

# ***WITT NATIONAL NEWSLETTER***

**Alliance of Tradeswomen Technologists Operators and Blue Collar Workers**

**JUNE 1994**



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## National Coordinator's Farewell

This is the Official Newsletter of the WITT National Network published four times a year and distributed to all members in good standing.

Please send us material and information you would like to see shared in this publication.

We extend a special invitation to all of our labour market partners and alliances to collaborate with our editorial committee in future editions.

Sincere Thank-you's to all the contributors, and apologies for all that didn't find inclusion in this issue, but look forward to the next edition.

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This will be my last report to you as the National Coordinator of WITT National Network. Your next report will be from **Maggie McDonald**, a wonderful WITT woman from London, Ontario who will be acclaimed in the role at the Halifax conference. Maggie will make a fine National Coordinator.

I would like to share with you some reflections and parting thoughts about the development and philosophy of WITT National Network, and about who WITT serves. I believe that WITT women have ownership and direction of this Network, while our labour market partners' participation is essential to our success.

In 1980, participants at the first WITT conference decided not to create a national organization. The prevalent sentiment was that women needed to focus their efforts on gaining their skills, completing their apprenticeships and keeping their jobs, while developing their local organizations.

Employment Equity Legislation was proclaimed in 1986, companies were required to start reporting in 1988. Computers and technological change were making a major impact on work as we know it.

By 1988, there were only 5-6 active groups in the country; several of those groups had experiencing ups and downs in member energy. At the 1988 conference, "**Surviving and Thriving**", we learned that those original apprentices and the tradeswomen, technicians, and blue collar workers who came after them had not had an easy time of it. There were many similarities in the difficulties they experienced, and all participants needed to hear their stories. The support and understanding gained from this gathering was a valuable tool to enable us to strategize on needed changes to improve the future situation for women in these fields.

The first two days of the conference in which women met alone with their advocates was important, as was the decision to bring in our labour market partners in the second two days. The labour market partners attended that conference as they had a role to play in changing those circumstances in which WITT Women found themselves, a role which many were already working at, separate and apart from WITT. The discussion that took place, in workshops, during walks by the lake and late night in the sleeping quarters, led to strong and clear recommendations that launched the WITT National Network on its challenging work. I have been engaged in the work that come out

of these recommendation, and the recommendations from the 1992 conference, for the past 7 years.

Since 1988, over forty local and regional WITT groups have formed across the country, to support local needs, many on their own and some with help from the national office. The National Conferences have continued in the pattern of two days of WITT women meeting, with a blending into two days with the labour market partners. Regional conferences have a different focus, serving WITT women and their female advocates.

The reality is that women in TTO/BCW have to be more than just proficient at their technical skills, they need skills that are not always expected from workers in these fields: communications, assertiveness, conflict resolution, mediation, self-esteem building, and most of all, a sense of support and belonging. These are retention skills for us. We have worked to build them into pre-trades and technology programs to assist others.

More often now, some of that sense of belonging can come from our unions, and sometimes with groups set up through our employers at our workplaces. But just as easily, those too can be places of exclusion. We really do need to have a place of understanding where we feel safe and valued, and a place from which we can help each other and perhaps our younger sisters find a rightful place in the skilled workforce. That has been the role of our local groups, as well as lobbying for change.

At the national level, our organization has moved issues forward by working with our labour market partners. Our Industrial Adjustment Service (IAS) Committee provided resources for our work with WITT women and our labour market partners, and for several important projects: this newsletter; the "Directory of Recruitment and Retention Programs and Initiatives"; the new "Integrating WITT: Strategies to Welcome Women in Trades, Technology, Operations and Blue Collar Work", a checklist to help identify changes needed in systems, organizations and institutions. Lastly, the function we have played as a resource and information network has prove invaluable to the many people who have sought us out for that reason.

There has also been an important tension created between those in the organization who feel that our primary work should be building local groups and supporting women who are

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*“As WITT’s National Coordinator, I have done my best to walk the high tension line . . .”*

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out there, and encouraging women to move into these fields, and those who feel that much work needs to be done to urge, coerce, educate and assist employers and unions to increase and enhance women’s opportunities to train and work in their industries, educators to provide new programs, modify old practices to ensure women’s success and governments to modify policy and program interventions to support and encourage true equality in the workplace. This is all good work.

I believe that our new Sectoral Partnership Initiative, **WITT National Network Human Resource Council** incorporates both these goals. For its success, we must ensure that WITT women are supported to participate and to build activities at the local level. It also provides the unique opportunity to work as colleagues with all our labour market partners: to network, educate, and assist in integrating WITT women. The new team of WITT National Network: Maggie McDonald, (National Coordinator); Louise Nichol, (Sector Council Administrator); and Jill Jones, (Education Coordinator) have major and exciting work ahead of them.

And as recommended at the 1988 conference, with our Sector Council Initiative we will finally be able to realize a national databank. The potential uses of the databank have increased to include an inventory of TTO/BCW women in Canada, as well as policy and program information, a listing of available role models, perhaps a listing of consultants on WITT integration issues, the possibility of engaging in some long overdue research, and finally the ability to respond to those many queries about numbers of women in TTO/BCW that come in every day.

WITT has taken a 28 year old IAS program designed to serve primarily male-dominated industries and the newly emerging Sectoral Partnership Initiative, modified it, and created a new model of consultation and partnership that will better serve our needs. It incorporates more of those with a role to play in changing the

labour force profile of our workplaces: WITT women, employers, unions, educators and federal and provincial government policy makers. It will take diligence to continue to ensure that we understand and serve the needs of all of our constituents.

As WITT’s National Coordinator, I have done my best to walk the high tension line between those who see a need to focus on support and encouragement of local WITT and those that see a need to work with our labour market partners. We need to do both. It has not been easy, and I have occasionally been singed. As a carpenter, I am more used to creating and following blueprints, constructing as I go along, making changes as needed, using my tools to measure, cut, fit, fabricate and finish. Clearly, this is a work in progress, and I now leave it to Maggie, an electronics technician, to walk that high tension line.

Lastly, I would like to talk about those aspects of my job that I have enjoyed the most. I have travelled this country from coast to coast, meeting and working with, supporting and brainstorming with WITT women who have commitment and ingenuity, dedication and perseverance, often in the face of devastating circumstances. It has been an honour to move issues forward as far as I have been able. It has been a pleasure to meet women in training institutions and worksites, each of us knowing that pioneering isn’t always easy, but if we do it, it will be easier for those after us.

It has been my good fortune to find advocates in industry and in government, as well as among educators: and also to find those who were willing to change their thinking as a result of what we showed them. And it was good to see those people, men and women become advocates themselves, using their roles to effect change that will assist in the integration of women in trades, technology, operations and blue collar work. I do believe that when men really start talking to men about these issues, effective change will truly accelerate. ↘

Finally, I want to thank Mike

McGrath of the CARS Council for his initial support and ongoing work with us through the process of becoming a Sector Council. I also want to thank the staff in the Kootenays who have served this organization so well over the last 7 years. I will start with Emily Youngreen, our resource coordinator and conference workshop transcriber, who has been with us from the beginning, and has always been willing to drive the 5 miles to the house/office to fax or send some much needed pieces of paper somewhere in the country. And Muffin, our bookkeeper, who has had to make heads and tails out of our many different projects. Bonnie, Becky, Maree, and Linda who have each served so ably as executive assistant to someone who was on the road as much as I, and served the Advisory Committee as well, to ensure that effective communications always took place. Finally, I want to thank Linda Lee of Kootenay Travel in Nelson, who is the best travel agent in the world, and kept me on the road with patience, humour, tenacity, and ingenuity.

In closing, we all need to thank the women who have made up the Steering Committee and the Advisory Committee, who have worked together and on their own to make this organization what it has become, hopefully what we need to assist us to move forward with our common goals.

**1994  
Canadian Woman Entrepreneur  
of the Year Awards**

It is the third year of this national award to honour women entrepreneurs for their personal achievements and their vital contribution to the Canadian economy. These awards are given to celebrate women who are turning visions into realities. For information only: National Awards Selection Committee, Barbara Caldwell, CALBAR Inc., 18 Southdale Drive, Markham, ON L3P 1J7 Phone: (905)472-0774 Fax: (905)472-4807

# Toronto Access to Apprenticeship Program

by Diane S. Brundage

In the spring of 1993, the Women's Access to Apprenticeship Training Project in the Toronto District was restructured and renamed. It is now known as the Access to Apprenticeship Project (AAP). The Project's mandate has expanded to include all of the Equity Group members (women, racial minorities, the disabled, francophones, and Aboriginals) with emphasis on helping women to access apprenticeship opportunities. These changes only took place in the Toronto District, in other Districts in Ontario they are still called Women's Access to Apprenticeship Training Projects. These Projects are funded by the Ontario Training and Adjustment Board (OTAB) - Apprenticeship Branch, formerly known as the Ministry of Skills Development - Apprenticeship Branch.

During our restructuring, a consortium was formed by the sponsoring agencies to provide a more concentrated effort to ensure the delivery of this project. Members of this Toronto District consortium are as follows; the Industrial Training Committee for North York and York Region; the Sheridan College; George Brown College; Durham College; Centennial College; and OTAB - Apprenticeship Branch. It was determined that major responsibility must be assigned for the marketing, networking, program development, and project co-ordination functions of the Project. To facilitate this, lead responsibilities were assigned to two consultants for Marketing, two for Networking, one for Program Development, and one for Project Co-ordination.

The Marketing function is handled by myself, Diane Brundage from the industrial Training Committee for North York and York Region and Mary McNeil from Sheridan College. Mary and I mainly work with employers to increase their awareness of apprenticeship and to facilitate apprenticeship opportunities.

