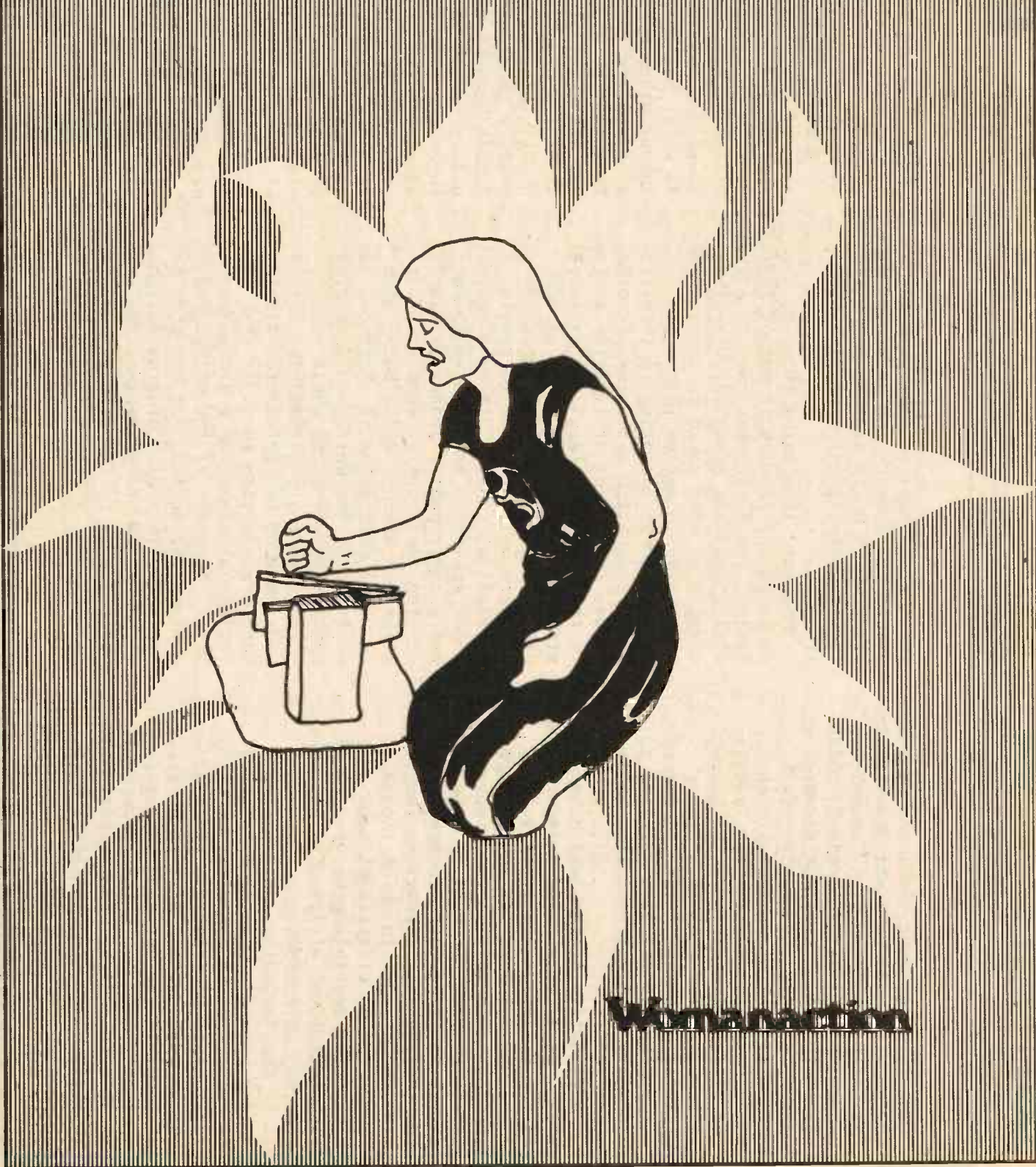


Northern Woman Journal

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Womanism

In April of last year, the Ontario Advisory Council on Equal Opportunity for Women published its "Three-Year Report on Affirmative Action", which stated that its "greatest disappointment...has been the absolute (ed. emphasis) lack of response to the repeated recommendation for legislated affirmative action". The Council again urged the support of the Minister of Labour in its recommendation "that legislation relating to mandatory affirmative action be implemented".

Affirmative Action, which has been around as a concept and a federal law in the United States since before 1975, has not been law and has subsequently had a very minimal impact in Canada to date. It must be made mandatory in order that progress beyond the theoretical, lipservice level is made, to a level in which tangible change can be effected through a monitoring and follow-up process of each individual affirmative action plan put into place.

In the beginning, affirmative action programs were to be planned by employers, in consultation with government, to promote a given number of women within a given period of time. It was designed by government as a means by which women would be able to achieve equal opportunity in their workplaces tangibly, by

putting the onus on employers to create a framework and carry out programs which would promote women (in the traditional sense of "job promotions").

However, in leaving it up to the employer and leaving it out of legislation, the government has, in effect, minimalized the hoped-for, tangible results of what could be a very positive step in seeing that women achieve their potential in terms of both recognition and wages. In other words, in leaving affirmative action to the upper levels of the pyramidal structure, the ivory tower of the organization, it has remained, and may very well continue to remain, a theoretical concept. It is a concept which employers may endorse to enhance their public images by simply stating their public support of affirmative action, while being under no legal obligation to carry out any of its programs which would tangibly benefit any women in their employ.

A grass-roots affirmative action program must be implemented within each organization in order that each individual woman, on a grass-roots level, be aware of the principles of affirmative action, and how they are applied within each program designed in her place of employment. The main objective is to identify any possible "artificial" barriers to the hiring,

promotion and retention of women (along with natives and the physically disabled, also affirmative action target groups) created by the employer.

A woman employee must become a monitor of any affirmative action program implemented within her place of employment by undertaking, firstly, personal consciousness-raising regarding the issue and meaning of affirmative action. As well, her union or non-unionized labour group must see to it that the programs are carried out as planned. They must be able to apply both internal and external (political) pressure if stated practices are not adhered to.

All this, of course, cannot become reality until affirmative action in Canada becomes mandatory and not voluntary, as it is presently. This will force the employer to commit itself to advancing the status of women in the workplace by promoting women according to a designated plan of action. This is something which obviously will not be done if we leave it up to our employers to initiate, since for most of them, affirmative action will remain a buzzphrase which they will continue to support in principle, but not in practice.

In practice, if voluntary affirmative action continues at its present rate, women will have equal status and equal pay with men by the year 3035.

Voices

Dear N.W.J.:

It was spoken by someone at the "first part" of the Annual Meeting of the Northwestern Ontario Women's Centre on May 3 that the Centre had come "full circle".

As we went around our circle, each giving opinions about the "board" vs. "collective" approach to handling the operation of the Centre, it became very apparent that this long and contentious issue with many of the women present is heavily emotion-laden. It seems to spring from well-established roots which see a "board" approach as traditionally "male", having no place in a women's centre such as ours. The voting power and supposed exclusionary aspects (lack on non-board input) associated with the boards of other institutions seems especially distasteful to the collective crowd.

Being a member of both a board and a collective (Women's Centre and the Journal, respectively), I can honestly say that I've seen no great difference in the method of dealing with issues and business that have confronted both over my time in association with the Centre and the Journal (except that they are of a somewhat different nature). I would have to also take exception to the issue of "exclusion" of non-board women at the board meetings; as was also mentioned at the meeting, they were and continue to be open to all women associated with the Centre. If there has been a feeling of being an "outsider" on the part of some

women who are not board members, I respectfully say that it is of their own manufacture. At no time would we have not welcomed input, and, as it was also mentioned, that issue never arose as there were never any non-board members of the Centre at the meetings. (It was pointed out that this was due to the fact that they were called "board" meetings.)

I have also sensed a feeling that there is a "split" in ideologies--in my opinion, one that revolves around the separation of "business" (ie. the day-to-day operation of all the aspects of the Centre) and "philosophy" (ie. feminist ideology and its approach to matters of concern to all women--health, employment, sexuality, self-discovery and awareness, attitudes to all the aforementioned et al).

In my mind, there is no "split". Those who have volunteered their time and energies and given their commitment to being on the Centre's board are all members of the women's feminist community who are sincerely interested in working with and for women on feminist principles. They've also been interested in expanding their own feminist awareness (which is an ongoing, never-ending process) through one of our vehicles--the Centre.

Although I well realize the nature of the principles involved in the "board vs. collective" controversy, I hope we do not sacrifice the circle and the spaces we have created. I

feel the circle encompasses both the Women's Centre and Womanspace. They are in danger of becoming symbols of the dual modes of thought/action of the board/collective approaches. If they do, the symbolism may be self-fulfilling, and some of the energy which the board has lost over the winter, combined with the energy lost through the angry debates and accusations on both sides will be destructive.

This is an issue which may very well never be resolved, much less dealt with effectively in a letter such as this. Perhaps we do need to get more of our feelings out in the open at a future meeting (currently being discussed), but we cannot allow this issue to weaken the circle and our energies out of sheer frustration.

" We need to further explore our directions and our resources at this point without fear and with understanding and a renewed commitment.

Joyce Michalchuk

Dear N.W.J.:

Enclosed is a cheque for my subscription to the Northern Woman Journal.

In interests of accuracy, your list of women on municipal council has Diane Cunningham as mayor of Fort Frances. It should read "Deane" (or Deane) Cunningham and he is a MAN.

Amy Werner
Atikokan, Ont.

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by JOAN BARIL

Oh, how we danced - at the annual International Women's Day party on March 12 at the Strathcona club house. The music was excellent, the pot-luck dinner delicious, the company stimulating. . . . And how we marched - at the Mother's Day March for Peace on May 7, which ended up at Trinity Church to see the award winning N. F.B. movie "If You Love This Planet". . . . The National Film Board, including Studio D are threatened by the recommendations of the Applebaum/Herbert Report. Studio D is the only publicly-funded, woman-run centre for women filmmakers in Canada--and indeed the world.

Studio D is the voice of women in film, it has made such films as "Not A Love Story," and employed freelance women filmmakers to produce films such as "If You Love This Planet" and "Loved, Honoured and Bruised." . . .



. . . In honour of National Secretaries Week an American organization, 9 to 5, which has chapters in several cities, presents awards to good and bad employers. Topping the list is the Scrooge of the Year award given to the Daiwa bank of Los Angeles. This Japanese-owned firm required its receptionist to get on their knees to serve customers tea. Since winning the award, officials of the bank have explained that it had never meant the kneeling to be obligatory but that it was voluntary. This was good news to the women employees who explained that they had been given to understand that they would lose their jobs unless they knelt. . . . But the United States does not have a monopoly on male supremists. . . . In Canada we have Edmonton alderman Bill Chmilier who was nominated for the National Action Committee (NAC) Pacifier Award for this public statement to the "Edmonton Journal". "A housewife who's never made any important decisions in her life doesn't have the time or the resources to make intelligent, serious decisions about a billion dollar operation like the City of Edmonton. You can't expect a housewife to clean house and wash dishes in the morning and then

go to City Hall and make million dollar decisions in the afternoon. . . . however the alderman did not win his pacifier. The winner of the award, announced in March, is Charles Bevin who has written a book "Women's Liberation and Chaos" which blames feminists for everything including teen-age suicides, homosexuality and diaper rash. Asked about fathers staying home with their children he opined, "God never intended the world to be that way. Women have an emotion type of body . . . males are more adjusted to reason".

