8:00 p.m. Welcome - Bernice Cain  
Norm Richards  
8:30 p.m. Keynote Address - Evelyn Gigantes  
"The Politics of Working Women"  
10:30 p.m. Social - Staff Lounge

## SATURDAY, MARCH 12

8:30-9:00 a.m. Late Registration & Coffee  
9-11:30 a.m. Workshops  
11:30-12:30 p.m. Lunch  
12:30-3:00 p.m. Workshops  
3:00-4:30 p.m. Films & video - "Salt of the Earth"  
5-6:00 p.m. Symposium, Labour Centre  
6:00 p.m. Banquet - Grace Hartman  
"Contribution of Women in Their Unions"

## SUNDAY, MARCH 13

9:00 a.m. Coffee  
9:30 a.m. Evelyn Armstrong - "Towards a  
Better Future for Working Women"  
10:15 a.m. Coffee  
10:30 a.m. Reports & Resolutions  
BRING YOUR OWN LUNCH  
12:30 p.m. Films

### REGISTRATION FORM (Men welcome also)

Name \_\_\_\_\_  
Address \_\_\_\_\_ City \_\_\_\_\_  
Home Tel. \_\_\_\_\_ Bus. Tel. \_\_\_\_\_

Please check:  free banquet

Please check if you require:

- day care (free), no. of children (under 12-toilet trained)  
 billeting  
 subsidizing (for persons interested in attending this seminar  
who need assistance with transportation or registration costs)

SEMINAR FEE: \$5.00

KEYNOTE ADDRESS: \$2.00 (if not attending complete seminar)

Mail this form & your fees to: Confederation College  
Continuing Education Division  
P.O. Box 398  
THUNDER BAY 'F', Ont.

For further information call: Women's Studies Dept.  
Confederation College  
577-5751





# WOMEN'S CONFERENCE

COUNCIL & THUNDER BAY & DISTRICT TRADES & LABOUR COUNCIL

AT CONFEDERATION COLLEGE & LABOUR CENTRE

## WORKSHOPS

Benefits of Organizing - How to Organize  
Organized - What Next?  
Equal Pay & Opportunity - Do We Have it?  
Lobbying Techniques  
Existing Labour Laws  
Controls - How do they affect working women?  
Housewife & Mother - A Full-Time Job

## SPEAKERS

EVELYN GIGANTES, MPP for Carleton East, Ottawa  
GRACE HARTMAN National President of the  
Canadian Union of Public Employees (CUPE)  
EVELYN ARMSTRONG, National Rep. for United  
Electrical, Radio & Machine Workers of America  
& Member of Exec. Board of the Labour  
Council of Metropolitan Toronto  
BERNICE CAIN, Chairperson of NWO International  
Women's Decade Co-ordinating Council  
NORM RICHARDS, President of Thunder Bay &  
District Trades & Labour Council

## FILMS

SALT OF THE EARTH - Mexican-American miners go on strike. Their women walk the picket line after an injunction is served against the men, and raise their own demands, to find they have to fight both the workers and the company.  
DON'T CALL ME BABY ANYMORE - Women share experiences of being a woman in a trade union, and show how they've been solving the problem of not being taken seriously by the men.  
OPERATION FINGERPINKY - York University clerical staff's organizing experience is dramatized. Portrays daily work life and difficulties of organizing.  
THE AMAZING EQUAL PAY SHOW - shows how the British Equal Pay Act, passed in 1970, does little to improve women's wages and working conditions. It was made collectively, all decisions jointly arrived at and technical tasks rotated. It was made in close collaboration with the Women's Street Theatre Group, who originally wrote and performed the play in 1972.

YOU'RE URGED TO PRE-REGISTER!

-drawing by Virginia Smith  
-photo by Peggy Smith

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# Memoirs of a Striker

By now, I guess the local women's strike is past history - filed away in dusty archives. I won't ever forget it because I was involved in this much-publicized dispute which was to become known as the "battle of the women versus the doctors". It was one of the most frustrating, hilarious, inspiring revelations of my life. My determination and devotion to our cause surprised me more than it did my family and friends. I will never regret it, and I would do it again. The grandmothers, widows, wives, mothers and daughters who spent six months on that line, through the heat of summer, refreshing fall winds, and freezing gales of winter, pitted against one of the richest, most powerful establishments in the country, would all agree. I never once heard any one of them express regret over the wisdom of their choice.

How did this conflict take that little flame of feminism I think was always flickering inside of me and feed it with a fuel so great, that it is roaring furiously now, never to be quashed again? In retrospect, it was a pattern of slow plodding growth over the months, of struggles, of gaining a painful new consciousness, and then a gradual joyous affirmation - one which will never be denied again.

Perhaps the first incident that shattered my sense of self-worth occurred during the course of my daily duties when I heard one of the 'healers of humanity' confide in one of his most learned colleagues - "I don't know why they want a union, after all, we hire monkeys here, that's why we pay them peanuts!"

Our polite, apologizing picket line started with everyone feeling somewhat nervous and ill at ease, suffering from that chronic disease called guilt - an affliction particular to women. As we tried to hide behind our picket signs from a group of annoying news reporters with popping flashbulbs, I reflected on how difficult it was to ignore that drummed-in bit of sexism. After

all, nice girls live in an eternal state of subjugation - they accept without question, and HOLY MOSES - nice girls just DO NOT parade around with picket signs plastered with big yellow tweety birds under the captions of "No quack-quacks here! Just cheep-cheeps!" To quote Robin Morgan from her "Rights of Passage" --we DO need to create a new code of ethics for women, we DO need to create a new women's morality--"So women won't have to suffer that soul-shattering pain of realization when confronted with the situation we found ourselves in.

