



NEWSLETTER

WOMEN IN TRADES, TECHNOLOGY, OPERATIONS & BLUE COLLAR WORK

AUTUMN/WINTER 1991

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Report from the National Coordinator

by Marcia Braundy

WITT National Network recently commissioned a search for recruitment and retention strategies being used by employers, unions or educators to increase the numbers and enhance the experience of women training and working in TTO occupations. The result is a compendium of program descriptions with contact names and addresses, by province, for the country. Our list is not totally comprehensive, and is formatted in such a way as to encourage additions. It does contain initiatives from each province and territory. Included with this project is a bibliography of role modelling projects undertaken in Canada. We are using this information to identify the gaps in available programming or educational materials, and will be developing resources to supplement and compliment existing programs. Quality of publication and timeframes have yet to be discussed by our IAS Committee, but we hope to make this unique resource available to those who are interested.

In addition, we are working with the West Kootenay Women's Association on a major role modelling project in Nelson, one of the goals of which will be to produce a guide and resource materials to help women feel more comfortable going into the schools to share their experiences, or speaking to young people who are visiting their workplaces.

Anne Harvey, Chair of the WITT/IAS Committee has prepared an excellent report on the first year of our committees work. Beginning with a good picture of the background, problems and issues within our concern, and presenting the terms of reference for the Committee, she describes the results achieved in our initial phase, including some initiatives that perhaps would have been undertaken without us, but were enhanced as a result of the interchange on the committee. She ends with Recommendations, Observations and Conclusions: a description of work yet to be completed, all of it practical and specific. It makes a good all round analysis.

The conference organizing is progressing well. The National Network structure documents have been circulating, in the regions for information and discussion. We have confirmed 86 workshops over the four days, filling the first two days with personal and professional development workshops for WITT women, and organizational development workshops for the National Network. Some of these include Surviving Vocational Training, Making Your WITT Work, Getting More Involved with Your Union, Human Rights - Where Do I Stand? Career Paths with TTO jobs, Computer Networking, Dealing With Our Differences - Lesbian and Straight Women Working Together, Seniority and Employment Equity From a Union Woman's Perspective, and Developing a Women's Agenda On Training.

Special plans are being made for the evening when we come together with the employers, unions, educators and government

representatives who will be joining us for the rest of the conference. After our "round table" dinner, The Company of Sirens will present a unique theatre piece modified for WITT perspectives.

Workshops over the next two days will explore Health & Safety, Dealing with the Backlash, Women in Off-Shore Oil Drilling, Workplace Literacy, Personal Protective Equipment, Partnerships with Industry, Challenging Harassment from a variety of union perspectives, WITT Exploratory and Technical Training Courses, Private Sector Consultation on Employment Equity in Quebec, Native Women in TTOs, US Affirmative Action, a number of programs for increasing young women's interest in science, trades and technology, What makes a supportive work environment? Instructing Women as Relational Learners, and Slip-Sliding Away: The Parallel Cultures of Men and Women in Trades and Technology. There are many others, nuts and bolts approaches to the successful integration of women into trades, technical, operations and blue collar work.

We hope that as many of you as possible will take advantage of this unique opportunity to share initiatives and experiences with all the players in this field.

As the National Coordinator, I have been engaging a national letter writing campaign to reaffirm support for the National DataBank Inventory project. This project, described in detail in the Spring 1991 issue of this newsletter, has gotten hung up for close to a year in a bureaucratic haze. I would like to thank all those of you who have sent support letters to Bernard Valcourt, Minister of Employment and Immigration, on our behalf. Some of the copies we have received were quite eloquent in their confirmation of the need for such a project, for the networking and potential research perspective, for the inventory of WITT women willing to be role models and for the access it would provide as a referral service for employers and individual women who were looking for work. Although we are getting some indication that the letters are having an effect, we would certainly encourage you to continue with any plans you may have to let the minister know that you believe this to be a worthwhile project.

We have proof positive that letter writing works: we participated in a major letter writing campaign to ensure the future of the Women's Employment Centre in Toronto when we had heard there was a move to dismantle it. As this is the only centre in the country where the focus is on counselling women into TTO positions, we strongly urged EIC not to tamper with its mandate or funding. Ours was a voice among many others, and we were successful in heading off a confrontation on the issue.

As well, I have been in discussions with Construction Associations in BC and Alberta to ensure that the courses they are planning for women in various trades occupations serve the needs of the women. The importance cannot be stressed enough of including ongoing occupational fitness training, an understanding of the potential obstacles and development of communications and

assertiveness training for overcoming them, and the development of self-esteem along with technical skills and career development. This takes time and attention. At the same time, the appropriate candidate selection is essential, and filling the class with Social Assistance Recipients (SARS) who may need another whole level of initial self-development training may be a recipe for failure. I have been speaking with some of the male and female instructors who have developed, run and modified their courses, who learned a great deal in the process about both teaching and the additional pressures faced by women taking their courses. We hope to share the insights from both male and female instructors/coordinators at the conference.

We have recently begun to work with more formal associations of certified engineering technicians and technologists, and hope that we can all benefit from that liaison. Looking at the reasons for the smaller numbers of women in their professions (approximately 4% of their membership) is fairly new to these organizations, and we may be able to share some of the previous explorations of barriers. Again, we will have research studies and recommendations at the conference from both the technicians and technologists group and the Women In Engineering group.

I continue to participate on the Reference Group to the Women's Representative on the Canadian Labour Force Development Board. We spent the summer and fall developing and beginning to distribute the Resource Kit for the development of the

Women's Agenda On Training, discussed in the last newsletter. It is an excellent information package, and will hopefully prove useful at the grassroots level of delivery of training. The goal is to get women trainees talking about the positive and negative aspects of all components of their training experience: length of training, quality and content of training, access to training, access to funds for training, counselling, and any other areas where changes might be considered. If you are interested in participating or would like to have a kit to work with women in your area, please contact the WITT National Network office or CLOW, (416) 699-1909.

A call recently went out to develop a bank of names of women willing and competent to sit on Apprenticeship and Training committees, at the National, Provincial and Local levels. So far, the Committee for which we initially requested these names has not materialized, but we did develop a very solid list of candidates from many areas of the country. We will be sharing these names with our regional representatives, and are willing to share them with agencies that are looking for qualified women to sit on boards, committees and task forces.