Lead responsibilities for the Networking function are being handled by consultants Janet Pond of George Brown College and Jo-Ellen Taylor (Linda Barker's replacement) of

Durham College. Janet and Jo-Ellen work with the counsellors and clients from a variety of community agencies, i.e. Skills for Change, Chinese Information & Community Services, the Organization of Black Tradesmen & Tradeswomen of Ontario, Canada Employment Centre, Ministry of Community and Social Services, etc. As a result of this work, we are compiling an Apprenticeship/Job Ready List of qualified candidates which is utilized by the Marketing consultants when discussing apprenticeship opportunities with employers.

The function of Program Development is being handled by the Apprenticeship Branch's representative, Carol Pickett (Jean Miller's replacement). Carol helps facilitate the development of new training opportunities for equity group members at community colleges and union training centres.

Ajao Modibo from Centennial College (Lynn Cullaton's replacement) is the Project Coordinator. At the coordinating office we are creating a data base of qualified candidates' resumes that are sent to employers upon request. Ajao recently coordinated, in conjunction with the Apprenticeship Branch's Area Offices, three Outreach Conferences in Toronto. These conferences brought together representatives from the Apprenticeship Branch and community agencies to discuss strategies to further the awareness of apprenticeship in their communities. Our Project conducted workshops at two of these conferences to explain our new model of operation and to share networking and marketing strategies.

To date, 1994 has started off very busy for us here in the Toronto District. We are in the process of working with 5 employers in placing women into 4 TTO jobs and 5 apprenticeship opportunities.

One of the employers is taking advantage of special funding for 12 months, from the Ministry of Community and Social Services. The funding, called Social Services Employment Program (SSEP), will reimburse the

employer 100% of wages for the first six months and 90% of wages for the last six months. This employer is providing three apprenticeship positions, Motor Vehicle Mechanic, Electrician, and Building Maintenance Mechanic, to women who are presently on social assistance or mother's allowance.

The SSEP funding has become very popular with the eligible non-profit employers in the Toronto District. In January 1994, we were successful in working with 5 employers, who submitted 10 proposals for approval by the Ministry of Community and Social Services for 10 apprenticeship positions. The employers are two Boards of Education, a Community College, a Hospital and a Community Agency. The apprenticeship positions are as follows: (3) Building Maintenance Mechanics; a Plumber; a Heating, Ventilation and Air Conditioning Mechanic; an Electronic Repair Technician; a Printer; a Sign Writer; and (2) Electricians. We are expecting approval for the funding later this spring.

We are also working with a large municipality that has already placed 5 women into TTO jobs in the last six months. These jobs are in the Waste Water Treatment Plant area for over \$16 an hour.

We are working with the Employment Equity Section of Human Resources and Development Canada, formerly known as Employment and Immigration Canada, to help employers, who are suppliers to the Federal Government, look at strategies to get more women into skilled and TTO areas. One employer is utilizing the 'BRIDGES PROGRAM', designed by the City of Toronto. This program provides female employees with training in basic tool skills, etc. and an opportunity to do job shadowing in skilled occupations in the company. When the women finish this training they will have a better opportunity to apply for internal skilled jobs as they become available.

• (Continued on Page 15)

# Who is Maggie McDonald?

Maggie McDonald has been acclaimed as WITT National Network's new National Coordinator. Maggie is a feminist and WITT woman who has shown a strong commitment to improving opportunities for women, and to creating innovative partnerships to further our goals.

Maggie believes that it is the participation of WITT women in the local organizations that is needed to provide direction of the National Network. "More grass roots development will be needed as WITT proceeds on with it's work as a sector council. My primary strength is in leading more towards this... WITT belongs to all women in Trades, Technology, Operations and Blue Collar Work... WITT is made of all women's voices; claiming their right and excitement to work in TIO/BCW."

Maggie sees the National Network strengthening local groups - assisting them in becoming self-sufficient, to find sources of funding or to encourage entrepreneurial activities, as the National Network itself moves towards self-sufficiency from funders. Product development and our expertise in education and integrating WITT women are services which both National Network and local groups can offer our labour market partners. The Network is a resource for everyone - with WITT women at the centre of the wheel.

## Maggie's Background

During the recession in the 80's, Maggie underwent re-training through a WITT course and electronics training. Her experience was not uncommon: the amazement of having an entirely new world open unto her, and the frustration of trying to get that first job.

It was at the Naramata conference in 1988 that Maggie's commitment to WITT issues was

solidified. She attributes being in the presence of so many committed WITT women and advocates with fostering a new confidence, a new sense of belonging with WITT women, and new goals to improve the opportunities for all WITT women.

Since then, Maggie has developed and taught many bridging programs for women including: WITT, Pre-apprentice Electrical for Women, Technical Orientation for Women and Technical Upgrading for Immigrant

### On the Future of WITT National Network:

*I want women to know that this is their organization...and the networking has to work for them - women who are looking for jobs or training need to be matched with employers who are looking to hire WITT women. I find the idea of working in a partnership very exciting, bringing everyone - women, employers, educators and unions together to find a common ground. When each group doesn't know the other players - it's hard to get the work done - and there is a lot of work to be done.*

*Maggie McDonald*

Women. Maggie helped develop and deliver GETT Camps (Girl's Exploring Trades and Technology), which began at Fanshawe College but is now adapted and used across the country.

At the local and regional levels, Maggie belongs to and has provided leadership to (among others): London WITT, ONWITT, Huron Erie Coalition on Women's Training, OCTTOOW (Ontario Committee for Trades, Technology, Operations, Occupations for Women) and Open Doors.

Maggie has been involved with the National Network since 1988, participating as an Advisory Committee representative and regional repre-

sentative from Ontario, on the IAS/SEED Committee, and in many ongoing WITT projects.

## AND THE OTHER MEMBERS OF THE TEAM:

Maggie will be working closely with two administrators to manage the activities of the new WITT Human Resource Council and the WITT National Network.

### Education Administrator:

**Jill Jones** is our new Education Administrator for the WITT Human Resource Sector Council. Jill will be developing and promoting educational products and other resources, and working with our labour market partners to promote issues of the WITT National Network. Jill has worked for 20 years as an activist in women's and labour issues: Jill is an adult educator, a skilled mediator and a community development worker. She is a trained machinist with the organizing, planning and financial management experience needed for successful administration of WITT National Network and Council.

### Sector Council Administrator:

**Louise Nichol** is our new Sector Council Administrator. Louise will be developing and promoting programs to other sector councils, and working with them to promote issues of the WITT National Network. Louise is a WITT woman with training and experience in carpentry, electronics; a WITT instructor and adult educator. Louise has worked with the National Network on a variety of projects over the last several years. Louise played an integral role in writing our sector council proposal, and carries much of the responsibility for it's success.

# Construcfront

Les 27, 28, 29 octobre dernier, se tenait à Dorval un "Sommet sur l'industrie de la construction", convoqué par l'ex-ministre du travail, Normand Cherry. Tel que nous vous l'avions annoncé, F.R.O.N.T. et C.I.A.F.T. étaient invités. Nous partageons un siège à la table centrale, aux côtés des centrales syndicales et des organismes patronaux.

Lors des allocutions d'ouverture, nous avons clairement annoncé nos couleurs. Thérèse Ste-Marie, de C.I.A.F.T. a brossé un tableau de la situation des femmes dans l'industrie de la construction en plus de déposer un mémoire. En tant que représentante de F.R.O.N.T. et travailleuse de la construction, l'auteur de ces lignes a expliqué avec des exemples concrets les difficultés que nous rencontrons pour exercer ces métiers. Voici donc la proposition que nous avons déposée lors de cette rencontre.

## PROPOSITION AVANT L'AMENDEMENT

- Considérant que les femmes représentent 44% de la main d'oeuvre active au Québec et moins de .001% dans l'industrie de la construction;
- Considérant qu'il existe 7 femmes compagnons dans l'ensemble de l'industrie sur les 152 travailleuses détenant des cartes de compétence;
- Considérant la difficulté des femmes à obtenir des cartes d'occupation compte tenu de l'exigence de garantie d'emploi de 150 heures;
- Considérant les difficultés d'embauche vécues par les femmes;
- Considérant l'augmentation de la présence féminine dans tous les secteurs d'emplois traditionnellement réservés aux hommes et la diminution paradoxale des femmes dans l'industrie de la construction
- Considérant la mentalité plutôt conservatrice du milieu;
- Considérant que le Colloque québécois des femmes en emplois non traditionnels, tenu en novembre 1992, a conclu de la pertinence du maintien des moyens coercitifs pour favoriser l'accès des femmes à l'industrie;

- Considérant que la qualité de la main d'oeuvre féminine est maintenant reconnue comme facteur contribuant à la qualité totale;

- Considérant la responsabilité sociale des intervenants à refléter la réalité mouvante du marché du travail;

Il est proposé:

**que soit inscrit dans la loi une clause de convention collective favorisant l'accès des femmes et de créer un comité responsable du développement des mécanismes qui permettront l'accès, le maintien et l'augmentation des femmes dans l'industrie.**

- Ce comité aura pour mandat premier de soumettre aux partenaires un programme cadre d'accès à l'égalité d'emploi dont l'application sera négociée en fonction de la capacité de mise en oeuvre de chacun des secteurs.

- Ce comité devra faire partie intégrante de l'organisme qui sera appelé à gérer l'application de la convention collective.

Le jeudi 28, la CSN construction a demandé que notre proposition soit débattue. Tout le monde accepte. La FTQ propose alors de faire un amendement: remplacer "que soit inscrit dans la loi", par "que les parties s'engagent à négocier".

A notre grand bonheur, la proposition est acceptée à l'unanimité. (Pour la petite histoire, soulignons que ce fut la première proposition à rallier tout les participants du Sommet. "Les femmes, c'est bien la seule chose que nous ayons en commun" blaguait-ils.)