The hostility of the doctors became evident on the first day. It must have been difficult for them to suppress their fury. After all, M.D.'s are notorious for barking orders and having them followed promptly and without question. Come to think of it, in all my years at work with the profession, I can't think of a single instance when a doctor had the courage to treat male staff as condescendingly as female staff. To get back to the first day, I guess it was just too much for the good doctors to accept the fact that mere staff had decided to publicly stand up to them and

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horrors! Women, at that! While waiting to get into the mainstream of traffic one day, one of them astonished us all by suddenly throwing his car into reverse, when in his rear view mirror he caught sight of a few of us scurrying to safety behind his car. The ecstatic look of pleasure on his countenance, made us positive that he had an orgasm every time he terrified us. A good many days thereafter looked like scenes from the "French Connection" with tires squealing as they chased picketers all over the parking lot.

We harboured no grudge against the patients - we accepted their need of medical aid. Many a day was spent listening to elderly patients' tales of woe, their loneliness, and their concerns over their illnesses. Perhaps they felt that no one listened to them inside.

One day in particular, a very nice old gentleman stopped his car, rolled down his window, and in the middle of the entrance to the parking lot, launched into a sad tale of his past three operations. As cars piled up on the roadside and the main thoroughfare became bottlenecked, we started to get obscene gestures accompanied by furious mutterings and shaking fists, all of which we couldn't understand through closed windows. Despite repeated pleas from myself and fellow picketers to proceed, he would not move, for he had finally found a sympathetic ear. He was finally persuaded to move on when a very angry young woman pulled up, rolled down her window, and promptly went up one side of us and down the other, for harrassing and intimidating such a sweet old man. Oh, well---you win some and you lose some!

We did have one pet peeve, however. The mockery that organized men and women had of their union membership when they crossed our picket line.. many themselves were on strike at the time. Perhaps they would have been more appreciative of the benefits they enjoy by belonging to unions if they had all experienced our struggle.

I think perhaps the action I felt most difficult to accept was how women could betray other women by crossing their co-workers' lines. Many of the striking women were single, widowed or single parents. Perhaps the women who crossed the lines to work throughout the duration of the strike would have joined their sisters on the picket line if they had experienced living on one source of income - clinic wages. Women must learn to realize they will continue to be segregated in dead-end low-paying job ghettos until they can express solidarity and support for women who are enlightened enough to fight for change. We can't waste our energies fighting each other.

As the months wore on, we didn't cry as easily as at first. We got used to being called bitches, whores and phrases like "Go home to your kitchens, you sluts!" rolled off our backs like water. We became adept at dodging pop cans, beer cans firecrackers and even human spit. We learned what the obscene gesture for every finger on the hand meant. We were bumped by cars, knocked over by trucks and flipped onto carhoods. One day, a huge brute stopped his

truck, leaned on the horn and bellowed his desire to drive over the two feet of sidewalk we were standing on, because the fifteen feet of entrance just would not do. These day-to-day happenings just strengthened our convictions. We could not and would not give up - because we were right.

If, in the event of a first contract dispute, no settlement is reached at the end of a six-month strike, the employers can legally hire new employees to fill in the strikers' jobs. We wouldn't give them this satisfaction and returned with no protection whatsoever and needed all the toughness and tenacity we had acquired on the picket line. Laws prohibiting discrimination against employees for union activities were all but trampled by these dedicated humanitarians. A book could be written on the repulsive behaviour of some of the employers on our first two days on the job. Half of the thirty-six returning were driven out, and the remaining could easily be outvoted in a decertification vote. This did become a reality a few months later.

I don't feel any bitterness any more, only pity, and the realization that they aren't gods after all, as they would have us believe.

One year later, the remaining dozen or so remember their struggles in silence, but their presence acts as a reminder to those who labour inside. Working conditions and salaries improve daily, although they still have not achieved parity with other women doing the same jobs elsewhere. It has been made a better place for those who follow. My deepest sorrow is for the women who gave their all for what they truly believed in, and had their careers smashed as a result. Revenge is sweet to those who had their absolute power challenged. Despite the scars accumulated by a long battle fought and lost, I still believe that women will never achieve economic equality in the work force until they employ the clout of collective action. Earning a decent wage is perhaps one of the most fundamental issues in the women's movement. The shortest route to achieving that end is to organize. My energies will forever be devoted to preaching that litany.

by a former employee

Readers of the Northern Woman may be interested to know that Family Law Reform will be the subject of an address given to the Annual Meeting of the Lakehead Social Planning Council. Guest speaker is Mr. Larry Grossman, MPP, Parliamentary Assistant to Attorney General Roy McMurtry.

The L.S.P.C. Annual Meeting will be held Thursday, January 27th at 8 p.m. at the Da Vinci Centre. The meeting is open to the public and a cordial invitation to attend is extended to all citizens.

The Ontario government is proposing new legislation concerning matrimonial property and support obligations. The legislative proposals have engendered much discussion and controversy and are of significant concern. Persons interested in studying the proposals should obtain the booklet "Family Law Reform" available from the office of the Ministry of the Attorney General.

# bits & pieces

## Women in Neighbourhoods



This is a program developed for women to get together and share common interests while their children play under the guidance of a Child Care Worker.