We look forward to seeing many of you at Surviving and Thriving II - The Sequel, in Ottawa, at the beginning of February. It will be an important and useful opportunity to explore any of these ideas, programs and activities in greater depth, and create a mandate for our work in the next few years.

Keeping Our WITTs About Us

Please send us material from your region for inclusion in the newsletter:

1) *News about developments in your area (private sector, government, educational): WITT courses, role modelling projects, employment equity, and other creative approaches to our issues.*

2) *Brief articles (factual, fictional, or opinion) or "letters" to the newsletter. (We will use them as space permits)*

3) *Useful resources information (preferably with some form of "review", annotation or description) and how to obtain it (address, cost, etc.)*

4) *We would like to start a media clippings and graphics collection and request readers to send in articles and pics that relate to our issues.*

MBWITT

From Janis McKeag

It has been a busy summer and fall for MBWITT and her members. During May and June, Gwen Pratt (Journeyed Carpenter) was in Managua, Nicaragua on the Jesnica Project of the Canadian Cooperation for Development. In this project Gwen taught the basic concepts of carpentry and the use, care and maintenance of hand tools to a group of unemployed Nicaraguan youth. She gave a full report, with slides at our AGM in November.

MBWITT also held a weekend retreat in August. We evaluated our current position and set priority goals and objectives for MBWITT for the coming year. We also got a chance to get to know one another better (and see some pretty fancy landings from water skiing). The Prairie Region (MB, SK, NWT) received a grant from EIC, to identify and contact women across the region and to contact employers and unions to let them know about our organizations. In October, we attended in a regional workshop "Involving Aboriginal Women in WITT" held in Regina.

SASKWITT

A busy and productive fall for SaskWITT. The G.E.T. Summer Camp (Girls Exploring Technology) held in July at Wascena Campus of SIAST was a great success. Val Overend, Regina

WITT Journey Carpenter instructed 10 Grade 7 and 8 girls in each of the three day camps. The girls designed go-carts using computer drafting, machine and carpentry skills. They toured a construction site, shops, a science center and met with women who have successfully pursued occupations in construction and engineering. This was a pilot project and plans are underway to deliver the camp at the four SIAST Campuses as well as Meadow Lake. If you are interested in being involved at a local level contact the Education Equity advisor at your local SIAST campus.

Val Overend and Denise Needam, both Journey Carpenters are instructing the Women's Extended Level One Carpenter Apprenticeship Training Course, which began on November 4th. The purpose of the program is to provide industry orientation and a non-threatening environment for women entering apprenticeship in the carpenter trade, where they can develop skills and attitudes necessary to become established in the construction industry. The program is sponsored by United Brotherhood of Carpenters and Joiners of America Local Union #1985 and offered through the Saskatchewan Carpenters Joint Training Committee. Funding is provided by the Saskatchewan Apprenticeable Trades Co-ordinating Group. Co-operation in the program is being provided by WITT. Participants will be signed to apprenticeship agreements with the Saskatchewan Carpenters Joint Training Committee and the Apprenticeship and Trade Certification Branch.

The Regina WITT Speaker's Bureau operated between October 15 and 24, with six TTO women speaking to over 1000 grades 7 and 8 children. The one hour presentation included a showing of their recently produced video "She's Got Her Ticket!" The speakers included a landscape technician, industrial designer, drywaller, taper, painter, architectural engineering technologist, sign and graphic artist, and two carpenters.

Newfoundland WITT

WITT Newfoundland and Labrador had its inaugural conference the weekend of November 16th, five months after its initial meeting sponsored by Women in Science and Engineering. Mildred Minte from WISE enquired, "What is a Nice Girl Like You Doing

in a Place Like This?" and the WITT steering committee assisted by Jeannie Martin from Job Bridges and Bev Mercer, an Air Traffic Controller, gave some very good answers. The steering committee has been meeting weekly over the summer to determine directions and take action.

Some of their work is bearing fruit already. Bill Gaulton of the Oil Developments Coordinating Group spoke to the conference. His group represents the 14 unions at Hibernia who have sole responsibility for hiring. His commitment: the ODC would recruit, train and place women for work with the Hibernia Off Shore Oil Development Project. This is a very different message from that heard early last June, and we commend all those who had a role to play in moving this position forward.

The ODCCG is now accepting applications for training programs from women in trades, such as welders, crane operators and brick layers, who are currently on unemployment insurance and hope to get training underway in the new year. Their aim: "to produce 50 female journeypersons while the Hibernia project is alive." In response to questions about the availability of child care and other support mechanisms, Gaulton said, "If that's a barrier to employment, we'll have to remove it together." Pam Frampton, an Evening Telegram staffer wrote, "If the ODCCG program gets started as planned, the whole face of construction could change, he said. Bunkhouse style facilities will no longer be sufficient with the influx of women into the workplace. The site could turn into a small community as workers' children could accompany them and would need accommodations, daycare centres would spring up and women would operate cranes and machinery alongside men.... Women trained in technological backgrounds are not included in this program which focuses specifically on women in trades."

ONWITT

New local WITT organizations are springing up all over the

province. This because Women's Access to Apprenticeship Coordinators are facilitating the process and fostering the development. The local organization in Muskoka has produced a video which has aired on local cable TV. They have co-facilitated a year-long "female in the trades" course at a local high school. are developing a Mother and Daughter Generic Tool Workshop and have participated in numerous role-model speaking engagements. For more information on the activities of this dynamic and pro-active WITT organization please call Angie Quinlan at (705) 549-3691.

An exciting course in London has us all talking. Maggie McDonald had developed an Electrical Course for Women at Fanshawe College, sponsored and funded by the Canadian Construction Association Coordinating Group. The course runs from November 3 - April 1992, has 16 women enrolled and reports indicate that all is running smoothly. Many of the members of London WITT are enrolled in a modified apprenticeship carpentry program in St. Thomas. The course is sponsored by the East Elgin Homebuilder's Assoc. and the women participants think it's going well.

Everyone is invited to attend Fanshawe College's WITT Open House on December 11, 1992. The WITT course in London has been of the longest running in Ontario and has pages of waiting lists of women who would be interested in taking the course. Could the success of the course be the quality of the instructors? My personal feeling is, that this is the case. A big pat on the back for National Network member Maggie McDonald and her co-workers!

