

Women on the move

Isabel Kelly

Deputy Minister Heads Major Women's Project in Thailand

"I believe we have a responsibility to assist other women in taking charge of their individual and economic directions," said Isabel Kelly, Deputy Minister of Social Services and Housing, at a seminar for women managers last May. At that time, she was the Deputy Minister of Advanced Education and Job Training, the Ministry Responsible for the Status of Women in the province, and had spent six years working directly on behalf of the women of B.C. Just five months later, she was extending her assistance across the Pacific Ocean to the women of Thailand.

In September, 51-year-old Kelly was granted a three-year leave of absence to serve with the Canadian International Development Agency (CIDA) as the Canadian coordinator of the Women's Economic and Leadership Development project. The project establishes a \$5-million program to strengthen the participation of women in economic and political decision making. Further, it aims to develop a long-term economic relationship between Canada and Thailand.

When she received the assignment, Kelly responded eagerly. "I am honoured to have been chosen," she said, "and I hope that I can make a contribution with my background in social services,

health and post-secondary education in furthering Canada-Thailand relationships."

Indeed, her 14 years of experience will serve Kelly and Thailand - well. Beginning in the Ministry of Social Services and Housing, she moved to positions in other ministries, enjoying the challenge of being the first incumbent in almost each new job. Among the many notable accomplishments of Kelly's career in B.C. are the home support programs and the long-term care program she helped establish.

In 1982, she was appointed Deputy Minister of Women's Programs within the Ministry of Labour. Having a very small staff, Kelly quickly realized that Women's Programs must depend on a network of representatives from all ministries. She initiated the Women's Advisory structure that exists today and established the requirement that all ministries submit annual Action Plans. These plans focus attention on the concerns of women and include procedures to improve their situation.

"We have witnessed changes in attitudes of both men and women in B.C.," said Kelly in an interview just before she left for Thailand. "There is an increased awareness of the needs of women and of their ability to make significant contributions. More women are filling higher profile positions. However,



Chris Bullen

Isabel Kelly

there is still a long, long way to go. Only seven or eight percent of the senior managers in the B.C. Public Service are women."

Kelly's last three months in the province were spent

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Chris Bullen

Executive Director of the Women's Secretariat, Chris Bullen, has been appointed Senior Status of Women Official for British Columbia.

Bullen will represent the Province at meetings of federal/provincial/territorial officials that are held throughout the year.

At these meetings, officials exchange information, discuss a wide range of women's issues, and take on responsibility for various federal/provincial/territorial activities.

Myrna Hall

"Take Strong Stands," Advises New Associate Deputy Minister

At age 39, Myrna Hall is the most senior woman in government and the only female Associate Deputy Minister in the B.C. Public Service. She views her recent appointment as Associate Deputy Minister of State for Nechako and Northeast, Responsible for Native Affairs as an opportunity to be part of a regional development team, developing and implementing significant strategies for the province as a whole. "However, I also have autonomy," she said. "This job gives me the opportunity to use my negotiating skills to advocate for my regions and to interface with government on behalf of Native people. I

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intend to provide strong recommendations to the Minister of State."

"Always work towards the next challenge and be ready to grab attractive opportunities."

In fact, taking strong stands has been the hallmark of Myrna Hall's dynamic career. She has always believed in taking chances and pushing hard. Strategic planning has been a key ingredient in her success, and it is definitely something that she recommends to other women. "Always work towards the next challenge," she said, "and be ready to grab attractive opportunities."

Holding degrees in computational science, psychology and sociology, Hall was a principal in the firm of Stevenson Kellogg Ernst & Whinney before accepting her current appointment. There she provided functional leadership as head of the company's national consulting practice in Long Term Care and Retirement. Prior to that, she was a manager in Ernst & Whinney's Health Care and Social Services practice in Western Canada.

Hall's career also includes five years in the B.C. Ministry of Health, most recently as Executive Director of the Continuing Care Division. Previously, she held various positions in Saskatchewan, primarily within the Psychiatric Services Branch in the province's Department of Health. She also gained business experience in Saskatchewan by establishing a computer software firm with two partners in Regina.

