

AUG 20 1981



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MEMO

NATIONAL ACTION COMMITTEE
on the status of women

LE COMITÉ NATIONAL D'ACTION
sur le statut de la femme

Suite 306
40 av. St-Clair est
40 St. Clair Ave. E.
Toronto M4T 1M9
(416) 922-3246

PRESIDENT'S LETTER

JUNE 1981

It will come as no surprise to our Executive members that this last Executive meeting was held on the longest day and next longest day of the year!! The Executive meeting before the summer seems to contain more work than the others.

Major decisions made:

- Date of Annual General Meeting - March 12-15, 1982
Holiday Inn, Ottawa
- Date of Mid-Year Meeting - October 23-24, 1981
St. John's, Newfoundland
Theme: Pensions
(agenda has been agreed on)
- NAC TRUST - Projects were agreed on in principle
- Items to be covered in a proposed brief to the Federal Cabinet

We began work on the financial status. We are short of funds to meet our plans as now defined. This will require some tough decisions from the Executive (your thoughts and comments would be helpful) in September. The Treasurer clearly laid out choices - we all now have to assess them over the summer.

This question of funding is pressing on all women's groups at the moment. Everywhere we turn another women's group is suffering cutbacks. The organization's commitment to diversified funding is going to require concerted and long term effort. The permanent fund raising committee has lots of ideas, but sees the pay-off realistically being over several years.

At this meeting we recognized several women who, at this time, find themselves without their personal freedom: Grace Hartman, a former President of NAC, who is serving a prison sentence for her part in the hospital workers' strike in Ontario; Lucy Nicholson is similarly in prison over this strike. The case of Ida Nudel, the only known female dissident in the Soviet Union, was discussed and more information on what you can do about this woman is contained in the newsletter. Our thoughts are with these women.

Have a great summer and remember, between your well-deserved rest and relaxation, that your Federal MP should be home in his/her local riding - take a trip to see him/her - talk about her/his position on current issues of importance to women -- pensions, pro-choice, equal pay for work of equal value, child care, etc..

Show your MP that you care!!!!

NEXT EXECUTIVE MEETING - SEPTEMBER 12-13

Jean
Wood

Jean Wood, President

DECISIONS

1. Representation of Women to Government

Progress on motion from May 2/3 Executive Meeting (cited in May MEMO):

"Moved that Jean Wood, representing NAC, will join with other national women's groups such as CLOW, CRIAW, Ad Hoc Committee, NAWL, to approach the Canadian Advisory Council on the Status of Women, Status of Women Canada, Labour Canada Women's Bureau, Secretary of State Women's Programme, to discuss how women will be represented to the government in the next ten years. The discussion will include the structures, functions, roles, responsibilities and relationships of government groups and voluntary organizations. The results of these discussions will be made public."

All groups approached, including the governmental groups, were very supportive of the idea. Most appeared to feel that the time was right for such a review and that it would allow the women's movement in Canada to move forward with renewed purpose and vigour. The next step was to set up a meeting -- this proved problematic -- the voluntary sector was still interested, but the government sector, specifically Status of Women Canada and the Canadian Advisory Council on the Status of Women, appear to have currently lost enthusiasm for the idea. A response from CACSW suggested the idea might be reviewed in the fall after their internal review.

NAC has decided to proceed on its own. Another motion was passed at our June 20/21 Executive Meeting:

"That NAC establish a task force on how the women of Canada should be represented to the Government of Canada, with participation by other national women's organizations, to invite submissions by our member organizations and any other interested groups or individuals to hold a public meeting on the issue in Ottawa on the occasion of the NAC December Executive Meeting."

TERRY PADGHAM from Edmonton, Alberta, was nominated to the chair. We intend to proceed, in as comprehensive a fashion as our resources permit. We believe our original motion provided a new way for the women's movement in Canada to work together. We are committed to fulfilling the idea with those women's groups who share our concern.

2. Grace Hartman, President CUPE

Telegram sent to Premier Davis and Attorney-General Roy McMurtry, Ontario Government:

"The National Action Committee on the Status of Women (NAC) condemns the Ontario Government's decision to jail its past president, Grace Hartman, now National President of CUPE, and other CUPE officials for defending the Ontario Hospital Workers' right to strike. NAC is on record as being in favour of removing all restrictions on the right to strike. NAC is particularly concerned that the Ontario Hospital Workers, over 70% of whom are women in extremely low-wage jobs, should have been severely penalized for striking while no penalties have been imposed upon the Ontario Hospital Association for refusing to bargain in good faith. NAC asks that a full pardon be issued to the three CUPE officials jailed and the six CUPE members who received suspended sentences, and that all CUPE members fired as a result of this strike be immediately reinstated." (See page 10 for background)

3. Mid-Year Meeting

Plans for the NAC mid-year meeting are well underway for St. John's, Newfoundland, October 23-25. The theme is Women and Pensions and the tentative schedule is:

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|--------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Friday night | - NAC and member groups, a panel discussion on our mutual relations |
| Saturday | - Overview of the Pension System
- Women's Concerns (NAC Pension Committee)
- Widow's Handbook (Newfoundland Women)
- Possible solutions (Panel Discussion)
- Workshops with Panellists
- Evening Banquet and Entertainment |
| Sunday | - NAC Executive Meeting
- Delegates' concerns and strategy building
- How national and local groups can work together
- Birth Control and Responsible Parenting |
| Monday | - Lobby of Provincial Government
- Press Conference |

4. 1982 ANNUAL GENERAL MEETING (Chairperson - Dorothy Richardson)

1982 will be our 10TH ANNIVERSARY CONFERENCE. We welcome ideas on an appropriate theme for the occasion. The meeting will be held at the HOLIDAY INN, OTTAWA, MARCH 12-14, 1982.

Don't forget to submit nominations for the Annual Harry Hays Award. We already have a few suggestions..... e.g. On the Canada A.M. programme, CTV's Bruce Phillips, while discussing the visit of President Reagan to Ottawa, remarked on the appearance of a female RCMP officer who formed one of a pair on guard: "I wonder what President Reagan thought when he arrived expecting to see Eddy Nelson in the red uniform and saw a female pachyderm instead". (Nomination received from the Saskatchewan Action Committee -- could it be a winner????)

NAC COMMITTEES REPORT, REMIND, REQUEST.....

PERMANENT FUNDING COMMITTEE

Chairperson - Pat Hacker

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The Two-Bit Campaign

Member Groups are being asked to designate Thursday, October 15, Friday October 16, Saturday October 17, and Sunday October 18 (Persons' Day) as NAC Fundraising Week (although this year it won't be a whole week). The theme will be "THE TWO-BIT CAMPAIGN". We would like every member of each member group to contribute two-bits (Twenty-Five Cents) to NAC to aid its annual operating costs. Containers can be placed in offices or any place willing to have a container to collect the quarters. Or, your members can mail in 25¢ to the NAC Office.

As you know, we are aiming at greater self-sufficiency and reduced dependence on government funding. We are exploring a variety of approaches. One of the ways to achieve this end is through the development of an annual fundraising week (THE TWO-BIT CAMPAIGN) which would include events and activities sponsored by member groups in communities all across Canada.