Il fait souligner que cette rencontre nous a permis d'établir des liens avec les syndicats et les associations patronales. Certaines d'entre elles se sont montrées très intéressées à travailler en collaboration avec notre regroupe. Nous sommes donc allées chercher des gains appréciables. Ils ne peuvent plus désormais nous ignorer.

Malgré que la loi 142 soit venue défaire tout les consensus obtenus à ce Sommet, nous ne lâchons pas prise. Nous travaillons présentement à établir

un comité multipartite qui veillera à établir des mécanismes pour favoriser l'intégration des femmes à cette industrie.

Isabelle Dugré  
Plombière et vice-présidente de F.R.O.N.T.

Le communiqué de presse suivant a été émis à la suite de cette première manche remportée par et pour les femmes de l'industrie de la construction.

## COMMUNIQUE

Dorval, 29 octobre 1993

C'est avec beaucoup d'émotion que les travailleuses de la construction ont accueilli la décision unanime des participants au Sommet sur l'industrie de la construction d'adopter une proposition à l'effet que les partenaires de l'industrie s'engagent à **négocier une clause de convention collective favorisant l'accès des femmes et de créer un comité responsable du développement des mécanismes qui permettront l'accès, le maintien et l'augmentation des femmes dans l'industrie.**

Quand on fait allusion à l'émotion des travailleuses de la construction de voir leurs partenaires poser un geste allant dans le sens de la reconnaissance de leur droit d'accéder à l'industrie, il fait comprendre combien les pionnières, qu'elles soient grutières, mécaniciennes de chantier ou plombières, ont vécu non pas des moments mais des années difficiles. On parle de démarches d'inscription à des cours où on prend pour acquis que madame inscrit son mari, on parle de centaines d'applications pour se trouver un emploi, on parle d'embauche où le contremaître refuse l'accès au chantier à une candidate parce qu'il ne veut pas de femmes dans son équipe, on parle de femmes de métier qui se font dire qu'elles ne sont pas assez fortes, ou grandes ou résistantes... quand pourtant elles ont fait leurs preuves ailleurs.

A force de détermination, elles réussissent à se qualifier, à se trouver un emploi et les employeurs qui les embauchent vantent leurs mérites et sont réticents à laisser partir.

## Construction Project Breaks Ground

March 18 was a special day for all Ontarians dedicated to employment equity. In Niagara Falls Ontario a ground breaking ceremony took place at the site of the Ontario Government's new head office for the Ministry of Culture, Tourism and Recreation.

This building is extra special in that it is the first of three pilot projects taking place in Ontario to come under the provincial government's "Equity in Construction" program. It is expected that the experience of the pilot projects will provide practical steps and workable solutions for making employment equity happen in Ontario's Construction industry.

Legislated employment equity cannot work in the construction sector without the support and advice of the key players in the industry, including the social action groups. In order to be responsive to the unique aspects of the construction environment, a "Minister's External Advisory Committee" was set up to help develop and support the Equity in Construction employment equity projects.

The Minister's External Advisory Committee is made up of representation from key stakeholders, including: Ontario Network of Women in Trades and Technology; Provincial Building Construction Trades; Employers; Canadian Construction Association; Council of Ontario Construction Associations; Community Colleges; Disabled People for Employment Equity; The Organization of Black Tradesmen in Ontario; Ontario Metis and Aboriginal Association; Alliance for Employment Equity; Association of Architects; Consulting Engineers of Ontario; National Associations; as well as government representatives from Management Board Secretariat, which is responsible for the design and construction of buildings. This Advisory Committee has been meeting regularly since June of 1992.

The mandate of this committee is to advise on how to advance Employ-

ment Equity through MBS budgets. Three of the government's capital projects were selected to be demonstration projects, and employment equity components that the successful contractor would agree to comply with were developed. The committee developed a total of 16 contractual requirements and program activities. The requirements encompass a Declaration of Commitment, including harassment prevention policies, training on EE, and creating opportunities for designated group members.

This group recognized early in the process, that an ongoing commitment to equity education would be a very necessary piece of the plan. An education sub-committee was struck, and a 45 minute "Building Equity" Workshop was developed in partnership with the EE Commissioners office. This "user friendly" education package which includes a video will soon be ready for distribution. To date, several EE Orientation Sessions have already taken place.

The government is currently in the process of hiring an EE On-Site person for the Niagara Falls project. This person will liaise between all the interested groups, coordinate training, and assist the contractor in meeting the EE criteria.

The next 2 projects to incorporate the "Equity in Construction" components will be courthouses in Windsor and Brampton. The committee expects to build on the EE components as they move through the projects, and gain valuable information that will assist in the ultimate goal of attaining equitable construction sites in Ontario.

Louise Nichol  
Ontario Network of Women in Trades and Technology  
Member of the Minister's External Advisory Committee

### Le premier projet de programme d'équité dans le secteur construction voit le jour

*Louise Nichol du Ontario Network of Women in Trades and Technology (Réseau ontarien des femmes dans les métiers et les technologies) présente le premier de trois projets pilotes ontariens qui s'inscrivent dans le programme "Équité en construction" du gouvernement de cette province. Le nouveau siège social du Ministère de la culture, du tourisme et de la récréation à Niagara Falls devient ainsi le premier chantier de construction où les efforts concertés du "Minister's External Advisory Committee" (Comité consultatif ministériel externe) seront déployés pour s'assurer de l'appui et des conseils de tous les partenaires de cette industrie. Ce comité est responsable de l'élaboration du programme d'équité qui comprend 16 exigences et activités contractuelles auxquelles devra se soumettre le contracteur qui se verra attribuer l'un des trois contrats. Le comité a établi la nécessité d'y inclure un volet éducatif et a développé un atelier de sensibilisation à l'équité en matière d'emploi. Le gouvernement s'appête à engager une personne qui verra à assurer la liaison entre les différents groupes concernés, à coordonner la formation et à assister le contracteur à se conformer aux exigences du programme d'équité. Les deux autres projets pilotes seront les chantiers des Palais de justice de Windsor et de Brampton ou le comité espère peaufiner le programme pour atteindre l'objectif ultime de l'équité sur tous les chantiers de construction de l'Ontario.*

# Collaboration Syndicale

En mars 1992, se tenait le premier Colloque québécois de femmes en emploi non traditionnels. Cette première rencontre permettait aux travailleuses et intervenantes concernées d'affirmer leur volonté commune de mettre sur pied un organisme provincial qui les représente. Suivait donc, en novembre 92, le Colloque de fondation de femmes regroupées en option non traditionnelles (F.R.O.N.T.)

Né d'abord du désir des femmes qui exercent des métiers traditionnellement réservés aux hommes de construire un fort réseau d'échange et de complicité afin de se sentir moins seules, ce regroupement veut également être un outil collectif qui leur permettent à la fois de changer les mentalités, de promouvoir leur intérêts et de défendre leur droit, tant aux niveaux, politique, économique, social que juridique.

Se disant que l'heure n'est plus aux débats idéologiques, à savoir si les femmes ont leur place ou non dans les corps d'emplois qui, jusqu'à maintenant, ont été occupés en grand majorité, sinon exclusivement par des hommes - débat qui tend à ressurgir en ces temps de récession et de changements structurels sociaux et économiques - des "femmes non trads" ont décidé de s'organiser. Pour ce faire, elles ont décidé, dans un premier temps, d'amener les femmes à se rencontrer et à échanger entre elles, ceci au moyen de la diffusion d'un bulletin de liaison et par le regroupement des organismes locaux et régionaux existants, voire éventuellement, la multiplication de ceux-ci. Dans un deuxième temps, elles comptent intervenir auprès des différents acteurs sociaux (entreprises, syndicats, écoles, gouvernements) pour qu'ils travaillent à faciliter l'insertion, le maintien et l'épanouissement des femmes dans des emplois non traditionnels. Enfin, elles désirent faire porter leurs actions plus largement afin que leurs revendications pénètrent la société québécoise, ceci en promouvant l'accès à l'égalité et l'équité en emploi pour les femmes "non trads", et en dénonçant tout pratique discriminatoire à leur égard,

plus précisément, la discrimination systémique.

À titre d'exemple F.R.O.N.T. était présent au sommet de la construction qui s'est tenu les 27, 28, 29 octobre derniers. Il s'agissait d'abord pour elles de convaincre tous les partenaires assis à la table de la nécessité de leur faire une place dans les débats. Et puisque leurs préoccupations n'apparaissaient pas au cahier des travaux, elles devaient, d'entrée de jeu pour se faire entendre, aller chercher l'accord unanime des intervenants à ce Sommet. Ce qui fut fait. Elles ont ainsi pu faire adopter une proposition où les parties se sont engagées à négocier des mesures favorisant l'accès, le maintien et l'augmentation des femmes dans l'industrie, et pour ce faire, la mise sur pied d'un comité chargé de travailler à l'élaboration d'un programme cadre d'accès à l'égalité pour les femmes dans ce secteur d'activité.

Ainsi, F.R.O.N.T. prend peu à peu son envol. Aussi s'est-il donné une structure de fonctionnement où l'on retrouve trois catégories de membres:

- membre individuelle: toute femme occupant ou voulant occuper un emploi non traditionnel;
- membre intervenante: toute femme travaillant à la promotion, à la formation, à l'intégration et au soutien de femmes occupant ou voulant occuper un emploi non traditionnel;
- membre associé: tout organisme regroupant des femmes en emploi non traditionnels ou tout organisme travaillant directement ou indirectement à la formation et à la promotion des femmes dans des emplois non traditionnels.

Il va sans dire que celles qui détiennent la majorité des votes sont des membres individuelles.

