



NEWSLETTER

WOMEN IN TRADES, TECHNOLOGY, OPERATIONS & BLUE COLLAR WORK

SUMMER/FALL 1992

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Report from the National Coordinator

by Marcia Braundy

This issue marks the last one you will receive if you are not a subscriber, or a regular or associate member of WITT National Network. Currently we are assisted by Employment and Immigration Canada (EIC) to increase the numbers and enhance the experience of women training and working in trades, technology, operations and blue collar work (TTO/BCW), and the WITT National Network must become increasingly self-supporting. We will be doing this through the sale of memberships (see pg. ???), resource materials, consultation services, corporate and union donations, and through the sale of our next book, available in November: *Surviving and Thriving II - Employment Equity Issues for Women in Trades, Technology, Operations and Blue Collar Work*.

By ensuring the vitality of the Network, you will be able to continue to access information, support, encouragement, ideas, innovative examples of successful projects, and constructive criticism of initiatives being undertaken for training, employing, and retaining women in technical and operational fields. We know that the assistance and resources that we are providing are being used with increasing frequency as the needs grow to respond to workplace issues arising from employment equity initiatives. We continue to encourage successful integration for both our WITT women and the employers, unions and educators with whom they are working. We sincerely hope you will all continue to support us as we move towards greater self-sufficiency.

Since the first *Surviving and Thriving* Conference, and after the groundwork laid at the first Women In Trades conference in Winnipeg in 1980, local and regional WITT groups have grown in number from 6 across the country in 1988, to 34 groups in 1992. Following *Surviving and Thriving II - The Sequel*, held in Ottawa in February, those grassroots groups have been organizing, developing support and assistance at local and regional levels. The work of WITT groups was recognized as essential recently when the employers and unions on the WITT National Network/IAS Committee (See pg???) strongly recommended that one of the objectives of that committee be the fostering of local and regional WITT groups and a strengthening of the WITT National Network. This comes from a recognition of the need for support systems for women who often work in isolating and sometimes alienating circumstances. If our integration efforts are to be really successful, we must find ways, both inside and outside the workplace, to promote women-friendly work environments.

To this end, we are about to publish an annotated *Directory of Programs and Initiatives for Recruitment and Retention* undertaken by employers, unions, WITT groups and educators around the

country, with contact names, phone numbers and a brief description of the projects (See pg. 14 for ad).

WITT groups in Ontario (ONWITT), the Western Region (Victoria WITT), and Newfoundland have been organizing regional conferences, to provide support for local women, and to follow up on some of the contacts and activities generated at *Surviving and Thriving II*. The ONWITT's conference is being held in Midland in mid-October, and I'm honoured to be invited as one of their keynote speakers. Newfoundland and Labrador WITT members are planning a provincial conference for February of 1993 (See *Keeping Our WITT's About Us*).

Since our last newsletter, several of us have been down to the Seattle Women In Trades Fair, an annual event to which many large and small employers and unions send their male and female workers to demonstrate trades and technical occupations for busloads of school children and interested adults. They also set up booths to describe entry requirements and how to go about applying, and to indicate their support for hiring and retaining women in their fields of work. Outside, manual dexterity tests and physical endurance tests are administered; if you pass, you can apply for a job. At the same time, there are workshops for WITT women and several plenary sessions where our foremothers and mentors were honoured. Quite an event...it would be nice if some active and committed cities in Canada took up the idea!

The B.C. women who attended used the opportunity to have their first planning meeting for the Spring 1993 regional conference, and are now hard at work raising funds and planning for the first Western Regional WITT Conference.

On other fronts, at the WITT/IAS meeting in June in Montreal (see pg. 2) we received an update on the efforts of the graduates of the Bridges program at the City of Toronto. WITT would like to offer our congratulations and support to the Bridges Alumna Association whose Human Rights complaint against CUPE Local 43 and the City of Toronto has been accepted by the HR Commission. This court decision, relating to the movement of workers between locals with one employer and maintaining seniority and benefits, will be a major decision for women considering moving from disappearing clerical jobs to trades and technical work.

I have been sitting, as WITT's Representative, on the Canadian Labour Force Development Board's (CLFDB) Sub-Committee on Apprenticeship. We have had two meetings and are still in the process of determining our tasks. The recognition of the need for a place at the table for WITT was something I fought very hard for during the Task Force on Apprenticeship in 1989/90. Little did I know that individual in that place would be me! Having WITT at the table bodes well for our discussions and the

implementation of recommendations relating to the low participation of women and other designated groups.

