

CALGARY WOMEN'S NEWSPAPER

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WOMEN IN MANAGEMENT

"Women in management have no history;
they have only a present and hopefully a future."*

By Merry Chellas

Women in management is a trendy topic right now. Its faddishness bothers Allan Cahoon, associate professor at the University of Calgary's Faculty of Business.

"I certainly hope it's more than a fad. We've got a creed in our society which says women shouldn't be in managerial positions, and it's going to take a long while to change that," he comments.

As an example, he points to the professed inability in recent weeks of two Canadian banks to find qualified women for their boards of directors.

**The quote is from a paper by Jeanette Pick, assistant director of Foothills Hospital School of Nursing. Susanne Rhyason took the photograph.*

Cahoon has taught a course on women in management the last two years, and he will teach the course again this fall as part of the university's continuing education program. He is currently seeking funding for a research project that will focus on women managers in Calgary.

In a pilot study carried out over the past summer in British Columbia, Cahoon found women represented in managerial positions in a ratio of about one female to eight males.

If statistics from a few years ago are reviewed, that sounds pretty good. But when the figure is broken down, the prognosis isn't so great. In supervisory, or entry, positions, the ratio is one to five; in middle management, one to ten; and in executive positions, one to 38.



Bank manager Helen Kurio with trainee Paul Jeffrey.

"There are more women in management, but they're at the beginning level," Cahoon emphasizes.

To obtain his figures, Cahoon sent questionnaires to about 90 organizations, including education, industry and general business. He then interviewed about 25 of the female managers, most of them recommended by their firms -- an approach which, he says, may have biased his results.

Questions were directed to the women asking how they felt about themselves as managers, how satisfied they were with their jobs, and how they thought their colleagues viewed them. They were asked about their backgrounds and personal lives as well.

(Cont'd on pg. 8)

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The ASWAC Brief "Joint Initiatives" Submitted to Legislators

"Joint Initiatives: A Goal for Women and Government in Alberta" is a report on four workshops held last spring in Calgary, Grande Prairie, Edmonton and Lethbridge. The project, financed by a grant given to Edmonton Options for Women, was to come up with recommendations for integrating Alberta women into the economic, political, cultural and social processes of their province.

On October 6 a group representing the Alberta Status of Women Action Committee gathered in Edmonton with representatives of the provincial government to present the brief. What came out of the meeting will be discussed at the ASWAC conference October 29-31.

A summary of the brief follows:

Taking into account the opinions, criticisms and suggestions of a cross-section of women who attended the four regional workshops, and acknowledging the limitations on initiatives imposed by current fiscal restraints, we have attempted to present a three-year plan of

action which creates the greatest flexibility to utilize existing personnel and programs with the least amount of structural re-organization.

Our initial recommendation calls for the striking of a Cabinet Committee on Equal Opportunity (or Human Rights and Resources), and the appointment of a Minister Responsible for the Status of Women.

Neither of these initiatives do we see as involving budgetary considerations and yet their establishment would herald a major commitment on the part of Government to the concept of rights and opportunities for all those whose options have been restricted for whatever reason. The pertinent characteristic of this Committee of Cabinet, as we envisage it, is that it emphasizes the importance we attach to the integration of "women's issues" into the total short and long range planning efforts of Government to achieve equality and expand options for all the citizens of Alberta.

A crucial adjunct to whatever structure is appointed at the political level is a functional link with the bureaucracy.

Our second recommendation reflects this need in that we propose the creation of an ad hoc Secretariat to the Committee on Equal Opportunity, the members of which would be drawn from existing senior positions in relevant departments and agencies.

In other words, although neither a permanent nor an independent secretariat in nature, such a group would be institutionalized to the extent that its major functions would carry significant bureaucratic authority.

Representation on the Secretariat should include such positions as:

- Director of Cabinet Committees
- Senior Native Liaison Officer, Native Secretariat
- Executive Director, Women's Secretariat
- Senior Intergovernmental Officer, FIGA
- Director: Legal Research & Analysis, Attorney General
- Director: Administrative Policy Division, Treasury

or other senior management personnel who have an expressed interest in or who administer programs related to equal opportunity.

The major functions of the Secretariat would be to initiate proposals for consideration by Cabinet Committee and co-ordinate the implementation of Cabinet recommendations at the departmental level.

Again, we wish to stress that, other than the appointment of an Executive Director of the sex-specialized agency to be recommended next, the establishment of this Secretariat would not require the hiring of any new staff or the creation of any new positions. We would anticipate that the constituent members would meet regularly, preferably once a month.

Our third recommendation is that priority be given to the creation of a new bureaucratic structure -- a Women's Secretariat, which would absorb the existing Women's Bureau, initiate decentralization of sex-specialized services, and co-ordinate the auditing of policies and programs affecting women in all other departments.

Since the proposed mandate of the Women's Secretariat encompasses the co-ordination of programs and services provided by many different departments, it would most appropriately be placed under Executive Council, reporting to the Premier through the Minister Responsible for the Status of Women. The functions of this structure would include representing the concerns and interests of women in government; providing communication liaison and support among women in the private sector and between women and the bureaucracy; conducting research and providing re-

EDITOR'S COMMENTS



How would you like to add this to your resume:

Editorial staff member, Calgary Women's Newspaper, 1976. Duties included soliciting and preparing articles for print, writing news and feature articles, and participating in editorial policy making.

Or this:

Advertising staff member, Calgary Women's Newspaper, 1976. Duties included participation in all areas of ad solicitation and production for a monthly publication. Helped design ad promotion material and participated in formulating ad policy.

The women's movement has gotten itself into something of a bind by being critical of volunteerism on the one hand, but depending almost entirely on volunteer labor to progress.

It seems to me that the point about being a volunteer is to make the time you spend work for you. That means choosing volunteer jobs carefully and making sure that you have some say about what goes on where you work.

Volunteer work can be beneficial in a number of ways, aside from the actual skills earned on the job. For example:

-- For a woman making career decisions, volunteer roles provide op-

portunities to test out various vocations before putting time, energy and money into special education and training.

-- For a woman who has children and is considering entering the work force, volunteerism can offer a way to put aspirations to a practical test--to answer such questions as how child care arrangement will work, how responsibilities at home will resolve themselves should she become employed. In other words, she can have a trial work period, during which she can check out her ability to reconcile the sometimes conflicting roles of wage earner and homemaker.

-- For a woman seeking employment, experience and contacts gained as a volunteer may be used to beef up a resume, to provide references for prospective employers, or to gain an in to a paid job.

-- For a woman who has not yet entered or has been out of the job market for a period of time, a volunteer job well done can serve as a means of bolstering self-confidence.

And the real point of all this is to say that the Calgary Women's Newspaper needs you -- it needs your talent, your energy, your ideas. You'll get some say about the way things are run here.

Merry Chellas

(Cont'd on pg. 6)

THE WORD FROM SWAC: WE'RE STILL WAITING ...

Hi!

So W. Earle MacLaughlin can't find a woman to sit on the Board of Directors of the Royal Bank of Canada after going over 1500 names? If it weren't so maddening, it would be funny! Or is it vice versa?

What do women have to do to be recognized and respected by governments and major institutions? This summer Maria Eriksen and I visited 12 provincial cabinet ministers. The Minister of Hospitals, Gordon Miniel, kept us waiting 45 minutes, as he talked to hearing aid salesmen. When we were finally ushered into his office, he greeted us with "It's so nice to see you -- I look forward to our discussion, but I'd appreciate it if we could condense our visit to 15 minutes so I get somewhat back on schedule." With all due respect to the hearing handicapped in Alberta, surely 52 per cent of the population deserves more than 15 minutes? (We stayed our allotted half hour.)

And here in Alberta we also have a Minister of Labor, Neil Crawford, who does not remember at what stage the maternity leave regulations are presently. "Thought we had completed their presentation." No, sir, just the legislation was passed this spring. We're still waiting for the regulations -- the relevant, practical, meaningful part of the program.

We're also waiting for matrimonial property legislation. Peter Lougheed campaigned in 1975 on the promise to introduce matrimonial property legislation in the next session. Nothing was introduced.

In the Spring Speech from the Throne, there was mention of presentation of matrimonial property legislation. However, the spring session ended and matrimonial property legislation hadn't seen the light of day. A draft bill apparently is being prepared. Next time you are talking or writing to your MLA, please ask that this legislation be presented. Be sure to mention that men as well as women benefit from knowledge.

There is another reason why the province must come to grips with this legislation as soon as possible. It seems that the Federal Government is going to adopt no-fault divorce and divorce after one year, not three years of separation. If this legislation is enacted before Alberta moves on matrimonial property, the women of Alberta will be even more sorely disadvantaged. Perhaps we should demand presentation or resignation!

Good news! The first annual meeting of the Alberta Status of Women Committee is developing superbly. That's Oct. 29-31 in Edmonton. There will be two buses (at half regular fare) leaving Calgary, and I hope you will be on them or driving along beside. Hugh Horner, Deputy Premier, will open the proceedings, and Friday and Saturday nights you will have a chance to chat with the MLAs. (More details on this page.) Anyway, please come if at all possible. It will be one of the best weekends ever!

So, bye for now. Have a good month.

Frances Wright,
SWAC Chairwoman

Scholarship Deadline Set for November 1

Four scholarships of \$250 each are available from the Status of Women Action Committee. Deadline for applications is November 1.

The scholarships will be given to women who meet the following qualifications:

- The person applying must have a feminist orientation.
- The person must have some connection with Alberta, but need not be a resident of Alberta.
- The person must be a Canadian or a Canadian resident.
- The scholarship must be awarded for work at a Canadian institution or, if the institution is outside Canada, work will be continued in Alberta by the person applying.
- There is no promise to work for the feminist movement after the scholarship is awarded, but the intention is that the person will continue to be actively involved with feminist activities.

The scholarships will be awarded for a broad range of activities, including technical courses, specialized courses, higher education, research projects or specialized projects. Preference will be given to women entering areas traditionally thought of as male, or to research and specialized projects which have to do with women.

The financial situation of the applicant will be taken into consideration, but will not bear a major role in the ultimate choice. Grants will be made for one year only, but those receiving awards may re-apply in future years.

Guidelines for the awards were set up by a committee of SWAC members including Patricia Krasinski, Leslie Belzberg and Paula Fraser, and approved by the general membership at the September 13th meeting.

The awards will be given yearly, with the amount and number dependent upon funds available. This year, \$1,000 of the earnings from the Casino will be tapped to provide funding.

ASWAC Program

"1976 and Where are We?"

