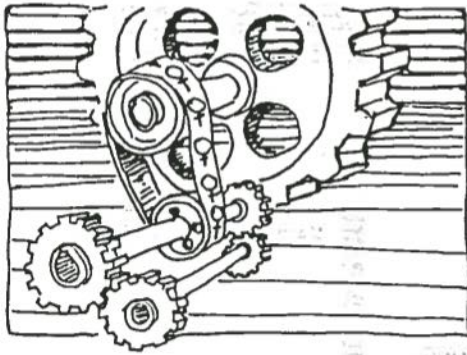


A Canadian Conference on Women in Trades and Technology

October 1 to 4, 1988
Naramata Centre
Penticton, British Columbia



Workshop Information

SATURDAY, OCTOBER 1

FOR WOMEN WORKING, TRAINING, OR UNEMPLOYED IN TRADES AND TECHNOLOGY FIELDS.

MORNING SESSIONS • 9:00-12:00

- A-1 "Assertiveness Training for Tradeswomen" - *Maggie Ziegler and Sandy Berman* have written extensively on assertiveness training in their three volumes "Survival Skills for Women", published by Kwantlen College.
- A-2 "Computer Literacy" - *Cindy Hale*, a carpentry and computer instructor with "The Splinter Group" will conduct a "hands-on" workshop. [Class size limited.]
- A-3 "Sexual and Gender Harassment" - *to be announced*
- A-4 "Increasing Self-Esteem" - *Leigh Simms* is currently employed by Kootenay WomenWorks as a life skills trainer.
- A-5 "What Happened Once We Got Our Tickets" - *A panel followed by discussion groups.*

AFTERNOON SESSIONS • 1:30; 3:00 - 5:00



Keynote: **Kate Braid**

Journeywoman carpenter and writer.

- B-1 "Health and Safety" - *Susan Meurer* comes highly recommended with roots in the labour movement, education, theatre and a trade skill in typesetting.
- B-2 "Building Alliances" - *Janna Taylor*, a Vancouver feminist, will facilitate a workshop on such issues as being a single parent, a lesbian or member of a visible minority and how to build alliances for support.

- B-3 "Using the Canadian Job Strategy" - *Lorraine Cameron*, Women's Employment Consultant, CEIC, BC-Yukon Region has recently trained extensively in the use of CJS.
- B-4 "Sharing Our Union Experience" - *Janet Lane*, avionics mechanic, and *Jill Jones*, an active labour historian, will discuss women's union experience.
- B-5 "Reclaiming Our Strength and Power as Tradeswomen" Part 1 - *Jacqueline Frewin* is a Vancouver-based construction carpenter and contractor [Continued as J-8]
- B-6 "Women in Co-ops - A Canadian Perspective" - *Melanie Conn* of WomenSkills.

EVENING SESSIONS

- Regional Meetings
- Story Telling - bring your best and worst stories to share around the fire.

SUNDAY, OCTOBER 2

FOR WOMEN WORKING, TRAINING, OR UNEMPLOYED IN TRADES AND TECHNOLOGY FIELDS.

MORNING SESSIONS • 9:00-12:00

- C-1 "Assertiveness Training for Tradeswomen" - *Maggie Ziegler and Sandy Berman* [Class size limited].
- C-2 "Communications with Affordable Desktop Publishing" - *Caitlin Macart* of "The Splinter Group" is a cabinetmaker and WITT instructor [Class size limited]
- C-3 "Structuring Self Employment"
 - 9:00 - 10:30
- D-1 "Career Pathing...How to Move Up with a Trades and Technical Background" - *Mary Ella Magill*, *Employment Equity*, *Ontario Hydro*, other panelists pending.
- D-2 "Supervising Male Employees" - *A cross-Canada panel of trades and technical women.*

MONDAY, OCTOBER 3

FOR ALL PARTICIPANTS.

MORNING SESSIONS • 8:45 - 12:15

Keynote: Shelagh Day

(PHOTO NOT
AVAILABLE AT
TIME OF PRINTING)

D-3 "Language Styles, Stress and Macho: a health and safety perspective" - *Kate Braid* has written extensively on this subject.

10:45 - 12:15

E "What Is Our Experience Entering and Working In Trades and Technology" - *Round table discussions in the following areas:*

E-1 Education

E-2 Communication / Media

E-3 Industry

E-4 Government [Continued as H-4]

AFTERNOON SESSIONS • 1:45 - 4:45

F-1 "Stress Management" - *Lucy Alderson* of Womenskills

F-2 "Business Applications for Computers" - *Cindy Hale* in a "hands-on" workshop [Class size limited]

F-3 "Gender Talk" - *Sheila Edmonstone and Lynne Brown* of Vancouver will explore the differences between male and female language.

