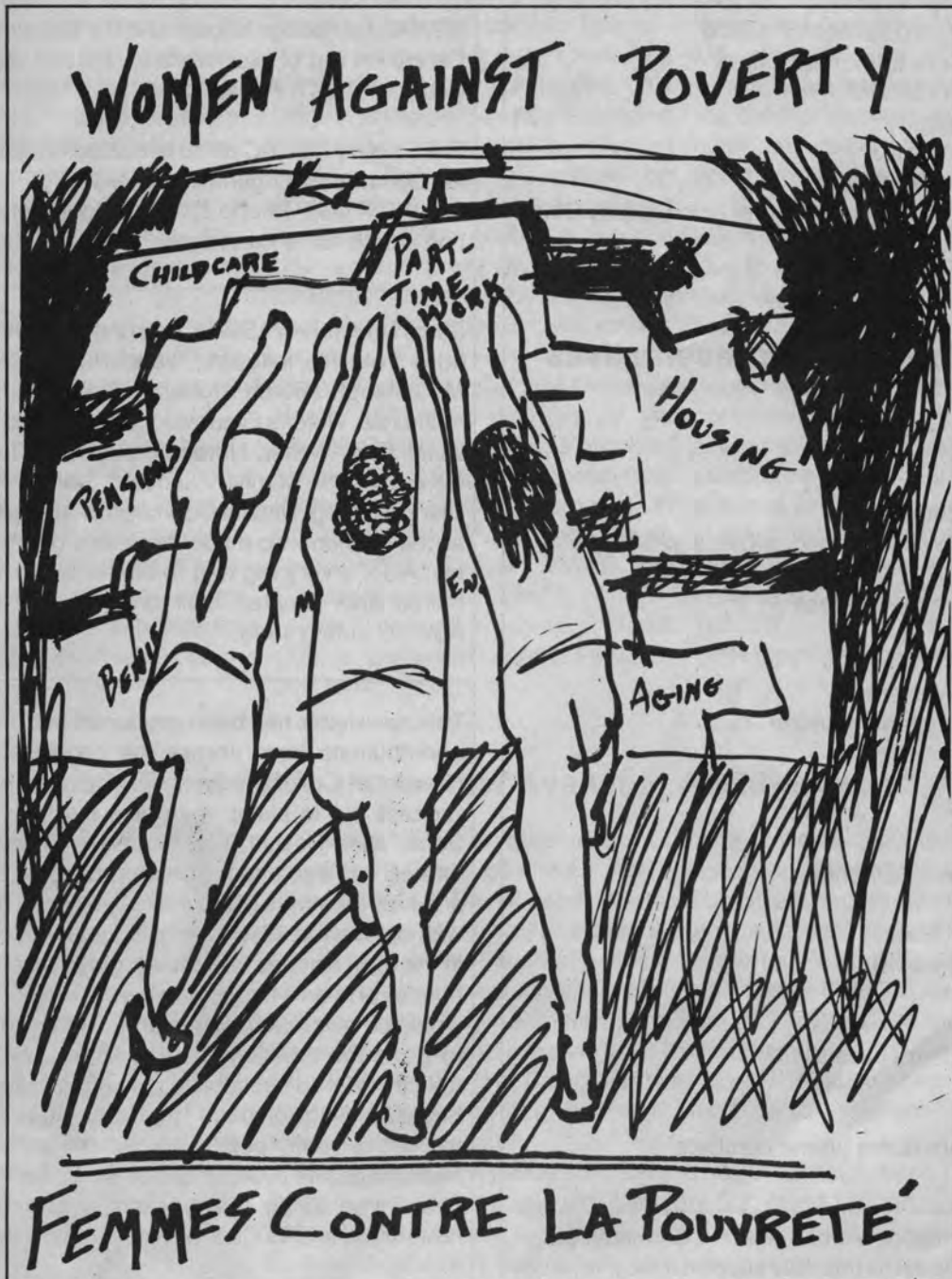


# ASWAC

JANUARY/FEBRUARY NEWSLETTER 1989  
Volume 10, Number 1



**INSIDE: Report on the '88 Assembly**



## 1988/89 Board Members

Annette Aarbo - Edmonton  
Noreen Bell-Geekie - Edmonton  
Maria Seeber - Edmonton  
Jane Haslett - Edmonton  
Helen Greaves - c/o Edmonton Office  
Shelley Scott - c/o Edmonton Office  
Phyllis Jackson - Ohaton  
Jean Munn - Calgary  
Marilyn Seelye - Calgary  
Jacqueline Preyde - Calgary  
Anne McGrath (on leave until April) - c/o Calgary Office  
Nancy Miller - Lethbridge  
Debbie Foster - Lethbridge

## 1988/89 Regional Representatives

Elaine Peters - Calgary  
285-1214

Addie Miron - Lethbridge  
327-4396 or ASWAC Lethbridge Office 329-8338

Lois Soderstrom - Westeros  
586-2091

Gerry Bailey - Westeros  
(temporarily out of the country)

Joan White Calf - Camrose  
672-2210

Kathleen Davies - Edmonton  
452-8722

Lori Crocker - Innisfail  
227-1141

Elin Harley Barlem - Innisfail  
227-2927

\*All numbers are home phone numbers.

The Alberta Status of Women Action Committee gratefully acknowledges the financial support it receives from the Secretary of State Women's Program.

All members are welcome to attend ASWAC board meetings in their area. Come to the community report session on the Saturday afternoon, or take the plunge and attend the entire meeting as an honorary board member.

ASWAC's mailing address is: Box 1573, Edmonton, T5J 2N7. The Edmonton office is located at 9930 - 106 Street, on the lower floor with the rest of the Edmonton Women's Building. Phone 421-0306. Office hours are Monday to Friday, 9:30 a.m. to 5:00 p.m.

ASWAC Lethbridge is located in the Women's Resource Centre on top of Woolworths, at #202, 325 - 6 Street South, T1J 2C7. Phone 329-8338.

The Calgary ASWAC office is located in the Old Y Centre for Community Organizations, #303, 223 - 12 Avenue S.W., T2R 0G9. Phone 233-0731 for recorded information and to leave messages.

Since November, ASWAC has gratefully received donations from the following wonderful people: Elizabeth McCullough, Butch Nutter, Elizabeth Lefsrud, Vicki Vaitkunas, Victoria Filanovsky, Jane Wiebe, Sharon Yasinski, Janet Walter, Noreen Bell-Geekie, Lois Williams, Denise Taylor, Marilyn Assheton-Smith, Monica Chon, Dianne Oberg, Natalia Dobrolige, Marlene Rankel, plus all the women who made donations during the assembly. Also, a very big hug to all the women who volunteered and donated their time, energy and love to ASWAC during 1988.

This newsletter has been produced in Edmonton, with contributions from across the province. A fledgling Newsletter Collective has been formed and a tentative process put in place; members currently are Shelley Scott, Jane Haslett, Lois Soderstrom and Marg Bail. Interest has also been expressed by a few other women and new members of the collective would be welcomed with open arms. Also, feedback, suggestions and input in the form of ideas for articles, graphics and especially notices of events happening in your area of the province would be very much appreciated. The deadline for items to go in the newsletter is the ASWAC Board Meeting directly prior to each issue (see schedule of this year's board meetings on page 15). Thanks to Nola Erhardt (of the not currently publishing but still somewhat active *Newsmagazine by Alberta Women Collective*), who has been hired to do the typesetting and layout of the newsletter, and to Central Web, who do the printing.

Cover illustration by Suli Williams

# What Are You Doing On March 8???

by Jane Haslett

Since March 8, 1907, when women garment workers marched to protest poor working conditions and low wages, this date has been recognized as significant to women's struggles in many countries around the world.

In Canada, feminists began again to celebrate this day in the 1960s. In recent years, some groups have expanded International Women's Day (IWD) to International Women's Week, and plan public forums, films, workshops, concerts, speakouts, marches and so on, to celebrate the victories and to continue the struggles of the Women's Liberation Movement.

Here are some of the events being planned for this year by various groups and IWD committees in Alberta.

## Edmonton:

On Saturday, March 4, a march, pot luck dinner and cultural evening with music and dancing is scheduled. On Wednesday, March 8 and Thursday, March 9, workshops and a concert with singer/activist Faith Nolan is being planned. For information, contact ASWAC at 421-0306.

## Calgary:

On Monday, March 6, the Arusha Centre is planning to sponsor a film, and on Wednesday, March 8 a march is scheduled, to be followed by food and music at the Hillhurst Sunnyside Community Centre.

Other events during the week will include: features on women on CJSW Radio's Pandora Studio; An *Information Is Power* workshop sponsored by the Calgary Immigrant Women's Centre; a Women and Development film festival sponsored by Women Looking Forward; a seminar on *Women in Rural Alberta* sponsored by Planned Parenthood; a panel to discuss *Immigrant Women's Role Changes* sponsored by the Calgary Catholic Immigration Society; a workshop titled *What Is Feminist Therapy?* sponsored by the Calgary Women's Health Collective; displays by the Alberta Coalition Against Pornography and the Canadian Association of Professionals for Safe Alternatives in Childbirth (CAPSAC); and events sponsored by Calgary SWAC and Calgary Women of Color.

For information contact Merrill Cooper at Women Looking Forward, 269-1144.

