

Women Helping Women

Women in the Principalship:

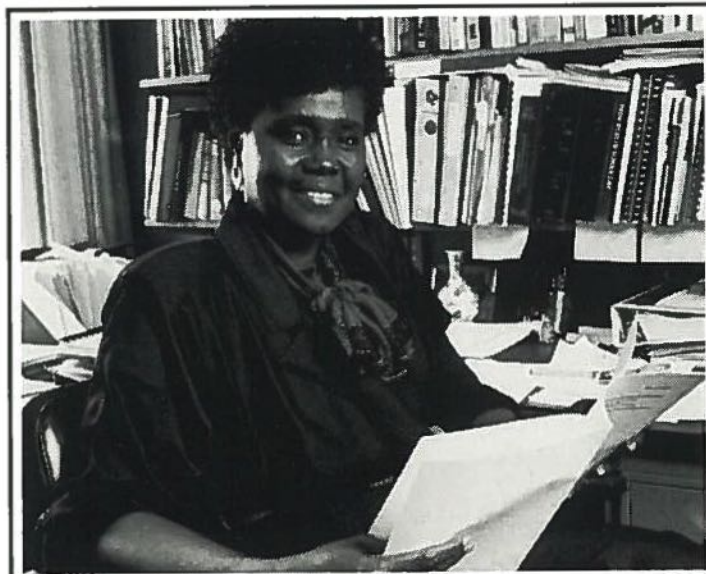
Although women teachers outnumber male teachers in B.C., 85 percent of the principals are men. Furthermore, in a third of the school districts in B.C., there are no women in any administrative positions. Does that mean that in the B.C. school system, a woman's place is in the classroom—not in the principal's office? The answer is no,

"If they're qualified and they're ready, many women could step into leadership positions almost immediately."

although that may be the silent message women and children are getting from our culture.

Dr. Yvonne Martin teaches leadership theory and the legal aspects of education in the Department of Education at the University of Victoria. She thinks something is needed to break through the real or imagined barriers to equal opportunity in the field of school administration. One solution is to provide leadership training for women.

To test this idea, Dr. Martin organized a four-day confer-



Dr. Yvonne Martin

ence last fall on "Women in the Principalship." The conference was presented under the auspices of the Principals' Institute of the University of Victoria.

Funding came from the Women's Secretariat, which provided a grant of \$9,630, and the Ministry of Education, which provided a \$6,000 grant. Other support came from the Status of Women Program of the B.C. Teachers' Federation.

There were approximately 200 applicants for 15 advertised places at the conference. Guest speakers, panel discussions and workshops all focussed on one objective: to show women teachers that "principalship is something within their reach and something to be sought."

Dr. Martin says the overwhelming response to the 1988 "Women in the Principalship" demonstrates that many women teachers aspire to

leadership in schools. To provide more opportunities for women teachers to learn about school administration, she will be offering a series of four-day conferences across the province. The conferences are part of a three-year plan, and Dr. Martin expects that

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Immigrant And Minority Women of B.C.



Mobina Jaffer

"Every immigrant woman in B.C. should have the right to learn English," says Mobina Jaffer.

A lawyer and former refugee

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well over 300 women will participate. The project recently received a \$60,000 grant from the Women's Secretariat.

Dr. Martin says now is the time to take action on the issue of women in principalship. Within the next four years, a window of opportunity will be opening; many school principals are approaching retirement age, and there could be as much as a 70 percent turnover of principalships in B.C.

"Women are going to be needed for these positions within a very short time," says Dr. Martin. "If they're qualified and they're ready, many women could step into leadership positions almost immediately." ▼

Mobina Jaffer Cont. from Page 1

from Uganda, Jaffer is president of Immigrant and Visible Minority Women of B.C., a new organization whose goal is to improve opportunities for immigrant and visible minority women. She explains that immigrant women need English to compete for decent jobs, to combat racism, to exercise their vote and to seek protection from family violence.

Immigrant and Visible Minority Women of B.C. (IVMWBC) is an umbrella organization whose members represent local multicultural women's groups. Although it has been in existence for less than two years, IVMWBC already has representation on its board from every region of the province.