De plus, il s'avère impérieux pour elles, à très court terme, de développer de bonnes assises financières, ce qui, au risque de servir encore une fois une vérité de Lalaisse lorsque nous abordons ce sujet, n'est pas facile. Le comité des finances inventorie présentement toutes les sources de financement auxquelles il pense possible de faire appel (ex: fondations,

programmes gouvernementaux, gens d'affaires, événements spéciaux, etc.) et se prépare à mettre en branle son plan d'attaque. Il prévoit donc, dès novembre, entreprendre un travail de sollicitation auprès des différents bailleurs de fonds. En mars et avril, il mettra au point une campagne de levée de fonds qui se voudra très large, laquelle se déroulera en mai et juin. Toute contribution est, cependant, bienvenue dès maintenant.

Enfin, nous tenons à souligner le lien privilégié qu'entretient la CSN, par le biais du Comité national de condition féminine, avec le Regroupement. Nous avons, dès mars 1992, été des premiers débats et occupons présentement un poste au Conseil d'administration. À l'instar de la CSN-Construction qui a pris l'initiative de soumettre une proposition afin qu'une place leur soit faite dans les débats, nous les avons appuyées dans leur démarche au Sommet de la Construction. En fait, s'agit ici d'un lien de réciprocité, car nous avons autant besoin d'elles qu'elles ont besoin de nous.

D'une part, il s'agit pour nous de rejoindre des femmes qui entrent sur le marché du travail et qui, tôt ou tard (mais de préférence plus tôt que tard!!!), seront sensibilisées à la réalité syndicale, laquelle devrait constituer pour elles un lieu prioritaire d'échange et de solidarité et un levier important de reconnaissance et de défense de leur droits. D'autre part, il s'agit d'entrer en contact avec des femmes qui, bien que syndiquées, éprouvent quelques difficultés à se faire entendre dans leurs propres syndicats. Car, comme on le sait, les messages, et de surcroît, les nouvelles idées qui entraînent des transformations profondes, mettent souvent du temps à se traduire en volontés politiques concrètes.

Quant aux "femmes non trad", elles savent qu'elles ont intérêt à développer avec nous des liens de confiance, puisque nous sommes placées aux premières loges pour influencer sur les comportements et les mentalités qui prévalent au sein de

\* (Continued on Page 18)



# Equity in Apprenticeship

**Marcia Braundy**

"Equity in Apprenticeship" - It sounds right, like it should be a given at this stage in our development as a democratic nation, 10 years after Canada's Royal Commission on Equity in Employment, and 8 years after a national/interprovincial study of apprenticeship clearly identified the low participation of women as an area that needed to be addressed in our country. Unfortunately, there is little "equity" in apprenticeship: systemic barriers to the effective recruitment, selection, hiring and retention of women, visible minorities, aboriginal people and people with disabilities, are entrenched.

In 1980, Lloyd Axworthy, then Minister of EIC, now Minister of HRDC, identified a need for skills training, as the skilled workforce was aging, training was not taking place at a rate to replace them, and technological changes were having an impact on the knowledge and skill sets required for many jobs.

In 1989, the CLMPC National Task Force on Apprenticeship called for increased efforts to change the low participation rates of all designated groups in apprenticeship training, and cited the need for financial support for

exploratory courses based on the WITT model, and preparatory training for employers and co-workers.

A year ago, the Forum of Ministers with Responsibilities for Labour Market Issues identified apprenticeship revitalization and equity in apprenticeship as priority issues. There has been a flurry of activity, mostly in areas of increasing the numbers of apprenticeable trades. They also commissioned a study of initiatives undertaken by government, employers and unions, in all provinces to increase equity in apprenticeship.

The CLFDB National Apprenticeship Committee will be publishing a formal discussion paper from some of the "Best practices" of the above study to serve as background to its recommendations for increasing designated group representation.

All of this seems like a tremendous amount of studies and recommendations, a great deal of effort, and to what end? The Apprenticeship system has been slow to respond. Moving change forward takes political will, and as one white-haired business agent once told a group of EE professionals: "I have to represent my

membership, and the majority of them are white, male and over 40.

Some provinces have developed great 5 year plans, but have since shelved them. In B.C., it was only when women made up a critical mass in Cabinet that the political will was in place to ensure designated group representation on the Apprenticeship Board. Alberta has publicly dug in its heels, insisting that **Journeymen**, **Tradesmen**, and **Manpower** are the only acceptable terms, and that role-models in their audio/visual materials are not important. Others are aware that children and young adults form very clear ideas of acceptable career choices for their gender based on language and what they see around them.

Sometimes I recognize that the wheels of government grind slowly. And then once in a while, I see some real change taking place, and know that it would not occur were we not at the table.

Both Ontario and British Columbia have begun to take up the challenge. They have planned or started "Diversity Training" for their apprenticeship counsellors and industrial

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## ***ÉQUITÉ EN MATIÈRE DE FORMATION PROFESSIONNELLE***

Dix ans après la tenue d'une Commission royale d'enquête canadienne sur l'équité en matière d'emploi et huit ans après une pan-canadienne sur la formation professionnelle qui identifiait clairement l'absence des femmes dans ce secteur d'étude, la discrimination systémique à l'égard du recrutement, de la sélection et de l'embauche des femmes, des minorités visibles des autochtones et des personnes handicapées est toujours fermement ancrée dans notre société démocratique.

Marcia Braundy nous fait l'historique des acquis des dix dernières années en soulignant ceux qui se sont avérés des vœux pieux et dont les résultats se font attendre. Dès 1980, le

manque de relève de travailleurs spécialisés avait été identifié; en 1989, le message était toujours le même et le "CLMPC National Task Force on Apprenticeship" décriait le besoin urgent d'accroître la participation de tous les groupes cibles à la formation professionnelle, de débloquer des fonds pour des cours d'exploration basés sur le modèle de ceux conçus par WITT et des sessions de sensibilisation pour les employeurs et les collègues de travail pour faciliter l'intégration des femmes. Ces constats ont généré un nombre impressionnant d'études et de recommandations, mais ce n'est que la volonté politique qui donne des résultats tangibles. En Colombie Britannique, les choses n'ont commencé à

bouger qu'au moment où les femmes ont formé la masse critique au sein du gouvernement.

Où donc sont ces acquis dont on fait tant état?

L'Ontario et la Colombie Britannique sont indubitablement les cheffes de file leur "formation en diversité" offerte aux conseillers en formation professionnelle et aux consultants industriels. Les projets d'accès à la formation professionnelle pour les femmes d'Ontario ciblent maintenant le milieu communautaire et le font souvent avec la collaboration de groupes WITT de la région. La Colombie Britannique s'apprête à emboîter le pas dans ce genre d'initiative. Le gouvernement de cette pro-

training consultants.

Ontario Women's Access to Apprenticeship Projects have moved from "Demonstration" to integration status in their apprenticeship delivery system. The province has introduced community based projects to work with the designated groups. Women's Access Coordinators often work with local WITT groups to ensure that the support is there when needed.

The British Columbia Apprenticeship Board has called for an adaptation of Ontario's community based model, and the government has just announced increased training opportunities, with an emphasis on designated groups, in the public sector.

Elsewhere in the country?

New Brunswick has a 7 month period for a project to demonstrably change the representation of women in apprenticeship in the Miramichi. While the intent is admirable, the time frame may be a little ambitious.

Newfoundland has produced a "Blueprint for Skills Development" which includes sensitization interventions for instructors and apprenticeship staff, initiatives to increase recruitment and retention, and preparatory courses

to address historic barriers. To date, only the initial sensitization training has taken place.

Alberta Career Development has supported the implementation of an industrial based "BRIDGES" program to move women from clerical into technical occupations. This has been integrated into Syncrude's operational policies, and women now make up about 20% of their trades and operational workforce. In fact, women comprise 25% of their heavy equipment operators. Where there is a will, there is a way!

Saskatchewan has had an equity plan since 1989 which may now be more effectively implemented given their work on the Canadian Council of Directors of Apprenticeship. Some programs have been modified for more direct entry of aboriginal people into apprenticeships. A northern Apprenticeship Board is also being set up to serve this end. It is not yet clear if there will be gender equity guidelines included in this activity.

These are all small bits and pieces. A major effort is essential, and all need a clearer commitment from

industry and a stronger expression of political will from all responsible for moving the issues forward.

WITT is able and willing to help. Saskatchewan, Manitoba and B.C. recognize the value of our assistance, and have WITT representatives on their Apprenticeship Boards. In many communities local WITT groups have sponsored some of the best and most effective exploratory programs. Local WITTs have developed and implemented many successful role-modeling programs, which assist positive image campaigns and help to ensure that young women learn how to use tools and machinery. Two excellent examples are GETT Camps, where girls have fun while building and racing go-carts, and "She's Making Choices", a video purchased by the Saskatchewan Ministry of Education for distribution within the school system.

It is clear that the potential for success is increased with WITT women in the planning process. Our participation is crucial to the effective integration of women from all designated groups into apprenticeship training, and to trades, technical and operational employment.

vince vient de négocier une clause d'équité en matière d'emploi dans les ententes de Island Highway et de Allied Hydro Construction. Cette clause aura préséance sur toute autre clause d'embauche préférentielle. Le comité d'équité dans le secteur construction d'Ontario a développé un ensemble de règlements qui vont clairement dans la bonne direction mais leur application se situe dans une zone grise...

Le Nouveau Brunswick a développé un projet qui s'étend sur sept mois dans la région de Miramichi pour augmenter la participation des femmes en formation professionnelle; Terre-Neuve a produit un "Schéma pour le développement de compétences" dont seul le volet sensibilisation a

été implanté; le programme "Bridges" qui permet aux femmes de passer d'un emploi traditionnel à un emploi non traditionnel à l'intérieur d'une même entreprise a été implanté chez Syncrude dans le nord de l'Alberta avec le support du gouvernement de cette province. Cette industrie est devenue le chef de file avec 20% de femmes parmi leur personnel spécialisé. 25% des opérateurs-es de machinerie lourde sont des femmes chez Syncrude!

