

WOMEN'S EDUCATION  
DES FEMMES



SEPTEMBER 1983

---

vol. 2 no. 1

---

## Table of contents / Table des matières

[President's Message from Leiba Aronoff](#)  
[Message de la présidente par Leiba Aronoff](#)

### NATIONAL FEATURES

1. [Loi et formation](#)  
*par Lucie Douville*  
[The Law and Training](#)  
*by Lucie Douville*
2. [The Impact of the National Training Act on Women](#)  
*by Lisa Avedon*  
[Colloque et Congrès](#)  
*par Lisa Avedon*
3. [Breaking Through the Centrefolds](#)  
by Gail Dewores  
Introduction aux métiers non traditionnels pour 1es  
[Femmes](#)  
*par Gail Dewores*
4. Systemic Discrimination and the Provision of  
[Training Programs to Women](#)  
*by Carole Wallace*

### [BOOKS IN REVIEW](#)

[Resources](#)

[Announcements](#)

[UPCOMING and CURRENT](#)

[SKILLS BANK](#)

# WOMEN'S EDUCATION DES FEMMES

Editing/Redaction: Susan McCrae Vander Voet/ Elizabeth Wood. Translation/Traduction: Sophie Arthaud. Resources/Ressources: Elizabeth Wood. Layout/Mise en page: Elizabeth Wood/Carmen Moreno. Cover/Couverture & Design/Maquette: Nancy Meyer.

WOMEN'S EDUCATION DES FEMMES is published quarterly by the Canadian Congress for Learning Opportunities for Women, a national, non-profit, women's organization dedicated to promoting learning opportunities for women. We welcome the submission of articles and graphics. Publication dates are Dec. 1, March 1, June 1, and Sept. 1. Deadline for submissions is six weeks prior to publication.

WOMEN'S EDUCATION DES FEMMES est publié tous les trois mois par le Congrès canadien pour la promotion des études chez la femme. Le CCPEF est un organisme nationale bénévole qui travaille à améliorer les possibilités d'apprentissage pour les femmes. Nous serons heureux de recevoir, pour fin de publication possible, tout article ou matériel artistique. Dates de parution: 1<sup>er</sup> decembre, 1<sup>er</sup> mars, 1<sup>er</sup> juin, 1<sup>er</sup> septembre. Les articles doivent être soumis un mois avant les dates de parution.

Inquiries:

CLOW  
692 Coxwell Ave  
Toronto, Ont.  
M4C 3B6  
416) 461-9264

Communiquer avec:

CCPEF  
692 avenue Coxwell  
Toronto, Ontario  
M4C 3B6  
( (416) 461-9264

Library of Canada ISSN 0714-9786 Bibliothèque nationale du Canada. Copyright ©1983  
Canadian Congress for Learning Opportunities for Women/Congrès canadien pour la  
promotion des études chez la femme.



---

IT'S TIME: IN FACT, IT'S PAST TIME

**THE LEARNING CONNECTION: WOMEN'S LEARNING IN THEORY AND PRACTICE**

*Is the name of the CCLOW national conference which will be held August 19 to 22, 1984 at the Ontario Institute for Studies in Education, Toronto. We are looking for papers, workshop presentations on all aspects of women's learning. If you are a researcher or practitioner, and are doing some interesting work which should be shared, let us know. Information on the Conference will appear in each issue of WOMEN'S EDUCATION DES FEMMES. In the meantime, please help us spread the word. If you have input into a newsletter, we would appreciate your putting the above information in it, including that ideas, questions, comments, should be sent to: Lisa Avedon, Conference Planning, CCLOW, 343 Coleridge Drive, Waterloo, Ontario, N2L 2V5*

IL EST TEMPS: EN FAIT, IL EST TEMPS PASSÉ

**L'ÉTUDE DES FEMMES EN THÉORIE ET EN PRATIQUE**

*Est le sujet de la conférence de Lisa Avedon, coordonnatrice du Congrès national du CCPEF, qui se tiendra du 19 ou 22 août 1984 à l'Institut d'études Pédagogiques de l'Ontario. Lisa demande à chacune de nos lectrices de répandre la nouvelle quant à la tenue du congrès. Toutes les personnes intéressées à présenter un exposé ou un atelier sont priées de se mettre en rapport avec Lisa, au CCPEF, 343 Coleridge Drive, Waterloo, Ontario. N2L 2V5*



## President's Message

---

*It is one year since the first issue of our quarterly, WOMEN'S EDUCATION DES FEMMES took to the mail ways. Thanks to the hard work, imagination and commitment of our Coordinator and a crew of volunteers WEDF has served to keep our membership informed" provincially and nationally, about developments and concerns related to women's education. Along with our SKILLS BANK, WEDF helps us share information and skills as well well as promote continuing growth of our networks across geographic distances.*

*Just as our regional networks have developed, so have our national links with other women's organizations. More and more women's organizations are getting together to share concerns and ask each other for support. As a result, the National Women's Organization Networking System, is growing stronger and louder. The issues are becoming more encompassing and inter-connected while the resources: human and financial, are stretched to the limit. Women's organizations are uniting to take joint action!*

*As noted in the last issue, shoe string budgets are not enough! And we have said so, with some results. It is now possible for non-profit organizations to apply for up to \$50, 000 to develop proposals to access the Skills Growth Fund for training programs, to meet the specific needs of women. This was announced by the previous Canada Employment Minister, Lloyd Axworthy on June 27, 1983, as part of the special measures under the National Training Act to train, hire and promote women for the jobs of the future.*

*On this same date, CLOW along with representatives of four other national women's organizations, met with ministers Judy Erola and Serge Joyal to under funding of the Women's Program of Secretary of state, what we want is \$1 for every Canadian female of \$12.3 million for organizational and project funding. \$3.2 million is not enough! Mr. Joyal found our proposal reasonable and was very supportive. Discussions are currently under way with Cabinet Ministers who sit on the Social Development Committee of Cabinet, to seek their approval of our proposal, as a demonstration of the government's commitment to improving the status of women.*

*Sincerely*

*Luiba*

## Message de la présidente

Il y un an de cela paraissait le premier numéro de notre revue trimestrielle Women's EDUCATION DES FEMMES. Grâce au dévouement, à l'imagination, à l'ardeur, au travail de notre coordonnatrice et de notre équipe de bénévoles. nous avons pu informer nos lectrices des événements ayant trait à l'éducation des femmes et ce tant au niveau provincial que national. Comme la BANQUE DE RESSOURCES. W.E.F. nous aide à échanger des renseignements et des ressources, tout en contribuant à l'expansion de notre réseau à travers le pays.

Nos réseaux se sont affermis à l' échelle régionale et nos liens avec les autres organismes féministes se sont consolidés sur le plan national. De plus en plus d'organismes féministes sont prêts à partager leurs problèmes et à s'entraider. Le "Système national de réseaux organisationnels des femmes" devient plus fort et plus sûr. Les problèmes traités présentent plus d'envergure et sont davantage reliés les uns aux autres; les ressources humaines et financières sont utilisées au mieux.

Les organismes féministes s' unissent pour obtenir des réalisations concrètes.

