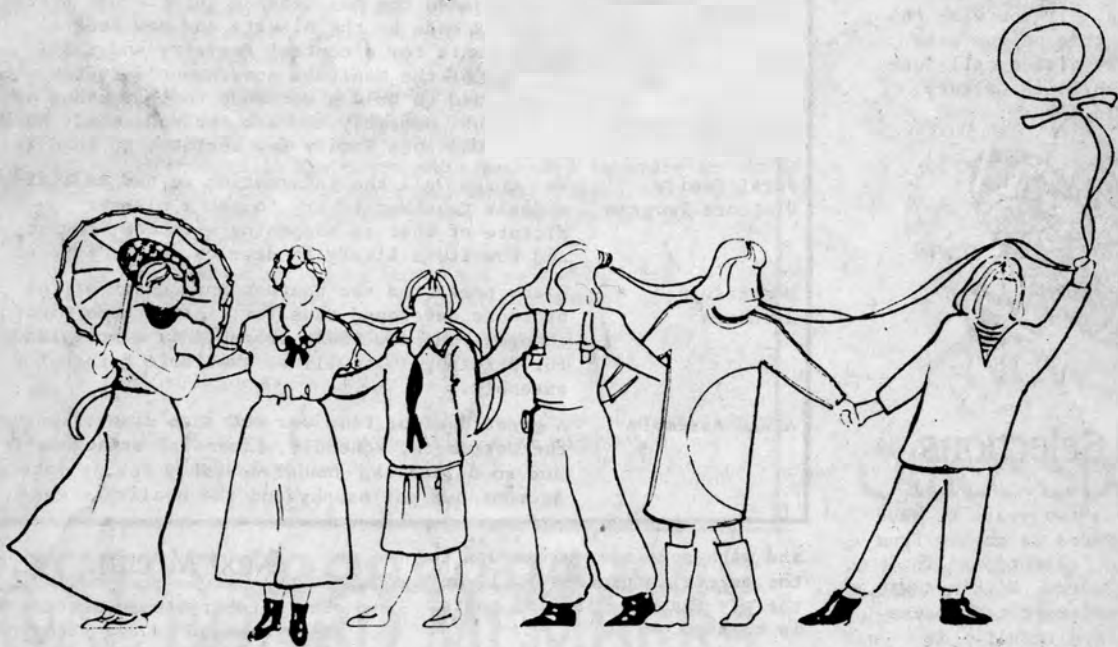




# ALBERTA STATUS OF WOMEN ACTION COMMITTEE Vo. 5, No. 6

FEMINISM IN TRANSITION

Breaking Through . . .



. . . Growing Free

ASWAC Annual Assembly  
November 2, 3, & 4, 1984

### Healing Images

In response to our own need to be surrounded by images of women that heal and empower, we are inviting you to share your own healing images. They can be photos, batiks, paintings, sculptures, ceramics, pencil drawings or whatever. Positive images of women created by women. Don't worry about if they are 'professional' enough. We invite you to share yourself, through your artistic expression, with us.

Please let me know at least one week before the assembly so I can arrange to display them to their best advantage. I will treat each piece with loving care, as I would my own work but I and ASWAC cannot assume any legal responsibility for damage or loss. If you wish to contribute to this unique area of the assembly please call Suzn Morgan at 246-8755 in Calgary.



### Board Selections

In the previous two years we have made great strides in moving from 'elections' to 'selections' in creating our Board. Within ASWAC there is a commitment to process as well as to end result. In examining the election process and its end result - the 'good' women being elected and the 'bad' ones weeded out - we saw a great deal of violence against women, perpetrated by us on ourselves. This is a clear example of systemic violence: that is, violence that is inherent in the particular system we were using to create our board. Thus, there came about a strong current within ASWAC to find non-violent methods to deal with this. The 1983/84 board was created by the process of self-selection with group support and discussion. It has worked well,

# Sixteen Hours

Round Table	Our 'round' went very quickly as only ten women were present and many were low energy. Must be the end of summer 'blahs'...
Charter Of Rights Conference	A discussion of the Individual Rights Protection Act led to a decision to sponsor a workshop on the same at the Charter Conference, Oct. 19-21.
Non-Traditional Employment	Frances described Julie Anne's project (see article) and requested the assistance of board members.
Women & Research	Marilyn A-S discussed the conference being held this month in Devon (see last newsletter and next Webspinner).
Our 'Space'	The stoard spent some time looking at our needs of office space, examining the pros and cons of our present space and ending with a decision to actively pursue alternatives. If we receive approval for a 4th worker in our job creation proposal, that will be their job.
Women & Alcohol	Marilyn G. read her health and welfare proposal regarding women, alcohol and Employee Assistance Programs (see article).
Maintenance Support	We discussed the maintenance enforcement system, promises made by the Alberta and new Federal governments for a central registry and the success of the Manitoba government's system. We decided to hold a workshop on this issue at our annual assembly and ask Robin Diamond, Head of the Manitoba Family Law Section, to lead it.
Rural Family Violence Program	We threw all the information we had as individuals together to try to get a clearer picture of what is happening with the Program and how it is likely to develop in the future.
Membership Brochure	Diana presented the content and design of the brochure developed thus far. After some minor changes, the new ASWAC brochure is almost ready for printing. It will be available before the assembly.
ASWAC Assembly	A great deal of time was put into discussion of the workshops, schedule, financial arrangements and so on for the annual assembly taking into account our philosophy and the healing atmos-

and with some minor tune-ups to the selection process, will be the way that the 1984/85 board is created.

Any ASWAC member may put her name forward at the Assembly to become a board member. A commitment to attend stoard (board/staff collective) meetings, to assume a share of the collective tasks and to be active in the feminist community in your area is all that is required. A woman's desire and personal commitment to work for the support and growth of Alberta women is the primary qualification. Board members from all regions are needed for a balanced provincial perspective. Think about it; it could be you ...

### Next Meeting

The October Stoard meeting has been changed to the 13th and 14th, 9 a.m. to 5 p.m. both days. It will be held in the 3rd floor boardroom at 10765 98 Street, Edmonton. Members are welcome to attend and make presentations or share information. Call the office if you intend to be there.

### Oops!

The typist was thinking about a greek salad when she typed the last newsletter. The phone number for contacting the Women's Program regarding the mid-life wellness workshop should be 432-3093.

# At A Glance

	where we wish to create.
Correspondence	Stoard members perused the correspondence file and took responsibility for responding to requests for action, support, etc.
By-Laws	A proposed set of new by-laws was presented and discussed. Some changes were proposed and agreed upon. Marilyn A-S took responsibility for finalizing them (see article).
Annual Report	Preliminary work was done around preparation of our annual report or 'stories of a year'. Stoard members agreed to have their individual reports ready for the October meeting and responsibility for collective reports on our autonomy project, finances, media work, resource-sharing work, Sec State evaluation and newsletter was divvied up.
Job Creation Program	The proposal we submitted for a conference co-ordinator, library resource worker and finance resource worker was discussed. We have not yet received approval for the project but hope to have workers hired and started by October 9th.
Staff Report	Frances gave a brief holiday and work report. Mair was on holidays but her staff report was circulated.
Sec State Evaluation	We reviewed the proposed terms of reference for our evaluation that we received from the Secretary of State Regional Director. We felt some changes in the terms were required in order to make it a more balanced, mutual evaluation. The two Marilyns agreed to meet and finalize our response.
Budget	Frances agreed to work on a revised budget to bring expenses in line with our actual income.
Interim Report	Marilyn G. agreed to take responsibility for preparing an interim report on our work to Oct. 1st for Sec State.
Whew!	Long days and even longer nights spent examining and analyzing our relationships with ASWAC, our families, friends, etc.



