



**BUILDING BRIDGES, BUILDING PARTNERSHIPS**  
**WITT National Conference**  
Halifax, Nova Scotia, June 1994

## *Report from the National Coordinator*

*Marcia Braundy*

The delightful graphic on this page was one of the submissions we received in response to our call for a graphic to represent the conference. We would like to thank all those who submitted. Annie Weeks from Victoria was selected as the artist, and the Advisory Committee is working with her to finalize the image.

The conference is in June, 1994. It starts Friday evening of June 3rd, and will continue through June 7th. As usual, the first two days will be for women training and working in trades, technology, operations and blue collar work (TTO/BCW) and their advocates. Workshops will be overviews, skill building and analysis, as well

as the business of the WITT National Network. On Sunday evening we will be joined by employers, unions, educators and federal/provincial government representatives to share issues, strategies and specific problem solving approaches to the effective integration of women into TTO/BCW.

This conference will provide an opportunity to understand and focus on the new Sectoral Partnership approach to human resource planning and development in Canada, and ways we can work with this initiative to ensure a productive workforce for our country.

Now is the time for unions, employers and educators to get ready to sponsor the participation of their WITT women at the Conference.

*...continued on next page*

## Our Sectoral Partnership Initiative

WITT has completed the development phase of our project to work with a variety of Canada's industrial sectors: the Canadian Automotive Repair and Service Council (CARS), Electric and Electronic Manufacturing (EEMAC), and Environment, Broadcasting, and Aviation Maintenance Councils, to name a few. During this time we have created a new and very useful tool. *Integrating WITT - Strategies to Welcome Women in Trades, Technology, Operations and Blue Collar Work* is a self-administered checklist to assist employers, unions, individual WITT women, Health and Safety Committees and others to analyze efforts to make our workplaces more woman-friendly. Available for purchase in the new year, *Integrating WITT* will be a low-cost tool to assist in developing an action plan for successful integration initiatives. Hopefully, WITT will be in a position to provide some assistance in implementing those plans. More about that in the next newsletter.

## Equity in Apprenticeship Across the Country

The Federal and Provincial Ministers Responsible for Labour Market issues met last June and decided that Apprenticeship Revitalization and Equity in Apprenticeship would be a major focus for the coming year. They have begun work on a "Best Practices Guide," outlining the initiatives taken by each province thus far, and highlighting those that are having some success. Newfoundland is undertaking the research and B.C. is the "lead" province for the whole initiative.

The Equity working group of the CLFDB National Apprenticeship Committee has presented a discussion paper, approved by the committee for discussion with the larger community. I would like to thank the committee for a strong paper, with some very good ideas, including the need for a strong statement from the Minister, in support of both Apprenticeship, and Equity in Apprenticeship initiatives. It is clear from the Liberals' election policy paper on Apprenticeship, that this may be forthcoming. We have encouraged government to begin this process with the onset of their infrastructure development projects. Both of these papers are available from our national office.

The Provincial Apprenticeship Board in B.C. also has an Equity Committee Report. The Board has been working its way through this report, approving some recommendations, and discussing others further.

It seems that no one has a problem with asking a Minister to set a public policy framework for these issues, yet when it comes to implementation strategies we find resistance to the idea that those receiving contracts from the public purse should be held account-

able to those principles. We do know that without clear practical strategies, policies can and do collect dust on a shelf.

For a perfect example of this we can look to the Hibernia Site in Newfoundland, where commitments are written into the contracts, but accountability has not been required to demonstrate good faith adherence. (Please see the letter from a woman trained for the Hibernia site on page 17.) I have had similar discussions with employers, unions and government representatives regarding the Fixed Link project in Prince Edward Island.

It is sometimes difficult to agree to require adequate performance and results, but the question must be asked: **What greater right do the men have to those jobs than women who have the same economic needs and who are trying to gain access to the same benefits of training and qualification?**

## WITT Groups Active

WITT groups are becoming more active in Nova Scotia, and a new one started in Prince Edward Island. WITT Newfoundland has been very active in assisting the women who were trained for positions at Hibernia, to obtain jobs on site. There is support available and work to be done, so please work with your local group to ensure success for the many strategies you may undertake. This may be social time spent with other women who face similar worksite concerns or involvement in role modelling activities through local school boards. For others, it may mean ensuring women's training needs are heard at local and provincial levels of Labour Force Development Boards, or working to educate local employers or unions about our issues. Where ever your interests lie, there will be a place for you in your local WITT group. WITT National Network hopes to be able to provide training for local group members, and will introduce some of this at the 1994 National Conference.


## Seniority and Employment Equity Implementation

After the report of the WITT/IAS sub-committee on this issue, we have decided to undertake an in-depth research project which examines, in collaboration with our union brothers and sisters, ways in which seniority principles have been adapted across the country to accommodate more extensive EE initiatives. We hope to develop a "best practices" guide to assist those of us working with integration issues.

## WITT Standards and Guidelines

WITT's National Standards and Program Development Guidelines have been well circulated around the country and acclaimed as an entry level standard for trades and technology training. While honoured by this recognition, we must continue to insist that women-only programming be available at the exploratory level. The need to build self-confidence and self-esteem through the development of tool skills must be acknowledged, and the barriers to achieving this in a mixed-gender environment must be appreciated. While instructors with expanded gender issue sensitivity are capable of effective instruction in these environments, it is important to utilize the limited time in the most productive way for women students. WITT has grave concerns over the move to PITT (persons in trades and technology) and will continue to be a strong voice for women to receive their initial training in the most productive environment possible. (See Regina Mundi High School article, page 13.)

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## International Union Women's Summer Institute, Simon Fraser University, B.C.

The Summer Union Women's Institute was held in Canada for the second time in July of this year. The WITT Caucus met and examined elements we would like to see encouraged at worksites and some things we would like to see changed (watch for the next issue!). It was a productive two-session caucus, and our report to the conference was very well received, raising the level of understanding regarding the issues that WITT women encounter. I was personally pleased to have my own union (Carpenters Local 2300) sponsor a female apprentice to attend. Her role in the union and as a WITT woman were enhanced. It was also a pleasure to hear the challenging and supportive remarks of Angela Shira, Vice President of the B.C. Federation of Labour, and member of the International Association of Machinists.

## To School Boards Across the Country

This special issue of the WITT National Network Newsletter addresses concerns, resources and practical strategies to move more young women into trades, technology, science and engineering and will be sent free to every school board in the country. Limited extra printing will make it possible to respond to some schools' requests for additional copies.

The international conference, Gender and Science and Technology (GASAT) which has happened this past summer for the first time in Canada was an excellent resource for the sharing of initiatives that have been developed around the world on this issue. A number of those that exist for young women are profiled throughout the newsletter.

...continued on next page

### CALL FOR PROPOSALS

## WITT NATIONAL NETWORK COORDINATOR

— to be elected at the WITT National Conference in Halifax, June, 1994 —

Working in cooperation with the National Advisory Committee, the National Coordinator is responsible for:

1. Acting as spokesperson for the National Network and/or briefing local WITT reps to speak on behalf of National WITT.
2. In cooperation with the Project committees, directing the activities of any staff funded by the National Network.
3. Setting the agenda for national meetings in conjunction with WITT Advisory Committee.
4. Acting as a clearing house for information on local and national activities.
5. Reporting regularly to the Advisory Committee and/or National Reps on activities including nationally funded projects.
6. Participating in and acting as liaison amongst other National WITT projects.
7. Ensuring the development of a national budget, working with the Advisory Committee and paid senior staff.
8. Ensuring the production of a national newsletter.

The qualifications for this position are demonstrated, strong and proven skills in:

- ✓ Organizing
- ✓ Financial management
- ✓ WITT philosophy and objectives
- ✓ Ability to communicate with a wide range of partnerships
- ✓ Feminist perspective
- ✓ Knowledge of WITT related national and provincial programs and resources
- ✓ Comfortable liaison with all labour market partners
- ✓ Act as a national spokesperson
- ✓ Ability to delegate appropriately
- ✓ Connected to a grassroots WITT organization
- ✓ Project management
- ✓ Organizational planning
- ✓ Analytical ability
- ✓ Supervision of personnel
- ✓ Professional demeanour
- ✓ Good listening skills
- ✓ Effective lobbying skills
- ✓ Ability to work under stress and meet deadlines
- ✓ Team player
- ✓ Computer literate
- ✓ English as a working language; bilingual an asset

All nominations must be forwarded to the WITT National Network, R.R.# 1 Winlaw, B.C. VOG 2J0. The closing date for nominations is March 31st, 1994. This is a paid position. Details of salary will be available from the WITT National Network after December 31st, 1993.

While industry-based initiatives at GASAT were somewhat limited, Zambia, Norway, Sweden, and Canada profiled some strong programs. WITT thanks Jean Neilson from Syncrude, Madeleine Comeau from YW-NOW and Caroline Zondervan from the Women's Access to Apprenticeship Project in Ontario, for joining our symposium and sharing so clearly the programs they have developed for work on integration initiatives in industry. Bell Canada and CN also presented excellent workshops on their initiatives to increase the numbers and enhance the experience of women working in their companies.

## **WITT National Coordinator – Call For Nominations**

At Building Bridges, Building Partnerships, the 1994 Halifax Conference, we will be electing a new National Coordinator. While I have enjoyed serving our organization and watching and fostering its growth, our Constitution calls for the National Coordinator to serve only two terms. This I have done, through our developmental phase, and as elected at the Ottawa conference. It has been a rich and rewarding experience, working both with our Advisory

Committee Representatives, with individual WITT women and WITT groups across the country, and with our labour market partners; both those actively supporting us, and those whom we must challenge to do more.

