





WOMEN'S EDUCATION
DES FEMMES



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 Canadian Congress for Learning Opportunities for Women

 congrès canadien pour la promotion des études chez la femme

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Canadian Congress for Learning Opportunities for Women

Editorial / l'éditorial



congrès canadien pour la promotion des études chez la femme

The CEIC Task Force on Paid Skills Development Leave has retained CCLOW to submit a position paper from women's perspectives. We are excited by the prospect.

It is becoming increasingly critical to develop such a system to keep pace with the introduction of new technologies into the workplace. A number of reports pinpoint the fact that women will feel the greatest impact of technology because of its widespread introduction into their traditional places of work.

Many structural barriers stand in the way of women accessing skill development programs. These include a lack of financial assistance for part-time study and eligibility requirements which disqualify them for student assistance. A lack of other resources to assist in career planning and provide supports constitutes a further barrier. The obstacles are augmented by the lack of promotion prospects and incentives for women in many workplaces.

A system of Paid Skills Development Leave could serve to remove some of the barriers to women's career advancement, particularly if it were an integral part of affirmative action planning.

We will address these issues in the paper and propose mechanisms for implementation which meet women's needs. The paper should be available from the national office of CCLOW for distribution in May.

Le groupe de travail de la CEIC sur les Congés payés de formation professionnelle a demandé au CCPEF de lui soumettre une étude sur l'opinion des femmes concernant ce sujet. Le CCPEF est fort heureux de cet honneur.

Mettre au point un tel système de formation est essentiel en raison de l'évolution de la technologie sur le marché du travail. Bon nombre de rapports soulignent que ce sont les femmes qui seront le plus touchées par l'avènement de la technologie dans leurs secteurs traditionnels d'emploi.

Mais bien des obstacles font qu'il est difficile aux femmes d'accéder aux programmes de

d'inscription qui les disqualifient de toute subvention aux étudiants, insuffisance des ressources pour la planification professionnelle et les services de soutien. A ces obstacles viennent s'ajouter l'insuffisance des promotions et des stimulants dans bien des secteurs d'emploi ouverts aux femmes.

Un système de Congés payés de formation professionnelle permettrait de lever en partie les obstacles que rencontrent les femmes dans leur carrière, surtout si ce système s'inscrivait dans un plan d'action positive.

Nous étudierons donc ces questions dans notre rapport et proposeront un système dont l'application permettrait de répondre aux besoins professionnels des femmes. Ce rapport devrait être terminé au mois de mai. On pourra alors se le procurer auprès de notre bureau national.

Susan Vander Voet

National Coordinator, CLOW
Coordonnatrice nationale, CCPEF



President's Message

The National Board of CLOW recently met in Toronto. Once again I was amazed at the dynamism of our organization. The provincial reports showed that we are actively working toward advancement for women by providing learning opportunities in diverse ways. Many of us have been involved in networking; developing briefs; lobbying government officials; sponsoring workshops; writing letters in support of other groups, individuals and activities; plus demonstrating against other issues.

An exciting development for National CLOW was being asked by Lyn Wilkinson, Director of The Task Force on Paid Skills Development, to present a technical paper on "Paid Skills Development Leave for Women" to the Task Force. This Task Force, commissioned jointly by Labor Canada and Canada Employment and Immigration Commission, is looking at options and mechanisms to be considered at the national level for the implementation of a paid educational leave policy.

These are critical times for the women of Canada. Changes in training and education, which can lead to jobs and result in fuller participation of women in our society, are

currently being questioned. We need to be actively involved in letting the decision makers, provincial and federal, know that women's needs must be considered. We are not willing to take a secondary role in our society any longer.

My trip to Japan was truly a cultural experience. The International Seminar provided a formal forum for the exchange of ideas, information and cultural perspectives on women's lives. The perceptions, attitudes and experiences were as diverse as the cultures and societies represented. It was very difficult and not really appropriate to identify specific findings or agreed upon conclusions stemming from the proceedings of the seminar. However, I have prepared a chronological overview of activities during the exchange to Japan including anecdotes and observations as they pertain to the trip and women's access to decision making power in the participating countries. It is my hope that the comments and the attached papers will synthesize and share some of the flavor of this remarkable experience with you. It is available from the National CCLOW office.

I judge myself to be extraordinarily fortunate to have had the opportunity to represent Canada and participate in this social/cultural exchange. As a Canadian feminist I was proud to note the advanced status Canadian women have achieved. As a woman, I was deeply moved to meet "sisters" from other parts of the world and learn of, as well as share, a common bond.

Sincerely,



Lenore Rogers

Message de la présidente

Le conseil national d'administration du CCPEF s'est réuni récemment à Toronto. Et une fois de plus, j'ai été surprise de constater le dynamisme dont fait preuve notre organisation. Les rapports provinciaux indiquent que nous contribuons activement à la promotion de la femme de façons diverses. Beaucoup d'entre nous consacrent leurs efforts à établir des réseaux, à présenter des exposés, à faire pression auprès des gouvernements, à parrainer des ateliers, à appuyer les activités d'autres groupes et particuliers, à manifester publiquement pour d'importantes questions.

Un événement mérite d'être noté: Lyn Wilkinson, directrice du Groupe de travail sur les congés payés de formation professionnelle, a demandé au CCPEF de présenter à ce groupe un exposé technique sur "Les congés payés de formation pour les femmes". Ce groupe de travail, nommé conjointement par le ministère fédéral du Travail et par la Commission d'Emploi et Immigration Canada, étudie les diverses options et méthodes à considérer pour formuler une politique sur les congés payés de formation.

Les temps que nous vivons sont critiques pour les femmes au Canada. Le pays considère actuellement certains changements aux systèmes d'éducation et de formation professionnelle qui pourraient modifier la situation des femmes sur le marché de l'emploi et leur donner un rôle plus actif dans notre société. Nous devons donc faire clairement comprendre aux décideurs provinciaux et fédéraux que les besoins des femmes ne doivent en aucun cas être ignorés. Les femmes ne veulent plus d'un rôle secondaire dans la société.

Mon voyage au Japon a été une riche expérience culturelle. Le colloque international auquel j'ai assisté se proposait d'établir un échange officiel d'idées, de renseignements et d'opinions culturelles sur la vie des femmes. Les attitudes, expériences et perceptions présentées par les participantes reflétaient la diversité des cultures et des sociétés représentées. C'est pourquoi il serait difficile, voire peu sage, de vouloir tirer des conclusions précises communes à l'ensemble des déléguées. J'ai donc préféré rédiger un aperçu chronologique des activités du colloque, y ajoutant des anecdotes et des remarques sur mon voyage et sur le rôle des femmes dans le processus décisionnel. J'espère que ces notes de voyage vous feront partager avec moi cette remarquable expérience. (On peut se procurer le texte intégral de ces notes auprès du bureau national du CCPEF.)

Je suis très heureuse d'avoir eu l'extraordinaire privilège de représenter le Canada et de participer à cet échange social et culturel. En tant que féministe canadienne, j'ai noté avec fierté les remarquables progrès de la condition féminine au Canada. En tant que femme, j'ai été profondément émue de rencontrer mes soeurs des pays étrangers, et de découvrir et partager avec elles des liens communs.

Cordialement,



Lenore Rogers



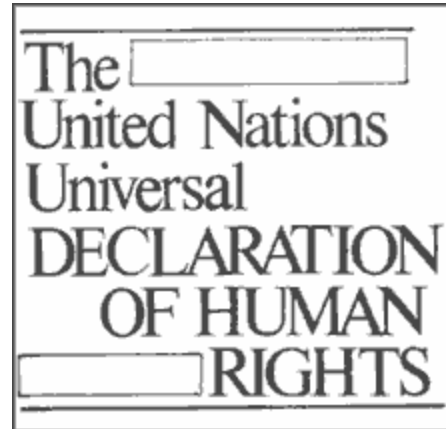


National Features

35 TH ANNIVERSARY- A CELEBRATION WITH A COLLECTIVE PUNCH BY MAGDA SEYDEGART

Almost thirty-five years ago, governments from around the world gathered together and ratified the Universal Declaration of Human Rights. Emerging as it did from the ashes of a decade of conflict, the Declaration offered a ray of hope to a world whose spirit had nearly been broken. Its promise that all human beings are born free and equal, that every person is entitled to democratic rights and liberties, is as relevant today as it was when first drafted.