Comme nous l'avons indiqué dans notre numéro précédent, des budgets ridiculement minces ne sauraient suffire. Nous l'avons, répété maintes fois et nous obtenons maintenant des résultats! Les organismes bénévoles peuvent désormais demander une , subvention de jusqu'à 50 000\$ pour formuler des propositions, demandant l'aide du Fonds de développement des ressources, pour des programmes de formation destinés aux femmes. C'est ce qu'a annoncé le ministre Lloyd Axworthy, le 27 juin 1983, dans , le cadre des mesures spéciales de la Loi nationale sur la formation, prises pour promouvoir la formation et l'emploi des femmes.

Ce même jour, le CCPEF et les déléguées de quatre autres organismes nationaux ont rencontré Judy Erola et Serge Joyal, ministres, pour discuter des problèmes sérieux provoqués par le financement inadéquat des programmes créés par le Secrétariat D'Etat pour les femmes. Nous avons demandé que soit versé 1\$, pour chaque femme canadienne, soit 12,3 millions \$, en vue de financer les projets; 3,2., millions \$ ne suffisent pas! M. Joyal a Jugé fort raisonnable notre proposition et s'est montré encourageant. Nous avons des entamé des discussions avec les ministres siégeant au Comité des affaires sociales, leur demandant d'approuver notre proposition et, témoignant ainsi du bon -vouloir du gouvernement quant à la promotion du statut de la femme.

Sincèrement,

*Luiba*





# National Features

---

## Loi et Formation

par LUCIE DOUVILLE

*In June, 1982, the federal government passed Bill C-115, the National Training Act. This Article explores the changes in occupational training brought about by the NTA which have seriously disadvantaged women.*

En juin '82, le gouvernement fédéral adoptait une nouvelle loi sur la formation professionnelle (C-115). Depuis, des accords furent signés entre le gouvernement fédéral et les provinces, accords qui fixent le genre et le montant de formation.

En étudiant la loi ainsi que les propositions du ministre Axworthy, il semble évident que le gouvernement fédéral vise une plus grande "visibilité" (lire contrôle) en éducation des adultes. De plus, l'éducation professionnelle doit dorénavant mieux répondre aux besoins de l'industrie, et ce, dans une perspective de reprise économique, de relance.

Le nouveau programme vise donc à surmonter les pénuries futures de main d'oeuvre hautement spécialisée. En conséquence, les candidats et candidates moins scolarisés auront moins de chance. Le gouvernement fédéral veut continuer à diminuer considérablement la formation préparatoire ou générale et affecte ces sommes à la formation directement reliée à l'emploi.

### Objectifs exprimés dans les textes de loi

#### de 78-82

"D'offrir des possibilités suffisantes de formation aussi bien aux personnes à la recherche d'un emploi qu'à celles détenant déjà un emploi (1.-13) et de munir l'adulte d'une formation convenable".

#### de 82-85

"D'offrir de la formation professionnelle qui favorise l'adoption des qualifications professionnelles de la population active aux besoins et à l'évolution de l'économie et augmente les chances d'emploi ou de rémunération".

**Programme de Formation de la  
main d'oeuvre du Canada  
Stagiaires à plein temps en  
formation de base et coûts,  
1976-71 et 1980-81**

(en dollars 1976)  
1976-77      1980-81

Coûts (Achats des places et allocations)	\$123.741,881	\$48,247,531
Stagiaires InscrIts (en Institution)	44,910	24,799

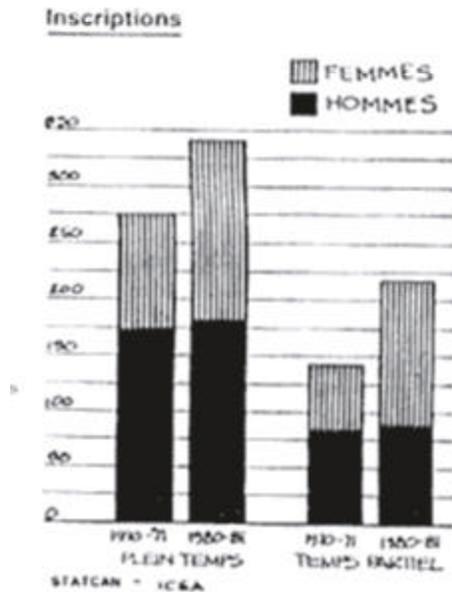
Emploi et imigration Canada., 1976-77,1980-81

p. 30. "Du point de vue des adultes".

De plus, la nouvelle loi définit l'adulte comme une "personne qui n'est plus tenue légalement de fréquenter l'école".

Ces deux changements risquent de désavantager sérieusement les femmes. D'abord, parce qu'elles n'ont pas les connaissances de base nécessaires pour les professions identifiées comme prioritaires et qu'elles auraient besoin de la formation en mathématiques. En science... Ensuite. Parce qu'elles seront en compétition avec les Jeunes qui possèdent plus de pré-requis académiques... et avec les chômeurs masculins qui ont une meilleure connaissance du marché du travail.

Pourtant, les femmes veulent se recycler, veulent se former. La preuve c'est qu'elles sont de plus en plus nombreuses dans les activités d'éducation de toutes sortes. La proportion de femmes inscrites soit à l'université, soit dans les ateliers est considérable et en croissance. Mais depuis cinq ans, la proportion de femmes bénéficiant des cours offerts par la main-d'oeuvre diminue constamment...et ce. malgré que leur taux de participation au marché du travail augmente. Le nombre d'étudiantes à plein temps a diminué de 6.7% c'est-à-dire de 80.256 en 1979-80 à 74.904 en 1980-81. ,



Or, si les cours préparatoires à la formation professionnelle ne sont plus offerts, si la tendance à subventionner les cours spécialisés pour l'industrie s'accroît, les femmes n'auront pas réellement accès à la formation professionnelle. Elles sont déjà concentrées dans la formation pour les emplois traditionnellement réservés aux femmes.

La loi C-115 ne prévoit pas de mesures, d'action positive pour la majeure partie des programmes de formation. Ce sont uniquement quelques programmes spécifiques - à petits budgets - qui favorisent l'intégration des femmes aux métiers dit non-traditionnels.

Quels sont les éléments positifs?

Le gouvernement reconnaît, en principe les besoins particuliers des femmes en formation et en emploi.

La durée des cours est augmentée d'un an à deux ans.

Les organismes à but non-lucratif qui offrent de la formation peuvent, signer des accords avec la main d'œuvre pour offrir la formation. Certains groupes autochtones ont déjà profité de cette nouvelle politique.

**Programme de formation de main-d'oeuvre du Canada Stagiaires selon l'occupation et le sexe, 1980-81**

Occupation	Hommes	Fammes	%Femmes
Cadres, administration	464	5125.6	52.5
Math technologie	1.784	491	18.6
Nursing	308	2.440	87.8
Travail de bureau	920	13.400	93.1
Services domestiques	415	3.174	884
Usinage	14.143	384	2.6
Metiers de la construction	31.188	424	1.3
Industre du transport	3.911	236	5.7
Mines et petrole	480	14	2.8
Formation de base	4.732	5.696	54.6
Autres	41.624	8.682	17.3
Sans indication	19.311	17.606	-
Total	119,280	53,067	30.8

Emplol of Immigration Canada, 1981

**Pourcentage du PNB consacré à l'éducation postsecondaire**

	fédéral	provincial
1975-76		
1976-77	0.95	0.79
1977-78	0.94	0.79
1978-79	1.01	0.61
	1.05	0.56
1979-80	1.05	0.56

Ministère d'État au developpement social  
Ottawa.1981

Que peuvent faire les groupes?