Our organization and our work has grown significantly, and our Advisory Committee has worked with the recommendations from the last two conferences to begin to develop a model for our work with industry and government in moving our issues forward. We have, over the last year, engaged in a Strategic Planning exercise with Dawna Jones of Stratcom Planning, North Vancouver. I would like to thank Dawna for assisting us to clarify and solidify our direction, and focus on strategies to accomplish our goals. If we are successful, we will be hiring two executive administrators to assist both myself and the new National Coordinator with the work that is emerging. (Please see the Call for Nominations and postings, pages 2 & 3). As someone who has watched our work grow and who has been doing most of these jobs myself to the exclusion of my personal life, I welcome the Advisory Committee's decisions. As we approach another festive season, and the beginning of a new year, I wish you all the very best. I hope to see many of you at our WITT National Conference, in 1994.

### **Sector Council Administrator**

Full Time Position

Starting date: January of 1994

\$45,000 per annum

The WITT National Network seeks a skilled individual to administer the Sectoral Council Initiative. The successful candidate will: Co-chair Sectoral Council meetings; develop, market and deliver programs to Sectoral Council partners; establish contact and liaison with business, labour, government and education partners; manage product development including market analysis, product pricing and front line sales.

You will be responsible for the administration of the project; ensure continuation of funding; prepare and write reports; supervise support staff; prepare and manage approved budget; maintain proper accounting procedures, development and monitoring of strategic plans and implement council policies.

Location: To be determined. Must be able to do extensive travelling across Canada.

### **Education Administrator**

Full time position

Starting date: January of 1994

\$45,000. per annum

The WITT National Network seeks a skilled individual to administer the educational component of its Sector Partnership Initiative. The successful candidate will co-chair Sector Council meetings; develop & market educational products; develop resources; catalogue current resources; design & deliver training to individuals who will deliver our services; promote & secure memberships from educational institutions and associate members and establish contact and liaison with business, labour, government, and education partners.

You will be responsible for the administration of the project; ensure continuation of funding; prepare and write reports; supervise support staff; prepare and manage approved budget; maintain proper accounting procedures and implement council policies.

Location: To be determined. Must be able to do extensive travelling across Canada.

### **Qualifications**

Demonstrated experience and commitment to the issues facing women in trades, technology, operations and blue collar work (TTO/BCW). Ability to deal with constant heavy flow of public enquiries; effective interpersonal, presentation and excellent communication skills; ability to make decisions, persuade, and influence partners in regard to our goals; proven ability to work as part of a multi-disciplinary team and thorough knowledge of systems, administrative and financial management in a non-profit environment; strong knowledge of effective marketing and development of products; proven planning experience and demonstrated ability to interpret and implement government contract requirements.

In accordance with our personnel policies, the network encourages applications from our current network members and other individuals with proven commitment to the goals of women in trades, technology, operations and blue collar work.

Please send applications to WITT National Network, R.R.# 1, Winlaw B.C. VOG 2J0. Closing date for applications: December 22nd, 1993

# • Keeping Our WITT's About Us •

## *WITT Newfoundland and Labrador*

*Brenda Grzetic*

From May to July, WITT was involved in the coordination of a program to train 50 women in the Rebar trade for the Hibernia project. Although the program was too short and very intense, it was a great success and the women performed very well. It was quite uplifting to watch them as they developed their tool skills and formed a close bond. They and I made lasting friendships that we'll treasure for a long time. It is expected that they will be on site in Bull Arm in the not too distant future.

Our funding was approved for this year and as we hoped, we received the go ahead for the WITT course. We are presently developing the curriculum and negotiating classroom/shop space so this is a very busy time for us.

Margaret Heard, my co-worker at the WITT office, became a journeywoman today. She has worked in the painting and plastering trade for a number of years and is a true artist with a paintbrush. To you Margaret, and all our journeywomen across Canada, Congratulations!

## *Ontario News*

*Maggie McDonald*

ONWITT will be holding a general meeting on October 31st at Metro Hall in Toronto. This year emphasis will be placed on getting ONWITT members on Provincial Committees that affect women in training.

Fundraising efforts have begun to help women attend the WITT National Network Conference scheduled for June of 1994 in Halifax.

The North West WITT group held a wonderful conference at Eagle Lake. One of the workshop highlights was the hands-on construction of six Adirondack chairs which were presold before the conference.

The Ontario Committee on Trades, Technology and Operations Occupations for Women (OCTTOOW) are working on a position paper and lobbying kit which will justify TTO training for women and advocate employment equity for women in TTO occupations.

## *MBWITT*

*Joyce Rankin*

Manitoba Women in Trades and Technologies Association have begun raising funds to sponsor the participation of MBWITT women at the WITT National Conference in 1994. Their first enterprise was a garage sale. This Fall, the focus will be promoting membership in MBWITT and the WITT National Network.

## *Lower Mainland WITT*

*Elise Gouin and Tonya Yaremko*

Greetings to all WITT members across the country! Lower Mainland WITT is alive and well. This summer we attended workshops: The Automotive Brake System, Wenlido (self-defense for women, by women) and Weight Training/Workout.

Anabelle Paxton and Lorna Johnson had a great experience

attending a GETT (Girls Exploring Trades and Technology) camp in Regina, organized by Valerie Overend. The purpose is to bring a GETT camp to B.C. next summer ... we'll keep you posted!

On November 14th and 15th, we will share a presentation with WITT National Network at the "Career Education Society" conference in Vancouver. Our goal is to inform young women about the financial and emotional rewards of a career in trades, technology, operations and blue-collar work. This gave us the opportunity to gather some of the original material from the first Vancouver Women in Trades group (banner and slides) and put together a presentation that Lower Mainland WITT can utilize. A big "thank you!" to all the women that put in the energy to help make it happen.

## **The Bridge Builder**

An old woman going a lone highway  
Came at the evening cold and grey  
To a chasm vast and wide and steep  
With waters rolling cold and deep  
The old woman crossed in the twilight blur  
The sullen stream held no fear for her

But she turned when safe on the other side  
And built a bridge to span the tide  
"Old Woman," said a passing pilgrim near  
"You're wasting your strength with building here  
Your journey will end with the ending day  
You'll never again cross this way."

"You've crossed the chasm deep and wide  
Why build you this bridge at eventide?"  
The builder lifted her old grey head  
"Good friend, on the path I have come," she said  
"There followeth after me today  
A youth whose feet must pass this way."

"The chasm that was naught to me  
To that fairheaded youth may a pitfall be  
She too must cross in the twilight blur  
Good friend, I am building this bridge for her."

*Anonymous*



After the conference we will begin to work on a strategy for a membership drive for the National Network. Meanwhile, we also know how to party! So, we organized to attend an all-women's dance on Halloween, as the women in "Trades and Technologies." And another evening out, to see an all-women show at the Broadway Express.

We intend to advertise our Lower Mainland WITT group in the New Year. Happy Hallowe'en! We wish you all the support, encouragement and harmony you need! Lower Mainland WITT lives on!

## **SASKWITT - Regina**

*Valerie Overend*

It's shaping up to be another busy year for us in Regina with lots of action still looming on the Education Front.

We are working hard to make our voices heard on the Provincial Apprenticeship Board and the Saskatchewan Education, Training and Employment strategy review committee. We prepared a comprehensive report for the committee and delivered it this week to representatives from the Department and the Saskatchewan Education Council. The report contains recommendations for overcoming career streaming by gender and was the result of an immense effort on the part of several WITT members in Regina.

Getting away from policy, we are still working hard on the frontlines to deliver our message to young women. **After two long years, our educator's package is ready for mailout!!!** This is a curriculum package which includes both of our videos, a WITT poster, and eight Lesson Plans for inclusion in Grade 7, 8, and 9 Health, Science and Social Studies classes. The package is being sent free of charge to Saskatchewan's schools. (We will be selling copies out-of-province in the new year.)

In February, we are planning another Speakers Bureau in the elementary schools where our members will present one-hour presentations to school children. We will be planning further activities at our November meeting.

Our partnership with IMGETT (Indian, Métis Girls Exploring Trades and Technology) committee is proving to be productive, and *Live Wire Video Productions* is midway through shooting footage for a new video for this committee. Lesson Plans are also being developed by this committee. The package should be ready in March.

And, for the first time in a decade, we've got two WITT groups running concurrently in the province. Saskatoon and Regina have been juggling provincial responsibilities for years but as of October, meetings are being held in both cities concurrently. We wish our sister group the best of luck and will be keeping in close contact with them to work on provincial initiatives.

This is the newsletter of WITT National Network (Women in Trades, Technology, Operations and Blue-collar Work – National Network). A non-profit organization established in 1988, WITT National Network works at the national level for the encouragement, training and promotion of women into trades, technologies and operations. The organization also provides a communications and support network for women working in these fields and/or people and groups working toward these goals at a local, provincial or regional level. The activities and overall direction of the Network are currently undertaken by an Advisory Committee made up of representatives from each of five regions who maintain contact with and work to encourage the local- and provincial-level organizations. If you wish to participate or to know what is happening in your region, please contact local organizations (\* indicates newsletter).