*Amanda LeRougetel  
was depressed.*



*So she stood  
on her head*



*and all her  
depressed bits  
fell out  
onto the floor*

## New Office Space?

We've begun to look into the feasibility of moving from our present location. Our lease with the King's College is up at the end of this year and renewal is not certain. The building we are in is very old (but very cheap!) and the heating is irregular at best and non-existent at worst. We would like to have more space as well but will have to look long and hard to find something affordable. So... do you have any suggestions? We would love the chance to help found a women's building, here in Edmonton, to house office space for feminist organizations. It could happen with as few as two to three tenants. Call us!

Suzn Morgan

## ASWAC BOARD MEMBERS

Marilyn Assheton-Smith	10919 80 Ave., Edm. T6C 0P9	433-9938
Shelagh Bouttell	2516 3rd Ave. NW, Cal. T2N 0L4	283-9903
Debra Carnat	429 29 Ave. NW, Cal. T2M 2M4	276-5554
Diana Chow	10935 85 Ave., Edm. T6G 0W3	433-1525
Marilyn Guille	Box 1941, Whitecourt TOE 2L0	778-3669
Amanda LeRougetel	9625 76 Ave., Edm. T6C 0K4	433-8615
Suzn Morgan	6423 Laurentian Way SW, Cal. T3E 5N2	246-8755
Judy Moynihan	190 Highland Cl. Ft. McMurray T9H 3T5	791-4395
Marty Whitesun	Box 418, Hythe TOH 0C0	356-3797



# Horrific Decision By Hosp. Appeal Board

The Alberta Hospital Privileges Appeal Board has made a mockery of the idea of compassionate, responsive health care. You may recall the Wetaskiwin Hospital case last fall where Dr. Peter Pandarinath refused to treat a 10 year old girl who had been raped. The young girl had to come in to Edmonton to be treated and was found to be hemorrhaging internally. Dr. Pandarinath had his hospital privileges suspended by the Wetaskiwin Hospital Board (which still stands behind its decision) as a result. Even the College of Physicians and Surgeons, not known for patient advocacy, supported this doctor's suspension.

The Privileges Appeal Board overturned the suspension on August 9th with an incredulous interpre-

tation of the Hospital's by-laws. The by-laws state that physicians on call must respond to all calls to attend patients who are presented at the hospital for treatment. The Privileges Appeal Board overturned the decision stating that the girl was not technically a patient because she had not yet been admitted to hospital and that the doctor 'responded' to the call by advising that she be sent to Edmonton!

ASWAC learned of this decision nearly a month after it was made. Although this case was well publicized throughout the province when it occurred and had an overwhelming response, the revocation of the suspension made it no further that the Wetaskiwin media (rather unusual isn't it?).

Dave Russell, Alberta Minister of Hospitals and Medical Care, is responsible for approving the by-laws and appointing the members of the Privileges Appeal Board. ASWAC has added her voice to the Edmonton Sexual Assault Centre's by a letter to Mr. Russell urging him to close this loophole in the by-laws and forward our objection to this horrific decision to the Appeal Board. You can add your voice to ours (as well as the NAC's and the South Peace Regional Council of Women) by writing or calling Mr. Russell at 420 Legislature Building, Edmonton, T5K 2B7, 427-3665.

Please contact me at the ASWAC office for further information.

Frances Adams

## Degrading Costume

Hallowe'en in all its glory is almost upon us again and with it this year's collection of degrading costumes with which one can adorn one's body.

This year's "horror" is standing in the window of Marilyn Masquerade on 124 Street and 107 Avenue keeping company with a body whose head has been severed leaving behind what supposedly is left when one's head is severed. My particular complaint, however, reses with the six-foot hairy gorilla which, for reasons unknown, has lost all its hair on the large breasts which hang down to the protruding hairless belly. While the breasts alone are particularly offensive, a protruding belly that appears about to give birth is degrading.

I approached the manager of the store and advised him that I found his whole display offensive stating my reasons for same. He queried whether I found animals offensive because the costume was one of an animal. Realizing I was getting no where I left the premises. Funny thing though - if this costume is not pornographic and demeaning to women,



then why has, in this last week, it acquired a checkered men's jacket which it did not have on the first time I saw it? Maybe six-foot gorillas with huge sagging breasts and protruding bellies wear them to keep the chill from their naked bodies.

Bettyanne Brownlee  
Edmonton

(This letter, to the Editor of the Edmonton Journal, was copied to ASWAC.)



Mediawatch is planning a national monitoring project, for October and November. This is in conjunction with the end of the two-year "self-regulation" period which was adopted by the broadcast media (radio, tv, and Pay TV).

Readers interested in participating, please contact me by mail (10647 125 St., Edmonton T5N 1T7) or by phone: 482-2766. The project will run from 4 to 6 weeks, and require a few hours per week of your time. The more women monitoring, the less work for each. Time schedules will, of course, be negotiated.

If you're annoyed/insulted/angry about sexism in the media, this is your chance to be active in that struggle. Let me know soon.

You can also contact me for complaint forms, information, and more involvement.

Julie Anne Le Gras

## LADIES AGAINST WOMEN

# I'd Rather Be Ironing

Ladies Against Women is at it again.

The artificial turf-roots organization that launched the Reagan for Shah campaign in 1980 and lobbied extensively for mandatory motherhood is now advocating bake sales "to help Reagan with the deficit".

No, Reagan has not endorsed their efforts. Neither has Nancy.

Part theatre, part satire, the Ladies Against Women (LAW) and their Men's Auxiliary are the San Francisco Bay area's answer to political comedy. They promise to do for politics what the Edsel did for Ford.

For now, their targets are the ultra-conservatives in the Republican Party. But they've also been known to zing the Democrats.

"We were making fun of Carter, too," said Gail Ann Williams, whose contributions to the group include her portrayal of Virginia Cholesterol ("My real name is Mrs. Chester Cholesterol").

And judging by the group's biting jabs, neither are Phyllis Schlafly, the Rev. Jerry Falwell or the U.S. president himself.

The ladies' versions are Phyllis Shaft-lee, who takes the stage during a performance in pink pillbox hat, pink chiffon outfit that falls below the knees, pink shoes and white gloves. For Falwell, it's "the right, right, right, right Rev. Jerry Falwell."

At a recent benefit performance, Williams' rendition of Phyllis Shaft-Lee was introduced "as a very important individual even though she's not a man" and founder of Millionaire Mommies with Nannies Against Free Child Care.

**What Do We Want?  
Nothing.  
When Do We Want It?  
Now!**

Before delivering her message of the night, Shaft-Lee promptly thanked her father, her husband and her four sons for allowing her to be there.