October 29-31, 1976

The Mayfield Inn
10910 Mayfield Road
Edmonton, Alberta

FRIDAY, October 29, 1976

- 11:00 a.m. Registration
- 12:30 p.m. Buffet Luncheon
- 2:00 p.m. Opening Remarks:
Maria Eriksen,
Conf. Chairwoman
Plenary:
Margaret Smith,
Chairwoman
Guest Speaker:
Hon. Dr. Hugh M. Horner,
Deputy Premier &
Minister of Transportation, Govt. of Alta.
Panel Response
Jeanna Baty,
Chairwoman
- 3:45 p.m. "Where Do You Go From Here?"
Maria Eriksen,
Chairwoman
- 6:30 p.m. Dinner
Gwen Willman,
Chairwoman
Guest Speaker:
Dr. Lorna Marsden,
President,
Nat'l Action Committee
on the Status of Women
- 8:30 p.m. Cocktail reception with
Cabinet Ministers and
M.L.A.'s

SATURDAY, October 30, 1976

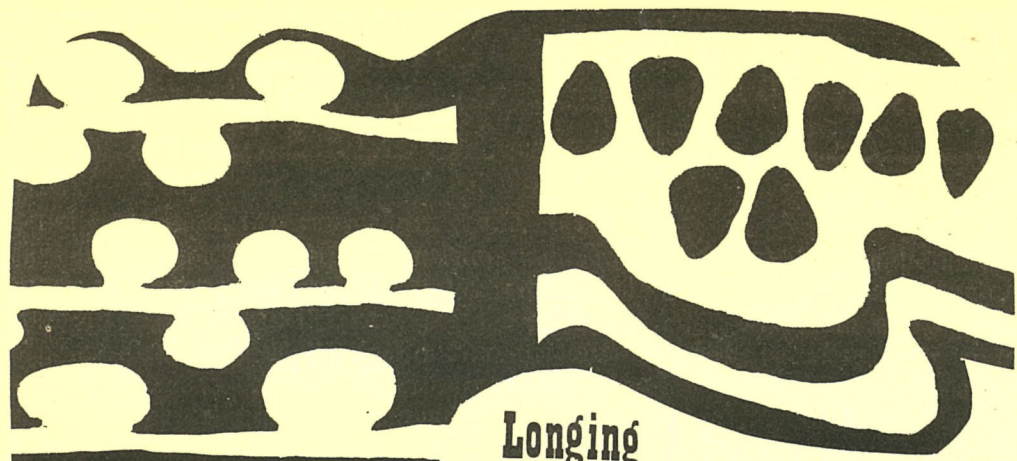
- 8:00 a.m. Registration
- 9:00 a.m. Plenary Orientation:
Maria Eriksen,
Conf. Chairwoman
- 9:30 a.m. Workshops
- 2:00 p.m. Workshops
- 8:00 p.m. Cocktail reception with
Cabinet Ministers and
M.L.A.'s

SUNDAY, October 31, 1976

- 9:30 a.m. Plenary Orientation:
Maria Eriksen,
Conf. Chairwoman
- 10:15 a.m. The Future of ASWAC
Margaret Smith,
Chairwoman
- 12:30 p.m. Buffet Luncheon
Business Meeting
Elections
- 2:30 p.m. Adjourn

A fund-raising committee is to be established, with members drawn from the SWAC general membership. Those interested may join the committee by telephoning Patricia Krasinski at 284-1468, evenings.

Future awards will be assigned by an outside group. Paula Fraser is looking into having the decisions made by AUCC, the organization responsible for awarding scholarships throughout Canada.



Longing

Knowing how she longed to hear him speak,
Ulysses wrote Penelope many love letters.
Parchment scrolls, rolled into wine bottles,
He floated out to sea.

His adventures and perils carried him
To distant places farther and farther
From home. But he thought of her
Finding and reading his letters.

Most of them floated in circles,
Some of them sank in the ocean depths.
His heart ached wondering which letter
Would find her in Ithaca.

He dreamed of their beautiful messages,
He imagined her gentle eyes,
Enraptured and loving as she read
Each line, longing for his return.

But in twenty years she only received
One note. He was in a hurry that time
Figuring out an escape problem,
Trying desperately to save his life.

--Virginia Nemetz

Decisions

There was a crack
On the watercolor

There were cockroaches
In the kitchen

There was a birthday party
Where nobody came

Wong snapped pictures for us
So we smiled.

Visitors from San Francisco
Thought we were orphans

The crazy girl next door
Was confused and pregnant

You said you could never love me
Like you used to

So we decided to get married

--Virginia Nemetz

Road Ends

I'm standing here at road's end
Staring at my jeans, worn and
patched
By a friend.
Blue and faded, and like me
Shaded by road dust
And rain

My thumb has carried me this far
And I'm tired
I've still a million years to go but
I'll
Stay here and give my mind a
Chance to clear
Home is far away, I've come a long way
Searching for tomorrow, running from
Yesterday
From Woodstock to Kent State
From love to hate
Looking for answers, asking questions,
Travelling
I've heard and seen and learned a lot
Can't tell by looking at me or
By what I am
Or what I've got

I'm tired and I'd like to spend some time
Just chasing sunshine
Or drinking moonshine
Or watching cars go by
On the way to somewhere or
Nowhere
And always hurrying to get there

Sitting by the road side, seeing
Leaves that have died
Hearing in my mind
People that have lied to me
And feeling tears that I've cried
For one reason or another
In one season or another
For a world to which I don't belong
For a song
I can't recall or leaves that fall
To the ground
And blow around a world that's dying
While the people keep crying
"I don't understand"

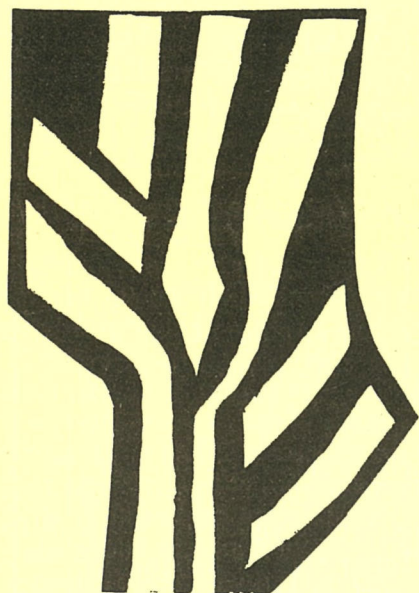
When I'm ready, I'll go again
Don't know where don't care
Can't go back

Road dust, faded jeans and long hair
Don't belong there
Or anywhere in the country of tomorrow
That killed itself yesterday
And still believes in today
Somewhere beyond next week is where
I'm going
To drift and then I'll shift through my mind
Until I find
Somewhere else to be
Or a mountain to free
Or a sea without sand
To build castles with.

But now I'm at road's end and I
Think I'll stay
A while and think of a smile I once saw
And of someone who had the time to talk
And laugh about their dreams
Someone who had the time
To sew a patch on my jeans.

--Gale Comin

POETRY



The Heart

I heard you speak
With eyes closed,
Mouth closed
Hands clenched.

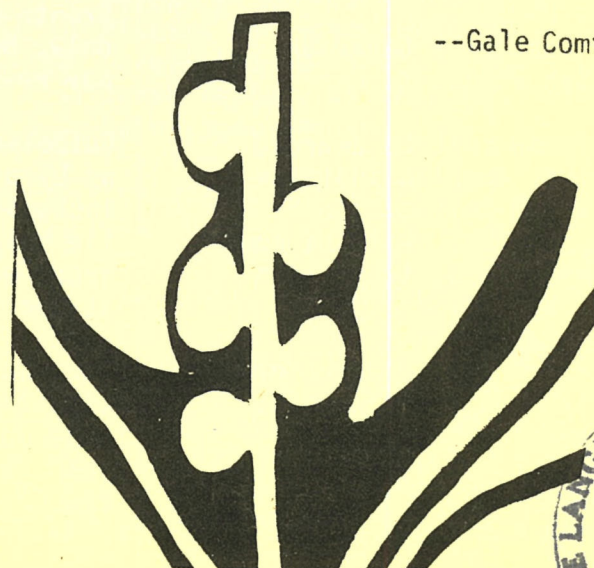
--Virginia Nemetz



Virginia Nemetz is a Calgary woman
who recently attended the Summer
Writing Session at the Banff School
of Fine Arts. She is expecting
her first child this month.

Gale Comin was born and raised in
the Crow's Nest Pass and Canmore
areas and is now living in Calgary
-- some of the rest you can learn
from her poems.

The graphics on this page are by
a.g., a first year student at the
Alberta College of Art.



The Glenbow-Alberta Institute Opens

VISIT the Glenbow at its new location off the 9th Avenue Mall.

On the sixth floor in the Library and Archives you can order and purchase historical photographs of Alberta women and photographs by women such as Geraldine Moodie, famous for her studies of the north in the early 1900's. You have access to historical letters and diaries of Alberta women, as well as to tapes, such as those of Una MacLean-Evans.

Malvina Hoffman's bronze sculptures are very impressive on the fourth floor. On the second floor, where Western artists are featured, you can see the works of Sheila Butler, Marielouise Kreyes, Esther Warkov and Alexandra Haeseker.

Many of the demonstrations and lectures in the fall programme at the Glenbow are given by women. Helen Mackie, for instance, who is a Calgary artist, will be giving print-making demonstrations on October 14, both a.m. and p.m. For more information about the Glenbow, phone 264-8300.

Bev Hocking

Irene Murdoch Awaits Decision

Irene Murdoch was back in court late last month for the latest episode in her seven-year fight to gain a share in the Turner Valley ranch which she and her husband built up together. The current suit involves a counter-petition by Ms. Murdoch for divorce and an application to have a transfer of land to the couple's son set aside.

From the proceedings, she hopes to get a \$133,000 lump sum payment; her former husband's lawyer is asking the court to award \$15,000. As we went to press, a decision from the Alberta Supreme Court was awaited.

A fund to help Ms. Murdoch with her legal fees is administered by the Local Council of Women. Contributions (with checks made out to the Irene Murdoch Fund) may be sent to LCW President Gwen Thorssen, 12016 Lake Erie Way S.E., Calgary, or to SWAC for forwarding.

Third Acquittal

Dr. Henry Morgentaler returned to court in September, too. He was acquitted of charges of performing illegal abortions again--for the third time--but he faces eight more trials on similar charges. Contributions to his defense may be sent to the CARAL/Morgentaler Fund, P. O. Box 527, Station Z, Toronto, Ontario. In addition, CARAL is asking that telegrams be sent to legislators demanding that all other charges be dropped.



Sawing wood on Andrew Parkkari's farm near Alderson, Alberta.
(From the Glenbow-Alberta Institute archives)

Three Centuries in Canada

Women's Work is Never Done

Never done; three centuries of women's work in Canada (Corrective Collective. Canadian Women's Educational Press, Toronto, 1975. \$3.75.)

"Women's work" has been taken for granted for so long that it is a surprise to find a book devoted to this topic. The work of Canadian women since this nation's discovery has been particularly neglected.