Nous pouvons étudier cette loi et "grapiller pour aller chercher les miettes qui nous permettraient d'offrir des services aux femmes" comme dit Lea Cousineau et entreprendre une action politique pour élargir le débat sur l'emploi et la formation. "Il nous faut une politique de plein emploi".

Au moment où l'on répète que les occasions de formation sont nombreuses, ou l'on semble culpabiliser les femmes qui n'en profitent pas, il est important de constater que l'organisation socio-politique n'a pas amélioré sensiblement l'accès à l'éducation.

## COLLOQUE ET CONGRÈS

*Le colloque organisé par le CCPEF le 18 juin 1983 à l'université de Toronto, sur le thème LES INCIDENCES DE LA LOI NATIONALE SUR LA FORMATION, s'est soldé par la formulation de plusieurs recommandations, qui ont été communiquées au ministre de l'Emploi et de l'Immigration, M. Lloyd Axworthy.*

*La requête fondamentale concerne le financement des programmes d'études pour les femmes. Lors du colloque, Marnie Clarke, nouvelle directrice générale des programmes d'Action positive et des Groupes spéciaux à Emploi et Immigration Canada, a déclaré qu'il était essentiel de continuer à faire pression auprès du gouvernement, et d'insister tant sur l'aspect qualitatif que quantitatif des programmes pour les femmes.*

Affirmative action and improved accesses for part-time education are among several major recommendations made to the Minister of Employment and Immigration, following a Colloquium on the Impact of the National Training Program on Women, sponsored by CCLOW in Toronto, June 18.

## THE IMPACT OF THE NATIONAL TRAINING ACT ON WOMEN

by Lisa Avedon

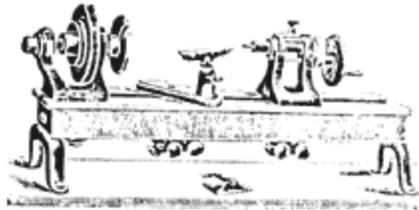
The colloquium was structured so that those attending could receive input from both a women's panel and Canada Employment and Immigration Commission (CEIC) representatives before going on to strategy sessions.

The morning panel presented the "Needs and Barriers" facing women who need training. Panelists were Lenore Rogers, past president of CCLOW, Joan Brown Hicks, former Nova Scotia CCLOW director, Pat Marshall of Ontario Status of Women Committee and Naldi Nomez of the Cross-cultural Communication Centre.

CEIC was represented by Marnie Clarke, Director General of Special Groups and Affirmative Action, and Grant Botham, Director General of Labour Market Adjustment

and Development. Ms. Clarke emphasized the need for women's groups to maintain pressure on the government regarding affirmative action and other key issues, in order for more progress to be made.

Mr.Botham explained that the National Training Act (NTA) was based on two labour market factors: the need for economic recovery which emphasizes productivity along with re-education for employment; and expanding requirements for higher skill occupations. The initial impetus for this focus were the CEIC Task Force on Labour Market Development (Dodge report) and he Parliamentary Task Force on Employment Opportunities for the 1980's (Allmand Report)



Mr. Botham outlined some of the Commissions priorities for the 1983 fiscal year, which are of particular importance to women:

- 20% of skill courses in which women have been under represented are reserved for women
- each region is to provide non-traditional training courses for women
- the Skills Growth Fund will be used to increase the availability of training for women
- computer literacy will be provided in occupational orientation programs

The percentage of reserved spaces was subsequently raised to 30% OEIC counsellors will receive training in the counselling of women for employment.

Strategy discussions resulted in a number of resolutions and recommendations, contained in the submission to the Minister by President Leiba Aronoff.

The Colloquium resolved unanimously that:

1. *CEIC contract for industrial training only with those employers who will commit themselves to affirmative action*
2. *financial aid for part-time learners be made available and include tuition, books, transportation, and child care costs*
3. *the scheduling and locating of part-time programs be done so that they are more accessible*
4. *"bridging courses" which allow women greater access to skills training under the NTA be offered and supported on a part-time basis*
5. *access to English and to French as a second language be provided for all who require such training*
6. *access to science and computer literacy be provided through CEIC as bridging*

*programs leading to technical training*

7. *basic education up to the end of high school be made accessible*
8. *there be continuous access throughout the training process from one level to the next, without interruption*
9. *CEIC monitor the impact of abbreviated technology programs on women students, including job placement records and compare to the longer diploma programs*
10. *CEIC, in conjunction with appropriate federal and provincial departments, work towards providing adequate funding for women to pursue training in technical diploma and certificate programs which exist*



A further recommendation which was made, that money be made available to non-profit groups for the development of proposals for use of the Skills Growth Fund, has already been addressed by the Commission. The Minister announced in July that up to \$50,000 would be made available to non-profit organizations to develop proposals, thus enabling women's groups with limited resources to apply for funding.

### ACTION!

If you support any or all of these recommendations, write to, or visit the head of your local CEIC office to discuss them. Write to your provincial Minister of Education, listing the recommendations and asking that she/he support and implement them. Write also to John Roberts the New CEI Minister

## Breaking Through the Centrefolds Pre-Trades Training for Women

BY GAIL DERWORES

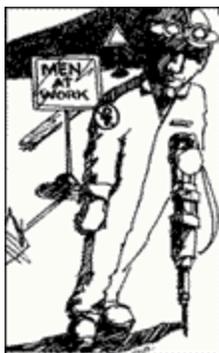
### INTRODUCTION AUX MÉTIERS NON TRADITIONNELS POUR LES FEMMES

*En septembre 1983, au Collège communautaire de Regina Plains en Saskatchewan, commencera une nouvelle session du cours d'introduction aux métiers non traditionnels pour les femmes.*

*Ce cours, créé en 1978 par deux femmes-menuisiers, est offert, en collaboration avec l'Institut technique de la Saskatchewan.*

*Chaque session, longue de douze semaines, accueille vingt-deux femmes qui bénéficient de l'appui financier d'Emploi et Immigration Canada. Le cours comprend trois grandes*

*parties: travail en classe, atelier et placement. L'objectif est de permettre aux femmes réellement intéressées par un métier non traditionnel d'acquérir une expérience sommaire des outils et méthodes du métier, ainsi que des conditions du marché de l'emploi. Les métiers enseignés sont divers: soudeur, électricien, mécanicien, peintre-décorateur, réparateur de machines-agricoles, etc.*



## Pre-Trades Training For Women

A little girl is asked to draw a picture of what she wants to be when she grows up. Without hesitation, she draws a picture of herself fixing the engine of a car. She wants to be a mechanic.

It's the old cliché - "Like mother like daughter". Her mom, Noreen is following her childhood ambition. Noreen was enrolled in the Pre-Trades Training for Women program, run through the Community College, preparing for a career as a farm machinery mechanic.