This programme is planned for the winter months because when it's frosty outside contact with other women is less frequent and cabin fever runs high. We hope that getting together one morning a week for fitness and exchange of ideas may bring spring closer for some and enhance winter for others.

If you are interested in joining a group in your neighbourhood, or starting one please call the Fort William "Y" and ask for Linda or Peg for more information. Call 623-8411.

## the women's press



Despite the wide diversity of women who settled on the prairies, they all shared a common dilemma. They were self-reliant, independent individuals, while the traditions of their day constrained them not to step out of the bounds that were considered 'ladylike'. *A Harvest Yet To Reap*, published by the Women's Press, is an unusual book about the unusual women who first settled on the Canadian prairies.

*GIRLS WILL BE WOMEN* is a collection written and illustrated by Canadian girls. It is available from All About Us/Nous Autres Inc., Box 1985 C.P., Ottawa, Ontario, K1P 5R5 for \$2.00 plus \$.50 postage and handling. (40% discount for 10 or more copies)



## THE CO-OP BOOKSHOP AND RECORD CENTRE

OPEN TILL 8 P.M. EACH DAY AND ALL DAY SUNDAY.  
182 S. ALGOMA STREET  
PHONE 345-8912

### BOOKS: NEW AND RECOMMENDED

The year's most important book on women has received no reviews and is virtually impossible to find in the bookstores.

It is *Opportunity for Choice: A goal for women in Canada*, a paperback bringing together six scholarly essays examining the position of women in employment, education, and the family. Evidence collected in the book suggests that Canadian women are increasingly curtailing their lifelong maternal and homemaking role, although they continue to marry at the same rate and, perhaps, at a slightly younger age.

One of the articles by Mary Eberts, law professor at the University of Toronto, and economist Gail Cook who edited the book, provides a particularly searching analysis of how public policy affects private choices for women.

The 217-page book is a joint publication of the C. D. Howe Research Institute and Statistics Canada, and may be obtained by mail from Information Canada, Ottawa, K1A 0S9 or from the Institute at 2064 Sun Life Building, Montreal. The cost is \$3.75.

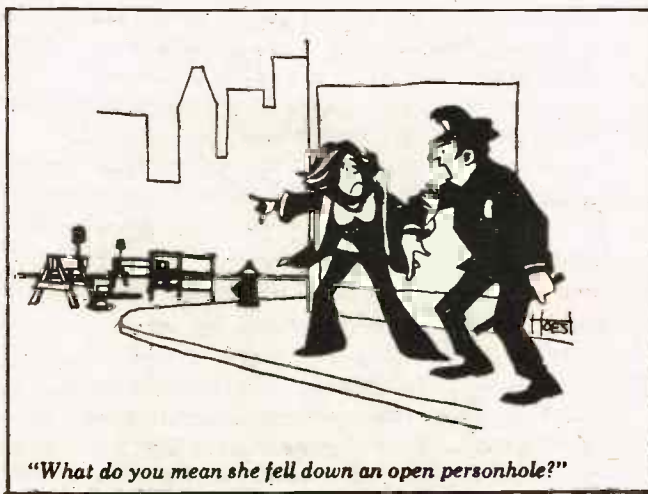
### UPSTREAM

The Canadian women's movement has another newspaper. UPSTREAM is published every two weeks by Ottawa feminists. The first two issues have been excellent, with an emphasis on labour news, and a superbly professional format. The lead stories in the second issue are: the Ontario Family Law Reform legislation and a comparison of Ottawa's high school women's studies programs with those elsewhere in Canada.

Having UPSTREAM coming out of Ottawa will hopefully give us access to up-to-date news of government inaction/ action vis-a-vis women's issues.

### NOTICE

The 11th Fort William Boy Scouts are having a tea  
Jan. 29th  
at First Church United  
2 to 4.30 pm



"What do you mean she fell down an open personhole?"

LNS



### CRIAW

The aim of the Canadian Research Institute for the Advancement of Women is to foster a greater knowledge and understanding of women and, thereby promote their full participation in Canadian society.

CRIAW wants your MEMBERSHIP

CRIAW needs your SUPPORT

BECOME A MEMBER  
3 ways to help

#### MEMBER

Individual (\$10.00 per year)  
Institutional (\$100.00 per year)

#### DONOR

Individual (\$100.00 and up, tax deductible)

Institutional (\$500.00 and up, tax deductible)

#### CONTRIBUTION

Any amount less than \$100.00 (tax deductible)

Make cheques or money orders payable to the Canadian Research Institute for the Advancement of Women, Suite 415, 151 Slater Street, Ottawa, Ontario K1P 5H3. An official receipt will be issued.

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# Decade Council



**HERSTORY PROJECT:** The Herstory project is proceeding well. Forty-nine manuscripts have been typed and edited.

**NORTHERN WOMAN NEWSPAPER:** Gert Beadle briefed the meeting on her intentions to initiate a series on pioneers of Herstory in Northwestern Ontario. No names will be used or material from the herstory project. The material used will be of personal experiences and experiences of acquaintances in an effort to arouse the readers' interest in the pioneer trend. It will be reminiscent in nature.

**RAPE & SEXUAL ASSAULT:** The collective has a room at McKellar and has received a \$3,000 grant from the Sec. of State. They are busy planning their education campaign.

**SOCIAL SERVICE CUTBACKS:** The Coalition for Social Justice has dissipated. Sharon McKay will now act as liaison for the Lakehead University's Faculty of Women's Status of Women Committee.

