

Newsletter



Philippine Delegation Praises British Columbia

For five Philippine women, all senior government officials, a series of meetings held in Vancouver last May proved to be the highlight of their visit to Canada.

"It was a dynamic set of meetings," said Lisa Harney, facilitator for the B.C. portion of the mission. "We arranged a variety of meetings and presentations, to illustrate the range of women's issues we are dealing with in B.C. We, in turn, had an excellent chance to learn about their government, and about recent political changes in the Philippines."

The Canadian International Development Agency (CIDA) sponsored the Philippine Mission to Canada. During their stay, the delegates visited Quebec, Ontario, and British Columbia. The delegates commended both government and non-government organizations on the attention given in Canada to women's issues. They especially appreciated the informal meetings and open discussion which took place in B.C.

"Certainly, there were no hidden issues," said Lisa. "They were candid about their experiences in the Philippines."

Seventy percent of Filipinas live below the poverty line. Their greatest concerns are access to clean water, nutritious food, adequate shelter, and health care. Consequently, roundtable discussions with B.C. Government representatives on human rights, housing, and child care, drew the delegates' undivided attention.

Despite economic constraints, Philippine women lead the establishment of organizations which influence the economic and social development of their country. B.C. businesswomen described their entrepre-



The Honourable Stanley B. Hagen addresses Philippine Delegation.

neurial challenges and rewards at a luncheon meeting, and found the delegates keenly interested.

Since President Corazon Aquino took power, several new women's groups have been formed at the grass roots level. The delegates attended a meeting at the Vancouver YWCA of 20 non-government groups working in international development. At this meeting, participants discussed non-governmental approaches to dealing with women's issues.

The Honourable Stanley B. Hagen, B.C.'s Minister responsible for Advanced Education and Job Training and for the Women's Secretariat, addressed the delegates on the need for education and job training for women here and in developing countries. "Education and training are critical issues in the promotion of equality of opportunities and in the pursuit of

economic development," said Mr. Hagen. "We recognize that women face unique barriers to education and training, and we are developing initiatives to address special access difficulties experienced by specific groups." Following Mr. Hagen's presentation, a meeting with representatives of Women's Studies programs in B.C. universities and colleges highlighted the importance of research in identifying women's issues and communicating them to government and to women themselves.

The delegates hold key roles in their government and community. When they return to the Philippines, they may develop programs and policies using strategies learned in Canada. To assist such development, government and academic representatives from B.C. expressed interest in initiating projects and establishing closer ties with the Philippine government.

The Philippine delegation praised the visit to B.C. as a highlight of their tour. Karina Constantino-David, Undersecretary of the Philippine Department of Social Welfare and Development, valued the openness of the discussions because, "You can learn as much from others' mistakes as from their successes."

The Women's Secretariat has participated in similar CIDA sponsored events involving delegations from Japan, China, and Sweden. According to Lisa Harney, "Delegates gain experience and knowledge by attending these meetings. When we can facilitate these kinds of exchanges, we also gain a lot. And our Minister is clearly interested in the international approach to education and other issues" ■

Teamwork For Positive Change

CHRIS BULLEN Acting Executive Director

The Women's Secretariat is pleased to announce the appointment of Mrs. Chris Bullen as Acting Executive Director. Previously responsible for coordinating training and career development programs for the Secretariat, Chris brings to her position a commitment to the provision of opportunities for women. Beyond her extensive experience as teacher, counsellor, and school principal, Chris holds Masters degrees in both Educational Psychology and Educational Administration. She is currently completing her Ph.D in Administration at the University of Victoria.

KATHLEEN COSTELLO Coordinator of Regional Programs

Mrs. Costello was employed at Petro-Canada Inc. for eight years prior to joining the Women's Secretariat. During that time she held a variety of positions including Director, Employment and Planning, Human Resources Division, and Manager in the Public Affairs Division responsible for Corporate Donations and Community Relations.

As Coordinator of Regional Programs, Kathleen:

- manages the Vancouver office
- administers the grants program
- coordinates and implements community relations throughout the Province
- acts as contact for the Women's Advisors in the Ministries of: the Attorney General; Transportation and Highways; Economic Development; and Labour and Consumer Services.