When Noreen's four daughters are grown, they won't be facing the same employment barriers their mother faced, because today, women in trades are paving the way for the future.

The Pre-Trades Training for Women program is a 12-week course designed for women who are serious about a career in the trades. The program is offered in cooperation with the Saskatchewan Technical Institute. Twenty-two women are sponsored by Employment and Immigration Canada and the Non-Status Indian and Metis Program for each session.

The next scheduled courses will begin in September 1983 and February 1984. During the course, the women are involved in classroom sessions, shop training and work placements.

Classroom time covers such areas as work conditions, experiences of women now in the trades, preparing resumes, assertiveness training, searching for employers and training opportunities.

Shop training, held at STI in Moose Jaw, provides an introduction to a variety of trade. An

overview is given on each trade taught at the institute. Hands on experience is included. Exposure is also given to other training programs offered in Saskatoon.

The placements give each woman a chance to develop some basic skills and experience in Actual work situations for a four week period.

Toni had worked on a factory assembly line in Ontario for many years. In her spare time, she enjoyed helping her husband, with backyard mechanics.

Her main interest in the Pre-Trades program was auto body repair. Although she found her work placement had problems because quotas set for her co-workers gave them little time to share their expertise with her, she understood the situation and felt returning to technical school would be her best avenue. She intends to pass her skills along to her husband, after which they wish to open a shop of their own.

Ashmita, known as Ash to her classmates, is originally from London, England. Her fellow classmates marvelled at the way she excelled in her introduction to almost every trade at the STI session.

She found working in a traditional office atmosphere dull, and encourages women who are interested in the trades to pursue their interest. She is interested in the field of auto mechanics

Shirley and Lynne spent their work placement time at the Regina Airport as carpenter and electrician trainees. They both found the men they were working with to be very supportive and enthusiastic. Shirley plans to return to school for upgrading before continuing the trade route, as she feels a strong background in mathematics is very important to the carpentry career. Lynne wants to be a commercial electrician and is hoping to apprentice in a small town.

Other classmates' work placements involved welding, painting and decorating, communications technology, heavy equipment operation, industrial instrumentation, auto mechanics and industrial mechanics.

Leona Dvorak and Bev Siller designed the program and have been coordinating and instructing it since its inception in 1978. Both women are carpenters, general contractors and owners of Silver Sage Wood working in Edgeley where they live.

They also volunteer their time in the Saskatchewan Tradeswomen Association which promotes the concept of women in non-traditional work. The Association is working on an educational package in workbook format to acquaint young students with the trades and how to train for them.

It's hard to break the old habits and attitudes. The centrefolds from "Playboy" magazine still hang on the walls of trade shops. But these women are welding, grinding and hammering through them.

## N.T.A. NETWORKING

Please write and let us know what effects you have observed in your area of the N.T.A. on women.

Are more or fewer women accessing CEIC training in your community? Have any program been cut? What have been your experiences and problems?

we will print a summary of your responses in the next issues, in order that we may share our knowledge .

Women who find out about trades training are systematically discouraged from registering for such courses by C.E.I.C. counsellors. Between January 1981 and January 1983, we referred 41 women for specific trades courses in which there was supposedly priority given to women. In 29 cases we were obliged to intervene directly in order to assure that the women be registered. , In 2 cases, counsellors did not know of the existence of such a policy, in 2 others they insisted that women must undergo aptitude testing before being allowed access to trades training, in another case, a woman was told that she had no right to a retraining course because she had been absent from the labour-market for five years in order to be with her young children.

Several individual women managed to pressure counselors without our help, but reported back to us that there had been considerable scepticism about their career choices.

While undergoing retraining, trainees are required to remain on U.I.C. if they are eligible. Since women earn on the average 60% of what men earn, they are less likely to be able to undertake extended training because their U.I.C. payments are insufficient. Moreover, 25% of women work part-time and are either not eligible for U.I.C. or receive cheques which are clearly inadequate. One woman who held a part-time job previous to beginning a welding course was obliged to apply for U.I.C. and received \$55.00 per week- \$15.00 less than the training allowance which U.I.C. pays to trainees who are not receiving U.I.C. Obviously such a policy of requiring trainees to remain on U.I.C. even when these payments are inferior to the training allowances has an adverse impact of women's participation in retraining programs.

The majority of trades courses are offered at night from 4 p.m. to 10 p.m. The impact on women who have family responsibilities is obvious especially in the case of women who head families, C.E.I.C. statistics indicate that 4 times as many women as men trainees are likely to be divorced or separated. Courses offered at night when schools and day cares are closed are inaccessible to women who have children given that C.E.I.C. offers only \$20.00 per week in child care for the first child and \$15.00 for each subsequent child. Many women who have been interested in trade training have been deterred by the impossibility of finding reliable child care (including suppers) for \$20.00 for 40 hours a week.

This is one of the main reasons why A.T.F. requested that a welding course be offered for women at Centre Parathenais during the day when childcare is easier to arrange and schools and daycare centres are open.

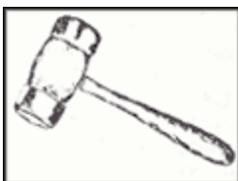
When A.T.F. submitted its complaint against the Commission last summer, the specific incident involved a refusal to establish a welding course for women, 4 of whom are single mothers who have young children. In order to make this course accessible we requested that it be given at the Centre Parathenais which is readily accessible by public transportation and during the day. We also wanted a group of women to be together in order to provide mutual support so that they would not be isolated in a male milieu and therefore susceptible to harassment.

# SYSTEMIC DISCRIMINATION AND THE PROVISION OF TRAINING PROGRAMS TO WOMEN

BY CAROLE WALLACE

## EDITOR'S NOTE

This article is an edited version of a submission by Action Travail des Femmes to the Canadian Human Rights Commission. It was prepared after the CHRC sent an investigator to assess ATF's complaint against the Ministry of Employment and Immigration Canada. The Investigator did not know what constituted systemic discrimination and was unable to do an adequate investigation. ATF subsequently did its own investigation of which this is a portion. It was not possible to publish here, the statistical tables which accompany the report, but they/ are available from CLOW or from Action Travail des Femmes at 2515 rue Delisle, Montreal, Que. H3J 1K8.



In filing a complaint before the Canadian Human Rights Commission against the Minister of Employment and Immigration in July 1982, ACTION TRAVAIL DES FEMMES (A.T.F.) accused the Commission of training policies which operate to exclude women from training courses which have been, and still are, reserved for men. The Ministry's refusal to provide a welding course to 15 Montreal women was cited as an example of an overall policy not to make trade training accessible to women.

The evidence that such policies exist is to be found firstly in the Ministry's own statistics. Of forty-eight courses designated by C.E.I.C. as non-traditional and supposedly the object of the policy known as "priority to women" Since 1977, only three trade courses cook, butcher and business administration (finances) had substantial (at least 20%) female enrolment in 1981-82. It is interesting to note that these three courses are offered during the day. The other 48 courses mostly offered from 4 p.m. to 10 p.m. had a total enrolment of 3,274 including only (3%) women. Needless to say courses such as clerk-typist, sewing machine operator are composed totally of women. Such courses are also generally offered during the day.