Be on the lookout for ONWITT's next newsletter. Its production is being made possible by a grant from the Ontario Women's Directorate. An Ontario meeting will be held at the National Conference: Surviving and Thriving II - The Sequel. Can't wait to get the ball rolling again. We seem to need the fuel generated by

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

Some WITT organizations:

Newfoundland WITT; P.O. Box 9994, Station B, St. John's Newfoundland A1A 4L5; Heather Lyon, (709) 722-0766 and Bobbie Neil, 739-5783.

WITT - Nova Scotia, YW-NOW; 1217 Barrington St., Halifax, Nova Scotia B3J 1Y2; Rhonda MacCoy, (902) 425-0731.

New Brunswick Women in Trades and Technology and Blue Collar Workers; 26 Clarendon St., St. John, New Brunswick E2K 1A4; Brenda Losier, (506) 693-0415.

T.N.T.; 1265 Rue Berri, Suite 310, Montreal, Quebec H2L 4X4; (514)842-8589.

Le FRONT (Femmes Regroupées en Options Non-Traditionelles); Collette Boudrias, (514) 670-7866.

Options Non Traditionelles; 91 Rue St-Jean, Rm. 300, Longueuil, Quebec J4H 2W8; (514) 646-1030.

Women in Science and Engineering (WISE); P.O. Box 6067, Station A, Toronto, Ontario M5W 1P5; (416) 592-7615.

Ontario Network for Women in Trades and Technology (ONWITT); 121 Burns Circle, Barrie, Ont. L4N 5J8; Caroline Zondervan, (705) 722-4741.

London Women in Trades and Technology Network; 8 St. Patrick St., London, Ont. N6H 1P3; Maggie McDonald, (519) 439-7743.*

Ottawa Women in Technology and Trades (OWITT); P.O. Box 5666, Merivale Depot, Nepean, Ontario K2C 3M1.*

Thunder Bay Women in Trades and Technology Network Project; 4A South Court St., Suite 17, Thunder Bay, Ont. P7B 2W4; Martha Gingerich; (807) 345-0233 / 767-5286.

Manitoba Women in Trades and Technology; 580 Ingersoll St., Winnipeg, Manitoba R3G 2J4; Erin Linington, (204) 772-6591.*

Saskatchewan WITT; 1063 1st Ave. NE, Moose Jaw, Saskatchewan S6H 0Z8; Lois Baillee, (306) 692-4428.

2287 East Hill, Saskatoon, Saskatchewan S7J 3E3; Arlene Steffen, (306) 374-6288.

3524 Victoria, Regina, Saskatchewan S4T 1M1; Denise Needham, (306) 522-4157.

Alberta Women in Trades and Technology; c/o Rita LaRose, 9503 - 94th Ave., Edmonton, Alberta T6C 1W9; (403) 466-3482.

Kootenay Women in Trades and Technology; R.R. #1, Winlaw, British Columbia V0G 2J0; Sherry Nicholson, (604) 352-3872.

Vancouver WITT; 826 E. Pender, Vancouver, British Columbia V6A 1W1; Annabelle Paxton, (604) 254-1909.

Victoria WITT; P.O. Box 6422, Station C, Victoria, British Columbia V8P 5M3; Bea McKenzie, (604) 384-0529.*

Sunshine Coast WIT; S2, C18, RR#1, Gibsons, British Columbia V0N 1V0; Judie Myers, (604) 886-3654. *

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

Involving Aboriginal Women in WITT

by Shirley Boucher and Janis McKeag

On a cold and rainy Saturday in October, a small and enthusiastic group of women from Saskatchewan and Manitoba met for the workshop "Involving Aboriginal Women in WITT." We were immediately warmed by the coffee and muffins supplied by the Native Services Division of SIAST. And while we sipped and munched, we viewed the new video "She's Got A Ticket" produced by SaskWITT. On this positive note we began our workshop.

Donna Racette, Director of the Regina Friendship Centre, was our invited speaker. Her opening remarks began with some familiar statistics about the workforce; decreasing career opportunities for women in white collar and pink collar areas, de-skilling, automation, etc. She also mentioned a new trend of employment opportunities which are part-time, minimum wage, with minimum job satisfaction, and no job security, found particularly in the fast food and service industry. She called these "McJobs". What was interesting is the fact that Aboriginal people did not factor into these statistics at all. She stated that whereas retention in the workforce is not currently a major problem for Aboriginal people, employment opportunity is. Retention in the educational system is a major problem. Less than 5% of Aboriginal students entering high school, successfully complete.

This workshop was timely for WITT Aboriginal women's groups to begin exploring ways and means of developing cooperative partnerships to improve the recruitment and retention of

Aboriginal women in the trades, technologies, operations and blue collar work. The workshop began with some cultural and language sensitization. It was brought to our attention that while the term Aboriginal was correct when referring to all Aboriginal people, when addressing a specific Aboriginal people, like Indian, Métis, and Inuit, use the specific reference. It was also suggested, that the terms such as advisory, meetings and featured speaker based upon business and dominant society models, be replaced with circle and circle discussion, to reinforce the idea of participation and partnerships.

To help make WITT groups less intimidating for Aboriginal women, the following points were discussed. When inviting Aboriginal women to speak or facilitate a workshop, ask the women to participate in a circle discussion. Another point that was made is that there is often an unspoken expectation when you are Aboriginal, you are expected to be able to speak to all Aboriginal issues, and this is not reasonable.

After these general ideas were discussed, the group began to consider ways of developing networks between the two groups. Cultural sensitivity and in-house workshops should be implemented to educate and inform WITT members about Aboriginal issues. Also, steps need to be taken to increase awareness and support for WITT initiatives within Aboriginal women's groups. This could be accomplished through covering letters of introduction to different Aboriginal groups in the province. This could be followed by notices of meetings and programs/projects of WITT to be published in different Aboriginal newsletters. WITT could also request information about employment oriented programs and projects sponsored by Aboriginal women's organizations and offer to present a workshop on career opportunities in the trades, technologies, operations and blue collar work. Ultimately a goal, for this group, would be to hold a partnered conference, where participants could be brought in from all areas of the provinces.

The area which elicited the most discussion was that of role modelling. It was agreed that it is a most effective way to encourage Aboriginal women to explore non-traditional careers.