ROBERTA BURRIS Coordinator of Communications and Special Projects:

Ms. Burris comes to the Secretariat from her position as Manager of Special Resources for Alcohol and Drug Programs in the Ministry of Health. She holds a B.A. in English from U.B.C., and is currently enrolled in the diploma program of Public Sector Management, University of Victoria.

As Coordinator of Communications and Special Projects, Roberta:

- oversees publications and communications
- administers public, community, and media relations
- coordinates special events and projects
- acts as contact for the Women's Advisors in the Ministries of: Provincial Secretary and Government Services; Forests and Lands; Health; Social Services and Housing; and Municipal Affairs.

Acting Executive Director Chris Bullen (standing) with, left to right, Roberta Burris, Kathleen Costello, and former Policy Coordinator, Lisa Harney.

Message From The Minister

As Minister responsible for women's issues in British Columbia, I am committed to maintaining my awareness of the concerns of women in this Province. Effective communication is vital in order to create this awareness.

This newsletter, produced by the Women's Secretariat, is an important communication tool. The Secretariat provides a focus for communication among branches of my Ministry, Women's Advisors in other Ministries, community groups, and the general public.

Your comments and suggestions will help make the newsletter a dynamic communications link. I invite readers to contact the Secretariat personally and find out more about the range of programs available to women in British Columbia.

Canada's First Work Options Centre

Work Well, an independent consulting organization, helps employees to develop proposals aimed at restructuring their work hours in response to the demands of home life. It also assists people in learning about and implementing work options such as job-sharing, flex-time, compressed work weeks, and home and work telecommuting.

In cooperation with a Work Well counsellor, an employee plans and writes a work option proposal to present to her employer.

While the acceptance of these proposals varies in each work place, work option proposals are gaining positive response from employers and employees alike.

Work Well was founded in 1986 by the Canadian Mental Health Association. It is funded by a two year Innovations grant through the Federal Government.

For more information, contact Work Well at Suite 521-620 View Street, Victoria, B.C., or phone 385-2201.

Best Wishes For The Future



LISA HARNEY, formerly Coordinator of Policy, Planning and Research for the Women's Secretariat, has become the Acting Manager of Federal-Provincial Relations for the Ministry of Advanced Education and Job Training.

Lisa held positions in several Ministries before joining the Secretariat in 1984. Her undergraduate degree is in Political Science and French, and she is completing her M.A. in Political Science. Lisa's work with the Secretariat has consistently reflected her dedication to women's issues and her awareness of the need for better federal-provincial communications in dealing with these issues. We congratulate Lisa on her new position, and wish her the best in her career. We will miss her.

SANDRA MOLLOY, Program Officer for the Vancouver Office of the Women's Secretariat, has recently moved to California.

Sandra joined the Women's Secretariat in 1984 and has been active in community outreach and in developing and teaching career planning courses. In 1987, Sandra assisted in the coordination of the highly successful Business Ownership for Women conference series. She is currently completing graduate work in Ethnic Relations at Simon Fraser University. We wish Sandra well as she starts her life in a new country.

FRAN NORRIS, Executive Director of the Women's Secretariat for the past eight months, has been seconded to the position of Regional Development Officer for the Vancouver Island/Coast Region.

Prior to joining the Women's Secretariat, Fran had been employed by the Greater Victoria Hospital Society, and had owned and operated a management consulting firm in Alberta. She has a B.A. in Physical Education from Dalhousie University and an M.A. in Health Education from the University of Colorado.

During her term as Executive Director of the Women's Secretariat, Fran assembled a skilled and enthusiastic coordinating team. We wish her every success in her new position.

Update on Secretariat Activities

The past few months have been busy and productive for the Women's Secretariat.

For the first time, we are all together in one office in Victoria located at:

3rd Floor, 838 Fort Street
Victoria, B.C.
V8W 2Y5
Telephone: 387-3600

Our mailing address is:

The Women's Secretariat
Parliament Buildings
Victoria, B.C.
V8V 1X4

Our Action Plan for the next year has been completed and presented to Ministry Women's Advisors. We have coordinated, sponsored, and participated in a variety of events, some of which are described fully in this Newsletter. These include the visit of the Philippine Delegation, the Business Ownership for Women conference series, and the Winning Women conference.