"We see the ability to deal with racism as a function of self-esteem"

Better access to English as a second language (ESL) training is one of the primary objectives of IVMWBC. At present, community-based ESL classes charge a fee; and they are usually offered in the evening, a time when many immigrant women are either at work or unable to attend because of family responsibilities.

Immigrant women are not eligible for federally funded

Minister's Message

I was pleased to note that the theme of this issue is "women helping women." Over the past several months, I have seen many examples of women helping women, both within and outside government.

For example, I recently visited several projects in Vancouver headed by women who are continually looking for new and effective ways of assisting other women to enter or re-enter the labour force. One was a college

where women who have never been employed are given personal and educational skills to help them find employment and perform well in their new jobs. Another was a society that assists immigrant women to find jobs by providing support services such as English language and life skills training. Day care for the children is also provided on site.

I was impressed by the inner strength of the project

leaders, by their commitment to a goal of ensuring that women play an equal role in all facets of life, and by their belief in their students.

I have recently approved grant requests from women's organizations totalling close to \$422,000 to assist them in the delivery of training programs to Native women, immigrant women, mature women, business women and young girls.

Government recognizes that women in this province are making tremendous contributions. An announcement will shortly be made on the structure and mandate of the Ministry of State for Women's Issues which was announced in the recent Throne Speech. Through the efforts of this Ministry, I hope to see expanded policy development around major issues such as day care, improved access to skills and training programs and increases in the appointment of women to senior decision-making positions.

Within government, we have been actively working on improving the status of female employees. More women than ever before are filling senior positions. Through the Women's Secretariat, we are providing Women in Management Seminars led by the most senior women in government, and developmental training for our female employees in the areas of supervision, communication and management presentation. In addition, Women's Programs Committees in each Ministry have developed Action Plans designed to improve the career development and advancement of women.

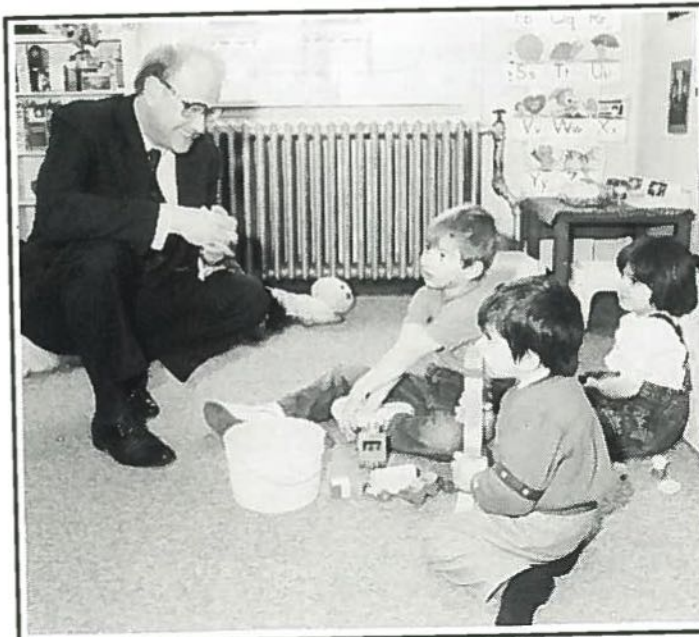
There is still much to be done, but I am convinced that with the continuing leadership shown by concerned women both in the community and in government, and through cooperative efforts between government, women in the workplace and community groups, the future holds much promise for women in B.C. ▼

if they have no English."

Before the organization tackles these issues directly, Jaffer wants to get more immigrant women actively involved in multicultural women's groups. She says women seldom hold positions of power in established multicultural organizations.

"Women do a lot of the work of running the organizations," she explains, "but men hold most of the executive positions."

Jaffer says immigrant and visible minority women need their own political lobby. "Immigrant women need to get organized," she explains. "It's part of the process of building their self-esteem and realizing that they can have just as much power as anyone else." ▼



Minister Visiting Day Care Centre at Immigrant Services Society, Vancouver.

ESL programs unless they are actively looking for work. Once they become Canadian citizens, they are automatically disqualified.