According to a study published in 1980 by the Canadian Advisory' Council on the Status of women, women are under represented in institutional training programs subsidized by C.E.I.C. In 1980-81, women were 48% of the unemployed while they comprised only 32% of C.E.I.C. institutional trainees.

These statistics are the inevitable result of the implementation of Commission policies.

Women who register with Canada Manpower and who seek information on retraining programs are systematically oriented towards courses such as typing, book-keeping and

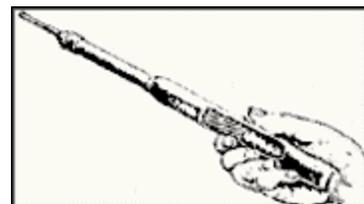
keypunch operator. Since September 1980, 744 women have come to A.T.F. for employment counselling; 63% of these women have previously registered with Canada Employment and Immigration. To date we have never encountered a woman who has been informed about trades training by a C.E.I.C. counsellor although many women have been encouraged to enroll for secretarial training. No written material is available in C.E.I.C. offices in Quebec on the so-called "priority to women" in trades courses and many counsellors with whom we have dealt are unaware of this policy.

Subsequent to Mr. Axworthy's refusal of this request on the grounds that there was a surplus of welders on the labour market, we re-submitted the request through the Commission de formation professionnelle de la main d'oeuvre du Montreal Metropolitan at the suggestion of an employee of the Quebec Ministry of Labour. This person's responsibility is to organize courses in response to requests from employers, unions and non-profit community organizations. Once the need for a course has been verified and has 15 interested individuals, the request is submitted to Canada Employment and Immigration with the approval of the Quebec Labour Department.

According to this person, no course which he has ever approved has been refused and he was surprised when Canada Employment and Immigration again refused this request. When we called the Regional Office for clarification, we were again told that there was a surplus of welders on the Montreal market. Since the original request was refused, Employment and Immigration has given 5 full-time - 5 month welding courses in the Montreal area. None of these courses has had more than one woman student. The last of these courses started on May 9 at Centre Parathenais during the day!!! Obviously this course could have been offered to ACTION TRAVAIL DES FEMMES clientele since it was exactly the course we have been trying to obtain for one year. However we were not notified that such a course was to be given, nor were any of the women involved in the original group called although several of them have been offered night courses which they were unable to accept.

The original reason given for refusing this course does not stand up under analysis. As A.T.F. pointed out in its July 1982 complaint, Employment and Immigration's economists have provided figures which show that while there were 625 unemployed welders in Montreal in May 1982, there were in excess of 4,000 unemployed secretaries. This fact has not deterred C.E.I.C. from funding 17 secretarial courses in the Montreal area, over the last year. The Ministry also continues to make welding courses available to male candidates. In fact we have been unable to find a single course funded by Employment and Immigration in which there does not already exist a surplus of qualified labour.

Our conclusion is that this so-called policy is nothing more than a thinly disguised justification for refusing women access to trades training.





## Books In Review

---

### GETTING THERE: PRODUCING PHOTO-STORIES WITH IMMIGRANT WOMEN

Deborah Barndt, Ferne Cristall and dian marino (Toronto: Between the Lines, 1 982) \$8.95. Available from PRG and at bookstores by Kathleen Sullivan

Getting There is an elegant, glossy book of photo-stories and supporting essays focusing on the difficult, traumatic and challenging experiences of immigrant women who must move from rural to urban environments, from underdeveloped Third World countries to Canada, from one culture to another, and from the safety of home to the world of work. Gloria's photo story focuses on her first frightening trip to work alone on the subway, and Aurora's on the long walk across a bridge on her way to a job interview. These experiences may be seen as metaphors for the many journeys that immigrant women make. And there is another layer. Both women encounter the sexist and racist fantasy world of advertising, which distorts the reality of all women and completely denies, the existence of non-white and working class women.

The photo-stories were originally conceived of as curriculum material by the community worker coauthors and the participating women, and the book is intended for use in English-as-a-second language and literacy classes, employment programs and educational activities of unions, community organizations and women's groups. I anticipate some problems with the photo-stories in the form in which they are presented. But first, I would like to highlight the strengths of the book.

The ultimate purpose of the book is to encourage facilitators to develop relevant curriculum material with participants in their groups. The supporting essays offer excellent orientation to the position of immigrant women in the Canadian labour force and an analysis of the role that advertising plays in affecting the consciousness of women and immigrant women in particular:

An all-too-common image in advertising is that a forceful man selling soap or garbage bags to an incompetent, confused woman who basically doesn't know how to look after her own house... The politics of asking directions or requesting information is an example of one of the many cultural obstacles controlled and maintained through advertising and the mass media... While women are often put down in advertising, immigrant women are almost totally absent. This has the effect of making their lives that much more invalid. As part of the journey toward empowering ourselves, we need to 'open our eyes' to some of the effects of this constant bombardment of propaganda on our daily lives. (87-88)

A useful 'activities and discussion guide' includes suggestions specific to the photo-stories in the book and explanation of three techniques for producing photo-stories:

1. collecting and editing oral history;
2. talking and arranging photographs and
3. creating social-drama. The technically polished photo- stories, however, presents a formidable model that few groups with limited time and funds could aspire to.

Regarding the photo-stories as curriculum material, the co-authors explain the laborious and lengthy process whereby they were developed and then presented with community groups. As a universal experience I think that Gloria's is the strongest. The extensive focus on media images might make it relevant enough to the life of an immigrant woman in a small town without public transportation. Although Aurora's experience in crossing the bridge may be very evocative, I can't help feeling that there is just too much bridge on those costly, glossy pages. As a facilitator with an extremely limited budget, I wish there were less bridge and a cheaper book! This leads me to the book's major handicap as curriculum for use with groups few facilitators could afford to purchase a book for each member of a group. It would be necessary to photocopy the stories instead, which isn't such an expensive problem for us, but which denies the participants access to the glossy stories representing their own experience. Some photos are reproduced on a \$2 poster which cleverly doubles as publicity and additional curriculum material.

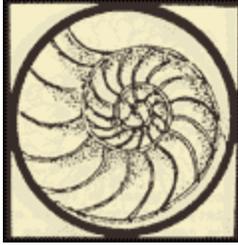
In its final form, Getting There can be most accurately described as a facilitators guide to producing photo-stories with immigrant women. The coauthors do not pretend that it can or should stand alone. It is a valuable addition to an important and growing body of alternative materials for educational use with immigrant women. Some excellent complementary materials are suggested as additional resources. Among others:

Barndt, Deborah, Themes and Tools or ESL: How to Choose Them a How to Use Them. Toronto: Ministry of Culture and Recreation, 1978.

Kainola, Mary Ann. Making Change: Employment Orientation for Immigrant Women. Toronto: Cross Cultural Communications Center, 1991 Duffer in Avenue, 1982.

Reprinted from FRS Newsletter





## Resources

---

### Publications

A PARTICIPANTS SOURCE BOOK will be available in late September from the Native Women's Association health program. The book will focus on experiences, problems and needs of native women in the areas of alcohol and drug abuse, and will include recommendations to the future National Native Alcohol and Drug Abuse Program of Health and Welfare Canada. Contact Native Women's Association, 255 Argyle St., Ottawa, K2P 1B8.