When one hears the words "pioneer," "explorer," and "habitant" one immediately pictures a bearded male. A shadowy impression of wives and children emerges only with some thought -- after all, they must have been somewhere! It was to correct this oversight that the Corrective Collective started researching this book.

They soon discovered that the usual sources of information -- general histories, bibliographies, and biographies were inadequate on the subject. Historians had concentrated on the grander visions of war, politics and economics with little or no mention of women's role in the country's growth. (Or, as the Forward to the book mentions ... "there were a few general references to women, as in the women and children were...left at the fort, or drowned in the river, or starved in the winter...")

Searching through personal reminiscences, letters, scrapbooks, town records and local histories proved more helpful in putting together a picture of life from 1800 on. It would have been easy to dismiss the topic at this point -- the researchers discovered that then, as now, women's work revolved largely around the home. The importance of the contribution of these women deserves recognition, however, so the research con-

tinued. The history took on a new perspective -- to show the changelessness of women's work, as well as to deal with the increasing variety of work outside the home.

The result of all this is a picture-and-story album of the lives of Canadian women. It concerns few women who achieved personal fame or recognition, instead it concentrates on the millions who went about their lives without fanfare or favor.

Laid out rather like a scrapbook, the book is easy to read and informative. Line drawn illustrations by Barbara Todd add to the text and some sketches are particularly appropriate. A variety of writing styles adds interest to the subjects covered. The authors include witty "newscasts" to give a sense of immediacy to such topics as the importation of women as colonial brides and the famines and hardships faced by all pioneers. Frequent interjections of the authors' own opinions liven up the text, but are at times disruptive to the continuity.

The authors cover the lives of women through the years and across the country -- providing an overview of life from east to west. A section on the increase of wage work for women follows the coverage of home-oriented labor, showing the interrelationship of the two (most paid work originated from household tasks). An interesting insight into the gradual politicization of women is gained in this brief overview. From "bees" to church groups to unions to suffragettes, one can see the growing realization on behalf of the women that if any change is to be accomplished they must do it themselves.

(Cont'd on pg. 13)

Canada Pension Plan: Is It Discriminatory?

Is the Canada Pension Plan discriminatory?

Yolande Pineault (*Profile*, pg. 9), manager of the Calgary CPP office, says that inequities in the plan were removed in recent revisions.

"Men and women are treated equally now. The point is not that CPP is discriminatory. It's the society that discriminates," she says.

Ways in which de facto discrimination does occur under the plan's administration emerged during discussion at the Status of Women Action Committee's September general meeting. Ms. Pineault and Mavis Martinson, a University of Calgary

social work instructor and a member of the CPP Advisory Committee, were guest speakers.

Among the several discrepancies in the way men and women actually fare under the plan is the fact that work done by housewives isn't covered at all. Only those who work for wages can contribute, and collections are based on contributions.

Nor are those people employed by a spouse covered. That includes the woman who works as a receptionist for her doctor husband, the woman who does accounts for her husband's business, and the woman who works as an editor for her husband's publishing firm.

Furthermore, women who have worked and established their own benefits are likely, on the whole, to collect lower pensions than men. As things stand now, benefits are calculated according to the amount contributed and the number of years worked. To achieve the maximum, one must work continuously from 18 to 65 and earn a large enough salary to be able to contribute the maximum amount possible. More women drop out of the work force for some years: more women earn lower salaries; so more women are earning lower retirement pensions.

Inequities also result from the distribution of survivor's benefits. Currently, when the person who was breadwinner in the family -- usually the man -- dies, the surviving spouse's allotment brings in less than the retirement pension did. In other words, the income of the family unit is cut. Because women generally live longer than men, there are more women living on this reduced income.

There is activity afoot to change some of these inequities. The federal Advisory Council on the Status of Women has asked that both partners have an equal right to the pension being built up by either of them. This idea was discussed at a summer conference of federal and provincial ministers, and they agreed on a proposal which suggests that pension credits built up during a marriage be divided as part of a divorce agreement. They also talked about a proposal to allow contributors to increase contributions for low or no income months.

Several Canadian women's groups have urged that another course be taken, one that recognizes the family as an economic unit and gives credits and benefits to both spouses based on combined earnings. That plan would establish housewives as actual contributors to the plan.

In her presentation, Ms. Pineault had some tips for women on how they can get the most out of the Canada Pension Plan. Her advice:

-- Remember to apply for benefits; they're not automatic. It's possible to lose benefits if application isn't made close to the date of retirement. The best time to apply is about two months prior to your 65th birthday.

-- Request a printout of earnings and contributions from the CPP at least once every four years, and preferably once a year. If discrepancies aren't caught early, they become part of the permanent record.

-- After age 65, you can draw a pension and continue to work and to contribute. Or you can continue working and contributing until age 70, without drawing a pension. Consult a CPP counsellor as to which course is more advantageous to you.

-- Common law spouses may qualify for survivor's benefits and should check into their eligibility.

Booklets on the plan are available at the SWAC office and through the CPP office, located at 811 7th St. S.W. (telephone 231-5549).

Those interested in voicing opinions on the pension legislation may write to their MP or to Health and Welfare Minister Marc Lalonde, under whom the plan is administered. Ms. Martinson also invites comments; she may be reached through the University of Calgary School of Social Work.

ASWAC BRIEF

(Cont'd from pg. 2)

sources in those areas not covered by existing departmental services; and co-ordinating, inter-departmentally, personnel responsible for policy and programs affecting women.

Our final major recommendation is that the repeated requests, either formal or implied, of many Alberta women for the opportunity to participate in shaping their own lives be acknowledged by the appointment of a citizen's Council on the Status of Women.

Admittedly, structures do not and should not replace dialogue with politicians and senior public servants, but such a Council would be an accessible and clearly identifiable body of empathetic people well qualified to represent the interests of women in the private sector. This we see as truly a joint initiative since it would demand a commitment by Government to the principle of citizen participation, and a commitment by the concerned women of the province to contribute to and support the work of such a Council.

We are not asking Government alone to shoulder the task of accelerating positive social change. We would expect to assume our fair share of the responsibilities. Women's groups and individual women will have to consider the extent of their commitment to and involvement in such tasks as providing nominations for appointments to the advisory Council, fund raising, advocacy, dissemination of information, and liaising with the various structures recommended in this report. Action groups, support groups, special interest groups -- all are needed to sustain and/or challenge the Government's response. We stress again that the route to change is one of joint initiatives. We have taken but the first step.

MLA Debunks Advisory Council

Nellie McClung, you helped get us the vote but you didn't teach us what to do with it!

Ron Ghitter, MLA Calgary-Buffalo, does not support a provincial Advisory Council on the Status of Women because he "will not wave the flag of one sex over the other..." and because councils, tribunals and the like are next to useless. As he put it, "the action is with the elected members".

In fact it was the lack of action by the provincial government that prompted the topic for panel discussion of the Local Council of Women's general meeting, Sept 24. The title for the panel was "Progress in Alberta, Status of Women: Fact or Friction?"

Renee Couchard, member of the Edmonton branch, Alberta Human Rights and Civil Liberties Association (AHRCLA) pointed out that of the 49 recommendations of the Royal Commission on the Status of Women that fall within provincial jurisdiction only four have become law.

Ann Dea, member of the Advisory Council, and Francis Wright, chairperson of SWAC, were on the panel as well. They noted that salary disparities are widening, not closing; that new matrimonial property legislation, while promised by Premier Peter Lougheed in his election campaign, has still to be introduced in the legislature; that some of the "poorer" provinces have provincial advisory councils on the status of women, while Alberta has not. Most of the afternoon's discussion centred on these particular issues.

Ghitter favors "judicial discretion" in the division of family property at divorce, while the AHRCLA recommendation is for a 50-50 sharing of property acquired after marriage.

Whether or not Mr. Ghitter is right about the uselessness of advisory councils, it is obvious that it is of prime importance to get direct representation in government for women's issues.

New Zealand: Women Down, But Not Under

As the first country to give women the vote (in 1893) it might be expected that New Zealand would lead the second women's liberation of the 20th century. But not so. As with so many social patterns New Zealand followed the North American trends and the women's movement did not really lift off in New Zealand until 1970. But in the last six years a great deal has been achieved, although there is a long way to go yet!

The National Organization of Women was the first really feminist group. Even with a fairly restricted membership it managed to start arousing women's consciousness and to sometimes replace cooking recipes and gardening hints from the women's pages of newspapers with more feminist material. But partly because NOW believed in a totally unstructured organization, relied upon volunteers and had very little money it has not remained in the forefront. In Wellington some of its most successful meetings were Christmas parties at which Mother Christmas gave out presents.

Women's Electoral Lobby

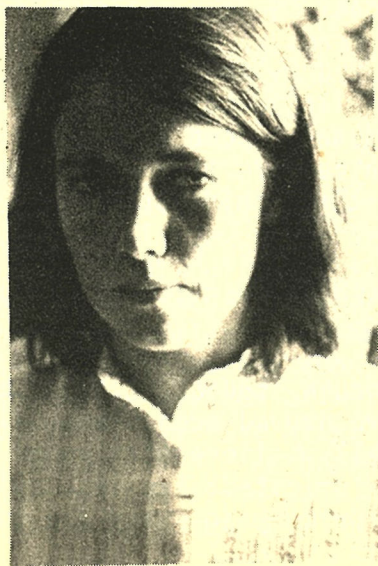
A more recently formed group, the Women's Electoral Lobby (WEL), which is also more moderate, has been more successful in a political sense than NOW. WEL, a replica of the Australian WEL, has the intention of presenting the women's perspective in all political matters. All Parliamentary legislation is monitored to ensure the woman's point of view is represented to the best advantage; for example a new Act concerning housing finance where the case was put forward for solo women to get better financial assistance for housing. Ultimately the hope is to be involved in the Select Committee stage before legislation is actually presented to the House of Representatives.

WEL has a particularly important function in the capital, Wellington, but in other cities too WEL members are acting as a pressure group to ensure that their local parliamentary representatives are fully aware of the feminist issues. Before the last national election WEL interviewed nearly all candidates asking them a series of objective questions on feminist topics. The resulting answers were scored and the candidates ranked according to their pro-feminine leanings. Women were then encouraged to vote for the most pro-feminist candidate in their constituency. This could of course also be done on candidates in local politics such as the City of Calgary or in Alberta Province.

Abortion

Abortion has been a topic about which at least three women's groups have formed. WONAAC wants total repeal of all abortion laws but retains some conditions as to whom may obtain abortions. SPUC, basically a

Roman Catholic group, does not want abortion to be available at all. The law concerning abortion is a little unclear pending the results of a Royal Commission into Sterilization, Contraceptions and Abortion, but the last 18 months have seen a liberalizing of abortions. I hope it is not temporary! Women's Health Centres and Family Crises Centres are just beginning to be established.