At the first one, I distributed a great deal of background information on WITT issues, as well as the new *National Standards and Program Development Guidelines for WITT Courses and Trade-Specific Courses for Women*. We will be exploring how to use these at future meetings. The Standards and Guidelines, (development sponsored by WITT/IAS, several Provinces and industry groups) have also been distributed widely through the Canadian Council of Directors of Apprenticeship Symposium and a targeted mass mailing. The chart, of those elements that should be included in any of these courses, has been incorporated as the centerfold for this issue. Do not hesitate to utilize these resources in your discussions about programming for women. We understand that EIC would "lift the cap" on Apprenticeship funding to the provinces for putting such "equity" initiatives in place.

Of course, the Federal Government may no longer have any say at all, as training is to become an exclusively provincial matter if the Constitutional Referendum passes.

The Reference Group to the Women's Representative on the CLFDB (Marcy Cohen) continues to function, and held its annual consultation of national women's groups and reps from training coalitions across the country. It was good to see several WITT women involved. The Reference Group did send out a press release expressing concern over changes to Section 92 of the Constitution, (which gives sole jurisdiction for training to the provinces) as this will hinder the implementation of national standards and create a patchwork of access and equity principles. Call the WITT office if you want more information.

The Women's Agenda on Training draft should be out very soon for comment across the country. Please contact the office if

you are interested in receiving one for comment.

Maree Farrell, the Exec/Admin Assistant at the National Network office attended a short course, "Publicity for Non-profit Organizations." She came back and prepared an excellent Press Kit for us which has been sent out to media contacts across the country. If you are interested in using this kit, which provides good clear background material on our organization, please contact the office. She also set up a session for me to talk to the local Rotary association (may be the only one in Canada that doesn't yet admit women). From my challenging experience, I can recommend that this is probably a very important group for us to get our messages out to. They say small business will be doing most of the hiring in the next few years, and it appears there is a great deal of work to be done to get them on side.

We have been hard at work on editing for the *Surviving and Thriving II* book, as well as searching for funds to print it. If you know of anyone who has an extra \$2-3000 in their back pocket to put into a worthy cause, it looks like there is some very good material in the new book that the Canadian public (and the US too) would be interested in reading.

Don't forget to send in your membership fees to keep our useful and vital organization alive and able to send out these interesting and informative newsletters to you, and continue to work actively with all of the people who have a part to play in training and employing women in positive and healthy working environments in technical and operational occupations.

N.B. We contacted several organizations for advertising in our newsletter, some of whom may do so in future issues. We would like to encourage all of you to ask for our ad rate sheet, and use this great opportunity to market your initiatives in our publication. We also accept employment related ads.

News from around the country - WITT/IAS

There has been a request that we define IAS for the newsletter audience. There are two ways to do this. One is to describe the program under EIC: The Industrial Adjustment Service (IAS) traditionally acts in situations of technological change or plant closure, where there is significant labour force disruption, to assist employers and employees to examine and implement effective workforce adjustment programs. At least 1/2 of the financial and in-kind contribution for the life and work of the committee must come from industry.

EIC has agreed with WITT that, because of the current demographic situation (fewer young new entrants to the labour force, more women and other designated groups entering, etc.) the integration of women into TTO/BCW jobs has become a labour force adjustment issue. We have modified the program to include all of the players who have an impact on this issue: employers, unions, WITT women, educators, and federal and provincial government policy makers.

So another way is to describe some of the initiatives and activities of WITT National Network's IAS Committee and some of the reports of committee members: We have produced a *Directory of Recruitment and Retention Programs and Initiatives*, an annotated bibliography, as well as a *Directory of Role Modelling Projects around Canada*. These are available for purchase. The Front Line Education Sub-Committee has defined a series of modules which will be developed over the next year for delivery to co-workers, managers, counsellors, unions etc. The WITT Course Sub-Committee fostered the development of the *National Standards and Program Development Guidelines for WITT Courses and*

Trade-Specific Courses for Women which are being promoted for use around the country. Out of our Employment Equity Sub-Committee, we were able to come to consensus on recommending to the Parliamentary Review Committee that Training be somehow incorporated under the Act, and that Action Plans which include training activities be required to be submitted and reviewed by monitoring personnel. The WITT/IAS Committee co-sponsored the *Surviving and Thriving II* Conference, and members often host receptions for the interested public when the Committee meetings happen in their towns.

Some of the most interesting parts of our committee are the reports from our members. Our June WITT/IAS meeting was hosted by CN Rail, in Montreal. We heard from Rhonda MacCoy about the exciting work that is being done by YW-NOW with Nova Scotia Power: the Recruitment and Screening Workshop, hiring commitments and training programs (see pg. 6).

Paul Scott described the Kingswood Management Training, developed by Metro Toronto to look at workplace discrimination and remedies, which has been taken up by several cities and corporations around the country.

Jo-Anne Stead told us that the Ontario "Equity In Construction Ministerial Advisory Committee" has started meeting. We look forward to their report. As well, the Toronto Terrazzo & Marble Guild held a full day sexual & racial harassment training session, using a very effective video produced by the City of Toronto.

