

## Newsletter

PUBLISHED QUARTERLY BY THE MINISTRY OF LABOUR, WOMEN'S PROGRAMS

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SUMMER/FALL 1984

## Community Groups Consulted on Women's Concerns

In June, 1984, the Deputy Minister of Women's Programs, Mrs. Isabel Kelly, and the Director of the Vancouver Women's Office, Jule Morrow, travelled to the north-central part of the province to meet with women and women's organizations in Prince George, Dawson Creek, and Fort St. John.

The meetings were planned with the assistance of Ministry of Labour staff Richard Little and Beverly Verboven who work in the Apprenticeship and Employment Training Branch.

Mrs. Kelly outlined the past activities and future plans of Women's Programs to approximately 75 women. A wide range of local concerns were raised by the various representatives. One of the key concerns related to the higher reporting of incidences of child sexual abuse. Other issues discussed included access to training and high unemployment rates which seriously affect employment options for women.

## Jule Morrow appointed to PAB

Jule Morrow, Director of the Vancouver Women's Office, has been appointed to the Provincial Apprenticeship Board (PAB). The appointment, made by Labour Minister Bob McClelland, was effective June 1, 1984. The PAB is chaired by Claude Heywood, also of the Ministry of Labour.

Following the Northern regional meetings, Mrs. Kelly continued her on-going consultation with representatives of women's and community groups in the Lower Mainland at a July meeting held at the Justice Institute of B.C.

Mrs. Kelly will be continuing her contact with local groups in the fall. She will travel to the Okanagan and Kootenays and to Vancouver Island. Meanwhile, she expresses her thanks

to all she has met for taking the time to bring their concerns to her attention.

Mrs. Kelly can be reached by writing to:

Mrs. Isabel A. Kelly  
Deputy Minister, Women's Programs  
Ministry of Labour  
Parliament Buildings  
Victoria, B.C. V8V 1X4

## Regional Representatives of Women's Programs

A network of regional representatives has been established throughout the province to facilitate communications at the local level between women and women's organizations and the Deputy Minister's office. These representatives are Apprenticeship and Employment Training Counsellors who have taken on additional responsibility for Women's Programs. In your area, contact:

Prince George  
Richard Little  
1011 - 4th Avenue  
Prince George, B.C. V2L 3H9  
562-8131

Dawson Creek  
Beverly Verboven  
1201 - 103rd Avenue  
Dawson Creek, B.C. V1G 4J2  
782-5931

Kelowna  
Pat Dandeneau  
# 200-1626 Richter Street  
Kelowna, B.C. V1Y 2M3  
763-9241

Cranbrook  
Catherine McKenzie  
# 101 - 117-10th Avenue South,  
Cranbrook, B.C. V1C 2N1  
426-2283

Nanaimo  
Eric McKean  
238 Franklyn Street  
Nanaimo, B.C. V9R 2X4  
753-9185

Victoria  
Judith Horvath  
4000 Seymour Place  
Victoria, B.C. V8X 4S8  
389-3085

Williams Lake  
Eileen Stevens  
540 Borland Street  
Williams Lake, B.C. V2G 1R8  
392-6261



## Six B.C. Women are Winning Examples

**H**ow does a woman become a Woman of Distinction? The first six winners awarded the honour in B.C. show that it takes determination, hard work, a sense of values, courage, and a love of the job. Five of the women are mothers. All six are committed to excellence.

Pat Carney, Lucille Johnstone, Kate Schurer, Verna Splane, Shirley Stocker, and Anna Wyman were chosen from 91 nominees. They come from different fields with a variety of experiences, yet one thing stands out. They are exciting examples of B.C. women making a contribution — not only locally, but nationally and internationally

### Pat Carney

#### WINNER FOR GOVERNMENT AND PUBLIC AFFAIRS

Pat Carney has had a progression of careers. She spent the 1960s as a high-profile economic journalist, the 1970s running a consulting firm, and in the 1980s, entered politics. But she still thinks the hardest job that any woman can do is "to raise children, particularly as a single parent."

Pat has always worked hard at what she loves. Her lifelong interests are economics, communications, and social development. The fact that these fields are traditionally filled by men has never bothered her. "I think the most important thing is to enjoy what you are doing and try to do a good job at it," Pat says.

Each career grew out of the others. She started as an economic journalist following a B.A. in Economics and Political Science. Over the next years, her financial reporting and economic analyses were published in newspapers such as the *Vancouver Sun* and *New York Times*. She prepared specials for T.V. and radio, and won several awards for business journalism, including the Canadian Press Award.