One of WITT's difficulties is being able to identify Aboriginal women in the field, and to let them know that this organization exists. Work will have to happen on the local level to develop contacts and networks which will help identify Aboriginal women in the trades who will be willing to serve as role models. It would be good to be able to publish their stories in the newsletters. This area also has potential for another partnered project - developing posters to promote Aboriginal women working in the trades, technologies, operations or blue collar work.

Major problems of programs and projects were also discussed. These included items such as limited lead time to get the word out, limitations place on who can participate, incentives needed to get single parent women on social assistance interested in training, gaps in programs which don't take into consideration the realities of women's lives, and child care. All of which are common to both groups.

There is much to be done to accomplish our goal of involving Aboriginal women in WITT. Working in partnership is a way to help us realize this goal. This workshop was a positive first step.

WHAT ABOUT YOU?

The Women's Bureau of Labour Canada recently released *What About You?* (in French, *À toi de choisir!*), an excellent video profiling six women working in occupations in which women are currently underrepresented. The 19-minute video highlights the training, work setting and aspirations of a pilot, a research scientist and manager, a television camera operator and producer, a firefighter, an aerospace systems engineer, and an electronics technician. These women share their experiences and talk about the benefits and challenges associated with working in these jobs.

What About You? was commissioned by the Women's Bureau to increase awareness of the many opportunities available to women and to stimulate their participation in a wide range of jobs.

The video will appeal to a wide audience: young people considering their future, individuals who are entering or re-entering the workforce or who are considering changing careers, as well as unions, employers, educators and guidance counsellors. It could be used in a number of educational and informational purposes.

A User's Guide containing background information has been designed to facilitate discussion.

For further information on *What About You/A toi de choisir!*, please contact the Women's Bureau, Labour Canada, Ottawa, Ontario K1A 0J2, (819) 953-0055.

WITT thinks this is one of the best role-modelling films available!

Magic Lantern Film Distributors have available a six part video series featuring women who have chosen challenging careers in various branches of science. In each of the programs women discuss the nature of their work, how they chose their particular field as well as the challenges of integrating a career and family life. For more information contact Magic Lantern at 1-800-263-1717.

Employment Equity, Linguistic Services and CN Rail have produced "Striking A Balance, "A Guide to Non-Sexist Communication." Focusing on the elimination of sexism in written, spoken and visual communications in the workplace, the publication uses easily understood pictures and examples to define gender bias and neutrality.

Industry, Science and Technology Canada is producing a new video to promote mathematics and science in schools. The video will encourage girls to keep their science and mathematics courses throughout high school. The video and accompanying learning materials will be available in January 1990. Requests, comments and ideas should be addressed to Nupur Gogia, Industry Science and Technology Canada Science Sector, 235 Queen Street, 8th

Floor West Ottawa, Ontario, K1A OH5. Telephone (613) 990-9658 Fax: (613) 991 0363

The Women Inventors Project has a number of new publications and materials.

"Inventing Women: Profiles of Women Inventors" is a 57-page booklet with stories and photographs describing 22 women inventors and their products.

"Workshop on Women, Entrepreneurship and Innovation: Facilitators Guide" forms, with the video "What If?", a training package for service providers in government services, banks etc.

"What If" is an award winning video on women entrepreneurs and inventors, for use in career centres, business development offices, schools etc. The Project staff will conduct workshops if requested. They can be reached at 1 Greensborough Drive, Suite 302, Etobicoke, Ontario M9W 1C8. Inventors organizations also exist in Vancouver, Calgary and Nova Scotia.

The Women's Bureau of Labour has released "What About You?" an excellent role modelling video profiling 6 women in a warm and dynamic way. A Users Guide containing background information has been designed to facilitate discussion. For further information please contact the Women's Bureau, Labour Canada, Ottawa, Ontario K1A OJ2, (819) 953-0055.

(See Newsletter article)

The Ontario Women's Directorate has produced a set of 6 "appropriate pin-ups," poster-size smiling photos of women doing real jobs with real tools and equipment, each with a short statement from the women about their work. Good for classroom, office or shop! OWD, 480 University Ave, 2nd Floor, Toronto, Ontario M5G 1V2 (416) 597-4500.

Alberta Career Development, Access Initiatives Branch, has developed a set of photos for a display set up. It revolves around wonderful before and after photos of women at Syncrude who have gone through their Trades and Technology Careers for Women program and are now working in their new jobs. The photos create such a positive impact that the Branch is considering making "appropriate pin-ups" out of those as well. Write them a letter of encouragement! ACD, Access Initiatives Branch, 10th Floor, City Centre, 10155 - 102nd Street, Edmonton, Alberta T5J 4L5 (403) 427-8765.

Inequity in the Classroom

Research has shown that subtle and often inadvertent actions from male and female instructors can undermine women's confidence. **Inequity in the Classroom** is a 25 minute video and manual produced by The Office on the Status of Women at Concordia University, Montreal. It addresses the issue of inequity, its manifestation and effect on students, and how to create an inclusive environment in the classroom. The video includes testimonials and dramatized learning segments which are then analyzed and commented upon by experts such as Drs. Myra and David Sadker, Dr. Dorothy Smith and Sheila McIntyre, LLB. The manual provides a workshop training guide, fact sheets and an annotated bibliography. To order or for information contact The Office on the Status of Women, Concordia University, K-103, 1455 de Maisonneuve, West Montreal, Quebec H3G 1M8. Phone: (514) 848-4841 Fax: (514) 848-8765.

I think that all students in the classroom want is to be respected, to be heard, to encouraged to take intellectual risks, to be blessed with the teaching that improves their skills,... each student who is silenced loses the opportunity to test her ideas for feedback, for development... Sheila McIntyre, LLB.

This unique A/V resource should be used in every instructor education and teacher training course in the country. WITT note: It is as useful for university level professors as it could be for trades and technical instructors or even elementary teachers. The clarity with which it provokes answers to such questions as "What is inequity in the classroom?" "How does it manifest?" What effect does it have on students?" "How can I create an inclusive environment in my classroom?" honours the sensitivity that will help you examine those issues in your own classroom. At last, quality instructional training on this most difficult issue.

WITT National Network Newsletter

R.R. #1, Winlaw, British Columbia V0G 2J0 Phone & Fax (604)226-7624

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Thanks to the contributors for this issue, who are too numerous to mention, and especially to Maree Farrell, who is new to the job and holding up remarkably well.