Another major objective of the group is to combat racism at the grassroots level. Jaffer says it's a matter of creating a consensus in the local community that racist attitudes and behaviour are unacceptable.

"We see the ability to deal with racism as a function of self-esteem," she explains. "Immigrant women and children need to learn that they should not tolerate racism—not against themselves or others."

Another area of concern is family violence. "Family violence exists in our community, and we need to talk about it," says Jaffer, "but it's hard for women to seek help

We Salute Women in the Judiciary

The recent appointment of Justice Beverley McLachlin to the Supreme Court of Canada (March, 1989) means that women now hold three out of the nine seats on Canada's highest court. Before her elevation, Justice McLachlin had served for eight years as a judge in the federal court system in British Columbia, most recently as Chief Justice of the Supreme Court of B.C. At 45, she is the youngest person ever to be appointed to the Supreme Court.

Justice McLachlin's rapid rise is one indication of the growing influence of women in the judiciary, both federally and provincially. Two recent appointments by B.C.'s Attorney General underline this trend.

Last November, the Hon. Bud Smith appointed Judge Marilyn Borowitz to the

up only about 10 percent of the judges in British Columbia, both the provincial and federal governments have been trying to improve the balance by appointing more women to the bench. There are nine women judges serving in federal courts in B.C., and all but one have been appointed since 1982. Judge Borowitz is the tenth woman judge to join the Provincial Court and the eighth to be appointed since 1980.



many women apply," says Dr. Holmes, "and, second, their experience tends to be somewhat specialized. For example, we get a number of applications from women with experience in prosecution but not in defence. If you want to be a judge, it's better to have both."

Traditionally, lawyers do not seek to become judges until towards the end of their career, usually at around age 50. However, the rush to catch up has meant that women judges have been joining the bench at a much younger age than their male counterparts.

Justice McLachlin was 38 when she was first appointed to the County Court in 1981; in 1985, Judge Mary Ellen Boyd accepted the same appointment when she was only 35. In fact, the majority of women judges in B.C. are in their late thirties or early forties.

Judge Carol Huddart of the B.C. Supreme Court was appointed seven years ago when she was only 43. "I would have preferred to continue my law practice for a few more years," she says.

"In my view, women are generally underrepresented in senior positions in government, in industry and in the judiciary."

Provincial Court. Smith also appointed Dr. Cheryl Holmes, an Abbotsford physician, to the Justice Council of B.C. The Justice Council screens applicants for positions on the Provincial Court bench and presents a list of suitable candidates to the Attorney General. The Attorney General then makes recommendations to Cabinet. This process preserves the independence of the judiciary.

B.C.'s Attorney General is a strong supporter of having more women in the judiciary. "I have personally phoned and encouraged well-qualified women to apply for consideration," says Smith. "In my view, women are generally underrepresented in senior positions in government, in industry and in the judiciary."

Although women now make



Above: Judge Marilyn Borowitz

Top Right: Hon. Bud Smith

The growing number of women judges also reflects a gradual increase in the number of women who have acquired enough experience and years before the bar to qualify for the bench. In order to become a judge, lawyers must have been practising in the courts for at least 10 years, but women didn't start graduating from law school in large numbers until the 1980s. Today, however, over 50 per cent of law school students are women.

Other qualifications include broad experience in the three main areas of litigation: family

matters, civil suits and criminal law. Intellectual distinction, the respect of one's peers and a "judicial temperament" are also important. Generally speaking, the judicial temperament means being thoughtful, patient, tolerant, hard-working, a good listener and able to make decisions.

As a member of the Judicial Council, Cheryl Holmes says the Council gives men and women applicants exactly the same consideration. However, there are two reasons why more women do not make the list of suitable candidates.

"In the first place, not too

"Having women as judges is helpful to the justice system and the public's perception of it. I urge women to consider judging as a career possibility and a worthy aspiration."

"However, I accepted because I think women have an obligation to take the appointment when it is offered, even if it seems a bit premature."

Judge Boyd says having more women on the bench has a good effect on the justice system. "A woman judge has a different perspective," she says, "even though it's hard to define what the difference is. It's intangible, but I can see the effect just in the day-to-day interchange between male and female judges."