WITT continue à jouer son rôle. Dans les provinces de Saskatchewan, du Manitoba et de Colombie Britannique, une représentante de WITT siège sur les conseils de formation professionnelle. Dans de nombreuses communautés les groupes régionaux

sont actifs et ont développé et implanté des programmes de sensibilisation, de modèles féminins, d'image positive et de démythification de l'apprentissage des outils et de la machinerie. Les camps GETT (Filles explorant les métiers et les technologies), où des jeunes filles construisent et participent à une course de "go-cart" et un vidéo intitulé "She's Making Choices" (Elle fait ses choix) réalisé en Saskatchewan et acheté par le Ministère de l'éducation de cette province, sont deux excellents exemples de produits de qualité conçus, développés par des groupes WITT. Il est évident toutes les initiatives en matière d'accès à la formation professionnelle sont rehaussées par la participation de travailleuses en emplois non traditionnels.

# Keeping Our WITTS About Us

## Lower Mainland WITT

By Anabelle Paxton

In the last few months, Lower Mainland WITT has had several meetings to set up a Society. The former WITT group called "Vancouver Women in Trades" folded in the mid 80s. Lower Mainland WITT has been a support group since 1990. LM WITT decided that having society status would allow us to apply for grants and raise our profile in the community. We should have society status by the next newsletter. Four directors have been appointed, and within one year, we will have our first election for coordinators. Thanks goes to Alice McPherson who has been a great help with providing us with the former WIT Society Act. We have gone through it line by line and made some changes.

## ONTARIO UPDATE -

Louise Nichol & Diane Brundage

ONWITT has a rolling momentum that seems to be gaining speed these days. One of the main reasons for all of the action is our pride and excitement about Maggie McDonald's acclamation as the NEW Coordinator of the WITT National Network. **Congratulations Maggie!**

So far this year ONWITT has had two provincial meetings, held at the Toronto Reference Library, March 26 and May 7. At the meeting in March, an interim Advisory Committee was struck to coordinate ONWITT's efforts until after the Halifax Conference. At this time a new provincial structure will be put into place, with representation from all areas of Ontario. (Contact Louise Nichol or Maggie McDonald for the name of the representative in your area.)

This current advisory committee is working hard to try and find funding to help send as many women as possible to the Halifax Conference, as well as project funding to run a provincial office.

To ensure that women throughout the province have proper representation, the committee is working out the details of a provincial/regional structure document, which includes a

nomination form for a provincial/regional representative, and an alternate. It is extremely important that all women in Ontario that are working, training or advocating in trades, technology, operations and blue collar work (TTO/BCW) get a chance to vote on the new representation of our province at the national level.

The role of the provincial/regional representative is an important one, this representative will sit on the Advisory Committee of the WITT National Network, and advise on the strategies of the National Coordinator and the two new Administrators.

The next provincial meeting is scheduled for 1 pm June 25th, Room 2 of the North York Central Library at 5120 Yonge St, North York. For further information call Diane Brundage 1-905-775-6302 evenings.

Liz Inglis has agreed to begin collecting information and material for an ONWITT Archive. We feel it is important to start documenting the herstory of women in TTO/BCW in Ontario. Please forward anything you have to liz at: 36 Barksdale Ave, Downsview, Ontario, M3H 4S5

There is currently ONWITT representation on several provincial committees that deal directly with our issues. It is essential that our collective voice is heard across the province wherever decisions are being made that effect our training and employment. Everyone interested in being an ONWITT Advocate needs to come forward and get involved. There is a place for you, and we need you now.

## SASKWITT

In May of last year, SaskWITT-Regina partnered with SIAST - Wascana Campus to sponsor 13 Spend-A-Day GETT camps for 170 Grade 7 girls.

In addition to the delivery of the camps, another dimension of the project was the inclusion of Instructor Training for WITT women throughout the province. With a grant from the SIAST Education Equity Committee, 8 women from various points in the

province attended five days of training and are now prepared to work in their own communities with girls in the Grade 7, 8, and 9 age groups.

SaskWITT-Regina has again received some equity funding from ATCoG to promote trade concepts for young women. We are intending to travel to 3 or 4 communities to deliver Spend-A-Day camps in local schools. Two communities have already arranged a camp.

Proceeds from video sales are being used to fund another Speakers Bureau for Grade 7 and 8 classes in Regina. The aim is for our members to act as visible "Role Models" to students by visiting classrooms in uniform and delivering a one-hour workshop using the lesson plans from our Educator's Package.

SIAST-Wascana Campus is sponsoring a WITT evening course. This Introductory Trades Course for 12 women in the Regina area is a 36 hour course delivered over six weeks and will give women an opportunity to learn basic trade skills in 5 different trade shops. It is designed to provide women with an opportunity to explore training options in trades and gain a realistic understanding of the physical, emotional and academic requirements of training/education and employment in trades. If interested in taking this course in the fall, contact the Registrar's Office at Wascana Institute and ask to be put on a waitlist.

## Kamloops WITT

Since last May, Kamloops WITT has been involved in a number of projects. The first project to be taken on was the start of a WITT Exploratory program at the University College of the Cariboo. We set up an advisory committee for UCC, and began meeting in September of 1993. The course started March 7th, 1994 and is jointly sponsored by Canada Employment and the Ministry of Social Services. 16 women are studying life skills, work issues, and spending a week in each of 7 different trade or technology areas. These include

welding, construction, plumbing and gas fitting, computer aided drafting, electronics, electrical, and small engine mechanics. Most weeks are being instructed by local tradeswomen as guest instructors. This is a pilot project, but plans are being made for a course to run again next September.

UCC has also sent an application to the Ministry of Women's Equality to fund a GETT camp at UCC this summer. Tentative plans are for 3 groups of 10 girls to spend a week building go-karts.

A partnership has been formed with School District #24, which includes Kamloops and the surrounding area. Irene Rothenburger, a coordinator with the school district has received a grant to set up a one day conference for high school girls to explore trades and technology. A teacher's package to support this was developed from material gathered by WITT. Along with this, the school district and WITT are issuing a joint publication - a newsletter aimed at all high school girls. The first issue, to be distributed just before the conference, is a series of interviews with local TTO women. This issue also includes some salary comparisons, cartoons, and an article on apprenticeships. Future issues will each focus on one trade or technology area, and offer information on prerequisites, required training, where the training is available, current salary ranges, expected job futures, interviews with tradeswomen in that field, and different opportunities within the field. It is hoped to make these newsletters available to other school districts or WITT groups. If you would be willing to be interviewed for this newsletter or would like a copy, please leave a message for Cari, at 372-0732.

Other than this, we have been kept busy doing information nights at UCC and job counselling. CBC radio interviewed some members, and aired the interview International Women's Day. A support group has formed for female vocational students at UCC. UCC is supporting this with a counsellor to lead the group. Current issues are discussed, along with how the

women are doing with their schooling. A list of women who can do job shadowing is being developed for the school district. We are also looking at getting some local publicity to find more local women in TTO's. Kate Pelletier of BCIT and the WITT National Network have contributed resources listings to provide us with an updated list of videos and books suitable for lending. Current discussion amongst WITT members centres on getting a grant to work further to encourage young women to enter TTO's. One exciting possibility is a series of advertisements. Kamloops WITT is assisted by the Kamloops Women's Resource Centre.

### Report from Nova Scotia

This is a very busy time for W.I.T.T.N.S. The National Conference is about to start and we are all looking forward to seeing old friends and meeting new ones. The Nova Scotia Planning Committee and W.I.T.T.N.S. are working very hard making sure everything is ready when our guests arrive.

Participation in our monthly meetings has grown with the attention to the conference. It has proven to be an excellent forum for creating new interest in our group and I feel positive that this will continue after the conference. We have fundraising, promotional and educational work to be done. Busy times ahead for W.I.T.T.N.S. and I will keep you posted.

**Congratulations to Leslie Nicholson on the arrival of Jessele**  
**(Note from typesetter: I think that last line is Jesselene but it could be Tesselene)..**

### South Island WITT

**By Mame Bate**

An enterprising and energetic year has passed for SIWITT. In January, we dissolved the name Victoria WITT and renamed our society the South Island WITT.

In May, after much planning, we hosted a Regional WITT Conference in

Parksville, B.C.. Participants came from all over B.C., Alberta, and the Yukon, numbering approximately 130 women and advocates. The conference was a huge success, and it was wonderful to meet so many women from different walks of life - with many different job profiles - all with the same goal of increasing women's ability to choose their own path and stick to it!

Due to internal problems in the late summer, we decided to hire a mediator to help us learn about conflict resolution. Over two emotional and inspiring evenings we learned how to deal with anger so it doesn't become destructive, how to say what you feel without offending, and how to agree to disagree. Resolving future conflicts will be formalized as an issue within the goals of the Policy Committee.

Our guest at the annual general meeting in September was Ms. Shirley Holloway, who is the first woman to hold the office of Dean of Trades and Technologies at Victoria's Camosun College. She gave us an informative talk on the "Changing Faces in Trades and Technology."

Participation is a key to any society's survival, and in early February of '94 about 17 women (half of our membership) got together for a weekend retreat - to confirm who we area as a society and what we want to accomplish in the coming year. With the help of a hired facilitator we confirmed our society's mandate and prioritized our many issues and commitments to five main goals. On advice from the facilitator we pared the five down to three goals for this year:

- 1) Post-conference commitments (to become educational goals after June/94)
- 2) Raising the profile of SIWITT
- 3) Policy making

It was suggested that the brainstorming retreat process be repeated yearly to cover new areas of interest.