If possible, during the days of October 15-18, 1981, we would like some event or activity to be sponsored by NAC member groups in your area. Ideally, such a project would reach out into the pockets of the wider community and not just into the pockets of NAC members. Some examples of projects or activities you could sponsor would be dinners, fish fries, bowlathons, walks, dances, theatre events, auctions, garage sales, picnics. The purpose of these events would be to attract attention and publicity for NAC as well as raising money and having a good time in the process. We recognize that every organization has its own funding concerns. We also realize that NAC has 170 member groups number more than one million members. IF EVERY PERSON CONTRIBUTED 25¢, WE WOULD COLLECT A LOT OF MONEY (\$250,000). If other fundraising activities accompany the campaign, we could enjoy ourselves and involve the community in our activities. For further information, questions or ideas to share, please contact:

Pat Hacker, 44 Third Ave, Ottawa K1S 2J8
Telephone: 232-4273 (b), 233-4474

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PENSIONS/TAXES

Chairperson - Lynne Sullivan

A proposal for regional seminars on Women & Pensions has been submitted to Health Minister, Monique Begin. The Minister said that she is interested, but no formal reply to the submission and, consequently, no \$\$ have been received. Regardless of federal funding, the NAC Mid-Year Meeting (October 23-25 in St. John's, Newfoundland) will focus on Pensions.

The Committee also plans to sponsor a one-day meeting in Toronto to put pressure on the Ontario Government regarding the drop-out provision and follow up to the Haley Report.

The NAC TRUST has been approached with a request for funding for a pensions kit. Submission approved in principle. In addition, the committee has requested that space be provided in periodicals for NAC articles, editorials or otherwise commissioned articles on Women and Pensions. Response to-date has been very positive.

CULTURAL POLICY Chairperson - Lynn McDonald

NAC presented its brief to the Cultural Policy Review Committee, June 4, 1981, at its Toronto hearings. The brief did not get a warm response and, indeed, there was some hostility. There are only three women (out of 17) on the Committee, and NAC is protesting the composition of the Committee to the Secretary of State. Letters of support to the Committee for NAC's recommendations would be appreciated to reduce barriers, self-determination and equalization of opportunity. Copies of the full brief (25 pages) are available from the NAC Office for \$2.00. Send your comments to:

The CULTURAL POLICY REVIEW COMMITTEE
365 Laurier Avenue West
Ottawa, Ontario K1A 0C8

Cultural committee hears beef from women

TORONTO — Canada's cultural policy is being shaped by men for men, charges the National Action Committee for the Status of Women.

In a brief considered Thursday by the federal cultural policy review committee, the organization claims that underrepresentation of women in Canada's cultural life constitutes "a hidden, but nonetheless insidious form of censorship."

"Discrimination results in fewer women than men regarding the arts as a serious career option, of diverting themselves into audiences, patrons, fund-raisers and perpetual students of evening classes — that is, passive, supportive or behind-the-scenes activity."

The brief argues that women who succeed in the arts are "perceived as aberrant, persons to be admired from a distance, but not emulated."

The NAC brief calls for major changes that would guarantee women their proper role in the cultural life and makes key recommendations concerning such wide-ranging areas as newspaper reviewing and government grants policy.

"We recommend that all of the media — print and electronic — select women reviewers for books by women authors and about the lives of women, for reviews of films by women, for reviews of art shows by women. The evidence suggests that male reviewers may be sympathetic to what women are trying to do but are incapable of understanding the more subtle nuances of the work."

The NAC brief recommends that government arts funding agencies set aside money earmarked specifically "for women's groups attempting to build a feminist culture in the arts — film, magazines, dance, music, sculpture — and that sufficient funding be provided for the distribution of their works."

It wants the Canadian Radio-Television and Telecommunications Commission to grant or renew broadcasting licences only on the condition that there is an "improvement of programming on women and by women."

It says weekly prime time should be allocated for programming on the women's movement and that the producers "should be women who are willing and psychologically able to work closely with women's organizations."

The NAC says the power structures of society "keep women in a subordinate position in the community. Specifically, lack of equal opportunity, income differentials and bias in reward and award systems are found uniformly."

It attacks the CBC for rejecting the appointment of a women's advisory group to assist in programming.

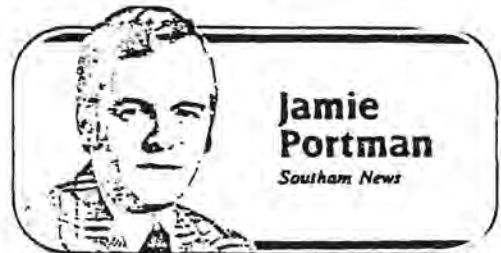
The NAC says women are consistently discriminated against in the field of the performing arts, noting that even Canada's three major ballet companies — which were founded by women — have been taken over by men.

It also points out that in the past 40 years the Toronto Symphony has never performed a single work by a woman composer and says theatre companies must do plays with "more challenging roles for women."

In the field of rock music, it says women "have been more exploited than listened to," because women have had to participate in the "macho ambience" of male groups.

The NAC brief singles out the Canada Council's awards system to individual artists for special criticism, citing recent studies that show that only 20 women artists and eight non-artists were appointed to 229 positions on council juries.

This, the brief says, led to "a correlation" between the number of female jurors and the female artists' chances of being awarded a grant.