Today Hall is applying her comprehensive experience in coordinating the economic and social development of the Nechako and Northeast Regions of the province. For Native people, she will continue to increase the level of the provincial government involvement in working with Native people to coordinate the delivery of provincial services, negotiate self-government agreements, and develop and recommend new policies to promote economic and social development.



Excited about the challenge her job presents, Hall thinks more women are developing the confidence, self-motivation, communications skills and organizational abilities needed to obtain high-level positions.

"Be a visionary leader and thinker," she advised, "and stay with your visions."

Lynn Langford

Risk Taking Enhances Career
"The fact that I have been willing to take a risk has been important in the development of my career," said 42-year-old Lynn Langford, Director of Policy and Legislation, Office of the Premier.

When she was first offered a position in the Premier's Office in 1987, following a brief secondment to Government Personnel Services Division to work on the privatization program, Langford had a tough choice to make. As a lawyer, she had spent five years in the Criminal Justice Branch, Ministry of Attorney General, where she served as Director of Operations during her last year. "Criminal justice was the field I had concentrated on," she said. "It is an area of the law that interests me conceptually and which gave me the opportunity to work on issues that I am deeply concerned about, such as child abuse, wife assault and victim assistance."

However, Langford said she wanted to expand her knowledge base, learn new skills and try something different that would build on her existing experience. "I took a chance," she said, "and it has worked out well."



Lynn Langford

Now Langford is one of the most senior and influential women in government. She briefs the Premier and Cabinet on all legislation. She supervises staff who coordinate the Long-Term Planning Process; act as the secretariat for Cabinet, Cabinet Committees and Deputy Ministers' Committees; and who provide administrative support for the Premier's Office.

As one of a small - but growing - number of women in senior management in the B.C. Public Service, Langford would like to see more women in decision-making roles. She encourages women to broaden their experience and take risks in their careers.

"I took a chance and it worked out well."

"Women sometimes underestimate their abilities, so it must be part of the manager's role to create an environment where women can develop the confidence and have the opportunity to put themselves and their ideas forward."

Overall, however, Langford feels that there are increasing opportunities for women to move ahead. "I believe that a system is evolving that will be equitable and responsive to the needs of women," she said.

Isabel Kelly cont. from pg. 1

as Deputy Minister at the Ministry of Social Services and Housing where she first began her public service career. She was pleased to return to the ministry and encouraged to see how much progress had been made in dealing with issues such as child abuse. She also noted the increase in the number of high-level executive women.

Kelly always believed in the value of the contribution that public servants make to society. For many years, she maintained an active role in the Institute of Public Administration, Victoria Regional Branch (from 1986-1987, she served as president). She has always been willing to help other public servants develop their careers. Now she is extending that help to Thai women.

While she had regrets about leaving B.C. so soon after accepting her new appointment, Kelly noted: "Every exit is an entrance somewhere else. The experience in Thailand is an opportunity I could not miss - and opportunity cannot be put on hold."

"The experience in Thailand is an opportunity I could not miss - and opportunity cannot be put on hold."

Besides coordinating the Women's Economic and Leadership Development project in Thailand, Kelly is serving as an advisor for other CIDA projects. As women are a component of all the agency's projects, Kelly advises project leaders about the impact of their activities on women and the possible involvement of women in the projects.

Kelly has been very impressed by the women of Thailand and was excited to be working with them. She noted that they have adopted a strategic approach to change, and they are more patient about it than Canadians are.

"Mrs. Kelly will do a superb job," said Social Services and Housing Minister Claude Richmond. "I think it's tremendously significant that a senior public servant from B.C. has been selected for this role in Thailand. Our government here in British Columbia has been developing its own linkages with South East Asia so we're very, very pleased to have one of our own people involved in this type of CIDA project."

While the women of B.C. wish Isabel Kelly well in Thailand, they look forward to her return and to her continued leadership here. ▼



MINISTER'S MESSAGE

For over a year, I had the enormous pleasure of working with Isabel Kelly, former Deputy Minister of Advanced Education and Job Training. She served the women of B.C. well, encouraging their participation in policy development by facilitating their communication with government. Now on a leave of absence from the Ministry of Social Services and Housing, she is using her considerable expertise to benefit the women of Thailand. I wish her every success.