## Lethbridge:

On Friday, March 3 and Saturday, March 4, plans are underway for a women's film festival (including a gala opening), organized by ASWAC Lethbridge, the National Film Board and the World Citizen's Centre in Lethbridge. On Wednesday, March 8 a pot luck dinner is being planned. For information, contact ASWAC Lethbridge at 329-8338.

There are obviously going to be many other activities taking place in other parts of Alberta during International Women's Week.

Our next newsletter will be out following the activities, but we would love to hear about what happens so that we can report on the celebrations.

Please send us IWD news: what happened in your town, your rural community or what you did personally to make March 8 a special day for celebrating women. It could be a public event, sending a card, making a phone call or even simply telling someone why you are a feminist! Write us at P.O. Box 1573, Edmonton, T5J 2N7.

Happy International Women's Day!

## Fashionable Feminist T-shirts Now Available At Edmonton Office



Thanks to the creative efforts of Valda Roberts, the Edmonton office presently has three beautiful T-shirt designs available for sale:

- \* *Feminist More Than A Label* - Red and black lettering on light brown T-shirt (a nice shade of brown!) Available in medium, large and extra large.
- \* *Women Against Poverty/Femmes Contre La Pouvreté* - Black and red bilingual design, created especially for the 1988 ASWAC Assembly by Suli Williams. White T-shirt with design on front and "ASWAC" on back. Available in medium, large and extra large (in limited quantities).
- \* *I'm Sick and Tired of Being Sick and Tired!* - Shocking pink lettering and graphic of a woman's face, on a bright blue T-shirt. Available in medium, large and extra large.

All T-shirts are 50 per cent cotton and 50 per cent polyester. They cost \$10 if you are low income, and \$15 if you are not, plus \$1 for postage. Phone or write to the Edmonton office at 421-0306 (mailing address: Box 1573, Edmonton, T5J 2N7), and specify which design you want, how many and what size.



IN CALGARY:

## SWAC AGM Includes Inspiring Talk On Feminist Therapy

by Jackie Preyde

The Calgary Status of Women Action Committee's (SWAC) annual general meeting, held November 7, 1988, attracted several new women, although few women from the general membership attended. Our business was quickly concluded; we then settled down to listen to an inspiring talk on feminist therapy by Joan Holtenberg of the Calgary Women's Health Collective.

Joan began by outlining the origins of feminist therapy; feminist therapy is a continually evolving new

conception of women and mental health that developed in tandem with the re-emergence of the women's movement in the early 1970s. It is, of course, based on feminist principles and is concerned with a woman's view of what it means to be healthy. Another crucial assumption is the equality of all people.

The realization that "the personal is political" is an important "magical leap" for women in feminist therapy. Women often believe their experiences of oppression, anger and frustration are unique to them. Feminist

therapy recognizes the impact of society on women's lives and points out to women that their experiences are not due to personal faults. Because feminist therapists recognize the power of external forces within our lives, they are committed to working for social and political change.

Joan went on to highlight the differences between traditional therapy, which relies on the medical model of disease and cure, and feminist therapy with its holistic approach. The latter examines a woman's entire life situation, and the circumstances that have led to her "illness". During the process of therapy, a woman's perception of reality often changes: for example, if she blames herself for having provoked her father to beat her, feminist therapy will help her to realize that she was not responsible for her father's behavior.

Another profound experience for women in feminist therapy is that of being believed, and accepted as experts on their own experience. Feminist therapy is a healing process in which the therapist acts as a companion and helps a woman to get in touch with her own power and strength to heal herself.

While feminist therapy recognizes that there can be great disparity between a client and a therapist, an effort is made to create as equal a relationship as possible. Unlike traditional therapy, in which the therapist adopts a role of expert and dispassionate observer, the feminist therapist focuses on helping women to find the tools that will enable them to deal with and change their lives.

In response to keen interest on the part of several audience members, Joan explained that while feminist therapy is a growing discipline, there is as yet no specific training available in Canada. As a result, feminist therapists are largely self-educated.

SWAC extends its thanks to Joan for a fascinating talk on a fascinating topic.

## Political "Watch-Women" To Monitor MPs Following Election Landslide By Tories

by Barb Marshall

All of us were no doubt disappointed with the results of the federal election. Four more years of the Mulroney government -- the Free Trade Agreement becomes a reality, tax reform promises to take more money out of the pockets of those who can least afford it, government services will continue to be privatized, the threat of re-criminalization of abortion looms, universal high quality child care seems unlikely to materialize...and so on and so on. Four more years of tough times for Canadian women, and in particular, poor Canadian women.

What can we do? Unless you live in Edmonton East, you have a Tory member of Parliament. This MP has a riding office, which is set up for her or him to be accessible to constituents and their concerns. Let's make sure they don't have an easy ride this time!

A number of women in Edmonton-Strathcona have organized to make sure our MP has a feminist in his office at least once a month, letting him know that he and his party are being watched. We plan to be very pesky -- Scott Thorkelson will be forced to educate himself on the issues, and be accountable for the

impact of his government's policies on women in his riding.

Our strategy is to start with local, personalized concerns and use these as an entree into the larger policy issues. For example, poor service at the privatized postal outlets in the riding leads into the fact that the (mostly) women staffing these outlets are poorly trained and minimum wage earners, which leads into other serious consequences of privatization as being front and centre on the government agenda. A similar strategy can be used with other issues -- child care, abortion, native post-secondary education, sexual orientation and the *Charter*, job creation programs, etc.

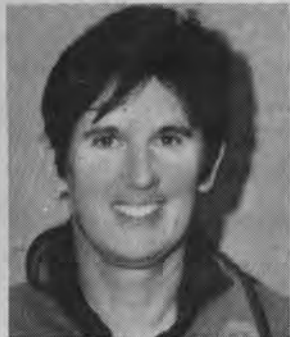
We would like to encourage other women in Alberta to organize "watch-women" committees in their constituencies. All it takes is a few women who are willing to monitor the issues and pay a visit to their MP's office for a chat.

With a provincial election looming, the need for women to organize politically and voice their concerns is all the more urgent. We need to remind all politicians, and not just during the election campaigns, that **WOMEN VOTE.**

# Report On The 1988 ASWAC Assembly: Women Against Poverty

by Shelley Scott

In keeping with our priority campaign of 1987-88, Women Against Poverty, the 1988 ASWAC Annual Assembly featured workshops and speakers on topics relating to women's economic equality.



Jane Haslett  
(Board - Edmonton)

Much work was done throughout the year towards organizing the assembly, by the members of the Assembly Committee, and by Helen Greaves and myself when we began our new staff positions with ASWAC in the fall.

The planning of the assembly involves a lot of effort around everything from contacting workshop facilitators to hashing out the details of the menu for the dinner on Saturday night, plus a whole lot more, and many of us found the last two weeks leading up to the assembly to be intense (to say the least!)

## Last Minute Details Are Ironed Out

The entire Alberta Status of Women Action Committee Board attended a meeting at the Nisku Inn, where the assembly was held, on the Thursday night before the assembly, and last minute details were discussed.

Two issues which were addressed at this point were the whole question of if and when men would be permitted to attend the assembly, and who is eligible for subsidies for the assembly fees.



Serious Matters At Military Spending Workshop

These are, of course, issues which arise in one form or another all the time, and will be further debated by the 1988-89 board; at best, temporary solutions were found.

The assembly itself got underway on Friday, November 25, as women and children began arriving for registration. This was a hectic time at the registration table, but everyone was "processed" and welcomed, and went on to admire the merchandise available at the ASWAC sales table.

Further along the main hallway were informative displays by groups such as Edmonton Working Women, the Canadian Advisory Council on the Status of Women, Canadian Mental Health, the National Film Board and Changing Together (a centre for immigrant women) as well as several others.



Annette Aarbo  
(Board - Edmonton)

## Panel Discussion on Women's Poverty

A panel discussion was scheduled for the Friday evening of the conference, and three speakers addressed different aspects of women's poverty: Barbara Sykes, the Alberta board member for the Canadian Daycare Advocacy Association; Kathy Vandergrift, who works with the Income Security Action Committee in Edmonton; and Carrie Cotton, president of the Alberta Native Women's Association all spoke.

The realities of inadequate child care provisions, economic inequality and low wages, and racism were discussed, as they relate to and



Panel - (left to right) Barb Sykes, Kathy Vandergrift, Carrie Cotton



Jean Munn  
(Board - Calgary)

\* All Assembly Photos Courtesy Sheryl Ackerman



compound women's poverty. The panel discussion was followed by a question period and then a wine and cheese social.

### Saturday Morning

On Saturday morning after breakfast, two workshops were held to help with orientation of new members of ASWAC and orientation of women considering standing as regional representatives or board members.

Annette Aarbo and Joan White Calf were reassuring and instructive as they talked about becoming a new member or a regional rep, and in the next room, Nancy Miller and Valda Roberts told the hard truth about becoming a board member!

After a break, the first of two ASWAC membership meetings took place; briefly, the recommendations of the 1987-88 board were read and discussed, and motions regarding the financial report and ASWAC's stand on the Advisory Council were brought forward. (Please see full report on membership meetings and an article on the Advisory Council elsewhere in this newsletter.)