. . . It's easy to make fun of Bevin, but, the attitudes shown by Edmonton's Chief Justice William McGillivray are more dangerous. McGillivray reduced the sentence of convicted rapist Dale Morgan Brown. Brown had been convicted of raping and brutally attacking a disabled woman. Said McGillivray "A woman who accompanies a man home in the early morning to drink beer and smoke marijuana shouldn't be surprised if she is raped." Women's groups in Edmonton reacted with shock and outrage. . . .

. . . even though it is good news to read of local rapists being convicted, it is still distressing to read about the sexist attitudes of local lawyers and judges. Last year the rape of a young mother was described by the defence lawyer as a "soft rape" because the victim was not a virgin.

On April 19th the unusually long sentence of seven years, was handed out to Clyde Sharrow because of his callousness in raping the woman in front of her husband "What you subjected her husband to was terrible", said Mr. Justice John White.

. . . A new movement. In several Canadian cities, women's groups are forming to work for more humane treatment of women in childbirth. Specifically these groups want birthing centres modelled after similar centres in Europe and North America. . . .

. . . some quotes. A woman visiting the Women's Centre said to Fiona: "I've set the table for ten years and I always give myself the chipped plate"

From the Alberta Status of Women newsletter: "The difference between an elderly lady and an old woman is largely income" . . . Judith Finlayson on art and on psychology in "Homemakers" "Until recently women artist struggled to give voice to their own experience in the forms created by men. The theoretical moulds that establish the psychological traits for both sexes have been based on males" so that "by birth alone, boys follow the rules and girls create problems" . . . on a poster "I haven't come a long way yet --and I am not your baby!"

. . . in spite of several types of drugs on the market to combat dysmenorrhea (severe menstrual cramps) and a growing acceptance by doctors of the fact that the problem is widespread and physiological--not psychological - many Thunder Bay women complain that they are getting no help from local doctors. When one woman told her doctor how she had missed several days from work in the past year due to menstrual pain, she was read a little lecture on the dangers of pain killers and told "we don't give out demerol you know. In fact, demerol is no longer manufactured in tablet form." She left the office

untreated, realizing the doctor believed her menstrual problems were a "story" to con him out of narcotic drugs.

. . . Another local woman who has put up with disabling cramps for fifteen years finally found a solution. It seemed that at each yearly check-up, when she described the problem to her gynecologist, he had responded with a shrug. Last year she thought she would try once more but this time stress how much her husband suffered during her periods. She related how she had to take to bed and her husband was burdened with making meals and the care of children. In a trice she was on the table and prescriptions were falling around her like snowflakes. . . . So if your doctor appears bored with your menstrual pain, bore him no longer. Change doctors. . . . If cramps are painful but not disabling and there is no underlying physical disease, you might try some of the alternative methods mentioned in "Womancare. A Gynecological Guide to Your Body" by Lynda Madaras and Dr. Jane Patterson. They suggest heat, from a hot bath or sauna, yoga, masturbating to orgasm to relax the area, massage, alcohol and even increased exercise. Instead of strong diuretics some local women have used a mild diuretic herbal tea such as Urinaforec. . . .

Some good news. Ruth Cunningham, Director of Women's Programs at Confederation College announces that she received a grant from the Ministry of Education to help women enter hi-tech fields. The new program, to be called Women in Advanced Technology and Trades (W.A.T.T.) is another solid step in Ruth's continuing drive to make hi-tech jobs more accessible to women. Ruth has also got started a two year diploma program in General Arts and Sciences emphasizing women's studies and is planning a two year Equal Opportunity Management Program. . . . The Canadian woman is the world's greatest reader. Canadians spend more money per capita on books than any other country and 80% of book buyers are women whose book-buying habits funnel \$700 million into the economy, says a special report on Women and Writing in Canada in the magazine "Fireweed". . . . Women read, and women write but men make the decisions about what's on the market. Men run the book production business. Close to half the published authors are women yet women are reviewed with much less frequency than men. They are recommended much less and have much less chance of getting into textbooks and anthologies. Women writers are much less likely to get writer-in-residence jobs (only 12.5% of such teachers are women) or go on reading tours. Because most juries for awards or grants are stacked male, women authors are short changed there too. For example only 20% of Canada Council money went to women authors; not surprisingly 20% of the jury were women. . . . Researcher Jane Martin has even devised a new law, we could call Martin's Law to correlate the ratio of awards to women to the number of women on juries. There's a "direct, dramatic and irrefutable" correlation between the percentage of women jurors and the percentage of female applicants

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TAKING CHARGE

Dr. Margaret Fulton

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organized, then, people should be freed to do more work that is life-enhancing, self-fullfilling, society-relating, creative activity which is absolutely necessary to the well-being of the individual and of our total society.

Economists seem to function with the limited notion that the only type of work that can be linked to the total income of society is work at a job where someone else pay you wages. If there are not enough of those limited kinds of jobs to go around, then governments try to create more. The results are often the kinds of feather-bedding, make work projects, insane arms races, and mindless consumption activities with which we are all too familiar. Surely a better way would be to put a value on all of the subsistence work that women and men do. The long term solution is to provide more stimuli and opportunities for people to take the initiative in creating life-enhancing work for their own subsistence.

Our evolution from roles that have been passive and secondary to roles of active participation in our total society is a great sign of hope in an otherwise gloomy scene. The biggest impact in the labour force of tomorrow will come not so much from new technology or from the feminist movement alone as from the two revolutions coming together to change all our ways of thinking about ourselves and about our roles.



photo by Joyce Michalchuk

This combined interactive force is only a part of a total world revolution which must be bloodless or it will not be a revolution of any value. We have seen enough of the bloody kinds of revolution and we know that they never really change anything. Only the players change and then we're back into the same kind of rigidly structured societies. The transformational revolution going on in our society today can bring about the liberation of the creative personality and awaken individual personal initiative. And I was delighted to hear in my workshop from a young woman who is working in the arts and crafts section of life. The creativity that's there gives us new images, new patterns and it's the releasing of that kind of creativity which will give us a new society.

We can and must challenge the present systems and structures which are so inhibiting and so limiting. We must become part of participatory democracy and participatory management style. To be equal partners, to be fully involved in bringing about a new age, we must go on learning; we must be fully informed; well-trained; well-educated and organized. Above all, we must understand our technology and use it for the creating of a new and positive society.

The challenge I leave with you wonderful and patient women to-day is to take over the use of the machines and use them to build a better future for all Canadians, and all planetary people. Women indeed have a new role to play in the shaping not only of the work place, but in the re-shaping of our total society.

Dr. Margaret Fulton is president of Mount St. Vincent University, Halifax, Canada's only women's university. She was chairperson of the federal government's task force on Microelectronics and Employment. Margaret Fulton was formerly head of the English Dept. at Fort William Collegiate.



Shock after Shock — 13x13

by JENNY VAN GRAM

A response to Micro-Technology -
- A Subtitle to Women and Economics

Artists and crafts people keep us humane. The primary technology of the studio labs tie us to the past. Subtle, demanding, always the illusion of simplicity and romance. Paints, glazes, dyes, lacquers and enamels calculated individually with an understanding machines cannot know. Literature on every topic to tell the secrets of eye ball calculated imperfections.

A Philosophy to render the unknown harmless and clean. A vehicle for personalized discipline.

No unions - guilds - guides not contracts.

An intense language of colour, form, texture, mass and image. More than compensation for contemporary "unstructured" leisure, the fate of the unskilled and unemployed.

Reversed, the elite of our day emerged in an investigation of our roots. An opportunity to develop a creative individualism which meshes the traditional roles with the electric age. Meaningful activity at a conscious and contributing level.



No one wants to be a bored illiterate of the past.

Pottery is the bottom line of technology. On that basis examine the concept that each tea pot is a sculpture.

Accept that the fear of "advanced technology" is a fear of the unknown. Know of Ghandi and his spinning and weaving. Accept with pleasure the potential of the new world.

The skill to produce quality is a painful and long process. Entering the age of "automated memory" our hands, eyes and hearts must compute the inarticulated flow of our awareness.

Emerge from the roles of kept to keeping - peace keeping of our own fears.

This is a new age: creativity as NEON, CHIPS, MUTATION and a new monetary system. All of this reliant upon someone who knows when to push which button.

Mirror doubt.

Continued from page 3

... on the Governor General awards "fewer than 20% of jurors have been women and 20% of awards have gone to women"... Worse, women authors are judged by different standards. Books in Canada, the "free" book review magazine is heavily government subsidized. It reviews and recommends mainly male authored books (70%) and 77% of the reviewers are male... it prefers women's books to espouse traditional values like romance and routinely denegrates a "feminist bias", Male authors work is described as "making a statement;" of entering into the realm of ideas of significance. A female authors work is considered as emerging from her personal life. If she describes her reality she's bitching; if he describes his, its Literature.



Women and the Economy Conference

Women and the Economy. An Action Conference. On May 13,14,15th over 100 women gathered at Confederation College to hear expert speakers; participate in workshops on various economic concerns; and to develop action plans addressing many economic issues.

Action strategies evolving from the Conference include: striving for equal representation of women on the Thunder Bay Economic Development Corporation; developing support systems for non-unionized women workers; planning training needs of women workers in response to the "Chip" revolution; ensuring the establishment of an Advisory Committee to monitor the FBA/GWA integration program; and a series of recommendations concerning educational attitudes and options affecting girls and young women.

These action strategies will be carried forward by committees formed at the Conference. (If you are interested in joining any of these committees contact Leni Untinen at 683-5236).

The committees are Technology (dealing with 11 resolutions from the Microtechnology and Advanced Technology/Trades workshops); Edu-

cation; Economic Development; FBA/GWA Integration; Changing Roles and Responsibilities; Equal Pay for Work of Equal Value; and a Committee to study Bill 89.

Co-ordination of the follow-up action on Women and the Economy will be undertaken by Decade Council.

Copies of the Conference report are available from Decade Council or Northern Women's Centre. As well, "audio-tapes of Conference guest speakers Shirley Carr, Margaret Fulton and Audrey Swail are available for loan by any local or district women's organization.



photo by joyce michalchuk

Who speaks for women?

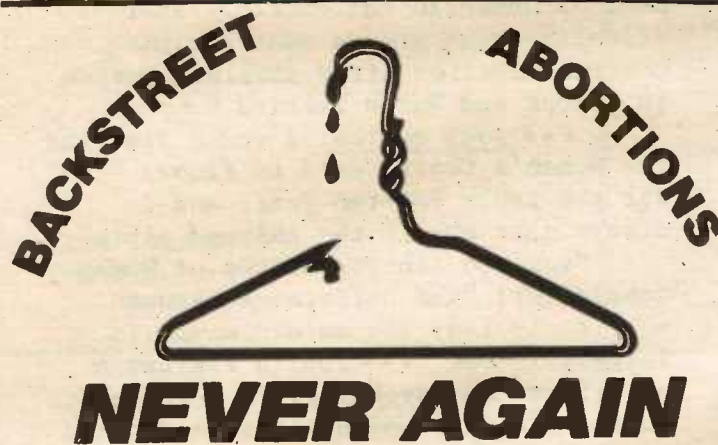
exerpted from article by the Pro-Choice Coalition

On May 9, Regina's Court of Queen's Bench was the scene for anti-abortionist Joe Borowski's long awaited legal challenge to Canada's abortion law.