Representatives from many of Victoria's women-oriented groups (including ours) have been meeting for a few months, discussing the possibil-

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The activities and overall direction of the Network are undertaken by an advisory committee made up of representatives of each of the five regions who work to encourage local and provincial organizations.

#### REGIONAL REPRESENTATIVES

PACIFIC: Anabelle Paxton (604) 255-4565

PRAIRIE: Erin Linington (204) 772-6591

ONTARIO: Maggie McDonald ((519) 439-7743

ATLANTIC: Kate Harrison (902) 463-2784

#### QUEBEC ALLIANCE

Hélène de Montigny (514) 646-9060

### Some WITT Organizations & Alliances

(\* Indicates Newsletter)

#### Newfoundland WITT

P.O. Box 213118, St. Johns, NFLD A1B 4J9  
Ph:(709)754-3670 Fax:(709)726-1831: Brenda Grzetic

#### WITT Nova Scotia

General Delivery, Enfield NS B0N 1N0  
Ph:(902)883-2065: Brenda Daniels \*

#### NBWITT – New Brunswick WITT

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Ph:(506)696-2845

#### FRONT (Femmes Regroupées)

81 rue St-Jean, Longueuil, Que. J4H 2W8  
Ph:(514)670-7866 Fax:(514)646-9060: Hélène de Montigny\*

#### WISE

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Ph:(416)567-9757 Fax:(416)567-7191

#### ONWITT

8 St. Patrick Street, London, Ont. N6H 1P3  
Ph:(519) 439-7743: Maggie McDonald

#### OWITT

R.R.#1, White Lake, Ont. K0J 1L0  
Ph:(613)623-3816: Bettina Baum

#### United Trades Women

2904 Concession 8, Bowmanville, Ont. L1C 3K6 Ph:(416)263-2364: Judy Mitchell

#### QUINTE WITT

R.R.#4, Stirling, Ont. K0K 3E0  
Natalie Moroz-Cornell

#### WEMA(Women's Emergency Medical Alliance)

51 Cayuga Avenue, Toronto, Ont. M6N 2G2  
Ph:(416)761-1908: Donna Antonenko

#### Bridges Alumna Association

290 Coronation Drive, Scarborough, Ont. M1E 2I6  
Roberta McDowell

#### Huronian WITT

Box 1836, Penetang, Ont. L0K 1P0  
Ph:(705)549-3691: Angie Quinlan and Pauline Mancuso \*

#### Kent-Lambton Women in Trades, Technology, Operations and Blue Collar Work (TTO\BCW)

R.R.#1, West Lorne, Ont. N0L 2P0  
Rebecca Kriefalusi

#### B-WITT – Brantford WITT

c/o Donna Noble, 230 Clarence Street, Brantford, ON N3R 3T5  
Ph:Donna 756-7687 or Karen 752-2120

#### London Women in Trades and Technology Network

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#### Thunder Bay WITT

155 Oak Avenue, Thunder Bay, Ont. P7B 4W3  
Ph: (807)767-3822: Lois Tilson

#### Organization of Black Tradesmen and Tradeswomen of Ontario

22 College St., Suite 104, Toronto, Ont. M5G 1Y6  
Ph:(416)921-5120

#### MBWITT

656 Kingsway Avenue, Winnipeg, Man. R3N 0H2  
Ph:(204)772-65191: Erin Linington \*

#### SASKWITT—Regina

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Ph:(306)522-4157: Denise Needham \*

#### Alberta Women in Trades and Technology

R.R.#6, Box 4, Site 5, Edmonton, Alberta T5B 4K3  
Ph:(403)475-4279: Tammy Lee Becker

#### Calgary WITT

707 Radcliffe Rd. SE, Calgary, AB T2A 6C1  
Ph: (403)235-4619: Candy Korecki

#### Kootenay Women in Trades and Technology

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Ph:(604)352-3872: Sherry Nicholson

#### Kamloops WITT

817 Columbia Street, Kamloops, BC V2C 2V7  
Ph:(604)372-0732: Cari Beckett

#### Vancouver WITT

Apt.110-2254 McGill Street, Vancouver, BC V5L 1C4  
Ph:(604)255-4565: Anabelle Paxton

#### SCWIST Resource Centre

#140-515 W. Hastings Street, Vancouver, BC V6B 5K3  
Ph:(604)291-5163 Fax:(604)291-5112 E-Mail (Inter Net) scwist@sfu.ca

#### Lower Mainland WITT

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Anabelle Paxton

#### South Island WITT

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Ph:(604)474-1128: Kim Greenhough

#### Sunshine Coast WIT

S2, C18, RR#1, Gibsons, B.C. V0N 1V0  
Ph:(604)886-3654: Judie Myers

#### Yukon Territory

P.O. Box 3913, Whitehorse, Yukon Territories Y1A 5M6  
Ph:(403)667-3006;399-4715: Betty Irwin

#### Northwest Territories WITT

Arctic College, Kitikmeot Campus, P.O. Bag #200, Cambridge Bay, NT X0E 0C0  
Ph:(403)983-7234 Fax:(403)983-2404: Louise Hickey

**TORONTO ACCESS**  
(Continued from Page 4)

We have also been able to help laid-off journeywomen get back into the workforce. One success story is Judy Mitchell, an organizer of the United Trades Women WITT group in the Durham Region. Judy had been working for the past seven years for Ontario Hydro, at the Darlington Nuclear Plant in Pickering, Ontario, as both an Industrial Electrician and Construction Maintenance Electrician. In the spring of 1993 she was one of many who we let go during the major cuts at Ontario Hydro. During October 1993 we became aware of a first class manufacturing facility that was looking for individuals who possess drive, initiative and commitment that will ensure the company's continued success, to function as Operations Technicians. For this job the candidate needed a minimum of three to five years manufacturing experience and certification as a millwright or industrial electrician and a familiarity with PLCs. Judy applied for this job and started going through the company's interview process. The five step interview process includes an interview by a team of employees with who the successful candidate would work.

Since December 1993 Judy has been working in a very challenging position as a operations technician responsible for equipment operations, maintenance and modifications, as well as troubleshooting, quality control, logistics and area coordination. This company manufactures candy bars (Mars, Snickers, etc), and has a new sister company in another part of our Toronto District, that manufactures pet care products (Whiskas, Pedigree, etc.). We are presently working on placing women into this new manufacturing plant as Materials Handlers/Equipment Operators and Operations Technicians. Already we have submitted over a dozen resumes and all candidates have been to at least one interview. As of March 4, 1994, one woman secured a full time position with the company and 3 women were to 'step two' of the interview process.

This is a brief overview of what we are presently doing in the Toronto

District, to promote women into trades, technology, blue collar and operation job opportunities. For further information concerning the AAP, please call our coordinating office at (416) 285-6012.

### **Un rapport sur la projet d'accès à la formation professionnelle dans la région de Toronto**

Le "Access to Apprenticeship Project" (Projet d'accès à la formation professionnelle) de la région de Toronto vient d'être renommé et restructuré pour inclure tous membres du Groupe en matière d'équité (femmes, minorités visible, personnes handicapées, francophones et autochtones) tout en donnant priorité à l'accessibilité à la formation professionnelle pour les femmes. Pour maximiser les efforts concertés et assurer le succès du projet, un consortium de promoteurs a été formé et la responsabilité de chacun des quatre principaux secteurs d'activités du projet a été attribué à deux consultantesses; Diane Brundage (auteure de l'article) du Comité de formation industrielle pour les régions de North York et de York et Mary McNeil du Collège Sheridan pour la mise en marché, Janet Pond du Collège George Brown et Jo-Ellen Taylor du Collège Durham pour la mise en place d'un réseau, Carol Pickett de département de la formation professionnelle de "Ontario Training and Adjustment Board" pour le développement de programmes et Ajaio Modibo du Collège Centennial assumera la coordination du projet.

Il s'agit d'un travail de sensibilisation auprès des employeurs, d'élaboration d'une banque de candidates qualifiées et de développement de nouvelles possibilités de formation. Le projet a déjà offert des ateliers dans le cadre de deux congrès tenus à Toronto pour expliquer le nouveau modèle de fonctionnement du projet, faire circuler l'information et partager les stratégies de mise en marché. Le travail auprès des employeurs a déjà

donné d'excellents résultats auprès d'employeurs qui se prévalent des subventions qui remboursent 100% du salaire pour les premiers 6 mois et 90% du salaire pour les 6 mois suivants. Ces programmes ont permis de placer six mécaniciennes, une plombière, une technicienne en électronique, une imprimeure, etc... Le travail se fait aussi auprès du département de l'équité en matière d'emploi du Développement des ressources humaines Canada pour aider les employeurs sous-traitants à explorer les stratégies qui permettent aux femmes d'accéder aux emplois non traditionnels. Des démarches sont aussi faites pour aider des travailleuses qui ont été mises à pied suite à des coupures à réintégrer le marché de travail dans les secteurs d'emplois non traditionnels.

Si ce survol des activités de la région de Toronto en matière de promotion du travail non traditionnel ne vous suffit pas, n'hésitez pas à communiquer avec nous au (416)285-6012.

## **THUMBS UP!**

The Provincial Apprenticeship Board of B.C. recognizes the WITT National Generic Standards and Program Development Guidelines for WITT Courses as the basis for exploratory trades programs for women at every appropriate college in the province, on a stable basis.