At the same time, I wish to welcome my new Deputy Minister, Gary Mullins. Mr. Mullins is committed to working on behalf of women and wants to encourage them to view the Women's Secretariat as a communications link between themselves and the government - a link that will help women influence policy development.

To further this process of communication, I am committing more time this year to meeting women and women's groups on their own ground. Recently, I addressed 200 women at the Business Ownership for Women Conference in Vancouver and had an opportunity to discuss business concerns with many of the women present.

Regular contact is vital to the important process of communication. By making the Women's Secretariat aware of your concerns, you are helping us to do our best for you. ▼

Stanley B. Hagen
Honourable Stanley B. Hagen
Minister of Advanced Education and Job Training and
Minister Responsible for Science and Technology

New Deputy Promotes Advancement of Women

Gary Mullins, recently appointed Deputy Minister of Advanced Education and Job Training, the Ministry Responsible for the Status of Women in B.C., is extremely enthusiastic about his new position. After more than nine years in the private sector, 46-year-old Mullins is pleased to be back in the public service where he spent the first 12½ years of his career.

Describing his new job as "a challenge and an opportunity to contribute," Mullins said he derives special satisfaction from a job that allows him to be part of a team in a major social policy area. "I strongly identify with the mandates of this Ministry," he said.

A graduate of the University of British Columbia, Mullins holds both a B.A. and an M.A. in economic geography. Starting in 1966, he spent three years abroad as a foreign service officer, including a two-year posting to the Canadian Embassy in Santiago, Chile. Then in Ottawa, he worked as Secretary of the Grains Group in the Office of the Honourable Otto Laing, Minister Responsible for the Canadian Wheat Board. He also held positions with the federal Department of Industry, Trade and Commerce; and the federal Treasury Board Secretariat.

"I strongly identify with the mandates of this Ministry"

In 1976, Mullins was appointed Assistant Commissioner for the Northwest Territories, a post he held for three years. Most recently, he was the chief administrative officer for Davis and Company, a major Vancouver law firm.

Mullins remains a director of the Canada West Foundation, a non-profit organization in which he has participated for the past 12 years. The group strives to increase the contribution and

involvement of western Canada in the academic, business and governmental life of the country.

Mullins has worked with many capable, professional women throughout his career, but he said that, more than anything, it has been his wife who has alerted him to the special challenges and concerns of women. Like her husband, Doreen Mullins has been pursuing a fast-moving, successful career. She is currently Director of Local Government for Indian and Northern Affairs Canada in Vancouver. Together, they have been sharing the responsibilities of raising a son, 18, and a daughter, 16.

"An individual's performance is directly related to his or her self-confidence"

The main thrust of Mullins' efforts in dealing with women's issues will be to ensure the early and effective involvement of the Women's Secretariat in developing government policy. The Secretariat will be his main communication link with women and women's groups throughout B.C. and will play a key role in identifying issues and alerting him to the impact of government policies on women. Mullins will ensure that this information is considered in the policy development process of the Deputy Ministers' Committee on Social Services - a committee dealing with many issues that affect women significantly. He will also identify the legitimate perspective of women in policy issues raised by the Deputy Ministers.

Of particular interest to Mullins is the advancement of women in both the public and the private sectors, and in the activities that encourage their career development. His interest has arisen naturally from his broad experience in both business and the public service, and he is committed to helping women achieve in both sectors.

"In my judgement, an individual's performance is directly related to his or her self-confidence. Our challenge, as managers, is to provide an open working environment and the necessary support so that women can work with confidence," he said.



Gary Mullins

Mullins also firmly believes that young girls must be encouraged to expect to achieve in male-dominated fields, including those requiring advanced training in science and math. He concurs with John Dennison, UBC Professor of Higher Education who recently wrote (in a statement to the Royal Commission on Education): "The earlier the decision is made to continue one's education beyond Grade 12, that is, at the elementary school level (where parental influences and expectations are paramount), the greater the probability of continuing."

Mullins' emphasis on fostering greater educational expectations among girls stems from his belief that education and training are critical to the advancement of women. Now, as the Deputy Minister of Advanced Education and Job Training, he is in a position to act on his beliefs. ▼

Women Managers Identify Factors for Success

Under-representation of women at senior management levels in the B.C. Public Service was identified as a significant issue at the "Women and Management Seminar" sponsored by the Women's Secretariat in May. Of the 367 public service managers at level seven or above, fewer than eight percent are women (based on February, 1988 statistics). Thirty-five senior women managers attended the seminar, representing all ministries except one (it had no woman employed at a position higher than level two).