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

I would like to continue receiving the Newsletter.

Name: _____

Mailing Address: _____

Phone & Fax #s (indicate work/home) _____

WITT Woman - Occupation _____

Individual Enclosed is \$5.00 Enclosed is _____ (what I can contribute)
 Enclosed is \$10.00 (willing to sponsor low-income person)

Institutional Enclosed is \$10.00 (please indicate below)

Employer Government Federal
 Union Provincial
 Library Municipal
 Educator Other _____

Exchange subscription for WITT organizations:
 We have added WITT National Network to our mailing list.

Handy Is Dandy

(This article was forwarded by Ruth Bradford of the Handywomen's Program, YWCA, Montreal. The personal testimony is taken from an article by Annabelle King of the Montreal Gazette.)

Every time Richy Zurif had professional repair work done to her house she sensed that she was being ripped off but never dared to question the repairman. Lucy Dziekine and Bonnie Cooke resented being patronized by service station attendants whenever they tried to find out what was wrong with their cars.

But that's all in the past. Today these three are getting straight answers and woe betide anyone who tries to hand them a line of gobbledegook. And it's all because women are teaching other women that timidity doesn't pay off when they have to rely on others, particularly men for repair work.

Armed with wrenches, hammers, jacks and tire pumps, these do-it-yourselfers are part of the growing number of females who tired of being bilked, demeaned and spooked, decided to pit their skills against what may be machismo's last stand. The male fixer-upper.

By mastering a few practical guidelines at the **Handywoman's program** sponsored by the YWCA on **Rene Levesque Blvd. West in Montreal**, women have infiltrated the male preserve of nuts and bolts, bolstering their self esteem and saving themselves hundreds of dollars.

The success of the courses is partly due to the gender bonding between instructors and students. "Women need female role models. We know most men can do this type of work," said Ruth Bradford program director of the YWCA.

"By having female teachers a barrier is broken, showing women can do it too," she said, adding that women have to learn to do things the female way.

To their surprise women have discovered that tuning up a car, replacing plumbing pipes and rewiring a stereo system aren't as brawn intensive as they have been led to believe.

As a matter of fact, after Zurif's first class she wondered why she was ever cowed by it all. She had been brainwashed by the notion that any kind of electrical work was a major undertaking best left in the hands of a male professional. "I used to be terrified,

but I learned that if you switch the power off nothing terrible will happen to you" said the St. Lambert College teacher, who enrolled in the course after she bought a house that needed repair work.

Attracting Women To The Electrical Trades

The most recent cover of the Ontario Electrical Contractor featured a great article of a man and a women working together, demonstrating how important role models are to women and men in the industry. The following is excerpted from the OEC.

The Ontario Electrical contracting Industry (EACO) is working to increase the number of women entering the electrical trade. "Our industry is not one with a proud record of women occupying skilled trade positions," says John Halliwell, President of the Canadian Construction Association (CCA). We rank amongst the lowest of Canadian Industries as a chosen career destination for women.... Traditional values change slowly, but the demographic problems, at least for the construction industry could be considerably minimized if we could attract vast numbers of women to a world they have believed beyond their reach."

The EACO has begun a promotional campaign as part of its Employment Equity program. Ten thousand posters have been distributed to secondary schools, community colleges, career counselling centers and other educational institutions. The posters are aimed specifically at women, highlighting the rewards of a career as an electrician and the prerequisite qualifications.

EACO began its Employment Equity program in 1987, and enlisted the help of a management consulting firm to make recommendations on apprenticeship selection procedures that would meet human rights standards. "Although there may not be any overt discrimination in the hiring process, the possibility of systematic discrimination does exist with the use of outdated aptitude test, application forms, interview procedures, etc."

Says Rick Brodhurst, Chair of EACO's Public Relations and Communications Committee: "As the overall rate of entry into the workforce declines, there will be an increased competition for the most capable candidates. We do not want to miss out on the opportunity to take advantage of a fairly sizeable and growing pool of potential candidates."

What I Learned About Teaching and Confessions of an Electronics Instructor

by Terry Avery - Instructor/Project Manager Comox Valley School of Electronics

For the past twelve months seven wonderful women have helped me learn more about teaching electronics than in all of my previous 20 years as an electronics instructor.

I manage and instruct an electronics training project for women. It is funded by Employment and Immigration Canada, C.J.S. Job Development, and sponsored by the Arbutus Development Society. We are presently six weeks into our second project. The training component is the provincial core curriculum for the one year electronics technician program, and it is transferable into the advance level of the program at Vancouver

Community College. We have included two months of work experience, so as to make direct employment out of our project an option for participants who cannot otherwise transfer to VCC.

If one were to ask "how come you learned more in just 12 months than in all of your previous experience?" I would answer "Well, that's because for all of that time I taught mostly men."

It is difficult to find words to describe the unique learning experience these past twelve months have been, and continue to be. I am now acutely aware that when a learner asks "Why do I care about this?", the question is not a reflection of the learner's indifference to the learning, but rather an absolutely legitimate request for a personal "connection" to the learning. We must not

reply, "Well it's important" of "we will see later." If we do, we portray our lack of sensitivity to the learner, and our inability to teach the material in such a way so as to make this question unnecessary in the first place.

Unfortunately most men will not ask, "Why do I care about this?" We are supposed to know. If we don't, we are to simply pretend we do. In all of the years I taught mostly men, we seemed to get good results. They all nodded wisely in class, and did reasonably well on tests, but you know, I think they were fooling me. I don't believe they had any real feel for the material. They simply went through the motions. The "feel and connection", came much later when they were working in the industry.

We must include "feeling" in our training programs. The women in our program would not allow me to leave it out. They taught me it's ok to openly express frustration and confusion, and that we must encourage learners to do so. That it's necessary to have, and to express a personal and emotional connection to the learning. They taught me that teaching and learning are really one and the same thing. It is an interpersonal activity in which learner and teacher must interactively participate. There must be shared feeling, confusion, enlightenment and joy. Unfortunately, a lot of this gets left out of our current trades and technology training.