*The author is in Calgary for six months. A New Zealander, she is vice president of the Society for Research on Women.
(Photo - Susanne Rhyason)*

International Women's Year

The New Zealand government neatly pre-empted the U.N. International Women's Year by setting up a Select Committee into Women's Rights and Discrimination Against Women in December, 1973. The Committee produced a report on the status of women in November, 1974, after listening to nearly a hundred organizations make submissions. This process was very important in acting as a catalyst for women's groups to think through their ideas, and on an individual level a great number of women gained confidence in talking and presenting their case.

No legislation has directly resulted from the 1974 Report. New Zealand does not have an anti-Sex Discrimination Bill such as exists in England. Nor does the country have a Female Advisor to the Prime Minister as in Australia, but it is possible an 'Ombudswoman' will be appointed who would investigate special cases of sex discrimination.

One example of the kind of confidence gained in 1974 was the work done by a small women's collective in Dunedin (population 80,000). They examined sex stereotyping in children's literature and published their very detailed findings in pamphlet form. This, together with further pressure from other groups, has helped influence some publishers to produce some non-sexist books for beginning readers. Another women's group, Kidsarus, has just produced its first non-sexist children's book, written, illustrated and printed by women.

There have been two national women's conventions, in 1973 (1500 women) and 1975 (2000 women), which have done a lot to raise women's morale. Although they have not been exclusively feminist and there has been a wide cross section of women in terms of ages and degree of commitment to the movement attending. They have been stimulating and exciting events. Such conventions will now be held bi-annually. One problem which arose in 1975 and will re-occur in 1977 is the divergence between those feminist who now want to further the movement in very practical ways, and those women experiencing and learning about feminism for the first time.

A slightly different type of conference was held in March 1976. The Prime Minister's Conference called together 150 prominent men (top civil servants, heads of insurance companies, unions, banks, etc, all those management levels women never reach) and 100 significant women. The men were subjected to a mild form of brain washing for three days and organized into small discussion groups to discuss the issues. It was rather like banging one's head on a stone wall, but a few chips fell off.

Pay Equality

New Zealand has long had equal pay in the government civil service, but new legislation granting equal pay in all jobs has been law since 1974, and it is now being implemented. It is suspected that some employers will try to re-define jobs done by men so that men will still continue to earn more than women who are doing very similar type jobs. This is an area which the unions must police, but women are not very organized in the labour movement.

It is now customary for women to return to the work force after their children start school, and they must often retrain before getting a job. Women's organizations have fulfilled a function in helping women gain confidence in themselves before moving back into the competitive work market. Day care for pre-school children and after-school care is still very poorly organized in comparison with Calgary, so it is unusual for women with children under the age of five to work.

The main basis of the women's movement is still with the better educated, middle class women and although they are quite well equipped to influence decision makers and lobby on feminist issues, they must translate their ideas into concepts which have meaning for less well educated women and the less financially secure. It must not remain a middle class phenomena! There are large chunks of the society which are quite chauvinistic and conservative in their attitudes. Attitudes are the most difficult to change.

Women in Management: Working Twice as Hard

(Cont'd from pg. 1)

"Typically, these women are lone rangers. They made it through their own hard work and capabilities," Cahoon reports.

Many of them worked up from positions as senior stenographers or secretaries. On the basis of education alone, few of them would have been hired as junior executives -- positions typically available to male business school graduates.

On the whole, Cahoon says, they felt as able as their male colleagues, but thought others didn't see them that way. They reported that they worked harder than their peers and that they had constantly to prove themselves.

Many of Cahoon's comments and impressions are reinforced by Jeanette Pick, assistant director at the Foothills Hospital School of Nursing. She interviewed an ad hoc sample of about 20 women managers in Calgary recently to complete a paper on "The Role of Women in Management: Some Predictions for the Future".

Pick found the women she interviewed exceptionally good, highly motivated, capable and conscientious. "They were also extremely tenacious -- their roles are so involved. They're mothers, students; they have careers, manage homes. How many men could do something comparable?" she inquires.

For the most part, the women were at ease with their success, with any problems of adjustment coming in the social realm. The complications are numerous: coping with being treated by peers as fragile, not being allowed to wine and dine customers at the company's expense, being seen outside the board room as either threatening or flirtatious.

Some of Pick's observations and predictions:

-- Even though studies of human behavior have proved such views false, men generally believe that women are not career oriented, are less suited than men for many jobs and are too

emotional. These ingrained male attitudes stand in the way of women's progress up the managerial ladder.

-- Barriers erected by society create a psychological condition in women that tends to discourage and inhibit. Social pressures and attitudes begin to take their toll at an early age, as do educational disadvantages that emphasize supportive roles.

-- Trends such as greater mobility, expanded sexual freedoms, economic stresses, and increased availability of education are all "tending to unseat men from their long held positions of supremacy." Pressure is greater because of women's increased political power.

-- Continued inflation will give an added push for women to attain their maximum potential. Domestic adjustments will include a greater emphasis on day care centers; fewer families will be nuclear.

-- Business and government are and will continue moving toward decentralized, humanized decision-making processes, creating more middle management positions and thus opening up more of these positions to women.

Both Pick and Cahoon commented on the optimism of women in school now about their abilities to combine careers and satisfying personal lives. Cahoon expressed concern that younger women aspiring to management positions be exposed to role models. "They will gain a more realistic picture of the problems they face," he points out.

Cahoon's course, which he will present in concert with management faculty member Julie Rowney, begins October 16. Managers and prospective managers enrolled in it will have an opportunity to explore issues women face in managerial roles, to practice managerial skills and learn new techniques, and to work at solving problems that confront women as managers.

Women in Management: A Reference List

Reference texts for the course are Breakthrough, Women into Management by R. Loring and T. Wells (Van Nostrand, 1973) and Women in Business: A Shocking Waste of Human Resources by James Bennett and Pierre Lowe (MacLean Hunter, 1975).

Jeanette Pick suggests some other titles for those who might like to pursue the subject further: Douglas Basil's Women in Management (Dunellin, 1972), Ruth Kundsins Women and Success: The Anatomy of Achievement (Morrow, 1974), Elizabeth Janeway's Man's World, Woman's Place (Dell, 1972) and Corporate Lib: Women's Challenge to Management by Eli Ginzberg and Alice Yohalem (John Hopkins, 1973).

Bonnie Dixon

Bonnie Dixon is another woman who got where she is by going out of her way to help her customers. A customs broker, she is head of her own firm -- Chimo Customs Brokers Ltd. -- and one of three women in Calgary who do that kind of work.

Her firm arranges shipping for "you name it": films, airplanes, jewelry, oil machinery and supplies. Her clients market wares abroad or rely on foreign products to run their businesses.

Overhearing Bonnie's telephone conversations -- there were several calls during an hour-long interview in her downtown Calgary office -- is like taking a class in political science. She tends to taxes, duties, customs inspections and freight arrangements for goods going to and coming from almost every country in the world.

Qualifications for her job, she says, are a good memory, a talent for keeping things in order, and a sound knowledge of geography.

She thinks her aggressiveness, her independence and her ability to take the initiative are other qualities that have contributed to her success. "I'm an only child," she explains. "I never looked to anyone for assistance. If I want something done, I go out and do it."

Bonnie got into her field by accident. Just out of high school, she took a job in Eaton's general office, where she was put in charge of customs, freight and claims. She'd been there eight years when a former co-worker insisted that she interview for another job. She acquiesced because, though she was happy at Eaton's, she had no hope for promotion. "At that time there were no women managers," she notes.



(Photo - Clare McDuff-Oliver)

She took a position with Border Brokers, was there three and a half years, and quit only because she was on a 24-hour answering service. The calls interfered with the already limited time she had with her son Jamie, now eight.

She then worked briefly for another local broker and was about to leave for a better job in Medicine Hat. But one of her customers, a dealer in heavy equipment for oil fields, suggested that he begin a brokerage firm for her. His account was her first, and so many former customers have followed that she hasn't had time to look for new business since she opened a year ago.

Right now she has one employee and coordinates the services of a number of other people -- a lawyer, an accountant, a messenger service. Having had no formal training as a manager, she thinks she might benefit from taking some courses. "It's just finding the time," she says.

Then the telephone rings, and she takes another call.



(Photo - Susanne Rhyason)

Yolande Pineault

Yolande Pineault is one of a new breed of young Canadian women. And it's perhaps typical of her breed that she doesn't see much unusual about the way she's living her life.

The word came out last spring that if she were willing to be transferred to Calgary, she would be appointed the first woman manager in the history of the Canada Pension Plan.

She was willing. As was her husband John, a surveyor who pulled up stakes to seek a new career in the West along with his wife.

"It was never a question of what we'd do. We just work things like this out as they come up. John had just finished training; the opportunity was there for him, too," she explains.

Yolande describes herself as a rebel, someone who has always asked questions. Last year she reverted to using her maiden name and sent out a memo saying so to all the CPP offices in Canada.

She took a three-year nursing course after high school, worked as a staff nurse, then organized health services for a drop-in street clinic in Ottawa. She began with CPP as a disability adjudicator, working up to a senior position in which she supervised 26 people. As district manager here, she supervises the operation of 13 offices in the Calgary area.

Yolande says of herself that she was brought up to think having a family and not a continuing career was the way to live. And that upbringing sometimes emerges when the pressure is on at work. "I think 'Why do I put up with this? I don't have to work.' But a man has no choice," she comments.

John always steps in with suggestions and support when she gets into that frame of mind. The two work together at housework. They expect to start a family in the near future. And Yolande will continue working. "There'll be more to do at home then," she says. "So we'll both work a little harder."

An Opinion...

Social Conditioning: The Ultimate Put Down

By Doreen P. Barrie

Don't look for too many women in the executive suite until we can accept more men staying home. While male chauvinism and discrimination certainly contribute to the exclusion of women from top jobs, the main barriers are raised by social conditioning. Traditional views of sex-roles are deep-seated, and both men and women are constrained by them.

Before I elaborate, I would like to say that although the emphasis in this article is on careers, I don't believe everything in life should be subordinated to a career. It is a single part of a totality, one to which many men have sacrificed their personal lives. Mental and physical ailments are among the occupational hazards of being an executive. This is a pity, and I think, unnecessary. Perhaps women entering the field can help put things in perspective.

Let me say from the outset, too, that my concern is not with women who are happy and comfortable with more traditional roles, nor do I imply any criticism of those who have no quarrel with the status quo. I am likewise not concerned with women who just want to work at a job. Their route may be hard, but it is not impossible.

It is the female professional who concerns me, a woman whose talents and ambition require fulfillment in a career which will brook no interference from other obligations. Such women face many pitfalls.