"You provide the visible proof that success for women in the public service is possible."

Advanced Education and Job Training Minister Stan Hagen, who opened the seminar, expressed his concern about the small proportion of women in senior management, particularly at the deputy and assistant deputy minister levels. "As a

major employer in this province, the government should lead by example, ensuring that women have equal opportunities for employment and advancement in the public service," he said.

Also addressing the women was a panel of three Deputy Ministers: Isabel Kelly, Bob Plecas and Bob Flitton. They identified key characteristics of effective managers, including commitment, confidence and initiative; an ability to establish clear goals and maintain positive attitudes; a willingness to develop good management techniques, to seek advice from a mentor and to get training in areas of weakness; and an ability to work with people, and keep in touch with previous bosses and new acquaintances.

The keynote speech was given by J. Dale Michaels, then Vice-President of B.C. Transit and currently President of the provincial government's newly created Centre for Executive and Management Development. Michaels emphasized that, among other things, successful managers demonstrate courage, confi-

dence and commitment, maintain a support network and identify a mentor. Women participants identified similar key factors for advancement and also added risk taking, mobility, hard work, self direction, teamwork and a sense of humour.

The women were asked to identify the major barriers that they had encountered in developing their careers. Although most of them agreed that the barriers had not been insurmountable, they specified the following:

- ▽ the poor attitudes held by some men;
- ▽ a lack of confidence;
- ▽ a lack of specialized training in the management field;
- ▽ the difficulty of balancing a personal and a professional life; and
- ▽ a lack of information about jobs.

Three main areas for action were identified:

1. Training
A formal executive training program, already initiated, will benefit both men and women. Seminars/sessions could give women in middle

management the opportunity to meet informally with Deputy Ministers and women in senior positions.

2. Information Exchange
Women in senior positions could draw the attention of their colleagues and Deputy Ministers to talented women at less senior levels. Through the Women's Secretariat, senior women managers could circulate information about opportunities to other women in government.

3. Secondments
The introduction of a secondment program could ensure that talented women at junior and middle management levels have access to positions that provide on-the-job training. Secondment positions should be located in central agencies as well as in line ministries. Senior women from the private sector or other governments could be seconded to provide role models.

The women involved in the seminar will meet late in 1988 to plan strategies to help women in lower management positions in their own careers. ▽



L. to R: Vivian Livick — Tour Organizer, Roberta Burris, Mrs. Kuraishin Sumhadi Wiriadinata, Prof. Moeljarto Tjokrowinoto, Mrs. Achie, Sudiarti Luhulima, S.H.

which was organized, under the auspices of the Canadian International Development Agency (CIDA), by McGill International and McGill Centre for Research and Teaching on Women. The host and organizer of the

Vancouver meeting was Peter Richards, Director of the Indonesia Development Resource and Policy Project, part of UBC's Institute of Asian Research. The Project receives funding and professional support from CIDA. ▽

Indonesians Exchange Views with Canadians

In September, a delegation of Indonesians met with officials from British Columbia at UBC's Asian Centre to exchange views on the political and social structures that affect women and possible strategies for improving their status.

Indonesian participants included Mrs. Achie Sudiarti LUHULIMA, S.H., Assistant to the Minister of State for the Role of Women; Mrs. Kuraishin SUMHADI Wiriadinata, Vice-President of the Congress of Indonesian Women; and Professor MOELJARTO Tjokrowinoto, Expert Staff Advisor, Monitoring and

Evaluation, Ministry for the Role of Women.

B.C. participants were Chris Bullen, Executive Director of the Women's Secretariat; Roberta Burris, Communications Coordinator, Women's Secretariat; Lorraine Cameron, Coordinator of Employment Equity, Employment and Immigration Canada; and Janet Kee, Coordinator of West Coast LEAF Association.

The exchange was part of a study tour of Canada by the Indonesian officials. "Women: Strategies for Development" was the theme of the tour

Believe it!

From 1975 to 1985, the number of degrees awarded to Canadian women in mathematics and the physical sciences more than doubled.