Attorney General Bud Smith agrees. "Having women as judges is helpful to the justice system and the public's perception of it," he says. "I urge women to consider judging as a career possibility and a worthy aspiration." ▼

Women in Government: Assistant Deputy Ministers

More women are moving into executive positions in government. The Women's Secretariat features some of these women each issue. For this issue, the five female Assistant Deputy Ministers (ADM) were interviewed to enquire about their career paths, how they assist other female employees, and what advice they have for aspiring women executives. In our next issue, we hope to feature the remaining two specialized positions held by women, that are also at the ADM level.

Joyce Ganong

Assistant Deputy Minister, Job Training, Apprenticeship and Labour Market Policy, Ministry of Advanced Education and Job Training

As a former nutritionist and health services manager, Joyce Ganong has spent most of her career working with women. Now she has the pleasure of helping other women expand their career options as part of her official responsibilities.

"Our thrust in the Ministry of Advanced Education and Job Training is equity of opportunity," she explains, "and a big part of that is directed at reducing systemic barriers for women."

Ganong has encountered few systemic barriers in her own career because she chose a field, home economics, that is traditionally reserved for women. "It was a low-risk choice," she says, "but it offered a broad scientific and management perspective that has provided many career opportunities."

Before becoming an ADM,

her career had included teaching in Tanzania, a senior nutrition position with the B.C. Dairy Foundation, and senior management positions in the Nutrition Division and the Continuing Care Division of the Ministry of Health. In all these roles, Ganong never doubted that she would be successful.

"I've always believed in myself," she explains, "and always strived to do the very best I could. And I've always made it a point to learn from my experiences. I've also been fortunate enough to be in the right place at the right time."

She has also had a lot of support and guidance from other women. The courage and tenacity of her immigrant grandmother was a powerful influence, and there were other female role models, too, including her fellow nutritionists.

"The women in that profession are incredibly dedicated, hardworking and competent," she says. "Working with them, I acquired enormous respect for their thoroughness and their sense of responsibility."

Admiration and respect for

women's capacities is a hallmark of Ganong's style of administration. When she was with the Ministry of Health, she helped initiate a series of career planning workshops for women in government. In her current position, she is searching for new strategies to help women meet their career objectives.

"Both formally and informally, I'm always eager to help other women develop their skills," she says. "I'm always available to talk with people about their careers, and I'm always scanning my environment to see who in my organization could benefit from a new challenge."

Kathleen Mayoh

Assistant Deputy Minister, Management Services Division, Ministry of Regional Development

Kathleen Mayoh has never been afraid to show her superiors in government that she wanted more responsibility. "I think that's key," she says. "If you want to move up in your job, you have to make yourself noticed. One way to do that is by letting people in senior positions know you're willing to do something extra."

Mayoh says that kind of strategy results from having a clear career objective. "If you know where you want to go, you're more likely to look for ways to get there," she explains.

Her own career has always had a strong focus. As an undergraduate in Political Science, she already knew she wanted to work in government, and that she wanted to end up in a senior position.

As Mayoh moved from her first job as a Cabinet Minister's Executive Assistant to a position as Director of the Cabinet Secretariat, and then to her present executive posi-

tion, she had a lot of help from the people she worked for. "I was fortunate to be in the right place at the right time, and to work for people who believed in me," she says. "They encouraged me and gave me opportunities to do more than was in my job description. Some of them also became my mentors."

Mayoh didn't have female mentors, but she hopes that will change for other women in government. As a member of the Interministry Working Group on Training and Career Development, she is using her experience to help design solutions to the problems women face in moving into senior management.

"I think women are often unprepared for all the things they have to deal with as managers," she says. "One thing that might help is a course taught by someone senior, preferably a woman, that will tell other women what it's really like when you get there and suggest strategies for coping."

She would also like to see more developmental training

for women. "I think women need to acquire more management and communication skills," she says, "as opposed to specific job skills. They need to build their confidence so that they can project themselves well."

