



# ALBERTA STATUS OF WOMEN ACTION COMMITTEE

January 1986

Vol. 7 No. 1



**Women constitute half the world's population, perform nearly two-thirds of its work hours, receive one-tenth of the world's income, and own less than one-hundredth of the world's property.**

United Nations Report, 1980

# Eighteen Hours at a Glance

- PRESENT board** Amanda Le Rougetel, Lisa Walter, Aura Rose, Teresa Warena, Frances Adams, Lavera Creasy, Irene McRae, Marty Whitesun, Terri Ann Marco, Suzn Morgan, Cathy Bray
- visitors** vanessa desa, Halyna Freeland, Barb McKinstry, Rosalee Morin, Pat Handy, Linda Smith, Gwen Rendle, Lois Taylor, Judy Elliott, Linda Richardson
- HOUSEKEEPING ITEMS** We decided to continue the "At a Glance" format of recording and publicizing meetings. In the budget revision for the remainder of the fiscal year, \$30.00 per month will be allotted to every board member and regional representative. It was suggested that the board member taking on membership responsibilities should take a look at male membership and attendance at assemblies.
- WOMEN'S CENTRES GATHERING** Frances reported on her organizing to date. The mini-conference was set for March 15 and 16 at the Women's Building in Edmonton. Thirty to fifty participants are expected. Board members agreed to contact those centres who have not yet responded to Frances' November letter. A full agenda and budget will be prepared by the end of January.
- STAFF PAY AND BENEFITS** Amanda and Frances' salaries were increased from \$19,000/yr to \$22,000/yr retroactive to April 1st. A Blue Cross package which Lisa has investigated was also agreed to at a maximum of \$100.00 per month for both women. Salaries had not been reviewed for 18 months, and it was agreed that the review should be done annually. Amanda was given a \$20.00 per month car allowance.
- WIDOW'S PENSION ACT** Gwen Rendle and Lois Taylor reported on the work of SINGLE AND DIVORCED SPEAK OUT, subcommittee of ASWAC. (see previous Newsletters) The Dec. 10th meeting with Neil Webber and Dick Johnston was often antagonistic, and the effort to extend benefits to anyone between 55 and 64 regardless of marital status may require court action. Lois has researched pension benefits in many other countries and found that Canada's program(s) trails behind most western countries in ensuring a good standard of living for the elderly.
- ABORTION TRIBUNALS** Linda Richardson reported on the plans for the abortion tribunal which will be held March 27, sponsored by Abortion By Choice and ASWAC. Linda encouraged other groups in Alberta to hold events at the same time to draw attention to the inequities and restrictions in the abortion laws.
- QCTV PROPOSAL** Frances reported a meeting with QCTV about a weekly ASWAC feature on their community program. Lisa and Aura agreed to work on this.
- SASKATCHEWAN ACTION COMMITTEE ON THE STATUS OF WOMEN** Their annual conference will be held on the May long weekend and it was agreed that at least two of us should attend and a decision will be made next meeting.
- FUNDRAISING** Frances was requested to research various funding sources. Although we received our grant from the Women's Program, the future is uncertain.
- ROYAL COMMISSION ON UNEMPLOYMENT INSURANCE** This commission has been touring the country and we have been invited to submit a position. The McDonald report included recommendations on severely reducing UI benefits. Cathy, Lisa and Amanda will work on this.
- SECRETARY OF STATE WOMEN'S PROGRAM** Evaluation and Budget Preparation For 1986/1987. Vanessa Desa attended the meeting to discuss the above with us. Renate Shearer was chosen to do the evaluation (and has since accepted!) of ASWAC and the Women's Program. ASWAC's interim report has been processed, and our final installment of \$55,000 will be released soon. We should receive as large a grant, or larger, next year, and the possibility of a third staff member looks good.
- THE NEWSMAGAZINE FOR ALBERTA WOMEN** Halyna Freeland reported on the dire financial straits that the Newsmagazine is in and requested a grant/loan of \$6,5000. After much discussion, the Board decided that we could not give a grant, but instead we would purchase 75 subscriptions for Board member and regional representative outreach use. We will also purchase advertising space in the next issue and possibly the issue following that, too.
- 10th ANNIVERSARY COMMITTEE & ASSEMBLY '86** We discussed the possibility of combining these two activities/committees. Suzn Morgan will contact the women who volunteered to work on the first. Anyone out

there in member-land interested in working on a committee to organize our 10th Annual Assembly? RSVP the office!!

**BUDGET  
PLANNING FOR  
1985/85  
BOARD YEAR**

A working group was formed (Lisa Walter, Frances Adams, Amanda LeR, Aura Rose, Teresa Warencia and Judy Elliot) to prepare a budget for discussion at the Feb. Board meeting. We expect to have our application in to SecState by mid-February and, if Vanessa's predictions are correct, we will have our money by mid-May.

**NEW BOARD  
MEMBERS**

Teresa talked about her desire to be on the Board (she was unable to be at the business meeting portion of the Assembly) and she was accepted. We want very much to have another Board member from Calgary. Suzn and Rosemary Taylor, Calgary regional rep, are having a members meeting this month and we may have another member as a result. We still have regional rep positions open for the NorthWest, NorthCentral, SouthWest and SouthEast. Frances will meet soon with Agnes Wiley, Medicine Hat, about the SouthEast position. REGIONAL REPS WILL BE INVITED TO THE NEXT BOARD MEETING IN FEBRUARY AT THE WOMEN'S BUILDING IN EDMONTON and also the Women's Centres gathering in May.

**PORTFOLIOS**

Recognizing the importance of naming tasks and accepting primary responsibility for a given task, 'portfolios' or primary responsibilities were identified and Board members assigned themselves to them: Newsletter - Cathy Bray  
SecState - Lisa, Irene, Teresa  
Staff - Teri Ann Marco

**CONFERENCE  
EVALUATION**

We have to find some way to attract more women to the business section of the Assembly, possibly by scheduling it intermittently with the other sections. Workshops should have been held on the issues we recommended that ASWAC work on over the next year (pay equity and childcare). Registration should be more streamlined. Accommodation costs were too high compared to receipts for same. However, overall it was great - we did a fine job!!

**NEWSLETTER**

Several themes were suggested for upcoming issues and members chose feature articles to write. These themes will be:  
Pay Equity - Cathy  
Ethnicity - Teresa  
Abortion - Aura  
Sexuality - Suzn  
Prov. Election - Lisa  
Other features suggested were childcare, lesbians and rural women.

# Board selection rushed

This year, as in past years, part of the business session on Sunday was spent selecting the members of ASWAC's core working group - the Board. And this year we also selected regional reps - women who will act as contacts for ASWAC throughout the province but who will not be required to attend Board meetings.

Last year's Board spent a long time discussing the details of the selection procedure; we wanted to ensure a fair, non-threatening process, open and comfortable to all women regardless of experience and courage in public speaking. Can this kind of process include a vote? Does this kind of process lead to natural opt-in AND opt-out decisions by the women involved? We asked lots of questions and the discussion could have gone on for much longer than it did, however, we came up with the following method for Board selection at our Assembly '85:

- \*women interested in being on the Board would introduce themselves to the general assembly with a brief sketch of who they were and how they saw themselves participating as Board members;
- \*a general discussion with

questions to the nominees would take place - support for and concern with nominees could be raised at this point;

- \*a vote would take place then, a 51% majority being required to sit as a Board member.