### Speakers

Following the membership meeting, we heard from the first of two keynote speakers, Haydee Melgar. Haydee was on a national speaking tour of Canada on behalf of the National

Unity of Salvadorean Workers (UNTS). With the aid of an interpreter, Haydee spoke of the economic position of women in her country. Comments from the returned evaluation forms for the weekend all indicated a very positive impression of Haydee; women said they appreciated the "global link" and found her talk moving.

Our thanks to Joanna Miazga of the Public Service Alliance for her help in arranging Haydee's visit.

### Issues Workshops

After lunch, the first of the issues workshops began. Barbara Sykes, who had been a panellist the night before, led a workshop on *Child Care*. We were fortunate to have Marg Ball lead a highly informative workshop on *Privatization*, one which inspired some heated debate.

Yvonne Stanford and Kerren Shalanski travelled up from Calgary to lead a workshop on *Military Spending*, in which the participants created a "dream budget" of what we'd like to spend all that military money on!

A workshop on *Racism* was also scheduled at this time, but the workshop facilitator was unavailable. Instead, Debbie Foster from Lethbridge volunteered to facilitate a group discussion on racism with any women who were interested. Assisted by board member Nancy Miller and those women in attendance, Debbie led a very honest and worthwhile discussion.

There was another break and more coffee consumed in the hallway and more excited conversation shared before the second of our key-

note speakers addressed the theme *Women Against Poverty*.

### Need For Coalitions Stressed

Jean Swanson is the co-ordinator of End Legislated Poverty in British Columbia, and she spoke inspiringly on the need for organizations like ours to build coalitions with other like-minded groups, especially around specific, common issues.

Interestingly, this theme of coalition building came up several times in the recommendations from the workshops. The feeling was that much co-operative work had been done by groups against free trade during the recent election, and that this spirit of solidarity must be continued and developed.

The afternoon ended with time for caucuses to meet: women met for discussions on *Lesbian Rights*, *Spirituality*, *Being Young Feminists* and *Being Vintage Feminists* (and sometimes being both at the same time!)

### Saturday Evening

The Saturday evening banquet was good (if late), and quite a number

of women joined us at this point in the weekend to partake in the festivities.

Peggy Ward entertained us thoroughly with her rendition of *Oh Connie*, dedicated to Social Services Minister Connie Osterman and sung to the tune of *Oh Donna*. Peggy then invited other women to join her for a jam session, which began in the banquet room and then flowed out to another room when the dance got underway.

As always, the dancing was the



Debbie Foster  
(Board - Lethbridge)



Marilyn Seelye  
(Board - Calgary)



Jacqueline Preyde  
(Board - Calgary)



Maria Seeber  
(Board - Edmonton)



Shelley Scott  
(Board - Edmonton)

best. Many thanks to Cathy Welch for her music.

### Sunday Morning Workshops

There was a pretty low turn-out for breakfast on Sunday morning (hmmm, I wonder why?) but things picked up with the first series of Sunday workshops.

Joyce Jesse, from the Coalition for Persons on Welfare in Calgary, led a workshop on *Welfare Rights*. Because of car trouble, Loro Carmen's workshop on *Free Trade* had to be cancelled, but women from that workshop joined the *Cutbacks* workshop instead. Facilitator Jean Munn gave us the facts on how much gets paid out to gas and oil companies by the government, and how very little comes back.

Also at this time, Carol Read and Wendy Vandersteen held a workshop on *Part-time Workers*. Since there are 2 million part-time workers in Canada, and the majority of them are women, this is an important area to address.

### And More Workshops

After a break, the second set of workshops began. Edmonton lawyer Diana Lowe led a highly informative workshop on *Pension Reform*, and Debra Carnat facilitated a workshop on *Violence Against Women*.

Since the prospect of poverty is one reason some abused women cannot leave their abusive situation, the participants of this workshop recommended that violence against women become a more visible part of the Women Against Poverty campaign.

Barb Marshall's workshop on

*Women's Pay* managed to make sense of a complex topic and be entertaining at the same time.

And finally, Sherry Robbins brought together staff from the Maintenance Enforcement Unit, lawyers, counselors and concerned women to ask, *What Happened to Maintenance Enforcement?* and came out with some very concrete recommendations.

Also at this time, board member Valda Roberts led a small group of women in *The Poverty Game*, a role-playing board game developed in Dawson Creek.

### Membership Meetings Held

After lunch, the second of the weekend's membership meetings was held. All the workshops were reported on by participants, who had agreed to take minutes and report back to the assembly any recommendations that had been made.

The Lesbian Caucus also made some recommendations, and others came from the membership during the course of the meetings. (The minutes from all the workshops are available at the Edmonton office.)

### Board And Reps Selected

At this point in the membership meeting, the 1988-89 ASWAC Board and regional representatives were selected through a question period and a yes/no vote by secret ballot. The board has 13 members, including three staff members and three members continuing from last year, and there are eight regional reps.

The assembly was over, with a circle and some songs. Women went

off to collect their children from the child care area and head home. Child care was one of the really good things about the weekend, and was provided by two professional workers for a total of about 20 children of all ages at different points in the weekend.

### Not All Was Perfect

Not everything about the assembly was perfect.

There were problems with the Nisku Inn - poor heating, late meals and the availability of pornographic videos in our hotel rooms.

The first membership meeting was confused, workshops had to be cancelled, and the overall attendance was down from previous years (a total of approximately 150 joined us throughout the weekend). But the mood was

relaxed and the feeling was one of making connections and moving forward.

As everyone else headed out, the new 1988-89 ASWAC Board and regional reps met to say hello and plan their first board meeting. Kathleen Davies, the new Edmonton regional rep, volunteered to set up the first regional representative meeting.

And then it was over...except for sending out receipts and memberships and subsidy cheques and typing the minutes and counting the T-shirts and...a new year begins!



Phyllis Jackson  
(Board - Ohaton)



Helen Greaves  
(Board - Edmonton)



Nancy Miller  
(Board - Lethbridge)



Noreen Bell-Geekie  
(Board - Edmonton)



Anne McGrath  
(Board - Calgary)



**THE RESULTS:**

**Strike, Educate, Lobby...Recommendations From The Conference**

The following recommendations came out of the workshops, caucus meetings and membership meetings at the 1988 ASWAC Annual Assembly.

**RECOMMENDATIONS ABOUT NEXT YEAR'S ASSEMBLY**

1. Have a day-long membership meeting.
2. Hold the assembly earlier in the year (September-October).
3. Have longer workshops; have some group discussions rather than always including a facilitator.
4. Put a form in the newsletter prior to the assembly which can be used to submit agenda items for the membership meeting.
5. Strike an Assembly Committee in January, at the first board meeting.

6. Hold a second assembly during the summer. (Johanna Johnson offered her farm in St. Paul.)

**MILITARY SPENDING**

1. Find out about military funding to universities and oppose those universities and faculty who support it.
2. Educate about peace and what individuals can do.
3. Hold a Women's Strike. (This was also suggested at the membership meeting.)
4. Use the Alternative Budget Model, Human Rights forces and information from the Peace Research Institute as tools.
5. Understand the concept of "enemies" and how they are created.
6. Question Canada's neutrality.
7. Work in solidarity with many other

groups, using the present solidarity feelings generated by the anti-free trade struggle.

**WOMEN'S PAY**

1. Monitor government job retraining and job creation programs.
2. Talk to members of Parliament and challenge their false assumptions about the economy. (A comment was made that the entire British Parliamentary system has outlived its usefulness, but that we do need to put our ideas on the agenda.)
3. Monitor the mass media and expose any neo-classical justifications for not addressing women's economic inequality.

**PENSION REFORM**

1. Actuarial Tables must be made the



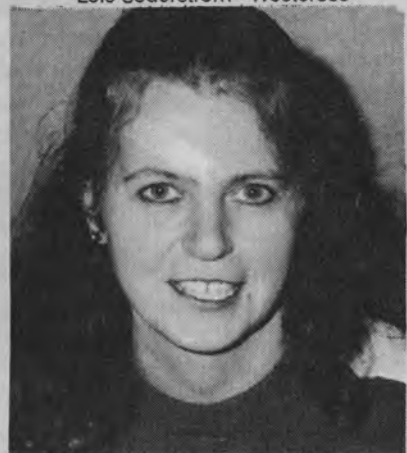
Lois Soderstrom - Westerose

**ASWAC Regional  
Representatives  
1988/89**

Missing: Lori Crocker & Elin Barlem,  
Innisfail; Gerry Bailey, Westerose



Kathleen Davies - Edmonton



Joan White Calf - Camrose



Addie Miron - Lethbridge



Elaine Peters - Calgary



same for men and women in order to achieve equality of payments.

#### CUTBACKS

1. Make sure that information is available and make ourselves aware (regarding cutbacks, taxes and royalties paid to corporations, etc.)
2. Inform others and the media.
3. Take action against inequities, and stop cutbacks to health care, education and social programs.

#### RACISM

1. Hold a workshop at next year's assembly on constructive anger (relating to racism, racial slurs, etc.)

#### PRIVATIZATION

1. Inform ourselves on the issues and unite to maximize our efforts (through boycotts, strikes, etc.)

#### WELFARE RIGHTS

1. Document abuses of the system, and lobby government representa-

tives about them.

#### PART-TIME WORKERS

1. Changes to be made: more unionization, better labor laws, better access to quality jobs, workplace democracy.
2. ASWAC should expand its telephone tree to include outside organizations.