Ever since forming as a nuclear protest group called the Plutonium Players in 1977, the Berkeley based group has directed much of its satire against those opposed to women's liberation.

"We see the world in a very political way and find it darkly amusing," said Selma Vincent, who at 44 describes herself as "the grandmother of the group."

Onstage, Vincent is Mrs. T. Bill Banks, founder of the National Association for the Advancement of Rich People. She sports an

## Mommies, Mommies Don't Be Commies, Stay At Home and Fold Pyjammies

endangered species fur wrap, has a wonderful arched eyebrow smear and wears her Mastercharge card on her proper pillbox hat.

Rounding out the troupe of political satirists are Jain Angeles, 25, and the members of the Men's Auxiliary: Jeff Thompson, 32, Michael Racela, 25, and Jaime Mars-Walker, 31.

The group actually has tax-exempt non-profit status and more often than not relies on donations to survive.

Chapters of LAW have cropped up around the U.S. and use the group's consciousness-lowering kits to put together demonstrations for visits by Schlafly and Falwell.

All women who attend live performances of the consciousness-lowering sessions receive pink LAW membership cards, emblazoned with "I'd Rather Be Ironing" and "not valid without the signature of husband, father or clergyman."

"Mommies, mommies, don't be commies, stay at home and fold

pajammies" is a frequent cheer at such gatherings.

A full performance of the group on stage includes a segment on a convention of the National Association of Hand Grenade Owners, conducted by the Men's Auxiliary.

The association advocates the legalization of hand grenades for personal use, "like hunting, fishing and self-defence."

As quick in question-and-answer periods as they often are in their skits, members responded to the question "How do you feel about the draft?" with the retort, "If you had enough fur coats, it wouldn't matter at all."

All members of the group said they gravitated to LAW after burning out in political work.

Saying they are committed to returning women to their rightful pedestal - the ironing board - Ladies Against Women also have taken a stand on the gender gap ("Repeal the Ladies' Vote: It's suffering not suffrage that keeps us on our pedestals") and appealed for a voluntary Adopt-A-Missile Program.

By Linda Goldston, Knight-Ridder Newspapers

Ladies Against Women can be contacted at 1600 Woolsey #7, Berkeley California, 94703.

## Herizons

Calgary Status of Women has published a feminist primer newspaper called Teen Herizons. Although this newspaper was written and produced by three teenage women for their peers, I read many things that I was not familiar with. I especially liked 'Herstory: 19th Century Canadian Women', a well researched article on the women's movement in Canada. I recommend this newspaper to any woman, young or old, who wants a very insightful overview of women's issues. For your own issue, send \$1 (50¢ copy and 50¢ mailing) to Calgary SWAC Rm. 124, 320 5 Ave. S.E., Calgary or drop by weekdays and pick one up!

Suzn Morgan

# Women and Alcohol Proposal

Marilyn Guille, of Whitecourt, has spent the past year researching and compiling information on Women's Alcoholism and the Workplace. The following information is taken directly from the introductory statements of the proposal she is trying to get Health and Welfare funding for.

The Nature and Extent of The Problem: Current statistics indicate that there are a minimum of 400,000 female alcoholics in Canada. Alcoholism in women is not a new phenomenon, although the problem is perhaps receiving more attention than ever before. What is new, however, is the unprecedented numbers of women in the workforce. In Canada in 1983, 54% of adult females are in the paid labour force. Thus, alcoholism is no longer just the 'housewife's' problem, as the popular media might have us believe, and current research suggests that working women are even more vulnerable to developing problems than homemakers.

If women as a group are experiencing problems with alcohol, then working women, in larger numbers than ever before, are experiencing problems with alco-

hol. Although the precise extent of the problem is difficult to measure, experts in the field estimate that one out of every ten women who work is an alcoholic.

## Proposal Summary

Objective: To provide information and education about working women alcoholics to employers.

Target Group: Women in the paid labour force in the province of Alberta.

Activities: 1. Surveying Employee Assistance Programs and literature already in existence, to determine male bias and suitability to women's needs, in order to design more appropriate material about women.

2. Seeking out employers of women to determine their needs in relation to women with alcohol problems, and their willingness to participate in the project.

3. Seeking out recovering alcoholic women in Alberta to determine their needs in regard to the workplace - before, during and after recovery.

4. Conducting a survey of existing Alberta resources available to women with alcohol problems; creating a resource directory from the results, to be made available to employers and others.

5. Writing, designing and producing a complete educational and informational kit about women's alcoholism, based on all the above information and other research on the subject, primarily to be used with existing Employee Assistance Programs.

6. Distribution and orientation to the kit contents, and training management and/or EAP personnel in its use.

7. Follow-up evaluation of the kit's usefulness and effectiveness, and 'networking' of employers who use it.

Marilyn needs letters of support for this project, both from concerned individuals and companies. If you would like more information, Marilyn's 16 page project summary is available for \$1 (to cover photocopying and mailing costs). Write M. Guille, Box 1941, Whitecourt, TOE 2L0.

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## Women on Film

Recently I met with Shona Rossel, a film maker from Toronto, around a project titled CANADIAN WOMEN, CANADIAN STORIES. Shona is meeting, speaking and taking photos of women from Newfoundland to the Yukon and I found it fascinating talking with her about her travels. The purpose of this project is to create a most exciting and unique collection of photos and stories from women across Canada. She wishes to portray women in a positive light.

Shona and her partner, Kandice Abbott would like to contact and meet with women who would like to participate in the project. Please write to them, c/o their company 'Passions', 4253 Hartfield Grove, Toronto, L4W 2X4 or call (416) 625-4952.

Suzn Morgan



## Work Sharing Survey

I am a Ph.D. candidate at the University of Alberta who is conducting a survey on the ways couples who are either married or living together share familial and occupational responsibilities.

I am particularly interested in gathering information from married or co-habiting couples in which at least one member is between the ages of twenty and forty-five years, and who have at least one child living at home.

If you might be interested in participating in this study and would like more information, please contact David Lingley at 434-8944, Monday, Wednesday, or Friday between 9 a.m. and 12 noon. Or you could write to: D. Lingley, Dept. of Educational Psychology, U. of A. Edmonton, Alberta T6G 2G5.



# No More By-Law Blues

As those of you who have been with us over the past couple of years will know, the Alberta Status of Women Action Committee board has been moving from a hierarchical structure to a more collective structure and decision-making process. To date, our by-laws do not reflect the changes that we have made and at our November annual assembly we will be asking our members to accept a new set of by-laws that allow greater flexibility for boards to work in the structure that is best for them. To this end we have chosen to remove all reference to a hierarchical structure including an executive, executive responsibilities and specific committees. For the most part we have not replaced this structure with another one (in the by-laws) because future board may work better in a way that is different from the current board. The one change that we wanted to 'make official'

is article 3.13 that includes full-time staff as members of the board.

The proposed new by-laws meet the requirements of the societies act and, if they are accepted, a lot less energy need be expended in future to constantly revising them. They provide a framework and not a straitjacket.

The following is our present by-laws followed by our proposed new by-laws. Please read both sets and bring this section with you to the Assembly.