While Borowski has won the legal right to represent Canadian fetuses in court, a judge has disallowed any other interventions in the trial. No one represented the thousands of Canadian women who face unwanted pregnancies; in fact, no one represented women at all. The critical decision for Canada's future abortion policy lies in the hands of the judge, Joe Borowski, his lawyer Morris Schumiatcher, and legal representatives of the federal Department of Justice whose Minister is the avowedly 'pro-life' Mark McGuigan.

Outside the courtroom, however, representatives of many women's community and labour organizations, and the Regina Pro-Choice Coalition, challenged Borowski's case.

The law in question, Section 251 of the Canadian Criminal Code, in place since 1969, allows for legal abortion when the 'life or health' of the woman is endangered. Since its adoption, deaths from illegal abortion in Canada have dropped dramatically. The federal government's own task-force, the Badgley Report, has already documented the regional inadequacies and restrictive nature of the existing law but Borowski's challenge would restrict abortion altogether.



Borowski's current legal battle over the 1969 abortion law was initiated in 1979 and argues that Canada's Bill of Rights and the newly drawn up Charter of Rights guarantee of right of life to 'persons' should extend to human fetuses.

Delay in the hearing of the case since its initiation awaited a Supreme Court of Canada decision in March of 1982 to allow Borowski legal standing. Thus he was granted the right to represent fetuses and challenge a law which does not directly affect him in any way.

Thus the trial went ahead with no input from those most directly affected. Canadian women, currently facing limited access to a basic reproductive right--the right to choose--may now face the total removal of that right. Could safe, legal pregnancy termination become murder

under the law? Could that IUD you've got, which prevents implantation of an already fertilized embryo, make you guilty of manslaughter? Could we return to the old days of illegal backstreet abortions which killed and maimed so many? It could happen. Joe Borowski's one-man crusade to overrule what 72% of the Canadian population feel should be a matter of individual choice--the right to choose whether and when to bear children--could be successful.

The Pro-Choice Coalition, formed this year to defend the right to choose, welcomes any individuals or groups interested in participating. Contact Pro-Choice Coalition, c/o #219-1810 Smith Street, Regina, Sask. Contributions of a financial nature are also welcome.



Taking Charge

Remember the thrill of your first Women's Conference. The excitement of hearing your gut feelings actually articulated. The inspiration derived from feminist speakers. For many of us it happened ten years ago at the first Northern Women's Conference.

And for some of us, it happened again. At 4 p.m. on a Saturday afternoon a few weeks ago. After a long and exhausting day of important economic workshops, we gathered to listen to .. if you can imagine.. a university president. But not a typical university president.. And certainly not a typical academic speech.

We left the auditorium - our fatigue evaporated, our hope renewed, our determination re-enforced. The strength, the warmth, the energy, the wisdom of Margaret Fulton inspiring us all. As one woman commented joyously "At last, I've found a role model".

The NWJ collective believes that Margaret Fulton's message should be shared with all our readers, thus we are reproducing her address in its entirety.



photo by Joyce Michalchuk

My task this afternoon is to pull together some suggestions which may help women to take charge of their lives rather than being left the victims of an ailing economy.

In our workshops we concentrated on very specific problems faced by women both in our working and domestic lives. Now, more generally I want to sketch in some ideas about the general evolution of our society.

Women, particularly, have been socialized since the industrialized age to accept our roles as a secondary labour force. We have been socialized to believe that our opinions are of no consequence in the great scheme of things. The hierarchical ordering of events and values which comes directly out of the Patriarchal System under which we all function must now be called into question. And I would venture to say there as yet does not exist any major business, industry or institution in our society that is not organized on the vertical vision of society which means power at the top, and a descending set of boxes strung out on linear lines, unless perhaps in a few small renegade companies of little or no consequence in our highly centralized bureaucratic system...in fact, they are of great consequence because they become the models for our new society.

The labour force to which we all belong is part of that system. It will be no easy task to restructure it.

But as I suggested in the workshops to-day the challenge for us is to restructure the labour force. Not to learn to cope with the system as it is, but to totally change the system.

The challenge of this Conference to you women is to assess your past roles and to image for yourselves a new one. We all know that for generations most successful men at the top have risen to their eminent positions because they have had a wife who has cooked their way into social prominence, and a secretary who has typed them up the political management ladders.

Now to challenge this established order of things is like speaking against if not motherhood, then most surely against the very men we love. We have all been timid about critiquing the systems in which we work because who wants to be stoned in the streets as a man-hater? Perhaps it is because we love our men that we must now seize the opportunities to help them make the decisions that will get society onto a more positive course. And let me be very clear about this matter, Thoughtful men instead of being threatened by women of a feminist perspective as they were in the 60s and 70s, now, some of them at least, welcome women's ideas as the catalysts for a new ideology that will change society perceptibly.

The ability to critique the male systems must never be confused with women's ability to love their individual men. We must challenge those groups that would trivialize the women's movement as a mere "battle of the sexes". Unfortunately, women have in the past through pure sentimentalism been discouraged from analysing and trying to change the system. But being taken to lunch on Secretaries Day, chocolates at Christmas and flowers on birthdays, are no substitute for equal pay for equal work, for day care facilities, or for good pension rights.

The loss of that old kind of sentimentality which has been the most subtle way of keeping clerical workers and secretaries and wives invisible is the beginnings of a new evolution for all women who enter the labour force. All too often the oppressed have tended, throughout history, to participate in their own oppression in exchange for small comfort and gains, even for protection and privilege; but protection and privilege are poor alternatives for equality and genuine liberation.

Effective organization now will assist you in your professional development. But let me warn you to do your own organizing. If you need assistance seek it from what are now the established women's groups across the country who have challenged the status quo..and you know who these groups are, they have sponsored this Conference today. Seek it from the Status of Women's groups, or the National Action Committee, or the Canadian Congress of Learn-

ing Opportunities for Women or the new networks that are bringing together business and professional clubs in an umbrella group. All of them are trying to find new structures.

And, with all due respect to Shirley Carr, and all that she has worked for, I feel compelled to say that the labour union groups have never served women's interests well. For such union groups like the businesses or employers, take their system, their organization, directly from male-dominated patriarchal patterns. Women in the traditional political parties or labour union organizations invariably find themselves playing secondary roles and exhausting their energy in the old competitive struggles. And if you want a footnote on this one let me remind you that women are challenging other women who are fitting into the systems, getting into the power games, and the next thing you know they have eschewed their genuine feminist perspective. They are functioning as pseudo-males in the system, and they are no longer really working for women. They are, whether they acknowledge it or not, keeping the systems, as they stand, going. As I say, we're not here to cope with those systems, or to perpetuate those systems, we are here to change them.

Cooperate then among yourselves and you will find a new synergy stemming from your own team spirit, from your new integrative efforts.

And the time is very ripe for such new style organizations for there are two revolutions taking place in our society today which will help us all evolve. One, of course, is the feminist revolution, or the women's movement about which we've been speaking. Recognize its positive value and become part of it if you are not already deeply committed and involved.

"THE CHALLENGE IS...NOT TO LEARN TO COPE WITH THE SYSTEM...BUT TO TOTALLY CHANGE THE SYSTEM"

The other is the "Chip Revolution" which again is really an evolution because technology has been here for centuries. Read the Task Force report carefully. Study the recommendations and determine which you think are effective ways to change society. And then, barrage the politicians to make sure they implement those recommendations. Write the Minister of Labour, and copy the Prime Minister, and the Minister of Employment and Immigration, and the Minister of Finance. Indeed, the Minister of Finance has said in his last budget speech that we need a centre to examine exactly what technology is doing to society. What we have to determine is what women will be represented at that Centre and at the planning stages. We must learn to be a more effective lobby. We must speak out about our rights to work in a high quality environment. The impact of microtechnology is already being felt in all our homes and workplaces across the country.

The "Chip" revolution as it is called can help us evolve that new social paradigm needed to replace the outmoded patriarchal one. And if I heard Dusty Miller's question correctly I think that's exactly what you were focusing for us...the need to have those different kinds of work.

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Because You Are a Woman

By Luan Wall, Nora Wintour, Marilyn Thompson

Such is the name of one of the programmes run by the Rural Development Centre, CEPRO, in El Salvador. Its aim is to make more women aware of their own, individual attitudes and psychology, to question their subordinate position in their society. Topics covered at the centre include discussions on socially determined personality differences, attitudes and why they differ between the sexes, breaking the traditional role stereo-typing.

CEPRO is a church organization with a number of centres throughout the country. Although not exclusively concerned with women's issues, it is concerned with the training of community leaders, skills promotion and networking. Trainees attend programmes on literacy, sewing, health, nutrition, community work and family planning. Developing organizational skills is tantamount - women in rural area then

have the confidence and knowledge to form neighbourhood groups and demand basic services such as drainage, water or electricity supplies.

The family planning programmes mentioned above came in response to a government initiative which sought to reduce population growth at all costs. Predictably, it was aimed at working class and rural women with no concern for their welfare, sexual education or freedom to choose. The church rejected the idea that demographic explosion was at the root of El Salvador's economic and social problems. It felt that the solution would only come through far reaching structural changes such as agrarian reform, education and welfare provision.

Sister Guadalupe, a Carmelite nun, a socialist, a christian and most of all a woman, very much represents the enlightened attitudes of the Catholic Church in many Latin American countries, and also the growing strength of women in El Salvador. Although she never heard the word 'feminist' before going to Mexico (where she now lives in exile, having fled threats on her life) Sr. Guadalupe has spent many years working in programmes with women of the shanty towns and rural areas of El Salvador. Basic to her involvement is a conviction of the need to increase women's awareness of the oppression imposed, and to encourage them to become involved at a community level to improve their situation.

A member of the 'radical church' Sr. Guadalupe is committed to the 'theology of liberation'. The latter has spread through Latin America since the mid-sixties and combines a marxist analysis of class structure with christian humanitarianism. Included in the philosophy is a rejection of the traditional tenets on the subordinate position of women. Small communities make up the radical church's basic structure. They serve as consciousness raising groups - often using methods and expressing views about women similar to those found in women's groups in many developed countries.

That the church involves itself in consciousness raising activities

with women (Sr. Guadalupe is not unique) may be a surprise - for many of us Catholicism is usually summed up in terms of the Vatican's oppressive position on contraceptives, abortion and women's role within the family. In places like El Salvador, for many women it is through their involvement with christian organizations that they become politically and self-consciously aware. Many are now involved in the struggle for social justice in El Salvador.

Sr. Guadalupe emphasizes that the radical church must acknowledge a changing reality. The nuclear family is seriously undermined, communal living situations must be accepted, safe family planning methods are necessary to alleviate the problems of unwanted and abandoned children and the plight of the single mother. She sees the church's task as one to ensure that the political visions of the armed struggle to create a new society be vested with a certain religious spirituality. "As christians we want socialism to have a special meaning and our task is to ensure that the new society, based on a true democracy of open and constructive criticism, will be more humanitarian and caring. Marriage has traditionally tied women to their husbands and children and they have therefore been restricted in their activities outside the home. In the new society women will not be limited in this way .. we will have government nurseries by people who are politically aware.."