1:45 - 3:15

G-1 "What is Life Like on the Line?" - *round table discussion.*

G-2 "Forming an Effective Pressure and Lobbying Group" - *Jean Swanson* of End Legislated Poverty has some innovative ideas on this subject.

G-3 "How to Keep Your WITT Alive?" - *Pat Fraser* of Red River College will moderate this round table discussion.

G-4 "Beyond Computers - Tech Change In Trades" - *Elaine Bernard.*

3:30 - 5:00

H-1 "Working In Co-ops - the Specifics" - *Melanie Conn* will conduct a nuts and bolts approach.

H-2 "Overcoming Isolation" - *A round table discussion.*

H-3 "Our Stories Into Theatre" - Come and create with *Susan Meurer.*

H-4 "Developing Strategies" - A continuation of this mornings discussion (E) to develop strategies for presentation to the Monday morning plenary.

H-4a Education

H-4b Communication / Media

H-4c Industry

H-4d Government

SUNDAY 5:30 P.M.
(BANQUET & SOCIAL EVENING)
FOR ALL PARTICIPANTS

• "Progress Report on Employment Equity" - *Kristina Liljefors*, Assistant Secretary, Treasury Board and *Marnie Clark*, Director of Employment Equity, CEIC.

• "Analysis and Strategy Report Back"

AFTERNOON SESSIONS • 2:00 - 5:00

I-1 "Assertiveness Training for Tradeswomen - A Workshop for Trainers" - *Maggie Ziegler and Sandy Berman.*

I-2 "Computer Networking" - *Maggie Benston and Ellen Balka* of Simon Fraser University will lead a hands-on workshop. [Class size limited]

2:00 - 3:30

J-1 "From Task Force to Implementation" - *Mary Ella Magill* will share a nuts and bolts approach to Ontario Hydro's implementing women's entry into trades and technical operator positions.

J-2 "Seniority and Employment Equity" - *Bill Black*, currently of UBC's Law Faculty will examine contract language and potential modifications to protect union seniority and implement employment equity.

J-3 "Women Inventor's Project" - *Lisa Avedon and Shelly Beauchamp* will describe the activities of this extremely innovative project.

J-4 "Recruitment Strategies" - *Genine McCurdy*, Employment Equity Coordinator, Transport Canada and *Ruth McKinnon* of Ontario Hydro will give an overview of recent initiatives.

J-5 "Bridging Programs for Women" - *Carol Ariano and Lenore Rogers* of CLOW will discuss developments and current changes in this exciting approach to women's education.

J-6 "Using the Canadian Job Strategy - A Tool for Colleges and Universities" - CEIC National Office

J-7 "Labour Market Trends in Trades and Technologies" - Dr. Roslyn Kunin, CEIC Economic Services.

J-8 "Reclaiming Our Strength and Power as Tradeswomen" Part 2 - Jacqueline Frewin.

J-9 "Gender Stereotyping In Maths and Sciences" - Lesley Lee, Mathematician and Trade Unionist.

3:45 - 5:15

K-1 "Relational Learning Styles" - Carol Brooks and Susan Booth of Quinta Consulting, London, Ontario will talk about what an instructor needs to know to effectively teach relational learners.

K-2 "Voluntary Employment Equity - One Approach" - John Halliwell, Vice President of the Canadian Construction Association will talk about the CCA's initiatives in this area.

K-3 "Community Based Training - Women Working Inc." - Joyce Rankin, Coordinator will discuss this private business which is involved in a 35 week WITT training program.

K-4 "Overcoming Math Anxiety" - Joan Connors from the College of New Caledonia has done post-graduate work on this subject. This workshop is designed for people who think they may suffer from math anxiety.

K-5 "Women Inventor's Project" - Lisa Avedon and Shelly Beauchamp will lead a workshop for women who want to invent or are inventors.

K-6 "Bridging Programs for Industry" - Madeline Berthiaume, Travail-Non-Traditionelle, Montreal, and Eileen Johnson, the Limestone Training and Employment Project, Winnipeg, will be presenting their projects for training women for particular industries.

EVENING SESSIONS



Keynote: Elaine Bernard

Will women change technology or will technology change women?

TUESDAY, OCTOBER 4

FOR ALL PARTICIPANTS

MORNING SESSIONS • 8:45 - 10:15

L-1 Cross-Canada Overview - A panel with Provincial Directors of Apprenticeship and Training.

L-2 "Supervising Male Employees" - Marg Latham, Project Manager - YWCA Building, Toronto will be joined by other panelists

L-3 "Bridging Programs For Industry: Moving Clerical Women Into Entry Level Trades and Technical Jobs" - Eleanor Ross, Consultant for the City of Toronto, will present the "Bridges" Program.