CANADIAN ADULT LITERACY RESOURCES KIT by Audrey Thomas, 1979 is available from Percy Barrett, Division of Adult Education, Box 2017 E St. John's Nf1d, A1C 5R9

ON THE LINE! Songs for Social Change by Arlene Mantle, illustrated by Rick Fielding, \$3.00, \$10 with tape, On Line Publishing. Discounts for large orders. This work is a collection of 19 songs written by Arlene Mantle with the help of trade unionists, collective song writing sessions and concerned working people. Songs address such topics as Central American Solidarity, women in the workplace, union activism and feminist issues. Order c/o Jayne Walker, 18 The Lindens, 100 Bain Ave., Toronto, M4K 1E8.

LITERACY VOLUNTEER'S HANDBOOK, Ottawa, People, Words and Change, 1980. A guide on how to teach literacy. Order from 124 O'Connor Street, 5th Floor, Ottawa, K1P 5M9.

READING DEVELOPMENT: A RESOURCE BOOK FOR ADULT EDUCATION by David Harrison, Barbara Little, Graham Mallet. This resource is one of a series of curriculum publications of the Continuing Education Division, for use in adult basic education programs in British Columbia. It is an instructor's handbook, providing practical resources for planning and teaching reading development courses, units or lessons. \$2.00, Publication Services Branch, Ministry of Education, 878 View field Rd., Victoria, B.C., V9A 4V1.

A BACKGROUND STUDY ON EXTENDING CONTRACT GUIDELINES FOR THE CORPORATION OF THE CITY OF TORONTO by Janice Dembo, Sonja Greckol, Ceta Ramkhalawansingh, Mary Bruce. "Contract Compliance" refers to a system whereby recipients of contract and other monies from the City establish their commitments to equal opportunity. The study is presented in two parts. The first outlines how employment discrimination operates to maintain a position of disadvantages in the labour market for women, minorities, and people with disabilities. Part two discusses the framework for contract compliance as a corporate City policy. Three different models for implementation are discussed. Order from Equal Opportunities Division, Management Services

Department, City of Toronto.

WORKING WITH TEACHERS AGAINST RACISM BY Barbara Thomas, 1983, \$4 from CCCC 1991 Dufferin St., Toronto, M6E 3P9. A practical guide to uncovering and acting against racism in the school. The book examines personal and institutional obstacles to changing attitudes; the skills and understanding required to fight racism; principles of anti-racist education; program ideas for teachers.

WOMEN, MICROELECTRONICS, AND EMPLOYMENT: A SELECTED BIBLIOGRAPHY, compiled by John Ford and Alan V. Miller.

This is a revised version of the selected bibliography published in March 1981 under the same title. This edition includes both the publications listed in the original as well as the more recent materials on the topic. Free. Ontario Ministry of Labor Library. 400 University Ave. 10th Floor, Toronto, Ontario M7A 1T7.

WOMEN'S ACCESS RESOURCE MANUAL, 1983 EDITION Collected and compiled by Gail Thompson.

This is a provincially-based resource book for women working with women in a variety of settings. Major topics include: Career Counselling; Employment Statistics and Predictions; Entry/Re-Entry; Non-Traditional. Employment; Feminism;

Support Group and Workshop Topics; Day care; Community Resources; Funding Sources; Feminist Publications/Publishers. Available at cost. Douglas College Women's Center. Box 2503, New Westminster. B.C. V3J 5B2, or Women's Access Association. C/o Fraser Valley College's Women's Counselor. 45600 Airport Road. Chilliwack. B.C.

ADULT BASIC EDUCATION: ENGLISH AND COMMUNICATIONS: CURRICULUM GUIDE The guide has three specific purposes.

1. To define a common curriculum goal and an array of learning objectives for Adult Basic Education English and Communications Courses.
2. To present a flexible structure for course design.
3. To provide administrators, coordinators, and instructors with a framework to assist them in their course and student related work.

It is not the purpose of the guide to articulate course titles, Levels, or standards, Price not stated. Victoria. B.C. Ministry of Education. 1982.

POSTSECONDARY EDUCATION ISSUES IN THE 1980's: PROCEEDINGS OF THE CMEC CONFERENCE ON POSTSECONDARY EDUCATION. TORONTO, OCTOBER 19-22, 1982.

This future-oriented conference, the first of its type, attempted to define more closely some of the major challenges, such as changing enrolments, more specific training needs,

etc. that institutions and governments will face in the 1980's. All addresses and papers presented at the conference are reproduced here in full, both those of the major speakers and of the panelists. Council of Ministers of Education, Canada, 252 Floor St.W. Suite 5-200, Toronto, Ontario M5S 1V5.

REPORT OF THE TASK FORCE ON MATURE STUDENTS, by The Senate of the University of Alberta, explores issues of concern to mature students, 25 years of age or older, and the implications for the university of this substantial number of non-traditional students. The Senate, The University of Alberta, 150 Athabasca Hall, Edmonton, Alberta T6G 2F8.

TASK FORCE ON PUBLIC VIOLENCE AGAINST WOMEN AND CHILDREN, Preliminary REPORT, JULY 1983.

The task force was established in August 1982 by the Metropolitan Toronto Board of Commissioners of Police. This report is a draft and will not be finalized without further input from the public. It takes the format of six separate reports with recommendations from each of the working Committees: Pornography and Advertising; Support Services to Victims; Policing; The Criminal Justice System; Urban Design; and Public Education.

Women's Networks in Canada, a 230 page how-to organizational guide provides information on formation whether for career women, single parents, professionals, the ecology-minded, people interested in skills exchange and so on.

Vancouver Women's Network  
C/o UBC Centre for Continuing  
Education  
5997 Iona Drive  
Vancouver, B.C. V6T 2A4

Cheques should be made payable to UBC.

It's Your Choice: A Personal Guide To Birth Control Methods For Women.. and Men Too! by Robert A. Hatcher and others.

Written by reliable family planning specialists, this book offers clear, up-to-date instructions for using each birth control method safely. \$4.50, Planned Parenthood Federation of Canada, 200-151 Slater Street, Ottawa, Onto K1P 5H3.

Denise Lemieux et Lucie Mercier. *La recherche sur les femmes du Québec: bilan et bibliographie.* Institut Québécois de recherche sur la culture. "Instrument de travail" no 5. 1982. 336 pages. \$14.25.

Dans le contexte des réflexions et questionnements actuels sur les rôles sociaux des femmes et sur leurs pratiques culturelles passées et présentes, le besoin se manifeste de mettre au service d'un public diversifié, des outils de recherche donnant rapidement accès

à l'information. Cet ouvrage vise un tel objectif puisqu'il rassemble plus de 2,200 titres d'études multidisciplinaires contenant des données et des analyses sur l'histoire des Québécoises et les changements actuels de la condition féminine. Cet inventaire bibliographique est accompagné d'un bilan analytique de la recherche esquissant une synthèse des principaux thèmes développés jusqu'ici et indiquant de nouvelles avenues.