Frances Adams

## ARTICLE 1      General

1.01      A word used in the feminine gender applies also in the masculine.

## ARTICLE 2      Membership

2.01      Those eligible for membership in the Organization shall be persons eighteen (18) years of age or over and residents of the Province of Alberta.

2.02      There shall be a membership fee as may be determined from time to time at a General Meeting of the Organization.

2.03      A member shall be deemed to be in good standing when she has paid her membership fee.

2.04      Membership may also be granted on an associate or honorary basis. The terms and fees for associate and honorary membership shall be established at a General Meeting of the Organization.

2.05      Any member wishing to withdraw from membership may do so upon presenting a notice in writing to the Secretary. Any member, upon a two-thirds (2/3) vote of the members at a General Meeting, may be expelled from membership for a cause which the Organization deems reasonable.

## ARTICLE 3      Board

3.01      There shall be a Board comprised of eleven to fifteen (11-15) members in good standing of the organization including the President, Vice-President, Secretary and Treasurer.

3.02      The Board shall, subject to these By-laws and directions given to it by General Meetings of the Organization, manage and control the affairs of the Organization.

3.03      The Board shall meet as often as may be required, but at least once every two (2) months, at such times and places as may be fixed by the President and notice of all meetings of the Board shall be given verbally, by telephone, by telegram or in writing.

3.04      A Special Meeting of the Board may be called upon the written request of three (3) of its members to the President stating the business to be brought before the meeting.

3.05      A majority of the members of the Board shall constitute a quorum for the transaction of business. Questions arising at any Board meetings, shall be decided by a majority of votes. In the case of a tie vote, the President, in addition to her original vote, shall have a casting vote.

3.06      The members of the Board shall be elected at the Annual General Meeting for a term of one (1) year.

3.07      Any member may serve any number of successive terms.

3.08      The members of the Board shall assume their office immediately upon the conclusion of the meeting at which they are elected.

3.09      Any vacancies on the Board occurring during the year may be filled by the Board.

3.10      Any member in good standing shall be eligible to hold office in the Organization.

3.11      Any Board member who has failed to attend three (3) meetings within the year without reasonable excuse, may be expelled from the Steering Committee by a majority vote of that Committee.

graphic by M. Reece

# *Feminism In Transition*

## *Breaking Through, Growing Free*





Executive

4.01 There shall be an executive consisting of the President, Vice-President, Secretary and Treasurer.

4.02 It shall act as the executive body of the Organization between meetings of the Board.

4.03 The Executive shall meet from time to time at the call of the President.

4.04 The quorum of the Executive is three (3) members.

ARTICLE 5 Officers

5.01 The Officers of the Organization shall be a President, Vice-President, Secretary and Treasurer.

5.02 These Officers shall be appointed by the Board from amongst its members for a term of one (1) year.

5.03 Any member may serve any number of successive terms.

5.04 Officers shall assume their office at the first meeting of the Board following the meeting at which they are elected.

ARTICLE 6 President

6.01 The President shall be the Chief Executive Officer of the Organization.

6.02 The President shall exercise leadership over the affairs of the Organization and shall sign all official documents. She shall preside, when present, at all meetings of the Organization, the Executive and the Board.

6.03 The President shall interpret these By-laws and her interpretation shall be final and binding upon all members and Officers of the Organization unless reversed by the Board or an Annual General Meeting.

6.04 The President shall be an ex-officio member of all committees.

6.05 The President shall report on her duties, the affairs of the Organization and the administration of her office to the Board and to the Annual General Meeting.

ARTICLE 7 Vice-President

7.01 The Vice-President shall assist the President in her duties and may act on her behalf when so authorized, and shall discharge the responsibilities assigned by the President.

ARTICLE 8 Secretary

8.01 The Secretary shall be responsible for keeping full and accurate account of the proceedings of all meetings of the Board, Executive and general membership meetings. She shall record all amendments to these By-laws and shall have charge of and

conduct routine correspondence on behalf of the Organization. She shall have custody of all the Organization's books, minutes and records, other than financial and accounting documents. She shall have custody of the Seal of the Organization and shall be the Administrative Officer of the Organization. The seal will be used to authenticate official documents.

ARTICLE 9 Treasurer

9.01 The Treasurer shall have custody of the financial and accounting documents of the Organization and she shall be responsible for all accounting and financial records of the Organization.

9.02 The Treasurer shall ensure that a complete financial statement of the affairs of the Organization is prepared for each fiscal year and she shall present such financial statement to the Annual General Meeting of the Organization.

9.03 The Treasurer shall, subject to the approval of the Board, invest surplus funds of the Organization.

9.04 The Treasurer shall supervise the expenditures of the Organization to ensure compliance with the Organization's budget and By-laws.

9.05 The Treasurer shall prepare an annual budget for the Organization.

9.06 The Treasurer shall be the Financial Officer of the Organization.

9.07 The Treasurer shall deposit all Organization funds in a chartered bank, credit union, or other financial institution to the credit of the Organization.

ARTICLE 10 Committees

10.01 The Board shall have the power to constitute Committees, set the terms of reference for Committees, and appoint and terminate the appointment of members to such Committees.

10.02 All Committees shall meet at such times and places as determined by their Chairperson and have such powers as are necessary to conduct their business.

ARTICLE 11 Education Committee

11.01 There shall be an Education Committee and it shall, from time to time, hold educational programmes of interest to the membership throughout the Province.

11.02 This Committee shall report to the Board and to the Annual General Meeting.

11.03 A member of the Board shall be Chairperson of this committee.

ARTICLE 12      Conference Committee

12.01      There shall be a Conference Committee and it shall plan and arrange for the Annual General Meeting of the members.      14.04

12.02      This Committee shall report to the Board.

12.03      A member of the Board shall be Chairperson of this Committee.      15.01

ARTICLE 13      Finances

13.01      The principal revenue of the Organization shall be obtained from the annual membership dues and monies raised, borrowed or secured in such manner as decided by the Board.      16.01

13.02      All funds of the Organization shall be disbursed by cheque or other bill of exchange, in the name of the Organization. All such cheques or bills of exchange shall be signed by the Treasurer and countersigned by one (1) of two (2) other persons appointed by the Board.      17.01

13.03      The fiscal year of the Organization shall be April 1st to March 31st.

13.04      The books, accounts and records of the Treasurer shall be audited once each year by a duly qualified Accountant or by two (2) members of the Organization elected for that purpose at the Annual General Meeting. A complete and proper statement of the standing of the books for the previous year shall be submitted by such auditor at the Annual General Meeting of the Organization.

13.05      The books and records of the Organization may be inspected by any member at the Annual General Meeting or at any time, upon giving reasonable notice and arranging a time satisfactory to the Treasurer.

13.06      Upon the winding up of this Organization, any and all funds to the credit of the Organization are to be donated to a recognized charity to be agreed upon by the Board.

ARTICLE 14      General and Special Meetings

14.01      The Organization shall hold an Annual General Meeting on or before the 30th of November of each year. The place and date of such meeting shall be set by the Board. Twenty-one days' notice of the meeting shall be given to all members.

14.02      Special Meetings may be called by direction of the Board or upon written request of at least one-third (1/3) of the members in good standing.