**CREDIT UNION:** Thirty people have signed the founding charter for a women's credit union in Thunder Bay.

**KENORA REPORT:** Maria Seymore was presented with the Woman of the Year award for Kenora-Keewatin.

Lorraine Smith of Ear Falls has been appointed to the Ontario Status of Women council. It was noted that she is the first Metis woman to be appointed to the council.

A motion was passed to send letters of congratulations to Maria and Lorraine on behalf of the council, and to invite Lorraine to sit on the decade council.

A motion was passed to send a letter of thanks and appreciation to Nancy Forbes and the staff of Kenora Library for displaying council's "Directory of Women's Organizations", and for their help, interest and willingness to distribute it.

**FAMILY PROPERTY LAW:** Joan Packota informed council members of a few of the problems encountered with Bill 75, giving rise to the proposed Family Law Reform. Council members were urged to get the brochure from the Attorney General's office and send comments to Roy McMurtry. Much concern was expressed over provincial family property law reform conflicting with federal divorce laws.

A new Family Property Law sub-committee of was formed with Colleen Hughes, Thyra Digby and Joan Packota.

A motion was passed including a review of Bill 75 to lay groundwork for comparison to family law reform on the next agenda.

Following discussion of the recent court case in which a judge decided to dismiss charges of indecent exposure because the woman pressing the charges was going through menopause, a motion was passed to send a letter with copies to the Attorney General, Roy McMurtry, the Globe and Mail, and all local and district newspapers.

**WORKING WOMEN'S CONFERENCE:** The program has been finalized. See this issue for further information.

## news

Two hundred women met at Alberta Status of Women Action Committee's first Annual convention and presented a brief, "Joint Initiative: a goal for Women in Government" demanding appointment of a minister directly responsible for Status of Women and the formation of a Cabinet Committee on equal opportunity. Deputy Premier Hugh Horner assured them they have equality in Alberta; to suggest that they hadn't was to place them in the category of the Native population who had real problems. Kinesis quotes Featheringham as saying Alberta males think more of their horses than they do of their women - and agrees. Lorna Marsden, National Action Committee president, warned delegates at the convention that a backlash of public opinion against women's issues may be developing. Despite much publicity about the increasing opportunities for women, she noted, women are still kept apart, as a segregated group in the labour force. Moreover, she said, the unemployment rate among women in Canada is much higher than "we suspected...and unconnected to the cyclic unemployment plaguing the male (labour) force."

The women's movement is in danger of losing momentum, she said. Now, more than ever, it is imperative for women to organize in a unified manner, and not to permit solidarity to be corroded by in-fighting.

Kinesis

### A TALE OF TWO UNION CONTRACTS

In the previous issue of the newsletter, we asked for information on clauses in collective agreements which may be exceptionally beneficial to women or for examples of progressive practices voluntarily introduced by employers.

We welcome the response of Jane Adams, staff representative of the Federation of Community Agency Staffs. Ms Adams calls our attention to innovative clauses in the collective agreement between F.O.C.A.S. and the Y.W.C.A. of Metro Toronto. The agreement affects 65 employees, most of them women, working for the 'Y' at seven locations in Toronto. Because of the difficulty many women have in attending union meetings in the evening, there are provisions for seven union meetings a year during working hours. The employer agrees to assist mothers of preschool children with a childcare allowance of \$15 a month. There is to be no discrimination in hiring, training or promotion on the basis of political affiliation, sexual preference or the number of dependents an employee may have. Working parents may use their sick leave credits to stay home with a sick child and fathers may take a paternity leave of five days with pay plus a two-week leave without pay, if requested, at the time of the birth or adoption of a child.

Instead of the statutory 17 weeks, up to six months of maternity leave are allowed, one week of which is at full pay.

We have also heard from Local 4592 of the United Steelworkers Union, whose members work for International Harvester in Hamilton. After two years of service, a woman in the bargaining unit has the option of taking a year-long unpaid maternity leave. She must then be reinstated by the company though not necessarily in the same job she left prior to the birth of her child.

Let's hear from more employers or union representatives about this topic.

**NEW BUSINESS:** There was discussion on proposed plans to meet with Atikokan women.

### FUTURE COUNCIL MEETINGS:

January 29 - Atikokan  
February 19 - Thunder Bay

The following is the letter sent by the NWOIWDC to the Attorney General protesting an Ontario judge's decision.

The Honourable Roy McMurtry  
Attorney General of Ontario

Dear Sir:

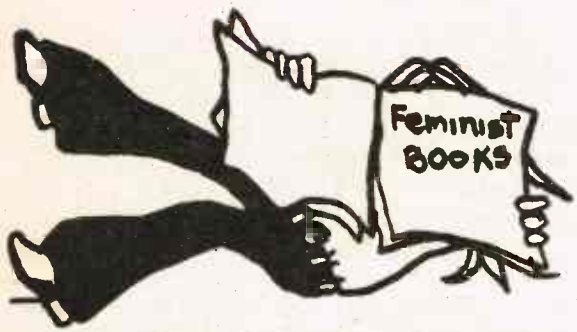
The Northwestern Ontario International Women's Decade Co-ordinating Council must protest the precedent-setting remarks made by Judge Victor K. McEwan recently as reported in the Globe and Mail, Nov. 18.

To indicate that instability is the natural consequence of menopause is an insult to intelligence, as well as a colossal put-down for women. In an age of enlightened approach, this type of nonsense emanating from the bench does no credit to you, sir, nor to the department that you represent.