By the time we got around to the Board selection part of the meeting our numbers had dwindled enough to make a vote relatively insignificant (given it was to represent a firm mandate from the Assembly for each member actually selected to the Board); it was suggested that we skip the vote and proceed with the process as outlined. This we did well aware of the fact that our old enemy Time was breathing down our necks. It was getting later by the minute and the pressure was on to finish, wrap up and head home. As a consequence, I think, the whole process was tinged with tension and a sense of urgency neither of which helped the situation. Collective, consensus-based process requires both plenty of time and energy -- as feminists we know this and yet are not always in a position

to allow ourselves these two essentials.

We forged ahead despite the imperfections of the situation and concluded the afternoon by celebrating the following women as newly selected Board members and regional reps.

## Board Meeting

The next Board meeting will take place in EDMONTON, Jan 31 - Feb 2 (Fri. evening to Sun. afternoon). If you are interested in attending the meeting, or any portion of it, please feel free to call the office for details. The Friday evening discussion will focus on Equal Pay for Work of Equal Value.

## Dates for 1986

- Feb. 1 & 2 : Edmonton
- Mar. 22 & 23 : Lethbridge (?)
- Apr. 26 & 27 : Board retreat ?
- Jun. 7 & 8 : Calgary
- Jul. 26 & 27 : Coronation
- Sep. 13 & 14 : Grande Prairie
- Oct. 18 & 19 : Edmonton
- November 14, 15 & 16 -- Assembly

## Give them a hand

# Meet our Board Members.

AMANDA LE ROUGETEL and  
FRANCES ADAMS

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Amanda and Frances continue as the staff people of the organization. As such they sit as equal members of the Board. Frances is excited about the equal pay for work of equal value campaign and Amanda is working hard helping to organize the Abortion Tribunal.

Call us up or drop us a line - we often get really lonely in the office! Let us know what YOU are up to out there in the membership field. Send us a photo, renew your membership - anything, but keep in touch with us!!

LISA WALTER

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I am looking forward to a second year on the ASWAC board. Last year was a lot of work and very exciting with the conference and Secretary of State negotiations. This year I am anticipating great things in the pay equity and child-care campaigns.

Apart from ASWAC work, I serve as a Board member with the Sexual Assault Centre of Edmonton, am a member of the International Women's Day Committee and a collective member of Hecate's Players. I also work for the Federal Government, (they pay my costs!) delivering job training programmes. Finding common ground with other women's groups and organizing together for political action is a priority for me.

AURA ROSE

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I look forward to a year on the ASWAC board. I am excited and challenged by the prospect of organizing women around the issues of pay equity and child-care. I have taken on the "portfolio" of membership and hope to establish mechanisms to increase ASWAC's voice so that we may become a stronger lobby for women's rights. Making ourselves stronger and liaising with other women's groups are my priorities this year.

TERR-ANN MARCO

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Terri-Ann Marco is the board's new voice from the South. She has lived in Lethbridge for nine years and has many very valuable contacts in the community.

She is a single parent with an eleven year old daughter, Sarah.

Terri-Ann was director of the Lethbridge Sexual Assault Centre from 1982-1985. It was three years of a long hard struggle. Terri-Ann is no stranger to hard work. She is looking forward to lots of it, this year on the board.

CATHY BRAY

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I grew up in Saskatoon, Sask., and, after living in Kingston, Ontario for two years I moved to Edmonton in 1981. Having recently earned my doctorate at the University of Alberta, I am now teaching sociology of sport there. I also tutor in the Women's Studies program at Athabasca University. I hope to build a career as a university teacher and researcher.

As an ASWAC Board member, I hope to contribute to research and report writing, and help to build membership. I am particularly interested in economic issues such as equal pay, and in women's education. I am professionally committed to the improvement of the experience of women and girls as sports participants.

A little about me:

-I've lived in Edmonton all my life

-I have a Business Degree from the University of Alberta

-I work for the federal government, as a Job Entry Programme officer. That's an employment training programme designed to help youth and women make the transition from school/home to the labour force

-I work for the United Way, AIESEC Alumni Association and am a member of the New Democrats

SUZAN MORGAN

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Based in Calgary, Suzan joins the Board for a third term this year. She brings a wide range of interests with her - from outreach in her immediate community to organizing conferences on sexuality and pulling together events and actions to commemorate ASWAC's tenth year and Birthday.

Suzan will be on a personal retreat for three months (Feb-April) during which time she hopes to work on a book. We anticipate her return to the Board will bring oodles of energy and ideas for us all to share.

IRENE McRAE

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Irene has been involved in ASWAC more or less peripherally for the last number of years. She joins the Board with the desire to be more centrally connected with the organization. She has experience with a number of other women's groups and we look forward to seeing some of her photos appear in the upcoming issues of this Newsletter. Irene has very recently accepted a job in Fort McMurray and so, while joining the Board as an Edmonton member, she is now our new Board member from the NorthEast!

TERESA WARENYCIA

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Teresa joins the Board this year with a particular interest in making solid connections between ASWAC and ethnic women's groups in town. She was involved in the organizing of the Second Wreath conference in Oct. of 1985 which dealt with the issue of feminism and ethnicity. Teresa lives in Edmonton.



# Regional Reps. stand up

JOAN WHITE CALF  
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My name is Joan White Calf (call me White Calf, I love it). I have been an ASWAC member for 3 years, and I had the opportunity to attend my first ASWAC conference in Westridge this past November. It was at this conference that I volunteered to be a regional rep. I live in Camrose and I will be a contact for anyone interested in ASWAC in the East Central region of Alberta.

I would like to make contact with any new members in my area - by phone or letter, or better yet in person. We can share information and get to know each other and keep our network strong. It is important for feminists in the province, especially those in the rural areas, to keep in touch with each other. Sometimes, it seems that we are too few and far between, we become isolated and feel alone. Often during these times, we lose confidence and let the patriarchs have their way - we become silent. This silence can be painful and frustrating, it can make even the strongest feminist feel powerless.

I would like to get better acquainted with the feminists in the province, so I will take the first step and tell you a little about myself. I am 32 years old and I am a partner and a mother. I have always hoped to make a living in the music business, but due to the fact that I cannot sing or play anything I have settled for keeping it a favorite fantasy. My first serious occupation was a professional horse trainer, which got phased out as I began a new challenge - that of being a parent.

I have always been a great believer in women finding their inner strength which this patriarchal society often encourages us to forget about. This belief has led me on a variety of paths. I became a fitness instructor and encouraged women to feel stronger physically. I became a leader and taught workshops on assertiveness and self-esteem, encouraging women to feel stronger emotionally. Mainly, I encourage women to take responsibility and control of their own lives - I am currently working full-time at a women's shelter.

I am looking forward to 1986 -

women are rising up and even though we still have a fair distance to travel, the future is looking good. Here's to a good year and a strong network!

In sisterhood,

Joan White Calf

P.S. my favorite colours are red and purple!

CENTRAL REGION MEETING  
FEB. 22nd, 1986

-- come and meet your regional rep, JOAN WHITE CALF, and other members who live in this region

-- there will be talk about ASWAC's upcoming campaigns and general discussion about our 10th Year of operation!

Where?