Tragically, few people around the world are aware of universal declaration's existence and that the rights promised by the Declaration are enjoyed in very few countries. Canada has a better record than most signatory nations, despite our regretful historical and current discriminatory practices.



December 10th, 1983 will be the 35th Anniversary of the Universal Declaration of Human Rights. There have been previous celebrations in Canada and elsewhere to draw notice to the existence of this document, specifically in 1968, 1973, and 1978. Each occasion has had some beneficial effect upon the slow process of advancing the objectives of the Universal Declaration and the subsequent United Nations Covenants and Conventions. The general public's awareness and concern about these international commitments are an essential dynamic in assuring that signatory governments, like Canada, live up to the contents of these statements of intent.

In this context, a small group of human rights organizations began meeting in the early days of 1982, to consider how to mark the upcoming 35th anniversary. After a series of interviews and discussions with a wide range of community-based groups, a one-day consultation was organized for this past September 25th, in Ottawa. Sixty groups were invited to take part in the consultation. They were selected by the criterion that the groups should be national, federated (or umbrella) organizations for which human rights or civil

liberties would be a prime concern. The positive response was one organization short of 100% and the CLOW representative, Susan McCrae Vander Voet, met with colleagues from other women's organizations, as well as French and English-speaking Canadians from the union, labor, ethnic, religious, legal educational, human rights and government communities.

Despite the enormous diversity of interests represented at that consultation, the deliberations of that day resulted in the beginnings of an action-oriented consensus. The participants first discussed possible strategies for informing their own constituencies of the relevance of the Universal Declaration and subsequently about the feasibility of forming a loose coalition of groups for the anniversary year, 1983. The coalition would consist of the groups which would endorse and commit themselves to the following general principles:

1. *Agree that it is worthwhile to celebrate the 35th Anniversary*
2. *Support the implementation of the Universal Declaration in the Canadian context*
3. *Accept the obligation to communicate the principles of the Declaration to their publics.*

At the time of writing, each participating organization was taking final internal steps to affirm commitment to this program. In the meantime, the Planning Group is proceeding to develop a number of options for the national celebration and is exploring funding possibilities. It will undoubtedly act as a clearinghouse as well, to ensure a smooth flow of information among participating Coalition members.

What all of this means to members of CLOW is that your organization will be offering to you information and possibly some programs linked with the 35th Anniversary of the Universal Declaration. Also, CLOW will be a coalition member and as such will be consolidating links with other national organizations.

Hopefully, CLOW will have an important role to play in determining the effectiveness of this new initiative. The emphasis of the national effort will undoubtedly be educational, with a focus on how to take practical action for concrete results. This may include a wide-ranging campaign, through the coalition members, to inform as many people in Canada as possible of our governments' commitments and obligations, so that they may know that it is possible to seek redress for violations and non-compliance. Such a campaign could include a program of "how" to monitor, exercise and seek redress and also how to influence other governments which are in violation to live up to their international commitments.

The 35th Anniversary comes at a time of increasing economic difficulty for many. It's a well known fact that when the economy falters and people begin to suffer severe economic reversals, human rights and civil liberties are quickly eroded, disregarded or attacked. Gains we have all fought for long and hard may be suddenly lost. For this reason alone, the efforts of CLOW and the other members of the Coalition are of extreme

importance. We hope you will participate!

*

Magda Seydegart is the Executive Administrator of the Human Rights Research and Education Centre at the University of Ottawa. She has been involved in adult education for 10 years and worked previously at the Canadian Human Rights Commission where she was responsible for coordinating programs for labor and community education.

35E ANNIVERSAIRE -
UNE CÉLÉBRATION
À CARACTÈRE COLLECTIF

PAR MAGDA SEYDEGART

Il y a presque trente-cinq ans de cela, les gouvernements du monde entier se réunissaient pour ratifier la Déclaration universelle des Droits de l'homme. Après plus de dix années de sanglants conflits, cette déclaration était, pour l'humanité à l'âme meurtrie, un véritable rayon d'espoir. Tous les êtres humains sont nés libres et égaux, affirmait-elle, et les droits démocratiques et libertés civiles de chacun doivent être respectés. Trente-cinq ans plus tard, cette promesse revêt une signification toute aussi profonde.

Hélas, bien peu de gens savent l'existence de cette déclaration et bien peu de pays garantissent à leurs citoyens les libertés promises. Au Canada, la situation est meilleure que dans la plupart des pays signataires, en dépit de regrettables politiques discriminatoires présentes et passées.

Le 10 décembre 1983 marque le 35e anniversaire de la Déclaration universelle des droits de l'homme. Au Canada et ailleurs dans le monde, des cérémonies ont été organisées de par le passé pour commémorer cet événement (notamment en 1968, 1973 et 1978). À chaque reprise, les commémorations ont permis de progresser dans la lente réalisation des objectifs de la déclaration et des conventions des Nations Unies.

Sensibiliser le public aux engagements internationaux pris par les différents pays est essentiel pour contraindre les signataires (dont le Canada) à respecter leurs promesses.

C'est dans cette optique qu'un petit groupe d'organismes luttant pour les Droits de la personne a commencé à se rencontrer dès le début de 1982, pour décider comment célébrer le 35e anniversaire. Après de nombreux débats et entrevues avec le public, le groupe a organisé une séance de consultation d'une journée, le 25 septembre, à Ottawa. Les soixante organismes participants avaient tous été sélectionnés selon le même critère: chacun devait être un organisme national, fédéré (ou pluriorganisationnel) engagé surtout dans la lutte pour les Droits de la personne ou les libertés civiles. À un organisme près, le taux de réponse positive a été de 100%. Susan MCCrae Vander Voet a rencontré alors des collègues d'autres organisations féminines ainsi que des représentants (anglophones et francophones) de groupes syndicaux, patronaux, ethniques, religieux, juridiques, éducatifs, gouvernementaux, etc.



En dépit de l'immense diversité des intérêts en jeu, les délibérations ont mené à une ébauche de consensus, en vue d'une action concertée. Les délégués ont tout d'abord parlé des méthodes à suivre pour mieux faire connaître, dans chacun de leurs secteurs, l'importance de la Déclaration universelle des droits de l'homme.

Ils ont ensuite discuté la possibilité de former une coalition structurellement souple, pour fêter ce 35e anniversaire, les groupes de la coalition s'engageant à appuyer et à défendre les principes suivants:

- 1) *Reconnaître que célébrer ce 35e anniversaire est une cause méritoire.*
- 2) *Lutter pour le respect de la Déclaration universelle des droits de l'homme, dans un contexte canadien.*
- 3) *S'engager formellement à communiquer à son auditoire les principes de la déclaration.*

Actuellement, chaque organisme prend les dernières décisions internes nécessaires pour confirmer son engagement à ce programme. Entre-temps, le groupe de planification esquisse divers plans d'action pour organiser et financer les commémorations nationales. Ce groupe fera probablement fonction de centre de ressources, assurant ainsi le libre échange de renseignements entre les membres de la coalition.

À titre de participant, le CCPEF communiquera à ses membres divers renseignements et leur proposera des activités connexes au 35e anniversaire de la Déclaration universelle des droits de l'homme. L'occasion permettra également au CCPEF de renforcer ses liens avec d'autres organismes nationaux.

Nous espérons que le CCPEF jouera un rôle prépondérant dans l'orientation et le succès de ce programme. Les efforts déployés à l'échelle nationale auront sans doute une portée surtout éducative et chercheront à montrer comment agir pour obtenir des résultats concrets. Par le biais des organismes participants, la campagne pourrait revêtir une

envergure considérable et se proposer de faire connaître au plus grand nombre possible de Canadiens les engagements et obligations de leurs gouvernements, leur expliquant qu'il est possible d'exiger un redressement des positions en cas de non-respect ou de violation.

Cette campagne pourrait notamment comprendre un programme qui expliquerait "comment" surveiller les gouvernements, comment exiger des mesures rectificatrices et comment contraindre les gouvernants à respecter leurs engagements internationaux quand ils les ignorent.