We have also been active within Government on committees and working groups, and have participated in a variety of Federal/Provincial initiatives.

Our new team of Coordinators has been making contact with Ministry Advisors and representatives of community organizations.

Scholarships for Women in Trades

To promote employment equity, Canadian National (CN) offers 68 annual scholarships of \$600.00 for women entering non-traditional programs at selected technical schools across Canada.

CN defines a non-traditional field for women as "a technical and/or skilled trade occupation in which the participation of women has, to date, been limited or non-existent." The scholarships assist women to complete studies that lead to entry-level, blue-collar occupations. Scholarships are awarded regardless of any other financial assistance, and may be used at the applicant's discretion.

Any woman continuing her education or re-entering as a mature student may qualify for a scholarship if she has been accepted for the Fall semester in a specified program. Applications must be completed at the school or college. Selections are made by the school or college. Canadian National is responsible only for allocating scholarship funds.

In B.C., applications may be obtained at the British Columbia Institute of Technology, the College of New Caledonia, Cariboo College, and the Vancouver Vocational Institute. The application deadline is July 31. Notification of awards is made by the school or college by the end of August.

Brochures for CN Scholarships for Women may be obtained from Superintendents of Schools across Canada.

Winning Women: Political Skills Forum

They came from Newfoundland. They came from the Queen Charlotte Islands and the Northwest Territories. Women came from every province west of Quebec to attend Winning Women, a political skills conference held November 6 and 7 in Vancouver.

Organized by the non-partisan Committee for Political Skills, Winning Women emphasized the need to expand the involvement of women in the political process.

"We hoped to reach two audiences," said committee Chair Lynne Kennedy, "Women who wish to be candidates and women who are interested in learning how to lobby for an issue or an idea."

The Committee for Political Skills used the slogan "50% by '94" to state the purpose of the conference. "We used that to inspire progress," said Lynne. "We need to break down barriers in order to make politics a mainstream career choice for women."

Response to the conference far exceeded expectations. Over 400 women from their late teens to their sixties, representing a broad range of political and professional affiliations, attended. They asked: What does it take for women to build a political career? How much access do women have to political power and how can they use it more effectively? What is involved in fundraising, media relations, lobbying for political issues?

To answer these questions, Winning Women had invited an impressive group of panelists and speakers. These speakers had either achieved political power at civic, provincial, or federal levels of government, or worked in related professions essential to the political process. They included Lucie Pepin, Margaret Mitchell, Mira Spivak, Kim Campbell, and Mary Collins.

The speakers emphasized that honesty is essential to political success. They added that excellent physical and mental health, emotional stability, financial security, courage, and commitment help politicians cope with the rigours of a high profile life. A sense of humour is invaluable. Speakers on broadcasting and journalism agreed that public relations skills and the ability to deal with the media are crucial.

Listening ability, organizational skills, public speaking and speech writing abilities round out the basic tools for climbing the political ladder. Aspiring candidates were



Committee for Political Skills
— Steering Committee
Top row, from left to right:
Brenda Jones-Kinsella,
Claudette Deshaies, Carole
Anne Soong, Renate Bublick,
Marguerite Ford, Olga Kempo,
Ardyth Cooper.
Bottom row, from left to right:
Lily Ray, Hope Wotherspoon,
Lynne Kennedy, Elizabeth
Montgomery, Lillian Lim.

From left to right: Margaret
Mitchell, Kim Campbell,
Mary Collins, Carol Taylor.

advised to enlist the support of family and friends in running campaigns.

Once criteria for political involvement were established, workshops at the conference turned to specific issues: How do women organize to become candidates? What are the obstacles to women succeeding in politics? Does the support of women's issues compromise party loyalty? How can women mobilize around a particular political issue?