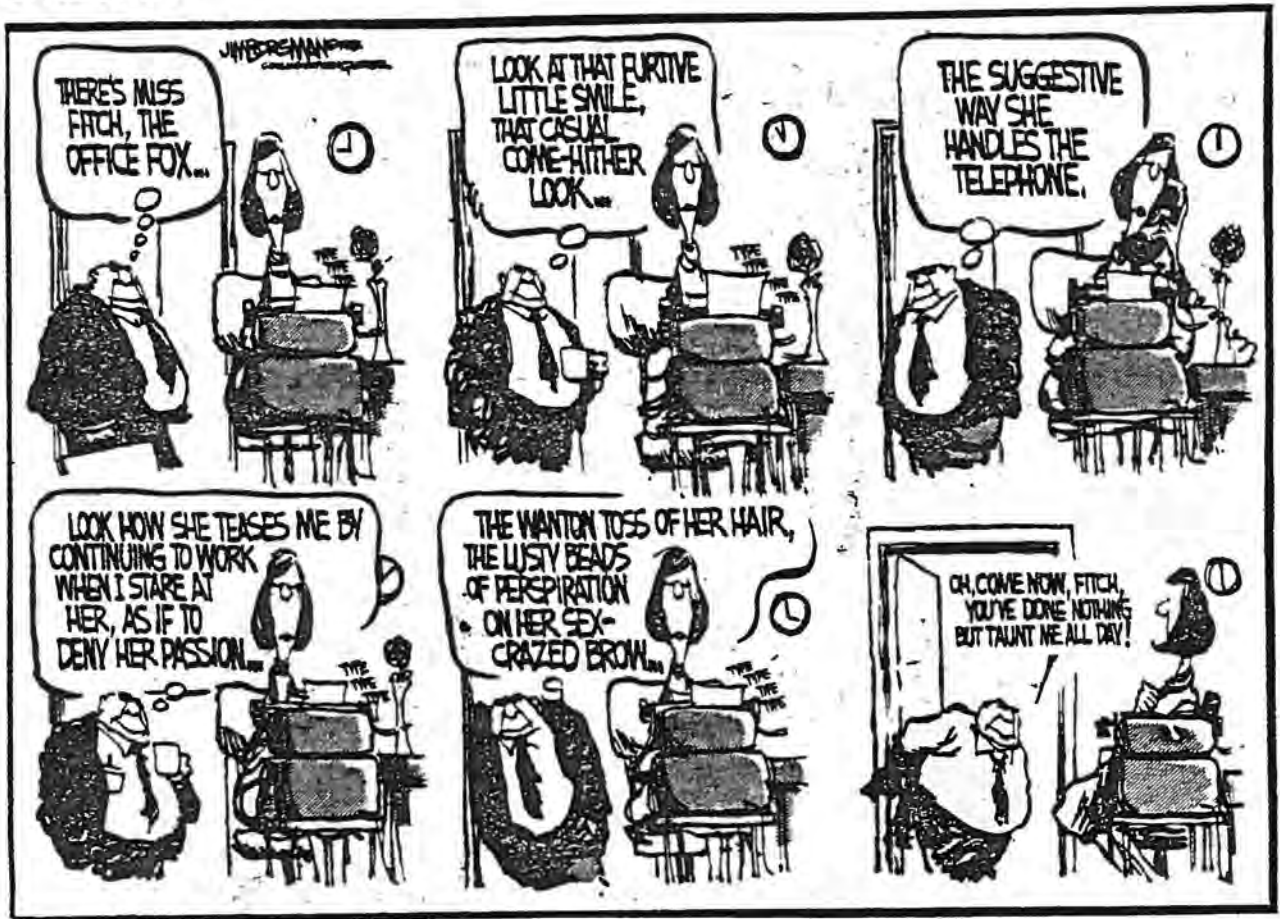
THE CITIZEN, Ottawa
June 5, 1981

NAC TRUST

A number of proposals have been submitted to the NAC Charitable & Educational Trust and four of these have been approved in principle by the Committee:

- a slide-tape show about Women's issues and NAC, appropriate for high school and college women
- audio-visual show on the lives of Native Indian Women
- Pension Kit
- Regional Conferences

... & more



EMPLOYMENT

Chairperson - Kathy Moggridge

1. In the CEIC Task Force Report on Domestic Workers' Authorization there is a recommendation that immigrant workers who have been in Canada on authorizations may apply for landed status from within the country. NAC welcomes this recommendation and the recognition that the wages paid to domestic workers often prevents them from going outside Canada to apply for status. However, there is still evidence that only women who are on authorization and are still in domestic positions qualify. Those women who have gone on to other employment positions cannot qualify for landed immigrant status. The Employment Committee wants to hear from women who have moved on to other positions and so cannot apply for landed immigrant status as recommended.
2. In the 1981 contract negotiations between CUPW and Treasury Board of Canada, CUPW is attempting to secure several key parental leave clauses. The parental leave clauses:
 - a) up to 20 weeks' paid maternity leave
 - b) up to 5 days' paid paternity leave
 - c) up to 5 days' paid adoption leave for parents

Last year the Canadian Union of Professional and Technical Employees (CUPE) were forced to strike over the issue of paid maternity leave. Treasury Board has adamantly refused to accept the concept of fully paid leave. NAC supports CUPW's demands to paid paternity leave and asks Member Groups to send letters to Donald Johnston, President of Treasury Board, supporting CUPW's demand. Copies of letters of support should be sent to the NAC Employment Committee and:

J.C. Parrot, President
CUPW
280 Metcalfe Street, Ottawa

JUSTICE

Chairperson - Mary-Anne Nixon

The Sexual Assault Bill (C-53) (see page 7 for details) has been tabled by the government. Until the Bill has been brought back for 2nd reading, the Bill will not go to Committee, no amendments can be made and the discriminatory offences (i.e. rape, indecent assault, etc.) will continue. NAC encourages all women to write, phone, send telegrams and otherwise harass your MPs, the Liberal House Leader, the Minister of Justice and the Prime Minister to bring the Bill back for second reading. Lobby kits are available from the Ottawa Rape Crisis Centre, P.O. Box 35, Station B, Ottawa K1P 6C3. Donations to help defray the costs of printing and mailing would be appreciated.

THE PROPOSED SEXUAL OFFENCES BILL (C-53)

It is the current NAC policy to endorse the abolition of Rape, per se, from the Criminal Code. It is not NAC's position to ignore sexual assaults. Instead, we feel that sexual offences share the violence of regular assaults, with the particularly insidious nature of a sexual attack of a man against a woman. Simply put, the proposed law reforms do not seek to, nor will they have the effect of, eliminating the sexual component of the crime of Rape. On the contrary, the sexual assault model was chosen precisely because it reflects the "peculiar overlap of violence and sex" which is the essence of this crime.

The new sexual assault offences would replace all crimes of coercive sexuality (rape, attempted rape, indecent assault, buggery and gross indecency) with three new offences, defined by the degree of risk to the victim: sexual assault (with a five-year maximum penalty); sexual assault causing bodily harm or while armed with a weapon (with a ten-year maximum penalty); and sexual assault with attempt to maim or endanger life (with a maximum penalty of life imprisonment).

It is important to note that we strenuously oppose the provisions of Bill C-53 regarding consent. The sexual assault model focuses on the violence of the act and should encourage the judge to exclude this evidence as irrelevant, in most cases, thus eliminating the most objectionable aspects of the cross-examination. Giving evidence at trial is an unpleasant experience for anyone, particularly the victim of a crime. It is our function to identify the respects in which the experience is more onerous for rape victims, with a view to eradicating these. It will still be necessary to prove lack of consent.

With regard to sentence, we are not suggesting that lesser sentences be given across the board. In fact, we are suggesting that the sentences reflect the amount of violence used to perpetrate the sexual assault, rather than whether or nor penetration by the penis into the vagina can be proved. We are not trivializing the assault, instead we are attempting to make convictions more easily obtainable. In the less violent cases, police and juries have been loathe to find a Rape. By making the levels of the offence and attached sentences more commensurate with the actual offence, it is believed more convictions will result.

The NAC approach is a step towards eradicating the dehumanization aspects of the actual sexual assault. Through the use of current criminal law concepts, where they are applicable, we are clearly directing the police, lawyers and the courts in the appropriate prosecution of sexual assault.

FOR MORE INFORMATION, copies of the National Association of Women and the Law brief on sexual assault will soon be available for a nominal fee. Please write:

National Association of Women and the Law
P.O. Box 197, Station B, Ottawa K1C 6C4

NEW COMMITTEE - NATIVE INDIAN WOMEN Chairperson - Caroline Ennis

SECTION 12(1)(b)

At its last meeting, the NAC Executive decided to contribute \$5,000 to a campaign to demand the repeal of Section 12(1)(b) of the Indian Act. Indian Rights for Indian Women and the Native Women's Association of Canada have also been asked to contribute money in support of the project. Further contributions would be most gratefully accepted. NAC's Native Indian Women Committee will arrange to have speakers for your meetings, conferences, etc. The following Native Indian Women are available to speak:

- SHIRLEY BEAR Big Cove, New Brunswick
CAROLINE ENNIS Fredericton, New Brunswick
BARBARA MARTIN Burnt Church, New Brunswick
SANDRA LOVELACE Tobique Reserve, Maliseet, N.B.
MARY TWO-AXE EARLY Caughnawaga, Quebec
MONIK SIEUI (french-speaking) Val d'Or, Quebec
SHIRLEY JOSEPH Vancouver, B.C.