Pat next shifted to the career of businesswoman. Applying her experience in communications with her knowledge of economics, she set up a company, Gemini North Ltd. specialized in communications, the North, and economic and social developments. As a consultant, she worked on projects as diverse as designing a native labour pool to connecting remote B.C. communities with schools via satellite.

But in 1977, Pat returned to school for a M.A. in regional planning. With her experience and education, it was a natural progression to enter politics.

In her first try, Pat missed becoming a M.P. by a hair's breadth. In her second bid, she upset the incumbent to become the member of parliament for Vancouver Centre. Her years as economic analyst prepared her for several new roles. She was budget critic for the official opposition the night Marc Lalonde brought in his new budget. She was also appointed energy critic.

Pat campaigned again for the September 4, 1984 election and won.

Pat believes that "you clearly have to work for what you get." She combines her hard work and determination with a family philosophy that came from an early childhood in China. "Watch the way the wind blows over the rice," her mother would say. Pat says she tries hard to bend with the way the wind blows, and "if the door opens, we try and pursue it."

### Lucille Johnstone

#### WINNER FOR BUSINESS

Lucille Johnstone credits her success as a business woman to working very hard and always wanting to learn more. Because of this, today she is Senior Vice President and a Director of RivTow Straits. She oversees such diverse activities as shipbuilding and repair, towboat operations, and trade in industrial machinery.

Lucille has worked continuously since age 12. As a high school graduate in the 1940s, she found jobs were not easy to get. "My aspiration was to find a job," Lucille says. "Once I got it, I worked very hard to make sure that I kept it."

She started as a dispatcher and clerk in a towboat business. It was a two-person office with a president

who was mostly out. Lucille was left to cope with all facets of the operation and quickly learned.

"As the company grew, I tried to grow with it. I knew I wouldn't be able to do that without additional training, so that's why I embarked on the Certified General Accountants Course in 1951," she says.

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*"I'm still learning, and  
will probably keep  
learning until I'm 100."*

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By now, the company "started to go." Lucille had the support of the President of the company, who did not hold her back from moving up as responsibilities grew. "The respect and loyalty of the people within the company was certainly a contributing factor," says Lucille about her success. Four years ago, she was appointed Senior Vice President of Administration. "I'm still learning, and will probably keep learning until I'm 100."

Lucille credits her success to being a self-starter and to a lot of hard work. "I simply went ahead and did the job ... I guess I didn't really stop to think a woman shouldn't be doing this. If you were capable and you worked hard, the opportunity was yours."

Lucille sits on several boards: B.C. Resources Investment Corporation, Northland Bank, B.C. Place, Westar Mining, among others. She feels most companies are willing to bring women to their boards, but there are only a limited number with broad experience in large operations. "Time will correct this."

Lucille does not think there will ever be a time she will quit working. Instead, she plans another career. "I'd like to write some books that make people laugh." She intends to create bestsellers.



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The Vancouver YWCA sponsored the Women of Distinction Awards for the first time on May 17, 1984.

Winners are: (standing, left to right) Kate Schurer, Lucille Johnstone, Verna Splane, and Anna Wyman; (seated, left to right) Pat Carney, Shirley Stocker.

Photo credit: Vancouver YWCA

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## Kate Schurer

### WINNER FOR COMMUNITY/ HUMANITARIAN SERVICE

Kate Schurer was chosen as a Woman of Distinction because she models 'service unto others.' For 15 years as a volunteer for the Guiding Movement, she has been a living example of their ideals: kindness, honesty, fair play, and giving one's best.

Kate traces her personal values to a European school. She lived nearly 20 years in a place where "the spirit and philosophy of life was not 'my gain, your gain,' but 'let's see what we can do for a situation to make it a positive experience.'"

She sees these same values reflected in Guiding. "I stayed with the organization because I believe in their aims and objectives very strongly," Kate says. She is convinced of the value of giving young girls a way to learn skills, make decisions, work as a team, and develop respect for the outdoors, for themselves, and for others.

Guiding was not her first community work. "Volunteering is a necessary part of our life for staying human," Kate says. She helped with a co-operative preschool and in elementary schools before slipping into Guiding when a daughter joined the Brownies. From the first day, she made a commitment "to do my best."

From Brownie Leader, her work has expanded. "Your best grows on you as you grow with the girls," she says. She leads a guide company, trains

adult leaders, and plans and administers programs as Deputy Provincial Program Commissioner.

In the Guiding Movement, there are jobs that need doing and "the best human being" is asked to take it on: the person with the best abilities who also brings along values, standards, and a love for whatever one is doing. Kate was selected as the best person for co-organizing Serendipity '83, an international camp where 400 people from 10 different countries gathered on the Sunshine Coast.