#### VIOLENCE AGAINST WOMEN

1. Link violence against women to the Women Against Poverty campaign.
2. Ask membership to provide information regarding violence issues, court cases, police response, service response.
3. Form coalitions with other groups working on violence issues.

#### MAINTENANCE ENFORCEMENT

1. Women should be notified of default hearings.
2. There needs to be an increase in staff at the Maintenance Enforcement

Unit.

3. A counselling service should be in place to advise women.
4. Possibilities include making the government responsible for making payments and then collecting from men, putting more men in jail and a guaranteed annual income.

#### CHILD CARE

1. Amend government policy to provide money to child care centres.
2. Educate and strategize on quality we would like to see.

#### LESBIAN CAUCUS RECOMMENDATIONS

1. Sponsor a workshop at the provincial Lesbian Conference.
2. Puts ads in rural newspapers encouraging rural lesbians to write to the Edmonton office -- letters would be passed on to caucus members.
3. Encourage regional representatives to become contacts for rural lesbians.

## Speaking Of The Assembly...

Thanks to all who took the time to complete the evaluation forms from the ASWAC Assembly. Of course, all your comments will be taken into consideration by next year's Assembly Committee, but here is a small sampling of some of the comments:

#### Brochure and Registration Kits

"It was easy to understand and having a bio on each workshop was also helpful. The info was good and well-presented. Good job."

"Didn't come out soon enough for planning."

"Financial report should have been included in registration kit."

#### Registration and Accommodation Costs

"\$95 for a weekend?! I'd never pay that much, and I work! Glad there was a lower rate; should have been clearer that those who couldn't afford it could get extra subsidy."

"The registration and accommoda-

tion costs were very reasonable."

#### Wine and Cheese

"Was very expensive for a Women in Poverty Conference...there should have been some sort of free punch."

#### Keynote Speakers

"Both were pertinent and fitted extremely well into the Women Against Poverty campaign."

#### Saturday Night Events

"Not pleased to see men at the dance."

"Could we ask future hotels to provide women only to work the bar?"

"Please have Cathy Welch do the dance again."

"Always a joy to celebrate each other together."

#### Membership Meetings

"Good blend of efficiency and camaraderie!"

"Not well enough organized,

rushed...background info needed to be provided on each issue."

"Highlights of workshops was great idea."

#### General

"Date is too late, interfering with winter and Christmas. Should be held early November or late October."

(Note: Under where the assembly should be held next year, all respondents said it should be outside of a major centre, somewhere central or south. Lethbridge was suggested a few times.)

"Conference Committee should be separate from board and staff."

"The conference was an enriching experience for me -- a lot of planning and hard work was put into the workshops, displays, etc. The participants were made to feel welcome, comfortable and needed."

"All in all, another fine and successful conference!"

## ASWAC FINANCIAL STATEMENT MARCH 31, 1987 TO MARCH 31, 1988

<b>RECEIPTS</b>	<u>\$ 3,631</u>	<u>\$ 10,799</u>	<u>\$ 115,996</u>	<u>\$ 130,426</u>	<u>\$ 6,610</u>	<u>\$ 12,053</u>	<u>\$ 112,001</u>	<u>\$ 130,664</u>
<b>DISBURSEMENTS</b>								
Accounting			3,773	3,773			3,100	3,100
Advertising and Promotion		53	208	261			106	106
Bank Charges	17	45	175	237		18	150	168
Board Outreach							1,131	1,131
Dues, Fees and Subs	95		1,094	1,189	50		468	518
Evaluation Expense							388	388
Insurance			627	627			224	224
Legal	6,052			6,052	359			359
Meetings and Conferences			11,811	11,811		320	10,141	10,461
Moving Expenses	264			264				
Office	199	4,011	12,845	17,055	101	4,234	13,905	18,240
Rent			5,631	5,361			4,430	4,430
Telephone			5,511	5,511	160		5,092	5,252
Training and Development			949	949			376	376
Travel and Lodging		12,085		12,085		7,747	2,291	10,038
Wages and Benefits			<u>74,307</u>	<u>74,307</u>			<u>62,379</u>	<u>62,379</u>
	<u>11,627</u>	<u>16,194</u>	<u>116,661</u>	<u>144,482</u>	<u>670</u>	<u>12,319</u>	<u>104,181</u>	<u>117,170</u>
<b>SURPLUS (DEFICIT)</b>								
<b>FOR THE YEAR</b>	(7,996)	(5,395)	(665)	(14,056)	5,940	(266)	7,820	13,494
<b>ACCUMULATED SURPLUS</b>								
<b>BEGINNING OF YEAR</b>	17,875	(152)	22,342	40,065	11,935	114	14,522	26,571
<b>ACCUMULATED SURPLUS</b>								
<b>(DEFICIT) END OF YEAR</b>	<u>\$ 9,879</u>	<u>\$ (5,547)</u>	<u>\$ 21,677</u>	<u>\$ 26,009</u>	<u>\$ 17,875</u>	<u>\$ (152)</u>	<u>\$ 22,342</u>	<u>\$ 40,065</u>

Details of receipts for the year were as follows:

	<u>GENERAL</u>	<u>CONFERENCE</u>	<u>SEC. STATE</u>	<u>TOTAL</u>
Provincial Grant			\$ 5,000	\$ 5,000
Interest Income	\$ 501	49	\$ 1,082	1,632
Secretary of State			115,000	115,000
Wage Subsidy Grant			(86)	(86)
Donations, Memberships and Other Income	<u>3,130</u>	<u>5,750</u>		<u>8,880</u>
	<u>\$ 3,631</u>	<u>\$ 10,799</u>	<u>\$ 115,996</u>	<u>\$ 130,426</u>

### ALTA STATUS OF WOMEN ACTION COMMITTEE CONFERENCE ACCOUNT

STATEMENT OF RECEIPTS AND DISBURSEMENTS  
AND EQUITY  
for the period April 1/88 - January 9/88

RECEIPTS:	ACTUAL YEAR TO DATE
Secretary of State	\$ 3000
Government of Alberta	4000
Interest Income	10
Registrations	3635
Revenue Suspense	-15
<b>TOTAL RECEIPTS:</b>	<b>\$ 10630</b>

### DISBURSEMENTS:

Meals and Accommodation	\$ 8935
Workshop Facilities and Speakers	1069
Child Care Workers and Facilities	690
Equipment and Supplies	183
Assembly Brochures	617
Postage	376
Registration Kits	100
Annual Report	682
Travel and Child Care Subsidies	411
Bank Charges	50
Entertainment	200
<b>TOTAL DISBURSEMENTS:</b>	<b>13313</b>
<b>SURPLUS (DEFICIT)</b>	<b>\$ (2683)</b>

## MEMBERSHIP MEETINGS MINUTES -- 1988 ASWAC ASSEMBLY

FACILITATOR: CATHY BRAY  
SECRETARY: HELEN GREAVES

### Saturday, November 26, 1988

The annual general meeting of ASWAC commenced by an introduction to the meeting of the 1987/88 board members.

Marg Johnson, a member of the 1987/88 board, outlined the selection process for the 1988/89 board.

Fiona Mitchell, ASWAC book-keeper, reviewed the financial status of ASWAC during the 1987/88 fiscal year. The financial statements, as at the March 31, 1988 ASWAC year-end, are to be distributed later during the business meeting. In addition, documentation of the present financial position (as at October 31, 1988) was distributed. The appointment of auditors passed.

### **Board Report**

Jane Haslett presented the 1987/88 board report and the recommendations of the board. She reported that the board's report and recommendations are set out in the ASWAC newsletter, Vol. 7, No. 7.

### **Business Arising From The Report**

Membership categories and potential by-law changes were queried. The meeting decided a comprehensive review is to be completed and recommendations for by-law changes be distributed prior to the 1989 membership meeting.

The orientation of staff was discussed and the board responded to questions concerning the decision not to have former staff do the orientation. Jane Haslett responded that due to a redistribution of jobs for the two positions it was decided not to proceed with an orientation.

Members Anne McGrath, Lisa Walter, Sheryl Ackerman and Jane Haslett outlined the functions, problems and results of the Work Planning Committee that had been established in 1986 and utilized for staff during the

past two years. In addition, several members felt work planning ensured that staff are cared for and not over-worked. Accordingly, the upcoming board is to consider the implementation of a Work Planning Committee during 1989.

The policy and procedures manual was discussed by Anne McGrath, and the necessity that there be a writ-



Taking A Break - (left to right) Marilyn Seelye, Marg Johnson, Valda Roberts, Lisa Walter

ten manual in the office to assist staff and the board. Jane Wiley recommended the board consider the issues separately and not confuse the two issues. The membership recommended to the board that the issues of policy and procedure be fully reviewed and a program be established to formulate the required written documentation.

The financial status of ASWAC was presented. The membership recommended there be an individual on the board responsible for financial matters. In addition, the membership recommended the newsletter contain information re: our financial position and grants which are received from various sources. It was decided to include the budget in the newsletter.

### **New Business**

Marg Johnson reviewed the issues concerning the Alberta Advisory

Council on Women's Issues and the Alberta government that transpired during November, 1988. It was reported widely in the media that the government had interfered with the autonomy of the Advisory Council. In addition, the media reported that the council chairperson criticized the appointment process to the council. Marg Johnson reported that on No-

ember 10, 1988, an ASWAC news release was forwarded to the media demanding public hearings on the status of the Alberta Advisory Council on Women's Issues.