Winning Women was the fourth conference relating to women and politics in Canada. In the past two years, Winnipeg, Toronto, and Fredericton have all held successful conferences, and Vancouver's was equally successful. "So many of the speakers made a point of saying, 'count me in on future efforts,' regardless of their party affiliations," said Lynne Kennedy. "Many types of women were interested in the conference as a model for their own forums. A Vancouver employee of Merrill Lynch Canada called to offer assistance in fundraising. Everyone seems to want more

information. We are really pleased to see how much interest there is in continuing this involvement."

Suggested topics for future conferences included: fundraising; lobbying; and how to generate political interest on the part of younger women. "Young women need to see that other women have done it and that they can do it too," concluded Lynne.

Video tapes of the entire conference were produced and are already popular. Ten days after Winning Women, over 100 tapes had been sold. Anyone interested can purchase the entire 14 tape series or select tapes of specific workshops for review. For details, contact Kim Rust at Venue West Limited in Vancouver, (604) 681-5226.

Winning Women was funded by: Ministry of Advanced Education and Job Training, Women's Secretariat; Department of Secretary of State, Women's Programs; and the United Church of Canada, Van Dusen Fund ■

Business Ownership for Women – A Success Story

Nothing succeeds like success. Following the acclaimed Business Ownership for Women conference in Vancouver last year, a series of regional conferences has encouraged women to create their own employment. Each conference attracted women from a wide range of small business interests, many of them non-traditional. The increasing popularity of these events has prompted plans to make Business Ownership For Women conferences an annual activity.

The purpose of the conferences is to give new entrepreneurs the opportunity to network with women who are established in business. Similarly, businesswomen who want to expand their operations can benefit from the experience of those who have expanded successfully. Business Ownership For Women conferences promote an increasingly viable and exciting career option for women.

A strength of the conferences has been guest speakers who inspire businesswomen by their example and knowledge. The speakers recognize that planning is essential to the success of any business, new or established. In a two-series workshop format, "The Basics of Business Ownership" and "Beyond The Basics – Going for Growth," speakers examine topics such as: identifying business opportunities, preparing a business plan, developing new markets, strategic planning, financing for expansion, and effective public relations.

To date, conferences have been held in Kelowna, Vancouver, and Prince George, with others scheduled in Kamloops, Nanaimo, and Cranbrook early in the New Year. Co-organizer Sandra Malloy of the Women's Secretariat's Vancouver office attributes the success of the conferences to cooperative effort. "The conference are not held by a single profit-making entity," she

explained. "Participating businesses in conference locations were involved in the planning process on a daily basis. A combination of federal, provincial, and local planning made the conferences successful for all concerned."

Attendance at the conferences was high. "The Kelowna conference drew 104 women," Sandra said. "We were only expecting 65. Most rated the conference as excellent."

The majority of 345 Vancouver and 65 Prince George participants considered the conference excellent. They requested a greater number of conferences dealing with a broader range of business topics. "I received a hundred different suggestions," said Carol Tennesy of The Federal Business Development Bank. "Everyone wants workshops dealing specifically with their own interests."

(continued on page 7)

Women Find Satisfying Careers in Sheriff Services

The increasing need for women in deputy sheriff positions points to a relatively new career field for women. To meet this need, Court Services of the Ministry of the Attorney General has undertaken to increase the percentage of female deputy sheriffs to 25%.

Escort policies influence the demand for women in Sheriff Services, as female offenders must be escorted to and from courtrooms and lockups by female Deputy Sheriffs. While escorting holds potential for conflict, "physical emergencies are very rare," says Marg Sorensen, Court Services Facilities/Resource Analyst. "Generally, the accused are fairly good to Deputy Sheriffs, whom they see as independent and impartial."

There are currently 47 regular and auxiliary female Deputy Sheriffs, and two female Sheriffs, in B.C. At the entry level, Deputy Sheriffs serve civil documents, escort judges and accused, maintain court security, manage juries, enforce goods seizures, and serve the Coroners' Courts. In response to a Court Services Women's Committee Questionnaire, female Sheriffs and Deputies cited physical fitness as essential.

Assertiveness and willingness to work hard were also seen as important. Learning about the legal system completed their list of priorities.