We are unanimously outraged at the possibility that this could set a precedent and question the criteria that allow this kind of unenlightenment to aspire to the bench.

We would hope that your office will take the strongest steps possible to see that this type of incident does not recur.

Bernice Cain



### CREATIVE DIVORCE

An analogy between Creative Divorce by Nel Krantzler, and Elizabeth Kubler-Ross' book On Death and Dying.

Divorce, like grief, requires periods of mourning and adjustment. To cope effectively with divorce, you must come to terms with your grief, recognize self-defeating behaviour and be willing to change it. Most important, you must recognize that the relationship has died. The feelings of anxiety, guilt and anger that erupt with separation are healthy and, interestingly enough, are the feelings which provide the impetus to new growth. With this growth comes the ability to be assertive; to express yourself directly, honestly and spontaneously. This is vital to coping effectively with the new situations that were never encountered before divorce.

Children go through a similar process of adjustment, and parents must recognize their children's need for a period of growth. Divorce often brings peace to the home and children, if allowed a mourning process, seem to weather the storm well, and continue to function effectively with their peers and in their schools.

Mel Krantzler, in his book, Creative Divorce, stresses that divorce does not have to be completely life-shattering. For many families it saves the emotional and physical lives of adults and children. Divorce can be a positive learning experience, less painful and more rewarding than all our religious and societal pressures would have us believe.

Patricia Cooper and Ann Kos  
From Her-Self.



GIRLS ARE EQUAL TOO - by the  
Womans Movement for Teenagers  
-Dale Carlson

Dedicated to a free soul, her  
daughter Hannah  
Published by McClelland and  
Stewart in Canada.

This is a clear and lucid statement of the evolution of female thinking written for a new generation of women who already have begun to question the mythology of woman's place in a modern society. To make it required reading for both sexes in the Educational System

would seem more progressive than we could hope for, but one could readily see the value of the kind of dialogue it could create in this age group. There is a people orientation to it that is appealing in spite of the female directed message. If Betty Fredans 'Feminine Mystique' is the bible of the feminist movement, "Girls Are Equal Too" could well be the primer that whets the appetite for a stronger fare. Dale Carlson has written seven novels for children, several picture books, five workbooks and edited an anthology of children's literature. Her approach to bringing the potential realization of equal personhood is so reasonable one cannot imagine anyone being so perverse as to challenge it.

Gert

## NEWS



### NEWS BRIEFS

**One Battle That Got Results.**  
On Jan. 1, 1977, the indexing of family allowance payments will be resumed to compensate for the rise in the cost of living during 1976. From the Speech from the throne, Oct. 12, 1976.

In response to the need for good day care services everywhere in Canada, the government will help provide more and better day care services by encouraging the provincial governments to adopt a new system of fees related to incomes. A great many more Canadian mothers who seek employment outside the home will thereby be free to do so, because partially subsidized day care will be more widely available.

Amendments to the Canada Pension Plan are being considered, which would further recognize the value of the contribution made to the family and society by both marriage partners, in the event that one remains at home to raise children while their partner works outside the home, or in the event of marriage breakdown.

This year, the Law Reform Commission of Canada submitted a report on Family Law which merits the attention of all Canadians. The government intends to carry on discussions

(ho hum) with the provinces to encourage the creation of unified Family Courts with comprehensive jurisdiction over family law permitting disputes to be dealt with more constructively. In addition, the government will discuss with the provinces and with the public other aspects of family law bearing on the stability of marriage, the protection of children, and the fair sharing of the economic consequences of marital breakdown.

**A HARVEST YET TO REAP** by Linda Rasmussen, Lorna Rasmussen, Candace Savage and Anne Wheeler, published by the Women's Press

9 x 9 1/2  
100 photographs

\$8.95 paper  
\$20.00 cloth

## YUGOSLAVIA

In the Islamic region of Yugoslavia, wives are still sold for an average of \$4,000 and are expected to be complete slaves to their husbands. Zihrija Hussein, the rebel leader of women in the area, is training young women to take as much as they can from their husbands in gifts and bridal fees and then to run away and 'remarket' themselves. "We old-timers were taught to be guerillas in World War II, and can train guerillas again," she said. (BMR)

But  
things  
is  
getting  
better!!



### PENSIONS FOR WIDOWS

On November 3, 1976 M.P. Stanley Knowles of Winnipeg asked the house to urge the Federal government to amend the Old Age Security Act to provide pension benefits to widows, spinsters, (widowers and bachelors, too) between the ages of 60 and 65, who are not working. The motion was defeated.

On October 23, M.P. Jack Marshall of Newfoundland asked the Minister of Veterans Affairs when he would introduce an amendment to the Pension Act to get 100% coverage for widows of veterans who were covered for 48% or less.

On October 26, M.P. Stanley Knowles urged the House to review all federal employee pensions to provide that all widows or widowers will not receive less than 70% of the contributor's pension and that the eventual goal would be 100% for either survivor. The motion was seconded by M.P. Douglas of B.C. but was defeated by the house. WRITE TO YOUR MP URGING HIM/HER TO SUPPORT BOTH OF MR. KNOWLES MOTIONS NEXT TIME IT IS BROUGHT UP.  
(kinesis)

### WOMEN ALCOHOLICS

The battle against alcoholism may be even tougher for women than for men. A Canadian study has shown, for example, that nine out of ten wives stick by their alcoholic husbands while the same percentage of husbands abandon their alcoholic wives.