A committee was struck and this matter referred to the committee for further consideration. The committee is to report and recommend a course of action at the continuation of the membership meeting on Sunday, November 27, 1988.

The meeting adjourned.

### Sunday, November 27, 1988:

The membership meeting reconvened at 1:30 p.m. from its adjournment on November 26, 1988.

Marg Johnson reported that she and Barb Marshall had met on the Alberta Advisory Council on Women's Issues, and distributed a statement to the membership meeting for discussion. The membership



directed the committee to schedule a meeting with Premier Don Getty and Minister Responsible for Women's Issues Elaine McCoy to review our concerns and demands.

Discussion proceeded as to a clarification of women's equality groups and the membership agreed that support of the definition of gender equality as defined by the *Canadian Charter of Rights and Freedoms* is necessary to be included.

It was decided to proceed with the proposed meeting with government officials as soon as possible, and to contact and discuss with women's groups the work and results.

Lisa Walter recommended and the meeting agreed to acknowledge all the women who have worked on the issue of a council for women in Alberta.

#### Financial Statements

The financial statements were distributed and discussed. Moved by Lisa Walter and seconded by Pauline Belanger: that the audited statement of ASWAC as at March 31, 1988 be accepted.

#### Further New Business Was Reviewed

The annual assembly was discussed by the membership. It was recommended that the assembly be held at an earlier date, and in addition, that the membership meeting proceed on time schedules and a more specific agenda. It was recommended that a full day be established for a membership meeting.

The membership recommended an Assembly Committee be established and next year's assembly dates and location be established. The committee consists of local representatives. It was felt the membership should be more active in all phases of the assembly.

There was discussion of a possibility of a summer ASWAC meeting. This meeting may be organized as a weekend retreat, but not a membership meeting.

The meeting adjourned.



## Safe, Warm Feelings Despite Cold Reality

Howdy from Camrose,

I sure felt a lot different driving home from the November '88 ASWAC annual general meeting, compared to driving up. Excluding feeling awfully tired from all the fun I had.

My children, Robin and Cody, and I were really glad to be going on a little holiday, to a real hotel with a pool and sauna and everything. We don't often stay in nice hotels together, times being what they are, and it was nice to be leaving Camrose for a few days. Some of my other buddies from town would be joining us as well at the Nisku Inn, for a Women in Poverty Conference. Together with our kids, we would make a fine Camrose contingent.

The conversation on the way up with my kids felt comfortable and warm. One of the nice things about children getting older is that suddenly you find yourself able to talk to them like the confused person you are sometimes, instead of the cool Mother Bear you may try to be. It's kind of nice to be able to talk politics with kids, especially your own (kids, I mean!)

The weekend was my yearly shot in the arm. Some of you may remember the ASWAC Assembly we held in good old Camrose last year. The Crystal Springs coffee shop will never be the same. The rural folk came from miles around to sit and have coffee and stare at the feminists. And you all remember the *Camrose Canadian* for its wonderful support? The lovely editorials and letters from some of the citizens? Did the s--it hit the fan or what? I loved every second of it, being the maniac I am.

So the assembly arrived just in time for me, my friends and children to recharge our batteries. I'd like to say the weekend was an escape from reality, but reality was about all we talked about. This country is full of women and children living in poverty, and by the looks of things, major changes are needed before their economic status improves. The more I understand why women are poor, the more I desire to escape this planet. But I really can't afford it.

I enjoyed some positive realities at the conference; it wasn't all heavy-duty. My head has many wonderful images in it still, from that weekend. If only life could be like that all the time; women gathering together is always such a powerful experience for me.

What a neat bunch of people I was surrounded by there. And wasn't the dance fun? There sure were lots of get-down-get-funky little people doing their thing. I think breakdancing has been reinvented.

Driving home was a different experience altogether. My friends and I felt some sadness at the sight of the Camrose skyline. We were remembering some of the cold realities we'd talked about in our workshops. Already, the safe warm feelings we had at the Inn were starting to float away. For the next couple of days we retreated, not wanting to deal with the patriarchs just yet. All of us were thankful we had each other to share the feelings of loneliness, and to talk about why we are all so poor.

So, armed with a new board and regional reps, and a lot of womenpower, ASWAC has yet another year ahead of her. Another year of fighting for people's rights. Here's to all of us; let's stay on top of the s--t, instead of underneath it.

Happy New Year, especially to all the new members.

Love, *White Calf*

(Joan White Calf is our regional representative for the Camrose area.)



Activity In The Child Care Centre



Entertainer Peggy Ward

**Images Of  
The Assembly**



Time To Share Insights

**Photos  
By  
Sheryl  
Ackerman**



Speaker Jean Swanson



Time To Visit - (left to right) Dustine Tucker, Anne McGrath, Yvonne Stanford



Speaker Haydee Melgar With Interpreter



Phyllis Jackson With Daughter



Pauline Belanger Promoting Upcoming Solstice Dance



Playing The Poverty Game

**Photos By  
Sheryl Ackerman**



Facilitators Carol Read & Wendy Vandersteen - Part-timers Workshop



Maria Seeber & Christine Lasalle At Wine And Cheese Social



# FIRST MEETING OF THE 1988/89 BOARD

The following is the record of our most recent board meeting -- the first of the new 1989 ASWAC Board, which was held January 14 and 15 in Calgary.

*In attendance:* Shelley Scott, Helen Greaves, Annette Aarbo, Noreen Bell-Geekie, Maria Seeber, Jane Haslett, Phyllis Jackson, Jean Munn, Anne McGrath, Marilyn Seelye, Jackie Preyde, Nancy Miller and Debbie Foster (board members) and Elaine Peters (regional rep from Calgary).

## SATURDAY

1) *ORIENTATION TO THE BOARD* - We did a brief round and then went over a hand-out which Shelley had prepared outlining the "nuts and bolts" procedures and process of the board. Discussion took place about each item, and decisions were made to change certain things. This is a summary of the items we discussed and the decisions made:

a) *Being New on the Board.*

b) *Getting to the Board Meetings* - It was decided that board members will drive to the meetings if at all possible, but when a board member feels she needs to fly she may do so. In order to make this more financially possible, we agreed that all board meetings this year will take place in Edmonton, Calgary or Lethbridge; however, the board will ensure that one-to-one outreach takes place, with board members and regional reps visiting smaller communities and setting up contacts. It was felt that this would be a more productive way to do outreach than board meetings anyway.

c) *Expense Claims* - It was decided that each board member will continue to fill out the expense claims, but that a set allowance will be granted for meals: \$5 for breakfast, \$7 for lunch and \$13 for dinner, for a total of \$50 per person per meeting; this will generally not be used, as lunch and dinner are provided on Saturday and Sunday, but it is there when it is needed.

d) *Accommodation* - It was decided that board members are encouraged to stay with billets in the community, but if a board member chooses to stay in a hotel instead, she will be allowed \$20 per night; board members can then pool their money to get an inexpensive hotel room.

e) *Location of Board Meetings* - Our schedule for the year is: February 18 - 19, Calgary; April 1 - 2, Edmonton; May 27 - 28, Lethbridge; July 8 - 9, Pigeon Lake; September 9 - 10, Edmonton; October 14 - 15, ASSEMBLY IN LETHBRIDGE.

f) *Agenda Building* - Each board member will phone the Edmonton office with any items she wants to put on the agenda for the next meeting. The administrative co-ordinator (Shelley) will then put together the proposed agenda and mail it out to the board members, one week prior to the meeting.

(In order to relieve some of the work required by the administrative co-ordinator to organize board meetings, it was decided that a board member from the community where the meeting is to be held will make the travel and accommodation arrangements.)

g) *Board Reports/The Round/Respecting the Circle*

h) *Community Reports* - Time will still be available on Saturday afternoons for groups or individuals to meet and talk with the board; this will be arranged by board members in their communities. Women are also welcome to join us for the whole meeting, as "honorary board members".

i) *Between Board Meetings* - It was emphasized that each board member must take responsibility for finding out what is going on, arranging meetings, etc., by phoning one another. "Veteran" board members are asked to be sure to encourage new members. Contributing to the newsletter was also discussed.

j) *Missing Meetings/ Leaving the Board*

k) *Representing ASWAC/Media Strategy* - All board members will be mailed a copy of the Media Strategy, and it will be on the agenda for the next meeting.

2) *ORIENTATION TO THE BOARD, PART 2* - Each of the three staff persons explained her job and what she hopes to focus on in the next year. There was a general discussion about ASWAC, especially as to how we are related to the other status of women organizations in the country.

Board members will receive a copy of the Personnel Policy, and a chart showing the structure of the various women's groups, for the next meeting.

3) *FOCUS IN 1989* - The rest of the afternoon was spent discussing what we saw as the main areas of focus for the coming year, what has been done in our Women Against Poverty (WAP) campaign so far and what we will concentrate on.

We agreed that the focus of the WAP campaign must be to address institutionalized poverty and specific demands that will decrease poverty for everyone (that is, make it a campaign that all women can relate to, and not get involved in discussing who is poor, who is not and individual cases).

The proposed main areas of work are: 1) Women Against Poverty - the provincial campaign 2) Feminist: More Than A Label campaign 3) The Alberta Advisory Council on Women's Issues 4) Coalition Building 5) Policy Manual - definition and formation, and 6) Membership - development and bylaw changes.