14.03      Where a Special Meeting is called notice in writing shall be given to the last known address of each member, giving not less than twenty-one (21) days' notice of the time and place set by the Board, together with a statement of the

business to be considered.

Thirty (30) members in good standing or one-tenth (1/10th) of the membership, whichever is less, shall constitute a quorum at General and Special Meetings

ARTICLE 15      Voting

Any member in good standing shall have the right to vote at General and Special Meetings. Such vote shall be made in person and not by proxy.

ARTICLE 16      Remuneration

No member of the Board shall receive remuneration for her services.

ARTICLE 17      Borrowing Powers

For the purpose of carrying out its objectives, the Organization may borrow or raise or secure the payment of money in such manner as it sees fit and in particular by issue of debentures, but this power must be exercised only under the authority of the Organization. In no cases shall debentures be issued without the sanction of an Extraordinary Resolution of the Organization.

ARTICLE 18      By-law Amendments

18.01      The By-laws may be amended by an Extraordinary Resolution passed by a majority of not less than three-fourths (3/4ths) of such members entitled to vote, as are present in person at the Annual General Meeting of the Organization, provided that such proposed amendment has been circulated to the members in writing at least one (1) month before the General Meeting at which it is to be considered.

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## New Proposal

1.01      A word used in the feminine gender applies also in the masculine.

2.01      Anyone is eligible for membership in the Organization.

2.02      There shall be a membership fee as may be determined from time to time at a General Meeting of the Organization.

2.03      A member shall be deemed to be in good standing when she has paid her membership fee.

2.04      Anyone wishing to withdraw from membership may do so upon presenting a notice in writing to the Organization. Any member, upon a two-thirds vote of the members at a General Meeting, may be expelled from membership for a cause which the Organization deems reasonable.

3.01      There shall be a Board comprised of eleven to fifteen women members in good standing.

- 3.02 The Board shall, subject to these by-laws and directions given to it by General Meetings of the Organization, manage and control the affairs of the Organization.
- 3.03 The Board shall meet as often as may be required, but at least once every two months, at such times and places as may be fixed by the Board.
- 3.04 A Special Meeting of the Board may be called upon the written request of three of its members stating the business to be brought before the meeting.
- 3.05 A simple majority of the members of the Board shall constitute a quorum for the transaction of business.
- 3.06 The members of the Board shall be chosen at the Annual General Meeting for a term of one year.
- 3.07 Any member may serve any number of successive terms.
- 3.08 The members of the Board shall assume their office immediately upon the conclusion of the meeting at which they are elected.
- 3.09 Any vacancies on the Board occurring during the year may be filled by the Board.
- 3.10 Any member in good standing shall be eligible to hold office in the Organization.
- 3.11 Any Board member who has failed to attend three meetings within the year without reasonable excuse, may be expelled from the Board.
- 3.12 Officers shall be appointed or elected by the Board to undertake responsibility for custody and use of the seal of the society, signatory, responsibility on official documents, cheques or bills of exchange, preparation and custody of minutes and other books and records of the society.
- 3.13 Full-time staff members of the organization may function as members of the board.
- 4.01 The Board shall have the power to constitute Committees, set the terms of reference for Committees, and appoint and terminate the appointments of members to such Committees.
- 5.01 The principal revenue of the Organization shall be obtained from the annual membership dues and monies raised, borrowed or secured in such manner as decided by the Board.
- 5.02 All funds of the Organization shall be disbursed by cheque or other bill of exchange, in the name of the Organization. All such cheques or bills of exchange shall be signed by the Organization's designated signing officers.
- 5.03 The fiscal year of the Organization shall be April 1st to March 31st.
- 5.04 The books, accounts and records of the Organization shall be audited once each year by a duly qualified Accountant or by two members of the Organization appointed for that purpose at the Annual General Meeting. A complete and proper statement of the standing of the books for the previous year shall be submitted by such auditor at the Annual General Meeting of the Organization.
- 5.05 The books and records of the Organization may be inspected by any member at the Annual General Meeting or at any time, upon giving reasonable notice.
- 5.06 Upon the winding up of this Organization, any and all funds to the credit of the Organization are to be donated to a charity to be agreed upon by the Board.
- 6.01 The Organization shall hold an Annual General Meeting on or before the 30th of November of each year. The place and date of such meeting shall be set by the Board. Twenty-one days notice of the meeting shall be given to all members.
- 6.02 Special Meetings may be called by direction of the Board or upon written request of at least one-third of the members in good standing.
- 6.03 Where a Special Meeting is called, notice in writing shall be given to the last known address of each member, giving not less than twenty-one days notice of the time and place set by the Board, together with a statement of the business to be considered.
- 6.04 The members present at an annual general meeting or special meeting constitute a quorum.
- 7.01 Any member in good standing shall have the right to vote at a General and Special Meetings. Such vote shall be made in person and not by proxy.
- 8.01 No member of the Board shall receive remuneration for her services as a board member.
- 9.01 For the purpose of carrying out its objectives, the Organization may borrow or raise or secure the payment of money in such manner as it sees fit.
- 10.01 The by-laws may be amended by an Extraordinary Resolution passed by a majority of not less than three-fourths of such members entitled to vote, as are present in person at the Annual General Meeting of the Organization, provided that such proposed amendment has been circulated to the members in writing at least one month before the General Meeting at which it is to be considered.





# COALITION FOR AID TO NICARAGUA

## TOOLS FOR PEACE OUTILS DE PAIX

Election registration did not take place on time in the small village of Tapasle, located deep within the Matagalpa mountains in Nicaragua. The day before, the village of 100 people was taken over by 200 "contras". When the peasants refused to identify members of the voluntary police and local election board, the "contras" chose eight young people at random and slit their throats right in front of their families. The "contras" then fled taking 14 residents with them. (Barri-cada Internation, August 6, 1984.)

### CONTRA ATTACKS

"Contras" are mercenary soldiers and former Somoza National Guardsmen who fled to Honduras and Costa Rica after the Sandinista Revolution in 1979. In 1982, supported

by CIA funding and training, they banded together. Since then, they have attempted to discredit and undermine the popularity of the Sandinistas by attacking economic targets and terrorizing the rural population. They have bombed day-care centres with American planes, destroyed medical clinics, adult education centres, produce cooperatives, and oil refineries. In all, the toll in deaths has been 7,391 and property damage has climbed to \$227.5 million, an amount equal to over 31% of the nation's exports.

To put further pressure on this small country of 2.7 M people, the United States has been holding massive land, sea and air manoeuvres involving thousands of American troops off Nicaragua's Pacific and Atlantic coast. The U.S. has also built air strips and troop bases throughout neighbouring Honduras and is training Honduran and El Salvadorean troops there.

### WORLD SUPPORT FOR NICARAGUA

People from all over the world

have been moved and inspired by Nicaragua's efforts. In early June 200 U.S. citizens from 13 religious denominations spent a week in Nicaragua's northern war zone holding a peace vigil. Before leaving the country they presented U.S. Ambassador, Harry Bergold, with a letter calling for a change in President Reagan's policies toward Nicaragua. The letter read in part, "we find our country's economic, political and military policies immoral to the point of obscenity". In August, a "Peace Ship" travelled 12,000 nautical miles from Norway to Nicaragua bearing a \$3 million, 20,000 ton cargo of food, medicines, paper and production material. Star passengers of the ship were four Nobel Laureate prize winners, Linus Pauling, George Walk, U.S.; Betty Williams, Ireland; and Adolfo Perez Esquivel, Argentina. Material was contributed by trade unions, governments and private organizations from such countries as Norway, Sweden, Finland, Italy, Greece, Germany as well as the World Council of Churches.