- Canadian women received 56% of the degrees in agricultural and biological sciences in 1985.
- Between 1968 and 1984, the proportion of female candidates in Canadian federal government elections increased from 3.5% to 14.5%. The proportion of women elected rose from 0.4% to 9.9%.
- The proportion of women elected in Canada falls well below the proportion of legislators who are female in countries such as Norway (34.9%), Soviet Union (32.8%), Finland (30.5%), Sweden (28.9%) and China (21.2%).
- Many more Canadian women than men read books and visit public libraries.



PRIME TIMERS

Volunteer Becomes TV Actor

"Some of my days are grueling — there are long hours and many retakes of scenes. Still, I'm having fun and I'm really learning a lot," said 78-year-old Elsie Mahon of Saanichton in Greater Victoria. She was describing her new career as an actor in *Time Exposures*, a prime time TV series produced in Victoria by CHEK-TV.

"I'm having fun and I'm really learning a lot"

In the half-hour fantasy, currently being shown on nine CTV affiliate stations across Canada, Mahon plays the part of a rich English grandmother. She uses a mystical computer

keyboard to keep track of the time travels of the show's characters, including her four grandchildren. They travel to the past and the future through a time portal located in the basement of her mansion.

The show is a professional first for Mahon. Her only previous acting experiences include brief appearances as a volunteer in two TV *Crimestoppers* episodes and as an extra in one movie. Her *Crimestoppers* performances drew attention to Mahon, and she was called to do a screen test for *Time Exposures*.

Besides remaining very active as a community volunteer, Mahon is currently fulfilling a contract for a second set of 13 episodes of her successful TV show. "I'm pleased the show is continuing," she said. "I'm thrilled to be a part of it." ▽

WE SALUTE...

Sheila Archer
Winner, Gold Medal in the Arts, University of Ottawa

A 1986 graduate of Camosun College's Criminal Justice program, Sheila Archer transferred to the University of Ottawa after two years at Camosun and completed her degree in Criminology in just one year. She has since moved on to Law School.

Jennifer Scotten
Basketball All-Star, Scholarship Winner, University of Wisconsin

Jennifer Scotten is one of the most promising basketball players ever to come out of the Victoria Capital Region. "I have always enjoyed basketball," she said, "but I have many other interests as well." Obviously, academic subjects are among those interests. Scotten was an honour-roll student and the valedictorian of her graduation class at Lambrick Park High School in 1988.

Andrea Loukes
Most Valuable Player, B.C. Basketball Championship Tournament

Andrea Loukes is another high-achiever at Lambrick Park High School in the Victoria Capital Region. The Grade 12 student is an accomplished guard on the school's basketball team, and she also enjoys several other sports. Recruiters have been following her progress on the court for more than a year. "I don't know where I want to go yet," she said, "but I know that I want to play basketball wherever I go."

The Women's Secretariat wishes to congratulate women who have received formal recognition for their career achievements, or who have exhibited extraordinary initiative in pursuing their studies. If there are women you feel should be included in this section in future issues, please let us know. ▽

Helping Women for 90 Years

The national Women's Institute (WI) got its start in Ontario more than 90 years ago as an educational body for rural women. Today, it not only keeps its members current on agricultural issues, it covers topics ranging from citizenship and education to consumer affairs and health.

B.C. Women's Institute President Evelyn Rayner of Pitt Meadows explained that WI is a strong information network extending from the individual branch to the provincial body and on to the national organization. "Women can and do express their concerns through resolutions and briefs," she said. "Government agencies

respect the long history of credibility of WI."

Examples of WI's many projects include a kit called "Families Feeding Families," compiled by provincial WI Home Economics Convener Judy Bell of Aldergrove to help consumers understand the value of the B.C. food industry.

In another project, Health and Welfare Convener Lynda Desrocher of Kamloops compiled and distributed comprehensive information kits on child sexual abuse to the 15 WI districts throughout B.C.

For more information about the Women's Institute, contact the provincial office at #8 - 33780 Laurel Street, Abbotsford, B.C., V2S 1X4 (phone: 853-2096). ▽

Reading

Breaking the Glass Ceiling: Can Women Reach the Top of America's Largest Corporations?