Linda Burnett's house:  
5113 - 61 Avenue, Ponoka  
Want more info?  
call: Joan at 672-2210  
or Linda at 783-6002

JUDY MOYNIHAN  
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My short, but intense, history of involvement in the women's movement has been pretty closely connected to ASWAC. I moved to Fort McMurray in 1981, became pregnant with my second son and became involved in McWAC (McMurray Women's Action Collective). So, 1982 was a year of tremendous growth for me!! In June of 1983 I worked on contract with ASWAC on the 'provincial project' co-ordinating the Women of the North conference. November of 1983 I joined the Board of ASWAC and stayed there for 2 years of growing, learning and sharing. At the Assembly just past, I decided not to run for the Board again as I want to focus my energy closer to home. But I also didn't want to sever the 'official tie' to ASWAC . . . and so here I am, a regional rep for the Northeastern region of the province.

I am looking forward to making connections with other regional reps and sharing ideas about how to further enhance the great work ASWAC does.



## More board members.

LAVERA CREASY  
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I have lived my 46 years in Alberta mostly in the east central area of the province. I have four sons, aged 14, 17, 20 and 21. I am twice a widow (1973 and 1985), I have ex-

perienced farm life and small business life, I completed my B.ED. at the University of Alberta in 1979, I was involved in the construction of an energy efficient home. I have studied acupuncture and am very interested in preventive health practices and mental health programs for rural areas.

I have been a New Democratic Party candidate in provincial and federal elections and I have begun a second term as a General Vice President on the provincial executive of the NDP.

I am a member of various peace organizations and attended the International Women's Alternatives for Negotiating Peace conference in Halifax in June of 1985.

I have hosted two women's retreats at Coronation in 1984 and 1985; I attended the International Congress on Alcoholism and Drug Abuse in Calgary in August of 1985; I came on the Board of ASWAC in December of 1985 at Westridge Lodge.

MARTY WHITESUN  
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Marty joins the Board for a third term. Living way up north in Hythe she helps ASWAC remember all the women and work up in that corner of the province. Keep your eyes open for her NOTES FROM THE NORTH WEST; Marty works closely with the South Peace Region Council of Women and has attended the NAC annual conference on their behalf for the last two years. She has a special interest in the issue of Medicare and health related services.

# Regional Reps. stand up

GERRY BAILEY

I am a liberal feminist of 63 years. I claim Vegreville as my hometown. I served for three years in the RCAF(WD) "That Men Could Fly", I graduated from the University of Alberta at the age of 40 and celebrated by breaking 2 legs skiing. I was eased out of Indian Affairs after 8 months teaching in a residential school, I disagreed with the treatment of native students. I spent 12 years teaching with the Edmonton Public School Board after married women, Jews and Ukrainians were let in. I retired to raise horses and goats; I spent 5 challenging years as a family life educator. I have pleasant and loving relation-

ships with husband, children and grand-children (numerous friends and relatives, too) and ASWAC. I now spend winters in Asia being pampered because I am grey-haired and Canadian.

(This is the bio Gerry submitted as a workshop leader for the Assembly workshop "Older Women's Issues"; as she is currently in Asia touring as a grey-haired Canadian, we decided to reprint it as her bio for regional rep. Gerry is expected back in the country in early April.

Until such time, should women in the West Central region want to make contact with ASWAC, please feel free to call or write us at the office.)

ROSEMARY TAYLOR

I was born on Vancouver Island. While at the University of Victoria I joined the womyn's group. Some of the things we did include protesting against sexist advertising, discriminatory bank loan policies and holding consciousness raising sessions. As a member of this womyn's group I helped organize a number of conferences in the area and also did work on the issue of affirmative action with another womyn's group. I attended the founding conference of the BC Federation of Women (now defunct).

In 1978 I moved from my beloved Island to continue my education in Calgary. In two ways this move was a shock to my system: one, the city if a totally different environment than the one I was used to; secondly, and I think more importantly, this city at that time was not as politically active as I was used to. For an individual who considers herself a radical feminist and who was highly active in the Victoria community, that was hard to cope with.

For the past few years I have been busy with university, working, the lesbian community, my own personal growth and Moving Stage, a minority theatre group. I have been involved in putting on the

first Take Back The Night March, workshops on the technical aspects of theatre, feminist theatre, plays, coffeehouses, the most recent lesbian conference and dances. The organizations I belong to are Calgary Status of Women, ASWAC, Lesbian Mothers, Lesbian Information Line, New Horizons, Gay Student Society and Moving Stage.

As you can see, I have a good background in organizing things. For this reason I believe I will make a good regional rep for the Calgary area. I have an excellent network of resources, information and people to draw from. It will expand and improve over the coming year.

Some ideas I already have are monthly articles in the Newsletter about what is happening in the Calgary region, have meetings so contacts can be established and maintained, get more people involved with ASWAC, go to as many Board meetings as possible, work on the ten year celebration committee for ASWAC and so on . . . A tall order, eh? With your help, this year will be a good one for feminism.

Anyone who wants to contact me can phone me at 270-2187. In sisterhood, I leave you with this thought: "we have only begun to fight!"

Rosemary Taylor

Well, I've been a Steering Committee member, a Board member, Co-ordinator, herstorian, organizer and member-at-large for ASWAC - so wanting to be a Regional Representative seems like a logical next step.

In fact, when 10 years ago friends and I put together a proposed structure for the still 'unofficial' ASWAC, regional rep was one of the key parts of that structure. It was also my favorite part of the whole structure - so I am very excited that the 1984/85 Board chose to put it firmly in place.

I'll be taking on part of Edmonton-the NorthEast and Fort Saskatchewan. In the early part of this new year I hope to contact members from those places to find what we can all learn from each other.

Mair

## Meet Dawn

I am the new PRACTICUM STUDENT who will be working with ASWAC from January to April. I am a fourth year student at the UofA. I am currently enrolled in the Faculty of Home Economics, Family Studies. I will be graduating in April but am considering returning to the university to obtain an after degree in education. I hope to eventually become a counsellor.

During my placement with ASWAC I will be compiling information on services that are available to women in Alberta in the area of reproduction. I will begin with the topic of birth planning. I hope to talk to many of you as I complete my research on your area of Alberta.

\*\*\*\*\*TAKE NOTICE\*\*\*\*\*

The International Women's Day Committee is sponsoring a

COFFEE HOUSE  
Friday, Feb. 21  
8:00 p.m. at  
St. Joe's College  
basement hall.  
Edmonton

The evening will feature local performers, with a special performance by Hecate's Players. Childcare will be on-site.

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# Assembly a glittering success

The stimulating and relaxed atmosphere of Westridge Lodge west of Edmonton was the setting for the successful 1985 ASWAC assembly. The workshops were productive, the AGM thought provoking, and the social occasions and networking were generally warm and friendly. On Friday evening, after meeting old friends, registering and milling about, participants gathered for a slide presentation by Sheila Wynn of the Alberta Women's Secretariat, one of Alberta's representatives to the end of the international women's decade gathering in Nairobi, Kenya. This was followed by a similar presentation of slides by Sheryl Ackerman and Pauline Belanger of "Nairobi Alberta", a women's weekend similar to the international conference held on Lavera Creasy's land near Coronation.

The presentations brought back memories for those who had participated in each gathering, and revealed some of the flavour for those not able to attend. Then, after a ritual and poem were shared, women enjoyed wine, cheese and discussion with each other, and many finished the evening with a singsong.

Saturday's workshops are summarized elsewhere in this newsletter. When women were not attending workshops, they found time to leaf through information provided by various feminist groups, buy books and tapes, congregate over coffee and juice in the hallways, and share time in the Westridge's comfortable rooms. Many of us chose to enjoy the outdoors as well, by strolling across the golf course, or beside the North Saskatchewan River.