Engels said that with the institution of monogamous marriage, the well-being and development of one group (men) was attained by the misery and oppression of another (women). Strong words it seems, and it is difficult to credit such a statement because women are not oppressed when we look for obvious forms of oppression. Women are not locked up in their homes, their feet aren't bound, nor are they gagged to prevent them from speaking their minds. But, subtle as they are, the bonds are there.

First of all, there is the unspoken expectation that married women who enter the managerial ranks will continue to carry the burden of running their homes. Yet until women are freed of total domestic responsibility, it is foolish to look for them in positions of power. Being an executive implies a level of commitment impossible for a woman with other heavy claims on her time.

In the domestic area, both men and women are confronted by concepts of appropriate roles. How many men do you know who would be willing to assume even half the "female" tasks -- like cooking, cleaning, and caring for children -- so their wives could work at something demanding and challenging? Very few, I bet. Not only would they be laughed off the block by other men, they would be considered strange by women.

(Cont'd on pg. 14)

Helen Kurio

Helen Kurio may be petite, but she is calm and forthright, and she commands respect.

She's progressed through a series of firsts for women at a major Calgary bank to become, a year ago, her bank's first female branch manager here.

The daughter of an immigrant farmer, Helen credits her father with nurturing in her qualities that make a good manager: being strong-minded, striving for perfection, working hard. He never let his children cry, and Helen says that requirement has stood her in good stead.

In her job, she's frequently under pressure. "Some women cry if things get a little hard," she says. Nor is the option of a lunchtime cocktail open to her. "What would customers think if they smelled liquor on a woman's breath?" she asks. Her way of coping with stress is to go home to a quiet cup of tea.

Helen has been involved in bank work for the past twelve years. She was three years working up to an appointment as assistant accountant, a status that managerial trainees normally acquire after eight months.

"In those days, it was something new. Women weren't being promoted," she says. The Alberta individual rights protection legislation of 1974, the first enacted provincially in Canada, opened things up.

She feels her slow progress through the ranks has given her a valuable grounding in banking that few managerial trainees acquire. But she doesn't advocate her route for others. She's been responsible already for promotions for two of her staff, on the grounds that capable people should be given opportunities. She takes pride in knowing her staff and in keeping close personal contact with bank routines.

Helen got into banking pretty much by accident. She came out of high school looking for a job and signed on as a teller. When that got boring, she looked for something more challenging.

And, although she enjoys her present post tremendously, she still seeks out challenge. The males who preceded her were at her branch for no longer than two years. "I hope and expect that they'll treat me the same way. I'd like to go on to bigger and better things," she says.

Summer Progress in Law, Research

Two new developments in women and the law during the summer: the first issue of *L'egale, A Journal on Women and the Law*, appeared, and the National Association of Women and the Law became a fact.

Copies of *L'egale* are available for two dollars (15 per cent discount on 10 or more copies) from the Publications Section, Canadian Council on Social Development, 55 Parkdale Ave., Box 3505, Station C, Ottawa, Ontario K1Y 4G1.

The NAWL drafted a constitution and bylaws this summer in Ottawa and has set up a communications network. Aims of the association are to examine the law as it applies to women, to recommend changes where necessary, and to cooperate with

other groups in promoting legal reform.

Progress toward those goals was made during the summer when committees were set up and a board meeting is scheduled for this month.

Membership information is available from the National Association of Women and the Law, c/o Women's Caucus, McGill University, Faculty of Law, Montreal, Quebec. Donations and pledges may be sent to the same address.

Also seeking members and contributions is the newly-formed Canadian Research Institute for the Advancement of Women. The institute was founded at an April 8 - 9 meeting in Ottawa, with the aim of promoting full participation of women in Canadian society through academic re-

Positive Thinking

Holidays are over at last! Now I have some time to reorganize my what-ever-you-could-call-it-career. In fact I can now set about finding a truly sophisticated title for this self-imposed freedom I've 'Positively - Thought' myself into -- living in the country.

For instance, I think I've earned some kind of Honorary Vet title. In the last month I hauled a goat (in the back seat of our brand new vehicle) into the vet for surgery, then back home followed by three days of penicillin injections. After nearly injecting myself, I carefully studied the bottle label. Quote: "For the treatment of infections such as pneumonia, metritis, mastitis and urinary tract infections in horses, cattle and swine." "Well," said my husband, tongue-in-cheek and with a sadistic grin, "you have been known to nag on the occasion."

The next day our cat broke her jaw and after picking her up from having a pin put in, the vet informed me that I had to give her forced medication.

We also decided that our doberman-shepherd dog should not surprise us with pups. That was after she'd shown up with porcupine quills in her tongue. She showed her gratitude at having them removed by biting me.

Then there was my mare -- wise to the ways of vets and to strong husbands who try to hold her still for deworming medicine. I had decided that this time I'd give her a shot of mild tranquilizer so she would calmly let me administer the syringe full of liquid dewormer into her mouth. Ah... I have learned to be fleet of foot, so I missed the well-intended kick which incidentally dislodged my grip on the tranquilizer needle.

This was definitely a situation which called for a positive, calm and collected lady. With great finesse and bravery, I managed to sterilize the needle again and inject the tranquilizer. When she

seemed quite settled I approached with the dewormer medicine and soothing phrases. An hour later I was washing dewormer out of my hair and off my clothes.

Then to my dismay one of my meat rabbits had babies but no milk. Undaunted by all previous experiences, (thinking positively) I managed to save one.

Yesterday my daughter brought a baby jack rabbit with an injured foot. This bunny also requires bottle feeding.

All my carefully planned parent-hood strategies aimed at eliminating diapers and bottles got way-laid in baby goats and rabbits, who must be fed by bottle and who stayed in the kitchen. That is worse than diapers.

To top all of this off my daughter cut herself and required a few stitches of her own.

So it would seem to me that in eight weeks I've earned some sort of title. And I did do other things as well . . . lay carpet, paint, wallpaper, build another goat house, lay bricks for a fireplace and peel and prepare six cases of peaches for winter use. Not to mention looking after company.

Yes, I've figured it out. I'm positively sure how I managed to get this far past a long lazy summer. And I've settled upon an appropriate title. I hereby award myself with the degree of M.C.C.

With a degree like that, no one will question how I can calmly handle my son asking me to save a dozen baby mice. With a degree like that, who is to question this as a positive thought column? After all it was thinking positively that earned me this. Which just goes to prove if you want something bad enough and are willing to work hard enough and think positively enough you can manage to do anything and perhaps earn your own Title.

Positively yours,
Shelagh T. Lerand
MS M.C.C.
(Mentally Crushed Crackers)

search and work in public policy and education.

The institute will undertake such projects as:

-- In research, publicizing activities and findings of academic, governmental and other researchers; undertaking or encouraging research on its own; and urging academic disciplines to give a larger place to women's experience.

-- In public policy, evaluating policy statements and services offered by government and private organizations; urging that policy formation affecting women be based on sound research; and determining policy areas which require special attention.

-- In education, disseminating research findings, public policy evaluations and its own proposals; encouraging study and research in women's experience; and sponsoring education and training of those interested in women's studies, those wanting to re-enter the work world, and those professionals who work with women.

The Social Science Research Council of Canada is holding membership funds (\$10, individual annual membership) and contributions in trust for the institute until it is incorporated. The address is Suite 415, 151 Slater Street, Ottawa K1P 5H3.

The institute's Alberta board member is Dorothy Richardson, Alberta Human Rights Commission, Room 501 - Edwards Professional Building, 10053 - 111 St., Edmonton.

"An Evening Out With Friends"

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Calgary Housewives Association

Wednesday, October 20

8 p.m.

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WHY Are We Killing Ourselves?

After attending the Calgary Housewives Association's first meeting this year, which dealt with the growing problem of suicides, I came away feeling that the professionals could not agree on reasons for the increase or on solutions.

Dick Ramsey, associate professor of social welfare at the University of Calgary, stressed finding a workable balance between self-esteem and self-acceptance. He mentioned that the housewife tends to live in the shadow of her husband's self-esteem, building none of her own and leaving her with a low self-acceptance. Depression sets in, and when she can no longer tolerate her life, she commits suicide. Being a housewife among other things, I can attest to this being a true situation. Outside involvement is so necessary, I have found, to help build self-esteem. The involvement can be

in a volunteer capacity or in a career. But for me, being a part of the women's movement has been the best help of all.

Gwyneth Bell, Calgary's woman psychiatrist, dealt with types of people, including children, who are potential victims of suicide. But she did not talk specifically about the types of women who could be victims, an area I would have liked covered in more detail. Dr. Bell did mention that in her view prevention was the best solution.

She suggested that the housewife who seems more and more fatigued, preoccupied with being alone, unable to communicate and prone to tears, should be watched and considered as a potential suicide victim. We must get these women involved in community affairs and help make professional help available to them.

Let us not suppose, however, that every overfatigued housewife and mother is on the verge of taking her life! Many of us just work very hard and naturally get fatigued.

Maria Eriksen, head of the psychology department of the General Hospital, noted that years ago suicide was classed as a sinful, negative, unacceptable action. Today society seems to see it as socially acceptable for certain persons: those who are chronically ill, those in pain, those for whom "there is just no way out" or those for whom "maybe it was for the best, all things considered". Ms. Eriksen gave the audience some case histories of women who committed suicide, but did not fall into the usual categories such as alcoholic or from broken homes, deprived childhoods or broken marriages.

Why then did they commit suicide? One reason is that they did not communicate verbally. They relied solely on their intuitive instincts and found that they received far less than they gave. This lopsided state assaulted their exceedingly sensitive natures until the pain and frustration grew too much for them to bear. Some, who had tried to take their lives and had not succeeded, viewed it almost philosophically and said, "It must not have been meant to be."

The panel did agree that therapy was not the foolproof answer to this problem. Being involved in areas outside the home and family, being productive over and above the family needs, building better communication with the husband and children and among fellow workers -- these are also important.

In my view, social changes and legislative changes in regard to women and their rights are desperately needed. As for future generations, young women in high school need assertive training courses, enabling them to be more confident. And women's consciousness raising and feminist groups must reach out, enfold and support the women in Calgary, in our Province, across Canada and around the world!

Joan Fish

BOOK REVIEW: *The Mother Knot*

THE MOTHER KNOT, by Jane Lazarre (188 pages, McGraw-Hill, \$7.95)

Reading Jane Lazarre's *The Mother Knot* was like talking to a close friend. She describes her experiences with pregnancy, birth and early motherhood so frankly and vividly that I found myself re-experiencing the confusions, fears and emotional pains which followed the birth of my first child.

Jane Lazarre writes in a powerful style, getting to the very centre of problems and ideas, attacking the myths of motherhood and attitudes no longer relevant in a new, often startling way, and extracting truths that have alluded others.