# MORE WAYS *See P. 16*

## DISCRIMINATION: THE UNMENTIONABLE WORD

I was quite surprised by the picture that was emerging, especially since I had the general impression women were making progress in the labour force. I wanted an explanation. I looked to the Handbook on Women Workers, a government publication put out by the Women's Bureau, one of the standard sources of such facts. The Handbook had a lot of facts, but as I read on I realized I was going in circles looking for an explanation. The Handbook had no explanation. The few times they tried to offer one, it was contradicted by their own statistics.

Of course, the questions I wanted answered were why women made less money than men and why the labour force remained so segregated. Some of the more common explanations currently in vogue started coming to me: that women are absent more from the job, that women don't need the money, that men are the supporters of the family, that women really only work for pin money. But the Handbook itself says our job absenteeism rate is the same as men's. As for needing the money, all women need the money

for personal independence. In addition most women have no economic choice but to work in order to maintain an adequate standard of living. Many work to support families either because they are the head of the household or because their husbands don't make enough. So lack of need is not the explanation. The argument that women don't stay attached to the job market and so lose continuity of work experience which lowers their wages was refuted by a New York Times article that said a recent census bureau study of 5,000 women showed that women aged 30 - 44 who worked every year since leaving school had much lower incomes than men who were the same age, had the same education, and held the same types of jobs.

The only thing that came close to being an explanation for the sizable discrepancies in pay and the segregation of jobs was the recurring reference in the Handbook to what is vaguely characterized as the 'type' of jobs women held. Just exactly what they meant by the 'type' of jobs however, and what the defining characteristics were, was very unclear. If women made less money than men working in the same occupation and industries, whether they were high-paying or low-paying, then the specific occupation or industry could not be what they meant by 'type'.

From what I could see in all the explanations offered by the Handbook what the 'type' of job meant was more accurately a 'woman's job' or a job which women do which is therefore lowpaying because it is women doing the job.

I thought the Handbook would clarify my understanding of discrimination but I found that the word doesn't even appear in the first 250 pages, the bulk of the manual. It is finally mentioned in the appendix in talking about the laws governing women's employment.

As the picture gradually became clearer, it made me angry. I was naive, confused, politically unsophisticated. I had been led to believe there were a lot of good reasons why we weren't able to compete equally

with men in the job arena, things based on past discrimination, certainly not present; things based on discrimination against women by society in general, certainly not by the male employers themselves; and I had bought it. Well, my consciousness is clearing now. I see that all the theories, excuses, and explanations for our inferior job status are inadequate. I see that education, skills, job occupations, continuity of work experience, seriousness about the job, are all factors which influence salary, rank and job status but only when the girls are playing against the girls and the boys are playing against the boys. When women compete against men such factors are all but irrelevant.



## POWER TO THE PEOPLE!!

In Lunenburg, where Allied Sea Food run a tidy ship,  
The management has flipped it's lid  
and put relations on the skid, because  
The rules say twice a shift  
the panties peel.....

The zipper zips.

all hands must bring their urge to heel  
So ask the question, Pee in five,  
wash your hands, and all that Jive.

In Lunenburg, the Union struck  
at this indignity, both male and femme  
side by side, informed the press  
and country-side that Capitol  
will rule your mind until no thought  
can soil it, and having turned it  
into crap will barricade the toilet.

"The surest way to get a job done  
is to give it to the busiest man  
you know - he'll have his secretary  
do it."

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ON BEING FIVE

There's magic in being five.

At five, one is old enough to cross streets without holding a grownup's hand, but young enough to snuggle into a parental lap at bedtime for a story.

At five, one can be very big and brave and businesslike in carrying out an errand at the grocery store, but very little and loving and sleepy when it's a bit past bedtime.

A five year old can hob nob with the fairies and elves and make believe folk, and still boast gleefully over a recently acquired mastery of roller skates and zippers and knots that really stay tied.

At five, one can spank and scold dolls, and say grace at the table with equal dexterity.

In a five-year-old's world, there's scarcely an ill that an ice cream cone won't cure.

Five years is the age of decision. Dresses are discarded for blouses and skirts, one cuts her own meat and butters her own bread, one has stridently verbal and valuable preferences in breakfast foods and hair bows and cousins.

At five, one is queen of hearts and mistress of all she surveys.

Hazel Murphy Sullivan.

# DAY CARE NEWS

A tremendously enthusiastic and hard-working group of parents and community citizens in Atikokan have investigated the need for a Day Care Centre in their community. The group presented a brief to the Atikokan Town Council on November 23 requesting Council support to implement a day care program. At the request of the Atikokan group Julie Fels and Margaret Phillips of the L.S.P.C. Day Care Committee attended this meeting. The Atikokan Council responded most positively and established a civic committee composed of a Town Councillor, a town staff representative and members of the parents group to further investigate all aspects of the development of a Centre.

We understand that the Day Care Centre at Sabaskong has been completed and that the new Heron Bay Day Care Centre should be ready in January.

## RURAL DAY CARE STUDY

In the past two years, interest has been expressed by a number of families living in the rural area surrounding Thunder Bay, concerning the need for child care services. Because of this interest, the Lakehead Social Planning Council Day Care Committee undertook a study in 1976 concerning child care needs in rural Thunder Bay.

A summary of the study's findings shows: 117 respondents indicated a present or anticipated future need for child care services; 107 responses noted less than complete satisfaction with the child care services they used; preference for type of service indicated 73 respondents would prefer to use a day care centre - only 11 presently have children enrolled in a centre. 44 indicated a preference for private home day care - only 6 were presently served by private home day care. Concern was expressed for the need for flexible day care for emergencies, for occasions when parents have appointments (eg., doctor) in town.