... and the list is still being compiled... Pamphlets, posters and kits will be available soon from the Committee. PLEASE:

- (a) distribute information to your members
(b) invite speakers to participate in your meetings
(c) lobby MP's and MLA's....

ENOUGH IS ENOUGH

EDITORIAL COMMITTEE

Chairperson - Catherine Devlin

STATUS IS BACK!!!

The deadline for the next issue is September 1, 1981. STATUS extends an invitation to all members to provide: ideas for feature stories, regional news, and names of writers or contacts. We particularly want input to: Resources, books, brochures, newsletters publications, events, information services. THIS IS WHERE LOCAL GROUPS CAN PUBLICIZE ACTIVITIES.

Briefly - A page of events, issues and information. WHAT'S THE NEWS ACROSS THE NATION???

Lobby Watch - a column on NAC's lobbying strategies.

mEMBERSHIP

Chairperson - Lee Grills

As of June 3, 1981, in response to the AGM Resolution and our request in the last NAC MEMO and separate letters, 76 member groups out of 173 have responded with names of contact persons. Thank you for your assistance. We would like to have all the responses as soon as possible, please.

The following new NAC MEMBER GROUPS were ratified at the June 20/21 Meeting:

Beta Sigma Phi, Vineland, Ontario
Concerned Citizens for Choice on Abortion, Vancouver, B.C.
NDP Nova Scotia Participation of Women Committee, Halifax, N.S.
North York University Women's Club, Willowdale, Ontario
St. Catharines University Women's Club, St. Catharines, Ontario
Saint John Women's Political Action Group, Saint John, N.B.
The Women's Group, First Unitarian Congregation of Toronto
Women's Participation Group, Mont. St. Hilaire, Quebec
Zonta Club of Oakville, Ontario
Ontario Association for Women and Education
Zonta International, Guelph Area, Ontario

To be ratified on receipt of Questionnaire:
Women's Equal Rights Association, Prince George, B.C.

SECRETARY OF STATE CONSULTATION WITH WOMEN'S GROUPS

NAC Vice President Jill Porter attended the Secretary of State consultation in Ottawa, June 10-12. Approximately forty women's organizations were represented, including the major national groups and organizations from each province and territory. The meeting was designed to provide an opportunity for women to exchange ideas on fundraising and to obtain information regarding government programmes.

As usual, the gathering together of active feminists proved extremely valuable. The most exciting, frank and useful discussions, however, occurred spontaneously and informally among the participants in the late hours after the formal sessions were concluded. Jill notes that she and several other women left the meeting feeling confused about the Women's Programme mandate, funding priorities and criteria. It still is not clear exactly how Secretary of State intends to use its increased allotment of funds and to whom these funds will be made available. It appears that, for details of this type, personal contact with regional field staff or with the national headquarters would be more useful than a consultation. Perhaps Women's Programme could be persuaded to provide us with this information soon.

Jill also noted that, at the same time as the Secretary of State consultation, across town a similar seminar, focusing on fundraising, was being held for environmental organizations. We are not alone in this quest. Be informed and be creative -- the competition may be heavy.

\$ Outreach Funding \$

The Outreach Program of CEIC is being severely challenged by Lloyd Axworthy. While Outreach employment projects have been recognized by CEIC officials as "the most successful program CEIC has ever had", Axworthy is cutting back the funds and working towards institutionalizing Outreach in established Manpower Centres (CEC offices), which do not have a successful track record in the area of women's employment (nor anybody else's other than "prime age" white males).

While established community based Outreach projects are being undermined, Axworthy is moving towards establishing a new employment service for women, without consultation with women's groups or existing Outreach projects. Application has already been made to Treasury Board for funds. Ironically, some of these new projects, in Halifax and Winnipeg, for instance, have been established a short distance away from the old Outreach projects.

The policy statements, the speeches and actions of Axworthy reveal a host of contradictions from the government on women's Outreach projects. Axworthy has made commitments to expand services to women in dollars and expanded services, as well as acknowledging women as a priority in Outreach. He hasn't carried through on these commitments. Only 12% of the entire Outreach budget has been allocated to women's projects.

But, more important, Outreach as we know it is under attack; women's Outreach will be eliminated altogether. NAC member groups should write to their local MP's and Axworthy strongly opposing the attempt to institutionalize and destroy women's Outreach. Statements of concern should be made about Axworthy's refusal to meet with and to consult with women's Outreach workers in the redesign of Outreach.

PROPOSED CHANGES TO WOMEN'S EMPLOYMENT SERVICES INCLUDE:

1. Reduced numbers of women working in proposed employment centres, meaning reduced services to women;
2. A "sunset clause" allowing for only four-year terms for projects under Outreach, which amount to demonstration grants;
3. Removing services' delivery and control from the community, thereby restricting and eliminating community input;
4. Refusal to recognize the special employment and social problems which come from systemic discrimination in the society and in the workplace, most of which cannot be addressed under the mandate of the Canada Employment Centre (Manpower Centre) where the new women's employment centres will be located (childcare, welfare, violence, opportunity issues which affect women's employability).

Mr. Axworthy has again ignored the experience and knowledge of Outreach workers and the reports of the Allmand Committee on Employment Strategies for the 80's, the Dodge Report (commissioned by Axworthy), and the Standing Committee on the Disabled and Handicapped, all of which support the continuation and expansion of Outreach.

FOR FURTHER INFORMATION ON NAC'S STRATEGY TO DEAL WITH THE OUTREACH PROBLEM, CONTACT:

PAT HACKER, OTTAWA (613) 232-4273
 KATHY MOGGRIDGE, HALIFAX (902) 454-7676

FRIENDS OF NAC COMMITTEE

Chairperson - Lynn McDonald

The Friends of NAC Committee have decided to concentrate its efforts on holding small Friend of NAC parties and mail-outs to prospective members (volunteers to hold parties or to help, and anyone with suitable lists or mail-outs, please let us know). The committee suggests that large events like Friends of NAC dinners be organized by Ad Hoc Committees (volunteers welcome).

Friends of NAC Plans include:

A FRIENDS OF NAC FUNDRAISING LUNCHEON IN TORONTO (August 20 tentatively)
 Sheraton Centre, Cost: \$25.00

WOMEN AGAINST RISING PRICES

NAN MCDONALD, WARP Coordinator, was reported in the Ottawa CITIZEN to have said that the group's proposal didn't gain support from Andre Ouellet, Minister of Consumer and Corporate Affairs. "He said that rolling back food prices would create a black market system, with goods being sold under the table. It was bloody nonsense the man was talking. Canada is a big, vast, rich country, and we can produce the food."



NAC MEMBER GROUPS, AT LAST AGM, SUPPORTED THE ONTARIO HOSPITAL WORKERS IN THEIR STRIKE FOR BETTER PAY AND WORKING CONDITIONS

On January 26 this year, 14,000 Canadian Union of Public Employees Hospital Workers went on strike across Ontario.

The Hospital Workers - more than 70% of whom are women - had seen their wages erode dramatically from September 1976 to September 1980, when they lost about 20% in purchasing power. During that period, they also lost ground to workers in the industrial and manufacturing sector.

They also fared badly in comparison to their counterparts in other provinces, for example, Ontario RNA's wages ranked 8th out of the 10 provinces when measured in relative terms, and 6th out of 10 in a straight comparison of wages across the country.