Ce 35e anniversaire coïncide avec une crise économique dont la dureté se fait croissante pour beaucoup. Or, on le sait les libertés civiles et les droits de la personne sont vite négligés, ignorés et transgressés quand les conditions économiques deviennent difficiles et que la population souffre sévèrement de la crise. Les droits que nous avons acquis, au prix d'efforts ardu, peuvent soudainement nous être enlevés. Ne serait-ce que pour cette raison, l'intervention du CCPEF et des membres de la coalition est d'une importance extrême. Nous attendons beaucoup de votre collaboration.

*

Magda Seydegart occupe le poste d'Administratrice exécutive au Centre de recherche et d'éducation sur les droits de la personne, à Ottawa. Depuis plus de dix ans, elle travaille dans le domaine de l'éducation pour les adultes. Auparavant, elle était chargée de coordonner les programmes de main-d'oeuvre et d'éducation pour adultes, à la Commission canadienne des droits de la personne.



TWO

PROGRAMME INTERNATIONAL D'ÉCHANGES JAPON, 5 AU 22 NOVEMBRE 1982

Participation des femmes au processus décisionnel dans la famille, la collectivité, le milieu de travail et les structures politiques.

Les femmes continuent à faire figure de minorité dans le processus décisionnel, à tous les niveaux de décision. C'est ce qu'ont conclu à l'unanimité les déléguées au Programme international d'échanges organisé par le Centre national d'éducation des femmes (Japon). A l'invitation de cet organisme, des déléguées de six pays se sont rendues au Japon du 5 au 22 novembre 1982 pour discuter du rôle des femmes dans la prise de décision au sein de la famille, de la collectivité et des structures politiques. Les six pays avaient ainsi été choisis: trois pays industrialisés (Finlande, Nouvelle-Zélande, Canada); trois pays en voie de développement (Kenya, Corée du Sud et Philippines). Bien qu'essentiellement d'accord sur ce problème fondamental, les déléguées y ont vu des solutions fort différentes, selon

leur culture et la situation politique, sociale et économique de leur pays.

Ce court article résume le rapport détaillé sur le colloque international et sur les trois jours d'audiences qui ont suivi, auxquels ont participé des représentants du gouvernement et du secteur de l'éducation du Japon. On peut se procurer le texte intégral auprès du bureau national du CCPEF.

INTERNATIONAL EXCHANGE JAPAN - NOVEMBER, 1982

Women's Participation in the Decision Making Process: In the Family, The Workplace, The Community and Formal Political Arenas.

by Lenore Rogers

This international exchange program, for women working in the field of women's education, was the second of its kind to be sponsored by Japan at the National Women's Education Centre (NWECC). In 1980, NWECC and UNESCO jointly sponsored an international seminar on Women's Education, Training and Development. This led to the first meeting in 1981 sponsored solely by Japan to which six countries were invited including the U.S.A., Australia and Bangladesh. The National Women's Education Centre plans to continue with these initiatives and will be hosting a conference in cooperation with OECD (the Organization of Economic Cooperation and Development) in June, 1983 on the Educational Role of the Family.

At the November 1982 session, women representing six countries, plus women from Japan, were invited to present papers outlining the situation in their respective countries regarding women's participation in the decision making processes of the family, the workplace, their communities and the formal political arenas.

Those countries invited to participate were chosen on the basis of their geographic location and developed or developing status. The objective was to have adequate representation. The representatives from three developed countries came from Europe (Finland); North America (Canada); and the Pacific Rim (New Zealand). Representatives from three developing countries were from Africa (Kenya); Asia (South Korea); and the Pacific (Philippines). The Canadian Congress for Learning Opportunities for Women was invited to participate representing Canada at the recommendation of Mr. Budd Hall, Executive Director of the International Council on Adult Education in Toronto.

The Japanese Government took responsibility for the delegates "in-country" expenses and the Status of Women, Canada, contracted with CCLOW to provide a report on the seminar, including new and innovative programs for women.

Delegates - Biographical Sketches

Dr. Elina Haavio-Manila has a PhD. in Sociology and teaches at the University of

Helsinki. She has surveyed the roles of men and women in the family and is now taking part in a 14-country study on "Changes in the Life Patterns of Families in Europe." She has also coauthored a book, *Women In Nordic Politics* which will be released in English in 1984.

Elina is a widow with two grown children. When she left Toyko, she was on her way to Rome to present a paper on her research.

*

Esther Wandeka is the Assistant Commissioner for Social Services and Director of the Women's Bureau in Kenya. Esther is from rural Kenya and has studied in the USA. She is also the mother of five children. Her husband continues to live on their farm while she commutes from Nairobi on weekends. Because few people from Kenya, let alone a woman, ever travel to Japan, Esther was invited to meet with the Prime Minister of Japan.

*

Ms. Chung Il Choo was on a year's leave of absence from Sookmyung Women's University in Soeul, Korea where she teaches child psychology. She brought booklets on the New Village Movement in Korea where women are the motivating force for rural community renewal. Ms. Choo spoke Japanese very well, having lived in Korea when it was occupied by the Japanese. Ms. Choo has studied in the USA and after visiting Japan's Tsukuba University and seeing the new technology there, she was seriously considering applying for a year of study at Tsukuba.

*

Judith Aitken has just completed a doctoral thesis in public administration and economics in New Zealand. A high-spirited and very committed feminist, Judith was perhaps the most "political" of the group. She cautioned women to be strategic, to have goals that are concrete and achievable over time, and to always ask the questions, "Who benefits? Who pays?" A single-parent with four children, Judith though she might build a Japanese tea room when she got home. When she retires it will be to a large communal house shared with other feminists.

*

Dr. Lourdes Quisumbing has a Ph.D. in Anthropology. She is the president of a school in the Philippines with students from nursery school age to doctoral candidates. The mother of nine children, Lourdes went to school at the same time as her children. She has experienced the complete sharing of responsibility for the family with her husband. She says that Filipino women have equal say in the family. Lourdes is working on a book about Asian women.

International Seminar

The seminar itself was held in a large conference room at NWECC with 300 people, mainly women, in the audience. The proceedings were videotaped and there was simultaneous translation. The chairperson was Dr. Hiroko Hara, Women's Institute, Ochanomizu University, Tokyo. The vice-chairperson was Dr. Yoriko Meguro, Department of Sociology, Sophia University, Tokyo. Both of these extremely competent women spoke English very well.

One significant benefit of the trip was meeting and spending a considerable amount of time with the other invited participants. We got to know each other very well. Not surprising, was the subtle split between the Western women "all with light hair and no husbands" and the Eastern delegates. Generally, the Western women held stronger feminist views while the women from Eastern countries were more traditional. The audience was perceived to be very traditional and this may have accounted for some of the cautious answers that were given during question period.

While these differences in feminist perspective did present themselves on occasion, the overall communication was remarkably open and positive. I learned a lot from the other delegates about themselves and their countries. While we came from different backgrounds, countries, and cultures, the bridge between us was our common concern for the educational development of women. The common bond was that we were all feminists; that is, we had worked and continued to work for the elimination of discrimination against women.

Dr. Yoriko Meguro, vice-chair of the seminar, summarized in outline form what she perceived to be the areas of commonality and areas that required further discussion.



Dr. Meguro suggested that although there were differences from country to country, the evident commonality between women is that, relative to men, women continue to be discriminated against. As well, in each country women are endeavoring (at different speeds) to "catch up" to men in terms of equality. For example, in Kenya women do chores and tasks that they have done for centuries, plus they now perform additional tasks such as learning how to read and write in an attempt to gain equal access to all aspects of the society. New Zealand women were the first in the world to obtain suffrage. Today however, they continue to carry out traditional life roles. This is especially true for aboriginal women. The universal status of women's political and decision making capability is that things have improved somewhat but that it is still very limited beyond the home.

The "North-South" problem continues to impact on women's issues. This question was first addressed at Mexico City and has not yet been alleviated. A difference in the problems of women who are "have's" and women who are "have-nots" exists within individual countries as well.

The need for standard definitions of terms and assurance of common understandings was identified. For example, terms such as "society" and "life-long learning" need to be commonly understood to discuss the issues in a full way.

Dr. Meguro defined three aspects of decision making that women are involved in and need to continue to be involved in:

1. Formal - within the "system" and/or individual organizations, women need to know who is in charge of making decisions, how they are made and gain access to the process.
2. Informal - who are the people in a position to influence those who make decisions? Who are the people who influence decision makers' political consciousness, both in "The System" and out of "The System"?
3. Semi-formal - women's clubs, associations can influence/lobby decision makers.