## FILMS

I WANT TO BE AN ENGINEER. This 28 minute documentary film, directed by Academy Award-winning director Beverly Shaffer was produced by Studio D of the National Film Board of Canada in collaboration with the Canadian Council of Professional Engineers (CCPE). Though the film will be of interest to adults, it was made specifically to encourage teenage girls to consider engineering as an attractive career option. At present, women account for less than 2% of Canadian engineers. The film is presently available for purchase previews. It will be available to the general public as of October 1983.

JOB SEARCH: THE INTERVIEW by Madaline Ziniak, Maria Teresa Larrain, Jew Mayseung, CCCC, 1980, 23 minutes, grade 12 and up, \$100.

Depiction of job searches by three women of different backgrounds. It shows them in their home and community environments, and focuses on the interview between the applicant and the employer. Followed by a panel discussion on some of the issues raised during the program. CCCC, 1991 Dufferin Street, Toronto M6E 3r9.

RIGHT OF WORKING WOMEN by Madeline Ziniak, Maria Teresa Larrain, Jew Mayseung, CCOC, 1980, 28 minutes, grade 12 and up, \$100.

A general introduction to legislation directly affecting working women. Format consists of a brief summary of law, followed by an interview with a worker regarding experience. Focuses on topics of racial and sexual discrimination, wages and hours of work, vacation and pregnancy leave, work conditions, compensation, and unionization. CCCC, 1991 Dufferin Street, Toronto M6E 3P9.

## SLIDE/TAPE SHOWS

Content Analysis of Literacy Materials, Adult Services, St. Christopher House, 1977, slide, tape, 15 minutes, adult level, purchase \$125, rental \$15.

An examination of teaching material used in literacy and ESL classes, This slide/tape show evaluates the fundamental values, attitudes and perceptions of socioeconomic reality portrayed by existing literacy materials, and questions the viability of their use on students who may have difficulty relating to the content. CCCC, 1991 Dufferin St., Toronto, M6E 3P9.

A Million and Me, Adult Services, St. Christopher House, 1977 slide, tape 15 minutes,

adult level, purchase \$125, rental \$15.

An introduction to the problem of illiteracy in Canada. This slide/tape show emphasizes the important of rudimentary reading to basic life skills by focusing on the experience of illiterate women and revealing the implications this has for her family and working life. CCCC, 1991 Dufferin Street, Toronto, M6E 3P9.

A new 30 minute slide/tape presentation, "for the Benefit of women"/ Pour une meilleure condition feminine (working title "Federal Government Policy and Decision Making Process") The booklet, Federal Government Mechanisms for the Status of Women, is a summarized version of the highlights of the slide/tape presentation and is intended to be used in conjunction visual presentation both would be particularly useful to those interested in ensuring that their concerns are made known to government and to the legislators.

Both are available in English and French from Status of women Canada, 151 Sparks Street, Room 1005, Ottawa, Canada, K1A 1C3. 'the slide presentation is available for borrowing. by women's organizations and copies of the booklet are available free upon request.

## Announcements

### NATIVE NURSES SET UP NATIONAL OFFICE

Plans survey on native involvement in health profession.

Promotion of health careers for native people will be a major focus for the Registered Nurses of Canadian Indian Ancestry (RNCIA). The organization, which has existed for eight years, opened a national office in Ottawa in April. President Jean Goodwill will travel extensively in the coming months to survey Indian nurses on the subjects of barriers to employment and the phenomenon of few native nurses returning to their communities to practice after training. As well, RNCIA will continue its program of working with native and other health professionals to improve the health situation of Canadian native people. For information or input for the survey, contact RNCIA at 222 Queen Street, Suite 500. Ottawa, Ontario K1P 5V9.

### WOMEN'S INTERNATIONAL NETWORK DIRECTORY LAUNCHED BY ICDE

The International Council for Distance Education (WEDF Vol.4, June 1983) has announced the formation of the Women's International Network (WIN) newsletter and directory.

WIN has been evolving ICDE since June 1982. The newsletter invites submissions on research, regional activity, and resources, and will list current projects directed by WIN members. The directory gives detailed descriptions of members' work areas and professional interests for the purpose of networking. For WIN membership, newsletter and directory information contact Liz Burge, Department of Adult Education, OISE, 252 Bloor Street West, Toronto M5S 1V6.

### CALGARY GROUP MONITORS SEXUAL ASSAULT CASES TO EVALUATE EFFECTS OF NEW LEGISLATION

As a result of new legislation passed in January 1983, the Calgary Sexual Assault Centre is asking other centres and individuals to complete a short form or to send information on any cases being prosecuted under the new legislation. The Centre has received funding from the Alberta Law Foundation to monitor the effects of the legislation, which was designed to create a more humane court process for assault victims. The centre's public educator, Morgan Price, explained that "only through close monitoring of the first cases prosecuted can we determine if this legislation is fulfilling its intent."

Contact the Calgary Sexual Assault Centre at 1725 - 12<sup>th</sup>, Street, Calgary, T2T 3N1, or phone 403-244-1353

## WOMEN'S INTERNATIONAL RESOURCE EXCHANGE (WIRE)

Is a collective that provides inexpensive educational materials on international women's issues, and promotes growth and solidarity in the North American feminist community. Its resources provide connections with indigenous voices of third world ' women all over the world. Catalogues are obtainable from WIRE Service, 2700 Broadway, Room 7, New York, N.Y10025

## TWO OUT OF THREE ELDERLY WOMEN LIVE IN POVERTY, NDP REPORT SAYS

Two out of every three elderly women live in poverty, according to an interim report released in march by the NDP Task Force on older Women. The final report will be available this fall.

At every hearing across the country, the inadequacies of pensions were discussed, and it is expected that the report will call for public pension reforms.

The interim report also found that almost 50% of all single women live in poverty. NDP MP Pauline Jewitt, who participated in the hearings, says "there is an immediate need for a job creation strategy designed specifically for women in their middle years." The task force discovered a need for more specialized courses for those in the medical profession relating to the special needs of older women.

The final report can be obtained from women's organizer Mary Humphrey at NDP federal office, 301 Metcalfe, Ottawa, K2P IR9.

## COMPREHENSIVE NATIONAL WOMEN'S MAILING LIST PLANNED.

A "Canadian Women's Mailing List" will be the initial project of the WEB Women's Information Exchange Society, a non-profit group which is establishing a system of information exchange between individuals and groups wishing to send or receive information of interest to women.

CWML will collect names by offering a registration form on which women can indicate their particular category of interest, including political, cultural, athletic, ethnic, health and work. When 5,000 names have been collected, CWML will offer access to women's groups at label cost. In addition, they will maintain a printed group list directory available to all. To launch the project, CWML is approaching women's groups to send forms to their memberships. They offer an equal number of free labels in exchange.

The group stresses that no woman's name will go on the list without her initiative and consent.

CWML has applied for funding from the Secretary of State Women's Program and is

eager to hear from groups across the country. Write to WEB Women's Information Exchange, 9280 Arvida Drive, Richmond, B.C. V7A 3P4.

CLOW ACROSS THE PROVINCES WILL  
REAPPEAR IN THE DECEMBER, 1983 ISSUE



## Upcoming & Current

---

### International

*EXERCISE FOR HEALTH-THERAPY 11th Annual Fitness After 50 Conferences, Sept. 30 - Oct. 2, Rensselaerville, N.Y.*

This conference for professionals in the field and interested individuals features participatory workshops, seminars, exercise demonstrations and organized activities. Course credits may be arranged.