For many, the Saturday evening social was the highlight of the assembly. "Positive Images", a women's photography group, offered a beautiful slide show accompanied by music performed by Arlene Mantle and Edmonton musicians and chorus. Dj's from Calgary then offered a nonstop evening of woman's music, and the dance floor filled readily.

Sunday morning saw some women participate in a women's spiritual gathering, while others in the lesbian caucus created a resolution together. Many women took advantage of a rare opportunity to sleep in, and dawdled over brunch, one of the many fine meals provided by the lodge. By late morning all were ready to commence work at the Annual General Meeting, which is also described elsewhere in the newsletter. The meeting concluded late Sunday afternoon.

Cathy Bray

## And these were the workshops

### GETTING THE MESSAGE INTO MAINSTREAM MEDIA

Judy Moynihan very adeptly facilitated this workshop which covered a great many topics. At the beginning, she provided a brief outline of the various ways we can use the mainstream media as our tool, and then the large group broke into small groups to discuss each topic.

Following the small discussions the information that the women had been able to discover amongst themselves was shared with the larger group.

Exclamations were continually heard about how many different ways we could gain access to the space in the media that we need. What was more interesting was that all it took was a little brainstorming to come up with all the information that any group would ever need to run an immensely successful campaign.

The final part of the discussion centred on different women's experience, both positive and negative that they have had while dealing with the media.

### WORK FOR WAGES, LOVE AND THE CAUSE

Lisa Walter led this workshop and started out by having us all divvy up our weekly schedule into time spent on paid work, housework and work we do for a cause (and no money!). It was very interesting to see how we spend our time and what proportion of it we spend doing unpaid labour. This led into a discussion of the general

nature of women's work which of course ended up with a detailed discussion of wages for housework, women raising children on welfare and wives with rich husbands but no money in their own name.

The discussion was stimulating, diverse and indicative of the need for a whole conference dedicated to the issue of women and work and wages and pensions and . . . and . . . and . . .

### LEGISLATED POVERTY

Joanna Miazga and Marie Gordon, were responsible for producing a dynamite workshop on legislation that is responsible for women's ongoing struggle with poverty.

They succeeded in making very clear that it is no accident that women are poor, and that there are structural aspects of our legal-socio-political system that ensure that a segment of our society will be at the bottom.

Joanna gave examples of two kinds; that which is overt and that which is covertly responsible for poverty. She

produced some mind-boggling statistics concerning women and work that pointed to major problems with labour legislation. As an example of covertly biased legislation, Joanna spoke about our abortion laws that discriminate against poor and isolated women.

Marie used the changes to the Maintenance Enforcement Act as an example of women working towards changing legislation that is bad, and brought out the idea that it was ordinary women, not lawyers who are responsible for the changes to the law.

## WORKSHOPS CONTINUED

### Older Women's Issues

By far and away the most interesting thing about this workshop, was the realization that it is very hard to define what is an older woman, and it is even more difficult to find issues that aren't all women's issues.

Gerry Bailey began the workshop with a discussion of myths and stereotypes that are used to discriminate against older women. There was some very interesting dialogue about attitudes, (mostly negative) towards menopause. One wonderful suggestion was made that we should try and develop the idea of menopause as a rite of passage and honor the women who are gifted by the opportunity to experience it.

Many women in the workshop had important information to share concerning financial and pension arrangements. The 'younger women' in attendance were all warned that time can fly by very quickly, and that it is never too early to make preparations for retirement or for one's passing. It was recommended that all women should make a will, if only to make life easier for those who may be in a position to deal with funeral arrangements.

### LESBIAN FEMINISM: FIGHTING FOR VISIBILITY

This workshop was very well attended. Most of the approximately 30 women who were there were lesbians who came to the workshop out of a desire to discuss the connections, both intellectual and practical, between lesbianism and feminism. It was enlightening to realize that many of us have thought a great deal about these connections and yet few of us have had the luxury (?) of a forum in which to discuss and implement these same ideas.

The overriding feeling in the workshop was that there are very definite and concrete connections between lesbianism and feminism not the least of which is that many lesbians put a lot of time, energy and spirit into the women's movement and get recognition for their efforts as feminists but remain hidden as lesbians.

## LAUNCHING A NEW SERVICE

This workshop provided basic information on how to design and implement a service in a given community.

Janis Kaleta from Edmonton Working Women talked about the development of the Working Women's Hotline, a telephone service providing legal information on working women's rights. Sylvia Kennedy discussed the establishment of the Central Alberta Sexual Assault Centre based in Red Deer. Discussion centred on the need for firm commitment and energy from the organizers involved in a project like these two. Detailed planning and good sharing of the workload were highlighted as essential elements in the launch of a new service.

## ORGANIZING IN SMALLER COMMUNITIES

Four women attended this workshop, we came from Stettler, Rimbey, Golden, BC and Camrose. We had a good discussion about the difficulties of doing feminist work in a small-town context, and the real possibilities that exist in spite of the problems. CONCLUSION: You do what you can and put together the best support network you can.

We agreed that a regional rep system within ASWAC would be valuable for women living in smaller communities. Some of us also think it would be good if ASWAC could expand its information services so that rural members had more concrete resource material with which to work.

Many lesbians feel they compromise the credibility of a women's group with which they work if they are "too open" as lesbians. So, lesbians working in, but against, a patriarchal society suffer a double oppression - that felt as a woman and additionally the oppression felt as a lesbian. A number of feminist lesbians at the workshop talked of their connections to lesbian groups in which they feel their feminism is not welcomed.

While the workshop did not end with any major conclusions being drawn or a plan of specific action being developed, it was decided to organize a lesbian caucus on Sunday morning in order to draft a resolution for presentation at the business session later in the day. To our knowledge this is the first time a lesbian caucus has been called at an ASWAC Assembly. The results of this meeting are detailed elsewhere in this section.

## CHARTER OF RIGHTS

Alberta women have historically been at the forefront of efforts to win rights for women via the courts, Helen Greaves reminded us at the workshop on the Charter of Rights. Helen, an Edmonton lawyer and feminist, said that while cases such as the Persons case (1929) and the Murdoch case (1972) have been significant, there is much yet to be done. The Charter of Rights can provide a focus for further feminist efforts.

By outlining the Blainey case which challenged the ruling that a young girl in Ontario was not allowed to play hockey on a "boys" team, even though she had the skills and there were not other girls teams of her age group and calibre, Helen showed that the Charter of Rights can be a 'double-edged' sword. (Depending on the attitudes of the judiciary which has been dominated by older conservative-thinking men.) The Charter can establish rights for women, or enshrine traditions which are discriminatory. In the Blainey case, the judge ruled that the young girl's exclusion was allowable within "reasonable limits...in a free and democratic society" thus overriding the equality provision within the Charter.

Helen emphasized throughout the workshop that feminists must lobby for the appointment of more women to the judiciary, and support winnable court challenges in whatever way they can.



### PLEASE NOTE:

not every workshop offered at the Assembly is listed here - our recording mechanism didn't function quite as well as we had hoped and so not every workshop handed in a synopsis.



# Here come the lesbians!

A meeting of the lesbian caucus was called for Sunday morning, 9am, of the Assembly. Those lesbians interested in expanding on some of the ideas raised in the Lesbian Feminism workshop were welcome to attend and further the discussion. Those of us who met decided we wanted to present a resolution to the general assembly during the business portion of the meeting. This, we felt, would ensure a discussion of lesbian concerns in a more general arena than the Lesbian Feminism workshop the previous day.