Ann M. Morrison, Randall P. White, Ellen

Van Velsor and The Center for Creative Leadership. Don Mills: Addison-Wesley Publishing Company, Inc., 1987.

Based on a three-year study of America's top female executives, this book examines the glass ceiling — the invisible barrier that keeps women out of the highest-level positions. Although the authors discovered how

difficult it is for women to break through the barrier, the good news is that an increasing number of women are doing it. It offers readers advice that falls under the five commandments of becoming a top executive: (1) Be able. (2) Be seen as able. (3) Help others to help you. (4) Prepare to be lucky. (5) Know what you want.

ADVISORS PAGE

Women's Advisors have been appointed in each ministry and one Crown corporation to advise government on issues affecting women within the public service. Communication among the Women's Advisors, the Women's Secretariat, regions and districts is an essential part of the Women's Secretariat's mandate to coordinate initiatives for women in the public service.

Government restructuring has resulted in the creation of new ministries, and the reorganization of others. Women's Advisors have not yet been appointed in all these ministries. Names of Advisors for all ministries will be provided in the next newsletter. Women's Advisors are encouraged to write brief summaries of their activities for the Newsletter. This issue contains a report from the Ministry of Labour and Consumer Services.

Women's Advisory Committee - Ministry of Labour and Consumer Services

The Women's Advisory Committee includes representatives from the Ministry's clerical, administrative and managerial components. Its first priority was to establish a Role Statement and prepare an Action Plan based on a comprehensive survey of all female staff. Highlights of the Plan include:

- a priority for the training of clerical staff, when other training needs created by new staff, new programs and regular ongoing staff training have been met;
- the placing of two members of the Women's Advisory Committee on a central Ministry committee to review branch training plans; and

- the development of a Central Registry to record the names of staff interested in lateral transfer, secondment, substitution, job

sharing and part-time opportunities, and to record opportunities available within the Ministry. The Women's Advisory

Committee has held lunch meetings in Victoria and Vancouver so that staff can meet the Committee and discuss issues and interests.▼

Women's Advisors

Deborah George , Director, Science and Technology Advanced Education & Job Training	387-2033
David Matviw , Executive Director, Policy Development Agriculture & Fisheries	356-1816
Marg Sorenson , Manager, Policy, Planning & Evaluation Court Services Attorney General	356-1543
Roy Empringham , Personnel Director Education	356-2350
Linda Stewart , Executive Secretary Energy, Mines & Petroleum Resources	387-1916
Bill Bell , Executive Director, Administration & Support Services Division Finance & Corporate Relations	387-3989
Gyl Connaty , Administrative Manager, Water Management Branch Environment Parks	387-3582
Harry Powell , Manager, Human Resources Forests	387-8752
Margaret Marriott , Director, Benefits & Policy Superannuation Commission Government Management Services	387-1002
Vel Clark , Director, Staff Development and Safety Programs Health	387-2581
Bev Hayley , Personnel Officer International Business & Immigration	356-8162
Claude Heywood , Assistant Deputy Minister, Labour Relations Labour & Consumer Services	387-3161
Joan Barton , Legislative Librarian Legislative Assembly, Hansard, Sergeant at Arms & Caucus	387-6500
Jan Hemming , Manager of Administration, Office of the Premier Premier's & Ministers' Offices	356-8248
Pauline Langdon , Personnel Officer Municipal Affairs, Recreation & Culture	387-9194
Dyan Dunsmoor-Farley , Manager, Policy, Planning & Legislation Social Services & Housing	387-4421
John A. Mochrie , Assistant Deputy Minister, Provincial Secretary Programs Tourism & Provincial Secretary	387-0416
Sharlie Huffman , Design Engineer, Bridge Branch Transportation & Highways	387-7724
Mary Martin , Manager, Employee Development Services B.C. Systems Corporation	389-3211

"Cinderella myth," the notion that young women don't need careers and life goals because their "Prince Charming" will look after them. The video and its accompanying learning resources kit (an outline of an hour-long session on sexual stereotyping, career options and life planning) are a

project of the Learning Resources Group, Women's Skill Development Society in Burnaby. The package is suitable for use in intermediate to senior secondary classes and in adult re-entry programs.

For more videos see page 8.