Reservations payable in advance. \$205 U.S. (lower for partial attendance). Contact Sara Harris, Centre for the Study of Aging, 706 Madison Avenue, Albany, N.Y., 12208. (518)465-6927.

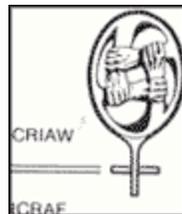
### BRITISH COLOMBIA

**B.C. NATIVE WOMEN'S SOCIETY ANNUAL CONFERENCE** The theme this year will be Native Women's role in a changing society. Sept. 13

**For more information call (604) 374-9412**

*OPEN HOUSE (FREE) Vancouver Women in Focus Society, Sept. 16, 2-8pm Sept. 17, 10am-5pm.*

A program of films and video from the Society's collection of feminist productions will be shown. Arts and Media Centre, 11204 456 West Broadway, Vancouver. (604)872-2250.



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

*Annual Conference of the Canadian Research Institute for the Advancement of Women.*  
Nov. 11-13, Vancouver, B.C.

This conference seeks to promote social action. Core papers will analyze feminist research in traditional disciplines. Workshops will discuss how research can be used. Keynote speakers will examine the implications of a new feminist society. Registration \$40-75. Contact Maureen Pontont 301-1107 Horner St. Vancouver B.C. V6B 2Y1

## ONTARIO

*WOMEN AND THERAPY Professional Development Associates, Toronto, Nov. 9-11*

35 lectures and workshops will explore social issues affecting women's health. Phyllis Chester (Women & Madness) is keynote speaker. A major event for those involved in women's mental health.

Fees vary according to participation. bursaries are available. Contact P.D.A., 3 Cameron Crescent, Toronto. M4C 1Z7. (416) 486-6925.

*LA FÉDÉRATION CANADIENNE DES FEMMES DE CARRIÈRES LIBÉRALES ET COMERCIALES planifie un colloque au sujet de la femme sur le marché du travail les 7-8- 9-10 octobre 1983 all Chanteclerc à Ste-Adele.*

Information: 56 rue Sparks, pièce 115, Ottawa, Ontario, K1P 5A9. (613)234-761.9.

*THE VISIBLE MINORITY WOMAN, A CONFERENCE ON RACISM, SEXISM AND WORK Sept. 30 - Oct. 2. O.I.S.E... Toronto, Ontario.*

Many visible minority women contributed ideas for this conference. The program will focus on networking. Workshops and activities allow for opportunities for meetings, sharing concerns and planning strategies for change. Dr. Mavis Burke will give the keynote address. Daycare and some language assistance are available and travel assistance. \$10-45. Contact Akua Benjamin (416)965-1613. Sponsored by Min. of Labour's Women's Bureau, Race Relations O.I.S.E. & Ontario Women's Directorate.

*STUDYING PROBLEMS ASSOCIATED WITH VIDEO DISPLAY SYSTEMS sponsored by the Planetary Association for Clean Energy. Skyline Hotel. Ottawa. October 27-28*

An interdisciplinary conference offering workshops and tutorials on the economic, legal, medical, academic and scientific aspects of this new technology. Dr. Alvin Toffler will give the keynote address. Fee \$250-275; travel discounts available. Contact Catherine Cole. 77 Metcalfe St., Suite 607A. Ottawa K1P 516. (613) 236-6268.

*EXECUTIVE DIRECTIONS: CATCHING THE TREND WAVE Nov. 3, Sheraton Centre,*

*Toronto*

John Naisbitt, author of Megatrends will be the keynote luncheon speaker. Workshops will focus on the trends which are reshaping our society and their impact on economic sectors. This one day conference is cosponsored by American Express and the Association of Women Executives. Full Day \$150; lunch and keynote \$35. Contact Susan Stoyanovich. The Houston Group. 180 Dundas W., Suite 2000. Toronto. M5G 1Z8 (416) 598-4222



***LEARNING FOR ACTION: DEVELOPING NEW CONCEPTS AND STRATEGIES FOR HUMAN RIGHTS IN CANADA Dec. 8-11, Conference Centre Skyline Hotel, Ottawa***

This conference is sponsored by the Human Rights Coalition (Canada) to Celebrate the 35th Anniversary of the Universal Declaration. Workshops will address the full range of human rights issues, legislation and strategies. Keynote speakers of international status will discuss human rights and social change in the 1980's as part of their world view. Fee - minimal, Contact Human Rights Coalition (Canada), Ottawa University, Fauteux Hall, 57 Copernican, Room 368, Ottawa, K1N 6N5

**ALBERTA**

***MARKETING AND FUND-RAISING FOR VOLUNTARY AND NON-PROFIT? ORGANIZATIONS Nov. 21-22, Corbett Hall, University of Alberta, Edmonton***

A two day seminar sponsored by the Canadian Centre for Philanthropy. Contact Bill Preshing, Corbett Hall, University of Alberta, Edmonton, T6G 2G4 (403) 432-3116



# Skills Bank

---

## INDIVIDUAL PROFILES

*By Sema Aksoy*

This is the third article of a series, in which we highlight CLOW members registered in the Skills Bank whose skills may be of current interest to you.

### CAROL CONNICK CHARLOTTE TOWN, P.E.I.

Carol is a qualified instructor and promoter-facilitator who completed two years in the Business Administration Department at the University of Prince Edward Island.

Carol's involvement with the CLOW dates back to early 1982 and since then she has been an avid user of the Skills Bank.

#### *Current Areas of Activity*

Carol Connick is working as an instructor of accounting-technology in Holland College, Charlottetown, P.E.I. In her present capacity, she performs several functions which are just as interesting and fulfilling as her teaching.

Ever since she began her job at the College, she has been conducting an active campaign to raise the feminist consciousness on campus. She had compiled a report on sex-role stereotyping to be presented to the college administration. Her report and proposal on this subject had an instant response and a four person committee was set up to study the attitudes and perceptions of male and female roles. Carol was able to initiate enough interest during the Awareness Week to capture the attention of campus press and receive good coverage.

#### *Skills*

Carol's skills and background in resources, non-traditional skill training, public school system, human rights, labour education and organization have aided her in her attempts to raise feminist consciousness on campus, and to accomplish so much. Her efforts created a momentum on campus which led to the formation of a grass roots committee to work in the area of sex-role stereotyping. This committee has formulated objectives for an awareness program and has submitted a statement to the College Board of Governors to

be incorporated in the College Mission Statement on non-discrimination. Carol has indicated to the Skills Bank that she has developed written materials on the elimination of sex-role stereotyping at college level, with the help of Skills Bank. She adds that CLOW members working in other post-secondary institutions have shared with her their concerns and experiences, and have given their support by suggesting constructive ways of dealing with the negative aspects of such a sensitive subject. Carol's CLOW network provided her with a list of resource persons who can present or contact workshops.

### *How To Contact*

Please write to Sema Aksoy, Skills Bank Coordinator, CLOW, 692 Coxwell Ave., Toronto M4C 3B6 (416)461-9264