For the next board meeting, board members will receive the outlines that have been prepared for the Women Against Poverty and Feminist: More Than A Label campaigns.

## SUNDAY

1) *SIGNING AUTHORITY* - The signing authorities will be Shelley, Jane, Maria and Annette. It was decided that Fiona (our bookkeeper) will not have signing authority; this is a basic policy decision and has nothing to do with Fiona personally -- we all agreed that she is doing a wonderful job.

Annette agreed to be our "treasurer". This means she will be a consultant for Shelley and Fiona, and will act as liaison on financial matters with the board.

The Budget Committee, which is preparing the 1989/90 Secretary of State proposal, is Shelley, Annette and Maria with Marilyn as our Calgary consultant and Noreen in case of emergency.

2) *BUDGET PROPOSAL* - We went through the proposed budget for our Sec State application and the board approved it, with the following additions:

a) *Newsletter* - The run of the newsletter will be increased from 1,000 to 1,200.

b) *Personnel* - The Personnel Committee will look into increasing the half-time staff person's benefits and rectifying the maternity policy, which is presently not being implemented as it was meant to be.

c) *Staff* - After a long discussion, during which several proposals and possibilities were considered (including one from the Edmonton WAP Committee), it was decided that we will attach another budget to our Secretary of State application, asking for another full-time staff position.

This will allow us to increase the project co-ordinator position to full-time, and to create a new, part-time position of researcher. This would give us: a northern project co-ordinator, a southern project co-ordinator, an administrative co-ordinator and a researcher.

We will also include, in our overall budget, a category for money to be used as "top-up" for staff who might be hired under a special project grant at some point in the future.

We will also apply for any SecState money that may be left over from this current year (up to a maximum of



The 1988/89 Alberta Status Of Women Action Committee Board And Regional Representatives



\$10,000) to be used to hire a short-term staff person to coordinate the provincial WAP campaign and begin to set up public hearings on women against poverty.

3) **COMMITTEES** - The following committees were formed:

a) *Provincial Women Against Poverty Committee* - Noreen, Jackie, Helen, Anne, Jane and Marilyn.

The first task of this committee will be to advertise for the above-mentioned staff position, the WAP Hearings Co-ordinator, and to prepare a job description.

b) *Hiring Committee* - Marilyn (WAP Committee), Helen (staff), Jean (Personnel Committee) and Nancy (board), plus a community representative from each community that the job applicants are from; this is because the staff person could be from anywhere in Alberta and will work from her own community.

The hiring committee will review all applications, conduct interviews, and then make a recommendation to the board. The starting date for the job will be March 1, 1989.

c) *Personnel Committee* - Jean, Phyllis and Anne. This will be an ongoing committee and will deal with policy and procedures regarding staff.

d) *Membership Committee* - Jane, Annette, Nancy, Anne and Debbie (Jean, Noreen and Marilyn will also be involved peripherally.)

e) *Policy Portfolio* - Phyllis and Annette will look at compiling the policy and procedures manuals. Annette will deal with administration only, and Anne will be involved peripherally.

f) *Assembly Committee* - Debbie, Helen, Jackie and Maria. All ASWAC members are encouraged to consider sitting on this committee, which will plan for the 1989 ASWAC Assembly to be held October 14 - 15 in Lethbridge. If you are interested, phone the Edmonton office or contact one of the committee members.

4) **EDMONTON WOMEN'S BUILDING (EWB) FUNDRAISER** - This fundraiser will be held at Riverdale Hall on Saturday, January 28, starting at 7:30 p.m. There will be music and dancing, a cash bar and a dessert auction. The board agreed that the EWB Collective may use our telephone tree list to advertise the fundraiser, and can also sell our ASWAC T-shirts there and keep the profits.

5) **ADVISORY COUNCIL PROJECT** - Helen reported on the activities of the group of women in Edmonton who are working on this project. They are in need of women to phone the other women's groups who have been contacted about this, and are also considering putting forward names of women we would like to see appointed to the council. It was decided that Helen would find out exactly when the appointments will be made.

(Please see article in this newsletter about the Advisory Council...)

#### 6) **OFFICE AND MAIL**

a) The board approved a request for money to attend the Business and Professional Women's Club Dinner, and to buy a new filing cabinet for the Edmonton office.

Ruth Miller has been undertaking a volunteer project to "weed" and do an inventory of the files, and cannot proceed until the files are moved to an adequate (and safe) cabinet.

b) Who attends conferences sponsored by other groups and how will we decide who goes? This will be an agenda item for the next meeting.

c) A request for information from a researcher from Carleton University will be denied until we find out what use the information will be put to.

d) A request for participation in a proposed workshop on *Unlearning Racism* was approved in principle; the board requested further details.

7) **ALEKSANDRA VINOGRADOV** - This woman is involved in a court case and a Human Rights Commission Inquiry regarding sex discrimination; she came to visit us and tell us about her case.

(Please see the article by her in this newsletter; the board wants to encourage the membership to support her case.)

**Next Board Meeting:** February 18 - 19 in Calgary.

*Women Unlimited Presents:*

## **HEATHER BISHOP IN CONCERT**

**with Sherry Shute**

**Warm Up: Karen Howe  
with Sheryl Ackerman on Bass**

**Provincial Museum, April 1, 8:00 p.m.**

**Tickets: \$10 (low income) \$15 (others)**

*Available in Edmonton at Common Woman Books  
(8724 - 109 St.) and The Bagel Tree (10347 - 82 Ave.)*



## Advisory Council On Women's Issues -- A Dream Or A Nightmare?

by Helen Greaves

On September 12, 1986, the *Alberta Advisory Council on Women's Issues Act* was passed by the Alberta legislature. The council was created after a strong and effective lobby. That lobby was initiated by the Social Issues Committee of the Calgary YWCA in 1981. It was anticipated the council would function independently of government and exert a strong influence on government policy.

It seems the Advisory Council has not come close to realizing the dreams of the lobbyists who worked so hard for its formation. In 1986, ASWAC criticized the initial appointments to the council and questioned the government's commitment to its own legislation.

Two years have passed and allegations of an ineffective council and reports of interference with the council's autonomy by government are numerous. In November, 1988, the media reported allegations and accusations between the Minister Responsible for Women's Issues and the chairperson of the council. The chairperson alleged the government interfered with the autonomy of the council, and in turn, the government countered by questioning the effectiveness of the council.

At this point, let's not get caught up in finding out who is to blame. Let's get on with the work of creating an effective council.

At the 1988 ASWAC Assembly, the ASWAC membership endorsed a statement that included a number of demands. It read:

*Given the recent allegations of government interference with the Alberta Advisory Council on Women's Issues and the concern shared by a great number of women in Alberta about the effectiveness of the council in representing women's interests, the ASWAC Assembly '88 makes the following demands of the*

*Alberta Government:*

*1. that in filling the upcoming vacancies on the Advisory Council (including the chairperson), the Alberta Government appoint council members who are knowledgeable, qualified, experienced and active in women's equality groups in Alberta, independent of political party affiliation;*

*2. that the budget for the Advisory Council be greatly increased to reflect the importance of work on issues which affect half the population;*

*3. that the government recognize,*



*unequivocally, the autonomy of the Advisory Council and its right to fulfill its mandate, which includes: the right to advise and criticize the government on policies and legislation affecting women; the right to carry out independent research as they deem necessary; the right to organize as they see fit; and the right to make recommendations without interference.*

As discussed during the membership meeting, a committee was struck to pursue ASWAC's position. The committee forwarded letters to Premier Don Getty and to Minister Responsible for Women's Issues Elaine McCoy, requesting a meeting to review the concerns of ASWAC. The premier declined our invitation and suggested that such a meeting be

held with McCoy only.

McCoy responded positively to our correspondence and a meeting was confirmed for January 24, 1989.

In addition to scheduling the meeting, members of the committee (now called the Advisory Council Action Project) have met to review the issues surrounding the council, including: the members of the council; the council's performance since its inception; the commitment to the council by the Conservative Government; and the relationship between the government and the council. The project members have examined reports and documentation prepared by the Advisory Council and the government as well as reviewing concerns with a number of women.

The project has established a network of communication with a number of women's organizations to determine the impact of the Advisory Council. There have been two mail-outs to the organizations requesting information on their concerns. Contacts have been made to discuss the full range of issues that groups are working on.

The dialogue with the women's community will continue with a series of telephone conversations between ASWAC members and representatives from the organizations we have contacted. This dialogue will ensure we have the correct information when we meet with government officials. The project has asked the support of ten ASWAC members to dialogue with the groups.

There is a great need to review the performance of the Advisory Council since its inception. In addition, the government's role must be considered when deciding on the effectiveness of the council.

If you want to discuss the Advisory Council, do not hesitate to contact the ASWAC office. It is hoped the exchange of information and ideas will assist ASWAC in working to realize an effective council.

## Older Women's Network Extending Its Activities In Canada

by Lois Soderstrom

The Older Women's Network (OWN) is an organization with a feminist outlook which focuses on issues (particularly those affecting older women) such as housing, economic security and health.

Through a network of small groups, OWN plans to extend its activities throughout Canada, work-

ing to develop and support legislation which increases opportunities for older women, and to educate its own membership and the general public on the issues.