Beth Millard at work.

TRAILBLAZERS

First female commercial transport mechanic

Beth Millard of Vancouver is the first woman in B.C., and possibly the first in Canada, to complete her apprenticeship as a commercial transport mechanic. Early in 1988, she received her official B.C. and interprovincial certificates from the Job Training Division, Ministry of Advanced Education and Job Training. Her achievement is the result of a four-year program that included classroom training at BCIT and apprenticeship training at Westlang Truck and Auto Centre Ltd. in Surrey.

"I always wanted to work on trucks or boats, but I never thought of myself as being mechanically inclined"

"I always wanted to work on trucks or boats, but I never thought of myself as being mechanically inclined," said Millard who hadn't even tinkered with the family car before starting her apprenticeship program. "In fact, at school, I was more academic — into history and literature. They involve a very different thought process than the one I've developed as a mechanic."

Westlang principal owner Roy Goudie, Millard's apprenticeship supervisor, noted her initial lack of experience using basic shop equipment or doing

minor repairs. "This didn't prove to be the disadvantage we thought it might be," he said. "Beth had not picked up any bad work habits or bad attitudes toward things such as the proper use of safety equipment. Her learning came from study and classroom procedures, and she picked up the practical side in no time."

Nonetheless, her achievement did not come easily. Millard felt a lot of pressure at school where her male classmates all had more experience than she had. She seldom felt that she was aggressive enough.

"She had to overcome prejudice and a number of obstacles to get launched in this trade," said Employment Training Counsellor Helmut Ernst who helped Millard get registered and move through the apprenticeship program. "Still, she consistently met or surpassed the standard set by the men in the course." In fact, Millard had a total grade point average of 91%.

When she began at Westlang, it was a shock to the men to be working with a woman. Millard had to learn to deal with their attitudes and to take a lot of joking.

"Even in the office, we would get glimmers of what life could be like for Beth," said Leona Goudie, President of Westlang Truck and Auto. "We sent back three complete sets of new coveralls before the name sewn to the garments was done as ordered and not considered a misprint for Bill, Bob or Ben."

Now a regular employee at Westlang, Millard is very happy about her decision to become a commercial transport mechanic, and she feels proud of what she has accomplished.

"Recently, one of the men who has worked with Beth since she started mentioned spontaneously, 'Beth packs her own weight. She's OK.' Beth worked just as hard to earn that respect — to be accepted as a team member — as she worked to learn her trade," said Leona Goudie. "I hope other women working to succeed in non-traditional occupations will be encouraged by this."▼

Training Program Expanded

Following the success of a pilot training program for women in the public service in 1987-88, the Women's Secretariat has arranged for the delivery of an expanded program in 1988-89.

Courses offered include: Improving Performance Skills for Support Staff; Effective Written Communications Skills; Introduction to Supervision; Plateauing; Dealing with Difficult People in the Workplace; Communication Skills in the Workplace; Confident Self-Presentation Skills; and Stress Management in the Workplace. The courses are available in four regional centres: Kamloops, Kelowna, Terrace and Prince George, as well as in Victoria and Vancouver.

Construction Association

A Vancouver-based association for women employed or interested in construction-related fields is looking for new members. Now in its eighth year, Canadian Construction Women offers its members education, support and a means of expanding networks through monthly dinner meetings, tours and newsletters. Members include architects and architectural representatives, designers, planners, contractors, estimators, secretaries, accountants and many others. Special memberships are available for women outside of Vancouver.

For more information, call Heather Fraser at 299-5884 (home), Hilary Bookham at 682-0033 (work), 688-9171 (home), or write to the association c/o Amalgamated Construction Association, 2675 Oak Street, Vancouver, B.C., V6H 2K3.▼

Canadian
CONSTRUCTION
Women

Course calendars, providing course descriptions, dates, times and locations, are available for all women in the public service and have been distributed to Women's Advisors in all the ministries. Please contact the Advisor in your ministry if you have not received a copy of the calendar.

Camosun College has co-sponsored the training program and is handling all registrations. Approval to attend the courses and to receive a tuition subsidy should be obtained through the regular process in your ministry.