Delegates were asked to consider and further explore certain aspects of their various cultural backgrounds in the discussions that were to follow and conclude the seminar. Take for example, the question of the division of labor between men and women. When this decision is clear, the roles men and women carry out are also clear. However, as the division of labor blurs with the breaking down of polarized roles, women want more say in the formal decision making process.

Some participants believed that women should try to maintain their "feminine qualities" while struggling to become involved in decision making. Dr. Meguro asked us to define what "feminine characteristics" are, and whether these qualities were imposed on us by men. For example, there is a commonly held belief that men see things in "black and white" terms while women tend to see issues in "gray". And indeed, this ability to see the "grey" is considered to be a feminine characteristic. Once women recognize that we do have different perceptions, etc, and that they are valid, we will be able to use them to create a bond between us.

There was a good deal of discussion about the question of women needing and wanting male approval before participating in decision making forums. Dr. Meguro asked us to decide if we, as women, should depend on male approval. She gave the example of Arabian women believing that they had all the rights they wanted or needed. Even though many of us believe the situation of Arabian women is very poor vis a vis equality, they believe they are happy in their role because their men tell them so. Many are content with non-participation in decision making forums and do not strive for equality in decision making.

Dr. Meguro asked us to consider the role of formal and informal education in helping women to access equality in decision making forums. She pointed out that in Japan, higher education can be an obstacle for women's participation in the workplace. As well, there is an age limit after which people cannot go to school. She felt the consensus of the

conference was that education should be open to people of all ages.

The question of whether education was a mechanism to help people with their individual development or whether it should help people become more "politically conscious" was raised. For example, in Kenya, women have to learn to read and write before they can be involved in society thus for them literacy and political consciousness could go hand in hand.

The fact was identified that in most countries where there were Women's Bureaus, women's problems were addressed only by these women's bureaus and not by men. We were asked to comment on this as well as to discuss and decide what we thought the ultimate level of women's involvement should be in the decision making process.

In the concluding discussions that ensued following Dr. Meguro's suggestion, it was agreed by all the delegates that women indeed take a minority role in the decision making processes at all levels, formal, semiformal and informal, regardless of what country is being examined. However, resolution of this problem was viewed from diverse perspectives.

Some of the delegates felt that power could and should be accessed by getting the "ears" of the people in power. An example given by a Japanese woman suggested that governments were influenced by women lobbyists. However, this was countered by another who argued that governments need to perceive the "larger climate" to be in favor of a change before they are influenced by lobbyists.

Others suggested that exerting energy at the semi-formal or informal levels of decision making had not proven useful as methods of influence. They felt that the crucial area for women's involvement should be in the public service at the policy level. That is, to be involved in decisions around resource allocation; to be able to ask and decide who benefits? and who pays?

It was agreed that the above was the best recourse because the present reality effectively prohibits women's inroads into political life can be cited but it was felt that "the time is not yet right" and too much energy spent here would be spent in vain.

The issue emerged about whether women should be concerned about educating men. Some felt that we should not try to re-educate older men but should concentrate on teaching the new generations.

It was agreed that the ultimate goal for women in each of the countries represented at the Seminar and in the tours, was equality. However, an important point recognized was that the process by which each country arrives at equality may well be different depending on the culture and present socio-economic status of the society. The issues and priorities vary from country to country. For example, access to training and re-training is an issue for Canadian women because of technology and the skill gap that exists and is growing. But, for Japanese women, this gap in training appears at the present time to be an impossible

chasm. Adult education for women continues to be limited to home and family skills. When women do achieve a high level of education the employment opportunities do not correspond. Japanese women were amazed to hear and consider that middle-aged, Canadian women continue their education and seek jobs at higher levels.

Participant believed that the Decade of the Woman introduced 1975, International Women's Year, had awakened the consciousness of women and many men but that all our dreams and concrete goals would and could not be realized by 1985. It was agreed that the universal, collective push for equal rights for women in all societies was just beginning and that the struggle would have to be perpetuated long after the decade was over.

This article has been reduced from a more detailed and lengthy report of the seminar, plus three days of meetings with educators and government ministers in Japan. The report is available from the CLOW national office.

Lenore Rogers, president of CLOW, works and lives in Regina where she is Program Coordinator of Regina Plains Community College.

Announcement

The National Women's Education Centre in Japan, established in 1977, has as its objectives the promotion of women's education through the practical training of those involved in women's education, and through conducting specialized research on women's education. There are programs for leaders in women's education and for the general public, as well as research seminars; the Centre also held an international seminar on women's education, training and employment in 1980.

There is also a library of 30,000 volumes and 600 periodical titles, in many languages. Publications on women's issues from other countries are welcomed. Address: National Women's Centre, 728, Sugaya, Ranzan-machi, Hikigun, Saitama-ken , 355-02, Japan; telephone: 049362-6711.



CLOW Across The Provinces

Yukon

CLOW in the *Yukon* met several times to decide on a focus for action. Since the membership is most interested in adult education, discussion on effectiveness at the post-secondary level took place. A draft letter to the Yukon Minister of Education, Bea Firth, was sent to *CLOW* members for approval. When approved, the letter will be sent suggesting that *CLOW* be involved in the planning of adult education in the Yukon and that they be advised of current policy in this area.

Pam has been selected as a participant in the Governor General's Canadian Study Conference May 26 - June 12, 1983. She continues to network in her positions as executive member of the Yukon Status of Women and as Chief Shop Steward of her union. Pam also presented a paper to the Yukon Women and Aging Task Force and is presently part of a joint Government of the Yukon and Yukon Territorial Public Service Association Committee. The Committee is looking at Yukon legislation on Health and Safety in regards to micro-technology with a mandate to recommend new legislation. A second joint committee, of which she is a member, is looking at Employee Assistance Programs and how problems at work (including those that directly affect women) can best be alleviated.

British Columbia

The focus in *British Columbia* is *EDUCATION - EDUCATION - EDUCATION*. Crisis is a word that has been used often in describing events. Many educators are facing lay-off in the next year and many of these are women. Pre-apprenticeship programs in British Columbia are now on TRAC (Training Access), competency based training. The two spaces kept for women in TRAC programs will be retained.

Douglas College has introduced a special "Tools for Change" package. For only \$15 it can be obtained from Women's Centre, Douglas College, Box 2503, New Westminster, B.C. V3L 5B2. At the University of British Columbia, Dr. Sharon Kahn is undertaking a "minor" research project on women's counselling needs in the Vancouver metro area. As well, several *CLOW* members participated in a recent Secretary of State project on networking.

Saskatchewan

CLOW (REGINA CHAPTER) , continues to meet once a month. We are developing a local constitution which will help us define goals, objectives and directions for 1983. We are also looking at ways to expand our membership and networking function, both in Regina and throughout the province. We continue to push for the development of improved learning opportunities for women through follow up of the CLOW brief to the Ministry of Education and through developing new projects.

After months of planning and coordinating, many hours of work and tremendous commitment by all involved in its development; the conference, *The Future is Now: Women and the Computer Age*, was held very successfully in Regina, November 19th - 21st, 1982. For a copy of the conference report contact: Alva Jangula, Regina Plains Community College, 2708 12th Avenue, Regina, Saskatchewan S4T 1J2. *CLOW, Regina Chapter*, recently presented a brief, *Improving Women's Access to Education and Training*, at a province-wide conference on Adult Basic Education in Saskatoon.

Prince Edward Island

A lecture series, jointly sponsored by *CLOW* in P.E.I. and the Canadian Research Institute for the Advancement of Women, will feature the Honorable Lynn Verge, Minister of Education for Newfoundland on March 4th, 1983. The third and final address will be given on May 5th by Judge Rosealie Abella, a family court judge from Ontario, on "The Development of Women's Rights." For further information contact: Heather Orford at (904) 894-9505.

CLOW and the P.E.I. Caucus of the National Association of Women and the Law have applied to Secretary of State for funding to sponsor a one-day conference on legal rights for women, to take place May 6th, 1983 following Judge Abella's address. Proposed areas to be addressed are: Employment Rights (including sexual harassment), Social Justice and Violence against Women. The Women's Employment Development Program, a federal government outreach program funded by Employment and Immigration, has approached *CLOW* in P.E.I. to act as a sponsoring body for their project. A committee of three members has been struck to act as the sponsors. Recently, *CLOW* Director Heather Orford, contributed an article to *Common Ground*, a P.E.I. women's journal, describing the aims and objectives of *CLOW*.