### **Some WITT organizations:**

Newfoundland WITT; Suite 603 TD Building - 140 Water Street, St. Johns, NF A1C 6H6 Ph: (709) 754-3670 Fax: (709) 726-1831: Brenda Grzetic  
WITT - Nova Scotia, YW-NOW; 1217 Barrington St., Halifax, Nova Scotia B3J 1Y2; Rhonda MacCoy, (902) 425-0731.  
Le FRONT (Femmes Regroupés en Options Non-Traditionelles); Collette Boudrias, (514) 670-7866.  
Options Non Traditionelles; 91 Rue St-Jean, Rm. 300, Longueuil, Quebec J4H 2W8; (514) 646-1030.  
WISE 6519B Mississauga Road, Mississauga, Ontario L5N 1A6; (416) 567 9757 fax: (416) 567 7191.  
Ontario Network for Women in Trades and Technology (ONWITT); 114 Worsley Street, Barrie, Ontario L4M 1M1; Caroline Zondervan, (705) 722-4741.  
ONWITT; 121 Burns Circle, Barrie, Ontario L4N 5J8: Caroline Zondervan ph: Maggie McDonald (519) 439-7743  
OWITT; R.R.#1, White Lake, Ontario K0J 1L0 ph: (613) 623-3816: Bettina Baum  
United Trades Women; 2904 Concession 8, Bowmanville, ON L1C 3K6 ph: (416) 263-2364: Judy Mitchell  
QUINTE WITT; R.R.#4, Stirling, ON K0K 3E0 ph: (613) 395-1472: Natalie Moroz-Cornell  
WEMA (Women's Emergency Medical Alliance); 51 Cayuga Avenue, Toronto, Ontario, M6N 2G2. Contact: Donna Antonenko Ph: (416) 761 1908  
Bridges Alumna Association: 290 Coronation Drive, Scarborough, Ontario M1E 2J6; Roberta McDowell.  
Huronian WITT; Box 1836 Penetang, Ontario LOK 1P0; Angie Quinlan and Pauline Mancuso, (705) 549-3691.\*  
Kent-Lambton Women in Trades, Technology, Operations and Blue Collar Work (TTO/BCW); Rebecca Kricfalusi, R.R.#1, West Lorne, Ontario, NOL 2P0.  
London Women in Trades and Technology Network; 8 St. Patrick St., London, Ont. N6H 1P3; Maggie McDonald, (519) 439-7743.\*  
Ottawa Women in Technology and Trades (OWITT); P.O. Box 5666, Merivale Depot, Nepean, Ontario K2C 3M1.\*  
Thunder Bay Women in Trades and Technology Network Project; 4A South Court St., Suite 17, Thunder Bay, Ont. P7B 2W4; Martha Gingerich; (807) 345-0233 / 767-5286.  
Organization of Black Tradesmen and Tradeswomen of Ontario, 22 College St., Suite 104, Toronto, Ont. M5G 1Y6; ph: (416) 921-5120.  
Manitoba WITT; C/O 656 Kingsway Avenue, Winnipeg, Manitoba, R3N 0H2; Erin Linington (204) 772 6591.  
SASKWITT-Regina: 3524 Victoria, Regina, Saskatchewan S4T 1M1; Denise Needham, (306) 522-4157.\*  
Alberta Women in Trades and Technology; Tammy Lee Becker, R.R. # 6, Box 4, Site 5, Edmonton, Alberta, T5B 4K3, Ph: (403) 475 4279  
Calgary WITT; 707 Radcliffe Rd. SE, Calgary AB T2A 6C1; Ph.: Candy Korecki (403) 235-4619  
Kootenay Women in Trades and Technology; R.R. #1, Winlaw, British Columbia V0G 2J0; Sherry Nicholson, (604) 352-3872.  
Kamloops WITT; Cari Beckett, 1095 7th Avenue Kamloops, B.C. V2C 3V3 Ph: 372 0732  
Vancouver WITT; Apt. 110-2254 McGill Street, Vancouver B.C. V5L 1C4; Anabelle Paxton (604) 255 4565  
SCWIST Resource Centre: #140-515 W. Hastings Street, Vancouver, B.C. V6B 5K3. Ph: (604) 291 5163 Fax: (604) 291 5112. E-Mail (InterNet): scwist@sfu.ca  
Lower Mainland WITT; 6582-197th Street, Langley, B.C. V3R 4A8, Jackie Lilley  
South Island WITT; 84 San Jose Avenue, Victoria B.C. Contact: Kathleen Wilkins  
Sunshine Coast WIT; S2, C18, RR#1, Gibsons, British Columbia V0N 1V0; Judie Myers, (604) 886-3654.  
Yukon Territory; Betty Irwin, P.O. Box 3913, Whitehorse, Yukon Territories Y1A 5M6; (403) 667-3006; 399-4715.  
Northwest Territories WITT; Louise Hickey, Arctic College, Kitikmeot Campus - P.O. Bag #200, Cambridge Bay, NT X0E 0C0, ph: (403) 983-7234 fax: (403) 983-2404

# Making Herstory

## Where In Manitoba Is Rosie The Riveter?

Gladys Parsons answered an ad in the Manitoba Society for Seniors newsletter seeking women who had worked in the war industries. In 1917 Gladys went to the Toronto Recruiting Station where she may have seen a poster like the one here, which Syracuse Cultural Workers reprinted. Gladys, who was seventeen at the time, became an inspector, using a go-no-go gauge to check Howitzer shells.

After homesteading in Saskatchewan and raising three daughters, Ms. Parsons returned to Toronto in 1942 with the two elder daughters. For eighteen months, Gladys inspected 20mm shells, while the elder daughter trained as a welder and the younger one worked in the office.

Gladys Parsons is one respondent to MBWITT's needs assessment of older women in "non-traditional" work. With the funding of Health and Welfare's Seniors Independence Program, MBWITT is interviewing women like Ms. Parsons; women who have been entrepreneurs, farm women, and women who worked in trades and technical occupations. The only criterion besides occupation is an age minimum of 55 years.



In addition to the initial interview, participants will be asked to attend two meetings; one with some of the other women who have been interviewed, and a second meeting to meet members of the Manitoba Women in Trades and Technologies Association. We think your work experience is unique and important. We also want to know what is important to you now, and to see if there are any connections.

If you are willing to lend your voice to this project or know someone we should be talking with, please contact Joyce Rankin by leaving a message at (204) 489-5404, or calling her at Stuartburn at (204) 425 3818. You may also drop a note expressing your interest to: MBWITT, c/o 656 Kingsway Avenue, Winnipeg, Manitoba.

WITT profile Gladys Parsons will receive a free copy of *Surviving and Thriving II*, the proceedings of the 1992 WITT National Conference.

## Did you know...

... That the first car trip was taken by Ms. Bertha Benz in 1888?

Ms. Benz travelled 180 kilometres. She made this trip without her husband knowing about it. He invented the car.

*William is away, and I am minding the heavens. I have discovered eight new comets and three nebulae never before seen by man, and I am preparing an index to Floamsteed's observations, together with a catalogue of 860 stars omitted from the British Catalogue, plus a list of errata in that publication. William says I have a way with numbers so I handle the necessary reductions and calculations. I also plan every night's observations and schedule, for he says my intuition helps me turn the telescope to discover star cluster after star cluster.*

*I have helped him polish the mirrors and lenses of our new telescope. It is the largest in existence. Can you imagine the thrill of turning it to some new corner of the heavens to see something never before seen from earth? I actually like that he is busy with the Royal Society and his club, for when I finish my other work I can spend all night sweeping the heavens.*

*Sometimes when I am alone in the dark, and the universe reveals yet another secret, I say the names of my long lost sisters, forgotten in the books that record our science:*

*Aglaonice of Thessaly*

*Hypatia*

*Hildegard*

*Catherine Hevelius*

*Maria Agnesi*

*... as if the stars themselves could remember. Did you know that Hildegard proposed a heliocentric universe before Copernicus? That she wrote of the universal gravitation 500 years before Newton? But who would listen to her? She was just a nun, a woman. What is our age, if that age is dark?*

*As for my name, it will also be forgotten, but I am not accused of being a sorceress like Aglaonice, and the Christians do not threaten to drag me to the church, to murder me, like they did Hypatia of Alexandria, the eloquent young woman who devised the instruments used to accurately measure the position and the motion of heavenly bodies. However long we live, life is short, so I work. And however important man becomes, he is nothing compared to the stars. There are secrets, dear sister, and it is for us to reveal them. Your name, like mine, is a song. Write soon,*

*Caroline*

As an observer, Caroline Herschel (1750-1848) located eight comets and several new nebulae and star clusters, and has added to the total number of astronomical facts available to the scientist. These significant contributions, combined with her expertise in the transcription and reduction of astronomical data have assured her a place in the history of astronomy.

# Doing Science As If People Mattered

A report from the 7th International Conference on Gender and Science and Technology (GASAT)

By Brenda Grzetic

From July 31 to August 5 approximately 250 people from over 20 countries met at the University of Waterloo for the 7th International Conference on Gender and Science and Technology (GASAT). The conference was subtitled "Transforming science and technology – our future depends on it." The focus of this conference was to define the changes needed to build gender-inclusive curriculum, assessment practices, and the workplace environment. This theme is a very interesting one that we all should try to understand.

Sexist bias in curriculum occurs in at least three forms: females are consistently under-represented in textbooks; examples and references are related to masculine interests; and males and females are presented in stereotypical roles. In this environment, young girls feel they aren't connected, sitting on the periphery, and quickly lose interest. It should be made quite clear that there are no biological or intellectual differences between males and females that prevent women

from working in these fields. The barriers to their participation are social and attitudinal.