We teach a lot of material that doesn't make a lot of sense any more; maybe it never did. I believe we subject students to far too much abstract theory long before we even begin to demonstrate practical application of it. We rely far too much on mathematical explanations. We must find more related ways. I can now, explain most electronics concepts and performance and consider them to



photo by Linda Spiers

"Working Together" Susan Ballantine one of the project participants and Terry Avery, Instructor/Project Manager.

indicate success and credibility of the training program. At the same time, we acknowledge that an employee with a good "feel" for the work is much better off. Why is it so difficult for us to understand that "feeling", in every sense of the word, is not just some perceived "wimpy" thing. Rather it is an absolutely essential component of effective learning and teaching.

I would like to take this opportunity to acknowledge my deep gratitude to those seven women in our first project, and to the seven in our present project. You have taught me that the most essential consideration in learning and teaching, is, each other.

Women In Trades Course Successful

By Judie Myers - Co-Coordinator/Trade Skills Women In Trades Program

Just to let everyone know that the 1st Women in Trades course, here on the Sunshine Coast ended on July 19th after 9 months of hard work, and a lot of fun. This was the first such course, I've ever been involved in, where the community was such an integral part of the program. Our shop/classroom is located in Gibsons, B.C. (population about 4000, and rapidly growing). We are isolated from Vancouver by a 35 minute ferry ride. I think I'm explaining this because we are a very "tight knit community" and people know what is going on.

We have received a lot of positive coverage by the three newspapers, and as a result, a lot of people have come to us as resource people, offering work sites etc and just being supportive to the students. (We have a tool rental place in town, and Tim never charged us for a thing, everything from flywheel pullers to chainsaws. Needless to say he made the papers and our yearbook.

All the students had two work placements, the first, 6 weeks, and the second, eight weeks. Everything from insulating, framing, auto mechanics, heavy equipment, small engine repair, fibreglassing fishing boats... you name it, they did it. One woman opened her own topsoil business during her last placement.

Lifeskills was an important part of this program, and continued throughout, as well as physical fitness/weights and the trade skills. The lifeskills is taught by partner Marilyn Magas, who does an excellent job and we really work well together.

All the women were a success... about 75% are either working in the trades areas, one in an apprenticeship program in Small Engines, one went on to be the first woman graduating on the excavator from Otter Heavy Equipment Institute. She is now

employed up here at 18 dollars an hour. Other students are commuting to B.C.I.T., Kwantlen College to take Electronics, Auto/Marine Upholstery, Large Appliance Repair, Tile Setting etc. One woman has been building her own house, something she always wanted to do.

Anyway, we had a wonderful year... and we've got a new group that started October 15th, for another 9 months. We'll keep you posted.

Role Modelling Underway in Nelson B.C.

by Fran Wallis

The Role Modelling Project, a project designed to broaden the range of career opportunities being considered by young women and girls by offering women role models, gets underway in Nelson this month with the assistance of Secretary of State and Provincial Women's Program funding.

Michele Hann and Fran Wallis have been hired to recruit further role models and prepare kit materials for use in the classroom context. Additionally the pair will review all curriculum material currently in use for gender equity issues and prepare an annotated bibliography and organize a career conference in cooperation with School District #7.

A first stage feasibility study made in 1990 established the project's distinct need by revealing the lack of awareness of local girls of the many occupations available to them. At that time a data base of prospective role models was established.

Wallis and Hann will work with the guidance of an advisory committee consisting of an educator, a midwife, a counsellor, a community organizer, a woman in trades and technical advocate, an environmentalist and a career counsellor.

The City of Nelson has generously donated office space for the project on the third floor of City Hall.

UBC Moves on Sexual Harassment

Dr Hilda Ching, WITT National Network and IAS Committee Member has forwarded an encouraging letter from Margaretha Hoek, the Advisor, Sexual Harassment Policy Office of UBC. Here, Sexual Harassment advisors have been working to promote awareness of harassment of women by their peers, rather than the stereotypical image of the harassing boss. The following points have been extracted from Ms Hoek's letter:

Peer harassment has been a major source of concern for women in the lunch room, classroom and on the worksite, and often takes the form of humour, jokes, condescension, tricks, posters and publications. Frequently it is not recognized by its perpetrators as being offensive. "The costs are high, as you know," writes Hoek. "Women go through stages of disbelief, self doubt, anger, frustration and despair as they try to minimize, confront, avoid, communicate, complain and at times, resign." The resulting loss of performance at school or on the job may cause a woman to be subject to scrutiny as to her motives of complaint.

A peer educator model is being developed at UBC. An administrator was helped to prepare a talk on SH, drawing examples that focused on peer harassment within the setting of one of the male dominated departments. This was followed by a simple survey of peoples feeling on the issues. About half the group on site responded. The results were distributed to all members of

the department. Those whose behaviour was described as offensive are having to take colleagues opinions seriously for the first time. They now realize the negative reaction to their humour was not isolated at all. Those who did not have the courage to participate in the survey felt affirmed by the honesty and detail in the anonymous quotes.

The idea of using an administrator from within the department as a peer educator, rather than bringing in an 'outsider' to deal with an internal issue proved effective. Follow up would include training such educators to recognize problem situations, clarify limits, develop intervention skills, and to be able to give informational talks about sexual harassment issues that occur in their settings. Front line supervisors should also be trained in policy and procedures, how to receive initial complaints, how to listen, and what not to say or do.

Hoek makes very clear the legal, moral and financial responsibility of management for an SH free environment. The victim's right to be heard and taken seriously must be supported by a clear procedure that is backed by administration. She should have a supportive advocate to depend on throughout the process and should not have to retell her story again and again in order

to gain support.

"The basic requirement is to bring women into the group, rather than to label them as outsiders or pseudo-men. We try to challenge behaviour as inefficient, illegal, and inappropriate, and within the employer's or university's right to control. We try to challenge the feelings and attitudes through venting, reasoning, and counselling."

As one of the SHPO's most current projects, three students have been hired to do street theatre around the issues of sexual harassment. By using this medium it is hoped that audiences seeing themselves in skits will recognize the need for change. This was proven on a recent BCTV piece on harassment where UBC students were interviewed after viewing the skits.

Hoek recommends the Project on the Status and Education of Women, Association of American Colleges, 1818 R. St. NW, Washington DC as having excellent publications on sexual harassment and peer harassment. She also mentions Barbara Gutek's "Sex in the Workplace" and the video "Workplace Hustle" as being well received by staff groups of all kinds.

(WITT note: We have also found Petro Canada's sexual harassment film, "Taking Action" to be quite useful.)