The quality and type of program offered will continue to reflect input from employees and managers. We welcome your comments and suggestions.▼

Video

Where Are You Going?
(4 minutes)

This rock video aims at dispelling the

BULLETIN BOARD

Recommended Reading

Changing the Rules: The Woman's Guide to Starting a Successful Business, Marina Mirabella. Toronto: Stoddart Publishing Co. Ltd., 1988.

Mirabella, a CBC-TV news reporter, has identified a need and filled it by giving women an idea of what it is really like to start and run a business. The more than 100 women interviewed for her book are sources of solid, practical information and serve as role models to women thinking of going into business themselves. Don't look for specific "how to" information on topics such as drawing up a business plan, but do read this book to learn how women are changing the face of Canadian business by doing things their way.

What Color is Your Parachute? A Practical Manual for Job-Hunters & Career-Changers, Richard Nelson Bolles. Berkeley: Ten Speed Press, 1988.

Bolles' very popular, practical book is an annual that he updates and revises substantially with each edition. The fact that the annuals have more than three million readers collectively attests to their usefulness to both job-hunters and career-changers. New this year are appendices on "The Brain and Job-Hunting" and "Religion and Job-Hunting: How to Find Your Mission in Life." Unfortunately, the appendix on "Women and the World of Work" appeared only in the 1986 edition.

Materials

Women's Kit, prepared by the Participatory Research Group/ICAE Women's Program, Toronto, 1987.

Aimed mainly at women in literacy groups and English-as-a-Second-Language classes, this kit consists of eight small, simply illustrated booklets. They include excerpts of material from Latin America, Africa and England that relate to the following topics: women's days, childcare, health, housework, finding paid work, working conditions, violence in the home, and women working together. The kit is intended to be the basis of discussions about women's experiences as homemakers, paid workers and mothers.

Women and Work: A Women's Employment Resource Manual, prepared by the Women's Employment Section, Ontario Region, Canada Employment and Immigration Commission, North York, 1986.

An update of a 1984 manual, *Women and Work* is a comprehensive source of practical information pertaining to women and employment. Although the sections dealing with provincial legislation, programs and organizations are specific to Ontario, the information on federal government roles, responsibilities, programs and services is useful to B.C. women. Also of interest are the descriptions of national women's organizations and a section on resource and reference materials.

Videos

Women and Equality: An Overview (35 minutes)

Prepared by the Vancouver Charter of Rights Coalition, this video presents a speech by lawyer and equality activist, Beth Symes, at a conference called "Equality: One Year Later." The conference was held to commemorate the first anniversary of the coming into force of Section 15 of the Canadian Charter of Rights and Freedoms. In her lucid style, Symes outlines several legal issues of equality that women faced before the Charter existed. With its accompanying discussion guide, *Women and Equality: The Charter and You*, the video can be used to initiate discussions on equality issues.

Winning Women (25 minutes)

This tape provides video coverage of some of the speakers at the Political Skills Forum held in Vancouver in 1987. It opens with a brief look at the history of women's involvement in the world of politics, then presents segments of speeches that address topics such as why women should go into politics and how they can do it. Speakers include several female politicians in positions such as MPs, MLAs and councillors and political experts such as UBC Political Science Professor Lynda Erickson and political advisor Patrick Kinsella. The video challenges women, who account for more than half the population, to increase their numbers among the elected representatives in government.

Upcoming Major Events

The Roadshow (an evening with Gloria Steinem and musical friends)

Date: February 8, 1989

Place: Orpheum Theatre, Vancouver

Sponsor: Women's Legal Education and Action Fund (LEAF)

Contact: Janet Kee, 684-8772

Business Ownership for Women Conference Series

Date: February 7-8, 1989

Place: Canadian Inn, Kamloops

Date: February 20-21, 1989
Place: Convention Centre, Victoria

Date: March 20, 1989

Place: Sandman Inn, Castlegar

For all conferences in this series:

Sponsor: Women's Secretariat & FBDB

Contact: Carol Tennessy, 666-7810

Woman to Woman: Your Health and Happiness

Date: February 25, 1989

Place: IRC Building, UBC
Sponsors: UBC Centre for Continuing Education and Federation of Medical Women of Canada, B.C. Branch

Contact: Ethel Jones, 222-5272



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We welcome letters to the editor, story ideas, photographs, and pertinent news from your community.