Conclusions reached from the study included:

- There is a demonstrated need for child care services in the municipalities of Paipoonge and Oliver and in the unorganized areas of Blake, Scoble, Nolalu, Gillies, Gorham & Ware and the Kaminitiquia area.

- There is a significant need for child care services for the rural neighbourhoods of the City of Thunder Bay. There is a demonstrated need for additional private home day care.

- Latch-key services continue to be an unmet need.

- There is a significant feeling amongst rural parents concerning the need to provide a socializing experience for pre-schoolers, whether or not both parents work outside the home. Support should be provided to parent groups wishing to organize play-room facilities.

- Support for programs to meet other identified unmet needs - eg., homemakers service, play-ground programs, baby-sitter training, should be encouraged.

The study has been organized into four reports - i.e., Thunder Bay, Paipoonge, Oliver and Ontario Government (the Province has jurisdiction in the unorganized areas). Recommendations have been made to the respective municipal/provincial authorities concerning the development of new or expanded child care facilities and services. Copies of the reports may be obtained from the Lakehead Social Planning Council office at 409A George Street, Thunder Bay F.

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On Oct. 14, 1976 MP Iona Campagnolo of BC noted that daycare is no longer seen as a welfare service for the poor and that the newly proposed federal daycare legislation would increase the number of families eligible for reimbursement of fees.

On Oct. 29, 1976 MP Aileen Nicholson of Ontario said that the federal government had recognized daycare as the single highest expense of working parents by doubling income tax deductions for daycare. Then she noted that the new measures proposed by the federal government would increase the availability of partial subsidies. Nicholson also advised that the federal government would be encouraging the provinces to adopt a new system of income related daycare fees. Ms. Nicholson quoted the following daycare related figures: from 1971 to 1974 the number of daycare centres doubled while the number of spaces tripled. However, she noted that in 1974 fewer than 3% of children under 3 years of age, and less than 9% of children aged 3 to 5 with working parents attended daycare. Alternate inadequate daycare by relatives and neighbours accounted for 4/5 of all daycare, she said.

Kinesis

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## WHAT UNIONS HAVE TO DO

An excerpt of a speech given by Shirley Carr, Vice-President of the Canadian Labour Congress.

"...Before International Women's Year caused women's issues to be taken from the social pages and put in the business section, the humanizing of the work place was often a common theme of articles. While it was a popular theme among writers of a variety of opinions, in fact most such plans boiled down to means of increasing the efficiency in the work place. Thus, working units replaced assembly lines, or work tasks replaced work to the clock, because they produced either higher quality or greater quantity. However, the question of human values in the work place should not be lost. Indeed, the question of women's rights is also concerned with this issue.



"This human issue is most clearly seen around the question of child care. As a society, we have accepted two assumptions, but have not followed through on the necessary conclusions. The first assumption is that any willing adult should be able to work regardless of race, creed, colour, age or marital status. The second assumption is that children are necessary for the continuation of society.

"The conclusion I would draw from this is that we must make provision both for people to work and for children to be raised. However, until now we have sadly neglected this area of child care. Until relatively recently, society continued to solve the dilemma by excluding women with small children from the work force. Indeed, the very fact that a woman was married might have excluded her from the work force. The events leading up to International Women's Year have tended to correct this assumed solution. But what, then, of the children? Indeed, are not both spouses responsible for their upbringing? It is true that in Canada we do have some form of maternity leave. And it is certainly better than it was a generation ago. However it is still a patchwork system. Our oldest assumptions still shine through. To take an obvious example all statistics refer to working mothers and their children. What happened to the fathers?

"In Sweden they have introduced parental insurance. Fathers are, under this measure, also entitled to stay at home during the immediate pre- and post-natal period to care for other children, receiving compensation on a level with ordinary sickness benefits. Finally, during the period following the birth of a child, its parents will be free to decide which one of them is to remain at home with the child after the 29th day of post-natal leave for the 180 days coverage period."

"One of the reasons Europeans are often ahead of us in this field is that they have recognized women not as accidental participants in the work force but as essential parts of any employment policy - what I suppose we would refer to as 'manpower' policy.

"Unions must push for more child care facilities. However, this is better done as a society rather than through collectives."

# New Ways of Keeping Women

## Out of Paid Labour

Reluctantly edited  
from Redstockings  
1975... by Colette  
Price

I began this paper to find out what the current situation of women in the paid labour force was. At the outset of the investigation I knew that women were discriminated against in the paid labour force but I figured there must be some good reasons why. I don't exactly mean good reasons, because I feel that probably all the reasons have their basis in unfairness, but it may be that at this moment in history it could be said that women in general are not on a competitive par with men. But then again what does 'women in general' mean? I've always felt on a competitive par to the men I've worked with.

I tend to feel on the defensive when confronted with those stories of so-and-so's sister-in-law who makes so much more money than her husband, or the woman supervisor on the job who's in charge of 'all those men', or the promotion of a woman executive to yet a higher level...the exceptions which disprove the rule. I understand that it's supposed to calm my basic feelings of any wrongdoings, and at the same time stop me from talking about it since the opposite can be demonstrated. But it's the intimidating aspect I trip up on.

All this in the way of showing why I'm the perfect candidate to research this topic since I obviously haven't got an idea or feeling on this issue which is clear and not immediately contradicted by another idea or feeling. And so I started looking for the reasons why.