Incited by such views, many women in El Salvador are becoming increasingly aware of their power, strength, needs and plight. Although under the impression that feminists are "bra burning, men haters" or a product of the "corrupt bourgeois system" they, at the same time, share our concerns for the need for change in the traditional concepts of woman's place in society - in terms of equal education and work opportunities, personal relationships and childcare. Many of these women are, as I said, very political ..to such an extent that there is a strong belief that the revolution must come first and women's demands will then be addressed and met. On a more cautionary note, despite the fact that women make up over 40% of the revolutionary council of the FDR (Democratic Revolutionary Front) there is no specific reference to women in its edicts. A unitary women's organization does not yet exist. However there are encouraging signs. Radio Vinceremos, the insurgents radio, now broadcasts a weekly programme directed to women, and recently women members from within the FDR visited the USA and Europe. They are now working to promote women's demands within their political organization.

Support is needed, and more information on women's struggles in other parts of the world. Send any material to: RADIO VINCEREMOS

Women's Programme
PROGRAMA PARA LA MUJER
APARTADO 7-907
MEXICO D.F. MEXICO

Female Infanticide in China

by Joyce Michalchuk

A campaign by the government of the People's Republic of China to limit family size to one child is causing a resurgence of female infanticide, and the beating of women giving birth to girls.

What's provoking these actions, reported by Shirley Armstrong Small in the April edition of *Science 83* magazine, are old feudal attitudes (and economics) which regard the birth of males as more desirable to families in China. About 135 million peasant families believe that, traditionally, a son can help with the farmwork and support the parents after retirement, whereas there are no tangible benefits to be derived from daughters who, again, traditionally, move into her husband's home and take care of his parents.

That this practice is re-surfacing at the present day is horrifying (with equally horrifying implications inherent), and the Chinese government, which imposed the campaign to limit family size in order to control China's ever-increasing population, is attempting to address the situation with billboards showing two parents holding a baby girl. The caption? "You'd better have one child only."

Unfortunately, although Premier Zhao Ziyang has publicly stated that female infanticide and the maltreatment of mothers must be condemned under pain of public punishment (the state cannot sustain a looming population imbalance), old attitudes are hard to break. New government measures which include permitting daughters to take over their retired fathers' factory jobs and to take their mothers' surnames are, admittedly, catching on slowly.

In the meantime, stories are continuing to circulate regarding the once-common practice of drowning female infants; the beating of wives who have given birth to females; in-laws forcing divorce, hoping the son's next wife will produce a grandson; women aborting fetuses found to be female (determined by amniocentesis) and women in the provinces having abortions because they have conceived during a time when tradition holds that a son will not likely be produced. It has also been reported that these pressures have caused suicides and mental breakdowns.



off our backs

North Bay Transition House

by Valerie Adams

The North Bay Women's Resource Centre has received contributions from the federal government to do a feasibility study on the needs of battered women in North Bay and surrounding area.

The Transition House Project got underway January 24, 1983, and has had an overwhelming response thus far. The Project has a questionnaire circulating among 20 agencies and has had 60 incidents of wife battering to date. The initial data and community interest point to the need for a transition house. Therefore, the Project is pursuing different levels of funding and is in the process of negotiating for a house. The target date for the establishment of North Bay Interval House is September 1, 1983.

Violence against women has always been within society and, finally, steps are being taken to condemn wife battering and bring it out in the open. Transition houses are needed to provide an alternative to women who live with violence.

Future Feminists

Sudbury

A new approach to career counselling has been established at the Sudbury Secondary School. The MENTOR PROGRAMME hopes to bring women already employed in non-traditional occupations face to face with female students who express an interest in these fields.

Ms. Sharon Gorham, career counsellor, says the two may hopefully want to meet regularly, or just when the student needs further information or clarification. She is presently looking for interested female participants. These women are asked to fill out a school form for filing purposes in order to match students with mentors.

Statistics sight the following

facts: women entering non-traditional careers will more likely emerge from an environment where the mother works and is in a high-level, non-traditional job; the father is an "achievement role model" and a source of job related identification for the daughter's career orientation; family socio-economic status is high; family size is small; the daughter is first or early born among other sisters; the peer group serves an important influence. Note that vocational counsellors' influence is negligible.

Thus, it is important to provide a strong role model and the opportunity for the female student to discuss a career with a woman employed in that field.

North Bay

The annual North Bay Teen Conference was "the biggest and best ever", says Valerie Adams of the Women's Centre.

The two day conference was attended by 150 young women. On Friday March 3, 1983, Sue Johansen, the guest speaker, spoke about "Talking to Children about Sex".

The next day, among some of the workshops that were held included a panel on non-traditional jobs, modelling, make-up demonstrations, as well as a special session for Francophones.

Adams explains, "The conference is becoming quite a popular event. Teachers' and womens' organizations help support it through funding, endorsements, supplies and volunteers".

Self-Healing Workshops

Topics:

1. Healing through Visualization.
2. Fundamentals of Herbal Medicine.
3. Field Trip Identification of Some Important Wild Herbs (June - August).
4. Healing Properties of Some Important Wild Herbs.

5. Practical Directions - for growing herbs, and for picking, drying and preserving cultivated and wild herbs.

Price is negotiable in relation to income and financial backing of the participants. For more information, or to make arrangements contact Doreen Worden or Isabel Andrews RR#2, Kenora, Ont., P9N 3W8.

If you are from out of town, assistance with arrangements for camping and accomodation for the physically challenged is available.

Worden and Andrews will travel if their expenses are paid. They are a lesbian couple, ages 49 and 51, who are committing much of their energy to reclaim the womin's healing heritage and encouraging other womyn to do the same. They publish "Voices: A survival Manual for Wimmin". They make their living by housecleaning, peddling herbs and other products, through reflexology and through self-healing workshops.

Workshops are open to wimmin, wimmin and kids, or kids.

^ Note from the Editors

Due to a request by some of the northern Ontario regional women at the National Action Committee Annual General Meeting, NWJ is including this new feature in our future issues. So far, we have been taking information from regional women's newsletters. However, any or all articles are welcome from women's organizations and centres, and individuals across northern Ontario.

There are no monetary rewards for this. It is an attempt at "networking".

Contributions of a regional/issue oriented nature will receive undivided attention.

BUT REMEMBER!!! THE SUCCESS OF THIS FEATURE DEPENDS ON YOU.

Your participation is appreciated.

Thanks to Valerie Adams from North Bay for her contribution for this issue.

(NWJ reserves the right to edit and publish. A copy of the editorial policy will be forwarded upon request.)

Lay-Offs and Their Effects

Arja Lane

I was recently a participant at a conference on Women and the Economy here in Thunder Bay, at which I had a chance to get involved in a workshop on Effects of Layoffs--Backlash... The workshop turned out to be a real consciousness raiser about being unemployed.

We thoughtfully felt that women's liberation is connected to the economic independence of women. That means demanding that we have a basic right to a job. We have to reinforce that it isn't less important for a woman to be laid-off her job than it is for a man; that a family man is more deserving of a job than a single woman is a myth in these times of increasing divorce rates where women become the heads of single-parent families. That job is just as important to a woman.

And, when that job is taken away from us because of sexist, capitalist

mismanagement of the market, then at least let's not feel like we are individually failing.

We have to remember that we are not usually unemployed by choice, and that we cannot let a system that does not respond to our needs make us feel useless.

We found lay-offs, leading to unemployment, leading to de-employment to be an issue with very complex roots, but we noted some interesting points about lay-offs and the vicious circle it can start you on.

Being layed-off meant being jobless, and being jobless eventually could lead to feeling respectless, and pretty soon you could feel like a failure. The system says we are useful members of society if we are also members of the paid labour force. This implies that women's unpaid work in the home, i.e., cooking, cleaning,

raising children, is less valuable than some jerk working at promoting Mr. Clean, for instance.

Let's destroy this myth by suggesting that being out of the labour force actually puts you in a very passive state as far as making it all work. You aren't helping the system--you are unemployed by the system.

Doing the bureaucratic steps with the Unemployment Insurance Commission and Welfare can be quite frustrating and time consuming, and confusing, and demeaning. We noted that the endless form filling made us feel quite stupid at times (and you don't need that kind of reinforcement when you are already unemployed). Then, having to look for jobs that weren't there, all to keep their bureaucracy working.

Perhaps we should do away with that one bureaucracy and let our employers administer unemployment insurance benefits, with them contributing more to unemployment insurance benefits than they do now--maybe they would be

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TAKING CHARGE

Dr. Margaret Fulton

continued From Page 5

structures. If part-time is a word that puts you off, if contract is a word that puts you off... find different ways of describing how we work, the different ways in which we work, and the different times in our lives that we need to work. But all of that will add up to a new social paradigm, one quite different to what we experience today.

Despite all the gloomy forecasts about how office automation will displace workers, it does not have to happen that way. We do not have to be the victims of technology. We can take charge of it and re-direct the energy of our society.

Nevertheless I am not naive. Since women form 98.8% of office employees as typists, clerks and secretaries, women stand to be seriously disadvantaged unless they take charge now. Already the lay-offs because of the introduction of word-processors can be chalked up.

To what extent the layoffs can be directly attributed to the acquisition of new machines, or to what extent they are attributable to the present economic slump is a moot point. There can be no doubt that we are in a difficult transition period moving from an industrial age to a technological one.

It must be clearly stated as it is in the Task Force report that technology itself is neither good or bad. Automation to benefit the human race is a great ideal, but ruthless automation is a process without conscience promoted by those to whom human lives are but numbers on a profit and loss sheet. The laissez-faire attitude plays into the hands of immoral power groups motivated by profit, by greed. Those are the groups that will abuse the use of our new technologies. Computers don't have a life of their own. If they can make possible a delivery system of nuclear weapons which will destroy life on this planet, it is because some person has programmed the computer to do just that.

"WE DO NOT HAVE TO BE VICTIMS OF TECHNOLOGY"

Women's involvement in the development of high technology has a longer history than we probably realize. Micro-electronics is a generic term for the development of transistor technology which integrates numbers of electronic components into a single chip of semi conductor material, normally pure silicon. In the 1960's the earliest versions of integrated circuits contained only a few components mostly for military applications. Prior to that you had thousands of women working as clerks with less sophisticated adding machines making the connections now made by the computers. In fact the first computers were not machines at all. The word "computer" was the job description given to 200 women who calculated firing tables for the U.S. army during World War II. Three months work was necessary to produce a single table of 3000 artillery shell trajectories. The development



then from old style calculators, to digital computers, to silicon transistors, and from there to the more sophisticated micro-electronics equipment being loaded into your offices today has taken place in the space of a few decades. No wonder we have difficulty in knowing how to use the equipment effectively. No wonder the impact on the future remains unknown. Simple chips today contain a million or more components and mass production makes them cheap. The "Chip" will affect all our lives! Whether technology turns our workplaces into the old sweat shops of former times, or whether it can be used to free us all from boring repetitive activities depends on how we learn to use it. It is clear that technology can be seen as appropriate, that is a technology which comes from fusion, from connections, from silicon and sand and which is used to benefit the human race, or technology can be seen as entirely inappropriate—that is a technology which comes from fission and is used in nuclear missiles for totally destructive purposes. Which do we choose? From the peace marches around the world it seems to me that women, at least, are making a very strong statement that we choose a positive capability not a negative destruction.