Quebec

CLOW in QUEBEC has met several times in an effort to establish a meaningful theme for what might become an annual conference. After rejecting "Women in the Workplace" as a real downier, in these times, we fixed on the idea of Women and Power. The notion here was that women need to be much more visible in decision-making bodies; by women we mean a feminist presence advocating for women's needs.

Some issues to be addressed in workshops/panels will be: Autonomy in Personal Relationships: Family, Love, Friendship; Women in Educational Settings: Basic Literacy Programs, Vocational Training, School/College/University Boards; Women and the Workplace: Union Participation, Organizing Non-Union Women, Sexual Harassment/Working Condition Laws; Women in the Public Services: Getting on the Boards, Community Health Centres, Hospitals, Social Service Agencies; Women as Politicians: on the Municipal, Provincial and Federal Levels. This will take place in late May/early June of 1983. For further information contact: Greta Nemiroff, (514) 931-8731, ext. 421 (work) or (514) 935-4744 (home).

We have undertaken to send letters to the appropriate politicians in defense of the National Film Board's Studio D in view of the recommendations of the Applebaum/Hébert Committee.

Alberta

EDMONTON CLOW continues to grow and now has several sub-committees as a result of an active brain-storming meeting in December. The committee on post-secondary education is currently gathering gender-based data on entrance and completion rates at post-secondary institutions in Alberta and is strategizing how best to present their concerns to government and institutions. We would welcome ideas from other provinces. Focii of other sub-committees include sex-role stereotyping in schools, career planning for rural women, creating awareness of CLOW and establishing a newsletter. It is the intention of the newsletter committee to provide Alberta CLOW members outside Edmonton with an update on our activities, and to pass on the information received from national CLOW. (Don't hold your breath but expect to hear from us before spring.)

Edmonton CLOW is also currently reviewing a proposal for an Advisory Council on Women's Affairs made to the Provincial Government by several women's groups.

Ontario

At present, there are 143 members of *CLOW* in *Ontario*. In December, these members received a questionnaire to identify activities and interests. While the response to the survey was small, it did identify two major areas of concern: a) the impact of microelectronic technology on education and training of women, and b) the presence of barriers that still prevent women from acquiring non-traditional skills training. Currently, millions of dollars are spent by government and industry on high-tech, skills training programs. However, very few women are participating in these programs. Those people interested in this issue can get information from the National Office of CLOW on the National Training Act and the Skills Development Program, as well as explore what is happening at their local community college.

Nova Scotia

Dr. Janet Eaton has recently completed a Rural Networking Project sponsored by *CLOW Nova Scotia*, and funded by Secretary of State, Women's Program. Objectives of the project included establishing contacts with women in rural communities, holding public meetings to assist rural women in assessing their learning needs, linking these women with resources, courses, services where possible and attempting to establish women's groups concerned with learning opportunities. The one hundred page report describes the process, activities and results of the project with emphasis on resource identification and networking analysis. Copies can be obtained from: Dr. Janet Eaton, c/o The Centre for Continuing Education, Mount Saint Vincent University, 166 Bedford Highway, Halifax, Nova Scotia, B3M 2J6.

An application has been made to Secretary of State, Women's Programs, Halifax to fund a conference for sixty of the CLOW members from across the province, to be held in Truro, Nova Scotia in March 1983. The objectives of the conference will be: a) to facilitate information exchange and discussion between participants from different regions of the province; b) to examine and analyze the concept of networking, both theoretically and practically using the CLOW Nova Scotia networking model c) to discuss the need for and means of establishing a province-wide formalized network. For further information contact: Joan Brown-Hicks, (902) 426-7673 or Dr. J. Eaton, (902) 443-4450.

Reports from New Brunswick, Manitoba and Newfoundland are unavailable for this issue.

SEXUAL HARASSMENT A "PROPOSITION" FOR REMEDIAL ACTION

BY MARLENE KADAR

Women in Alberta are organizing against sexual harassment. The Alliance Against Sexual Harassment, (AASH), an Edmonton based group was formed after a Women and Legal Reform Conference held in September, 1982. The following policy statement incorporates the definition of sexual harassment developed by AASH and outlines programs which would address the problems. The policy statement was developed by students in a Women's Program course at the University of Alberta.

POLICY STATEMENT: SEXUAL HARASSMENT ON CAMPUS -- ON THE JOB AND IN THE CLASSROOM

Produced by the Women's Program Course 1220, University of Alberta, Instructor: M. Kadar.

Women, and men, are concerned about the problem of sexual harassment on campus. Constance Backhouse and Leah Cohen, leading Canadian authorities on the subject, suggest that at least 70% of all working women have suffered from sexual harassment at some time in their lives. Though no extensive surveys have been done, at least 10% of all students (both male and female) in Canada have suffered from sexual harassment at some time in their academic careers. 90% of the women in this course had suffered some form of sexual harassment -- ranging from obscene phone calls to sexual assault -- and none of the men reported having been sexually harassed. We realize that most victims of sexual harassment are women. High unemployment, a widening wage gap and limited job opportunities combine to place women in a vulnerable position in the work force. It is this vulnerability that ensures the perpetuation of sexual harassment in the work- place.

We support the contention that women's position in the labor force must be upgraded before the problem of sexual harassment will be eliminated. Ensuring women equal status in the work force is, however, a long and often slow process. Acknowledging that sexual harassment exists, and adopting measures with which to deal with it, are steps in the right direction.

We see sexual harassment as part of the continuum of violence against women, which serves to maintain our gender oppression. Sexual harassment is one way that men exercise power over women. It can be defined as, but not limited to, unwanted attentions and/or expectations of a sexual nature by action or innuendo.

Sexual harassment is any unwanted sexually-based or sexually oriented practice which creates discomfort and/or threatens a woman's personal well-being or functioning (mental, physical or emotional). Sexual harassment includes verbal abuse, jokes, leering, touching

or any unnecessary physical contact, the display of pornographic material, invasion of personal space, sexual assault and rape, or any threat of retaliation or actual retaliation for any of the above.

Sexual harassment has been a hidden problem for a long time. This has caused women to feel uncomfortable, embarrassed, or ashamed to talk about personal incidents of harassment. They are afraid it will reflect poorly on their character, or that they will be perceived as somehow inviting propositions or trouble. When women do speak out they are often ignored, discredited or accused of misunderstanding a man's intentions. Many women, therefore, do not report incidents of harassment. They are afraid they will be ridiculed or that they will suffer repercussions. Unfortunately, these kinds of fears are justified. In more than half of the complaints registered in a Canadian provincial employees' union, no action was taken. In at least one third of those cases where complaints were complaints were files, negative repercussions followed.

The following program initiatives would help to rectify the problem of sexual harassment on campus. It applies to both dents and workers, and can be amended to apply more specifically to one group or the other. We suggest:

1. *an education campaign which includes worksite and campus meetings, the use of the media, publications, pamphlets and circular;*
2. *a committee to represent women's issues and provide liaison with interested groups and individuals;*
3. *a specialized grievance and complaint procedure for victims of sexual harassment;*
4. *trained counselling services, and referral services (lawyers, therapists, etc.);*
5. *a collective agreement which includes a sexual harassment clause, definition, policy statement and specialized grievance procedure;*
6. *the development and circulation of a questionnaire for women on campus, and the subsequent preparation of a report based on findings from the questionnaire;*
7. *a training program for union stewards or their equivalent in dealing with complaints;*

We strongly suggest that harassers seek counselling.

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Safran, Clair. "Sexual Harassment: The View from. the Top." *Redbook Magazine*. (March 1981): pp. 45-51.

Wheelwright, Julie. "Carleton Students Face Court for Sexual Harassment Challenge." *Kinesis* (June 1981) p 5.

An extensive bibliography on women and sexual harassment is available from the national office of CCLOW free of charge. Write to: 692 Coxwell Avenue, Toronto, Ontario. M4C 3B6.

Marlene Kadar is a Ph.d candidate in comparative literature at the University of Alberta. She is presently writing a book in Toronto entitled: *Women and Work: The Issue of Sexual Harassment*. Marlene has published a number of articles on women's issues.