Young girls, conditioned to care about human beings and to see the human side of things, rarely hear the voice and concerns of women in the existing curriculum of science, math and technology. It has been found that a "girl-friendly" curriculum is obtained when students are able to see, at a personal level, the relevance of the material being taught to their daily lives. Science should be taught, wherever possible, with an "issues" oriented approach that emphasizes real-world concepts rather than rote memorization of facts. A teacher must be able to say "I don't know, but let's take a journey and find out." It's quite remarkable and wonderful to see what happens, not only to girls, but also boys, when they're allowed to take ownership of their own learning. This means that the teacher has to take a brave step and give up some control of the classroom.

Efforts to create a more gender-inclusive curriculum may be negated unless assessment procedures are correspondingly more gender equitable. Creating assessment practices that appeal to a broader range of students with clear links between study, life, and work are seen as a priority. It has been shown, for example, that multiple choice and short, quantitative, context-free questions benefit males in math and science. A girl-friendly exam would contain more questions requiring short descriptive (qualitative) answers. These questions would be framed in a human, social and environmental context.

Girls don't need and have never understood the need for competitive learning. In fact, the more competitive the classroom becomes, (generally increasing with the level of education) the more silent women become. This is one of the reasons why women rarely speak in university classes. They much prefer "a hands-on, minds-on" type of cooperative learning environment. Research papers cited at the conference studied a number of computer classes in various schools looking for behavioural differences that were gender related. They found that boys are very competitive (using the term aggressive) around computers and when asked to comment on their learning experience with boys around computers, girls made remarks such as "They are like sharks." The researchers also found that the schools had located the computers near the math and science departments. This had the effect of reinforcing and transferring all the male attributes that exist around science and math into the technologies as well. To summarize, boys and many of the teachers felt that computer skills were a priority for males and not for females. The experience was described by boys as positive and girls as negative.

For me personally, the conference was rejuvenating in that it reaffirmed my commitment to these issues. It was a pleasure to meet and talk to so many women who are proud to be smart. It was also a pleasure to meet men who are just as committed to these changes that will benefit us all.

## WITT National Network Newsletter

RR#1, Winlaw, B.C. V0G 2J0

Phone: (604) 226-7624 Fax: (604) 226-7954

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Thanks to the contributors for this issue, who are too numerous to mention, and especially to Maree Farrell.

Thanks for production work on this issue: Emily Youngreen, Maree Farrell, Marcia Braundy, Moe Lyons (Graphiti Information Services Ltd., Nelson, B.C.) and Broadway Printers, Vancouver.

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Individual  Enclosed is \$5.00  Enclosed is \_\_\_\_\_ (what I can afford)

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Employer  Government  Federal

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Library  Municipal

Educator  Other \_\_\_\_\_

Exchange subscription for WITT organizations:

We have added WITT National Network to our mailing list.

WITT National Network urges women to join the organization, not just subscribe to the Newsletter! See information on back page.

Sadly we say goodbye to Press Gang Printers, a women-owned and -operated print shop, and an inspiration to all of us, who have had to close their doors after 23 years of service.



# G.E.T.T.'ing around the country

## **Indian and Métis Girls Exploring Trades & Technology**

*By Pat Whiteside, Coordinator, IMGETT Committee*

Indian and Métis Girls Exploring Trades and Technology (IMGETT) is having a busy summer. IMGETT is a pilot project modeled after the Girls Exploring Trade and Technologies (GETT) program which is a proven model developed through SIAST - Wascana Institute and supported the Saskatchewan Women in Trades and Technology (SASKWITT - Regina) and SASKGETT organizations. The aims and philosophy of GETT are further enriched through the acknowledgement of Indian and Métis history and culture. Indian and Métis women/girls will be better enabled to consider future employment in occupations that were historically considered unconventional.

Project seed money is provided by the Federal Secretary of State Department. The project sponsors are represented by a group of Indian and Métis women from the private/public sector and educational institutions. The IMGETT Committee is confident and committed to the concept of a pro-active approach offering young Indian and Métis girls a wider, more inclusive spectrum of career options. There are three components to the IMGETT initiative. There is a one-week day camp for girls, an Educator's Kit and a video.

The camp was held from July 26-30, 1993 and is considered a great success. Ten Indian and Métis girls had the opportunity to explore trades/technology career options for women/girls during a week of fun that was both nurturing and thought-provoking. A variety of hands-on activities that included computer access, machining, carpentry and role modelling were interspersed with lessons of early Indian and Métis applications of architecture and construction.

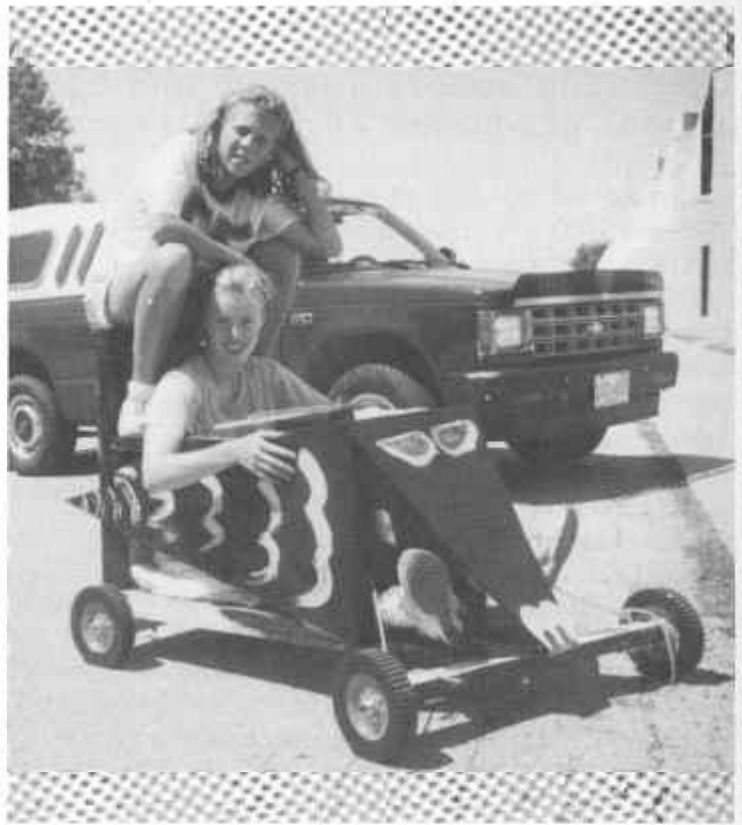
An IMGETT video, presently under production, will highlight role models, camp participants and Indian and Métis Elders. The length of the video will be approximately 12 to 15 minutes and will be accompanied by a culturally sensitive Educator's Kit for use in schools.

The Educator's Kit is developed for use in conjunction with the video. Acknowledgement and appropriate use of Indian and Métis history and culture will be an integral part of the kit. The kit is being developed for the middle years. Completion of the Educator's Kit and video is scheduled for the Fall of 1993.

*For more information, please contact Shirley Boucher, Chairperson of the IMGETT Committee, at phone (306) 787-7819.*

## **GET Camp Reaches its Fifth Birthday**

"Ask Maggie" is a phrase that I've gotten used to over the last couple of years working with an innovative program at



Fanshawe College, London, Ontario. The program is called Girls Exploring Technology (GET) and is delivered through Equity in Education and Employment at the WITT shop. During the camp the girls get to use all kinds of hand and power tools by building go-carts; machine shop equipment making a name plate; designing their go-carts on computers and trying their hand at different skills in the automotive shop. They also learnt about different kinds of careers through games and activities. To date all girls have had equal access to the camp which is free of charge, thanks to the many volunteers and donations of money and supplies from different companies, unions and organizations. It is the goal of the camp to help young girls understand the importance of taking mathematics and science, and to know that they have many options open to them when they are deciding on a career.

We know that people in other areas have used this project or pieces of it and we would like to receive feedback on how you used the material in your area, and what kind of response you had. We are also interested in receiving information on role modelling projects in your area, and would be pleased to share information regarding London's role modelling project, "Open Doors."

*Please send correspondence to: Colleen Evetts, Manager, Equity in Education and Employment, Fanshawe College, PO Box 4005, London, Ontario, N5W 5H1, or phone (519) 452-4201.*

*... continued on page 12*

# Resources • Resources • Resources

## **Leaving School**

**Results from a national survey comparing school leavers and high school graduates 18 to 20 years of age.**

It is estimated that 40% of the new jobs created between 1989 and 2000 will require more than 16 years of education and training. Current estimates suggest that more than 30% of young Canadians do not finish high school. This compares to a non-completion rate of fewer than 2% in Japan, and fewer than 10% in Germany, two of Canada's leading competitors. Part of the "Stay in School Initiative," the 1991 School Leavers Survey was commissioned by HRL (formerly EIC) to establish rates of leaving school before graduation in Canada and in the provinces, and to profile the circumstances of graduates, continuers (still attending) and those who left prior to receiving a diploma or graduating. The study is very readable, asks pertinent questions of the students, and provides statistics by gender. To obtain a copy, write to:

The Public Enquiry Centre,  
HRLC,  
Ottawa Hull,  
K1A 0J9.

Quote the catalogue number: LM-294-08-93E.