After some discussion at the business session, the resolution was "passed" as presented:

Be It Resolved That

ASWAC continue to be active and supportive of lesbian issues AND

specifically that ASWAC include lesbian concerns as an integral part of the topics covered in

the educational campaigns in the next (1985/86) Board year.

Lesbianism has received a fair amount of coverage in the Newsletter this past year. We reported on the Write For Rights campaign organized by the GALA Civil Rights Committee, members wrote in and expressed both support and concern and ASWAC participated in the newsconference called by GALA at the end of the campaign. In the April issue of the Newsletter members were asked directly how they felt about ASWAC's "connection" with lesbian issues/gay rights. A few responses came in (mostly supportive ones) and so we have continued to address lesbian concerns believing that there is a major connection between feminist and lesbian issues. Presenting the resolution, having the discussion and reporting on both here in this issue of the Newsletter make ASWAC's "stand" on lesbian concerns/issues/lesbianism public, clear and formal. Those of

us who must deal with some of the more negative responses lesbian issues generate will now be able to respond with the surety of the support of the provincial feminist organization.

Some members of the assembly's lesbian caucus met again in Edmonton in early January to discuss in more detail just how lesbian concerns could be represented in the two assigned public campaigns - equal pay for work of equal value and childcare. After much discussion and two large pizzas we came to the following conclusions:

integrating lesbian concerns into an ASWAC campaign does not mean divvying "issues" into feminist, women and lesbian; how we see lesbian concerns being integrated into ASWAC's public work is to NOT presume that every woman is heterosexual . . . when writing campaign materials, news releases or briefs, heterosexist notions and phrases must be edited out.

For example --

"In a two-parent family it is essential that the father share equally in the household tasks."

QUESTION: Are all two-parent families composed of a man and a woman?????

ANSWER: NO!!!

THEREFORE the following sentence is much more appropriate:

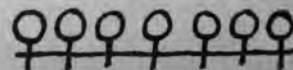
"In a two-parent family it is essential that both partners share equally in the household tasks."

This second example will speak to both heterosexual and to lesbian couples raising children.

The lesbian caucus is pleased with the developments that occurred at and after the ASWAC Assembly '85. We firmly believe that it is only through open discussion with all our sisters that better understanding and genuine acceptance will come about. We are committed to working at narrowing the political gap between lesbians and heterosexual feminist; we are encouraged by the more public and collective nature of support our ideas and concerns are receiving.

Submitted in sisterhood,

Jean Cathy  
Jude Amanda  
Jeanne Sandi



## The Sunday meeting

The members of last year's Board were introduced (why we did this at the end of the Assembly and not at the beginning is beyond me!) A very cursory report of the year's activities was given - as with every ASWAC year the work was diverse with some of it having been planned in advance and some of it arising spontaneously from the needs of women in the province. We did lots of work around the issue of Maintenance Enforcement, recognizing it as being one of the most urgent issues needing attention. Between responding media and public calls for comments and information on anything from pornography to wife battering to gay rights to tupperware parties and wives of military members, ASWAC moved office locations and spent a lot of time waiting to hear from SecState about our grant for the year.

The financial report was prepared by Judy Elliot (bookkeeper extraordinaire), presented by Lisa Walter and accepted by the general assembly (see page 17 of the Nov. issue of the Newsletter).

Then we began the general discussion that the Board had entitled 'mandate'; this included all the recommendations listed on page 18

of the Nov. issue of the Newsletter. The structural changes were presented and accepted

Then we began the general discussion that the Board entitled 'mandate'. The most important portion of the discussion centred on the primary focus ASWAC would take in the coming year. The recommendation was to focus on the economic status of women in the province - this was accepted and it was decided to make the issues of EQUAL PAY FOR WORK OF EQUAL VALUE and CHILDCARE the subjects of two public education campaigns.

Apart from this work ASWAC will sponsor a gathering of women's centres from across the province - details, when available, will be published in the Newsletter. And we are still looking for women interested in working on the 1986 ASWAC Assembly (Nov. 14 - 16) and also on events in celebration of our tenth year of existence!!

The business session went longer than planned and this meant that people trickled away as their departure time approached. If anyone out there has a foolproof method of making business appealing and fun, please call the office!

## Equal pay for work of equal value

# We eat as much, do as much

The focus of ASWAC's work this coming year will be the economic status of women in Alberta. The two specific issues on which we will centre campaigns will be EQUAL PAY FOR WORK OF EQUAL VALUE and CHILDCARE. In this issue of the Newsletter we are introducing Equal Pay for Work of Equal Value, also known as Pay Equity.

As a way of introducing the issue of Equal Pay for Work of Equal Value, we're reprinting excerpts from an article published in the December/January issue of Broadside.

By Lisa Freedman

### WHAT IS EQUAL PAY FOR WORK OF EQUAL VALUE?

Equal pay for work of equal value is a system which bases wages on the value of the work performed regardless of gender. It means that women performing jobs of equal value to those performed by men in the same establishment will be entitled to receive equal pay. This phrase is often used interchangeably with the terms equal value, comparable worth, pay equity and compensation equity.

### IS EQUAL PAY FOR WORK OF EQUAL VALUE DIFFERENT FROM EQUAL PAY FOR EQUAL WORK OR EQUAL PAY FOR EQUIVALENT WORK, OR EMPLOYMENT EQUITY?

Yes, equal pay for equal work requires the same pay for the same job. Thus, a telephone installer is entitled to the same wage whether the job is done by a man or by a woman. Equal pay for equivalent work is the term used in the Quebec Human Rights Charter and includes identical work, substantially equal work and work of equal value. Employment equity is the provision of equal opportunity to men and women for training, jobs, promotion and compensation. It was coined by Judge Rosalie Abella in her 1984 Royal Commission Report, which linked affirmative action, equal pay for work of equal value, training, education and child care as necessary components to achieve equity. Equal pay for work of equal value allows comparisons to be made between different kinds of jobs being done for the same employer. Overall, if the two jobs involve levels of skill, effort, responsibility and working conditions that can be fairly considered equivalent, both jobs should pay the same wages.

CAN YOU COMPARE JOBS WHICH ARE AS DIFFERENT AS APPLES AND ORANGES? Yes. Employers determine the value of jobs every day by paying differ-

ent wages for different kinds of work. Sometimes this process is haphazard and arbitrary. Job evaluation systems can be used to bring more objectivity to the wage setting process, and to redress gender discrimination in compensation practices. Many employers already use some form of job evaluation. For example, point factor systems assign points for the skill, effort, responsibility and working conditions involved in each job. The points are then added to determine the relative worth of the jobs.

### WHY IS EQUAL PAY FOR WORK OF EQUAL VALUE NECESSARY?

It is necessary to reduce the wage gap between men and women. On average, women earn only 63¢ for every \$1 men earn. Only a small part of this wage gap can be narrowed through equal pay for equal work laws which cover the situation where men and women do the same work. The reason is that, by and large, women and men do different kinds of work. An estimated 70% of employed women work in traditional "women's jobs" which are often undervalued and underpaid.

Equal pay for work of equal value will address this problem by requiring fair comparisons between different kinds of jobs and appropriate salary increases.