Membership is open to any woman who is more than 55 years of age and who supports the Older Women's Network objectives, which are as follows:

- \* to raise the consciousness of members...through the study of feminist literature

- \* to initiate and support public discussion on issues relevant to the well-being of older women

- \* to monitor the media so that the image of older women is projected in a positive and realistic way

- \* to support young women's rights to: equal opportunity; freedom from discrimination, abuse and exploitation; reproductive choice

- \* to support the needs of children

- \* to ally with movements for social justice in Canada and abroad

## Vintage Feminists' Caucus Meets To Discuss Poverty, Negative Images, Women's Experience

by Lois Soderstrom

About 20 women met for the Vintage Feminists' Caucus at the ASWAC Assembly in late November to discuss the negative images which society and the media too often present of women as we get older, the plight of older women in poverty and the attitude of younger women towards feminism. (Two younger feminists joined the discussion and gave excellent feedback.)

The discussion was led by myself, acting for Gerry Bailey.

The group decided to compile some sort of questionnaire to discover the needs and feelings of older women in the community, not necessarily only ASWAC members; to pur-

sue a liaison with other groups such as the Older Women's Network (with which both Gerry and myself have been in contact); to seek some means of helping younger women both to understand older women's experiences as feminists so that they don't have to reinvent the wheel, and to understand themselves and their own experiences better.

I will be gathering information about the Older Women's Network and co-ordinating information and efforts to produce the questionnaire. Anyone wishing to contribute experiences as a Vintage Feminist or to help with our efforts is most welcome to contact me at R.R. 1, Westerose, AB, T0C 2V0 or call 586-2091.

## IN CALGARY:

### Local Chapter Of CARAL Formed

A Calgary chapter of the Canadian Abortion Rights Action League (CARAL), a national abortion rights lobby group, was formed at a founding meeting on December 8, 1988.

The Calgary group has come together to provide a local lobbying voice for freedom of access to abortions for Calgary and Canadian women.

The group formed as a result of concerns about possible re-criminalization of abortion and the subse-

quent negative effects on the reproductive freedom of Canadian women. CARAL Calgary will be urging the federal government to protect a woman's right to choice.

CARAL Calgary is made up of women with a solid record of commitment to choice and social activism.

Members of CARAL Calgary will be available to speak on issues relating to the subject of abortion to the media as well as to all levels of government.



## EXECUTIVE DIRECTOR

The Northwest Territories Women's Centre is looking for a Director with experience in non-profit administration, knowledge of women's issues. Cross-cultural work experience an asset.

*For a job description contact:*

Jodi Whyte  
Women's Resource Centre  
Box 276  
Hay River, N.W.T.  
X0E 0R0  
(403) 874-3311

**Closing Date: February 3, 1989**



# Teacher Alleges Discrimination

by Aleksandra Vinogradov

Dr. Aleksandra Vinogradov, an accomplished scientist and teacher, has been denied a regular academic appointment in the Department of Civil Engineering at the University of

Calgary. Following the votes, over a period of five months, the department head compiled a package of allegations against Vinogradov and reconvened

mendations to the Dean of Engineering. This he did not do.

mission conducted an investigation, which lasted more than 17 months, into the complaint. To preserve the vacant position and seek judicial remedies, Vinogradov was forced to resort to civil courts.

**"Vinogradov consistently received excellent assessments from the department and the Faculty of Engineering for her teaching and research."**

In 1986, the Court of Queen's Bench of Alberta found that Vinogradov was treated unfairly and was denied "natural justice". The court stated that the head of the Civil Engineering Department "deliberately placed obstacles in the applicant's path of success" and "failed to observe rules of procedures that were incumbent upon him to observe". The University of Calgary appealed this judgment.

Calgary.

Vinogradov and her family came to Calgary as refugees from the USSR in 1977. Shortly after her arrival, Vinogradov joined the University of Calgary as a research associate and sessional instructor. In 1980 she was successful in what was generally regarded as a prestigious national competition for a university research fellowship. As a result, she was appointed in the Department of Civil Engineering on a limited-term basis.

Her appointment was mainly funded by a government granting agency. She consistently received excellent assessments from the department and the Faculty of Engineering for her teaching and research.

In 1984, a permanent academic position was advertised by the Department of Civil Engineering and Vinogradov applied for the position. Following a thorough selection process, an appointment committee recommended Vinogradov's appointment by two separate votes. The department head was required by the regulations to forward these recom-

mendations to the Dean of Engineering. This he did not do.

Despite the fact that the appointment procedure was irregular and one committee member stated that he was pressured by the department head to change his vote (which had

**"She alleged that she was denied the job as a result of discrimination against her on grounds of sex, place of origin and ancestry."**

been supportive of Vinogradov), the university administration refused to investigate Vinogradov's complaint internally.

In 1985, Vinogradov filed a complaint with the Alberta Human Rights Commission. She alleged that she was denied the job as a result of discrimination against her on grounds of sex, place of origin and ancestry.

The Alberta Human Rights Com-

mission conducted an investigation, which lasted more than 17 months, into the complaint. To preserve the vacant position and seek judicial remedies, Vinogradov was forced to resort to civil courts.

In the meantime, the Alberta Human Rights Commission completed its investigation of Vinogradov's discrimination complaint. The commission concluded that Vinogradov "was subjected to differential treatment and was being discriminated against

on ground of her sex".

Following this conclusion, the commission directed the Minister of Labour to appoint a Board of Inquiry pursuant to the *Individual's Rights Protection Act*.

In 1987, Vinogradov's case was heard by the Alberta Court of Appeal. The Court of Appeal did not reverse the findings of the Court of Queen's Bench on the points of fact, but ruled that the matter of Vinogradov's appointment should be dealt with internally by the Board of Governors of the university.

Following the court direction, the Board of Governors appointed a committee to decide the powers and duties of the department head. The

**"The commission directed the Minister of Labour to appoint a board of Inquiry pursuant to the Individual's Rights Protection Act."**



committee declined, however, to consider Vinogradov's complaint based on the merits of the case and to review the fairness of the appointment procedure.

Vinogradov applied to the Court of Queen's Bench of Alberta for a judicial review of the conduct and decision of the Board of Governors.

In February, 1987, Mr. E. Macdonald of Medicine Hat was appointed by the Minister of Labour to the one-man Board of Inquiry. The hearing by the board started in September of 1987 and continued in sessions until May of 1988, amounting to a total of 30 days.

The facts established before the inquiry indicate that discrimination against women at Canadian universities is far from being eradicated. Women at the University of Calgary are under-represented at senior academic ranks and score less than two per cent in the Faculty of Engineering.

Concerning Vinogradov, statistics showed that her qualifications and experience were substantially higher than those of male academics

institutions of comparable type".

Macdonald's judgment was appealed in August, 1988, by the Alberta Human Rights Commission and Vinogradov.

In December, 1988, the Alberta Human Rights Commission announced the decision to abandon the appeal in the case. Prior to this decision, the commission and the univer-

fessors at Canadian universities. As well, many women's groups consider this case very important in terms of advancement of women's rights and women's struggle for equality. The case is not over and *your support is urgently needed now.*

A Defence Fund has been established to help Vinogradov defray her legal costs. The fund is accepting do-

**"In December, 1988, the Alberta Human Rights Commission announced the decision to abandon the appeal in the Vinogradov case."**

sity negotiated a cost settlement which included an agreement that the commission would abandon the appeal in exchange for a reduction of legal costs claimed by the university.

The commission made the decision to abandon the appeal despite the merits of the case and contrary to many protests and strong objections from many women's groups, university teachers' associations and indi-

nations from groups and individuals. Please contribute by sending your cheque or money order to the Bank of Montreal, Brentwood Village Mall Branch, 3517 Charleswood Dr., N.W., Calgary, T2L 2C1, Account No. 5388-749 (In trust for A. Vinogradov). All funds will be used for legal costs of the February appeal action.

Vinogradov can be contacted at: 180 Ranch Estates Rd., N.W., Calgary, T3G 2A9, Telephone No. (403) 239-5841.

**"The facts established before the inquiry indicate that discrimination against women at Canadian universities is far from being eradicated."**

**Note from the ASWAC Board:**

Dr. Vinogradov came to visit the ASWAC Board during the Calgary board meeting of January 15, and told us about her case. The board supports Vinogradov and plans to make a financial contribution to her defence fund.

We would like to strongly encourage ASWAC members to support Vinogradov, and to make donations to her defence fund at the above address. This is an important case for all women, and Vinogradov is to be commended for her courage and perseverance.

appointed in the Civil Engineering Department over the past two decades.

The process of Vinogradov's appointment was different from other appointment procedures and was a violation of regular appointment practices at the university.

Macdonald found no sex discrimination against Vinogradov. He stated that because Vinogradov "talked discrimination from the start even when none existed" and "complained about her treatment...she could anticipate some future problems in obtaining full-time or limited-term appointment". Regarding the conduct of the University of Calgary, it was found to be "no better or worse than other

viduals across the country. Vinogradov is proceeding with her appeal, which is scheduled for five days starting February 27, 1989.

Vinogradov's case has entailed years of stress, hard work and a tremendous financial burden for herself and her family. This case has been sponsored by the Women's Legal Education Action Fund (LEAF) as an important test case for women pro-

**"Many women's groups consider this case very important in terms of advancement of women's rights and women's struggle for equality."**

## Survival Brunches To Pick You Up!

by Lois Soderstrom

Laurie Crocker, ASWAC regional rep, hosted a "survival brunch" at her home in Innisfail in early December. Six rural feminists gathered to talk and eat, and help each other cope with the Christmas season.