Of her son, Benjamin, she says, "I had known that he was closer to me than anyone." This is at once a direct and simple yet heavily loaded statement. A difficult dilemma hides behind the simplicity of the words, because while we mothers know with Lazarre that our babies are closer to us than anyone, we continue schizophrenically to deny it. Society and the wedding vows demand that husband is first, must be first -- children only second. Still part of our minds knows better -- a physical part of us. Child and mother together have survived birth, a death-defying feat.

Lazarre's main interest in writing this book was to examine her own "unembellished" experience, but she felt she had first to deal objectively with "the great motherhood lie": that only mothers can care adequately for their children if the children are to grow mentally strong and whole.

Analyzing at length the mother who believes "the great lie" and who sees day-care children as "abandoned", Lazarre asks, "Is it that the idea (of day care) frightens her because it threatens her fragile sense of usefulness, a usefulness which she knows to be pretense?"

The book is divided into four parts, entitled consecutively: "Birth", "Mothers and Fathers", "Children", "The Dark Lady". But these subtitles do not tell the whole story, for Lazarre also has insights to relate on a fifth theme, "marriage", and a sixth theme, "inter-racial relationships". Her husband is Black; she, in her own words, is a "Jewish hippie". It is a book rich in ideas and directions, all inextricably bound to the central question.

But author Lazarre is not bound by a one-sided view and says also of such mothers:

"They spend years of their lives giving to others, and if that endeavour sometimes leaves them crippled, it also leaves them enhanced, graced with a certain knowledge of human growth and feeling which can be starkly realistic at least as often as it is drenched in illusion. And as often as their sacrifices create insidious damages which result from martyrdom, they create strong well-loved men and women prepared to give birth to the next generation ... I vacillated continually between hating them for their cowardice and loving them for their endurance."

Traditional views of motherhood are now being rigorously questioned, or supported, in many quarters and the many books written on the subject reflect the wide interest. Though not the first of such books and while covering basically the same territory, *The Mother Knot* has a fresh perspective and is in no real way a repetition of what has gone before.

The central question for readers is, undoubtedly, this: is Jane Lazarre for or against "motherhood"? Lazarre is "for motherhood" but with a style of mothering which suits her as well as her child. She reached this decision only after three years of much intense thought.

Read *The Mother Knot*. It is an important book.

Gerry Roese

DID YOU KNOW . . .

- * That about 13,000 suicide attempts are made in Alberta each year.
- * That although suicide accounts for a large number of deaths each year in this province (70 to 80 was the figure given), most community resources are aimed at preventing deaths due to accident and homicide.
- * That there is little help available in Calgary to those contemplating suicide.
- * That most people who come in contact with potential suicides -- doctors, for instance -- don't recognize the clues to suicidal behavior.

Media Monitoring

In an article headlined "Council no place for women", Fred Kennedy had this to say in the September 15 Albertan:

"I feel compelled to suggest in all kindness, that there is no longer a place on city council for lady aldermen. The racket is just too tough. I do not believe that there is any place for women of good purpose in the present civic political system. It is much too dirty.

"They can start out with the best intentions in the world, but in no time at all they are beaten down and eventually become submerged under the weight of hypocrisy and deceit. Before they are moved to resent what I am saying here, let them first examine their conscience, and then the civic record of the past two years."

Albertan Family Living Editor Linda Curtis got a swack back at him in her column of September 17. "I...feel compelled to suggest that removing women councillors is not the way to clean up city hall," she writes.

film

A powerful Alberta-made feminist film took top honors at the third annual provincial film festival recently in Edmonton, and it's available for viewing now in Calgary.

The film is "Great Grand Mother". Its message is voiced through several elderly women whose experiences as pioneers are related from memory and universalized with narration from the few letters and diaries that pioneer women left behind.

The message is delivered in documentary style against an exquisite backdrop of Alberta landscape and historical sites. Filmed live action, some of it recreating pioneer scenes in sepia tones, and actual photographs create the visual medium.

"Great Grand Mother" was named best overall film of the festival and best documentary. Citations for best director and best cinematographer went to co-directors Lorna Rasmussen and Anne Wheeler. The 27-minute film also took the top award for editing, and an honorable mention for best original music went to Ann Mortiffee.

Everyone involved in making the film is from Alberta. It was produced by Filmwest Associates Ltd., Edmonton, in cooperation with the National Film Board.

Prints are available for public showing through the library of the National Film Board in Calgary. To make arrangements, telephone 231-5414.

"If things are as bad as he believes, then perhaps what we need is MORE women, not fewer.

"What we should be doing is getting rid of the hypocrisy and deceit, not the women councillors... Perhaps, if we'd had more women on council through the years, it wouldn't have degenerated to its present state."

His and Her Carpets Yet!

Lilac, azalea, daffodil, and crocus pink designated as "hers". Soft downy textures taken from a cutting garden? they have to be kidding....

Burlington Carpet Mills are pushing against "unisex" in a deliberate way.

Quoted from an article in the Albertan Living To-day section, it states "his" colors as being, gun metal grays, saddle browns, hickory birch and charcoal. Textures being tailored and architectural.

It further states, does "unisex" mean you raise your little girl to be a second baseman? Darn right it does if that is what she wants.

In the opinion of Bill Wolfhard of Burlington Carpet Mills, if the world has gone unisex might it not be a good idea to have their rooms a place where girls can be girls and boys be boys!

I found this entire article unbelievable. If it wasn't bad enough to have designated toys for our children, now it is going to be separate carpets.

It is hoped that the women who read this article did not take it seriously. I am going right out and buy gun metal gray, tailored textured carpet for my daughter's room.

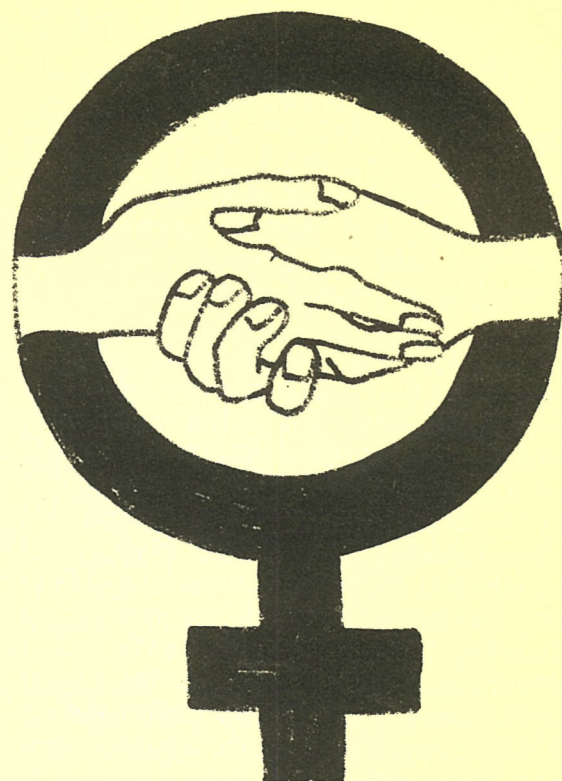
Joan Fish

Family Relief Act Changes Proposed

Changes in the Family Relief Act, which provides that the estate of a deceased person can be used to support survivors, are being proposed. The Institute of Law Research and Reform has prepared a 23-page memorandum as a basis for discussing the proposed changes.

Opinions and comment are solicited. They must be submitted in writing and be in the Institute's hands by November 30.

A copy of the memorandum is on file at the SWAC office, 1114 - 6 Ave. S.W. Personal copies may be obtained from the Institute, 402 Law Centre, University of Alberta, Edmonton T6G 2H5, or by telephone request from Ms. Holland, 432-5291, Edmonton. Also available are copies of the working paper, which provides a more lengthy and detailed discussion of the issues.



WOMEN'S PLACE

As you know by now, the Women's Place meetings are continuing to be held on the second and forth Monday of every month.

It has been a fairly busy month at the Women's Place.

Two coffee houses were held last month. Both of them were well attended and particularly well received.

The coffee houses are both a nice environment for bringing women together and a money raising event.

There is still a great demand for volunteers to staff the drop in area during the afternoon and evenings. If interested, please get in touch with Margaret (271-2785) or attend our meetings.

AWARE
265—rape
(BUSINESS HOURS)
261—9821
(AFTER HOURS)

ASSOCIATION OF WOMEN AGAINST RAPE
AND EXPLOITATION

RAPE CRISIS CENTRE

We give support and counselling to women who have been sexually assaulted - be it recently or long ago.

We are available in crisis situations on a 24-hour-7-day-a-week basis.

We will provide information about police investigation, medical needs, and legal procedures, and will accompany a woman through this process if she desires.

Speakers and material are available through the A.W.A.R.E. office at the Women's Place, 1114 - 6 Avenue S.W.

WOMEN'S BUREAU ERROR: INTENTION OR NECESSITY

Is it intentional, necessity or just simple ignorance that has kept the Alberta Women's Bureau from distinguishing between the many legislative changes made by the Federal Liberal Government to eliminate discrimination against women and the very few changes made by the Provincial Conservative Government?

The Alberta Women's Bureau has published four new pamphlets, one of which is entitled, "What's It All About: A Brief Look at the Women's Movement."

The introduction states, "Some positive things have been accomplished," and then proceeds to outline all the acts which have been changed. Without indicating the switch, some acts which still need to be changed are included. More importantly, there is no differentiation between federal and provincial actions. Therefore one has the impression that everything relates to the Lougheed administration. Nothing could be further from the truth.

The federal government has made the necessary antidiscriminatory changes in 13 pieces of legislation. These include citizenship, election enumeration, criminal code, immigration, pensions, etc. As mentioned by the Women's Bureau, still to be eliminated by the government in Ottawa are the discriminatory clauses in the Income Tax Act and the Indian Act.

The pamphlet lists five issues which fall under provincial jurisdiction; they are the last five items discussed. Under the Matrimonial Property heading, the Bureau states that "revised legislation will be brought before the Alberta Legislature during the Fall 1976 session." First of all, no government legislation regarding matrimonial property has ever been brought before the Legislature; therefore, how can they bring out revised legislation? And secondly, the 12 Cabinet Ministers we saw this summer told us that even a prediction of Spring 1977 would be rushing things in terms of presentation of this legislation.

Vis a vis the credit item, there has been no legislation to guarantee equality. The Minister of Consumer Affairs, Graham Harle, simply sent out guidelines to credit granting institutions, asking them for a "gentlemen's agreement" that they be followed.

The section entitled "Retention of Maiden Name Upon Marriage" should not be included at all in this list of legislation, because as is stated, "this is custom, not a law."

CHILD CARE NEEDED before Nov. 1:
Single parent-student wants sitter
in exchange for room and board. Or
person to sit weekends, 5-9 p.m.
weekdays. Arrangements flexible.
Call 244-6559.