## **Back To School Survival Guide for Women**

Published by the B.C. Network of CLOW, and written by Nora Randall, the 106-page *Back to School Survival Guide for Women* is intended to help B.C. women make informed choices about job training programs. The project committee realized that lack of information is a huge barrier to women seeking further training, particularly with recent budget cuts to related services. The Survival Guide provides some B.C. based facts and resources, and shares anecdotes of 29 women who went back to school – and survived! It includes sections on government-related funding, private training programs, and sciences, trades, and technologies, to name a few.

Copies are available for \$10.00 plus mailing (or by contribution) from CLOW – B.C. Network, c/o Bonjour Books, #2135 - 11871 Horseshoe Way, Richmond, B.C. V7A 5H5, or you can call toll free – 1-800-665-8002.

**Futures Unlimited & Just Between Sisters Career Videos & Poster Sets from the Consortium for Educational Equity, Rutgers University, New Jersey, USA.**

Rutgers University has produced three initiatives to encour-

age and support students' confidence and enthusiasm in pursuing mathematics, science and technology courses in preparation for technical and scientific jobs.

"Futures Unlimited I: Expanding Your Horizons in Mathematics and Science" portrays six college graduates working in careers in research, development, and management.

"Futures Unlimited II: Expanding Your Horizons in Technical and Vocational Education" profiles five women working in exciting and high-paying trades and technologies. They discuss their backgrounds, personal lives and career goals.

"Just Between Sisters" features African-American and Latina women working in technology. Colourful posters of women at work complement Futures Unlimited and Just Between Sisters.

For more information, please write the Consortium for Educational Equity, Rutgers University, 4090 Livingston Campus, New Brunswick N.J. 08903 or phone (908) 932-2071.

## **New Moon**

**The Magazine for Girls and Their Dreams**

This is a new, attractive, ad-free, 48-page bimonthly magazine, for girls between the ages of 8-14. Its goal is to give girls the extra edge they need to move into adolescence with self-confidence. An editorial board of 25 girls write, edit, and design *New Moon*. Every issue will have a theme. Girls are invited to contribute to articles such as *How Aggravating; Inequities Girls Experience* ("when you finish college, why do you get a bachelor degree?"), *What's News*; news, current events and herstory, *Check It Out*; movie, book and software reviews, as well as sending their drawings, stories, jokes, ideas and dreams. Regular features include *The Experiment*, *Women's Work*, *Global Village* (life as a girl in a different country or culture), and a column that interviews girls who have excelled in various ways. *New Moon Parenting* is an accompanying magazine for "for adults who care about girls."

The magazines can be purchased for an annual subscription of CD \$35.00 each, or \$55.00 for both. Write to New Moon Publishing, P.O. Box 3587 Duluth, MN 55803 - 3587.

The three following publications come to us from the Women Inventors Project:

**Daughters of Invention: An Invention Workshop For Girls, Handbook for Planners**

This new publication from The Women Inventors Project, based on a successful pilot workshop they conducted, is designed to make the task of workshop planning simple. The

# Resources • Resources • Resources

85-page three-hole-punched handbook contains: detailed workshop plans, appendices on resources, inventing related activities, glossary of terms, profiles of real women inventors, invention cartoons, and girls' learning styles.

To order "*Daughters of Invention*," send a \$10.70 cheque or money order (includes GST) to Women Inventors Project, 1 Greensboro Drive Suite 302, Etobicoke, Ontario M9W 1C8. Phone or Fax (416) 243-0668

## **From Idea to Invention: Course Materials for Teaching Invention and Innovation**

Susan Barker, Shelly Beauchamp and Ed James have written this 100-plus page handbook in a friendly, conversational style that is suitable for students of all ages. It includes information for teachers and students, with extensive resource lists and hands-on activities. It covers: inventing – what is it?; creative thinking; market research; business planning; prototype development; finance; patents and intellectual property; the manufacturing process; marketing and advertising. For those who are looking for a handbook that adds invention and entrepreneurship to their curriculum, this is it. The book is available from the Women Inventors Project for \$32.10, GST included (see above).

## **Inventing Women: Profiles of Women Inventors**

This book by Janet Panabaker, published with the support of the Ontario Women's Directorate, profiles twenty-two women inventors. As Janet states, "Most of the inventors profiled here are not technical wizards or mad scientists, but ordinary women who thought there must be a solution to an on-going problem. If they can find it, so can you." They are "problem solvers." In the final pages, teachers will find the "Questions for Discussion," which can be modified to suit particular age groups and applications, very useful. For those with a good idea, this book should help you to learn from the experience of others. To purchase this book send \$10.70 (includes GST) in cheque or money order to Women Inventors Project, at the previously listed address.

## **The Better Idea Book - A Resource Book on Gender, Culture, Science and Schools.**

This book comes from the Canadian Teachers Federation in collaboration with the Ontario Women's Directorate and gives a new in-depth consideration of many factors that connect gender with mathematics, science, and technology participation and success. Written for experts, policy-makers and classroom teachers, it also contains an extensive annotated bibliography. The re-publication of "The Better Idea Book"

illustrates the growth of research, commentary and interest in the topics the original "Idea Book" addressed. "There is a momentum building to deal in an holistic way with the issues raised in this paper. The resources are growing along with the expectation that schools can and must change. It is for the teachers who will create and benefit from these changes that "The Better Idea Book" has been written."

To order this publication, write or call: The Canadian Teachers' Federation, (CTF) 110 Argyle Avenue, Ottawa, Ontario K2P 1B4 Phone: (613) 232-1505 Fax: (613) 232-1886

## **Getting Into Gear - Gender inclusive teaching strategies in Science**

Originally funded by the former Curriculum Development Centre of Canberra, Australia, the work was developed by the McClintock Collective, a network of science teachers established in 1983. The reprinted 274-page book has been a resource for science teachers to assist them in developing science experiences based on investigation, cooperative pursuits and human concerns and informed by the interest, experiences and needs of all students with particular attention being paid to girls. To support and encourage inclusive teaching practices, it comprises a rationale statement, teaching strategies and example teaching units. This excellent and comprehensive resource will continue to be of significant value to science teachers to increase the participation of girls in science.

For further information on this publication, write to: Curriculum Corporation, St. Nicholas Place - 141 Rathdowne Street, Carlton, Victoria 3053 Australia.

## **I Spy Technology - Practical ideas for gender equity in primary Technology Studies**

Also from Australia, this new book is designed to help primary teachers to confidently integrate Technology Studies into their existing curriculum with emphasis on strategies specifically designed to include girls. Chapter headings include: Why should girls do Technology Studies?; Potential barriers for girls in learning Technology; Involving girls in Technology – organizational considerations; Ways girls like to learn; Technology activities in context; and Valuing the skills of women and girls. It is hoped that this book will revolutionize the ways in which primary school teachers approach this new subject area and lead to an increase in the number of girls taking technology related subjects. To purchase this book, (\$12.00 Aus.) write to: Education Shop, 117-121 Bouverie St./PO Box 645, Carlton, Victoria 3053 Australia.

# Resources • Resources • Resources

## **A Hand Up:**

### **Women Mentoring Women in Science**

Published by the Association for Women in Science this book is meant to help break barriers to career advancement. It contains advice and reflections from accomplished women scientists as a means of dispelling many of the myths about mentoring and to encourage junior as well as senior scientists to become mentors to young women seeking specialized advice and guidance. It also contains an extensive resource listing of associations, books, and articles that will be of value to those wishing to become mentors.

*The book is available to non-members at \$19.00 (US) from AWIS, 1522 K Street N.W., Suite 820, Washington, D.C. 20005 USA. Phone: (202) 408-0742*

## **Changing Times, Changing Views:**

### **A survey of programs encouraging girls and women to enter the fields of science, maths, technology and engineering**

The B.C. Ministry of Women's Equality and the Ministry of Advanced Education, Training and Technology have just released this excellent resource, which profiles programs in

## **G.E.T.T.'ing around the country ...continued from page 9**

### **Regina GETT Camp**

*from Anabelle Paxton*

Girls Exploring Trades and Technology. A one-week day camp in July. Ten girls in grades 7 and 8 in groups of two – five pairs, building go-carts ... what a rush! ...

The first day, the girls came into the carpentry class at the Saskatchewan Institute of Trades and Technology (SIASST), Wascana Campus, very curious and a little shy. They sat in a circle as the instructor introduced the group. The morning was filled with exercises to get to know each other. Once the formalities of the program and the talk of careers in trades and technologies were completed, a couple of videos were shown ... then off to the shop; after all we were there to **build go-carts!**

There was much excitement as the week unfolded. The girls were presented with carpentry tool boxes, and coached on the use of every tool. The girls cut with circular and band saws and drilled with numerous types of drills. In the machine shop they cut axles for the go-cart and used a stamp and die to thread the axles. As the pieces were assembled the group problem-solved as pairs and as a team. There was a strong sense of camaraderie.

The shyness left and determination and keenness took over. All were feeling very proud and strong. The deadline

B.C., across Canada, and in the United States. The 52-page survey includes descriptions of programs, print materials, videos and resource kits, and includes contact information for each initiative. It is intended for the enhancement of science and technology programming within schools and communities, and as a contribution "to girls and women discovering the scientist within themselves."