## Alberta Aid To Nicaragua

1. Collection of Materials: If people in Alberta wish to help in Nicaragua's reconstruction and survival, there are several campaigns already in motion. Tools for Peace, Coalition for Aid to Nicaragua is collecting goods until November 1. Due to money channelled into defence and the U.S. economic boycott, Nicaragua is short of materials in many sectors. These include building and agricultural tools: mechanical, carpentry, chainsaws, irrigation equipment; educational" office supplies, audio-visual including video machines, projectors, school materials, films, books, magazines on technical, scientific or medical subjects; medical: everything - drugs, linens, surgical equipment, bandages, operating materials; children: arts and crafts, cloth diapers, toys and games, sports equipment, musical instruments. All donations will be evaluated and are tax receiptable.

Churches and schools in Fort Saskatchewan have set up a toy collection campaign. The community of Riverdale is having a collection blitz on October 7, the United Church in St. Albert is combing their

community for goods. Join in, help fill our warehouse, located at 92 St. and Jasper Ave., open Wednesday nights, 7 to 9 p.m. Phone 421-1495 if you need a pick-up or the warehouse to be open another day.

2. Walkathon for Central America: Don't sit, walk! On October 13, Edmonton Tools for Peace, along with Oxfam and Change for Children is sponsoring a walkathon to buy supplies for Nicaragua, help pay for transport of goods and to support health and educational projects in El Salvador. The walkathon starts at 9 a.m. (registration to 10 a.m.) at Hawrelak Park. Get your pledge forms from Walkathon Office, 3rd fl. 10765 98 Street or at Common Woman Books, High Level Food Co-op and the Edmonton Public Library downtown. Our bottom line is 100 walkers who will bring in \$100 each (\$10 from 10 people) so that's \$10,000. Be one of the 100. Get your kids to walk. The full course is 20 km.

An educational for walkers and other interested people will be held at 7:30, October 4 at the Learner Centre. Slide show

and speakers just back from Nicaragua.

3. Farmer's Brigade: When Albertan Irving Bablitz visited Nicaragua last March and saw the number of tractors lying around the fields in disrepair and missing parts, his farmer's heart couldn't take it. The experience spurred him on to organizing a farmer's brigade from Alberta to Nicaragua. Under the sponsorship of Tools for Peace, the National Farmer's Union and Oxfam, approximately ten farmers will be leaving January to spend ten months in Nicaragua teaching machinery maintenance and repair. They will also be taking with them badly needed parts and various kinds of equipment. The group is fundraising now and could use donations, all of which are tax deductible.

This action, in turn, has spurred local Edmonton writer, Judy Haiven to make a film on the brigade's visit. She'll be working with Peter Almond who has done several programs for Man Alive on CBC. The proposal and fundraising for the film is presently in the works.

Sara Berger

# Reaching For A Feminist Workplace

Feminist and women's groups start out in the right spirit. We gather in circles in each other's living room or in a meeting room that doesn't cost much to rent. Over coffee, we decide what legislation has to be changed so women won't be discriminated against in the workplace and in domestic matters, what services are needed for women who are being abused, how to overcome our isolation in a male-dominated society, and so on.

In these gatherings, we give and take on an equal basis. We listen to each other.

But, then, it dawns on us that we are not going to overcome male domination in a year, or a decade, or even a century. We need more women to be part of this process and we need better services. To reach all the women 'out there' or to have them reach us, we need office space, a telephone, and someone to answer it. And, wouldn't it be nice for a change if at least some of us could get paid for the work that we have been doing so long as volunteers?

So out of our little groups evolve The Manitoba Action Committee on the Status of Women (MACSW), HERizons, Osborne House, the Native Women's Transition Centre, Women's Employment Counselling Services, and the many others that have been started by dedicated women from a feminist politic.

But because we're women, a condition usually synonymous with having little money, our organizations can only provide these services and pay our staff if we are able to get government or agency funding.

We apply for these grants. And to get the money, we sacrifice much of our internal equality. Because governments and agencies operate on a hierarchical structure, they force us to at least pretend that we are willing to operate in this same fashion in order to secure funding.

Feminists know that equal pay for work of equal value is an important issue because money, unfortunately, means power. But, even within a feminist oriented group like HERizons, some get a bigger piece of the monetary pie than

others. However, would it have been better for HERizons not to apply for government funding and continue to reach only hundreds instead of thousands of women?

HERizons, at least, operates on a collective basis when it comes to decision making. Each member has an equal say in the magazine's policy and content. Many other women's groups have not even recognized the importance of this concept.

Several of our groups operate by establishing boards which are run "the way the big boys do it" as one woman who is employed in a feminist organization put it. Like a male hierarchical structure, the chairperson (note: we don't use chairman) sits on the top. Next, in line, is the vice-chair(s). The rest of the board follows in order of power position with the secretary usually at the bottom of this level. Chairing a meeting is deemed to be much more important than taking the minutes of the meeting.

The MACSW executive operated in this fashion for years. Last year, we decided to make an equal rights change. Much to the chagrin of the commercial media and the general public, we no longer have a MACSW chair. All of the executive shares the responsibility of decision making and that includes making mistakes. For meetings, we rotate as chairs and minute recorders.

And we haven't fallen apart because of these changes. Nor has the paid staff taken control of the executive by being given the right to sit on our board as equal executive members with the power to vote at meetings. Many of us have realized that "Everybody does it that way" means men traditionally do it that way and we are determined to work together in women's ways. In other words, we do not always ignore our caring and nurturing feelings when making decisions.

A host of other women's groups have not even come this far. Why is this the case? It is partly because there are few feminist groups that can be used as role models for these newer groups.

It is also because women often

become board or executive or steering committee members with little or no experience in this kind of work. Many have never been 'bosses' or have sat on boards outside the women's community. So they have not experienced the flaws in these fraternalistic power structures. They find out how their husbands, fathers, bosses, etc. do things or how other women's groups, such as the YWCA which has a traditional structure, operate and decide to use the same model.

Creativity is needed to work out ways to treat everyone in an organization as equals. It takes a lot of thought, discussion and working out details. It means a lot of hard work.

In most women's groups, the paid staff are considered to have less status than the board. They are kept in their places through several methods which include not being able to vote at board meetings.

Board members often argue that they cannot let staff have the vote because they could band together and take over the direction of the organization. It is assumed that there are 'us-them' segments within the group. There is a failure to see that we are all working from the same basis as feminists or as women who want to change specific societal problems that 'keep women down'.

Often the paid workers are not even given the power to decide when to take off time in lieu of overtime payment or when they can take holidays. The holidays allowed are usually the bare minimum that have to be offered to adhere to labour legislation. The high level of "burn-out" that is part of working for a woman's organization is not considered or interpreted into lengthier time off.