Albert Einstein, that great scientist and lover of humanity wrote somewhat sadly after he'd discovered the formulae which gave us our nuclear technology: "When we released energy from the atom, everything changed except our way of thinking. Because of that we drift towards unparalleled disaster." The only way we stop that drift toward disaster is to change our way of thinking.

The new role for women who are part of the labour force is to also become part of the management force. And the new management systems should surely no longer be based on a linear projection and those vertical boxes, but rather we need to form quality circles: circles where inter-connections and crucial decisions are made. And we need to start imaging ourselves and thinking about ourselves in a totally different way. So instead of working in the vertical vision of society we start moving round and drawing all people into the circles. If you work in an office don't ever again when asked what you do respond "Oh, I'm just a secretary, or I'm just an office worker, or I'm just a clerical person". Instead, reply, "I'm part of the participatory management circle which makes the decisions for the whole company". (!) After all, you

have control of that fascinating word-processor which can help you gain greater control over all aspects of the company's operation.

The "Information Revolution" is part of the "Feminist Revolution" and the "Chip Revolution". Keep up with new ideas. Women have a key role to play. As the information organizers, you are in a position to make connections in the manner of the chip.

The new inter-connectedness of ideas can become the concept which will spring us out of the old conceptual trap of patriarchy. Micro-electronics can be the wedge to open up a new world cooperative society based on partnerships. The information society is here now. We are looking into each other's back yards all around the globe, all around our little planet. What we have to do is teach ourselves to relate in a global way and in an information way... wisely.

That brings me back to my concluding point about organizing to improve our personal lives to fit in more effectively with our working lives. Certainly one way is to try to awaken our economists and our politicians to the fact women are equal partners in the labour force. Women cannot be relegated to a secondary role. Nor can the domestic work done by women in our homes any longer be considered an irrelevant part of the gross national product. "productivity" is the "in" word right now, but productivity is really not the issue. The world is glutted with commercial products which it seems no one can afford to buy. Economists must come to recognize what all women know. That there are two kinds of work that are done daily. The "waged work" we do in offices, at our jobs, where someone else pays us, very often a small stipend, for it. Then there is the "unwaged work" that we do in our homes to sustain the quality of our personal lives. These two types of work must be brought into proper focus if our economic forecasts are to have any meaning.



photo by Jouce Michalchuk

Work on the job in the mainstream economy is often satisfying but sometimes unpleasant, routine, or stultifying. The value of technology should be to reduce the amount of work required for "productivity". If such work is carefully

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NAC~AGM

Talking, line-ups, listening, looking, being looked at, sitting,, getting sore, eye strain, politicking, allying, voting, assessing, judging, liking, hating, manipulating, representing, lobbying, eating, maybe sleeping.

That's the national Action Committee's annual general meeting. It was certainly fascinating to see, hear and speak with women from across the country who, in their own ways work for the betterment of the status of Canadian women,

The three and a half day event held in Ottawa (March 25-28) was highlighted by a discussion of a move of head office from Toronto to Ottawa. Since most of the lobbying work done by NAC is at a federal level (the constitution pornography, native women's rights, disarmament, etc) and, as a national

lobby group, it should be bilingual, the move would be beneficial. However strong disa-greement was voiced by a little over half of the membership - mainly due to fears of co-option by the federal government and satisfaction with the level of bilingualism already attained by the Toronto staff.

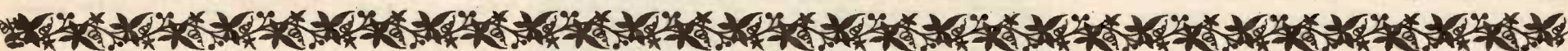
The French-Canadian members voted solidly for the move, the motion was lost and NAC remains Toronto based..

Another highlight surrounded Bill 675, an act to amend the Broadcasting Act. Pornography, as we all know, is big business and nothing in the Broadcasting Act protects the woman's image. What NAC supported was the following addition "... no station, network, operation, on pay television license shall broadcast any abusive comment or abusive pictorial representation on any race, religion, creed or sex...". This legislation will give judicial teeth to any violation of the

"sex" part of the act, making it enforceable. As it now stands, women have to bring each violation to the courts with each individual violator and prove the fact.

More resolutions included : legislation of mandatory affirmative action in the private sector; affirmative action programmes in the public sector, the implementation of a National Day Care Act for universal, quality day care; the withdrawal of Canada from NATO and NORAD; the declaration of this country as a nuclear free zone.

The most fascinating aspect of the three day meeting was the unity and oneness of purpose displayed by women from so many different social and economic backgrounds - Communists and Conservatives, the rich and the poor, the radical feminist and the liberated lady. The rivalry was apparant but the cohesiveness outshone the discord.



In Ottawa, International Women's Week/Semaine Internationale des Femmes was celebrated from March 7-13. A comprehensive program of celebration and political education was carried on throughout the week.

On Saturday, March 12th the International Women's Day March and Rally was held. Approximately 300 women gathered at Parliament Hill and marched through downtown Ottawa, stopping at the War Memorial to observe a minute's silence following the reading of the following declaration by Helen Durie

"We are here at the War Memorial

In Rage

In Resistance

In Strength, In Hope, and

In Affirmation Of Life

We are here in remembrance of all the women who have suffered and died in wars fought by men - at home, on the streets, with politics and on battlefields

We are here for every woman raped in every war

For every elderly woman whose life has been reduced to poverty and starvation

For every lesbian who has been imprisoned and burnt and denied living and loving

For every woman who has died from an illegal abortion

For every woman battered, often to her death, by her husband, boyfriend, father, or son

We remember Indian women who were killed by white settlers, and settler women carried off by Indian war parties

We remember the women who died or were wounded at Hiroshima, Nagasaki and everywhere where bombs have fallen from the sky

We remember all our sisters who have died or been poisoned, or were never born, as a result of nuclear radiation - in Utah, in China, in the Soviet Union, in the South Pacific, and elsewhere

We are here for Karen Silkwood who was murdered for her opposition to the nuclear industry, and for our sisters everywhere who have died in

resistance

For all our dead and wounded sisters, named and unnamed, we dedicate our lives, in unity and in diversity, to transforming this world so that our grandchildren and future generations can live in harmony and peace and joy with each other."

Through music, skits and speeches 'women as survivors' were celebrated at the Rally following the march. The following address by Karen Luks was a Rally highlight.

"For her crime of being unmarried and pregnant, a young woman is arrested and tried. Her sentence is one hundred lashes in the public square and two years in prison. This is life in Pakistan under military fundamentalist rule.

A young woman is raped by her supervisor. For the next two years she struggles for justice and to be transferred to another department. Her demands are ignored as her employers try to bury the incident in red tape and hope it will be forgotten. Their response is to try to prove that she is mentally incompetent. This is life in Canada under a democratic government.

These two women live across the globe from each other in radically different cultures, but their oppression stems from similar attitudes towards women as seductresses and as the property of men.

We are linked within and across national and cultural boundaries to women all over the world. We are part of one vast web struggling to survive in a patriarchal world which values men more highly than women, winning more highly than human life, the rich more highly than the poor, and technology more highly than the earth and the life which grows from it. This system of values works against us in all parts of our lives. It leads to a slow and endless stream of barriers that wear us down: financial dependence, violence in the home and on the street, disrespect, poverty, control

For Every Woman

over our sexuality, lower wages, a conspiracy of silence against women's experience, and more. This is true whether we are immigrant women, native women, longtime Canadians, farmers, lesbians, office workers, students, mothers, daughters, or women in other countries.

It is an astonishing fact that women survive the constant undermining of our social, economic, and political rights. Not only do we survive, but we dare to dream of a future for ourselves and our children in a world free of oppression.

There are no quick or simple solutions to our problems. They will not end with a change in government or even a change in laws or with more women as heads of corporations or heads of state or with the opening of one more daycare centre. And they will never end if we work alone. Together we must search more deeply for the causes and the answers.

It has never been women's choice to be linked through our historic and global oppression. But it can be women's choice to be linked with one another in our struggle for a safe, sane, and green world.

Today is a day of celebration of women as survivors. But as sisters we must fight together to go beyond survival: to create a world free of all forms of oppression against women."

NWJ member Margaret Phillips was in Ottawa and participated in the IWD March. Appreciation is extended to Ottawa women Helen Durie, Helen Forsey, Sheryl Gervais, Karen Luks, Lynn Tyler, for permission to reprint their speeches. Congratulations to all the Ottawa women who made International Women's Week a great success

I swear it to you
I swear it on my common woman's head
The common woman is as common as a common loaf of bread —
and will rise!



Women & Words

Information has been received about an exciting Conference to be held at the University of British Columbia campus, Vancouver from June 30 to July 3, 1983.

Women and Words/les femmes et les mots will bring to-gether women working with the written word: writers, editors, printers, publishers, booksellers, critics, translators, teachers and librarians. The three day Conference will be structured around issues, problems and innovations for women in associated fields. In addition to scheduled workshops and panel discussions there will be networking sessions for women from across the country to gather together according to their regions and their areas of interest.

Participants include Canadian novelists and poets (including Joy Kogawa, Marian Engel, Margaret Atwood and Jane R le) as well as women involved in publishing, editing, along with journalists, critics, and playwrights.

For further information about this bilingual, country-wide Conference write to West Coast Women and Words Society, Box 65563, Station F, Vancouver, V5N 4B0.

Affirm It!

Improved equal pay legislation and narrowing the gap between men and women appear to have a high priority for Robert Welch, newly appointed Minister for Women in Ontario. They certainly have a high priority for women affected by such wage discrepancies. According to the Ontario Federation of Labour's statement on affirmative action "the government's failure to adopt and enforce strong equal pay laws has been the most effective wage restraint mechanism ever devised."

In an interview on May 18, Mr Welch's stand on affirmative action appeared less positive than hoped. He equates mandatory affirmative action with an arbitrary quota system and feels the expansion of voluntary affirmative action to be a better solution. The perception of mandatory affirmative action as being simply an arbitrary quota system reflects the very attitude that advocates of affirmative action are attempting to overcome.

Ontario Federation of Labour sees affirmative action as being action designed to remove barriers to equality, to overcome past and present discrimination and to improve the economic

Trades & Technology

KATHRYN BRULE

The Confederation College presentations and displays in celebration of International Women's Day featured Women in Trades and Technology.

While women are registered in Trades programs, Dave DeKnock, Director of the Trades Division, pointed out that the number of women in programs such as Welding and the Mechanics



SURVEYING THE FUTURE

courses would probably remain low but steady. To a great extent this reflects the obstacles faced by women seeking employment in areas traditionally and tenaciously held to be male preserves.

The fields of Technology, however give an entirely different prospect. Tech areas are new - new enough to be more readily accessible on the basis of training and skill, with less gender bias.

P. Ramanathan, Director of the Technical Division, said that women in these programs have been highly successful. These women are dedicated students, highly motivated to prove themselves, and eager to secure more lucrative employment.

The technological revolution has actually been underway for quite a while now, and the phase out of minimum-skill labour will continue, as a result of automation and high technology. By the time the country emerges from the present depression, we will see a whole new employment horizon. (The recent cut-backs in Federal funding for conventional training programs underline the reality of this trend toward an economy thoroughly based on high technology.)