*This survey is available from the Ministry of Women's Equality, Parliament Buildings, Victoria, B.C. V8V 1X4.*

### **The Science Book For Girls and Other Intelligent Beings**

"Science makes your toast turn brown, your stomach rumble, your Frisbee fly and the soap slip out of your fingers," writes Valerie Wyatt, author of *The Science Book For Girls*. Developed in conjunction with the Society for Canadian Women in Science and Technology (SCWIST) and tested by more than 450 girls across Canada, this book includes fun experiments, activities and projects. It also profiles women who have made successful scientific contributions to society. Don't miss purchasing a copy of this great soft cover book.

*Available for only \$10.95 from Kids Can Press, at 29 Birch Avenue, Toronto, Ontario, M4V 1E2. Ph: (416) 925-5437 Fax: (416) 960-5437. Also available at Canadian bookstores.*

for the completed racing machine was Friday noon. The race to begin at 1.00 pm. These young girls adapted to their challenge very well. This was a fun camp, and it was their camp. It was a struggle getting the girls to take their breaks! "I just want to nail this," or "I haven't measured that," and "do I have to go for lunch?"

Then off to the races! They pushed their carts out to the track and took some time to get acquainted with their wonderful creations ... trying out the steering and feeling the rush to the wind blowing past their face. Exhilaration? You betcha!

Then up to the starting line, one pair at a time. Of course the fastest pair won, but that was not the only award. The judges very carefully chose an award for each person. Competitiveness was not the aim; working together and learning trades skills was the focus.

On Friday afternoon there was a barbecue and some very short speeches about the program. Proud parents and friends came to cheer on the girls and then it was over....

SIASST hosted this camp along with a number of volunteers, and of course coordinator Valerie Overend, who instructed the project and has made this camp a reality three years running. I had a great time ... so long Regina; see you at the five year reunion of the GETT camp in 1995!



## ***For Girls Only***

SCWIST has developed a series of three pamphlets to interest girls aged 9-12 years in maths and science. Riddles, activities, "amazing facts" and "brain bogglers" are designed to encourage girls to work with a female role model.

*These pamphlets will be available in November, from the SCWIST Resource Centre at #140-515 W. Hastings Street, Vancouver, B.C. V6B 5K3. Ph: (604) 291-5163 Fax: (604) 291-5112. E-Mail (InterNet): scwist@sfu.ca*

## **Career Paths:**

### ***The Career Planning Guide for B.C. and the Yukon***

This exceptional career planning newspaper is written and attractively packaged for secondary and post-secondary students, and will also appeal to career counsellors, teachers and the community at large. Full of useful and interesting information, this Fall's edition focuses on careers in technology, and includes a special section on Women in the Workforce. The Interest Inventory and Choices Aptitude

Quiz developed by HRLC, precedes a 9-page pull-out profiling over 170 jobs.

*Career Paths is an inter-governmental publication available from YES Canada, 5050 Kingsway, 6th Floor, Burnaby B.C. V5H 4C3. Ph: (604) 435-1937 Fax: (604) 435-5548*

## ***Experiencing Science In Early Childhood***

This education package from the Division of Continuing Studies, University of Victoria, B.C., is geared to help significant adults assist 3-7 year old children to develop "science friendly" attitudes by expanding current activities into science experiences and introducing science related questions and topics. The 20-minute videotape stimulates thought and discussion, while the 24-page booklet provides information and ideas for educators.

*The videotape and booklet may be purchased together or separately from Experiencing Science, Division of Continuing Studies, University of Victoria, Box 3030 MS 8451, Victoria B.C. V8W 3N6. Ph: (604) 721-8526 Fax: (604) 721-8774*

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# **Co-op Education Assists in School-To-Work Transition**

The Greater Victoria School District (GVSD) in British Columbia has recognized the value of integrating classroom study with work experience. Co-op students complete 200 hours of volunteer on-site work experience over the school year. Over 100 students per year are able to try their hands in their field of interest, with exciting results. Grade 10 students are selecting Grade 11 and 12 courses that complement their work experience, and graduating students are moving steadily onto the career paths they have sampled.

The GVSD program is developed to complement Victoria's economic base, while allowing students to sample careers at the technological level, where an increasing number of jobs are available, and completion time can be significantly shorter. The four Co-op programs available are Business and Technology, Science and Technology, Science and the Arts and the Practical Arts.

Lauren Towers Co-op experience in Applied Technology confirmed that she

was making the right career choice. Towers patrolled Vancouver Island's West Coast on the Canadian Coast Guard cutter Bartlett. "My ambition is to work my way up from deckhand to First Officer, maybe even Captain," says Towers, whose experience included chart reading, lookout on the midnight to noon watch, steering the ship, and

chipping and painting its hull.

Co-op education creates a learning environment where curriculum is linked to the realities, challenges and opportunities of the working world. The programs seek to facilitate the transition from school to the labour force, and assist graduates to assume productive careers.

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## **Unique Program Attracts High School Girls**

Regina Mundi Catholic High School in London, Ontario, is offering a female only technical class for Grade 11 girls. According to teacher Danny Galante, the school was trying to find new ways of attracting students into technical courses, and there seemed to be a general lack of interest from the girls. Once the course was announced they found a great deal of interest, with over 100 girls applying this academic year! The course will cover design and technolo-

gy, transportation, electrical, drafting and construction technology.

The school is hoping that by Grade 12, girls will want to be more subject specific, and will follow through by offering a segregated class for Grade 12 girls. We salute Regina Mundi for working through any resistance of "reverse discrimination" and criticism of special treatment, to attract girls to the rewarding pursuit of technical skills.



# FROM THE GRASS ROOTS

## Women's Emergency Medical Alliance

In February I attended the National WITT Conference as a co-founder of a grassroots support network for Women Working as Emergency Medical Attendants for the Department of Ambulance Services (Metro Toronto). Initially the Women's Emergency Medical Alliance, WEMA, was founded in anger and frustration. But after attending the National WITT Conference we learned that anger itself was another barrier to overcome. We also learned valuable skills which lead WEMA to be a credible non-threatening, positive support network.

Our achievements to date are: self-defense course for women (free of charge), exhibits, photo album of events/history, T-shirts, logo, fundraising, public speaking events, resource library, sponsorship for WITT Conference, creating a WEMA video presentation, initiating and presenting to our Commissioner a proclamation from Metro Toronto - proclaiming April 17, 1992 Ambulance Services Recognition Day and celebrating for the first time International Women's Day at Ambulance headquarters.

At International Women's Day we had a role model panel, our Department provided lunch and through sponsors we had gifts for 125 people. Each person was given a gift lunch bag filled with goodies or a T-shirt and garden equipment. Despite the winter storm we had 80 participants.

Through the skills learned at these conferences we were able to make WEMA a credible, positive network. Thank you.

Donna Antonenko  
WEMA, Planning Committee

To contact WEMA see the WITT Organizations box, page 6.

## Give these girls a choice

Please accept my cheque for regular membership in the WITT National Network. I have successfully completed a 32-week modified apprenticeship program in carpentry. Although I am not regularly employed in this field, I have completed some renovations for friends for which I have been paid. Currently I am doing "on call" secretarial work and selling Watkins products. I still do woodworking for craft sales and smaller jobs out of the home such as trim work, making window boxes etc.

I hope this still qualifies me for regular membership, because I believe that TTO opportunities should be available to young women and that it is my responsibility to promote and support changes that will make it easier for women to be gainfully employed in a rewarding career that they truly enjoy whether it be in welding, auto mechanics, or nursing.

One further note - my son's girlfriend, with some encouragement from Raymond and myself, took welding at high school. She was very hesitant at first, but thought it would be an easy credit. She loves it, and has become one of the best welders in an all male classroom.

I mentioned to her that she might want to consider taking the WITT program at St. Lawrence College next year. When she asked the guidance department about it, they weren't aware

of it and had to look it up. I wish they would at least give these girls a choice.

Best wishes, Paula Hibbert


## Still a believer in lighting candles...

Three apprenticeships posted at Northwood last month and three men got them. One of the women who applied had about ten days more seniority than one of the men who got them: maybe next time. But I was hoping so much. I am still the only tradeswomen at the pulpmill.

I was at the NDP Provincial Council meeting last week and picked up the pamphlet "Women Count" from Penny Priddy's office. The figures on women in apprenticeships are so discouraging. Maybe it'll be a case of the hundredth monkey. Maybe it'll take another hundred years or more. Economic justice will probably take even longer. However, if we don't do something, it'll be longer yet. I am still a believer in lighting candles.

I enjoyed some of the poetry and much appreciated Jean Willow's letter on employment equity. Think we need it even more in private industry now. Of course, I see only my small corner of the world, and I do get frustrated with it. I have been Northwood's token woman for thirteen years as of Friday. I have six more to go. I want to see at least one more before then. Can't expect much more; they just don't hire enough women - 26 or 28 at the last count out of 550 members of the union.

Anyway, God bless and keep you,  
Barbara



**BRIDGES** is an innovative training program that helps women employees move from their traditional positions into trades, technology and operations work in their own organizations.

The **BRIDGES** Manual and Participants' Workbooks are together an excellent resource for all trainers and organizations who work with employment equity special measures programs.

The Manual contains:

- An explanation of how special measures programs can help you meet your employment equity goals
- A step-by-step plan for implementing **BRIDGES** in your organizations
- A detailed trainer's guide for classroom and shop training

Program Manual and Trainer's Guide      \$55.00\*†  
Participants' Manual      \$45.00\*†

Also available for Human Resources staff:  
Retention: Support Strategies for Women in  
Trades, Technology and Operations Work      \$ 5.00\*†

To order contact the **BRIDGES** Program  
Department of the City Clerk  
Information and Communication Services Division  
City Hall, 100 Queen Street West  
Toronto, Ontario M5H 2N2  
Phone: (416) 392-7410, Fax: (416) 392-1553

\*7% GST will be added to the price.  
†A postage and handling charge of \$2.00 will be added to mail orders.