Kate has felt supported and rewarded throughout her volunteer work. She is encouraged by the mothers of her own unit, her family, and the other volunteers who work as a team. Her involvement gives returns of friendship, fun, and a deepening sense of self-worth.

Working with young people is a great reward in itself. "When you see young people come, and their eyes light up when you offer something ... it gives you satisfaction; it gives you a warm feeling."

## Verna Splane

### WINNER FOR HEALTH/ EDUCATION/RECREATION

"Never turning down an opportunity" has led Verna Splane to many jobs and many countries. She has been a nurse, a counsellor, an administrator, a consultant, and a teacher. She has worked in settings as diverse as an

Indian Reserve, the jungles of South America, and top levels of government.

Verna entered community health in Ontario. Her first nursing teacher inspired "excellence in nursing," and Verna says she was urged to go in the direction of public health. Her first postings were a small northern community, and the multi-cultural districts of Toronto and Montreal.

Verna did not hesitate when an opportunity came to move into government as part of a new counselling program for the Canadian Public Service. It was an entirely new experience. "I was allowed to do so many different things — work with management, work with employees. But when I had been there a few years, I realized that if you really wanted to provide a good service as a public health nurse in that setting, you needed more preparation," she says.

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*"...it is important to look at every new opportunity. Even if it is there in another field."*

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While attending university, she stayed with people from 70 countries at International House in New York.



"The windows of the world were opened up for me," she says. "I saw myself for the first time as a citizen of the world, and I guess I've never really looked back."

Shortly after returning to her government job, she got the opportunity to work on an international scale. The World Health Organization approached her, and she began her association with them as a health advisor in third world countries. Verna has worked from the level of Ministers to grassroots nurses for better health care systems in Central America, South America, the Caribbean, and Africa.

Verna returned to Canada, determined to establish a Principal Nursing Officer position as advisor to the Canadian Minister of Health and Welfare. But first, to prepare, she returned for a graduate degree in consultation.

Verna married, moved west, and when her husband joined the faculty of UBC, she accepted the opportunity to enter the teaching field herself. She has lectured on and off since 1974. Verna and her husband are making plans for further international work.

Verna says she has always "gone out and connected with networks." She maintains ties worldwide through several health associations. Besides the broader perspective this gives, she values networks for the support they give her.

Verna feels it is important to know and be positive about yourself, to know what you like to do, and "then go after it." Her life supports her belief that "it is important to look at every new opportunity. Even if it is there in another field."

## Shirley Stocker

### WINNER FOR COMMUNICATIONS

Two things stand out in Shirley Stocker's career. She is determined to reach the goals she sets, and she loves her field — electronic journalism. "It's probably the most exciting business that one could be in," she says.

Shirley risked changing careers several times to find work that she loved. Her first job was for the CBC, as a secretary. Through night courses, she became an accountant.

"If you don't like what you're doing, you've got to change it," she says. Shirley quit accounting, tried teaching high school for a year, didn't like it, and quit again.

When she couldn't get her accounting job back at the CBC, she took a dramatic salary cut to work as a secretary for Jack McPherson. Jack

was her first mentor, and gave her a start in broadcasting. He threw her a challenge. "I ran with it," Shirley says. When Jack had a heart attack, Shirley was able to take over his on-the-air work as Parliament Hill correspondent.

"Accounting wasn't right. Teaching wasn't right. When I hit radio, I felt that I could go, I could take off," she says. Shirley next got a CBC job as a consumer reporter that expanded to include "Market Place" on T.V.

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*"I haven't gained my goals on my own."*

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The switch to private radio came unexpectedly. Now living in B.C., Shirley's job as a CBC interviewer and consumer specialist was cut during budget cutbacks. The public outcry was noted by the manager of CKNW, who asked her to be investigative reporter for consumer affairs.

"Eons ago, I set the goal to produce a radio or T.V. show," Shirley says. At CKNW, it came true — the day she became a producer of the Gary Bannerman Show. She now also produces the Terry Moore Show, manages the Vancouver studios, and continues working on Market Place.

For all her determination, Shirley recognizes: "I haven't gained my goals on my own." She was supported along the way by many men who were her mentors, by colleagues and contacts, and by three understanding children. She also credits "other women in our society who led the way for the rest of us."

Shirley doesn't feel right without a goal. She now has a new one: to bring young journalists along. "My mother said you always have to have a direction. You always have to have a goal."

## Anna Wyman

### WINNER FOR ARTS AND CULTURE

Anna Wyman has devoted her life to dance. She is founder, artistic director, and choreographer of the Anna Wyman Dance Theatre. Her work has been acclaimed as "stunning," "imaginative," "witty," and "utterly original."