On the informal level, Mayoh believes managers should be encouraged to give additional challenges and opportunities. Helping women advance their careers also helps the organization.

"We have to emphasize to managers that if they're not developing their women employees as well as the men, they're missing out on half of their resources," she says.

Sheila Wynn

Assistant Deputy Minister, Regions and Enforcement, Ministry of Environment

Sheila Wynn didn't rise to the top of her profession because she had every step carefully laid out. "I never had a planned career path," she explains. "I was just in the right place at the right time."

Wynn says relationships with other women have been important at every stage of her career. As a Ph.D. student in Australia in the 1970's, her doctoral supervisor was a woman who was also the head of the department. Wynn was also active in the Women's Electoral Lobby, one of the earliest manifestations of the Australian women's movement. When she joined the Department of Community Medicine at the University of Alberta, the Academic Women's Association provided valuable collegial support.

In 1979, she left the university environment for a managerial position in the Occupational Health and Safety Division of the Alberta Government. In government, she found an opportunity to combine her managerial skills with her interest in social policy development. She also found a few women in senior level positions who provided role models and moral support.

She went on to set up the first Women's Secretariat in

Alberta, and later took a position with the Federal Government as Director of Policy Analysis and Development at Status of Women Canada. In the meantime, she had become a parent, and that made her a role model for other women in government who wanted to combine a career with motherhood.

In moving to Victoria and taking a position as Assistant Deputy Minister with the Ministry of Environment, Wynn has made another major shift in her career and she is enjoying the new challenge. As a senior administrator and member of the executive level of government, she also enjoys the opportunity to help other women who want to develop their careers.

"If one of my female staff members is interested in moving into a different role, I'm always willing to explore other possibilities with her," she says. "I regard being sensitive to those needs as part of my job."

For women who want to move into management or supervisory roles, Wynn thinks there should be more bridging positions. However, she understands that not all women want to move up the career ladder. "One of my themes has always been that we have to think about opportunities for women at all levels, not just in management," she says.

In the future, Wynn thinks workplace flexibility will become more and more important in helping women achieve their career goals. "I've always been strong on the idea that we need to do more to help staff harmonize work and family responsibilities," she says. "For women in the paid work force, I think that's going to be the issue of the 90s."

Jacqueline Rice

Assistant Deputy Minister, Consumer Services and Administration, Ministry of Labour and Consumer Services

When Jacqueline Rice decided to become a Chartered Accountant (CA), her chances of rising to the top of her profession seemed slim. In the early 70s, women CAs were rare, and accounting firms weren't eager to hire them. But she didn't let that stop her. She made it her business to look for opportunities and, if necessary, to create them.

"I think the biggest mistake women make is hanging back and waiting to be invited," she says. "If you do that, you may never get the chance to take on something that will show what you can do."

Rice's own strategy for success started with acquiring the technical training she needed to compete in an all-male environment. Once she had her certification, she consciously looked for ways to broaden her accounting experience. That involved becoming the first female business auditor for Revenue Canada in Victoria and the first female manager (accounting) in the Surrey Municipal Treasury Department.

From there, she went into corporate accounting and then into a job with the Ministry of



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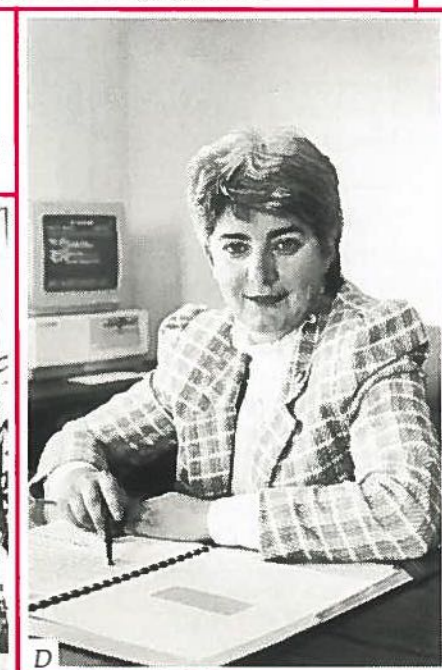


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A - Joyce Ganong
B - Kathleen Mayoh
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D

Finance, where she took advantage of the opportunity to learn first hand how financial administration works in various branches of the government. That experience eventually led to a position as Executive Director of Administration and Support Services for the Ministry of Advanced Education and Job Training, and then to her present position as Assistant Deputy Minister (ADM) in the Ministry of Labour and Consumer Services.