In addition, hospital cutbacks have taken their toll. Workers reported suffering extra stress as well as more sickness and injury due to increased workloads.

But they were powerless to correct these injustices. The reason: They were prohibited from striking.

Management, in the form of the ONTARIO HOSPITAL ASSOCIATION, used this law to subvert bargaining. It sat on its hands throughout negotiations, even after the workers rejected a tentative agreement in October 1980, by a 91% vote. The OHA's reaction was to refer the dispute to compulsory arbitration. It knew from past experience that the terms of the imposed settlements would likely come out in its favour instead of the workers'.

To the workers who wanted a negotiated settlement, the OHA's disregard for the bargaining process was the final straw. The workers went out on strike in the face of cease and desist orders from the Ontario Labour Relations Board, and later a Supreme Court injunction to restrain them from continuing the strike.

When they returned to work after 8 days of government, employer and police harassment, they were subjected to massive reprisals. To date, there have been 35 firings, about 3,500 suspensions and about 5,600 disciplinary letters.

Despite the strike, the workers were forced into compulsory arbitration. The settlement imposed on them solved none of the problems they were facing.

Most recently, in the wake of yet another substandard imposed settlement, three CUPE leaders - including President Grace Hartman - were sent to jail for their part in the strike. In addition, 9 union members and one staff member were fined, and five union members received suspended sentences.

The strike and its aftermath demonstrates that the law in its present form works to pressure the current unsatisfactory status quo.

After their massive protest and hundreds of pages of documentation on their years of mistreatment, hospital workers were awarded an average \$1,560.00 increase for this year, while doctors, not prohibited from striking, were handed an average raise of \$12,000.00 (representing 14.75%).

Of all the Hospital Workers in Canada, only those in Ontario and Prince Edward Island are deemed so "essential" that they can't have the right to strike.

And finally, Laura Sabia, NAC's first President writing of Grace Hartman, (NAC's second President), wrote, "Grace's 'only sin' was caring too much for her fellow workers and defying a bad law."

SOCCER ORGANIZERS WON'T LET GIRLS PLAY WITH THE BOYS

NAC lodged complaints with the Canadian Human Rights Commission after it was learned that girls had been barred from playing in the Canadian Robbie International Soccer Tournament, the largest event of its kind in the world and one of Canada's biggest amateur sport events.

After pressure by NAC and coverage in the Canadian media and the "Washington Post", tournament organizers backed down and allowed nine year-old Allegra Milholland of the McLean (Virginia) Stingers to play with her team. However, they maintained their ban against a sixteen year-old Danish girl, Lolita Larsen, citing disadvantageous "physical differences" between boys and girls of her age. NAC pointed out that both Allegra and Lolita had qualified for their teams based on their ability to play soccer as well as their male team-mates.

In a telephone conversation with NAC Treasurer Lynne Sullivan, Robbie Chairman Alan Southard also stated that if girls were allowed to play, certain countries or teams might pull out of the tournament. In addition, Southard foresaw difficulties if girls as well as boys had to be billeted with local families.

Although both the federal and provincial governments initially disavowed jurisdictional responsibility for the Robbie tournament, the federal government, on the grounds that amateur sport was a provincial responsibility, and the provincial government because the event was international, the Canadian Human Rights Commission accepted NAC's complaint against the Canadian Youth Soccer Association and the Canadian Robbie International Soccer Tournament. Complaints against the Ontario Soccer Association and the Scarborough Youth Association were dismissed on the basis of jurisdiction. A complaint against Air Canada was rejected because the Commission held that sponsorship was not "a service normally available to the public."

Although forced to sit out the Robbie games, Lolita Larsen did accompany her team, Idraetsforeningen FREMAD Norhalne (IFN) and will play with them in Calgary at the beginning of July.

NAC President Jean Wood and Treasurer Lynne Sullivan attended the IFN's opening game in order to establish contact with Lolita. However, she was closely guarded by team officials and by a man from Air Canada who stood directly in front of her as she sat in the stands. The translator for the Danish team indicated that the IFN feared trouble with Robbie organizers if there was any fuss over Lolita's exclusion from the tournament. A Robbie official ordered Jean Wood and Lynne Sullivan out of the park after they approached the translator to obtain Lolita's home address so that NAC could write to her parents concerning the human rights complaints.

Lolita Larsen's team could certainly have used her in the Robbie tournament. They lost both of their opening games. Although barred from playing because of alleged inferior physical capacity, NAC's representatives observed that Lolita is taller than many of the boys on the IFN who were considerably outsized by the North American opponents.



Globe and Mail, Tibor Kolter

Allegra Milholland collides with Agincourt foe.

CHARITABLE DONATIONS

The current provisions of the Income Tax Act provide an incentive not to give money to charity, and 91% of taxpayers have responded to those provisions. It is essential to the future health of the voluntary sector that this situation be rectified.

Since 1977, a Tax Reform Committee of NATIONAL VOLUNTARY ORGANIZATIONS members have been working on the GIVE & TAKE Proposal to enhance voluntary giving in Canada. The next two months are critical in urging the Minister of Finance to include changes recommended in the proposal in the next Federal budget.

PLEASE WRITE THE MINISTER OF FINANCE AND/OR YOUR LOCAL MP, EXPRESSING STRONG SUPPORT FOR THE NVO GIVE & TAKE Proposal AND ASKING IF HE/SHE IS IN AGREEMENT.

MARY TWO-AXE EARLEY

HONOURED



Mary Two-Axe Earley, feminist and activist on behalf of native women, recently received an honorary degree of Doctor of Laws at York University.

Six years ago, Mary was threatened with eviction from her life-long home on the Caughnawaga Reserve near Montreal because of a band council bylaw prohibiting non-status Indians from living on the reserve. Mary had lost her status by marrying a non-Indian. She now lives on the reserve, but is legally only a guest there.

Mary Two-Axe Earley was presented for the degree to Chancellor John P. Roberts by Professor Ann Shteir, who told of Mary's powerful struggle "to help us see that Indian women are a double minority in this country, as Indians and as women within their own communities. Professor Shteir (Rusty), said that since the mid-1960's Mary has been an ardent champion of Indian women's rights, fighting particularly against the membership section of the Indian Act, which disenfranchises native Indian women who marry non-Indians or Indians without status. In 1967 she founded Equal Rights for Indian women, organizing in the following year a group of Mohawk women who travelled to Ottawa to present their first brief from Indian women to the Royal Commission on the Status of Women. In 1974 she helped organize the National Indian Women's Organization and Indian Rights for Indian Women. In 1976 she was elected to the first board of directors of the Canadian Research Institute for the Advancement of Women.

Mary, who will soon celebrate her 70th birthday, said she was in Ottawa a few weeks ago, where she was told any new human rights legislation providing for the rights of Indian women "has been put on the back burner." She said that Quebec Premier Rene Levesque said last year that equality of Indian women is recognized in his province. He is the only premier to make this statement.

Dear Sirs · man to man · manpower · craftsman
working men · the thinking man · the man in the street
fellow countrymen · the history of mankind
one-man show · man in his wisdom · statesman
forefathers · masterful · masterpiece · old masters
the brotherhood of man · Liberty Equality Fraternity
sons of free men · faith of our fathers · god the father
god the son · yours fraternally · amen · words fail me

Stephanie Dowrick 1981. Eng.