# Response to WITT-National Coordinator's speech to the CCA

I am writing in response to Marcia Braundy's speech to the Canadian Construction Association (CCA) in your last newsletter. I have always been a great supporter of National WITT, and think the work it does is tremendously important. I invited Marcia Braundy to the CCA's national convention in Victoria last March, since I knew that the program was folding and I thought it was fitting that the association's members hear from WITT.

Although I still think it was important for the construction association members to hear from Marcia, I believe that her critique of CCA's Employment Equity Program was not entirely accurate. I would like to clarify that I am writing on my own behalf, and not for CCA, since I no longer work for them.

The speech gives the impression that the training courses developed for designated groups were not successful. On the contrary, according to Employment and Immigration Canada standards, these courses were very successful. Of the 10 courses that were sponsored between 1990 and 1992, a survey showed that 50% of the graduates were employed in related occupations, 20% were receiving further training,

11% were still looking for work, 8% were not located, and 11% were employed in unrelated occupations.

I want to point out that I am not bringing this to your attention to give myself, or CCA, a pat on the back, but because I believe that the students who went through these courses deserve credit for the determination and perseverance that they had.

I knew that Marcia thought we should have handled the program differently, but given the circumstances: one coordinator administering a national program for a 20,000 member association; the funding stipulations; and the subject "implementing voluntary employment equity in the unregulated construction industry;" I did what I believe was the best at the time.

I realize that it is Marcia's role to criticize organizations such as CCA and the construction industry for what they should and could be doing. I applaud her for that and hope she continues. However, I hope that she is a little more cautious with her broad negative evaluations in future.

Sincerely,  
Jo-Anne Stead

*We would like to share a letter from Natalie Moroz-Cornell whose "Building Bridges, Building Partnerships" logo featured a woman entering a door where a sign read...*

## Female Applicants Welcome

Isn't that what it all comes down to... THE JOB! All the partnerships that have been made with government, educators, labour unions, etc. All the bridges we've built to overcome ignorance, racism, chauvinism, and harassment. When they all come together, full circle, something clicks and a door opens. But our work isn't finished, no, not until every door is open to every job-seeking woman.

This comes from personal experience (what else?) I am a ticketed welder as well as a general machinist apprentice. After submitting

applications for four years to the company of my choice (while fortunate enough to be working elsewhere) they gave me a chance. I've been there for a year now and just love it! Despite being the only female among 128 shop employees,

I know that those bridges and partnerships mentioned above had a great deal to do with that door finally opening.

Thank you,  
Natalie Moroz-Cornell  
Stirling, Ontario



Thanks to the Toronto Syndicate

# From EIC to HRLC...

As part of the move to reduce the size of Government in Canada, Employment and Immigration Canada (EIC) has now become Human Resources and Labour Canada (HRLC). The new department will include:

- ❖ All EIC's current programs and services, except some immigration functions which will now be administered by the new Dept. of Public Security. (Settlement Programs, including language training, will stay with HRLC.)
- ❖ Women's Program, Program for Persons with Disabilities, post-secondary education and literacy from Sec State.

- ❖ All programs from the Department of Labour, including the Women's Bureau and the initiative for disabled persons
- ❖ The income assistance programs from Health and Welfare Canada

Lloyd Axworthy has now been named Minister responsible for Human Resources and Labour. The Deputy Minister remains Jean-Jacques Noreau, formerly of Health and Welfare Canada.

## HRLC, WEAC, & WETC - more than alphabet soup

*Excerpts from an article by Jeanine Mitchell, reprinted with permission from WETC WATCH*

Now into its fifth year, the Women's Employment Advisory Committee (WEAC) gives women in the B.C. and Yukon Region a unique pipeline to policy makers and managers in HRLC (formerly CEIC).

WEAC, which is essentially a partnership between the Women's Employment and Training Coalition (WETC) and HRLC, looks at how effective and accessible HRLC programs are in reality. "There's a lot of credibility to this group within HRLC. Maybe more than most people realize," says WEAC co-chair Shirley Robertson, who is Director of Programs for HRLC in the BC/Yukon Region. Janet Knowles, currently co-chairing WEAC for WETC, agrees, calling WEAC a "powerful vehicle for raising issues."

What kind of issues are raised at WEAC? Since funding decisions are now made locally, WEAC focuses on overall policy. "Individual cases aren't brought to WEAC," says Grete Rasmussen, HRLC's Designated Groups Coordinator for BC/Yukon, "except to

illustrate roadblocks, such as no women's funding in a particular place or time."

"In general, we look at how well programs work in practice, at where there seem to be blocks and barriers in making them really effective for women. As far as I know, the concept is unique to this region," says Robertson.

Robertson admits that the impact on managers "certainly varies." But she feels WEAC "lets me do things with the employment centre staff around women's issues." To illustrate WEAC's

consultants as de facto HRLC guidelines.

Another example was WEAC's "heavy influence" on EIC's *Beyond the Barriers* video, expanding awareness of women's employment and training issues. "It resulted in a much better product."

"WEAC has focused attention on a number of procedures, policy areas, and priorities which require change. It has influenced planning and the direction HRLC provides to field delivery staff, and it's been instrumental in having us fund bridging programs. So it clearly has been successful in achieving change over the years," says Robertson.

WEAC is currently seeking female representatives from the Yukon, and from outside of B.C.'s Lower Mainland. If you are interested, or would like to subscribe to WETC WATCH, you can write to WEAC at Douglas College Women's Centre, P.O. Box 2503, New Westminster B.C.

V3L 5B2. WITT National Network hopes that this unique and effective model will soon be adopted by HRLC across the regions.



impact, Robertson notes that support for WITT National Network's national standards at WEAC encouraged HRLC to send them to all regional training





# THE THUMB





A page where we may celebrate our victories, recognize our peers, and encourage our advocates in TTO. A place to voice our disapproval for those initiatives which confront our sensibilities, and hinder our progress. Perhaps the perfect forum for a national letter writing campaign ... We welcome your submissions to The Thumb.


## THUMBS UP to...

 To Patricia Sharp and Ilona Rasmussen, BC Institute of Technology students who gained their steamfitting inter-provincial trades tickets on July 16th, 1993.

 To Elizabeth Pettersen who gained her plumbing inter-provincial ticket on June 18th, 1993.

 To Margaret Heard from the WITT Newfoundland and Labrador Office, who reached journey level status in the painter plaster trade in August of this year!

 To Mary Vickers; chosen by the Science Council of B.C. as the 1993 winner of the Eve Savory Award for Science Communication. Ms. Vickers developed the three extremely successful SCWIST programs, Girls in Science, Ms Infinity and Quantum Leaps.

 To Canadian National's Employment Equity office in Montreal, who donated a Olivetti personal computer to

### **All Training and No Jobs**

## **Women Trained for Hibernia Project Denied Placements**

*There are currently nine women working in construction on Hibernia project Bull Arm site. Of the forty-seven women trained as rebar apprentices, only a few have been slotted into cage manufacturing only, while male apprentices with the same training are being offered varied employment opportunities. Three days after the CBC was approached with this story two female apprentice rebar workers were called to work. A female gritblaster/spray painter was called one week later. Patricia Frangos was trained as a Rebar Apprentice for the Hibernia project. Here is her story.*

On June 11, 1993, I completed a Rebar Apprentice Training program. This training was put in place for the Hibernia project. I felt very honoured to be chosen as one of the fifty women trainees. There was no doubt in my mind that I would obtain employment at the Bull Arm site and work on the massive Gravity Base Structure.

Well, it is five months later and I,


along with forty-seven other women are fighting strongly for these "should have been" positions. Federal funding was granted to put necessary training programs (such as mine) together for the Hibernia project. The unions agreed that women should partake in the training (and 50 were chosen in the Rebar area) and subsequent employment at the Bull Arm site. To date I have not secured any employment at Bull Arm.


In October, 1991, I completed a training program with the Labourers Union (Local 506) in Ontario. The program was called Cement Finisher Apprentice. It advertised cement finishing as a dying art and in demand. This program was also federally funded and women were encouraged to be part of it. Myself and two other females completed this program and awaited our 2 1/2 year apprenticeship which we were told would be a possibility on completion. There would be no apprenticeship for us and the reason being the economic recession.


Months later the union approached us

WITT Atlantic, in support of that organization's work with and for women.

## THUMBS DOWN to...

 To Hibernia, NODECO, and the Oil Development Council for not living up to the intent of the terms of their Employment Equity commitments. Forty-seven well-trained women await the opportunity to demonstrate the skills that got them some of the highest grades in the class. Over 350 women have applied for work at the site. At the time of writing, only 9 out of a workforce of 2400 have been hired.

 To Red River College for cancelling the longest running, and only, Alternative Careers Training (ACT) and Pre-Technology for Women programs in Manitoba.

 To Human Resources and Labour Canada (formerly EIC) of Nova Scotia and Prince Edward Island, for cancelling the only pretrades and technical programs for women in those provinces.

again to follow up with another program. Advanced Cement Finishing. All three of us declined (needless to say, the earlier program had not gone over well with all three of us). Interestingly enough, federal funding was not approved for the new program.