Deputy Sheriffs Shauna Copeland (l.) and Carol Scott (r.)

Applicants for Deputy Sheriff positions require secondary school graduation or its equivalent and a valid driver's licence. Most importantly, they must be able to understand and interact with people under stressful circumstances. Physical and medical standards similar to those set for the police must also be met.

Some female Deputy Sheriffs feel they are

treated differently than men in the same positions. "I'm sure it makes a difference if you're the only woman in a small office instead of one of ten in a large office," Ms. Sorensen said. She also stated that if the number of female Deputy Sheriffs were increased significantly over the next two years, attitudes towards them would probably change.

Two Deputy Sheriffs in Victoria, Carol Scott and Shauna Copeland, entered Sheriff Services in 1978 from clerical positions.

"I like being just where I am," Carol stated. "I wouldn't want to change jobs." Both she and Shauna find their work challenging. They choose to remain in entry level positions however, as upgrading their positions would involve transferring to other locations. The fact that Shauna's four daughters live in the Victoria area especially influences her decision.

There are six levels of seniority in a Deputy Sheriff career. Upper levels specialize in goods seizures, known as writs of execution, and escort supervision. If a woman successfully competes for upgrading, she will have the opportunity to become a Sheriff.

For information regarding any aspect of Sheriff Services, contact your local Sheriff Services Office ■

Advisors' Corner

Since 1982, Women's Advisors have been appointed in each Ministry and Crown Corporation to advise government on issues affecting women within the Ministries. Annual Ministry Action Plans are submitted to the Women's Secretariat, and the implementation of approved initiatives is regularly assessed. Advisory committees

in each Ministry contribute to the development of these Action Plans and coordinate Women's Program activities. Communication among the Ministry Advisors, the Women's Secretariat, regions, and districts is an essential part of the Women's Secretariat mandate to coordinate initiatives for women in the public service.

A summary of Advisor activities will appear in each Women's Secretariat Newsletter. If you have any questions regarding activities in your Ministry, please contact your Ministry Advisor.

Women's Program Activities

- Forest and Lands**
- Taking Charge of Your Career – Facilitator Training
 - Marketing You – Seminar

- Finance & Corporate Relations**
- Developed a training matrix for CGAs, RIAs, and Diploma Programs in Public Sector Management
 - Published a calendar of courses offered by the Ministry
 - Taking Charge of Your Career – Training

- B.C. Systems Corporation**
- Developing Employment Equity Program

- Provincial Secretary and Government Services**
- Noon Lecture Series:
 - Superannuation
 - Employee Benefits
 - Stress Management – Taking it in Stride

- Agriculture and Fisheries**
- Lunch hour film/seminar series established
 - Taking Charge of Your Career – Facilitator Training
 - Developing library/resource centre for women
 - Networking session for Alternate Advisors

- Transportation and Highways**
- Developing Career Planning Program for Women
 - Taking Charge of Your Career – Training

- Health**
- Examining career development opportunities

- Attorney General**
- Taking Charge of Your Career – Training
 - Men and Women in Management – Training
 - Sexual Harassment information sessions

Women's Advisors

Danny O'Neill Director, Apprenticeship Division	Advanced Education & Job Training	660-7242	Harry Powell Manager, Human Resources Planning	Forests & Lands	387-8752
David Matviw Executive Director, Policy Development & Economics	Agriculture & Fisheries	356-1816	Valerie Lannon Director of Program Support Services Alcohol & Drug Programs	Health	387-4785
Sandra Edelman Director, Family Maintenance Project	Attorney General	660-2528	Claude Heywood Assistant Deputy Minister, Labour Relations	Labour and Consumer Services	387-3161
Brian Dolsen Director, Financial Services	Economic Development	387-0202	Pauline Langdon Personnel Advisor	Municipal Affairs	387-9194
Judy Birch Director, Information Services Branch	Education	356-2502	John Mochrie Assistant Deputy Minister, Management Services	Provincial Secretary and Government Services	387-0416
Linda George Administrative Coordinator, Policy Development Branch	Energy, Mines & Petroleum Resources	387-5231	Dyan Dunsmoor-Farley Manager, Policy Planning & Legislation	Social Services & Housing	387-4421
J. Richard Marshall Executive Director, Administration and Technical Services	Environment & Parks	387-9888	Barbara Efrat Manager, Development	Tourism, Recreation & Culture	387-1533
W.H. (Bill) Bell Acting Executive Director, Administration & Support Services Division	Finance & Corporate Relations	387-3989	Rob MacGregor Manager, Employee Planning & Staff Development	Transportation & Highways	387-5368
			Mary Martin Manager, Employee Development Services	B.C. Systems Corporation	389-3211

Congratulations To . . .