We shared our stories of when we became consciously feminist, what it means in our lives, our problems being feminist in a rural setting and

discussed how we can support each other and other feminists, as well as reach out to women who say they are "feminist, but..."

Those who met agreed the experience had been a good one, and attributed the poor response to the uncertain weather and the busy season. And we agreed that it would be worthwhile to plan for another meeting during the February doldrums!

## YWCA Tribute Nominations Open

Do you know an Edmonton woman who has enhanced our community through her contributions? Why not recognize her by nominating her for a 1989 YWCA Tribute To Women Award? Categories include:

- \* Arts and Culture
- \* Business, Labor, Professions and Technology
- \* Community (Volunteer) Service
- \* Health, Social Sciences and Social Services
- \* Public Affairs and Communication
- \* Athletics, Recreation and Fitness

Nomination information and forms are available at the YWCA. Call 423-9922.

## Mark Your Calendar To Play Poverty Game

The Poverty Game is a role-playing workshop, a board game, and an opportunity to understand the day-to-day reality of being a poor woman, all rolled into one. It was developed by a group of women in Dawson Creek, and the Edmonton ASWAC office now owns a copy.

If you are interested in playing the Poverty Game, mark these two dates on your calendar:

Wednesday, February 8  
7:00 p.m.

Tuesday, February 21  
7:00 p.m.

and come to the Edmonton Women's Building, 9930 - 106 Street (lower floor). All women are welcome to attend. For more information, please phone the ASWAC office at 421-0306, or Valda Roberts at 439-5724.

## EMPLOYMENT OPPORTUNITY

### PROVINCIAL HEARINGS CO-ORDINATOR

THE ALBERTA STATUS OF WOMEN ACTION COMMITTEE has an employment opportunity for a Provincial Hearings Co-ordinator.

The Provincial Hearings Co-ordinator will work out of her own community, and will work closely with members of the ASWAC Board, specifically the members of the Provincial Women Against Poverty Committee.

She will plan and organize a series of public hearings, to be held throughout the province, to hear testimony and receive briefs from women and women's equality groups on the subject of the feminization of poverty.

The woman who can fill this position will be self-motivated, have knowledge of and experience with feminist organizations and issues affecting women, and have experience

working with volunteer boards. She will also have good organizing skills and will feel comfortable dealing with the media.

Her working hours will be flexible (evenings and weekends) and she should be prepared to travel. She should have a commitment to feminism and the collective process.

This is a short-term position (four months), with a starting date of March 1, 1989.

**The deadline for applications is February 10, 1989.**

Please send resume and covering letter to the Alberta Status of Women Action Committee, Box 1573, Edmonton, T5J 2N7. Phone: 421-0306. If necessary, please call collect for more information, or to be sure we have received your application.

## New Members Welcome

The Alliance Against Sexual Harassment (AASH) is a volunteer group of women who provide information on sexual harassment and provide support to individuals and groups experiencing sexual harassment.

We welcome all new members.

For more information, call Mary at 433-9274.

## Glee Club Wants You!

For every woman who has ever sang in her bathtub...for every woman who has always wanted to get her point across and have a good time doing it...NOW THERE IS:

**THE BENAZIR BHUTTO GLEE CLUB** (tentative name only)!

...a choir, a songwriting opportunity and a fun forum of political action...Interested? Phone Anna Pelat at 439-8383 for more information. *Come out and sing about the issues!*



# happeningshappeningshappenings

January 25-27 - Second Annual Alberta **Farm Women's Conference** at the Capri Centre in Red Deer. Phone: 789-2592.

January 27-28 - *Other Voices* editorial collective presents Inside Story, a **writing workshop** for women. Call Anna at 483-4267.

January 28 - EDMONTON WOMEN'S **BUILDING FUNDRAISING EVENT AND CELEBRATION**, 7:30 p.m. to 1:00 am at Riverdale Hall, 9231 - 100 Ave. Cash bar, entertainment, dance and dessert auction. Admission is \$5 (or whatever you can afford). For free child care, phone 421-0306 before January 20. All proceeds to the Edmonton Women's Building.

January 28-29 - **Therapeutic Touch Introductory Workshop**, 10:30 a.m. to 5:30 p.m. in Red Deer. Phone Cheryl Rich at 347-2180.

Inger Smith will be presenting **self-healing workshops** and weekend retreats throughout *February*. Phone 922-2647 for information and registration.

February 7 - **LEAF Roadshow** Comes to Calgary. The Women's Legal Education and Action Fund (LEAF) presents a national fundraising tour, featuring Connie Kaldor, Buffy Sainte-Marie, Lillian Allen and many more. Tickets available at BASS outlets or call the Jack Singer Concert Hall at 266-8888.

February 12 - Common Woman Books presents Dionne Brand, a Caribbean **poet and essayist** originally from Trinidad, reading from her works. 7:30 p.m. at 8724 - 109 St. Call 432-9344 for more information.

February 22-24 - Let's Stop Kidding Around: An **Information Sharing Symposium** on Teen Parenting.

Sponsored by the Provincial Advisory Committee on the Family, the symposium will take place at the Fantasyland Hotel at West Edmonton Mall. For more information, call Rose-Marie McCarthy (symposium co-ordinator) at 973-6897.

March 3-5 - **Third World Film Festival** in Edmonton. Call the Edmonton Learner Centre at 439-8744 for details.

March 5 - Public Awareness of Sexual Stereotyping and Pornography (PASSP), formerly Positive Action Against Pornography (PAAP) in Edmonton is having its first annual **fundraising event/benefit/silent auction**. It will be held at the Provincial Museum, 12845 - 102 Avenue in Edmonton.

The Silent Auction/Wine and Cheese will be from 5:30 p.m. to 7:20 p.m. and will feature items such as a woman's ten-speed bike, wearable art, toys, books, restaurant gift certificates and paintings.

The George Blondheim and Friends Concert will begin at 7:30 p.m.

Tickets are \$10 in advance (wine and cheese included with the ticket price) or \$12.50 at the door. Advance tickets are available through PASSP (486-3409) or from any BASS outlet.

PASSP has changed its name in order to reflect the group's expanded concerns.

**Call for submissions:** Anthology of Canadian Women's Feminist Humor. New work especially encouraged. Exceptional previously-published work considered. Send images and manuscripts with SASE and one line bio to: Janice Williamson, Dept. of English, University of Alberta, T6G 2E5. Deadline *April 1, 1989*.

Femmes en Tete, a feminist group in Montreal, wrote to let us know that

1990 is the 50th anniversary of women obtaining the right to vote in Quebec, and that huge **celebrations and a symposium** are planned. They welcome inquiries and suggestions. Write 1265, rue Berri, bureau 840, Montreal, Quebec, H2L 4X4.

Are you a woman experiencing unfair treatment at work? Are you unsure of your legal rights in the workplace? For free and confidential information, assistance and support, call the Working Women's Hotline at 429-3370. Send \$1 (postage) for a handbook explaining legal rights in the Alberta workforce to #30, 9930 - 106 St., Edmonton, T5K 1C7.

Womospace (Social and Recreational Society of Edmonton) sponsors ongoing events such as bowling and floor hockey, for women and children. Phone 425-0511.

Lost and Found - In the Edmonton ASWAC office, a vehicle key on the floor in mid-November and a blue mitten in the common room in early January. Phone 421-0306.

Congratulations to our provincial coordinator, Anne McGrath! Anne gave birth to a boy on December 28. She named him Aidan, and will be on maternity leave until April.

Congratulations to two Alberta women who have been recently elected to the executive board of the Canadian Research Institute for the Advancement of Women (CRIAOW): Marilyn Assheton-Smith of the University of Alberta is the new president-elect, and Pat Chuchryk of the University of Lethbridge is a new member-at-large.

Menarche cards (to congratulate someone on the onset of menstruation) for sale. Call Joanne at 436-7682.



The Alberta Status of Women  
Action Committee  
Box 1573  
Edmonton, Alberta T5J 2N7



There is a number beside your name on your mailing label; this is the year that your membership is paid. If that number is 87 or less, THIS IS THE LAST NEWSLETTER YOU WILL RECEIVE AND YOUR NAME WILL BE REMOVED FROM THE ASWAC MEMBERSHIP LIST UNLESS WE HEAR FROM YOU BEFORE MARCH 1, 1989. This means that you must renew your membership before March 1, by sending in the form below. Remember that \$10.00 is the suggested membership fee, but we will accept whatever you can afford. We need to hear from you if you want to continue being a member of ASWAC, so PLEASE RENEW YOUR MEMBERSHIP NOW.

Name: \_\_\_\_\_

Address: \_\_\_\_\_  
\_\_\_\_\_

Postal Code: \_\_\_\_\_

Phone: \_\_\_\_\_ (home) \_\_\_\_\_ (work)

Membership: \$ \_\_\_\_\_

New  Renewal

Donation: \$ \_\_\_\_\_

Legal Defence

Fund: \$ \_\_\_\_\_

*\*Suggested membership fee is \$10, but we will accept whatever you can afford.*

Please make cheques out to: ASWAC, Box 1573, Edmonton, Alberta, T5J 2N7