"I've no doubt that the support of Isabel Kelly, my previous Deputy Minister, helped make me an ADM," says Rice, "but the timing was important, too. I had the necessary training and the experience, but I also happened to be in the right place at the right time."

As an ADM, Rice enjoys helping people in her department discover opportunities to develop their full potential. But she sometimes feels frustrated when women fail to apply for senior positions,

even though they may be qualified. She says women often exclude themselves from the running, rather than take the chance of being rejected.

"My advice to women is always the same," she says. "Don't wait to be asked. If you apply and lose, at least you'll have an updated resume! And if you have some ideas about where you want your career to go, don't hesitate to talk to your ADM."

Krysia Strawczynski

Assistant Deputy Minister, Support and Regulatory Branch, Ministry of Attorney General

Krysia Strawczynski credits a lot of her success as an administrator to lessons she has learned from other women. Early in her career as a professional administrator, she worked for two strong female managers. One of these women was her supervisor when she was just starting out as a Canada Manpower coun-

sellor in the late 1960s.

"She gave us all some excellent advice and made the job fun," says Strawczynski. "That wasn't a bad model to have tucked away in the back of your mind."

Later, when she went to work for the Ministry of Human Resources, her first supervisor left an indelible impression. "She was a good role model of a woman who could be an effective manager and still maintain her own personality," says Strawczynski.

After seven years with the Ministry of Human Resources, Strawczynski spent three years with Treasury Board and three years with the Ministry of Provincial Secretary and Government Services. During that time, she played a leadership role in the creation of the new Government Personnel Services Division. She was appointed Assistant Deputy Minister with the Ministry of Attorney General in 1987.

When I became an ADM, I was surprised at the strong reaction from other women on staff," she says. "They all told me they were pleased because having women on the executive made that function seem less foreign and more accessible."

Helping other women realize their career ambitions is one of the most satisfying aspects of Strawczynski's role as a top level administrator. "I actively recruit women when I have an opening in my organization," she says, "and I make it a point to give women on my staff opportunities to take on tasks they can learn from."

As busy as she is, she still finds time to talk with other women about their ambitions and share some of her own experiences with them. And, if necessary, she protects the right of women to advance their careers by challenging sexist attitudes and habits whenever she encounters them in the upper echelons of government.

Strawczynski believes it's important to have a lot of women at the highest levels in our society. "We're used to seeing a broad range of types of successful men," she explains, "but if you're a woman, I think it's easier to understand how to succeed if your models are women. Because we're all different, though, we need to see a lot of different female styles in order to fashion one that fits our own personality." ▼



Judy Appleby at the Victoria International Airport

Trailblazers

Women Encouraged to Seek Air Traffic Service Careers

Transport Canada wants more women to consider careers in Air Traffic Services as Air Traffic Controllers and Flight Service Specialists. Both Controllers and Flight Service Specialists work to ensure safe aviation throughout Canada. Air Traffic Controllers direct aircraft in flight, and in and out of airports; Flight Services Specialists provide pilots with flight advisories and weather information, and assist the search and rescue of missing aircraft. In the Pacific Region, approximately 18 out of 260 Controllers and 10 out of 126 Flight Service Specialists are women.

"Women have not traditionally looked at these jobs," said Beate Schmidt, a Controller in Castlegar and Recruitment Coordinator for the Pacific

Region. "They don't tend to see themselves in technical, high-stress job situations, yet they do these jobs just as well as men."

Both careers call for high school graduation; candidates must have good health, eye-

"More women are beginning to apply for jobs as Flight Service Specialists"

sight, colour perception, hearing and diction. They are screened through aptitude tests and personal interviews, then sent to an extensive training program in Cornwall, Ontario, at Transport Canada's expense. Once on the job, both Controllers and Flight Service Specialists receive further training.