A new WITT group! Our numbers are growing. Welcome to New Brunswick WITT and Debra Parmegiani-Lavric, their contact person. (See listing under WITT Organizations & Alliances)

## Do You Know any Lesbians?

As women's organizations and other progressive groups endeavour to address the diversity of the Canadian community and seek to open themselves to a broad range of concerns, a frequently invisible minority speaks out. We are lesbians. We are in most of your organizations and many of your families. We are your daughters, your sisters, your friends and your mothers. You know us and love us, whether you realize it or not. We struggle alongside you, often on issues that touch your lives far more than they touch ours. As we have supported you, it is time for you to support us.

1. Use the word lesbian often. Use it in conversations with lesbians (it will make us feel less invisible), use it in front of other progressive people (it will teach them to use it), and use it in front of people who you imagine will drop dead when they hear it (it's time they got used to the idea).

2. Think about your own sexuality. Examine how you became heterosexual - because there is as much or as little "cause" for another woman being a lesbian. Much homophobia is rooted in people's discomfort with their own feelings for people of the same sex. Get past that and you'll be emotionally ready to be an ally.

3. Don't always claim heterosexual privilege by making it clear you are straight. Try casting a doubt in people's minds about your own sexual orientation every once in a while. Make it clear that it would be no insult to mistake you for a lesbian. Refer to past relationships with women, if you've had any. Refer to lesbian friends (using their names only if they're comfortable with that). Talk about how any issue under discussion might affect lesbians. If all of this starts people asking you point blank if you are a lesbian, think of creative answers that teach people something.

4. Don't assume anyone is exclusively heterosexual. Use inclusive language if you are asking someone whether she has any new romantic interests. If she gets offended, help her to look at why she considers it an insult. If your friend is in fact a lesbian, your choice of words will be a sign to her that you are someone she can talk to.

5. Remember that we're as diverse as you are. We wear Levi's and we wear pearls. We come in every shape, size, dis/ability, race colour and age. We are rich and we are poor. We speak every language.

6. Don't require that your lesbian and gay friends behave or look like heterosexuals in order to be accepted in your social circle or organization. Welcome the flaming queen or the butch lesbian. For some of us our appearance is a part of our culture and a strategy to affirm our right to be whomever we are.

7. Don't assume your kids will grow up to be heterosexual, and don't assume your heterosexual friends will all remain that way. Try to make sure there are lesbians and gay men in your children's lives. Let the people you care about know that whomever they chose to love, you will celebrate with them.

8. Openly acknowledge the contributions of lesbians to the feminist movement and to local women's organizations. Make it clear that women's services are there to offer assistance to lesbians as well as heterosexual women. Make sure this is true in practice by including training about homophobia for staff members. If funding bodies balk, fight this discriminatory policy and make it known to your community that it exists - don't roll over and play dead.

9. Support us in our political struggles as we have supported you in yours. Write to the Justice Minister and demand Human Rights Act and Charter protection for lesbians and gay men, and send copies to the leaders of the Opposition. Insist that we be given the same social and employment benefits as heterosexuals.

It has often been said about the women's movement that at its most basic, it is about choice, the right of women to choose who they wish to be. Ask yourself this: is there any choice more fundamental than the choice of who to love?

Based on an article by H. Fallding in the **OptiMst**  
Lesbian Issues Committee  
National Action Committee on the Status of Women  
57 Mobile Drive, Toronto M4A 2P3  
**Disponible en français**

### *Ballad of Ladies Rebar*

*I'm a Lady down and out  
Rebar is my trade  
Until the Union turned us down  
We knew no pain.*

*In Placentia we did train  
For Hibernia Site  
Only when we passed the course  
We found we had to fight.*

*To Argentina we did go  
Happy as could be  
To complete the Rebar Course  
That only we would see.*

*Newfoundland Steel trained the best  
The women got the GOLD  
It didn't matter about the marks  
Only the men would go.*

*The Union didn't know what they had  
Until it was too late  
Hibernia only wanted the best  
That they didn't get.*

*It's time the union opened their eyes  
And Hibernia to  
The women passed the Rebar Course  
And have Diplomas TWO*

*We thought the Feds were on our side  
That's a different TALE  
The only thing that matters now  
EQUITY does prevail.*

#### **Sharon Hollett**

Sharon Hollett is from Shoal Harbour, Nfld. Ballad of Ladies Rebar was selected in the North American Open Poetry Contest to be published by the National Library of Poetry in a book called A Far Off Place, to be published in this fall. It also came in as a semi-finalist in a Library of Congress poetry contest.

## La Fille du Calendrier

À chaque fois que je la rencontre (elle est parfois placardée de tout côté), c'est une tristesse un peu affolante qui s'empare de moi.

La voir dans les ateliers où je vais faire du service, les garages, c'est une chose à laquelle je m'attend maintenant parce que ce sont des hommes qui peuplent ces lieux. Un milieu de travail occupé par une majorité de femmes n'a pas cette tendance à afficher des corps sans vie dans les yeux. Cette maladie est propre à la majorité de nos hommes. C'est donc une maladie "normale": ceux qui n'en souffrent pas sont hors norme: les anormaux.

L'apercevoir dans les résidences privées, cela saisit un peu... et la même tristesse m'envahit. Mais la tristesse est plus cuisante encore lorsque je la vois chez des hommes que j'aime beaucoup. Et la colère impuissante arrive, elle, avec leurs arguments défendant sa présence accessoire. Arguments si directement reliés à tout le reste de la mentalité courante, arguments traduisant sournoisement toute une conception des relations hommes-femmes: "C'est juste là pour décorer / C'est beau le corps d'une femme / Une femme, ça n'a pas les mains sales, c'est doux et ça sent bon / ...".

Si l'ensemble des sociétés dans laquelle vivent les femmes étaient capable de les percevoir comme des partenaires égales, totalement libre de leurs choix, si on ne leur manquait pas de respect parce qu'elles sont des femmes, certains de ces arguments ne me paraîtraient pas si incensé. Mais tel n'est pas le cas.

L'image de la fille du calendrier (ou celle qui présente [?] la nouvelle scie circulaire [!]) ou le dernier cri dans les turbines industrielles [!!!]) contribue à nous maintenir dans la perception patriarcale de la subordination: infantile (puisque sans poil), docile, hélas oui, objet de consommation mais surtout pas, oh! surtout pas: SUJET.

Linda Boisclair  
Électronicienne et présidente de  
F.R.O.N.T.

**"Je suis épinglée pin-up cravachée des creuses paroles du père-mère dans la vie vécue qui n'a pas d'importance (...)**

**Je n'ai pas de visage. Je ne ressens dans. D'une fois l'autre en miroir oubliée; l'entre-deux l'espoir d'être désirée. Marquée à la place de l'objet linge sale guenille guenon, plaquage mots recouvert les uns sur les autres, place du non-lieu désordre des traits. Trop de peau. Gonflements. Le coeur gros. Je n'aurai jamais pitié. Les mots se font de ventre épais. La fille épinglée."**



### La fille du calendrier

Dernièrement au garage, le phénomène du calendrier avec ces femmes en maillot fit son apparition. Au début j'ignorais comment réagir, ou devais-je plutôt faire semblant de n'avoir rien vu étant la seule femme parmi quatre hommes... Mais je décidais plutôt de jouer le jeu; je demandais d'avoir mon propre calendrier spécifiquement celui de Chippendale. J'en faisais même la demande devant les clients.

À la demande de mon "boss", lorsque je remettais une facture à un client, je remettais un calendrier. J'ose dire que j'avais du plaisir à les remettre particulièrement lorsque le client était accompagné de son épouse. Je le voyais rougir en me répondant qu'il en possédait déjà un pour l'année 94. Je

sentais qu'il allait le demander la prochaine fois qu'il reviendrait sans son épouse.

Un après midi, lorsque ces affamés regardaient fameuses "filles", j'arrivais derrière eux leur disant: "Y'as tu vu le body'!!! Tous croyaient évidemment que je parlais d'eux; mais non, je parlais de la Ford Mustang 65 rouge vif d'un autre calendrier qui venait d'arriver. On a ri un peu puisque je voyais ces paons ouvrir leurs ailes pour essayer d'impressionner.

En réalité, ce fameux calendrier de Chippendale, si j'en recevais un il irait plutôt là où vont mes outils: dans mon coffre.

### Johanne Daly Mécanicienne automobile

WITT women are confronted daily with pin-up calendars on the work site: Linda Boisclair is filled with an immense sadness at the manifestation of a disease that is male in its very essence. Women do not feel the need to plaster the walls with images of bodies with lifeless eyes. Her anger rises powerlessly as she endures the arguments that speak of decoration and beauty... If we lived in a world where women were perceived as equals, perhaps these comments would not feel like blows. But such is not the case. And so we remain in a patriarchal perception of infantile subordination where woman is object and never subject.

Johanne Daly takes a different view and feels that one must fight fire with fire as she chooses to embarrass male customers (she is a car mechanic in a garage) accompanied by their wives as she offers them these promotional calendars... She also insists on having her own male pin-ups (in her tool box!) and never misses a chance to ridicule her male colleagues on the subject of looking on calendar girls as conquests.

### Intolerance versus tolerance.



## Letter from National Tradeswoman Summit

(NTS)

Kansas City, Missouri  
April 14-17, 1994

By Anabelle Paxton

It was a dark and stormy night. I arrived in Kansas City, Missouri. There were Tornado warnings. A stranger drove me through the storm. Suddenly lightning shot through the sky and voila!, I arrived at my hotel. WITT women embraced me. I was safe at last. That evening the WITT Goddesses gave me a lightshow I would never forget. Lighting and thunder cracked through the skies for about three hours. It was a wonderful intro to the National Tradeswomen Summit.

The next morning, the sun burst through the clouds. The Conference atmosphere was very friendly yet very busy. Women were interested in sharing their stories and finding out what was going on around the country re: WITT. Janet Lapp, the opening keynote speaker, gave a great motivational talk on overcoming our personal barriers as WITT women. She spoke about how fear can grab us and take hold. Many times as WITT women we find ourselves walking into the eye of fear. She said that during this process of finding our place, we must find the truth-tellers by paying attention and listening to our own intuition.