Ramanathan has travelled extensively in Northern Europe and Russia, and as a result of the studies he has made of the training and work practices in those areas, feels that Canada is far behind, in regard to education and employment of women, both in trades and in technology. He is concerned about how much less effective Canadian education is in preparing students, especially women, for post-secondary training in technological areas, which will inevitably provide the basis for well-paid employment.

Both Dave DeKnock and P. Ramanathan feel there must be an emphasis on continuing revision in education for preparation for living in the technological era.

These comments reflect the concerns of Audrey Swail, Ministry of Labour, Women's Bureau, who conducted a workshop on Education and Female Poverty, at the Women and the Economy Conference workshop held recently at Confederation College. Swail emphasized that the present most urgent concern was the education of young women to become self-reliant and financially independent. The schooling they receive should equip students with marketable skills. More and more, this means skills in the areas of technology.

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Children gone - a search for youth
Wandering husband's eyes---

52 - a pass in a class
- a democratic majority

52% - what we get paid for equal work

52% - Women, strong in numbers
a majority
- yet singularly alone

WE ARE ONE

The fact of our sex transgresses all boundaries
When we realize the aggregate
All is possible, at least 52% of the time

Joy Fedorick

Dear Daughter that I never had,
there's a myth I would dispell,
that your spine is silly putty
and your heart is soft as well.
Some would teach you language,
and some would teach you skill,
but I would teach you to delight
in your woman's iron will.
For you leaped to life, my darling,
through a woman's blood and pain,
you were screaming in defiance
and equipped to swim upstream.
You were born to strive and struggle,
born to risk and born to dare.
You're the lifeblood of the planet
and your place is everywhere.

Gert Beadle

I Love My Car

I love my car.
Got a few miles on her, yes,
And a few years;
And a bit of rust, yeah,
And she guzzles gas;
But I love her.
Costs me for an hour
What they pay me;
And that's cheap.
She's worth more.
Costs me for other things...
Well, like the painting;
Costs me more than I make,
Except the wife does it for free.
But don't go thinking she works hard;
She's lazy. She even gets me
To do the dishes...occasionally;
And if I'm home,
I have to babysit when she works!
And she won't even help pay my debts.
She just buys things for the house--
Gifts for the kids--you know.
She should do more housework.
She costs me almost as much
As the car. Her and the kid.
Wish she'd leave me
Wish she'd take the kid
Maybe I could buy some new seatcovers
Have the rusty parts replaced...

Susan Collin Hawkins

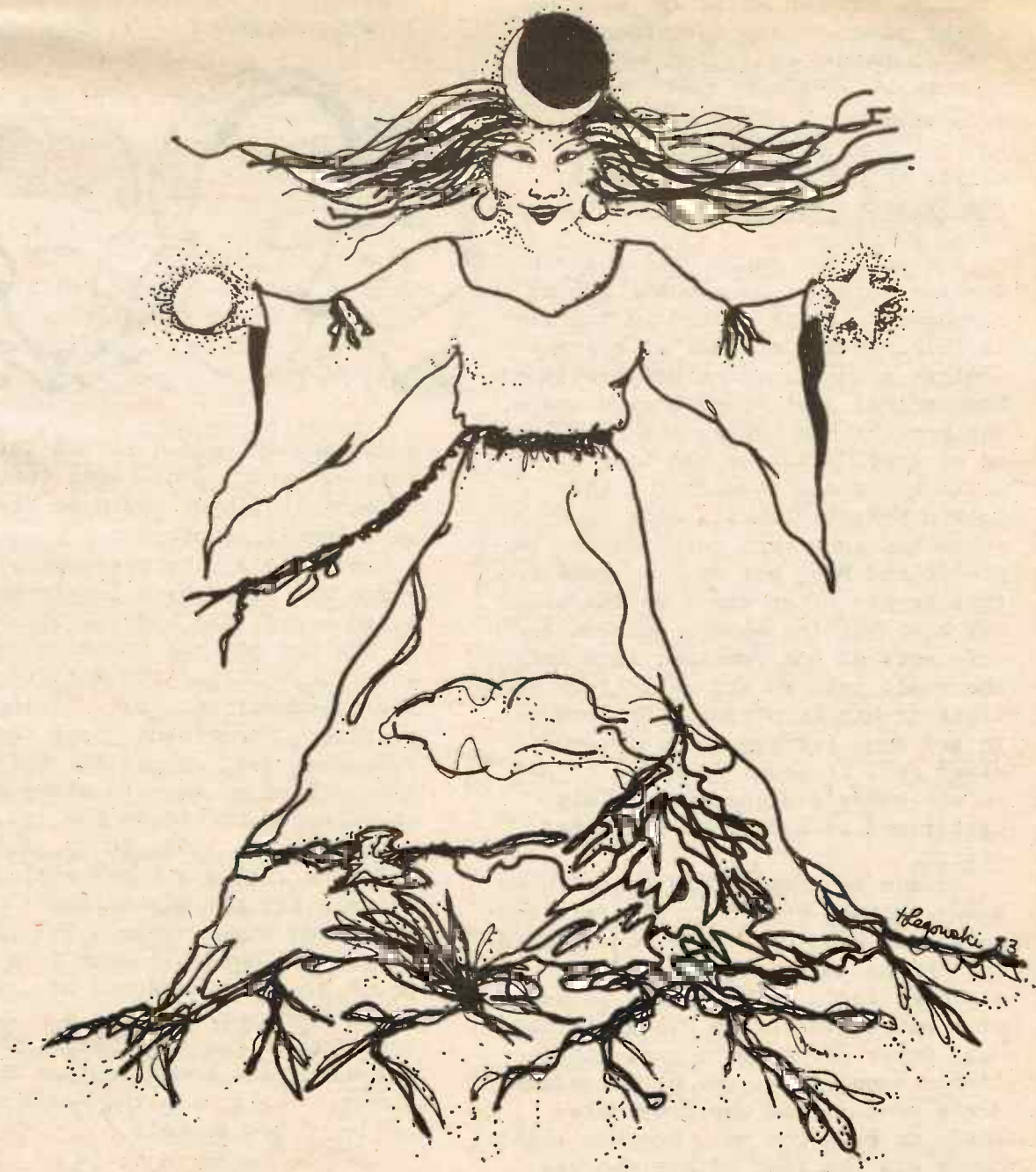
Elephant Stew

Take one elephant
Add a creative thought
Mix in an ounce of common sense
And a pound of intuition
Lace sparingly with freshly-shed tears
Then add a large dash of hope
Simmer gently over new energy
And stir once every full moon.

When all ingredients are subtly intermingled
Cut into bite-size morsels
And share with Womankind

So can your problems be remedied--
Shared and consumed
One bite at a time!!

Joy Fedorick



THE NORTH AMERICAN BOY: the stranger beside me

REVIEW by Joan Baril

Gerald Eugene Stano? Does this name mean anything? This is the jovial, soft-spoken motel clerk who is the most prolific mass murderer in U.S. criminal history. Stano killed 39 women. Arrested in Tampa, Florida, he was described by detectives as "basically having a dislike of women".

The Toronto Star gave Stano's arrest a few paragraphs on an inside page. The story was ignored by most Canadian newspapers.

Then there is Crystal Sheane. Do you recognize her name? The 23-year-old Chilliwack woman was found dead, the 35th victim of the Trans-Canada Highway Murderer (or murderers). Crystal's death, along with a few facts about the unsolved highway crimes, was mentioned briefly by the media in connection with the discovery of the bodies of the Bentley and Johnson families who were brutally murdered in B.C. last September. Aside from this, very little information has appeared about the highway murders.

The fact of the matter is that mass killings of all kinds have become so commonplace in the North American continent that they are hardly newsworthy anymore. The media are drawn to only the most dramatic stories, such as the Atlanta killings where the killer seemed to be playing a game with the police by striking every day, or cases where the killer can be dubbed with a distinctive nickname: the Boston Strangler, the Monster of Jersey, the Yorkshire Ripper and so on. Mere mass rapists such as the man who terrorized Thunder Bay two years ago make only local news and are forgotten.

Which brings us to Ted Bundy, a personable, handsome young man that mass murderers are so often declared to be, or so his friend Ann Rule claims in her best-selling book, *The Stranger Beside Me* (Signet Paperback, \$3.95).

Ann Rule met Bundy when they were working together as counsellors at a phone-in crisis centre in Seattle in 1971. Bundy, at that time a psychology student at the University of Washington, just oozed boyish charm. Ann brought him sandwiches--"he looked so frail". During the long nights waiting for distress calls, they talked private lives. Bundy told about his long-term relationship to girlfriend Meg, but he also confided that he had other women on the side. Meg knew nothing about. Ann admired this sort of Don Juanism; much later, she would joke to him in letters she wrote to him in prison, "Be sure not to get your letters to your women mixed up". It never occurred to her to see Bundy's dishonesty to his girlfriend as a serious character defect.

If Ann was completely taken in by Bundy, others were not. The fact that he was an habitual thief who "picked up" things he said he needed such as a stereo and a TV was known to several people including his girlfriend Meg. Other people were just instinctively suspicious. One of these was Meg's best friend who considered Bundy to be a con man. She was right. Bundy was the type of guy who was extraordinarily nice to people when

he wanted something from them--the use of a car or a short-term loan. One elderly woman, a fellow employee, lent him money and waited in vain to be repaid. Finally she called up Bundy's mother to ask her to remind him. She was laughed at. "You were a fool to lend him money."

The Victorians would have labelled him a "cad" or a "bounder" and shunned him. In 20th Century North America, where character is labelled style and style is all, people judged him as a charming, upwardly mobile young man. Bundy made that charm pay. He used it to land a thousand-dollar-a-week job with the state Republican party and then sleaze his way into law school. He would still be with us today, being boyishly charming as a TV politician, or cutting a well-groomed figure in court. The fact that he had no principles, that he was dishonest and that he hated women would not have stood in his way. However, Bundy started to kill. In a short 18 months, he killed or mutilated 20 women, and he used his cute boyishness to do it.

Bundy killed for enjoyment--the ultimate sport. He preferred a certain physical type: small women with long, straight hair. Like most rapists and mass killers, he picked his victim carefully in advance. He liked to cruise the university area looking for a woman who seemed preoccupied as she walked along. Once his victim was marked out, he would go into his act. He slipped one arm in a sling and walked by, carrying a large stack of books which would topple over as the victim approached. If she stopped to help, he would ask her to carry the books to his car. No one knows exactly what happened next. Somehow he



would get the woman in the car; perhaps he used a gun. Later the horribly mutilated body would be discovered at a lonely place.

Sometimes a victim escaped. One woman was saved by a finely-tuned sixth sense. She had carried the books to the car and she happened to look into the vehicle. She noticed that the passenger seat was missing. She recalled, "Something about the missing passenger seat caused the hairs on the back of my neck to stand on end". She dropped the books and ran.

On July 14, 1979, Bundy, arm in sling, strolled a beach asking women to help him put his sailboat on his car. Most women refused but one obligingly followed him away from the beach area. He murdered her, disposed of her body and within a short time returned to the same beach, put back the sling and found another helpful woman to help with the sailboat. He murdered her as well.