THE NEW TECHNOLOGY A MODEL FOR RAISING WOMEN'S AWARENESS



BY MARIANNE WILLIAMS

The following is an article describing the planning for and results of the conference Women in the 80's: Work, Technology and Change which took place at O.I.S.E. in April, 1982. This article has been reduced from a much longer one, written by Marianne Williams, which is available at the national CCLOW office.

Six CCLOW members, with an interest in finding out more about the new technology met in the winter of 1981. We realized that the best way to educate ourselves was through helping others to learn.

When the group first met, it decided that its first step was to get a broad base of connections in the community with labor, educational organizations, service agencies and feminist groups. It was with this group that the issues were barnstormed so that the final topics emerged.

This is the list:

1. Job Elimination
2. Training and Re-training
3. Health and Safety
4. Human Issues: Impact on the Individual and Society
5. Technology for Human Needs
6. The Computer as a Political Tool

The working group narrowed to six people and the number of workshops that we were able to do narrowed down to three. We set our objectives as a working group:

1. to educate ourselves by finding more in-depth information about the new technology
2. to create an opportunity to collect data on: (i) areas of concern for research
(i i) the creation of educational materials
3. prepare for lobbying
4. prepare for the national conference cosponsored by CCLOW, CRIAW, CFUW and NAC.

There were two things that we were not attempting to do. One of these was to let computer hardware become the focus of the workshops and the other was to allow

advocacy to get in the way of our attempt to educate ourselves and others at this point.

We asked ourselves four basic questions which became the center for the rest of our planning:

1. What kind of awareness did we want to raise?
2. What kind of learning environment and interaction did we want to create?
3. Where would we search for our participants?
4. Who should our resource people be and what kind of information did we want them to provide?

Awareness

It seemed important to take a critical approach to technology, to assess where it was a benefit and how we might work to make it more able to create the kind of life-style and work environment that we wanted for our lives. We wanted to look at the ways in which it was a destructive force and outline strategies that could be used to counteract this.

The planning group was feminist in the sense that it recognized that there were hidden barriers that prevented women from gaining access to knowledge concerning new technology. Access to information is one of the keys to more equal access to better jobs, to training and re-training and action for a safer work environment. These workshops were to be a chance to gain an understanding of the complexity of work with the new technology and an opportunity to work together to do something about it.

Having women from several areas that are currently being revolutionized by the technology was a catalyst to awareness. Bank tellers, clerical workers, teachers, counselors, etc. could begin to explain what was happening in different professions.

Learning Environment

We wanted the participants to have a voice - a voice that could be informed by the speakers and a voice that could mingle with the speakers and experts. We did some simple things to encourage that voice: a chance to have coffee before small work groups and have the formal atmosphere broken up. Our group of participants was small enough that we could allow choice of small groups on the basis of having heard the speaker. The presenters could devote full attention to the participants because there was a "facilitator" who took notes, arranged the seating and made sure that the audio-visual equipment was in place. Reports were made back to the plenary session.

The Search for Participants

We wanted to aim our sessions at women in front-line leadership roles such as shop stewards, supervisors and middle management. We also added the following to the list: teachers of high school and community college students, clerical workers, bank tellers and

women in the home who might be facing the issue of "homework".

Women who work at such levels do not have time during the work week for workshops. They also are likely to have several jobs like child rearing and housekeeping as well as their work outside the home. Taking a full weekend off would pose problems. For those reasons work-hops were held on several consecutive Saturdays. We offered day care, but had no requests for it.

Resource People

Finding resource people was a pleasant task. We attempted to find people who would speak not so much as experts but as people who were working with the new technology or had been learning about it from people who were working with it.

We hoped to reach people who could be sources of information from business, industry, the labor movement and all levels of the educational institutions who were dealing with education and training of women to work with the new technology. Within this larger area we began to focus on the labor movement and educational institutions. This is not to say that we did not have representation from business and industry but as we moved into the issues we began to realize that once we established a "critical" stance, representatives of business and industry were less able to participate at this level.

Administration

The Work Group consisted of Sandy Budden, community college teacher; Renate Krakauer, Program Manager in Continuing and Community Education at Humber College; Marion McAdam, student at York University Environmental Studies; Betty Ann Taylor, teacher of English as a Second Language; Lorraine Sutton, Student of Adult Education at O.I.S.E.; Marianne Williams, Student of Adult Education, O.I.S.E.

Secretary of State, Women's Programs (Regional) provided funding for the workshops. Facilities were made available at O.I.S.E. Administration and registration were handled through Humber College. The cost to participants was \$15 per day. A design for a poster and the registration form were contributed by Dian Marino.

The three workshops were entitled:

1. Critical Issues: Women, Work, Change
2. Training and Re-training
3. The New Work Environment: Health and Work Design Issues

Outcomes of Workshops & Process

A. Materials, produced:

1. Presentation for Future is Now Conference

2. Video-tape
3. Educational materials
4. Published proceedings.

B. Tech Action Alliance

Currently the materials that we produced and collected are being used with a radio program called "Focus on Change". The women who are looking for jobs are going to have a chance to take a 'critical' look at the issues surrounding the new technology as they begin new jobs.

The video tape has already been used to create a one hour talk-back show on local television. I'm hoping that the tape and the proceedings, when it is published, will be available in the CCLOW resources files and will be available to a large audience that way.

Renate Krakauer and Sandy Budden have written programs for community colleges because of their work on the workshops.

One of the most exciting outcomes is the Tech Action Alliance which is a networking group that will connect individuals and organizations who are concerned to act collectively on the issues of the new technology.

Conclusion

Our most important objective was to raise awareness of the new technology. After each day we met to evaluate the sessions and to talk with some of the presenters and participants. In these sessions we realized that we had achieved some measure of success in reaching our goal.

Overall, this project was a valuable learning experience for the organizers and participants and in our opinion, provides a worthwhile model for others to follow or adopt.

Marianne Williams, feminist, active in community programming for women and women's education in Toronto, is currently writing a Master's thesis on the development of adult learning skills at the University of Toronto.



Books In Review

Susan Griffin's **PORNOGRAPHY AND SILENCE:
CULTURE'S REVENGE AGAINST NATURE.**

New York. Harper & Row,
1981. 265 pages.

by Margaret Smith

Susan Griffin's *Pornography and Silence: Culture's Revenge Against Nature* is a very special book and at this moment, very appropriate reading for Canadian women. During the past few months, concerned women and feminist groups across Canada have become increasingly vocal and visible in their opposition to pornography. This increased activity is a response to the changing role of pornography in Canadian society.

Traditionally, pornography has been a product about women, produced and packaged by men, and marketed almost exclusively to men through pornographic magazines, 16mm. and 35mm. film theatres and rental agencies. The images were a male interpretation which presented very specific messages and values about women's bodies and sexuality: we are sex objects available for use and abuse by men. Women certainly knew of the existence of pornography when passing by the magazine racks in their neighborhood milk and variety stores, through conversational references to stag parties and at home, through the material purchased by husbands and sons. Nonetheless, pornography was a male preserve; part of a separate male culture and consumerism. Although readily available, men, women and children had to make a conscious decision to consume it. They had to visit a store, open a magazine, pay an admission.

Today the product is still the same, except for an increase in violent imagery. But the *way* it is produced and marketed has changed drastically, with the application of the new video display and reproduction equipment. Decisions by Pay TV networks such as First Choice, to air Playboy films, are effecting the transfer and integration of pornography into our mainstream visual culture. Previously available by choice, it now confronts and is increasingly difficult to avoid, particularly for consumers such as children who are in the process of developing their value systems and attitudes about women and men and about male/female relations.

Pornography is a problem because it promotes, through fabricated and distorted images of women, a view of sexuality which is technical, violent, and without passion. It isolates and alienates people from a sexual dynamic which is personal, warm, nurturant, exuberant and fun. It is also a problem because the pornographic values about women complement and reinforce the more general societal values which contribute to women's secondary status in the society.

The access to, ease and economy of video reproduction make censorship irrelevant as a solution to pornography. My own view is that, aside from the very serious social and political problems presented by the censorship issue, it was never a viable solution anyway because restriction of access does not at all address the impulses or values which motivate the consumer to desire such a product.

The solution to pornography lies ultimately in our ability to effect a fundamental change in personal and social values. It will be an arduous and long process, but it has begun. Women are beginning to ask men why it is that they need to consume such material. We are beginning to express our need for a non-coercive, non-exploitative sexuality.