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.

Margaret Evans, Director of Corporate Finances Group, Peat Marwick

Mrs. Evans' responsibilities include advising both public and private companies on all aspects of raising equity, financing, mergers and acquisitions, and coordinating technical report preparation for emerging growth companies going public on the Vancouver Stock Exchange.

Mrs. Evans has a broad range of experience in both general management and financial consulting. She obtained her MBA in International Management from IMEDE, Switzerland, and is a Certified Management Consultant.

Micaela Serra, Ph.D., Professor of Computer Science, University of Victoria

Ms. Serra is the first Ph.D graduate of the Department of Computer Science at the University of Victoria, and one of the few women professors of computer science in Canada. She teaches courses in Digital Logic Design and Fault Detection at the University of Victoria.

Lianna Mah, UBC Civil Engineering Student, Winner, Canadian Construction Association's, Robert Legett Award, 1987

Ms. Mah is the first woman to receive first place in the CCA Annual National Thesis Competition. Her thesis examined the unusual construction methods employed in completing the Annacis Island Bridge. She was presented with a Certificate of Merit, an Engineer's Handbook, and a cheque for \$1,000.00.

Laurie Abram, Winner, Lieutenant Governor's Silver Medal, Camosun College

Ms. Abram achieved a perfect 4.0 GPA in her Social Services Worker Program at Camosun College. While a student, Laurie worked as a volunteer for Cowichan Women Against Violence and for parent-child programs in Duncan schools. A single parent, she commuted daily from Duncan to Victoria to complete her studies.

(Business Ownership for Women - A Success Story - continued from page 5)

The Vancouver conference departed from the standard format to include a "Computers For Small Business" workshop to reflect the increasing use of computers in small business operations. Carol said that the structure of the conferences will be reviewed when the present series is completed, so that future events can accommodate the changing needs of the businesswomen who attend.

The conferences are sponsored by the B.C.'s Women's Secretariat, the Ministry of Economic Development, the Federal Business Development Bank, and the Canada Employment and Immigration Commission.

The dates and locations for 1988 conferences are:

- Kamloops, February 11, 1988, Coast Canadian Inn
- Nanaimo, February 25, 1988, Coast Bastion Inn
- Cranbrook, March 10, 1988, Inn of the South



Lois Campbell of the Federal Business Development Bank addresses participants in Business Ownership for Women.

To register, call Carol Tennessy at The Federal Business Development Bank, 666-7864, or Pamela Sherwood Love of the Ministry of Economic Development, 660-3984 ■

JobTrac Programs Help Women

Women on social assistance, disabled women, recent post-secondary graduates, students, and employers can all benefit from JobTrac. Designed to help job-seekers and to encourage business, JobTrac is an \$80 million provincial program providing one-stop access to all government training and employment programs. Additionally, JobTrac offices coordinate the resources of post-secondary institutions, the Open Learning Institute, and the B.C. Knowledge Network.

To date, 35 positions have been created for women in non-traditional occupations in the Victoria area alone. "JobTrac has been well received this year," said Bob Enwright, Regional Supervisor for Apprenticeship and Training. "Over 90% of women who apply complete their training. They realize they are breaking some ice, either with an employer or an employment group."

The post-secondary graduate and general industrial training programs have also drawn good response. All programs focus on training and re-training as necessary routes to employment.

"The key is attitude," said Enwright. "Use JobTrac as a step up, not an end in itself. With the skills the individual has learned from the program, she can move up in an organization or move to a new job which pays better."