Seattle began to panic as the bodies turned up. In the city, it was widely rumoured that the victims had

died because they had been hitch-hiking--even though there was no evidence that they had been. Still the public reasoned that women who hitch-hike "just ask for it", these women had been killed and therefore they must have been hitchhiking. It was a neat if illogical means of explaining away a horrendous situation and blaming the victims at the same time. The number of women hitch-hikers decreased; the murders continued.

The arm-in-the-sling ploy was publicized and so Bundy switched to a leg-in-a-cast, carrying and dropping an old-fashioned briefcase and looking helpless. One witness recalled meeting him in the street. "He was on crutches and he was carrying a kind of old-fashioned briefcase... he kept dropping, picking it up and then dropping it again... He smiled at me. He looked like he wanted me to help him and I was almost going to...until I noticed his eyes...they were very weird and they gave me the creeps. I began walking very rapidly

Bundy's downfall was, strangely enough, a most naive and trusting young woman, 18-year-old Carol Da Ronch, who was easily conned into Bundy's car with a fake policeman story. Carol may have been trusting but she was also incredibly gutsy. As soon as she realized they were not heading for the police station, she tried to jump out of the car. "In an instant, he clamped a handcuff on her right wrist. She fought him, kicking...scratching him, screaming at the top of her lungs." Bundy pulled a gun and threatened to shoot. Carol got the car door open and hurled herself out. He came after her with a crowbar. "She put up one hand...managed to keep it away from her head. She kicked at his genitals and broke free." Eventually feisty Carol Da Ronch would be the key witness responsible for Bundy's conviction.

Imprisoned for the kidnapping of Da Ronch, Bundy was transferred to Aspen to be tried for the death of another woman he had murdered while vacationing in Colorado. Shortly after, he escaped from prison and became a sort of folk hero to the trendy Aspenites--the man who laughs at locks, the subject of humorous pieces in the local paper:

"So let's salute the mighty Bundy
Here on Friday, gone on Monday
All his roads led out of town
It's hard to keep a good man down."

Bundy, who killed for ego gratification, for sport, had at last found an appreciative audience.

Captured, he escaped again to Tallahassee, Florida where, in one incredible night of mass murder, he killed four students in the women's dormitory of Florida State University and then crippled for life another woman in a nearby apartment house. A week later he killed his last victim, a 12-year-old girl. Carol Da Ronch was the key witness again at his trial. He was sentenced to death.

Ann Rule, who first met Bundy at the Seattle Crisis Centre, was always in touch with him. When the murders

Continued on pg 15

TAKING CHARGE

Dr. Margaret Fulton

continued from Page 8

organized, then, people should be freed to do more work that is life-enhancing, self-fullfilling, society-relating, creative activity which is absolutely necessary to the well-being of the individual and of our total society.

Economists seem to function with the limited notion that the only type of work that can be linked to the total income of society is work at a job where someone else pay you wages. If there are not enough of those limited kinds of jobs to go around, then governments try to create more. The results are often the kinds of feather-bedding, make work projects, insane arms races, and mindless consumption activities with which we are all too familiar. Surely a better way would be to put a value on all of the subsistence work that women and men do. The long term solution is to provide more stimuli and opportunities for people to take the initiative in creating life-enhancing work for their own subsistence.

Our evolution from roles that have been passive and secondary to roles of active participation in our total society is a great sign of hope in an otherwise gloomy scene. The biggest impact in the labour force of tomorrow will come not so much from new technology or from the feminist movement alone as from the two revolutions coming together to change all our ways of thinking about ourselves and about our roles.



photo by Joyce Michalchuk

This combined interactive force is only a part of a total world revolution which must be bloodless or it will not be a revolution of any value. We have seen enough of the bloody kinds of revolution and we know that they never really change anything. Only the players change and then we're back into the same kind of rigidly structured societies. The transformational revolution going on in our society today can bring about the liberation of the creative personality and awaken individual personal initiative. And I was delighted to hear in my workshop from a young woman who is working in the arts and crafts section of life. The creativity that's there gives us new images, new patterns and it's the releasing of that kind of creativity which will give us a new society.

We can and must challenge the present systems and structures which are so inhibiting and so limiting. We must become part of participatory democracy and participatory management style. To be equal partners, to be fully involved in bringing about a new age, we must go on learning; we must be fully informed; well-trained; well-educated and organized. Above all, we must understand our technology and use it for the creating of a new and positive society.

The challenge I leave with you wonderful and patient women to-day is to take over the use of the machines and use them to build a better future for all Canadians, and all planetary people. Women indeed have a new role to play in the shaping not only of the work place, but in the re-shaping of our total society.

Dr. Margaret Fulton is president of Mount St. Vincent University, Halifax, Canada's only women's university. She was chairperson of the federal government's task force on Microelectronics and Employment. Margaret Fulton was formerly head of the English Dept. at Fort William Collegiate.



Shock after Shock - 13x13

by JENNY VAN CRAM

A response to Micro-Technology -
- A Subtitle to Women and Economics

Artists and crafts people keep us humane. The primary technology of the studio labs tie us to the past. Subtle, demanding, always the illusion of simplicity and romance. Paints, glazes, dyes, lacquers and enamels calculated individually with an understanding machines cannot know. Literature on every topic to tell the secrets of eye ball calculated imperfections.

A Philosophy to render the unknown harmless and clean. A vehicle for personalized discipline.

No unions - guilds - guides not contracts.

An intense language of colour, form, texture, mass and image. More than compensation for contemporary "unstructured" leisure, the fate of the unskilled and unemployed.

Reversed, the elite of our day emerged in an investigation of our roots. An opportunity to develop a creative individualism which meshes the traditional roles with the electric age. Meaningful activity at a conscious and contributing level.



No one wants to be a bored illiterate of the past.

Pottery is the bottom line of technology. On that basis examine the concept that each tea pot is a sculpture.

Accept that the fear of "advanced technology" is a fear of the unknown. Know of Ghandi and his spinning and weaving. Accept with pleasure the potential of the new world.

The skill to produce quality is a painful and long process. Entering the age of "automated memory" our hands, eyes and hearts must compute the inarticulated flow of our awareness.

Emerge from the roles of kept to keeping - peace keeping of our own fears.

This is a new age: creativity as NEON, CHIPS, MUTATION and a new monetary system. All of this reliant upon someone who knows when to push which button.

Mirror doubt.

Compromise (Now and Then)

Sometimes,
I think that the only given is that we will go on...
Often, making light of ourselves
And wondering where it is we're going
Then, grandiosely thinking that somehow, we know...

(I used to think, as a young girl/woman,
that I was right about 98% of the time.
Even then, I allowed, however slight--
given my ego at that time--a margin of
admitted error...)

Later, teachers told me that it was closer
to between 85 and 90. I thought then that
that still wasn't too bad an average. Besides,
I was being formally evaluated, accredited
and historically recorded, and for a kid who
then held recorded history in fairly high
esteem, it was heady stuff.)

Then, the continuous arguments with parents
Who, with their simple wisdom,
Never completely understood their shades-of-grey daughter...
I'd debate and emerge the victor,
Having scored the required points properly...
Now that they're both dead,
Those sometimes hard-won victories fought on raised fist
Are now bittersweet, as then.

In retrospect, it seems now
I should have "compromised" more, then.
(At one time, "compromise" was a dirty word.)

And I did so like peace and harmony...

Now, it's an essential word to PEACE.

All our unlikenesses require it,
Though in our struggles to be CORRECT, we may not desire it.
Becoming older now...
And in recognition of our likenesses, I admire it.

After all...

Even though I may be right from time-to-time,
And seeking to work on that bothersome 10-15%...
If I became a bodhisattva, a diva, a prophet,
Dealer or heroine--PERFECT--
How much more bothersome could I be?

And, anyway...

SO WHAT?

(a Michigan journal entry)
Joyce Michalchuk



LAYOFFS

continued from Page 7

less slap-happy with their lay-off policy. Oh, but that would create lay-offs in the civil service sector if we did away with the Unemployment Insurance Commission... well, aren't their jobs being taken over by computers soon anyway?

We concluded that UIC and Welfare actually isolated us in our homes a lot too: waiting for cheques, and phone calls.

Discussion delving into job creation programmes brought us to realize that what the government actually promoted with their job creation programmes was short term work, favourable employment statistics for use in election rhetoric, unstable work records for individuals, erosion of organized labour.

So, while the newspapers report economic recovery plans launched by a government that's boosting its job creation programme budgets, the workforce remains de-employed or newly unemployed again as projects are usually short term work projects. So, let's not be fooled.

But, we do have to survive unemployment, its emotions and its economics. Best way to stay emotionally stable (if that's really possible at all) is to keep in touch with other unemployed people and plan things together, like picnics, parties, pot-luck suppers, marches, demonstrations. Do things with your time, all those things you never get to do when you are working for the system. Paint positive angry posters and go for a walk with them and your friends. Write some militant songs and sing them to other people. Offer to babysit for a single mom. Write letters to the editor about things that piss you off. Have a spontaneous sex life. Water your plants regularly. Read For Her Own Good, Barbara Ehrenreich and Deirdre English, or Northern Girl, by Elizabeth A. Lynn, or Understanding Marxism, by Frank Cunningham. Go to a women's centre and see what's brewing.

Don't waste time feeling useless because you are not that just because you were layed-off your job. It's not your fault, but now that you're laid-off and have all that time, what are you going to do about it?

VOICES continued from pg. 2

Dear N.W.J.:

We are the editors-publishers of "Voices: A Survival Manual for Wimmin", a 24-page mimeo'd journal which was birthed in Kenora, Ont., in December 1980. We are writing to appeal for subs and donations to help her continue.

Since she originated, her two main features have been lesbian writing and natural healing from a lesbian/wimmin's perspective. Our current issue, #9, features alternative cancer therapies. We publish three or four times a year. Subs are \$6 for four issues; sample issues are \$1.50 (U.S. funds in the U.S.).

We are the only lesbian publication between B.C. and Toronto; the only rural lesbian publication in Canada; one of the very few on the continent regularly featuring natural healing from a lesbian/wimmin's perspective (that we know of).

We are no longer able to finance "Voices" from our own funds, since costs are too high. Fifty new subs or donations would go a long way. Please consider subscribing/donating. Be well.

Isabel Andrews
Doreen Worden
RR #2, Kenora, Ont.



T AND T Continued from pg 10

The traditional patterns and attitudes of instruction of young women, particularly in the maths and sciences, has resulted in their being educated for poverty.

The report of the Canadian Advisory Council on the Status of Women, on Microtechnology and Employment, also addresses this concern: "Career counselling has an important role to play here, both with regard to re-entry of women, and to young women first entering the labour market. Women and girls need to be steered away from work (such as clerical work) where there will be few job opportunities and into other types of careers. They need to be encouraged to take math, science and computer programming in order to enhance their job mobility. In addition, they need to be helped to deal with any "technophobia" problems through discussion, education and experience with technology."

REAL FEMINIST.. STAND UP PLEASE

began, Rule, a crime writer by trade, accepted a publishing contract to write about the killings, not suspecting that the killer was her friend Ted. Or did she suspect? Actually, there was one time she began to doubt. This was when a good physical description fit Bundy exactly. She mentioned the fact to her police friends and Bundy's name joined hundreds of others in the computer. But Ann forgot about her suspicions. After all, how could a man who loved Mozart, wine, gourmet food, a man so--straight--be a murderer? He seemed the perfect late-20th-century male. When he was arrested, she was shocked and unbelieving.