YWCA WOMEN OF THE YEAR AWARDS

The YWCA of Nova Scotia recently made awards to three women for their outstanding contributions to the community and to women. They were:

MURIEL DUCKWORTH
ELIZABETH CROCKER
PEARLEEN OLIVER

A number of YWCA's are conferring these honours on women in different provinces. It is an excellent way to pay tribute to their efforts on behalf of women.

IDA NUDEL

"I am on trial today for my work over the past seven years, which were the most wonderful years of my life. During these seven years, I learned to walk proud, head uplifted, as a person and as a Jew."



Excerpt from Ida's statement after the reading of her sentence.

In June, 1978, after years of being denied permission to leave Russia, Ida Nudel hung a poster from her apartment window demanding a visa to Israel. KGB agents tore the poster down and Ida hung up a new poster every time one was torn down. She was put under house arrest and then arrested for 'hooliganism'. The trial took place behind closed doors and Ida -- who had become a symbol of dignity and self-sacrifice -- was sentenced to four years of exile, humiliation, starvation and cold.

Rallies were held on June 22 in Montreal, Toronto and Ottawa for Ida Nudel's cause. Jean Wood spoke at the Toronto Rally. The organizers of the campaign want you to write to the Prime Minister as follows:

"I appeal to you to intervene personally with President Brezhnev on behalf of Ida Nudel, prisoner of conscience, currently exiled to Siberia and denied her human rights to emigrate from the Soviet Union.

Concerned Canadians believe that only your involvement will make the necessary impact to save this courageous woman." signature...

Throughout the rallies, it was stressed that Ida Nudel is an ordinary person, a woman, a cost accountant by employment, an economist by profession. She is not a Sakharov, nor a Scharansky; she is an ordinary Jewish woman who wants to join her family in Israel. She is denied this right and more, she is imprisoned for her demands. She is now in Siberia in a men's detention centre since there are no known other female dissidents.

WRITE NOW - PUT PRESSURE ON YOUR GOVERNMENT.

For further information: Canadian Committee for Soviet Jewry
Mrs. Gerya Intrator
212 Dunvegan Road, Toronto M5P 2P2

NAC HAS TAKEN OUT AN INSTITUTIONAL MEMBERSHIP IN AMNESTY INTERNATIONAL:

AMNESTY INTERNATIONAL is a worldwide movement which is independent of any government, political grouping, ideology, economic interest or religious creed. The activities of the organization focus strictly on prisoners:

- It seeks the *release* of men and women detained anywhere for their beliefs, colour, sex, ethnic origin, language or religion, provided they have neither used nor advocated violence. These are termed '*prisoners of conscience*'.
- It advocates *fair and early trials* for all prisoners and works on behalf of such persons detained without charge or without trial.
- It opposes the *death penalty* and *torture* or other cruel, inhuman or degrading treatment or punishment of all prisoners without reservation.

AMNESTY INTERNATIONAL acts on the basis of the United Nations Universal Declaration of Human Rights and other international instruments. Through practical work for prisoners within its mandate, Amnesty International participates in the wider promotion and protection of human rights in the civil, political, economic, social and cultural spheres.

* BIRTH CONTROL CLINICS IN SCHOOLS *

by Sue Johanson, R.N., Coordinator, Don Mills
Birth Control Centre

I must admit -- I'm at a loss for an answer. It was so easy to do -- nobody has been violently opposed, it is so economical and it is so successful. So why hasn't some other area picked up on it and done it too? What I'm talking about is a BIRTH CONTROL CLINIC - STRICTLY FOR TEENS - and operating out of the Health Room at a local high school, several evenings a week. Except for a small examination room, all the basic equipment is there. Sinks, counter, scales, tables, desks, telephone, washroom, small counselling rooms - it is all there. And not used during the evenings - ever. So your OVERHEAD IS ZILCH - nothing - no rent, no cleaning, no telephone, made to order. And kids are comfortable in a Health Room, it is familiar, non clinical - non threatening. Supplies are minimal, examination table (ours was "donated"), light, stool, and filing cabinets for supplies and charts. Then you need things like gloves, speculum, charts, urinalysis and pregnancy tests, etc.

We opened Don Mills Birth Control Clinic in October 1972, one evening a week, no advertising, and it snowballed till now we are seeing, on the average, 15-20 kids a week. We don't advertise, although Planned Parenthood Toronto and Family Planning Services division refer patients to us through their "Hot Line" and we are in the Yellow Pages under Birth Control Clinics. Other than that the "Grapevine" is your best advertising, and I do teach sex and sexuality to about 177,000 kids every year, so quite a few hear about the Clinic there - I'm not reticent about advertising our services. Community acceptance has been surprisingly good. We were prepared for some indignant parents to accuse us of promoting early sexual activity - but most parents, aware of the rising statistics of teen pregnancy, etc., are fully supportive.

I consider the following ingredients to be the key to the Clinic's success:

- ** It's free - no charge for anything. No OHIP required. We are 100% funded by the Ontario Ministry of Health -- including pregnancy testing.
- ** It's easily accessible - near the Don Valley Parkway, close to Lawrence & Don Mills Rds
- ** Good bus service from almost anywhere in North York. Good parking - free!
- ** No appointments necessary because when kids need Birth Control and they get their nerve up - they need it NOW. This "no appointment" system can lead to seasonal chaos, but kids understand (and even enjoy) chaos.
- ** "No hassle" counselling. Staff must regard patients as adults who have made (or are in the process of making) an adult decision and treat them accordingly. Non-judgmental - non-critical counselling is essential.
- ** Non-threatening, non-clinical atmosphere - that means NO UNIFORMS, nurses caps, lab coats or stethoscopes strung around necks. Jeans or "early casual" are "de rigeur".
- ** Confidentially guaranteed - make it clear initially to reassure patient that parental consent is not required... their responsibility to inform parents if and when they choose
- ** Use of first names - "Hi, I'm Sue, can I help you?" We will say "Cindy, this is Dr. Bain" and that's okay, but I'm Sue, not Mrs. Johanson.
- ** Kids hate needles - so we avoid doing "blood work" is possible. We used to do Hgb's routinely, but their Hgb was usually 14 Gms. higher than mine. Also V.D.R.L.'s are not necessary routinely.. only on suspected or positive GC smear and cultures.
- ** Good counsellors - can't stress this enough. Age not important, kids relate to anybody who shows empathy. Acceptance, approval and appreciate are the keys to patient comfort. Empathic counselling and listening skills are as important as birth control information. Relationship counselling plays a big role in our counselling.
- ** We don't use disposable gowns and drapes because kids hate them. They are white, antiseptic, stiff, tear in the wrong places and don't cover enough. I made up drip-dry, colorful cotton "smocks" which are full and knee length, 3 strategically-placed buttons, all different and they choose their own. Drapes are bright and washable too. Examination table still requires disposable paper - unfortunately. My receptionist and I take the laundry home and do it. Wall posters are a must - humorous posters about doctors, sex or relationships. We have one above the examination table "Hang in there baby...."

We encourage boyfriends to come-- do joint counselling, he is excused for pelvic examination, but joins us for review teaching. They are uptight at first, but once involved, return again and again. About one-third bring their boyfriends with them. Sometimes guys come alone, their girls are too shy. We do contraceptive teaching and give condom and foam samples, and they return. Don't use the word "Clinic". We mistakenly did. Use "Centre" - Do use "Birth Control" and not "Family Planning" if your focus is kids. Kids are definitely NOT PLANNING a family. One problem is telephones. We can't give out the school number if we're not there to receive calls. We use the Dept of Public Health number where kids can get basic information or leave a message. Returning a kid's call at home is a bit risky... a minor problem for us.