"JobTrac informs the public about jobs they may not have heard of. We have placed women in carpentry, electronics, brick laying, and aquaculture. There have also been jobs for foresters and electricians. We had a couple of 18-wheeler truck drivers, too."

For more information, contact the JobTrac office in your area or your Government Agent ■

Bulletin Board

Recommended Reading

Working with Passion, by Nancy Anderson, Carroll & Graf pub.

This highly acclaimed book examines women's acquired attitudes toward work. Often, for the sake of others or for purely financial considerations, women "fall into" a job that gives them little satisfaction. Ms. Anderson examines means by which women's attitudes can be changed and presents practical guidelines on how to pursue a career that combines personal and professional satisfaction.

Fund-Raising For Non-Profit Groups, by Joyce Young, Self-Counsel pub.

Finally, a book that outlines procedures for raising real money – up to one million dollars annually. Strategies for obtaining corporate support, achieving positive results, and followup techniques ensuring continued financial support are discussed. Ms. Young explains how to use fund-raising consultants, write proposals, and approach corporations, governments, and private foundations for funding. This book is a must for all non-profit organizations.

Health Promotion – Health and Welfare Canada, Spring 1987, Vol. 25 #4

This issue of Health Promotion focuses on women's health concerns. Titles of articles include: Women as Caregivers in the Home; Women and Health; Beyond Him to Her; Detecting Sexist Research; Midwives; and Labelling Women as Sick. The publication includes extensive references. For a copy, write to: Marjorie Schurman, Program Consultant, Health Promotion Directorate, Suite 202-560 West Broadway, Vancouver, B.C., V5Z 1E9, or phone 666-6064.

Women Mean Business, by Moneca Litton, Key Porter Books Ltd. pub.

Women Mean Business guides women from identifying aptitude to achieving success in business. Each chapter contains planning exercises for the aspiring entrepreneur, as well as examples of business ventures that did not work, along with reasons why they failed. Time management, support systems, and franchising are among the tools for success listed by Ms. Litton. **Women Mean Business** belongs in the library of all entrepreneurs.

Films

Canadian Filmmakers Distribution West, which promotes and distributes the work of B.C. filmmakers, recently acquired two films about women.

A Word In Edgewise is an informative and amusing look at language bias and its effects on our personal perceptions of the world.

Linda Joy, an award-winning biography, offers hope and inspiration to women suffering from cancer.

The Canadian Filmmakers Distribution West catalogue lists and provides short descriptions of hundreds of films. To obtain a copy, write to them at Suite 100-1131, Howe Street, Vancouver, B.C., V6Z 2L7. ■

Paths to Power: A Woman's Guide From First Job to Top Executive, by Natasha Josefowitz, Addison-Wesley pub.

A comprehensive examination of working life, **Paths to Power** covers preparing for and entering the job market, mentoring, balancing commitments, and career shifts. Ms. Josefowitz describes the changing roles of women as supervisors, managers, top executives and corporate leaders. She also discusses the benefits of support systems to women. ■

Notice of Move

The Women's Secretariat Vancouver Resource Centre has moved to:

Room 220
800 Hornby Street
Vancouver, B.C.
V6Z 2C5
Telephone: 660-6800

Kathleen Costello, Coordinator of Regional Programs, manages the Vancouver Resource Centre. A full-time Program Officer is available in the Centre to help you with information and resources.

Kathleen and her staff are currently updating the resource library. Your comments and suggestions would be greatly appreciated. Please contact Kathleen at 387-3600 in Victoria, or drop in to the Resource Centre.

Extra copies of this Newsletter and other publications produced by the Women's Secretariat are available on request from the Vancouver office. ■



Women's Secretariat

Name _____

Organization, if applicable _____

Address: _____

City: _____ Province: _____ Code: _____

Number of copies requested: _____

The Women's Secretariat Newsletter is designed to increase awareness of women's issues and is available free on request.

To add your name to the mailing list for the Newsletter, contact:

The Women's Secretariat, Parliament Buildings, Victoria, B.C., V8V 1X4.

Phone 387-3600. If you have changed your address, please notify us and return your old address label.

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