Sometimes staff will gain the power that they deserve through very negative means. They manipulate directives given them by the board.

There are cases of staff hoarding information and feeling the power that they have over other organization members by meting it





out when they feel it is appropriate for others to know. This is especially true in organizations where there is a hierarchy even among the staff.

In a few cases, the staff in control of others are men. What do you think about an organization that calls itself feminist, but where men hold the highest employee positions and make the most money for doing this? Does this make a good case for excluding men from women's groups?

A couple of volunteer workers said in the group they worked, the board basically rubber stamped what the staff decided to do. The volunteers believed that the staff wanted to maintain the hierarchical system. It makes sense. They had learned how to get what they wanted in that structure and they would have to unlearn this technique if they were to advocate equality.

All of these organizations would not exist without many volunteers. Volunteers, in some groups more than others, have a lot of trouble making the boards and staff realize that they are doing very valuable work. Again, the dollar sign gets in the way. If you are not being paid for it then you are generally kept peripheral from the decision-making process. There is even a double standard among volunteers. One staff member pointed out that volunteer board members think they are more competent than other volunteers. How does everyone in an organization gain the right to share equal power?

[Some groups] do still not offer child care or reimbursement to those members who have to use it. ... They feel that they are begging for this right.

Other expenses are often not considered either. Sometimes even bus fare or free parking can make

a difference to a woman working for a group. We know that many of our members are living on unemployment or social assistance but we don't translate that concern into the realization that they might not be able to make a meeting if they don't even have the 75¢ to take a bus. For staff, pension plans are still rare.

In some groups, women have to 'tone down' or not even mention the fact they are lesbians.

Others get the unspoken message that they had better stay "in the closet" or they will lose their jobs.

Some organizations might use their token lesbians in other ways as well. "Oh, yeah, we're all for lesbians, we have one in our group" might be the only way that we deal with this issue. Our token lesbian becomes our "show and tell" object. We forget to consider that maybe she hasn't

or doesn't want to come out to everyone. In short, we don't consider her feelings and her needs.

Often women purge their groups of women identified as lesbians or feminists (or greatly restrict them) because they want themselves and their issues accepted by the larger society. In this striving for credibility, we forget that these women bring to all our organizations an invaluable perspective which, if lost, serves to limit our ability to resist oppression of women even if the group may focus on only one area of this inequality. So they sometimes end up abusing their own workers - the very women who work long, difficult hours because they, too, want a society free of inequalities.

But I cannot end with all the answers because I do not even know all the problems. I can

only ask more questions: To work as equals, should we stop applying for government and agency monies? But, will this help the already extremely high unemployment among women and will our groups be able to accomplish their goals without money? Can we find other ways to fundraise that won't at the same time, drain all of our energies? Should we be 'biting the hands that feed us' more often?

Should we let our groups stay small even though we will be accused of elitism? Does everyone in a small group feel that they are equals? Can we unlearn the predominant examples to be organized in a hierarchical structure? Or do we sometimes need someone else to tell us what to do? Where do we start? Once we start, will the changes ever stop?

Do we want to make the changes so we can work together as equals and if we do, will it work? I can answer this one. If we want to make the changes, then, it will work. I have a lot of faith in the strength of the feminist community to grapple with any problem and work on a solution to it. We have done this many times before and will continue to do it.

As Charlotte Bunch reminds us in "Global Feminism" (Isis, Women's International Bulletin); "Feminism is not a laundry list of women's issues. It is not just adding women into existing institutions. When dealing with any issue, whether it is budgets or biogenetics or wife-battering, feminism as a political perspective is about change in structures - about ending domination and resisting oppression."

Reprinted from Horizons, April issue. The article was written by Tanya Lester.

We have printed (an edited version of) this article because the questions raised and the struggles around structure and relationships between various parts of the Manitoba Action Committee are very similar to those ASWAC has been dealing with. Mair's response to this article, in fact, led to a meeting of women, working in feminist organizations, in Winnipeg this August.

One of the workshops we are offering at the Assembly, Board/Staff Relations ..., will be dealing with some of these issues. So, if you have some questions or observations after reading this article why don't you write them down and bring them to the workshop.



# Odyssey House

Odyssey House, the women's emergency shelter in Grande Prairie is holding an open house and annual meeting on October 19. The open house is from 2 - 4 p.m. and the annual meeting starts at 8 p.m. at the Golf and Country Club. The meeting will include a dinner and dance and the cost is \$8 per person. For more information call 532-2672.

## Wellspring

The Wellspring Women's Association in Whitecourt has completed their Community Needs Survey, a blanket survey of women in the Whitecourt area. The extensive survey took months to complete and the findings have created a great deal of interest in the community. To obtain a copy send \$2 to Wellspring, Box 681, Whitecourt, TOE 2L0 or call 778-6209.

## Volunteers Needed

Thank you ASWAC members for your enthusiastic response in keeping Common Woman Books alive and well. We've trained five women and two more are interested. There is still room for additional friends.

Another project we'd very much like to get some volunteer help with is our Catalogue update. Many new and exciting books have come into the store since our Catalogue was printed. We've written annotations on cards for these books and filed them away. All we need now is someone to type them up in alphabetical order under the appropriate sections. We can then send out more of our old catalogues with the update inserts. The catalogue is a tremendous outreach tool, not only for bringing in mial order business but filling the libraries of institutions with good feminist literature. We've had book requests from Catholic School Boards, Health Clinics in the Northwest Territories, Community College, Alberta Hospital and many battered women's shelters.

If you have some spare time for typing please leave your name and number with the bookstore, 432-9344, or call Sara at 424-1452.

## Peace News

On Saturday, October 20th at 1 p.m. a kickoff march and rally for United Nations Peace Week starts at the Legislature Bldg. in Edmonton.

On Sunday, November 11th at 7:30 p.m., Dr. Helen Caldicott will be speaking on the nuclear threat and the cruise missile at the Universiade Pavilion in Edmonton. Tickets are available at Bass: \$3.50 for students; \$5.50 for non-students.

Both the U.S. National Freeze and the Freeze Voter Pac are in dire financial straits, and would greatly appreciate Canadian financial support. Unfortunately, due to the U.S. federal election laws, direct financial support of Freeze Voter Pac (a candidate endorsing and lobby group) is not allowed. However, Freeze Campaign is an educational group and can receive funds, although a tax receipt is not possible.

ENNUF, Edmontonians for a Non-Nuclear Future, is working on a national campaign to help raise funds for the U.S. effort. ENNUF can be contacted at 10765 98 St., Edmonton T5H 2P2, 420-1504. The Nuclear Weapons Freeze Campaign can be contacted at 4414 Lindell Boulevard, St. Louis, Missouri, 63108.

## Abortion Film

"Abortion: Stories From North and South", a National Film Board, Studio D production will be publicly screened at the Edmonton Main Library Theatre on October 17 and 18, 8 p.m. both evenings. Gail Singer, film director, will be in attendance to answer questions and lead a discussion following the viewing of this hour-long documentary on abortion that was filmed in six countries: Japan, Ireland, Thailand, Columbia, Peru and Canada.