Griffin's book is a deeply textured, feminist indictment of the development of pornographic values in western culture.

She argues that pornography feeds our culture, but at the same time is a product of culture and that we need to understand the underlying motivation of western culture in order to find the source of these negative values. She locates this motivation in a violent, unnatural and unnecessary split of body and mind, reason and emotion which led to the establishment of culture in opposition to nature. In this world view, nature is seen as something wild, threatening and alien; something which is feared and therefore must be controlled. Traditionally, within our culture, the prevailing abusive and violent male attitude and behavior toward women has been seen as instinctive, or at least "natural". Griffin calls this aggressive attitude pornographic and argues that it is not instinctive but chosen; as was the development of a culture in opposition to, rather than in harmony with, nature. Griffin calls the collective human mind which created, continues to create and participate in this culture, pornographic.

Drawing on western myth, history, literature, philosophy, psychology and science she shows how the pornographic mind has made woman the major symbol for nature, for what it fears in itself and in the world. Because nature is ever-assertive, the fear is ever present and requires continuous acts of control and violence toward women and other symbols of nature to reassure the mind of its supremacy. She reviews behavior patterns and historical events to illustrate how this dynamic of the collective mind is repeatedly acted out. Her analysis of the Holocaust is of particular import.

Griffin documents how men have been the key actors and perpetrators of the values of the pornographic mind which has resulted in women being silenced. The motivation of culture causes men to deny that part of themselves which is natural, to war within themselves against nature and to act in a violent and/or controlling way toward women. It

causes women to shrink in fear and do violence to themselves by effacing their true natures, their true selves in an effort to become the symbol assigned to them by the culture. Her analysis of Marilyn Monroe, in the chapter in *Silence*, is particularly relevant to this theme. She concludes that in both men and women, Eros is strangled.

Griffin poses Eros as a state of being which results from a form of human organization based on the harmony of body and mind, reason and emotion. The result is a culture which nurtures and complements the nature of human beings and our environment.

The book is a strong, compelling argument against the commonly held view of the inevitability of human "nature" and cultural development. Griffin's thesis firmly reestablishes our responsibility for exercising the human power of will and choice in the formation of behavior, attitudes, social values and the treatment of others with whom we interact and coexist.

For those of us working against pornography through a movement to change social values and men's violent behavior toward women, Griffin provides both insight and hope. For those who have been silent or silenced on this issue, she offers a way to find a voice.

Margaret Smith is a feminist adult educator. With her colleague, Barbara Waisberg, she has conducted a number of workshops for women on pornography and is currently writing a trainer's guide on the same issue which will be published this summer.



Resources

Publications

STATUS OF WOMEN NEWS is a new publication of the National Action Committee on the Status of Women. Subscriptions are \$8.00 for 4 issues from N.A.C., 40 St. Clair Avenue East, Toronto, Ontario, M4T 1M9.

CRIAW - The Canadian Research Institute for the Advancement of Women has available the following publications: (Copies can be ordered from C.R.I.A.W., Suite 415, 151 Slater Street, Ottawa, Ontario K1P 5H3)

Recording Angels: The Private Chronicles of Women from the Maritime Provinces of Canada, 1750-1950. by Margaret Conrad. (C.R.I.A.W. members \$3.50; non-members \$4.50).

Women and Culture: Selected Papers from the Halifax Conference. (C.R.I.A.W. members \$4.00; non-members \$5.00).

Canadian Women in Politics: An Overview by M. Janine Brodie and Jill McCalla (CRIA W members \$4.00; non-members \$5.00).

Computer Technology and Education of Female Students by Heather Menzies examines how education may be called upon to adjust to changes in preparing young women for work. The report was commissioned by the Canadian Teachers Federation and is available from the CTF, 110 Argyle Avenue, Ottawa, K2P 1B4. Copies are \$2.00 each, or \$1.75 for orders of ten or more.

The Women's Program, Department of the Secretary of State, Ottawa, has published *Women's Resources Catalogue*, which draws together a listing of inexpensive, readily available print and audio-visual materials by, for, and about Canadian women. Write for Catalogue No. S2-63/1982, Minister of Supply and Services Canada, Ottawa, KIA OM5.

The Voluntary Action Directorate of the Department of the Secretary of State has published a directory which contains information on federal programs for activities carried out by voluntary organizations, entitled *Sources of Government of Canada Support*

women of all ages. The kit contains slides, film- strips, records, photos, postcards, posters, and book- lets on well-known Canadian women, women and the marriage contract, women's suffrage, women in other cultures, and women today. Further information about the kit can be obtained from Publication Sales, The Ontario Institute for Studies in Education, 252 Bloor Street West, Toronto M5S 1V6.

Survival Law for Women provides basic legal information specifically geared to women who, for a number of reasons (including illiteracy), cannot get this information through traditional means. The kit, at present, includes four units: Crimes of Violence in the Family; Being Arrested and Your Rights; You and Your Children; The Law and Your Family, and Marriage and Divorce. For further information, write Community Legal Education Ontario, 62 Noble Street, Toronto, Ontario, M6K 2C9.

All In A Day's Work is an ESL class-room tested kit on the value of housework. It includes written selections with exercise questions, photographs, charts and games, plus a teacher's guide and a 15 minute audio-tape. For elementary to advanced students. Designed to spark class-room interest, enhance reading, writing, speaking and listening skills. Available from: Housewives' Initiative, 348 College Street, Toronto, M5T 1S4.



Upcoming & Current

INTERNATIONAL

*The International Women's
Writing Guild
12th Annual Conference*

July 22nd - 29th, 1983 Saratoga Springs, N. Y.

The conference, which gives equal billing to writing for self-fulfillment as well as to writing for publication, attracts attendees of every age and background. It is responsible for the publication of 45 books in the past five years by hitherto unpublished women writers. Forty workshops offered.

Canadian contact: Greta Nemiroff,
(514) 935-4744 or 931-8731 ext. 421. or

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(514) 935-4744 or 931-8731 ext. 421. or

write: Hannelore Hahn, Executive Director, Box 810,
Gracie Station, New York,
N.Y. 10028. (212) RE-7-7536.

Alberta

Summer School Project

"Women Organizing"

June 17th - 26th, 1983 Silver Creek Ranch, Water Valley, Alberta.

For more information contact:

Janet Maher, 10936 - 87th Avenue,

Edmonton, Alta. T6G OX3

Tel: 433-3229 (h) 432-5288 (bus.)

Quebec

The Child Welfare League of America is sponsoring a conference on *Violence in Society* May 10th to 13th, 1983 in Montreal. There will be a focus on Violence Affecting Women and Children in the Family. For more information contact:

CWLA, 3450 University Street,

Montreal, Que. H3A 2A1.

British Columbia

CAREER OBSTACLES & OPTIONS

A Four-Part Women & Management Series

* February 8th - April 9th, '83*

Vancouver, B. C.

Sponsored by the Women's Access Programs of the Justice Institute of British Columbia and The Association of Women in the Justice System. For Further information contact:

(in Vancouver)

Susie Walsh (604) 228-9771 x287

Elaine Stoll: (604) 872-5651

Adult Education Research Conference

April 8th - 10th, 1983 Montreal, Quebec

Pre-register by March 18th

Contact: Doreen Bates,

Centre for Continuing Education,

Concordia University 1455 DeMaisonneuve Ave. W.,

Montreal, Quebec, H3G 1M8

Telephone: (514) 879-8436

\$50 Registration fee.

CALL FOR PAPERS

*FEMINISM IN ACTION: NEW KNOWLEDGE,
NEW EDUCATION, NEW SOCIETY*

7th Annual C.R.I.A.W. Conference

* Vancouver, November 11-13, '83.*

Canadian Research Institute for the Advancement of Women

Please submit proposals for papers before March 31st to:

CRIAW Conference Coordinator,

Dr. J. I. Cow, Department of History,

University of B. C.

Vancouver, B. C. V6T 1W5

NOVA SCOTIA

Following a successful four-month pilot project last Spring, Mount Saint Vincent University's DUET (Distance University Education via Television) program began on January 5th. It provides credit and non-credit courses to people at a distance. A course originating in the studio/classroom on campus is "scrambled" and distributed on a channel made available by the local cable companies to off-campus classrooms equipped to unscramble the signal. This method of live, closed-circuit color TV brings a view of the professor, the notes, and demonstrations to the off-campus centre. For further information call: (902) 443-4450 ext. 371 or 388 at Mount Saint Vincent University, Halifax, Nova Scotia.