Maternity leave is still not a "fait accompli" in this province because we don't have the regulations, the nitty gritty of such a programme. The Conservatives removed maternity leave provisions from the Provincial Labor Act in 1971 when they "revised" the act. How much longer do we have to wait? Even the Women's Bureau doesn't speculate on a date.

And lastly, the Women's Bureau includes a statement on equal pay. They point out the availability of the Individual Rights Protection Act to re-dress wrongs, but what isn't said is that the Human Rights Commission has to persuade employers to pay equally. The Commission does not have the authority to enforce decisions. Should the employer disagree, then the HRC can request that the provincial Attorney General's office undertake a similar investigation. If their findings concur, lay charges may be laid against the employer. All this takes an incredible length of time, and it still is cheaper for the employer to pay the minimal fine and continue to employ women at a lower pay rate.

In addition, class action suits can still not be heard in Alberta or pronounced upon. This means that when a whole profession is paid less than another group doing the same work and having the same qualifications and responsibilities (nursing aides and nursing orderlies, for instance), each individual must bring action and the decision applies only to that specific case. This is not good enough.

Also it is worth remembering that we were all waiting for the 1975 Salary and Wage Rate Survey put out by the Treasury Department. This very interesting book lists many, many jobs (from artist to truck driver to oil clerk to baker, etc.) and gives a detailed breakdown as to salaries and male-female proportions. In the back, the companies who supplied the information were listed. As to be expected, 99 per cent of the time women were paid less.

After studying these publications for several years, a number of women's groups and civil rights associations were prepared to take these companies to the HRC and even to court. What better evidence than figures supplied by the company to government??? But.... the Lougheed administration decided after 19 years it was time to honor an old clause in the Statistics Act and therefore, the lists of companies are no longer included. We could not proceed. Equal pay for equal work because of the provincial government leadership and support? Nonsense.

By the way, the Women's Bureau pamphlet ends with "What are your opinions on these various topics? We invite your comment." Above are mine. How about yours?

--Frances Wright

Around Alberta

Women's Place, Lethbridge, has chosen "Political Awareness" as the theme for the coming year. Women actively involved in politics will be featured at monthly general meetings, with Van Buchanan speaking in September on political awareness. On the agenda, too, is a Political Candidate Awareness Seminar.

In addition, we plan a series of workshops on "Assertiveness Training," "Native Women's Rights," "Consumerism," and "How to Lobby." We hope also to provide a day care seminar, a mother and daughter conference, and a conference for middle-aged women.

The Lethbridge Women's Place has been operating for the past two years on Secretary of State grants. Much of what has gone on previously has been in the form of consciousness raising for members and for the community. Techniques used were CR groups, book discussion groups, assertiveness training workshops, and public presentations on such topics as status of women in other countries, women and the law, women and advertising, and women and art.

Politically, Women's Place has provided forums during the municipal, provincial and federal elections. We have also presented briefs to municipal councils. Community outreach was provided by a newsletter, UP, which contained articles by community women and by community agencies.

Now we hope to acquire a coordinator who, in conjunction with the eight-woman Women's Place board, will keep things running smoothly. We will involve as many women as possible from the community on a volunteer basis and will work with community agencies in an attempt to realize our goal: Political Awareness for Women in Southern Alberta.

--Eudene Luther
Board Member,
Lethbridge Women's Place

Women's Work...

(Continued from Page 5)

While this book barely scratches the surface, the authors have at least acknowledged the contribution of these early Canadian women. A bibliography of source material gives the serious reader access to follow-up material, although the cautionary note on the readability of some included items is discouraging. This will be a useful work for students (providing a different perspective) as well as an enjoyable overview for those who are curious of our womanly heritage. Share it with your mother or grandmother -- they will be able to add personal memories to bring this heritage to life.

--Pat Conway

Opinion: Stereotypes Hold Us Back (Cont'd from pg. 9)

I draw an example from my own sub-conscious reactions. I firmly believe that men can cook as well as women if they try. I enjoy an elaborate meal prepared by a male friend. But just let him start describing in great detail the preparation of the food, and there is a definite change in my attitude. The word "effeminate" pops immediately into my mind. Having discovered that rare specimen, a man who cooks, I find it preferable that he cooks but doesn't tell.

The strong pull towards motherhood, which immediately shrinks the amount of time available for a demanding career, presents another obstacle. The expectations of the motherhood role serve to keep a woman in luxurious bondage. I use the term "bondage" with caution, for many women are happy and comfortable with this role. For them it allows an expression of creativity not possible before. But women who leave infants to work full-time must face negative attitudes from both sexes, as well as personal guilt at leaving their babies in others' hands.

And how can a mother work at something that requires extensive travelling or long hours? Many successful men work 12- to 14- hour days. The reason they are able to do so is clear -- they have wives who learn to cope with absentee husbands and fathers. The path to success is smoothed by the supportive roles played by their spouses. Or, to put it crudely as Engels does, success is achieved by the oppression of the women. Obviously both partners in a marriage with young children cannot put in 14-hour days.

Women who are successful professionally frequently feel uneasy, too, at the implied threat to male-female relationships. Few women are comfortable unless their husbands are equally or more successful. Women seem incapable of acquiring the indulgent attitude long adopted by some men towards their less than brilliant wives. No female I know would be able to cope with the male equivalent of "the little woman". If women want to pursue careers, they will have to learn to measure their success independently of their mates. I'm not sure we are ready to do that yet.

Still another emotional brake on the progress of women to the top is the inability to cope with being considered deviant. Those qualities that drive a person to achieve are generally considered to be masculine traits, and one researcher found that women with these qualities are accused of being unfeminine -- an accusation that is powerful and debilitating. At one time popular myth had it that women who couldn't get husbands became nuns. This seems to have been replaced by the belief that those who don't make it on the marriage market must console themselves with a profession.

So we find that although men have successfully combined marriage and career, a woman might have to forego a satisfying personal life. She

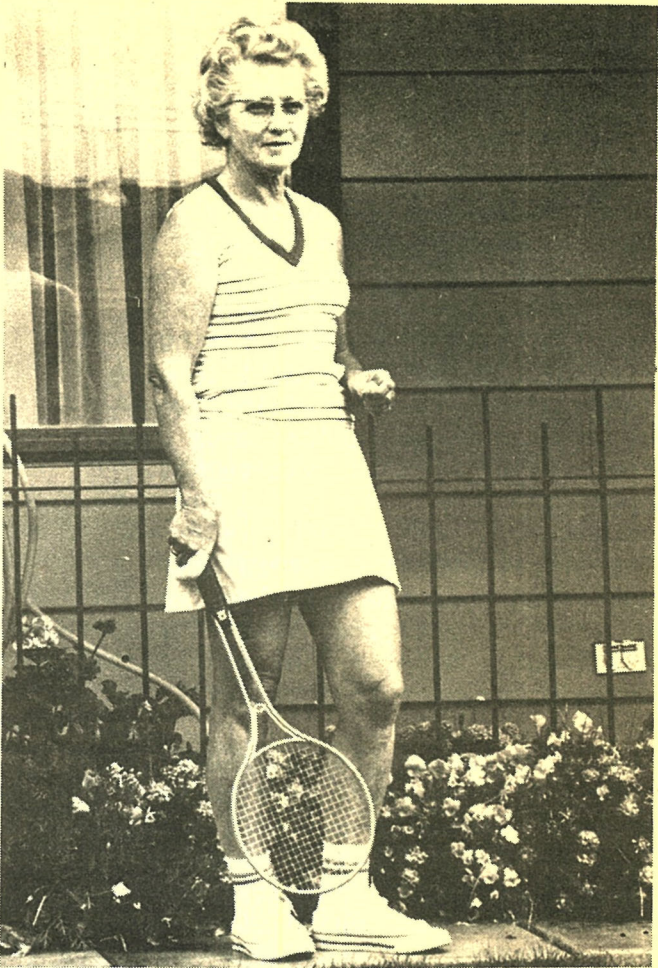
also has to deny herself positive feedback from the environment. More resistance must be dealt with when the aspiring female professional is confronted with the problems of socialization in her field. Mere possession of a degree does not signal the end of the training period for doctors, lawyers, engineers and executives. There is a further training period that takes place informally in interaction with colleagues. Here appropriate role behaviours, values and attitudes are imparted. The presence of one or two women in a group of males puts a strain of this relationship.

Men also rely on sponsorship to get ahead professionally. Again, many male supervisors don't feel comfortable with women as colleagues in an informal atmosphere, or they are reluctant to adopt a female protegee. Women must bear part of the blame for this. One woman I know was very upset when the female partner drove her husband home after a late evening meeting. It appears that intellectually we want male and female roles to be interchangeable. But when it comes to the crunch, some unbidden response rises out of our female subconscious and recoils against a behaviour that has hitherto been designated as unfeminine. By the same token, I'm sure that many men, while accepting intellectually such things as women swearing, still flinch when obscenities actually assault their ears. It isn't possible or wise to root out centuries of conditioning overnight; the consequences are serious.

We are living in trying times. The old guidelines are no longer valid, and both men and women are confused. It will require patience and understanding if women are to reach their goal. Men have held centre stage for so long -- if only as a last obeisance to chivalry, they should surrender part to the 51 per cent minority. (Doreen Barrie's opinions are based on a research paper she wrote entitled "Constraints on Women in Managerial Positions". She is a political science student at the University of Calgary.)

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BEA BIETZ (Photo - Susanne Rhyason)

Active at 60-Plus

Bea Bietz is one Calgary 62-year-old who's in great shape. She's the gold medalist in tennis from the summer Ol-Lympx games for 60-plussers.

Bea estimates that she's been playing tennis off and on for half a century. At 16, she was Central Alberta tennis champion.

In the Ol-Lympx finals, she was pitted against two other players, both of them male. And she wasn't given a handicap either.

Until last year Bea worked as a secretary for an oil company here in Calgary, her hometown for most of her life. She has three children, a lawyer daughter and a teacher son, both of Vancouver, and another daughter who is in the travel business in Sydney, Australia.

Bea and her husband Paul -- they celebrated their first anniversary Thanksgiving weekend -- cross-country ski for fun. She also plays golf. "But I don't brag about that," she says.

A number of other Calgary women took medals in the summer Ol-Lympx. Bronzes went to Wally Soellner in cycling, Sylvia Neilson in croquet, and Elsie Burton in horseshoe pitching. Placing in ladies lawn bowling were Ellie McArthur, gold; Norah Taylor, silver; and Clara Barnetson, bronze.

The women received their awards Oct. 9 at a presentation evening at the Golden Age Club. The games attracted about 200 entries. A fall and winter Ol-Lympx began October 3. The Senior Citizens' Central Council of Calgary in cooperation with the retired and senior citizens' division of the city's Parks and Recreation Department are sponsors of the events.