### FALSE IMPRESSIONS FROM THE MEDIA

I recognize confusion as a tactic and an effective way of paralyzing the opposition. The information I had taken in from the usual media, newspaper sources, was a mass of unresolved contradictions.

One of the most common ploys used by the media is to state the problem as if it has long ago been solved making it look like more is changing for working women than really is.

If there is a legitimate story about a woman or women reaching executive levels at jobs they get paid for, the papers blow it all out of proportion and make it seem like we're taking over the industry.

The papers are flooded with plea articles in search of talented women and with tales of women 'firsts'. This is just to show us how much progress we've made. Every era of agitation from women brings with it some temporary strides in the labour force. We suddenly start hearing about all the 'women firsts' who are allowed in previously male fields. How many of these firsts are a matter of regaining lost ground in the past. Some women are allowed in previously exclusively male occupations and some make contributions in their new fields. Then the pressure dies down and not many seconds precede the firsts. The women and more importantly their contributions, are forgotten. When the next era of agitation arrives we start off again as novices, without a history, without even a trace of our former contributions. This keeps people from knowing what women have actually done...again and again and have already proved themselves able to do.

We got our 'first' woman airline pilot last year, even though 66 women were earning their living as aviators in 1930. But you see, they mean she is the 'first' woman airline pilot with a 'major passenger carrier'. But she got laid off six months later. How long will it be before we have out next 'first' woman airline pilot?

And in 1974 we got our 'first' two women miners. But The History of Woman Suffrage says 7,000 women were engaged in mining interests in the 19th century. There are women alive today who worked in small 'family' mines during the lean years of the '50's and '60's. The argument is often advanced that technology makes it possible for women to work in the mines but this ignores the fact that for centuries women have known how to handle the pick, shovel and shot of the mines.

Yet the onslaught of news coverage of women 'firsts' outside the traditionally female occupations continues. While I'm sure the initial intent of such a thorough coverage is to impress upon us the recent flurry of activities and advancements surrounding women workers, it is more accurately serving the purpose of enumerating for us all the jobs we've previously been restricted from.

### THINGS ARE GETTING WORSE, NOT BETTER

From these reports it's easy to get the false impression that steady progress is being made by women in the labour market. I thought things were changing, what with the Women's Liberation Movement and its involvement with these very issues in the past few years. Certainly women's consciousness about working has changed enormously. Women's participation in the work force continues to rise, and there has been an increase in the numbers of women attending professional schools. But when I looked at the statistics of the actual job situation for women...their low pay with respect to men and the all-pervasive job segregation...things hadn't really changed, not for the better, anyway.

Since 1955 women's pay as a percentage of men's has been on the decline. In 1955 women made 63.9% of men's salary; in 1972 women made 57.9% of men's salary, a decrease of 6%. This means we were actually closer to receiving equal pay 18 years ago than we are now, despite all the highly publicized equal pay and back pay cases.

Nearly 2/3 of all adults over the age of 16 living in poverty are women. One out of every three families headed by a woman lives in poverty as compared to one out of every fourteen families headed by a man. Today half of all full time working women are earning less than \$5,903 a year. Any woman trying to raise a family on that salary would be in poverty.

For the most part, the position of women workers in the segregated labour force has remained stationary; the claim/accusation that women are invading men's jobs is false and there may even be a danger that the flow is going in the opposite direction. It may be men who are riding the wave created by women's militant efforts at breaking through sex barriers on the job. It was reported that the biggest break-through for men are coming in the telephone and airline industries, two major employers of women. The telephone company said anyone picking up a telephone five years ago who dialed the operator had one chance out of 100 thousand of hearing a male voice. Today the chance is one in 20.

Eastern Airlines said it received more than 9,000 applications from men since it began running unisex ads in March. (Such ads were fought for and won by women). Before then they had about 150 stewards, the male counterpart of stewardess; now they have 320 stewards.

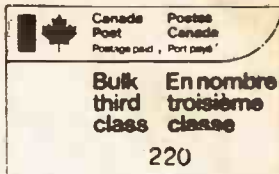
The situation of men moving into women's jobs without a mutual counterflow would be bad enough in a period of economic stability, but at a time when the economy is worsening, women's unemployment rates rising steadily, jobs for everyone getting tighter, such a trend is disastrous. Yet such a trend does seem evident. As well as the airline and telephone companies, men are moving into nursing, secretarial work, teaching and library work, while maintaining their monopoly on traditionally male occupations.

There is a lot of talk and news coverage these days about large numbers of women moving into the police force and also the field of medicine. "Moving into" however is not quite accurate since women have been in both these fields since the 1800's. It should be pointed out also that the reasons for the movement of men into all-female fields and women into the all-male fields differ greatly. Men have not been restricted from all-female fields; whatever social taboos stood in their way have been greatly reduced by the activities of women's liberation. Women, however, have been restricted from all-male jobs; in the police force by quotas, height, and weight requirements and the assumption that women were not equipped for certain jobs; in medical schools by admission quotas which restricted the number of female applicants. Special efforts are being made to attract men to teaching and nursing. The only efforts being made in the other direction however are the removal of blatantly discriminatory criteria, under legal threat, such as the police force's previous policy of giving separate entrance examinations which gave preferential treatment to male applicants.

The current Depression has undermined what little progress was being made. As New York City police officers have been laid off, the old hiring practices resulted in women being the first to go. **CON. P 14**



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