## WHY ARE WOMEN'S JOBS UNDERVALUED AND UNDERPAID?

First there is evidence that the undervaluing of women's work is a phenomenon that has existed throughout history and still persists in most, if not all, countries today. Anthropologist Margaret Mead found that

There are villages in which men fish and women weave. And ones in which women fish and men weave. But in either village, the work done by the men is valued higher than the work done by women.

Secondly, when women began to move into the paid labour force in increasing numbers, the jobs open to them often involved the same or similar kinds of work women in the home traditionally performed, such as caring for children, teaching, tending the sick, serving food and other service work. This kind of work was done by women at home without any pay and often without proper recognition of its value. The labour market perpetuated this discriminatory attitude, so that low pay for women was considered justified.

Thirdly, it was not very long ago that it was perfectly legal to deliberately exclude women from "men's jobs." The deliberate exclusion of women from access to better paying men's jobs resulted in the overcrowding of women into traditionally female jobs, which may well have played a role in depressing women's wages.

Finally, reasons for the undervaluing of women's work can be traced to a time when women were thought to work for "pin money" rather than for a living. In fact, in today's society a growing number of women are solely responsible for the support of themselves and their children. As well, the two income family has now become the norm in our society. Most married women now work outside the home and that second income is vitally necessary to provide their families with an adequate standard of living.

## CAN WE AFFORD EQUAL PAY FOR WORK OF EQUAL VALUE?

Gender discrimination in compensation practices will not be eliminated overnight. Phased in programs will ensure that pay increases will be manageable. It has been shown that the cost of eliminating disparities in pay between male dominated and female dominated pay classes total up to about 4% of a company's payroll.

## WHO STANDS TO GAIN FROM EQUAL PAY FOR WORK OF EQUAL VALUE?

We all do. Women in the labour force and their families will benefit by receiving increased pay. Our daughters and sons who want to enter traditionally female fields will gain. Society generally will benefit in many ways. Over time, the pensions of elderly women will improve because pensions are income related. Equal pay for work of equal value increases will place more purchasing power in the hands of Canadian women. This may well benefit businesses and the economy generally.

Furthermore, there is provision in equal value legislation that no person's wages can be lowered as a result of equal pay for work of equal value. This will ensure that companies do not merely lower men's wages as opposed to raising women's wages.

## IS EQUAL PAY FOR WORK OF EQUAL VALUE A NEW IDEA?

This is not a new idea. Canada has ratified international conventions that commit us to equal pay for work of equal value. Section 11 of the Canadian Human Rights Act, 1977, provides for equal pay for

work of equal value for employees under federal jurisdiction, employed in the same establishment. The value of work is assessed according to a composite measurement of skill, effort, responsibility and conditions under which work is performed.

Section 19 of the Quebec Charte des droits et libertes de la personne, 1975, provides for equal pay for equivalent work. Equivalent work includes identical work, substantially equal work and work of equal value

Manitoba recently introduced legislation requiring that women earn as much as men doing comparable jobs.

Other countries have experience with equal pay for work of equal value. Australia, New Zealand and Britain all have legislation requiring equal pay for work of equal value. The European Economic Community requires its member states to conform to this principle.

Pay equity is being studied or implemented in the public sector by 45 out of 50 U.S. states, and by numerous American cities and municipalities.

# Childcare Commission

OUR SOCIETY purports to value children but is not willing to pay adequately people, usually women, for looking after them. If mothers stay at home, they are unpaid. When they join the labour force, they are underpaid. And when parent substitutes are hired, these alternative care-givers are likewise underpaid.

CHILDCARE IS a social investment in the future. It is not, therefore, the exclusive responsibility of an employer, or a union, or a worker, or a parent. It is a public expense that should ultimately be borne by all taxpayers, much as education is. (p. 192)

WE HAVE OF course come to realize that our public education system represents a fruitful partnership between state and parent, with the child as beneficiary. Since all of society benefits from the education of children, and since parents cannot be expected to teach all the basic preparatory skills to their children, the state invests heavily in its own future by educating its young. Education is seen as part of the care of children and no one thinks women -or for that matter either parent- should stay home so their children will not have to go to school. The parents are still primary, the state indispensably auxiliary.

CHILDCARE IS a logical extension of this philosophy. If education is the state's legitimate concern, and if standards of care for children are equally the state's concern, then the partnership of parent and state should start when the child is born and continue as long as the dependent child, as beneficiary, needs it, regardless of age, or whether he or she goes to school, or whether there is a parent at home full time. (p. 180)

----- excerpted from the ABELLA COMMISSION REPORT by Bella Duclos  
Edmonton ASWAC member

----- see the next issue of the Newsletter for a full length  
article on the issue of childcare

# Abortion By Choice meets

The Board members of Abortion By Choice(Edmonton)/CARAL wish all ASWAC members a safe and happy New Year!

We were pleased to have members of ASWAC attend our Annual General Meeting (AGM) in October and see the Edmonton debut of "Planned Parenthood Response to the Silent Scream" and its by now infamous prequel!

We strayed from tradition and opened our AGM to the general public (including our four faithful and verbose anti-choice groupies) to allow as many people as possible to see the "Silent Scream" and the "Planned Parenthood Response".

Our new executive is:  
president - Sheila Bailen  
vice-pres - Linda Richardson  
secretary - Susan Zwaenpoel  
treasurer - Gerald Cliff

members: Sheila Greckol, Ellen Ticoll (past pres.), Marie Gordon and Terry Hodgkinson (exec. members with no specific portfolio).

WE BELIEVE THAT THE RIGHT OF WOMEN to control their own reproduction is one of the most important issues facing us today. We believe it is a woman's fundamental right to choose abortion as an alternative to compulsory pregnancy.

BUT NOT ALL ALBERTA WOMEN HAVE this choice because the abortion law is discriminatory. It discriminates against the poor, the very young, the less educated and those women living in smaller communities who suffer most from delays and unequal access to abortion.

BECAUSE BUREAUCRATIC PROCEDURES can cause considerable delays, all women may risk medical complica-

tions and may be forced to travel to the U.S. and other provinces in the country to receive the medical care they need.

ABC/CARAL IS COMMITTED TO improving access to abortion services for all Alberta women, removing abortion from the criminal code, and minimizing the need for abortion through expanded programs on contraception and sex education.

ABC/CARAL HAS OVER 500 MEMBERS. We warmly welcome new members - your support is crucial to our fight. We would like to take this opportunity, through the ASWAC Newsletter, to reach out to women elsewhere in the province. Please contact us if we can help you start a pro-choice group in your community. Even if your group has only one major spokesperson, that's all it takes: send a news-release or write a letter to your local paper, lobby the government on behalf of your local group or liaise with ABC/CARAL and help with the Abortion Tribunal (see the ad on this same page).

PLEASE HELP MAKE THE PRO-CHOICE VOICE HEARD ALL ACROSS OUR PROVINCE!

In choice,  
Sheila Bailen,  
president

write: ABC/CARAL  
Box 4098, Edmonton, Alta  
T6E 2A0



**The Canadian Abortion Law on Trial  
Women Speak Out!**  
Edmonton: March 27, 1986  
Centennial Library Theatre

WE are looking for women who would be willing to 'testify' at the tribunal. The section of the Canadian Criminal Code dealing with abortion will be put on trial and a jury will hand down the verdict. The Code is charged with being guilty of discrimination against women.

DO YOU HAVE A STORY TO TELL?  
DO YOU KNOW A WOMAN WHO HAS A STORY TO TELL?  
DO YOU KNOW OF A WOMAN WHOSE STORY SHOULD BE TOLD?