Born in Austria, Anna grew up in the world of theatre and dance. She went to kindergarten in an opera house. By the time she was a teenager, she was a principal dancer.

Anna has always wanted to do things well and progress. In 1953, she moved to London. "I was looking for something to add to my experience and my background," she says. She studied the movement theories of Rudolph Laban, and it turned her to modern dance.

It was also here she began to teach. "It came about as a flow. I was always trying to do more. I danced. I had a flair for teaching. Gradually, I had my own group and choreographed."

By 1967, Anna felt restless. When someone mentioned the sea and mountains of Vancouver, she moved to Canada.

At the start, it was difficult. Anna wanted to teach movement in the schools, but was told to come back in five years. "Naturally, I didn't wait. I opened up my own studio," she says. From this, the company emerged, and it was a natural evolution to become artistic director.

Anna is exhilarated when the Anna Wyman Dance Theatre breaks barriers. "I think where I want to go, and I go after that," she says. The company was the first to go to China and the first modern company to tour India. She points out they have also been the first to really tour B.C. and take an extended tour across Canada.

"I don't take no for an answer. You have to take chances. You have to say 'that's what I want,' even if people are against it and say this is madness." Anna traces her determination to her parents, who were "very, absolutely-positive-thinking people."

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*"I don't take no for an answer. You have to take chances. You have to say 'that's what I want,' even if people are against it and say this is madness."*

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Along the way, many people have been supportive. "There is always somebody there to say: come on, let's go. My dancers particularly are great for that." She also says her family has always been very supportive.

"My next big project is to go to Japan. And you know, I'm going to do it, because that's what I want to do."



# Status of Women Conference Held in May

**T**he Honourable Bob McClelland, B.C. Minister of Labour and Minister Responsible for the Status of Women, met with ministers and senior officials from the provinces and federal government for a two-day conference at Niagara-on-the-Lake, Ontario, in May of this year. He was accompanied by Mrs. Isabel Kelly, Deputy Minister, Women's Programs.

The conference opened with a review of federal/provincial/territorial achievements during the past year in women's issues. Mr. McClelland reported on the progress of Women's Programs in British Columbia. Highlights include:

- a computerized resource centre providing information on women's services and organizations throughout B.C.
- regional representatives appointed throughout the province to coordinate women's issues.
- consultations with women's organizations.
- development of a data base from which the status of women in B.C. can be monitored.
- preparation of action plans in each ministry to work on and to monitor improvements in the status of female clients and employees.
- preparation of career development packages.
- establishment of women's networks within several ministries at the central and regional levels.

Each province reported on the mechanism in place to address status of women issues within their jurisdiction. B.C. reported on its unique internal government structure which provides a Women's Programs advisor in every ministry and task groups on issues such as family

violence, advancement opportunities, curriculum preparation, native women's issues, etc. This structure, with a Deputy Minister of Women's Programs, a Women's Office and policy and research staff as well as individual ministry mechanisms, provides for broadly-based input from many different groups to government right to the cabinet level.

The Status of Women Ministers' Conference provided an opportunity to discuss special activities to mark the end of the United Nations Decade for Women in 1985. The federal government status of women staff are co-ordinating an ambitious program, and each province is planning activities to recognize the end of the Decade. Plans of action for the status of women are being developed for inclusion in a Canadian Plan of Action for the United Nations.

Of major importance, the Working Group on Wife Assault, established out of the work of previous conferences, tabled its report. Ministers agreed that the working group should continue through the next year and report on the progress of their recommendations. One of the areas to be concentrated on over the next year will be therapy/prosecution issues surrounding batterers.

The report is available from: Supply and Services Canada, Place du Portage, Phase III, 11 Laurier Street, Ottawa, Ontario, K1A 0S5.

An overview of existing financial measures regarding daycare was presented outlining dollars, the number of daycares, and funding policies, both federally and provincially. The province of Ontario recommended a federal/provincial/territorial working group be set up on daycare. Proposed terms of reference will be circulated to the provinces.



UNITED NATIONS  
DECADE FOR  
WOMEN  
1976-1985



In closing remarks to the conference, on behalf of Mr. McClelland, Isabel Kelly said that there had been a lot of progress over the two years during which the ministers had been meeting and that government mechanisms are now in place to deal with issues of concern to women. She emphasized that we must not forget that a sound economic base as well as attitudinal change is the basis for improvement in most of the issues discussed, but that we must work not only to change men's attitudes, but also women's attitudes.

British Columbia renewed its pledge to continue to work toward the improvement of the status of women in Canada.