One major theme at the conference was American WITT women wanting to reorganize their National Network. Their National Network began at the Conference in Chicago in 1989 and stopped functioning about one year ago. From the meetings it appeared the women want to slowly work at reorganizing their Network. An ad hoc committee will use the Berkeley newsletter, TRADESWOMEN INC., as an acting National voice, since the newsletter's circulation of 1500 or more in the U.S. is far reaching. The 10 regions will begin discussions in their own areas regarding the Network. A conference was suggested in the next year to keep the ball rolling, possibly in Den

Many women were interested in structure and workings of the Canadian WITT National Network. I talked to many women and gave out information about our Network. When the groups broke into regions, I spent time with the women in the Pacific Northwest which included Washington and Oregon State. This region is close to where I live in Vancouver.

The final keynote speaker was Ronnie Sadler, a carpenter and a founder of numerous WITT organizations in the USA. She gave a powerful speech on recognizing our accomplishments and our herstory. Since affirmative action in the states began in 1978, she asked WITT women to stand up that have been working on WITT issues since then. It was a pleasant surprise to see a significant group of women besides myself that stood up.

Farewells are always difficult but it is a reassuring feeling to know our WITT sisters in the USA are just a step across the border.

## KEEPING WITTS (Continued from Page 13)

ity of a Women's Building - to provide permanent meeting and office space.

We hope to not only use these facilities - but to build it as well!

SIWITT has a newsletter, posted to members, which publishes six times per year.

It's been a fun and inspirational year, with meetings and speakers interspersed, of course, with pub nights and parties.

## Penticton Report

For the fourth year, Okanagan Peopleworks Ltd., a registered private training school, has delivered a WITT exploratory program, enabling women to make career choices that correspond to their individual needs. May 6 is the graduation date for the women celebrating the completion of the seven month program funded by the Canada Employment Centre/Canadian Jobs Strategy.

The training included components such as: job shadowing, introduction to power and hand tools, introductory hands-on experiences in framing, roofing, drywalling, painting and decorating, flooring, insulating, bricklaying, cabinetmaking, plumbing, electrical, industrial math, drafting and blueprint reading, Industrial First Aid, self-employment workshop, job search skills, self-esteem, communication skills and assertiveness training.

During the hands-on component, the Women In Trades built a small 10 by 14 foot hut, complete with doors and windows. The "WIT Hut" is plumbed and wired, and was raffled off at the graduation ceremony. Proceeds of the raffle went to the Penticton and Area Women's Centre, specifically towards a mentorship program, which encourages girls to consider sciences, trades and technologies as a career choice.

Many of the women completing the course will be entering the workforce in a wide range of vocational: cabinetry/millworking, framing carpentry, renovations, interior design/decorating, horticulture, and campground maintenance.

## COLLABORATION

(Continued from Page 9)

l'organisation du travail, et amener nos membres et collègues ainsi que nos patrons à faire une place aux femmes qui désirent investir dans les lieux de travail qui jusqu'ici les ont excluent de facto.

Nous invitons donc toutes les femmes qui en connaissent d'autres qui exercent des métiers non traditionnels ou toute femme qui en exerce un elle-même à entrer en communication avec l'organisme de leur région et/ou joindre les FEMMES REGROUPEES EN OPTION NON TRADITIONNELLES à l'adresse qui apparaît ci-dessous.

**Hélène René**

*Hélène René, union representative  
(Conseil des syndicats nationaux) who sits*

*on the board of directors of F.R.O.N.T. summarizes the beginnings of F.R.O.N.T. and analyses the desires and convictions of WITT women behind the creation of this provincial organisation. We have long past the stage of questioning the right of women to the job market (a popular topic in times of recession) says René, and women have now decided to organise themselves into bodies that have the clout necessary to defend our rights, implement employment equity and fight discrimination. The alliance of workers and unions is a privilege for both parties, and both sides will profit from this association.*

*Hélène René has unfortunately left us since the writing of this article, but the CSN is still in existence.*

## Resources . . .

New from the Women Inventors Project is, **CANADIAN WOMEN: RISK TAKERS & CHANGEMAKERS**. This multi-faceted poster kit explores the lives of over 150 scientist, inventors, entrepreneurs and social innovators. And who are they? They are our grandmothers, mothers, sisters and daughters who have founded companies, created devices that save time and lives, explored the atom and conquered the depths of space. The kit includes a full colour poster, a 170 page digest describing the lives and achievements of 158 Canadian innovators and an interactive computer database/game. For \$39.95 plus GST the kit is available in French and English from: The Women Inventors Project, 1 Greensboro Drive, Suite 302, Etobicoke, Ontario M9W 1C8 PH: (416) 243-0668

**AIRCRAFT MAINTENANCE ENGINEER** is a new 10 minute career education video that is designed to encourage high school students, especially young women, to consider aircraft maintenance as a career. Two women and several men are seen in the video who share their experiences as engineer and engineering student. Up-to-date images of the industry, training requirements and working conditions are presented along with an accompanying facilitator's guide. This looks like a good resource for high school students. For further information, contact: The Canadian Aviation Maintenance Council, 955 Green Valley Cres., Suite 330, Ottawa, Ontario K2C 3V4 PH: (613) 727-8272 Fax: 727-7018 or The Ontario Women's Directorate, 2 Carlton St., 12th Floor, Toronto, Ontario M5B 2M9 PH: (416) 314-0297 Fax: 314-0254

Started in March 1993, **MS INFINITY** Mathematics and science conferences for young women announced the "Project Tomorrow" presentation which focuses on the future of young girls and the importance of science and math skills to their participation in the labour force. The 20 minute presentation followed by discussion, stresses the importance of attitudes towards science and math that are developed at a young age. These attitudes influence whether girls choose to continue with math and science in high school and post secondary education. The presenters are members of SCWIST, women with careers in science and technology. Speak-

ers can be arranged for regular or specially organized meetings of parent, school or community groups. For more information about "Project Tomorrow" write or call: Project Tomorrow - SCWIST, #2423 - 515 West Hastings Street, Vancouver, BC V6B 5K3 (604) 291-5163 Fax: (604) 291-5112

The video **A WEB NOT A LADDER** by Bonnie Dickie of Manitoba is produced by the National Film Board of Canada under the Federal Women's Film Program (FWFP). The 23 minute film focuses on six businesswomen who own and operate small businesses. By sharing their stories and advice, the women featured in "A Web Not A Ladder" provide information, support and inspiration for other women who want to start their own businesses. Showing businesswomen with diverse interest and goals, the film demonstrates that there really is more than one way to do business. An interesting and well edited film suitable for girls or women looking towards their future. For purchase or rental of this film or video, contact: The National Film Board of Canada, P.O. Box 6100, Station A - Montreal, Quebec H3C 3H5 (available in French and English)

Also from the **NFB/FWFP: CAREERS TO DISCOVER** is a 25 minute video/film follows three 14 year old girls who meet five women who have chosen science and applied science as their life's work. From agricultural engineer to marine biologist, each tells their story about being a woman in science. Although it promotes itself as encouraging girls to stay in math and sciences, its pace may be too slow to keep many students interested in the film's content.

"**A Day of Science To Keep Girls in School**", is a booklet describing a project in which WISEST (Women in Scholarship, Engineering, Science and Technology) was involved as part of the STAY IN SCHOOL program of Canada Employment and Immigration. One day conferences for girls in grade 6 and for high school girls are held each spring, while the Summer Research Program enables students who have finished grade 11 to spend six weeks working in research groups at the University of Alberta. The girls spend

their time in sciences and engineering while the boys study home economics and nursing. A special effort was made to invite students thought to be at risk of not completing school; who are especially vulnerable to the messages within stereotypes.

To order this booklet and for further information, please contact: WISEST, c/o Department of Chemistry, University of Alberta, Edmonton, Alberta T6G 2G2. Phone (403) 492-1842 or 492-4969

From **IMGETT** (Indian and Metis Girls Exploring Trades and Technology): a video and Educator's Kit: the video highlights role models, camp participants and Indian and Metis Elders. The culturally sensitive Educator's Kit is developed for use in schools in conjunction with the video. Acknowledgement and appropriate use of Indian and Metis history and culture is an integral part of the kit. The age group focus is on the middle years.

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

## JUDGE WATCH

The chief justice of the Supreme Court of Canada, **Antonio Lamer**, has decided to strike a special committee to look into sexism, racism, and discrimination on the basis of disability, poverty, and sexual orientation. Lamer has asked the member of the public to report the names of judges who have made discriminatory remarks or engaged in discriminatory behaviour.

Please send names of judges and accounts of comments or behaviour to Judge Watch, c/o Judgewatch, 57 Mobile Dr., Toronto, ON M4A 1H5 so that we can respond to Lamer's committee.

# 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.

## TERMS OF MEMBERSHIP

• **REGULAR**

A regular member will be an individual female 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.

members, but cannot serve as members of the National Advisory Committee, nor as provincial / territorial National Representatives or Alternates.

• **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

**WITT National Network**  
8 St. Patrick St., London, Ont. N6H 1P3 (519) 439-7743

## ANNUAL MEMBERSHIP FEES

REGULAR: \$15.00 or 1 Hour's Wage (whichever is higher)

OCCUPATION \_\_\_\_\_  
\_\_\_\_\_

EMPLOYER / UNION \_\_\_\_\_  
\_\_\_\_\_

**ASSOCIATE:**

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

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

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

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

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

(GST is included in the membership fees)

**WITT National Network**  
8 St. Patrick St., London, Ont. N6H 1P3 (519) 439-7743

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