L-4 "Teaching Math to Adult Women" - Leslie Lee, Quebec.

L-5 Roundtable discussion based on Monday night

Keynote - Elaine Bernard will facilitate.

10:30 - 12:00

M-1 "Strategies for Encouraging Girls Into Science and Technology" - Mary Vickers, SCWIST and Ann Holmes, OWD, will describe some recent projects in this area.

M-2 "What Really Happened to the WITT Graduates?" - Marcia Braundy, Kootenay WITT, and Patti Schom-Moffatt, Karyo Communications, will be sharing the results of their recent research on this subject.

M-3 "Women and Unions" - Speakers to be announced.

M-4 "Employment Equity - the Nuts and Bolts" - Debby Kobalinsky, B.C. Tel, and Donna Huminicki, Manitoba Hydro.

M-5 Community Based Training - The Bain-George Brown Housing Renovation Project - Katherine Buck, The Bain, and Jo Lee, George Brown College, present the what, how and how's it going of their exciting joint renovation and training project.

M-6 A Comprehensive Affirmative Action Plan - to be announced

M-7 "Implementing Voluntary Employment Equity" - Beatrice Vizkelety, Quebec Human Rights Commission, and Ellen Passmore, Employment Equity Consultant - Ontario Women's Directorate (OWD), and others.

AFTERNOON SESSIONS • 1:30 - 3:00

N-1 "Court Orders - What Then?" - Marie Teller, VP Employment Equity - CN, and Rob McConaghie, consultant for the Sheetmetal Workers Union in the U.S., will describe their respective approaches to evening up the score.

WELCOME!

Kootenay Women in Trades and Technology has been working since 1983 to promote, encourage, assist and implement the successful integration of women into the trades and technology workforce. Our projects have included a seminar for stewards, foremen, vocational instructors and counsellors, *The Workplace In Translation: Integrating Women Effectively*, a slide/tape & video production, "What Happens to Women in Tradesland"; briefs and discussion papers to government; curriculum development; and support and advocacy for individual women. Our most recent efforts have involved a national research project on graduates of WITT type courses, and the organization work for this conference.

Welcome to the conference!

Here are the conference objectives:

- to provide an opportunity for women working or unemployed in the trades and technology fields to meet, to share, to analyze experiences, overcome isolation and develop strategies for dealing effectively with barriers encountered in pursuing their occupational goals.
- to examine the possibility of forming a national network
- to provide a forum for a "nuts and bolts" approach to Employment Equity, examining employer, union and community based initiatives, re: women in trades and technology
- to explore the issues and the potential and contribution of women in trades and technology
- to examine the question, "will women change technology or will technology change women?"
- to develop recommendations for change and developments of programs and policy at all levels to enhance women's experience in trades and technology

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- Alberta Career Development and Employment
- Ontario Women's Directorate

Federal Government Sponsors:

- Employment and Immigration Canada

N-2 "Stimulating Change In Gender Segregation In Math & Science" - *John Havercroft*, North York School Board, and *Derrick Lane Smith* of the Centre for Creative Technology and Founder of Shad Valley.

N-3 "Human Factors In Tech Change" - *Elaine Bernard*.

N-4 "Gender Discrimination In New Technologies" - *Marcy Cohen*, WomenSkills, and *Maggie Benston*, Computer Sciences, SFU, will examine these issues.

N-5 "Community Based Training - West End Machinery" - *Suzanne Haws* and *Carolyn Hoevenaars* share the story from inception to current practices, including the impact of recent changes to the funding criteria re: CJS.

N-6 "Snappy Comebacks" - *Lynne Brown* and *Sheila Edmonstone* will facilitate group exploration of "knock'em dead" responses.

N-7 "Employment Equity: Consultative Process Models In a Unionized Environment" - *Ann Adams*, Employment Equity Coordinator, E.I.C., Quebec Region will present material based on her recent thesis.

3:15 - 5:15

- Presentation of Recommendations Developed in the Workshops - For plenary discussion and endorsement.



Marcia Braundy

• **Marcia Braundy** is a journeywoman carpenter, WITT instructor and all round organizer of this conference. She is also doing cross-Canada research on graduates of WITT programs. The province of B.C. recently published her book "Orientation to Trades & Technology... With a Special Emphasis on the Needs of Women."

• **Kate Braid** is a journeywomen union carpenter. Labour Canada will soon publish her booklet of profiles of Canadian women in trades. She is currently working on a novel about a woman becoming a carpenter. Kate has written numerous articles on the issues of Women in Trades & Technology.