## Ministry Introduces Career Program

**E**ight ministry staff successfully completed stage one in the career development program introduced in the Ministry of Transportation and Highways. The successful graduates were: Diane Mitchell (Vancouver), Julie Acres (Terrace), Dorothy Turrick (Prince George), Holly Murray (Nelson), Kathy Steward (Vancouver), Connie Roberts (Victoria), Sandy Peters (Victoria), and Jacqui Wilson (Victoria).

The seven-day program consisted of the "Taking Charge of Your Career" course, developed and instructed by Mary Martin, and an instructional skills course, developed and instructed by Lynda Knezevic, consultant.

Graduates are qualified to give the career course to eligible employees in each region. The ministry plans to have 30 instructors trained to deliver the Taking Charge of Your Career course to female employees throughout the province by the end of the 1984/85 fiscal year.

A modified version of the course is also planned for all employees (both male and female) who wish to further their careers within the ministry and the Public Service of British Columbia.

## Simon Fraser University Downtown Programs

Simon Fraser University Downtown offers several management development courses for women this fall:

Management Strategies Under  
Restraint  
Rational Argument  
Conflict Resolution  
Effective Participation in Meetings  
Public Speaking as a Management  
Skill

Critical Thinking  
Entrepreneurship as a Management  
Skill

These courses are one or two days. For dates and further information, call Simon Fraser University Downtown at 681-5035 or 687-2677, or drop in to their office at 549 Howe Street, Vancouver, B.C. V6C 2C2.



## Gallery Plans Exhibit on B.C. Women Artists

Attention! The Art Gallery of Greater Victoria plans a major exhibition, "B.C. Women Artists: 1885-1985", in recognition of the United Nations Decade for Women. It will depict the significant contributions made by women artists to the cultural life of B.C. If you have an important painting by a woman artist or know about a woman artist who has been forgotten by the history books, contact: the Curatorial Office, 384-4101.

## New Ministry Publication Available

Women in the Labour Market 1983, by Ministry of Labour researcher Patrick Stanton, is available free of charge from the Women's Office. It provides an up-to-date analysis of female labour market participation and distribution in B.C.

## "Employment Outreach"

We would like to hear from women throughout the province who are employed in professional, technical or service occupations and are interested in assisting other women involved in career exploration by sharing information. Many women who have become redundant in their jobs or who have been out of the work force for a number of years and are examining their employment options would benefit from talking to women already established in their

careers. Often, they are reluctant to pursue training before thoroughly researching career opportunities available in any given field.

If you are willing to help, please contact us at the Women's Office in Vancouver.



## Women's Office to Relocate

As of October 1, 1984, the Vancouver Women's Office will be moving from our present location in False Creek to:  
12th Floor  
601 West Broadway  
Vancouver, B.C. V5Z 4G9  
Our phone number will remain as:  
873-1664

## Women in Management

A provincial conference focusing on women in management will be held November 21-23, 1984 at Naramata Centre (near Penticton). The conference will explore such issues as attitudes, obstacles, and self-created barriers which prevent women from attaining managerial positions; managerial skills; personal presentation; peer acceptance; and support systems. For information, contact: Linda Keller or Leslee Richter, 1206 - 737 Leon Avenue, Kelowna, B.C., V1Y 8L6. Phone: 762-0869.

## Women in Crisis

A conference planned for November 18-20, 1984 will provide an opportunity for those delivering crisis services for women in B.C. to review the current status of these services and to plan for the future. For information, contact: Tom Lietaer, University Extension, Conference Office, P.O. Box 1700, Victoria, B.C. V8R 4W1. Phone: 721-8475.

## Women: Influencing Change

The B.C. Federation of Labour's Women's Rights Committee is sponsoring a conference on women's issues on October 19-21, 1984 at the B.C. Institute of Technology. For information, contact: Astrid Davidson, Director of Women's Programs, B.C. Federation of Labour, 3110 Boundary Road, Burnaby, B.C. V5M 4A2. Phone: 430-1421.

## BC Women's Programs



Name: \_\_\_\_\_  
Organization, if applicable: \_\_\_\_\_  
Address: \_\_\_\_\_  
City: \_\_\_\_\_ Province: \_\_\_\_\_ Code: \_\_\_\_\_  
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The Women's Programs Newsletter is published four times a year. This publication is designed to expand public awareness of women's issues and is available free on request.

To order the Newsletter, contact: The Women's Office, Ministry of Labour, 12th Floor, 601 West Broadway, Vancouver, B.C. V5Z 4G9. Phone 873-1664. If you have a change of address, please notify us and return your old address label.

We invite letters to the editor, story ideas, photos, and pertinent news from your community.