For more information on how to participate in the Abortion Tribunal, please contact:  
Abortion By Choice/CARAL or ASWAC  
Box 4098, EDMONTON, Alta Box 1573, EDMONTON, Alta  
T6E 2A0 T5J 2N7  
tel: 429-6015 tel: 424-3073

Show your support for the PRO-CHOICE movement . . . ATTEND THE TRIBUNAL!

**Elizabeth MASSIAH, M.S.W.**  
FEMINIST THERAPIST



Edmonton

(res.) 481-5973

# Update on OSSOMM struggle

Mary Anne Jablonski, Vice-President of the ORGANIZATIONAL SOCIETY FOR SPOUSES OF MILITARY MEMBERS (OSSOMM), recently reported that their court action (with the support of the Legal Education Action Fund) will start at the federal court level. Rather than spending up to a year waiting for a ruling from Court of Queen's Bench in Calgary before inevitably moving to the federal court, they will be starting with the latter.

Mary Anne also said that their SecState Women's Program funding

application for \$5,000 has still not been approved or formally denied. The group has been told, however, that of their five planned activities, the wife battering issue should have been at the top of the list (rather than 5th) replacing constitutional rights. OSSOMM, however, holds that it is necessary to have the right to work on issues by distributing Newsletters and holding meetings (currently denied them) before actually addressing issues. ASWAC and NAC, in particular, have actively lobbied the Secretary of State to approve OSSOMM's request.

Although OSSOMM will not get the credit, the Women's Resource Centre that opened on Penhold CFB as a result of their agitating has been a success. Mary Anne has heard that plans are underway for similar centres on other Bases.

Many ASWAC members have donated to OSSOMM's court challenge costs by joining the Tupperware Party (see Nov. issue of the Newsletter). JOIN US! Cheques should be made out to ASWAC, all donations will be forwarded to OSSOMM.

## Feminist press stalled

The Newsmagazine for Alberta Women, a local fledgling publication with a feminist slant and a diverse readership, is keeping on despite a lack of expected funding from the Secretary of State Women's Program.

The future looked bleak when The Newsmagazine collective was forced to lay off all four staff members in early January. The drastic measure was averted before it came into effect, partly due to the generous help of ASWAC, who purchased an ad and 75 subscriptions. The collective plans to begin filling the subscriptions with the next issue in March. Combined with a grant from Alberta Culture (which propitiously arrived just after the former decision to lay off staff) the money will be used to pay outstanding debts, enabling production of the next issue to progress.

The charter issue of The Newsmagazine was published in July, 1985 and two subsequent issues were produced under a Canada Works contract covering salary costs for a year. A grant from the Secretary of State funded production and operation costs until September, 1985 when it was expected to be re-negotiated. An application was submitted in June.

Numerous telephone conversations with the regional office of the Secretary of State have revealed that The Newsmagazine is now the only project in the region whose fate is yet undecided by the minister in Ottawa. No reply was received to a letter to the minister from the collective, dated November 24. A letter writing campaign was undertaken, and all members of parliament from

Alberta were sent a copy of The Newsmagazine, an explanation of the circumstances and an appeal for assistance in the form of a word of support to Benoit Bouchard, Minister Responsible for the Secretary of State. Several MP's wrote back; some saying they would comply.

In an effort to cut costs, The Newsmagazine will be changing its location effective March 1, from the premises above Common Woman Books to free space in the McLeod Building downtown, offered by the provincial government. Another possible cost-cutting measure the collective is discussing involves changing the format from all-glossy, to a glossy cover only.

Alternate sources of funding are being investigated, including provincial government and private foundation grants. The support of groups within the women's community is being sought. If the present number of subscribers to The Newsmagazine doubles to 1200, the magazine could possible qualify for a grant from Alberta Culture which would cover production costs for a year.

If you would like to lend your support to The Newsmagazine you can: --write to;

The Honourable Walter Maclean  
House of Commons  
Ottawa, Ontario  
K1A 0A6

or; Hon. Benoit Bouchard  
House of Commons

You could also arrange for a member of the collective to attend a meeting to speak about the magazine, or, buy a subscription for you and a friend.

## The battle was won but the war continues

FEBRUARY 1st will see the official start of the provincial government's newly established MAINTENANCE ENFORCEMENT system. As of this day, you will be able to register your court order with the prov. gov't and their computerized system will ensure follow-up of delinquent accounts. JANUARY 1st, 1987 will see ALL court orders automatically registered with this system.

GOOD NEWS?? YES - but let's not forget that it is judges who establish the amount of the order and if they continue, by and large, to award insignificant monthly payments then women and children (the recipients) will continue to bear the burden of an unjust and ineffective system.

## Advisory Council on Women's Affairs

At time of going to press there had still not been any announcement from the Minister's office with regard to the establishment of an Advisory Council on Women's Affairs. Johnston promised an announcement by the end of '85 but didn't come through. Rumour has it this announcement will come through shortly after an election is called. Surprise, surprise . . .

# Announcements

## An Old Subject

CALL FOR PAPERS: Abstracts are now being accepted for a conference entitled SEXUALITY AND HEALTH - A New Look At An Old Subject. It is to be held in Edmonton, Alberta on November 12, 13 and 14th, 1986.

Deadline for submission of abstracts is February 28, 1986. For further information, please contact:

Ms Kathleen O'Malley, MPH  
Chairperson, conf. planning cttee  
Health Education and Promotion  
5th floor, 7th Street Plaza  
10030 - 107 Street, EDMONTON, Alta  
T5J 3E4  
tel: (403) 427-4579

## Employment Opportunity

EMPLOYMENT COUNSELLOR  
with Options for Women

duties: \*on-going one on one and group counselling in the area of employment

\*manage an average case-load of 60 clients  
qualifications:

\*post-secondary education in Social Services, Women's Studies or a related discipline  
\*group-work experience is essential

\*knowledge of available

## Media Watch

The Alberta segment of the National Watch on the Images of Women in the Media, MEDIA-WATCH, is looking for people interested in becoming volunteers. The group is concerned with sexism in the media and provides information, complaint forms and slide presentations to interested individuals and groups.

For more info, please contact Lori Egger, Alberta rep:  
224 MacEwan Glen Place NW  
CALGARY, Alta, T3K 2C8  
tel: 275-9817

services within Edmonton for referral purposes and extensive knowledge of women's issues is required

\*closing date for applications is JANUARY 31, 1986

\* send resume etc to:  
Options for Women  
Attn. Valerie Parr  
#710 - 10240 - 124 St.  
EDMONTON, Alta  
T5N 1P7  
tel: 482-6567

## Depo — Experts say yes, women say NO!!!

A number of health and women's organizations across the country have joined together in the fight to stop the federal government from approving DEPO-PROVERA as a contraceptive to be used on Canadian women.

The CANADIAN COALITION ON DEPO-PROVERA is demanding that the federal government hold public hearings on this issue so that women's voices can be heard. The drug has been banned for use as a contraceptive in the United States.

The Coalition is asking that:

- the Minister of Health, Jake Epp, make public the submissions by the Upjohn Company pertaining to Depo-Provera; and
- information be gathered from consumers, relevant professionals and organizations on the long-term risks, the experiences of women using Depo-Provera around the world

and Upjohn's marketing practices concerning the drug.