"More women are beginning to apply for jobs as Flight Service Specialists," said Mrs. Schmidt. "Applying for a job as Flight Service Specialist may be less intimidating than applying to become an Air Traffic Controller. Some women enter Air Traffic Services in Flight Services—as I did—then make the transition to Air Traffic

Control. They are both excellent and challenging careers for women, and there is a lot of opportunity for advancement."

For more information on these careers, contact the Regional Staffing Officer, Transport Canada, P.O. Box 220, 800 Burrard Street, Vancouver, B.C., V6Z 2J8, or call (604) 666-5485. ▼

Advisors' Page

Women's Advisors

Deborah George , Director, Science and Technology Advanced Education and Job Training, and Ministry Responsible for Science and Technology	387-2033
Marney James , Vegetable Specialist, South Coast Region Agriculture and Fisheries	576-2911
Marg Sorenson , Manager, Facilities Management, Court Services Attorney General	356-1543
Roy Emperingham , Director, Management Operations Education	356-8353
Linda Stewart , Executive Secretary Energy, Mines and Petroleum Resources	387-1916
Bill Bell , Executive Director, Administration and Support Services Division Finance and Corporate Relations	387-3989
Harry Powell , Director, Human Resources Forests	387-8752
Pat Sloan , Privatization Group Government Management Services	356-8337
Vel Clark , Director, Staff Development and Safety Programs Health	387-2581
Bev Hayley , Personnel Officer International Business and Immigration	356-8162
David Anderson , General Manager, Liquor Distribution Branch Labour and Consumer Services	254-5711
Joan Barton , Legislative Librarian Legislative Assembly, Hansard, Sergeant at Arms and Caucus	387-6500
Pauline Rafferty , Executive Director, Management Services Municipal Affairs, Recreation and Culture	387-3153
Jan Hemming , Manager of Administration, Office of the Premier	356-8248
Kathleen Mayoh , Assistant Deputy Minister, Management Services Regional Development	387-0757
Nadine Derick , Operations Assistant Crown Lands	387-1284
Gyl Connaty , Manager of Administration, Water Management Branch Environment	387-3532
Louise Goulet , Coordinator, Ecological Reserves Parks	387-4596
Kelly MacKenzie , Executive Secretary Native Affairs	387-5393
Dyan Dunsmoor-Farley , Manager, Policy, Planning and Legislation Social Services and Housing	387-4421
Wendy Galloway , Project Director, Corrections Branch Solicitor General	387-5059
Ardath Paxton Mann , Public Affairs Counsel Tourism and Provincial Secretary	387-0082
Sharlie Huffman , Design Engineer, Bridge Branch Transportation and Highways	387-5264
Mary Martin , Manager, Employee Development Branch B.C. Systems Corporation	389-3211

Women's Advisors have been appointed in each Ministry and one Crown Corporation to advise Government on issues affecting women in the Public Service.

Ministry of Municipal Affairs, Recreation and Culture

The Women's Committee of the Ministry of Municipal Affairs, Recreation and Culture, has had a great start this year. Our first achievement was the signing of our Action Plan by our Ministry Executive. Clear goals and objectives for women were established and several committees were initiated.

Our Newsletter Committee has produced their first Women's Newsletter, providing a vital communication link throughout the Ministry. The Branch Coordinator Committee was established to provide a network of current information to other women in the Victoria area. Our next challenge is to establish a Regional Coordinator Committee to provide another communication network to our many office locations outside of Victoria. The Questionnaire Committee will be preparing a questionnaire to be distributed to Ministry employees for the purpose of gathering baseline data that will determine training and career development requirements. ▼

Ministry of Regional Development

The Women's Advisory Committee of the Ministry of Regional Development/Ministers of State is committed to taking a lead role in the area of women's issues. The Committee is comprised of representatives of each of the five Ministries of State (Environment, Parks, Crown Lands, Regional Development and Native Affairs). In addition, each ministry has a sub-committee to deal with the ministry's specific goals. The joint Action Plan developed by the Women's Advisory Committee is fully supported by the five Deputy Ministers.