I feel very cheated by the unions in both of those situations. I also feel the construction industry should never have been placed outside the guidelines of the Federal Contractors Program. I believe women have been used and in the worst possible way. I took on these programs very ignorant to the "non-traditional" world of work. I admit I did very well in the courses but apparently not well enough to "cut it" in the so called man's world. I firmly believe that someone should be held accountable for exploiting women in this manner. As I'm sure you agree, the exploitation of women and abuse of federal funds must stop. There must be accountability so that women receive jobs after training.

## 1994 Skills Canada Competitions

Skills Canada is a unique partnership of educators and the private sector. From a small pilot project begun in 1989 in Simcoe County Ontario, Skills Canada has grown to serve 430 schools and over 50,000 students and teachers. Skills Canada exists to improve the level of awareness of technology and its impact on Canadian youth; to promote opportunities for the private sector to interact with and enhance education for student pursuing careers in trades and technology, and to improve the image and status of technological careers.

The Skills Canada Competitions are scheduled for May 18th through 20th 1994, at the Copps Coliseum in Hamilton Ontario. The competitions are designed for Canada's top technical students. Students will be asked to demonstrate their abilities in specialized skills and leadership by performing jobs and skills at the "entry level" worker positions through "hands-on" and written applications. Participants may compete at secondary, college and apprenticeship levels. Contests will include construction, manufacturing, transportation, communications, services, and leadership categories. WITT hopes that many young women will take this opportunity to exercise their skills in their field of interest.

The 1994 competitions will share coverage with a Technical Trade Show, a comprehensive Career Fair, and the 1994 Canadian Vocational Association Conference. Skills Canada is seeking volunteers to assist with the 1994 initiative, as well as partners and sponsors from the private sector. For more information, contact Skills Canada, at 4 Cedar Pointe, Unit D, Barrie, Ontario L4N 5R7 Ph: (705) 734-9170 Fax: (705) 734-1448.

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## How Words Make Women Disappear

Dear Sirs • manpower • craftsman  
working men • journeyman • tradesman  
the thinking man • the man in the street  
fellow countrymen • the history of mankind  
one man show • man in his wisdom  
statesman • forefather  
fatherland • one man / one vote  
masterful • masterpiece  
old masters • the brotherhood of man  
sons of freemen • liberty  
Liberty Equality Fraternity  
faith of our fathers • god the father  
god the son • yours fraternally

## After the Election:

### *Campaign Child Care*

The National Board of Directors of the Child Care Advocacy Association of Canada (CCAAC) is meeting in Ottawa from November 12th to 14th. The Child Care Advocacy Association of Canada and six other national organizations – the National Action Committee on the Status of Women, Canadian Labour Congress, National Organization of Immigrant Women of Canada, Child Poverty Action Group, Native Women's Association of Canada, and the Assembly of First Nations – in April of this year launched Campaign Child Care 1993: "CHILDREN: OUR HOPE, YOUR FUTURE."

During the election campaign, the Liberal Party of Canada released its plan to develop 150,000 child care spaces in Canada over the next few years. The CCAAC is determined to see hope in these commitments despite the attached 3% growth condition and the obvious need to reach an accord with the provinces, and remains committed to ensuring that all Canadian families access affordable quality child care.

The National Board of Directors of the Child Care Advocacy Association has invited Chaviva Hosek, Director of Research for the Liberal Party of Canada to meet with them and their campaign partners on Monday, November 15. The elections are now over and considering the results, the CCAAC feels that now is an appropriate time to sit down with Ms. Hosek and members of the Liberal research team to see how they can co-operate in order that a comprehensive and realistic child care program be implemented in this country.

The Child Care Advocacy Association of Canada can be reached at 323 rue Chapel Street, Ottawa, Ontario K1N 7Z2. Ph: (613) 594-3196 Fax: (613) 594-9375.

## *Automotive Electrician*

Expect variety on the job as you will do: • general automotive work on 6, 12, 24 and 600 volt electrical systems and components • preventive maintenance work on bus electrical systems • electrical fault trouble-shooting • repairs and overhauls of starters, generators, regulators, etc.

Your B.C.T.Q. in Electrical Work must be combined with a 4-year apprenticeship as an Automotive Electrician or extensive experience in the automotive electrical field. Along with good diagnostic skills, you have a clear driver's licence and the ability, after training, to obtain a Class 3 driver's licence with an air ticket. Experience on motor bus electrical systems and general familiarity with buses is desirable; knowledge of electronics would be an asset.

We offer an hourly rate of \$23.47 plus \$0.60 trade allowance and excellent benefits. Please send an application immediately to: Stephanie Jang, Human Resources, BC Transit, 120 - 1200 West 73rd Avenue, Vancouver, B.C. V6P 6M2.

**BC Transit** 

...! We'll keep your career moving!

2674



Call for  
**Women's Representative**  
**Canadian Labour Force Development Board**

*This is a two-year volunteer position*

**Criteria for Selection:**

- 1) Must have good knowledge of training policies and have direct experience with the development and provision of employment-related training for women.
- 2) Must be assertive, politically astute, flexible and have the ability to represent the diversity of needs and interests of Canadian women.
- 3) Must be able to represent minority interests and be sensitive to the concerns and issues of visible minority, aboriginal and disabled women and other diverse women's communities.
- 4) Must be able to make the linkage between equity and training issues and be able to articulate this linkage to a broad range of groups and diverse interests.
- 5) Must have good communications skills; be able to develop and maintain open lines of communication with all women's groups; and have the skills and commitment necessary to be able to be accountable to her constituencies.

*Preference will be given to candidates who are:*

- 1) Sensitive to and able to effectively represent francophone concerns and interests; fluency in French is an asset.
- 2) Members of the designated employment equity groups.

A time commitment of two years, approximately one week per month is required. Meetings of the CLFDB are covered by a per diem and travel expenses are also covered.

*Applications must be submitted to:*

Selection Committee, Women's Reference Group  
Advisory Body to the Women's Representative on the Canadian Labour Force  
Development Board, 47 Main Street, Toronto, Ontario, M4E 2V6  
Tel: (416) 966 4898

*Applications must include:*

- 1) One page statement of interest
- 2) Resume
- 3) Two letters of support – one from a nominating women's organization

For information regarding the closing date for applications, please contact the selection committee.

# Surviving and Thriving II

## Employment Equity Issues for Women in Trades, Technology, Operations and Blue Collar Work

The proceedings of the WITT National Network Conference of February 1992.

For TTO/BCW women, their advocates, employers, unions and educators, these voices of experience provide a solid base of information and analysis from personal and professional points of view.

Integration programs, harassment, seniority, Employment Equity/Affirmative Action legislative changes, Building WITT Support groups and dealing with isolation: WITT and other resource people present innovative solutions.

*Order a copy now, buy one for a friend, and ask your local library to get one too!*

**\$26.77 includes GST**

WITT National Network's

## Directory of Recruitment and Retention Programs and Initiatives

provides up-to-date information for employers, unions, secondary & post-secondary educators, and government personnel.

Contact names and phone numbers come with the clear short description of the initiative, to assist those who are working to integrate women into their TTO/BCW workforce.

Many great ideas have been put into practice – call and find out how these may work for you.

Available for \$12.00 plus applicable taxes from:  
WITT National Network,  
R.R. # 1, Winlaw, B.C. V0G 2J0

## WITT NATIONAL NETWORK MEMBERSHIP

WITT National Network is an education and advocacy organization that promotes and assists in the recruitment, training, and successful employment of women in trades, technology, operations and blue collar work. WITT is a communications and support network for women and groups working locally, provincially and regionally.

### TERMS OF MEMBERSHIP (as in the WITT National Network Structure Document)

All members will receive the National Network newsletter, published three times yearly, in order to keep them informed and in contact with the ongoing issues and activities of the organization. We welcome their input.

#### • Regular

May vote on issues in person at National Conferences, and in person **or by proxy** on election of National Coordinator.

A regular member will be an individual woman who is

interested in the achievement of the WITT National Network's goals and objectives and who has fulfilled obligations of fees as indicated in the Structure Support Document. Voting privileges will be available by attending the National Conference or by proxy.

#### • Associate

These are open to individuals, groups, unions, businesses etc. interested in supporting the goals of the WITT National Network. Associate members have voice but may not vote at the National Conference. They may sit as committee members, but cannot serve as members of the National Advisory Committee, nor as provincial/territorial National Representatives or Alternates.

WITT National Network

RR#1 Winlaw, B.C. V0G 2J0 • (604) 226-7624

## ANNUAL MEMBERSHIP FEES:

### REGULAR INDIVIDUAL MEMBERSHIP:

May vote on issues in person at National Conferences, and in person **or by proxy** on election of National Coordinator. TTO/BCW women and their female advocates: \$15.00 (or 1 hours wage, whichever higher)

Occupation: \_\_\_\_\_

### ASSOCIATE MEMBERSHIP:

Individual Associate Membership:	\$30
Local WITT Groups:	\$50
Local Unions Associations and Groups	\$60
Educational Institutions	\$100
Employees with under 500 Employees	\$100
National/Umbrella/Union Organizations	\$125
Corporate	\$175

Organization: \_\_\_\_\_

Phone: \_\_\_\_\_

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

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

Phone: \_\_\_\_\_

(GST is included in the membership fees)

WITT National Network

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For any donation received above the amount of your membership fee, you will receive a tax deductible receipt.