IONACTIONACTIONACTIONACTIONAC

1. Write a letter or send a telegram expressing your concern to: Hon. Jake Epp  
Minister, Nat'l Health and Welfare  
House of Commons  
OTTAWA, Ont. K1A 0A6  
- no stamp necessary!
2. send accounts of women's experiences with Depo-Provera to the Coalition, as part of a national registry:  
Cdn. Coalition on Depo-Provera  
c/o Women's Health Inter-action  
58 Arthur Street  
OTTAWA, Ont. K1R 7B9
3. join the Coalition, write the above address for more info.

## Women's Sexuality Conference

Side By Side, a Canadian feminist resource group, is co-ordinating it's second annual feminist sexuality conference, COMING TOGETHER AGAIN: A WOMEN'S SEXUALITY CONFERENCE. It will be held in Toronto in October of 1986.

We are looking for culturally/experientially diverse feminists to facilitate workshops for this gathering of women.

Please write to:  
Side By Side  
Box 85  
275 King Street East  
TORONTO, Ont. M5A 1K2  
for workshop guideline by February 15, 1986.

## Talks on Decade Meeting

JOURNEY TO EAST AFRICA  
with

Ros Van Vliet,  
Wednesday Feb. 5th, 1986  
7:30pm -- Room 129, Education Bldg.  
University of Alberta  
Ros attended the UN Decade for Women meetings in Nairobi, Kenya, will show slides and discuss her journey on to several east African villages, showing her views on the lives of the women there.

FORWARD LOOKING STRATEGIES  
with

Lisa Avedon, president of the Canadian Congress for Learning Opportunities for Women (CLOW)  
Friday Feb. 14th, 1986  
7:30pm -- Education North 2-115  
University of Alberta  
(free childcare available on site)  
Lisa attended the Non-Governmental Organization meeting in Nairobi. She will show slides and discuss the importance of what happened in Nairobi for women, the importance of international linkages and strategies around FORWARD LOOKING STRATEGIES, the document from the conference, to which Canada is signatory.

These two events are sponsored by the Women's Program and Resource Centre at the University of Alberta -- for more info about these presentations and others coming up, please call the Centre at 432-3093

## From woman to woman

FROM WOMAN TO WOMAN: You and Your Health

-- a women's health conference sponsored by the Federation of Medical Women (Calgary chapter) and Faculty of Medicine, UofC

-- a continuing education program from the lay public addressing health issues of interest to women

-- lectures and workshops will include: nutrition, preserving your bones, genetics, sexuality, body mechanics, stress management,

skin care, liposuction, food care, recognizing mental illness, AIDS and breast update

SATURDAY MARCH 22, 1986  
cost: \$30.00  
pre-registration by March 7, '86 (mandatory)

-- for more info, write to:  
Continuing Medical Education  
Faculty of Medicine  
University of Calgary  
3330 Hospital Drive NW  
CALGARY, Alta, T2N 4N1  
tel: 220 - 7240

## Lecture Series

JENNIFER DICKSON, artist  
Ring House Gallery, University of Alberta  
January 15 - February 2, 1986  
\* sponsored by the Advisory C'ttee on Women's Studies, UofA

## Fund for Challenges to The Charter

Are there federal laws, practices or policies that you think might violate the new Charter of Rights and Freedoms? If so, there is a new body that can advise you and, perhaps, even assist you to launch a court challenge.

In September, the federal government set up a \$9million fund to support important test challenges of federal legislation that might violate the Constitution. Assistance may be provided for cases involving language rights equality rights, multiculturalism and sexual equality.

The Court Challenges Program will be run by a non-governmental organization, the Canadian Council on Social Development (CCSD).

Details of the program are still being worked out but you can get more information from:  
Court Challenges Program  
c/o CCSD  
PO Box 3505, Stn. C  
OTTAWA, Ontario K1Y 4G1  
tel: (613) 728-1865

## Women Studies Courses

As readers of this Newsletter probably know, several Women's Studies courses are available for home study through Athabasca University. One course, PERSPECTIVES ON WOMEN: AN INTRODUCTION TO WOMEN'S STUDIES, will be made available early in 1986 through a more traditional seminar format in Edmonton, Canmore and Swift Current and also through teleconferencing to selected centres in Alberta. For specific information on the times, dates and places this course will be offered call collect to:

Edmonton - 432-1550  
John Minnis

Canmore  
and Swift Current -  
403-262-4522  
Rick Nikolai

teleconferencing -  
675-6111  
Christine Nelson

Perhaps you would like to see Athabasca University offer one of its Women's Studies courses in your community during the 1986/87 year. If so, contact Rebecca Coulter, Co-ordinator of Women's Studies, at 675-6388 or write to Box 10,000, ATHABASCA, Alta, T0G 2R0 early in January to discuss possibilities or talk to your local Further Education Council or Educational Consortium and ask that a request for a Women's Studies course go forward through that channel. Planning for next fall is currently underway and requests for seminar supported courses must be made by January 31st, 1986 at the latest. In order to make a seminar-supported course financially feasible, an enrollment of about 10 students in a particular locale is necessary.

Rebecca Coulter

### The Changing Volunteer Community

A conference for volunteers and directors/coordinators of volunteers.

Guest Speaker: Dr. Eva Schindler-Rainman

Date: April 17-18, 1986

- DAY I •Challenges to Systems in an Era of Restraint  
•Transition Strategies for the Volunteer World
- DAY II •Motivating Volunteers through Enhancing their Competence  
•Volunteer Coordinator - The Youngest Profession in the World

Call 483-4329 for more information.



Grant MacEwan  
Community College

## The Newsmagazine

for alberta women

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213, 8204 - 104 Street, Edmonton, T6E 4E6  
(403) 433-9990 / 433-0063

ALBERTA STATUS OF WOMEN ACTION COMMITTEE  
PO Box 1573, EDMONTON, Alta T5J 2N7

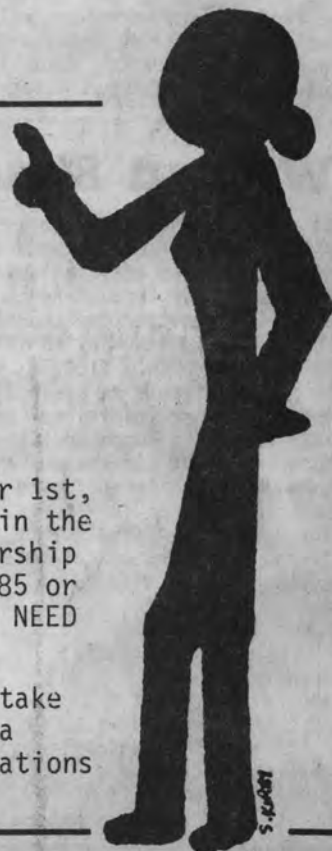
## Are you out of date? Read on!

ASWAC's membership runs from conference to conference, November to November (with a "generosity" period beginning in September).

This means the following:

if you bought or renewed your membership on or after September 1st, 1985 you are up to date and ok and you will have a little 86 in the top right corner of your address label. HOWEVER if your membership dates from BEFORE September 1st, 1985 you will have a little 85 or even 84 in the top right corner of your address label AND YOU NEED DESPERATELY TO RENEW YOUR MEMBERSHIP!!

SO . . . if you and your membership are out of date, please take a minute and send in your renewal to the office. We suggest a membership fee of \$10.00 but will of course accept less. Donations of any variety are always received with squeals of delight!



### Alberta Status of Women Action Committee Supportive Membership/Donation

NAME: \_\_\_\_\_

MEMBERSHIP

ADDRESS: \_\_\_\_\_

DONATION

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