If it's so EASY AND SO SUCCESSFUL, WHY HAVEN'T OTHERS TRIED IT? I guess fear. Fear of negative reaction from their communities, fear of local physicians' reactions, fear of individual parent response, ratepayers' groups or pro life groups. Unaware -- of teen pregnancy statistics, lack of birth control services in their area... BUT IT WORKS!!! Maybe it takes just one determined person to rattle some cages....

Dear NAC Member Groups:

Yes, the NAC MEMO is choc full of requests for you to write letters on numerous important issues. The NAC Executive is working hard to keep you informed so that in any given month NAC will have thousands of letters being sent by member groups. NAC is the member groups and your response is NAC's strength.

I would like to suggest a method used by the Port Coquitlam Women's Centre that ensures letters get written. They have a letter lobby committee that meets once a month before general meetings. This committee which could include the NAC liaison person, studies the issues and writes letters to present to their general membership for discussion and approval. In addition, they choose one issue and ask the women to write a letter at the meeting. Individuals compose their own letters after discussion. To facilitate, points are presented on a large piece of paper. Paper and envelopes are supplied by the centre and stamps are sold. A member of the committee collects the letters and they are mailed the next day.

Letter lobby is held near the beginning of the meeting when everyone is alert as they have to be done quickly. It is informative and provides a means for each woman to take positive action, action that may not happen if left to be done later at home.

LETTER WRITING REMINDERS

- (1) Write personal letters rather than copying form letters.
- (2) Write short letters, clear and to the point and end with a question.
- (3) Send copies to the leader of the government, your elected representative and government members who have shown an interest in the issue.
- (4) Answer their replies with more letters requiring an answer.
- (5) Discuss the issue in your own newsletter and ask people to write.
- (6) If a representative takes action on behalf of an issue, acknowledge the action.
- (7) If the House of Commons is in session, you do not need stamps.

Letter lobby is only one way of informing government members. We must also send telegrams, telephone and make appointments to meet personally with government members.

If you have lobby suggestions, do share them with other member groups in MEMO.

Happy Lobbying, Bev LeFrancois, NAC Executive Member.

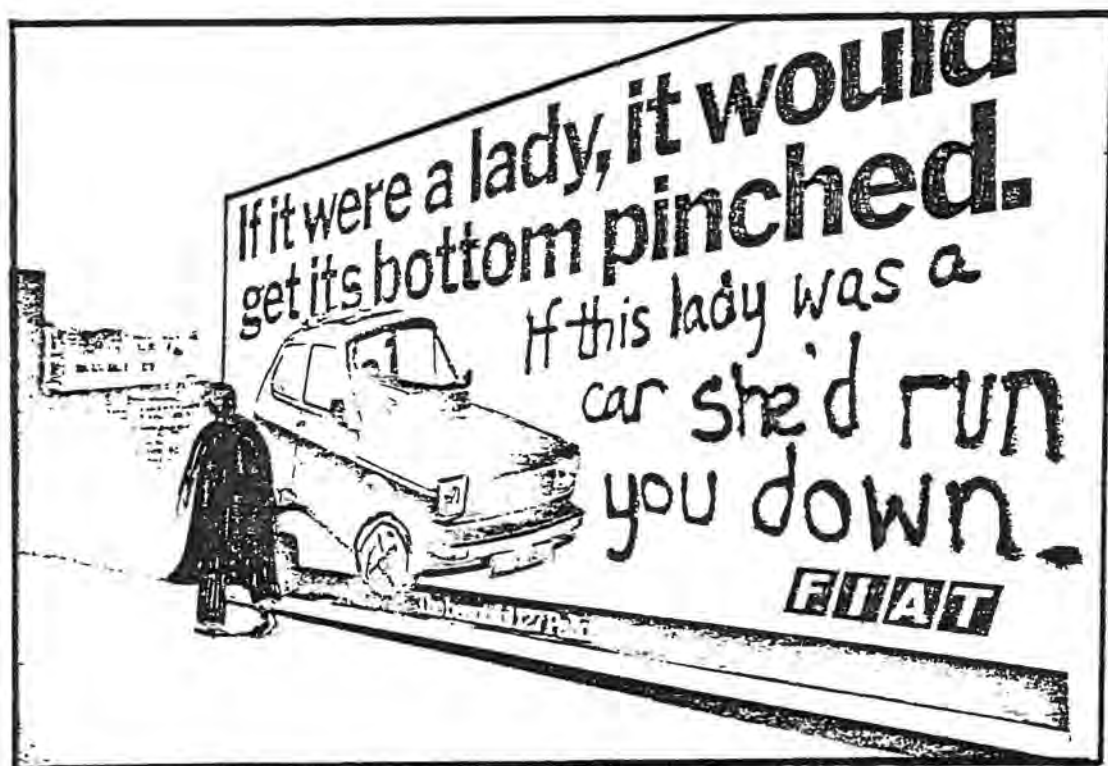


Photo: Jill Posener
Farrington Rd, London, Dec.75

If you're in a hurry to let your MP know how you feel about a current issue, you can now give him the message electronically.

CNCP Telecommunications and Canada Post have come up with a way of sending brief electronic mail messages to MPs and Senators at a reduced rate.

For \$2.65, less than an average regular telegram or long distance phone call, you can get whatever is bothering you off your chest, provided you can do it in 15 words or less.

Called Public Opinion Messages, the service is designed to provide MPs with instant feedback on current issues. It will cost the same regardless of the sender's distance from Ottawa. You can pass along your message by calling any CNCP public message office. The dictated message will be delivered in a distinctive envelope by the post office the next day.



SUMMER INSTITUTE
WOMEN AND EDUCATION

Prairie Women and Society in Change
July 2 - August 14

The Saskatchewan Department of Education has approved a \$6,000 grant for the above, and has also offered a bursary plan to Saskatchewan Teachers who enroll in the classes. Information on bursaries: Dept. of Education, Regina, Saskatchewan.

The workshops and courses will strive to present a political economic analysis of the dynamics of our society and the role women play. Limited enrolment, register early.

Further information:
Dr. Irene Poelzer or Mona Frederickson
College of Education, Dept of Educational
Foundations, University of Saskatchewan
Saskatoon, Saskatchewan S7N 0W0

ABORTION RIGHTS ON THE LINE

CONCERNED CITIZENS FOR CHOICE ON ABORTION ARE PLANNING A MARCH AND RALLY ON SEPTEMBER 12, 1981, IN VANCOUVER. THEY ARE SEEKING SUPPORT. NEEDED: WORKERS FOR PLANNING COMMITTEES, LETTERS OF SUPPORT, AND DONATIONS FOR EXPENSES. HELP DEFEND A WOMEN' RIGHT TO CHOOSE:

WRITE: Concerned Citizens for Choice on Abortion
P.O. Box 24617, Station C, Vancouver, B.C. V5T 1W1

CRIAW/ICRAF 5th ANNUAL CONFERENCE
"WOMEN'S CULTURE, NOV.13-15 HALIFAX

Interested colleagues are encouraged to submit papers and/or proposals. The deadline is flexible, but please advise the Planning Committee as soon as possible.