MANITOBA

A steering committee has been formed with the assistance of a Secretary of State grant for the purpose of encouraging research on and by Manitoba women. The ultimate goal is to develop a province-wide conference on women in late 1983 or early 1984. Prior to December 10, the committee accepted proposals for research contracts for original research on women in Manitoba.



For more information contact: WOMAN, 5 - 222 Osborne St.
Winnipeg, Manitoba, R3C 1V4.

*

ONTARIO

WOMAN'S WORLD '83

Conference on Women's Issues

March 18th, 19th, 20th Hamilton Convention Centre

Opening Luncheon with guest speaker: JUDY CHICAGO

For more information contact: Susan Raham:
(416) 844-4014. from 4 - 7 p.m.

*

*BACK TO SCHOOL -
OVERCOMING HURDLES*

Seneca College May 11, 5 sessions
7-9 p.m. cost \$25.
&
CHANGING DIRECTIONS

The kids have grown up and left. Now what?
May 3,-10 sessions Mondays & Wednesdays 9:15-11 :45 a.m.
FOR MORE INFORMATION CALL (416) 493-4144.

WORK FOR TOMORROW

Friday, April 29th Dixon Hall 58 Sumach Street Toronto

A one-day conference for those interested in the new technology and programs being developed to train Canadians for the technological revolution. For more information call S.T.E.P. at (416) 863-0498.

SUMMER INSTITUTE AT O.I.S.E.

The Women's History Project, Department of History & Philosophy, Ontario Institute for Studies in Education, Toronto, is planning a summer institute to study the history of women's associations in Canada. For more information contact: Paula Bourne, Research Officer, Women in History Project, O.I.S.E., 252 Bloor St. W. Toronto, Ontario, M5S 1V6

*



*NATIONAL ACTION COMMITTEE
ON THE STATUS OF WOMEN*

11th Annual General Meeting

March 25th- 28th, 1983 OTTAWA, Ontario

For further information: (416) 922-3246 at 40 St. Clair Avenue West, Toronto
Ontario, M4T 1M9.

*

WOMEN & THE ECONOMY

May 13th, 14th, 15th

Thunder Bay

Keynote Speakers: Margaret Fulton & Shirley Carr

For further information contact:

Lennie Untinen, (807) 683-5236, R. R. #3 Mitchell Road, Thunder Bay or Carol Rusak, (807) 475-6110, Confederation College, Box 398, Thunder Bay, P7C 4W1.

*

NEED PROGRAM

On Friday, November 19, Judy Erola, Minister Responsible for the Status of Women, invited representatives of women's group's to a meeting for the purpose of discussing the New Employment Expansion and Development program (NEED), recently announced by Lloyd Axworthy, Minister of Employment and Immigration.

The object of the program is to create new, productive employment for persons who are unemployed.

To this end, the federal government has allocated \$500 million to create some 60,000 jobs between now and March 31, 1984. Projects will be developed on a regional basis. Project employees will be required to meet the following criteria: they must be legally entitled to work in Canada, be unemployed, have the skills required, and have exhausted all entitlement to Unemployment

NFLD. K. Singleton, 167 Kenmount Rd. P.O. Box 12057, St. John's, Nfld. A1B 3Z4 Tel: 772-4710

P.E.I. J. Power, 199 Grafton Street, P.O. Box 8.000 Charlottetown, P.E.I. C1A 8K1
Tel: 892-0211

Insurance benefits or be in receipt of social assistance. Projects may cover a wide range of activities, employing any number of people. For example, projects may focus on tourism development, heritage restoration, housing, energy conservation, pollution, cultural activities, social and community support projects (including child care, services for the elderly and women's services.)

Susan Vander Voet, national coordinator of CCLOW, attended the meeting with Ms. Erola. The Minister pointed out that women must be encouraged to tap into the NEED program, and asked CCLOW to assist in this aim. Applications are available at Canada Manpower Centres. Following is a list of NEED program representatives, according to region:

NEED Program

N.S. D. Hines, 1888 Brunswick Street, P.O. Box 2463, Halifax, N. S. B3J 3E4
Tel: 462-5980

*NEW
BRUNSWICK* G. Thibedeau, 565 Priestman Street, P.O. Box 2600, Fredericton, N.B.
E3B 5V6 Tel: 452- 3254.

Quebec R. Charpentier, 105 McGill Street, Montreal, Que. H2X- 2M6 Tel: 283-
2938

Ontario J. Third 4900 Yonge St. Suite 700, Willowdale, Ont. M2N 6A8 Tel: 224-
4507

Manitoba N. Heinrichs, Rm. 710,330 Graham Ave. Winnipeg, Man. R3C 4B9 Tel:
994-2405

Sask. J. Williams, 600- 2101 Scarth Street Regina, Sask. S4P-2H9 Tel: 359-
6581

Alberta NWT A. Widdows, 5th Floor, 9225-109th St., Edmonton, Alta. Tel: 420-2436

B.C. - Yukon G. McDevitt, Royal Centre, 1055 West Georgia Street, P.O. Box 11145,
Vancouver, B.C. V6E 2P8 Tel: 666-6318



Skills Bank

Individual Profiles

In this first article of a series, we highlight CLOW members registered in the Skills Bank, whose skills may be of current interest to you.

Elizabeth Bohnen
Toronto, Ontario

Elizabeth is an adult educator with a Masters degree from the Ontario Institute for Studies in Education. She has been a CLOW member for a number of years and has previously acted as a Skills Bank resource person in the areas of health promotion and non-traditional training for women.

Current Areas of Activity

Elizabeth is working as Trainee Development Manager for West End Machining which is a L.E.A.P. funded project designed to train women in industrial machine operations and set-up. Elizabeth coordinated the feasibility study for this project which investigated the wide range of options and problems involved in developing a project of this nature.

Skills

In her present capacity, Elizabeth *coordinates* the non-technical programs offered by W.E.M. and handles *public relations* for the project. She also *teaches* and does *program development* in the areas of life skills, confidence building, goal setting, problem solving, resume writing and job search techniques.

Her prior experience with the Health Promotions Directorate enabled Elizabeth to develop her skills in *community development, program design and planning administration and financing, needs assessment, and the promotion of programs.*

How To Contact

Please write to Sema Aksoy, Skills Bank Coordinator, CLOW, 692 Coxwell Avenue,

Toronto, Ontario, M4C 3B6 or telephone (416) 461- 9264 at the CLOW national office.

A Reminder

Please send in your form for updated or new registration in the Skills Bank. If you have used the Skills Bank please send us your feedback sheets.

WEST END MACHINING
34 Chauncey Avenue,
Toronto M8Z 2Z4
Tel: (416) 233-1238.

AWARDS, GRANTS

1.

Friends of Therese Casgrain have set up a Foundation in her memory. The general purpose of the Foundation is to advance and sponsor research on women. Jeanne Sauve, Speaker of the House of Commons, will chair the Campaign Committee which will raise funds for the Foundation. Guidelines and criteria for allotting funds have yet to be established, but we will endeavour to keep you posted, when information becomes available.

2.

The Canada Council gives grants and other kinds of assistance to Canadian professionals, artists and arts organizations. Explorations, a multi-disciplinary and project-oriented program, was developed to meet the needs of people working in areas which don't easily fit the traditional art forms. Helen Murphy invites you to call her or the Communications Service staff (toll-free, 1-800-267- 8282 or Ottawa at 237-3400), if you want to know about the Council's programs, how to apply, criteria for eligibility and so on.

3.

PERSONS AWARD - Status of Women Canada is now requesting nominations for the Persons Award, presented each year by the Governor-General in commemoration of the decision that recognized the status of women as 'persons'. Winners receive a medal, presented by the Governor General at Rideau Hall. The Award honors women who, having dedicated their lives to improving the status of women in Canada, have not always had their efforts recognized at their true value. For more information write: Persons Award, Status of Women, Canada, 151 Sparks Street, Rm. 1005, Ottawa, Ontario K1A 1C3. Telephone: (613) 995-7835. Nominations should be submitted before June 1, 1983.