One of the key action points was to implement new personnel policies of importance to women, such as: a requirement for a woman participant on all selection panels; a review of all job descriptions to ensure that required qualifications have appropriate emphasis on management

abilities and experience; and, wherever practical, the expansion of shortlists to include qualified women.

The Committee is undertaking a survey of all women in the group of ministries, which will assess women's representation in the different occupation groups and their career expectations and goals. ▼

Ministry of Education

The Women's Advisory Committee of the Ministry of Education developed an Action Plan which was approved and fully supported by the Executive Committee. Over the past year, the Ministry of Education appointed four women to senior management positions (Director level), and one woman to an Executive Committee position.

An application was made to the B.C. Council of Human Rights for an exemption under Section 19(2) of the B.C. Human Rights Act for the purpose of establishing a management bridging position, restricted to women, to provide experience and training in management roles for female employees.

Ten members of the Ministry of Education's Women's Advisory Committee attended a presentation in the Newcombe Auditorium, sponsored jointly by the Ministries of Agriculture and Fisheries and Solicitor General. The presentation was given by Dr. Shelagh Wilkinson, a Professor at York University in Toronto, and was entitled "Locked in or Locked Out". The talk provided a refreshing perspective on how women can work together with the

male population to reduce gender inequities.

Twelve women from the Ministry participated in the very popular course, "Taking Charge of Your Career". ▼

Ministry of Government Management Services

With the reorganization of government in 1988, the Women's Committee of the Ministry of Government Management Services lost their Advisor, Coordinator and several branches. However, they gained some interesting and dynamic divisions, such as the Purchasing Commission and Government Personnel Services Division.

With the appointment of a new Advisor and Coordinator, the committee became involved in presenting noon hour seminars open to women in all ministries. Topics included: street-proofing your kids, trials and tribulations of being a working parent, pension legislation and how it affects you, image making, and breast self-examination.

An exciting new Action Plan is in place for the 1989/90 fiscal year. ▼

Ministry of Health

The accomplishments of the Women's Advisory Committee in the Ministry of Health have been wide-ranging over the past year.

Ministry women were surveyed in December to determine their training and development needs and their expectations of the Women's Advisory Committee. The

responses became the source material for the 1989-90 Action Plan. For the first time, a budget was assigned to the Committee. The Committee's goal of promoting and encouraging women to apply for management positions was furthered through the introduction of a Temporary Assignment Pool (TAP) program in the Ministry. ▼

Bulletin Board

Recommended Reading

Multiculturalism at Work: A Guide to Organizational Change, Barb Thomas. Toronto: YMCA, 1987

Implementing multiculturalism within the framework of an established human services organization is the topic of this guide, which is based on the experience of the YMCA in metropolitan Toronto. Intended for those in a position to influence or initiate change in their organization, the book describes a training process that leads to an alteration in the assumptions, structures, policies, practices, behaviours and attitudes of an organization.

Video

Real Women Don't Do Math . . . or Do They? (10 minutes)

Available from York University Department of Instructional Aid Resources, 113

Stedman, 4700 Keele St., North York, Ont. M3J 1P3. ¾" video cassette: \$29.95; ½" VHS or Beta: \$24.95

This video carries an urgent message for young women of high school age: "Don't drop math, whether you like it or not. You won't be able to get a decent job without it." The tape presents some startling information about women's low participation in mathematics (for example, less than one-third of Grade 13 math classes are made up of young women) and explains the importance of math as a pre-requisite for many university courses. It shows Grade 10 girls attending a three-day math colloquium at York University where they learn to enjoy mathematics.

Audio Tape

Coming to Grips With Grief (60 minutes). Available for \$11.95 from People in Touch, P.O. Box 101, Stn. U., Toronto, Ont. M8Z 5M4

Designed to assist the widowed person through the grieving, mourning stages on to a positive approach to life, this tape is a frank approach to a subject with which our culture is often uncomfortable. Joan Beall, the tape's creator and narrator, is a business woman and community volunteer who has been widowed twice herself. Beall presents exercises for dealing with the anger and guilt that are a part of the grieving process and offers practical, common sense advice for making a new place for yourself alone. ▼



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