Write:
CRIAW Conference 1981
Institute of Public Affairs
Dalhousie University
Halifax, N.S. B3H 3J5

MID-SUMMER SURPRISE CONCERT

JULY 10, 1981, 8 PM

APPEARING: APRIL KASSIRER AT: Innis College
LINDA RYAN-NYE Town Hall
SHARON & FRAN U. of T.

Sponsored by: WOMYNLY WAY PRODUCTIONS

Tickets: Toronto Women's Bookstore \$5.00
At Door: \$5.50, Information: 532-7963

STAND BY FOR.....
WOMEN SHAPING A CONSERVER SOCIETY,
a new project of the National Survival Institute. The NSI hopes to develop a national network of support, examples and skills which will facilitate the work of other women in shaping Conserver Society policies at local, regional and national levels. The National Survival Institute is seeking Advisory Committee members. Please contact the NSI at:

229 College Street
Toronto, Ontario
M5T 1R4 Ph: 593-1299

+++++
+ Project **AWARE** +
+ sponsored by Peterborough Women's Committee +
+ Objectives: +
+ labour market conditions affecting employment of +
+ women & employers attitudes about hiring women. +
+ Format: +
+ research based on consultations & available data, +
+ interviews, workshops, tabulation & publication +
+ of findings. (March 1981 - 1982) +
+ Funded by Community Service Grant +
+ Employment & Immigration +
+ INFORMATION: Peterborough Women's Committee +
+ 218 Simcoe St. Peterborough K9H 2H7 +
+++++

Publications, Films...

THE WORKING WOMEN'S EDUCATION COLLECTIVE (WVEC) in Halifax, Nova Scotia, has published the proceedings of their October '80 Workshop:

"WOMEN AND OCCUPATIONAL HEALTH"

Keynote speech by Jeanne Stillman; strategies for the workplace & community, and reports from women about the problems and hazards they face in different work environments. Send \$1.00 to: Marilyn Keddy, WVEC
5534 Columbus Place
Halifax, Nova Scotia B3K 2G8

The report on the SEXUAL HARRASSMENT CONFERENCE, held in March 1981, is expected to be available in July, 1981. For further information, contact Marilyn Keddy.

** ** * * ** ** **

PLANNED PARENTHOOD ONTARIO has issued a report:

"ADOLESCENT BIRTH PLANNING NEEDS, ONTARIO IN THE EIGHTIES"

researched and written by Maureen Jessop Orton and Ellen Rosenblatt.

The report is a comprehensive one of trends in adolescent pregnancy rates in Ontario from 1975-78. The findings are both heartening and frustrating. Adolescent pregnancy rates are declining slightly in many areas of the Province. However, access to essential sex education programs and public health family planning services is random and extremely limited.

The report is very readable, has good information about how to set up birth control clinics in schools, etc.

PPO has engaged a development worker, Alicia Schreuder, to publicize the report, distribute the kit to concerned individuals around the province, and help promote local and/or regional strategies. She may be contacted at the School of Social Work, McMaster University, Hamilton, Ontario L8S 4M2 (Telephone: (416) 525-9140, extension 4777, Monday to Thursday, 10:00 a.m. - 4:00 p.m.) until July 15, 1981.

The editors of the report are anxious to encourage the collection of statistics on this area across Canada. Contact them if you are interested.

** ** * * ** ** **

RESPONSIBLE DAY CARE: THE COMING OF AGE OF AN ESSENTIAL COMMUNITY SERVICE

Report addresses need for an efficient and responsible day care system. Contains a critical appraisal of current day care administration and recommendations for assigning a single ministry to set day care policy and coordinate funding and licensing.

Available for \$2.00 from: United Way of the Lower Mainland,
1625 West 8th Avenue,
Vancouver, B.C. V6J 1T9 Telephone: (604) 731-7781

** ** * * ** ** **

"ROSANNA: PORTRAIT OF AN IMMIGRANT WOMAN"

12-minute National Film Board film.
Available through National Film Board outlets.

** ** * * ** ** **

Have you heard of the "EASEMENT FORMULA",
and how it could work to everyone's advantage?
Is this a way to break the "welfare trap"?
Send a self addressed, stamped envelope to:

Federated Anti-Poverty Groups of B.C.
520 McDonald St, New Westminister, B.C. V3L 4L6

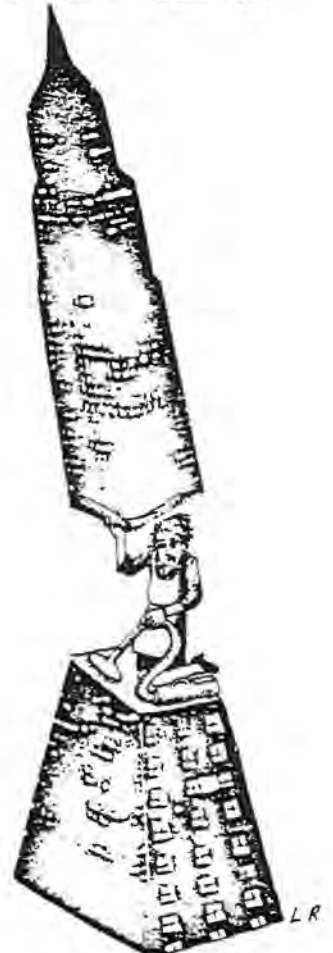
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THE FEMALE ATHLETE; Proceedings of a national conference about women in sports and recreation, Simon Fraser Univ, B.C, March 21-23, 1980

Contributors include Abigail Hoffman, Dorothy Harris & Marina van der Merwe. Contains over 30 papers on various physiological, psychological and socio-cultural topics.

Available for \$9.00 (payable to Simon Fraser University) through.

The Female Athlete Conference Proceedings
Continuing Studies, Simon Fraser University
Burnaby, B.C. V5A 1S6





HERE THEY ARE AT LAST!!! UNISEX PLAYING CARDS !!!

A GREAT IDEA FOR CHRISTMAS STOCKING STUFFERS AND FUN GIFTS. THE ROYAL FAMILY HAS BEEN REARRANGED. THE GAMES ARE THE SAME -- ONLY THE FACES, SYMBOLIC POWER DIFFERENTIALS AND NAMES HAVE CHANGED. THE UNISEX PLAYING CARD COMPANY HAS ACCOMPLISHED THIS BY PUTTING THE KING AND QUEEN ON ONE CARD. THIS IS CALLED ROYALTY. WE USE ROYALTY JUST LIKE THE KING IN OLD DECKS. THE NOBILITY CARD WAS CREATED TO REPLACE THE QUEEN CARD IN THE OLD DECKS. THE NOBILITY CARD WAS CREATED TO REPLACE THE QUEEN CARD IN THE OLD DECKS. A WOMAN HAS BEEN ADDED TO THE JACK. THIS CARD IS CALLED GENTRY.

TO ORDER YOUR CARDS, SEND \$4.99 plus 7% PST (\$5.34 TOTAL) TO:

NAC-UNISEX PLAYING CARD OFFER
 3440 PHARMACY AVENUE, UNIT 8
 SCARBOROUGH, ONTARIO M1W 2P8



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 ** QUARTERLY MAGAZINE: **

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** CARTOONS AND COMMENTARY. **

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