Following the public screening the film will be available at no cost through the Calgary and Edmonton NFB offices.

A small group of ASWAC members had a pre-screening of the film a few weeks ago and we recommend it very highly. We invite those of you who attend the screening to send us your comments for publication in the next newsletter.

# Maintenance Support

A small group of women in Edmonton and Calgary have started meeting to do some work on the maintenance support enforcement system. The federal government has promised to introduce a national, central registry system to improve the collection of support payments from spouses (mainly men) that are ordered by family courts following marital breakdown. It is propitious at this time to give strong reminders to the P.C. government to meet their commitment as quickly as possible.

A computerized, central registry was introduced recently in Manitoba and responsibility for collection of payments has been shifted from the spouse/woman to the courts. The success rate of collection has climbed from 15 percent in 1980 to 85 percent in 1983. Robin Diamond, Head of the Family Law Section of Manitoba's Attorney General Department, will be expanding on this information in a workshop at ASWAC's assembly in November.

The new group plans to do some lobbying at the provincial level also. Neil Crawford, Alberta Attorney General, has been hinting at a provincial registry this summer but expressed reservation about possible 'invasion of privacy' that the registry might result in. The plight of the single mothers who rely on the support payments to provide food, housing and clothing for their children has to be more important than an invasion of a delinquent spouse's privacy.

There is not the space in this newsletter to expand on this issue. If you feel aware enough of this issue to write to the federal and provincial governments, write John Crosbie, Minister of Justice, House of Commons, Ottawa and Neil Crawford Attorney General, 227 Leg. Bldg., Edmonton. Otherwise, watch for more info in the next newsletter or, better yet, come to the assembly!

Frances Adams

## Wen-do

Wen-Do (women's self-defense) classes are starting soon in Edmonton. For more information, call Ann at 488-8457 or Janet at 469-6148.

## CONFERENCES

### Maternal Health

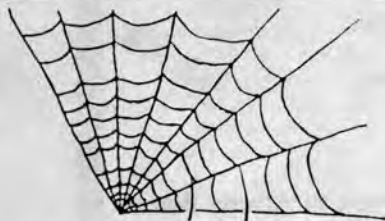
The Association for Safe Alternatives in Childbirth (ASAC) is pleased to invite you to participate in our first "Maternal Health Fair" to be held on Saturday and Sunday, November 10th and 11th, 1984 at the M.E. Lazerte High School, 6804 144 Avenue in Edmonton.

The purpose of the Fair is to promote a greater public awareness of the resources available in the Edmonton area in the fields of preconception, perinatal and postnatal issues.

Dr. Thomas Verny, author of "The Secret Life of the Unborn Child" will be our keynote speaker at the Fair, addressing the mysteries of life before birth. Also, a number of prominent local authorities will be giving lectures/workshops on prenatal care, breastfeeding, nutrition, midwifery, circumcision, post partum sexuality, Caesarean Sections, and modern technology in childbirth.

Running concurrently with the workshops will be a selected film series relating to childbirth issues. A fashion show consisting of maternity and children's clothing is planned for both days, and homemade nutritious food fare will be available throughout the event.

For more information, contact Henriette Douzich at 487-5532 or ASAC at 437-0187.



### Research

"Working for Change: Collaborative Research on Women's Work" was a conference recently held in Devon. The emphasis was on change-oriented research and collaboration among women with different knowledge backgrounds. Watch for the October issue of Webspinner for in-depth information!

# Non-Trad Survey of Women

Recently, the Women's Employment Directorate of the Canada Employment and Immigration Commission commissioned a survey and study of "Women's Experience in Non-Traditional Occupations". The results of the study are expected to assist in facilitating access to and continued employment in occupations in which women currently occupy less than 30 percent of the positions available.



### C.R.I.A.W.

The Canadian Research Institute for the Advancement of Women (CRIAOW) is holding a conference under the theme 'Women: Images, Role-Models' at the Université du Québec a Montréal on November 9, 10 and 11, 1984.

This conference will bring together some 800 to 1000 women from across Canada. We particularly want to give the floor to women from diverse sectors (representatives of women's groups, indigenous women, artists, creators and faculty members). These women will contribute to elucidating the complex relationships between the images and role-models of women and their concrete existence, their subordinate position and their liberation.

The 1984 CRIAOW conference, through its quality and diversity (90 discourses/debate sessions, 16 workshops/panel discussions, 5 plays, 2 dance presentations, 2 monologues, and numerous films, videos, slides, etc.), is shaping up to be the absolute must event this fall. For a detailed program of the conference, contact Marie Vallee, Dept. of Political Science, Univ. du Québec a Montréal, Box 8888, Stn. A, Montreal, H3C 3P8.

As the Regional Consultant for Alberta, Saskatchewan, Manitoba and the NWT, my first task is to locate women in the trades and technologies. I want to ask your help in locating women in the areas of: technicians/technologists, architecture/engineering, computer, and construction/mechanical. The women can be: in training (beginning year and final year); trained but unemployed, or employed in an area other than the one for which they trained or employed in a non-traditional occupation.

- names, addresses, telephone numbers of women relevant to the survey (yourself, friends, colleagues, employees, members of your organization, and so on.
- names, addresses, telephone numbers of resource contacts, for me to follow up on (technical/vocational schools, unions, professional associations, employers (industries, work sites, firms, companies), laboratories (hospitals and other), women's centres and organizations, networks (and listings and directories), government offices (provincial especially), consultants' offices, and so on.

The identities of the women surveyed will be kept strictly confidential. If that still poses a problem, I can supply stamped envelopes and questionnaires, for you to mail or distribute. In that case, I would ask that you give me the number distributed, and the name of a contact person (also confidential, and merely as a contact for me).

The project allows for the month of September only, to locate women. Can you contact me as soon as possible? I can be reached at (403) 482-2766 (leave a message on the tape in my absence. I will call back.) or by mail: 10647 125 St., Edmonton T5N 1T7. Collect calls will be accepted if you mention "CEIC project".

The importance of this survey is that women will be asked to report on their experiences. Women's stories are going to be heard. Please participate or assist. Thank you very much.

Julie Anne Le Gras

ASWAC's membership year runs from conference to conference, with a grace period starting from September 1st for new memberships.

This means that if you bought or renewed your membership before September 1, 1983, you are on our records as needing to renew your membership and you will see a star on your mailing label. Following the annual assembly in November 1984 members will received a star on their labels.

We continue to send newsletters to members who are only one year in arrears. We do this generous act because we know that many people find it very hard to remember to renew and we don't want to lose contact with old friends. But it would be a great help to the office staff if you would either renew or let us know if you no longer wish to receive a newsletter.

We suggest \$10 per year for a membership but will, of course, accept less from those who cannot afford the fee. Donations are greatly welcomed and needed as well.



### SUPPORTIVE MEMBERSHIP/DONATION\*

Name.....

Membership

Address.....

Donation

Apt. No.

Street

City

Postal Code

Phone.....

Home

Office

Make cheque payable to Alberta Status of Women Action Committee, P.O. Box 1573, Edmonton, T5J 2N7 Telephone 424-3073

\* We suggest \$10.00 membership per year.

## ALBERTA STATUS OF WOMEN ACTION COMMITTEE