Mr. Perfect Male was, of course, a Bundy creation. The swollen ego, which, unlike God, fashioned a persona out of a random collection of trendy images, was able to sell that persona to the world. Bundy programmed himself as Mr. Perfect and rejoiced at his ability to make people like Ann believe.

Ann Rule spends the last section of her book analysing Bundy's childhood and his teenage love life, looking for rejections and traumas to explain why he was "sick". Bundy was not sick. The explanation of his character is found beyond his individual psyche. It is found in a society which considers women as game ("fair game") and a bloated ego as meritorious. It is a society which applauds the male style and ignores substance, rewards male charisma and ignores character. Beyond consideration of individual history, there is something in North American society which has bred monsters, is even now breeding monsters, will continue to breed monsters.

QUIZ. What's your FQ (feminist quotient)? CIRCLE ONE CHOICE



- A feminist is a:
 - socialist
 - liberal
 - progressive conservative
 - anarchist
 - all of the above
 - none of the above
- The priority of the women's movement should be to:
 - elect a woman as Prime Minister
 - smash the capitalist patriarchy
 - lobby for government change
 - create a separatist state
 - all of the above
 - none of the above
- A feminist is:
 - heterosexual
 - lesbian
 - bisexual
 - married
 - none of the above
- The term 'sister' refers to:
 - a blood relative
 - in-law
 - all women
 - a and b
 - a female Christian
 - a nun
 - a female communist
 - all of the above
- A feminist cannot be:
 - the president of Exxon
 - a Tupperware salesperson
 - engaged
 - born again
 - a man
 - all of the above
- In the last provincial election feminists voted:
 - Progressive Conservative
 - Liberal
 - NDP
 - WCC
 - spoiled their ballots
 - the opposite of who their husbands and bosses voted for

What are the correct answers - there are none of course, but that hasn't stopped us as feminists and as women from believing that there are. After all, we've had a lifetime of practice being tested on everything from floor polishes to our orgasms.

We've begun asking ourselves whether we haven't traded one straight-jacket for another in trying to re-define ourselves as women.



Protest NFB Closing



Bureaucratic insensitivity to the needs of NWO is again evidenced by the decision to close the Thunder Bay office of the National Film Board. Community groups that have long depended on the valuable NFB service will suffer from this decision. The greatest losers, of course, will be the small district communities who already experience a serious scarcity of resources.

The women's community in Thunder Bay has frequently made use of NFB resources, and has consistently received helpful, co-operative service from the local office. A pioneer service provider in NWO, the NFB not only has offered needed ed-

ucational resources, but also has served as a catalyst for social change.

Reportedly, closing the NWO and several other regional offices will promote greater efficiency. Efficiency may or may not be achieved. Certainly effectiveness will suffer.

The Northern Woman Journal protests the decision to close the Thunder Bay NFB office. We suggest all concerned groups and individuals write to the Hon. Francis Fox, Minister of Communications, and to your MP, urging that the decision be reversed.

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PRISONER OF LOVE
PART TWO
WILL APPEAR IN
A FUTURE ISSUE



THE CONFEDERATION COLLEGE OF APPLIED ARTS AND TECHNOLOGY THUNDER BAY DISTRICT

ADVANCED INFORMATION

ON WOMEN'S PROGRAMS

In conjunction with Divisions of the College, Women's Programs initiates, develops and facilitates subjects, seminars and conferences in response to changing needs in education and in employment.

Women's Programs provides resources for educators, students, individuals and community groups who require consultation about feminist issues.

GENERAL ARTS AND SCIENCE DIPLOMA PROGRAM emphasizing Women's Programs Curriculae is designed to be of particular interest to women seeking training for a future career through general study prior to career selection. It offers subjects that develop an awareness of issues relevant to women in the work force combined with the opportunity to explore career field(s) through additional subject selection.

POST-SECONDARY CREDIT SUBJECTS TOWARD THE DIPLOMA MAY BE TAKEN IN FULL-TIME STUDIES OR PART-TIME DURING THE EVENING.

Offered in the evenings this Fall under this new program will be:

GS 010	PERSONAL FINANCIAL PLANNING
GS 026	ASSERTIVENESS TRAINING
GS 052	WOMEN, SOCIETY AND CHANGE
GS 136	WOMEN IN MANAGEMENT
GS 143	WOMEN & STRESS MANAGEMENT
GS 159	Affirmative Action (Jan/84)

For further information, contact Women's Programs (807) 475-6232.

EQUAL OPPORTUNITY MANAGEMENT DIPLOMA PROGRAM (Pending Approval from Council of Regents) NEW BUSINESS DIVISION TWO-YEAR PROGRAM

Will prepare the student to work in program analysis, development and co-ordination of Affirmative Action/Equal Opportunity for women, ethnic and racial minority group members and for people with disabilities, in government and non-governmental organizations.

For further information, contact the Program Co-ordinator (807) 475-6140.

SKILL DEVELOPMENT PROGRAMS

INTRODUCTION TO NON-TRADITIONAL OCCUPATIONS (I.N.T.O.)

An eight-week program designed to give women an academic and experimental introduction to traditionally male occupations. The students will choose, with the help of the instructor, where the training will take place.

For further information, contact the Women's Employment Centre, 130 S. Syndicate Avenue, Thunder Bay, Ontario P7C 1C7 (Ph. 807/623-2731). NEXT PROGRAM BEGINS SEPTEMBER 12, 1983.

WOMEN INTO TRADES AND TECHNOLOGY (W.I.T.T.)

This training program is designed to re-introduce, re-educate, and re-direct women to future employment and training in the skilled trades and technology.

Women trainees learn from hands-on experience with core generic tool skills and machinery from a variety of trades families (i.e., construction, electrical, mechanical, machining, woodworking, metal working, etc.); and they actively apply these skills to learning projects in trades shops and industrial projects in the work force.

It's a time for "catching up" for a woman: of developing her mechanical reasoning; her math and science skills; her confidence with hand and power tools; and, her familiarity with trades machinery and vocabulary.

It's also a time for moving ahead: of exploring trades choices and then charting her own career course towards a specific trade -- or further skills training, and entry-level jobs, or an apprenticeship.

This program will be sponsored by Canada Employment & Immigration. There will be some seats for fee-paying students. PROGRAM BEGINS SEPTEMBER 26th, 1983 AND CONTINUES FOR 18 WEEKS.

For further information, contact Women's Programs (807) 475-6232, or Chair, Industrial & Motive Power Department (807) 475-6211.

ZA 119

99

FIRST STEP-COMPUTER PROGRAMMING FOR WOMEN
An introductory subject in computer fundamentals designed to give women an understanding of the capabilities and terminology associated with computers. Upon completion, students will be able to design some of their own "BASIC" programs such as budget or mortgage payment calculations. Students will have hands-on experience with computers.

DATE & TIME: Saturdays 9:30 am-12:30 pm

START DATE: September 24, 1983

COMPLETED: November 26, 1983

INSTRUCTOR: Marlene Walther

FEE: \$45.00 ROOM: 345, Shuniah Bldg

ZW 036

99

TOMORROW'S WOMAN
New confidence through self-awareness and self-esteem will be achieved through the exercises, group discussions, and skill development of this subject in personal growth. Each individual will acquire a profile of interests and goals, a sense of new options and a clarification of values.

DATE & TIME: Tuesdays 7:00-10:00 p.m.

START DATE: September 20, 1983

COMPLETED: November 22, 1983

INSTRUCTOR: Liz Poulin

FEE: \$45.00 ROOM: 278, Shuniah Bldg

ZW 017

99

WOMEN KNOW YOUR CAR
Students will learn the basic procedures of car maintenance and general operation.

DATE & TIME: Mondays 7:00-10:00 p.m.

START DATE: September 19, 1983

COMPLETED: October 24, 1983

INSTRUCTOR: Don Young

FEE: \$25.00 ROOM: Auto Shop, Dorion Bldg

For information about these subjects outside of Thunder Bay, contact your local Confederation College or call Toll Free:

800-465-6961

800-465-6962

FOR FURTHER INFORMATION ON HOW TO REGISTER, CONTACT WOMEN'S PROGRAMS (807) 475-6232.

GS 010

99

PERSONAL FINANCIAL PLANNING

This subject will give the student practical instruction in personal economics, the art of handling money and managing one's financial affairs. Topics covered include budgeting, banking and investing, credit, housing, insurance, and car ownership, together with other topics in which the student may express an interest.

DATE & TIME: Mondays 7:00-10:00 p.m.

START DATE: September 12, 1983

COMPLETED: December 19, 1983

INSTRUCTOR: Lauretta Johnson

FEE: \$45.00 ROOM: 278, Shuniah Bldg

GS 026

99

ASSERTIVENESS TRAINING

Provides the student with the skills necessary to negotiate honestly for the things s/he wants -- on the job, at home, in the community. Assertion is not to be confused with aggression. Assertion takes into account the rights and feelings of others.

DATE & TIME: Thursdays 7:00-10:00 p.m.

START DATE: September 15, 1983

COMPLETED: November 17, 1983

INSTRUCTOR: Elizabeth Wieben

FEE: \$30.00 ROOM: 270, Shuniah Bldg

GS 052

99

WOMEN, SOCIETY AND CHANGE

This subject will provide an opportunity for participants to discuss and assess the rapid changes in society and to discover how these changes affect women in areas such as family life, sexuality, economic development, technology and community involvement.

DATE & TIME: Wednesdays 7:00-10:00 p.m.

START DATE: September 14, 1983

COMPLETED: December 14, 1983

INSTRUCTOR: Liz Poulin

FEE: \$45.00 ROOM: 265, Shuniah Bldg

GS 136

99

WOMEN IN MANAGEMENT

This subject will deal primarily with the roles of women in management, and the particular skills needed by women to effectively fulfill managerial functions under constraints which are from within themselves, as well as those imposed by the organizations.

DATE & TIME: Mondays 7:00-10:00 p.m.

START DATE: September 12, 1983

COMPLETED: December 19, 1983

INSTRUCTOR: Barbara McEwen

FEE: \$45.00 ROOM: 265, Shuniah Bldg

GS 143

99

WOMEN & STRESS MANAGEMENT

This subject is intended to examine situational stresses in our lives--family, job, social relationships, conflict, change, developmental crises, etc., as well as potential sources of stress they bring to every situation because of their personality, their own belief system, the life rhythms, and their style of problem solving. A lifestyle and attitude approach to changing their stress response will be developed by each individual.

DATE & TIME: Wednesdays 7:00-10:00 p.m.

START DATE: September 14, 1983

COMPLETED: November 16, 1983

INSTRUCTOR: Walter Martin

FEE: \$50.00 ROOM: 278, Shuniah Bldg

ZW 004

99

EFFECTIVE LIVING FOR WOMEN
A practical subject based on sound psychological principles and findings. Women will be helped to achieve greater life satisfaction through techniques of solving personal problems, enhancement of sexual satisfaction, controlling bad habits and learning desirable ones, stress reduction, increasing learning effectiveness and helping other women through active listening skills.

DATE & TIME: Thursdays 7:30-9:30 p.m.

START DATE: September 22, 1983

COMPLETED: November 24, 1983

INSTRUCTOR: Bert Hopkins

FEE: \$30.00 ROOM: 265, Shuniah Bldg

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