DEAR EDITOR:

I would like to clear up a few inaccuracies resulting from a letter I sent to you that was printed in the September issue of the newspaper.

First, I am from the city of Calgary (not Salmon Arm), and I did obtain my loan from a city bank, my credit cards from city shops, my babysitting is subsidized through the city of Calgary and I obtained my subsidized mortgage from a mortgage company in the city of Calgary.

Secondly, your comment at the foot of my letter insinuates that because I was able to get excellent cooperation from any institution which I visited for aid that I must have had a comfortable income on my own. Surely you must realize that finances are checked into very well before assistance is given any individual. My financial circumstances were so tight my pocketbook groaned as I paid the phone bill and refused to open at all for the daily newspaper.

I had never had to work a day in my life before, but at that time I did have a job. My salary was \$500 a month and on that there was myself and my child to support.

To what do you attribute my success? Perhaps a cheerful honest smile and a pleasant appearance, rather than a "you owe it to me" attitude.

Yours very truly,
Rita Lacroix
Calgary, Alberta

Editor:

What happened to all those grand resolutions, proposals and promises of International Women's Year? Where have they all gone?

Were there any gains from International Women's Year? Probably not! Women, women's organizations and unions geared themselves up to work on the basic concept of International Women's Year: equal pay for work of equal value.

That hope was dashed to the ground, was thrown away with the institution of wage controls. Wage controls and equal pay for the work of equal value are opposites. They cannot operate together.

The Alberta Union of Provincial Employees has a case that's been going on for over three years now trying to get equal pay for women in the patient care field, women who are doing substantially the same work as the men with whom they work.

In the Alberta Public Service women are clustered in low paying jobs. By accepting the federal government wage guidelines the Alberta government has locked women into a continuation of inequitable pay scales.

There is a gap between men and women in those work groups which are occupied mainly by men and those which are occupied mainly by women. The gap between them is widening and the federal controls will increase that gap.

The acceptance of wage controls means acceptance of a permanent gap. Next year a six percent adjustment is proposed. That really makes me burn.

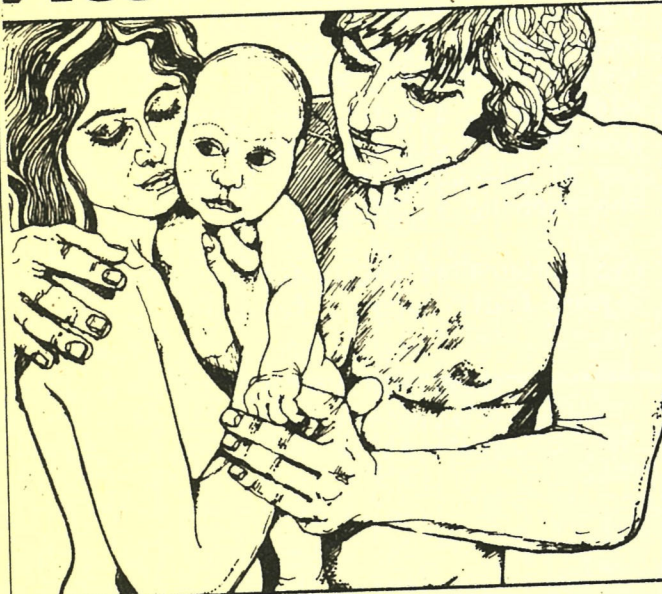
Those on high incomes get a higher increase. Those on low incomes get a lower increase. The working poor are kept poor.

If women are to obtain equality at the work place, if International Women's Year is going to mean anything over the long term, women must protest wage controls.

Yours for equality,

T. W. Broad
President,
Alberta Union of
Provincial Employees

THE CALGARY BIRTH CONTROL ASSOCIATION



THE CALGARY BIRTH CONTROL ASSOCIATION is located at THE OLD YWCA, 223 - 12TH AVENUE S.W. We are open MONDAY through SATURDAY, 10 a.m. - 4 p.m., and MONDAY through THURSDAY EVENINGS, 7:30 - 9:30.

TELEPHONE:

261-9821

HOW TO WRITE FOR A NEWSPAPER

CALGARY WOMEN'S NEWSPAPER WORKSHOP

If you've thought of joining us, come see what it's all about

- * Deciding what is news.
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Taught by Pat Preston, SAIT Journalism Instructor, with representatives of the local media.

Sunday, October 24

11 a.m. to 4:30 p.m.

Women's Place
1114 - 6 Ave. S.W.

Bring a clipboard, a pencil and a sandwich -- coffee and cookies will be provided. We will try to arrange child care if there is a demand.

Please preregister by mailing us the following form or telephoning 264-0774.

Name: Telephone:.....(home)

Address:(work)

Childcare needed?

Mail to Calgary Women's Newspaper, 1114 - 6 Ave. S.W.,
Calgary T2P 0W2

CALGARY WOMEN'S NEWSPAPER

is published monthly by the Calgary Status of Women Action Committee for the benefit of all Calgary women regardless of affiliation. Views expressed are not necessarily those of the Committee.

The paper is dependent on subscriptions, advertising, and donations for its existence.

SUBSCRIPTION RATE: \$4.00 per year. Advertising rates upon request.

Deadline for submissions is the 15th of the month before the material is to appear.

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Address:

Women's Place, 1114-6th Ave. S.W.
Calgary, Alta. T2P 0M2
Phone: 264-0774

STAFF THIS ISSUE: Karen Arnall, Marilyn Balfour, Doreen Barrie, Rosemary Barrington, Leslie Belzberg, Monica Clayton, Gail Comin, Joan Fish, a.g., Dorothy Groves, Diane Hill, Bev Hocking, Judi Knight, Sandy Koshure, Patricia Krasinski, Lindell Larson, Shelagh Lerand, Karen Lodd, Eudene Luther, Clare McDuff-Oliver, Virginia Nemetz, Alice Normington, Elaine Pepper, Donna Silverson, Evelyn Stymest, Betty Thompson, Susanne Rhyason, Gerry Reese, Frances Wright.

EDITOR: Merry Chellas.

NEWSPAPER PLANNING SESSIONS are held the last Tuesday of the month. Anyone interested is welcome.

HIGH SCHOOL WOMEN: November's issue will focus on women in school. Write and tell us what you're thinking.

Those interested in submitting graphics and poetry may contact Bev Hocking, 243-7519.

Health Centre

Plans are in the works for a centre aimed at encouraging healthy growth and expression of women through activity.

The ad hoc group working to establish the centre envisions offering such facilities as a mini-gym; sauna, showers and lockers; areas for learning; group rooms and lounge spaces; and gallery and theatre areas.

Planned as commercial areas to support the centre are a restaurant, a bookstore, a sporting goods store and a bike rental concession.

The group will place a proposal before the City of Calgary to lease a city building, located near the jogging track, for the centre.

Women of all ages are involved in working toward establishing the centre. Those interested in joining them may contact Clare McDuff-Oliver at 265-1078 or 266-2622. Women with management skills are especially needed.

What's happening?

The Women's Place Cooperative meets regularly on the second and fourth Mondays of every month, 7:30 p.m. Upcoming: Oct. 25, Nov. 8

*

Oct. 16 - The Local Council of Women Annual Tea, 1 pm to 4 pm, at the home of University of Calgary President and Mrs. William Cochrane, 1356 Montreal Ave. S.W. Affiliate executives and members may attend. Donation: \$1.50/person Contact: Gwen Thorssen 271-3512 or Joni Chorny 282-1632

Oct. 20 - Faculty Women's Club University of Calgary Topic: "Amnesty International: Protection of Human Rights", Speaker: Dr. Lorna Watson; Faculty Club, 7th floor, Earth Sciences Building, U. of C., Social Gathering, 7:30 pm, Business, 8:00 pm, Speaker, 8:30 pm.

Nov. 1 - SWAC General Meeting Topic: "Women and Chemicals: How They Affect Us" 7:30 pm, Women's Place

Nov. 8 - University Women's Club of Calgary Glenbow Gallery Tour, Admission Charge: \$1.00 Glenbow Alberta Institute, 9 Ave. & 1 St. S.E. 7:00 - 9:00 p.m.

*

CALGARY LEGAL GUIDANCE WORKSHOPS

Admission is free. 7:30 p.m.

Oct. 13 - Rights During and After Marriage

Oct. 20 - Consumers' Rights

Nov. 3 - Tenants' Rights

Place: Shaganappi Library 3415 - 8 Ave. S.W. Calgary

* * *

Nov. 10 - Rights During and After Marriage

Nov. 17 - Consumers' Rights

Nov. 24 - Tenants' Rights

Place: Forest Lawn Library 4807 - 8 Ave. S.E. Calgary

Oct. 21 - "The Legal Cobweb" on Cable 10 T.V. at 7:00 pm "Separation, Divorce and Maintenance"

ALTERNATIVE BIRTHING GROUP OF CALGARY

will hold a series of workshops on Mondays at 7:30 pm.

Location: Old "Y" Common Room 223 - 12 Ave. SW

Cost: \$1.00/workshop/person or couple or series of 8 workshops for \$7.00 which includes membership in Alternative Birthing Group of Calgary

Workshops: Oct. 18, Patients Bill of Rights - Gail Stevens; Oct. 25, Nutrition - prenatal, breastfeeding and infant - Nancy Cohen; Nov. 1, Le Boyer Technique of Non-Violent Childbirth - videotape - Elaini Kyle; Nov. 9, Home Delivery - preparation for it - videotape - Dr. Una Jean Sayles; Nov. 15, Herbs for women, particularly during pregnancy - Rae Sherret.



Nellie McClung Coffeehouse
Sunday, November 7, 8 p.m.
Women's Place
1114 - 6 Ave. S.W.



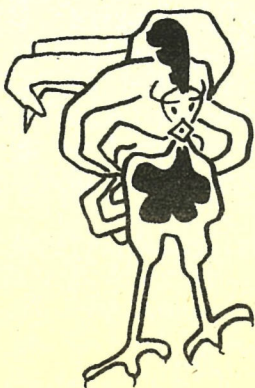
CALGARY BIRTH CONTROL ASSOCIATION

At the September 27 general meeting of the Calgary Birth Control Association, four committees were struck: a Financial Committee, which is to incorporate budgeting, accounting and funding; an ad hoc Education Committee to advise on direction; a Communication Committee to deal with public information; and a Philosophy and Goals Committee leading to definitions of long and short term objectives.

CBCA volunteers shine in humanistic, people-oriented work but we have an urgent need for a creative financial committee. Should you have special skills or interest in this area or know someone who might help, a mate or a friend, please call Jan Lund during the day at 264-0594 or Vern Slater in the evening at 246-2552.

The members at the meeting reaffirmed their support for A.W.A.R.E.

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