Recipe for a Sidewalk

By Kate Braid

Pouring concrete is just like baking a cake

The main difference is that first you build the pans. Call them forms. Think grand.

Mix the batter with a few simple ingredients:

- one shovel of sand
- one shovel of gravel
- a pinch of cement.

Add water until it looks right.

Depends how you like it.

Can be mixed by hand or with a beater called a Readi-Mix truck.

Pour into forms and smooth off.

Adjust the heat so it's not too cold,

not too hot. Protect from rain.

Let cook until tomorrow.

Remove the forms and walk on it.

There is one big difference from cakes.

This one will never disappear.

For the rest of your life your kitls will run on the same sidewalk, singing

My mom baked this!

THE POETRY OF CONSTRUCTION

Covering Rough Ground



Work poet and construction worker Kate Braid explores the joy of physical labour and the struggle of being a woman in a non-traditional field. This is poetry of empowerment and self-determination, full of strength, humour and energy

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IAS Committee Promotes WITT Network Activities

by Anne Harvey - Chair of the IAS Committee.

The Women in Trades, Technology and Operations Industrial Adjustment Committee funded by Employment and Immigration Canada has been a really useful vehicle for promoting WITT issues across the country.

It has given WITT women sitting on the committee, Lois Bailee, Kate Braid, Marcia Braundy, Lynn Gardner, Arlene Glencross, Caroline Hoevenaars, Janis McKeag and Joyce Rankin, an opportunity to sit down with people who have the ability to change some of the conditions facing women who want to go into or are working in trades, technologies and operations.

The committee has also provided a forum for employers, unions and educators to gain a sense of the needs and difficulties faced by women in trades and technologies.

Representatives from the Canadian Labour Congress and major employers such as Canadian National, the Municipality of Metro Toronto, the Canadian Construction Association, and the Canadian Automotive industry, have all been involved in committee discussions about role-modelling and education for first line supervisors and foremen.

WITT National Coordinator Marcia Braundy has also made effective use of the IAS committee to establish contacts with other government agencies and private sector associations to push for more funding for WITT National Network projects and for changes in WITT training.

As a result of her lobbying Employment and Immigration Canada Equity personnel and the National Women's Employment Coordinator, and policy submissions from local WITT groups, on October 1 this year we have seen the eligibility criteria for pre-trades training programs provided by Employment and Immigration Canada, widened to include women who are already working or have been working or who are employed part-time.

In the past these programs have only been open to women who have been unemployed for 24 out of the last 30 weeks or who have been out of the labour force for three years or more. These women as a group, had a low success rate in the trades.

In addition, while travelling on committee business, Marcia has negotiated commitments to participate in the National Databank Research Project with more than 80 employers and provincial ministries of Advanced Education and Training.

The major article in the July issue of Canadian Business Magazine and press stories in Newfoundland and Nova Scotia, raised the profile of Women in Trades and Technologies. Again they resulted from an information package which the National Coordinator was able to take around to media outlets in the course of her work for the IAS Committee.

Funding for travel expenses for the eight WITT members of the IAS Committee has also made it possible to hold WITT National Network meetings on a regular basis and to hold WITT National Conference planning meetings by scheduling them just before the IAS meetings.

An IAS Committee meeting held in Halifax also provided a major impetus for the reestablishment of a Nova Scotia WITT

group and an initiative to start a new WITT group in Newfoundland.

Three colleges and Simon Fraser University also sent representatives to the committee. Ed Tickles from the Southern Alberta Institute of Technology, and Georgina MacDonald from Nova Scotia Community College have both begun new programs for WITT women as a result of their participation in the committee.

Shirley Boucher, a program counsellor from the Native Services Division of the Saskatchewan Institute of Applied Science and Technology also helped organize a "Girls Exploring Technology" summer camp and is working with SIAS's Equity Committee to develop a mentoring program with placement follow up. Sponsored by the IAS Committee Shirley worked with Prairie WITT to put on a conference this fall for increasing Aboriginal participation in WITT.

The Canadian Automotive Repair and Service Council has also asked for input from the WITT IAS Committee, to help increase the number of women apprentices in that industry.

Representatives from the Canadian Labour Congress and the Manitoba Apprenticeship Training Branch have also participated on the committee.

"There's always a debate about whether we should get involved with outside agencies. As someone who generally argues for women only committees, I am really impressed with how useful this has been," said IAS committee member Kate Braid. "It's been very interesting to hear what other people are doing and I

...Continued on next page



After holding a series of boring and dead-end jobs, Rose King finally decided that her mother, Merlin Myles really does know best and joined her as a hostler helper at MacMillan Yard more than three years ago: "I've got great benefits, the money is good and both my husband and children support me. The kids take pride in telling their classmates what their mommy does and who she works for." CN Photo

Ed Tickles Voted Manager of the Year

Ed Tickles, WITT National Network/IAS committee member, has been awarded the manager of the Year' award at SAIT (Southern Alberta Institute of Technology)! Ed is the Associate Vice President of Campus Operations and Maintenance/Apprenticeship Liaison. He takes an active role in activities on and off campus as



Anita Grey Wolf is no traditionalist. Operating out of a MacMillan Yard, Anita is a conductor/foreperson and takes her job seriously. Only 413 of a total of 22,408 employees who hold blue-collar jobs at CN are women. Although the railway has traditionally been a male-dominated domain, job opportunities for women are increasing through a change in attitudes, and an increased awareness of CN's Employment Equity program.

The work of Employment Equity is paying off at Canadian National Rail.

In several of the recent publications of their PR newsletter, *Keeping Track*, women in TTO jobs have been highlighted. This photo and the one on the previous page are taken from this newsletter, with permission.

a representative of SAIT to the Provincial Apprenticeship branch as well as the Apprenticeship Trade Certification Board.

Ed has been actively promoting the hiring of women in technical jobs on campus. He has received approval in principle to implement a Bridges program in March of 92, with the intent of moving women at SAIT from clerical jobs to TTO's. Ed has released a statement encouraging women to apply to advertisements for Campus Operations and Maintenance employees, including a statement that SAIT supports the principle of equal access to such positions.

He has developed the "Apprenticeship for a Day" program, and the "Tradesperson for a Day" program, where students from local and regional high schools visit SAIT campus to familiarize themselves with skilled trades, and tradespeople. The "Apprenticeship for the Day" program has succeeded in generating interest in trades, and has increased enrolments. Through "Team Apprenticeship" Ed is developing the idea of a parent/daughter extension division course dealing with basic trades and pre-careers programs (carpentry, electrical, plumbing, sheet metal, etc).