• **Shelagh Day** has worked in the human rights field for 15 years; is the new director of the Saskatchewan Human Rights Commission; was the first President of the Women's Legal, Education & Action Fund (LEAF). Ms Day edits the Canadian Human Rights Reporter.

Conference Registration

**DEADLINE FOR RECEIPT OF
EARLY REGISTRATION IS
AUGUST 1, 1988**

**DEADLINE FOR RECEIPT OF
LATE REGISTRATION IS
SEPTEMBER 15, 1988**

Name _____
 Address _____
 City _____
 Prov _____ Postal Code _____
 Telephone () _____ (work)
 () _____ (home)

Please indicate if your conference registration will be funded by:

union government employer community organization

Simultaneous translation will be provided for plenary sessions and some workshops.

Are you: English spkg French spkg Bilingual

Are you willing to volunteer at the conference? yes no

Are you a smoker? yes no

Are you a vegetarian? yes no

Category (please indicate):

government unions employers education
 Trades/technology: employed unemployed
 consultant student

Accommodation is shared. Do you have a roommate preference?

yes Name: _____
 no

Conference registration fee is:

\$195 (received by Aug. 19, 1988)

\$250 (received after Aug. 19, 1988)

This includes accommodation and meals.

Payment must accompany registration.

A very limited number of private rooms will be available for an additional \$30.00 per night. Do you require?

yes _____ nights x \$30.00 = \$ _____
 no

The conference has a limited budget for registration, travel and childcare subsidies.

Do you require a registration subsidy? yes no

Do you require a travel subsidy? yes no

Do you require a childcare subsidy?
 yes no

Do you require wheelchair accessible accommodation? yes no

of children: _____ ages: _____

Participation on October 1 and 2 is reserved for women who are working, training or unemployed in trades/technology.

Registration Enclosed: (\$195) \$ _____

(\$250) \$ _____

Tuesday evening surcharge (\$27) \$ _____

Private room surcharge (\$30/night) \$ _____

TOTAL \$ _____

Date/Time of Arrival: _____
 (date) (time)

Date/Time of Departure: _____
 (date) (time)

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Cancellation Policy: 50% refund if request received by September 1, 1988.

Buses will meet flights arriving at Penticton airport beginning the afternoon of September 30.

If you are staying over Tuesday evening an additional \$27.00 is required.

On-site childcare for nursing mothers will be available.

Do you require? yes no

WHEN YOU HAVE COMPLETED THE CONFERENCE & WORKSHOP REGISTRATION FORMS (SEE REVERSE) PLEASE TEAR OFF ENTIRE PAGE, ENCLOSE YOUR PAYMENT AND MAIL TO:

Kootenay WITT Conference
 R.R. 1, Winlaw, B.C. V0G 2J0 • (604) 226-7624

Kootenay Women in Trades & Technology Association
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 Other

Are you willing to volunteer? Yes No
 Are you a student? Yes No
 Are you a volunteer? Yes No
 Do you have a travel budget? Yes No
 Do you require a travel subsidy? Yes No
 Do you require a registration subsidy? Yes No
 Do you require wheelchair accessible accommodations? Yes No

Workshop Registration

Please indicate your first, second and third choices. Please indicate choice by workshop number, e.g. A-1. (Plenary sessions are indicated for convenience.) Spaces will be allotted on a first come basis.

SATURDAY	SUNDAY	MONDAY	TUESDAY	
9:00 - 12:00 1st: A _____ 2nd: A _____ 3rd: A _____ 1:30 - 2:45 Plenary 3:00 - 5:00 1st: B _____ 2nd: B _____ 3rd: B _____	9:00 - 12:00 1st: C _____ 2nd: C _____ 3rd: C _____ 9:00 - 10:30 1st: D _____ 2nd: D _____ 3rd: D _____ 10:45 - 12:15 1st: E _____ 2nd: E _____ 3rd: E _____	1:45 - 4:45 1st: F _____ 2nd: F _____ 3rd: F _____ 1:45 - 3:15 1st: G _____ 2nd: G _____ 3rd: G _____ 3:30 - 5:00 1st: H _____ 2nd: H _____ 3rd: H _____	8:45 - 12:00 Plenary 2:00 - 5:00 1st: I _____ 2nd: I _____ 3rd: I _____ 2:00 - 3:30 1st: J _____ 2nd: J _____ 3rd: J _____ 3:45 - 5:15 1st: K _____ 2nd: K _____ 3rd: K _____	8:45 - 10:15 1st: L _____ 2nd: L _____ 3rd: L _____ 10:30 - 12:00 1st: M _____ 2nd: M _____ 3rd: M _____ 1:30 - 3:00 1st: N _____ 2nd: N _____ 3rd: N _____ 3:30 - 5:00 Plenary