With the co-sponsorship of the Canadian Construction Association, Ed has encouraged the development of a Carpentry Apprenticeship Program, due to start at SAIT 1992. This program will be open to twenty women, with the goal being full time employment within the construction industry.

Ed has acted as a liaison between the SAIT Student Council and Marcia Braundy with respect to the establishment of a Calgary chapter of WITT. WITT goals, objectives, newsletters and a copy of the brochure, *Women in TTO's*, have been shared at the provincial "Physical Plant Managers" council, and plant managers will be placed on the WITT National Network mailing list.

The WITT National Network salutes Ed for his award at SAIT, and recognizes the great steps being taken to promote women in TTO jobs.

IAS Committee

Continued from page 9

think it has really made a difference to discuss some of these issues with people who make decisions".

IAS Committee representatives voted in June to seek continued support from Employment and Immigration Canada to extend funding for the WITT IAS Committee so that it can continue activities for another year. This has been approved and we are well into the work for the new year, which includes developing generic standards for WITT exploratory courses and technical training programs for women, identifying the gaps in front line education programs and developing supplementary material around gender and minority issues in integrating WITT women, developing a Workplace Environment Audit Kit, a promotional package for educators, a training package for role models.

Copies of the full report on the WITT IAS Committee are available by writing Anne Harvey 7330, Jubilee Avenue, Burnaby B.C., B5J 4B6.

WELCOME TO SURVIVING AND THRIVING II — THE SEQUEL —

Sponsored by the WITT National Network, this unique conference brings together all of the groups and individuals with a role to play in the successful recruitment and retention of women into trades, technology, operations and blue collar work.

WITT National Network was formed as a result of recommendations from the 1988 Surviving and Thriving Conference at Naramata, B.C., which had its roots in the first Women In Trades conference in Winnipeg in 1980. **Our main objective is to encourage and assist in the education and successful employment of women in trades, technology, operations and blue collar work (TTO).** This is accomplished through our work with employers, unions, governments, educators and WITT women across the country.

Surviving and Thriving II is an opportunity for all of us to get together and share the successes, the struggles, the challenges and solutions, and the lessons we are learning.

WHO SHOULD ATTEND?

Women working or training in TTO occupations, their advocates and resource people will attend, for the first two days, for personal and professional skill-building, the finalizing of the structure for the WITT National Network, and election of the National Coordinator and Regional Representatives, as per the recommendations from the 1988 conference.

They will be joined on the second evening, for a round-table banquet and entertainment, by **employers, unions, EE coordinators, educators and government representatives.** The next two days will be spent jointly exploring issues and solutions, and particular initiatives that enable the successful recruitment and retention of women in trades, technology, operations and blue collar work.

THEMES

The three main themes of the conference are **"Building the National Network"**, keynoted by Kate

Braid, Carpenter/Author and Director of Labour Studies, Simon Fraser University, **"More Than A Living,"** keynoted by Nancy Riche, Executive VP, Canadian Labour Congress, and **"Towards Equity,"** keynoted by Lynne Sullivan, Principal, William M. Mercer Ltd.

During the first two days, WITT women will examine Surviving Vocational Training, Making Your WITT Work, Getting More Involved with Your Union, Human Rights - Where Do I Stand? Career Paths with TTO jobs, Computer Networking, Dealing With Our Differences - Lesbian and Straight Women Working Together, Seniority and Employment Equity From a Union Woman's Perspective, Developing a National Women's Agenda On Training, and Humour on the Worksite and Entrepreneurship to name a few. The final work of this phase of the conference will include ratification of the Structure Document and election of the National Coordinator and Regional Representatives.

Workshops during the second two days, with all participants, include Health & Safety, Dealing with the Backlash, Women in Off-Shore Oil Drilling, Workplace Literacy, Organizing Your Union Sisters, Personal Protective Equipment, Partnerships with Industry, Challenging Harassment from a variety of union perspectives, WITT Exploratory and Technical Training Courses, Private Sector Consultation on Employment Equity in Quebec, Native Women in TTOs, US Affirmative Action, Power We've Bargained For - Herstories of Unionized Women, What makes a supportive work environment? Instructing Women as Relational Learners, Slip-Sliding Away: The Parallel Cultures of Men and Women in Trades and Technology, Employment Equity Curriculum: Integrating the System, The BRIDGES Program, Integrating Women at Hydro Quebec and Women In Technology. There are many others, nuts and bolts approaches by employers, unions and educators for the successful integration of women into trades, technical, operations and blue collar work.

Workshops are being sponsored by a wide range of federal and provincial government agencies, unions, employers and educators.

WITT National Network hopes that individual unions and employers will support this conference both through sponsorship contributions to the conference itself, [send to WITT National Network – Conference, R.R. #1, Winlaw, B.C., V0G 2J0] and through sponsoring individual members and employees to attend the conference as WITT women and/or as Equity advocates [For a registration brochure, call Sharon Margison, Conference Organizer, (613) 238-6560].

Current sponsorship or assistance with the conference includes:

CARS Council
Canadian Labour Congress
Bell Canada

Ontario Federation of Labour
Hydro Quebec
Canadian Construction Association
CN Rail
Xerox Canada
PetroCanada
International Woodworkers of America (IWA)
United Food and Commercial Workers (UFCW)
Secretary of State
Employment and Immigration Canada
BC Women's Programs
BC Apprenticeship Branch
Alberta Career Development
Ontario Ministry of Skills Development
Ontario Women's Directorate
Canadian Mothercraft of Carleton/Ottawa
Zippy Print on Rideau
Ontario Committee for Non-traditional Occupations
for Women



More Women Enter Engineering

The British Columbia Institute of Technology honoured its top School of Engineering Students in June and 12 of them were women. From left; Aloisia Sorbara, Julie Cole, Janet Rempel, Jennifer Hunt, Elizabeth Stokes, Frances Victor, Norma Lehto, Darlene Cuff, and Jan Venables. (Not pictured Patti Penny, Wendy Hines, Coro Lee) A total of 86 women graduated from the School of Engineering in June out of a total of 482 women who graduated from BCIT's four schools.