Southern Alberta Institute of Technology (SAIT) got quite a plug when the grade 12 practicum student in Ops & Maintenance

said she now knows she wants to be a Carpenter, and she would love to work at SAIT because of the quality of her treatment during her work experience. Ed Tickles continues to foster WITT issues at that institution, including the implementation of an Appropriate Pin-Ups policy and Acceptable Workplace Language Campaign.

The CARS Council (Canadian Automotive Repair and Service Council) will soon be setting up an Automotive Career Diploma pilot program in several cities around the country, and will be encouraging/recruiting women to participate.

Lucette Pineau has been using the Kootenay WITT slide/tape, "What Happens to Women In Tradesland" at the St. Lawrence Seaway for training line managers and male maintenance workers. She also reported on the positive effect of our translated newsletter in Quebec, bringing awareness of WITT issues and some possibilities for collaboration with Quebec organizations. The WITT members present had dinner with FRONT, the Montreal area TTO group to discuss this and other possible exchanges.

CN introduced their new training modules and videos, "Managing Diversity", which was quite well received by the committee. This one day workshop teaches CN supervisors how to manage people of different race, gender, and ability. Also included was a very useful booklet, *Striking a Balance – A Guide to Non-Sexist Communication* (See Resources, pg. 14)

Susan Hughes, a rigger at DND, Esquimalt, described some of the initiatives developed at her base to respond to harassment com-

plaints. The HEART (Harassment Education Assistance Research and Training Group) has been formed to assist in resolving these issues at an employee level, with full support to take it further when necessary. More on this in a future issue.

Maggie MacDonald, electronics technician, told us about the "Girls Exploring Technology" camp which has been held three times this summer around the London/St.Thomas area, supported by the CAW (Canadian Auto Workers) and Fanshawe College. Girls receive introductory experience in carpentry, automotive technology, welding and painting, and then race their freshly made go-carts on the last day.

And perhaps the Committee can best be described by one of the members, Ed Tickles, VP – Operations and Maintenance, SAIT: "Membership on the WITT/IAS is an exciting experience coupling contribution with growth and professional development opportunities. It provides an enhanced view of the issues women in the T.T.O. workplace face and allows for the exploration of solutions to such issues. It serves to "Bring Home" recognition of the inappropriate (and often painful) contradictions in the workplace. Above all, it strengthens a lifelong belief that as individuals, we all have the right to be who and what we want to be, regardless of gender. Finally, it confirms and increases my resolve to do whatever is required to ensure that opportunity in the workplace is based upon one's hopes, dreams, desires and ability as opposed to factors of gender, race, colour or creed."

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, (709) 739-7389.

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

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.

WISE 6519B Mississauga Road, Mississauga, Ontario L5N 1A6; (416) 567 9757 fax: (416) 567 7191.

Ontario Network for Women in Trades and Technology (ONWITT); 114 Worsley Street, Barrie, Ontario L4M 1M1; Caroline Zondervan, (705) 722-4741.

Bridges Alumna Association: 290 Coronation Drive, Scarborough, Ontario M1E 2J6; Roberta McDowell.

Huronian WITT; Box 1836 Penetang, Ontario LOK 1P0; Angie Quinlan and Pauline Mancuso, (705) 549-3691.*

Kent-Lambton Women in Trades, Technology, Operations and Blue Collar Work (TTO/BCW); Rebecca Kricfalusi, R.R.#1, West Lorne, Ontario, NOL 2P0.

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

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

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

Manitoba WITT; C/O 656 Kingsway Avenue, Winnipeg, Manitoba, R3N OH2; Erin Linington (204) 772 6591.

Saskatchewan WITTs: 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; Apt. 110-2254 McGill Street, Vancouver B.C. V5L 1C4; Anabelle Paxton (604) 255 4565

Lower Mainland WITT; 6582-197th Street, Langley, B.C. V3R 4A8, Jackie Lilley

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.

North West Territories WITT; Louise Hickey, Arctic College, Kitimeot Campus, P.O. Bag #200, Cambridge Bay, NWT, XOE OCO

Keeping our WITTs about us...

Thanks to all of you for keeping the WITT National Network informed of your WITT groups' activities. This is your forum, and a great place to share ideas and initiatives.

Please continue to send us news 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 approaches to our issues.
- 2) Articles (factual, fictional, or opinion), and letters to the newsletter. We will be pleased to use them as space permits. Media clippings, graphics and pictures relating to our issues are also welcome. If you see a great article about women in TTO/BCW, let us know!
- 3) We welcome your creative approaches to our issues, i.e. original poetry, prose, and graphics. Tell us your stories; we have a place for them.
- 4) Useful resources information (preferably with some form of "review," annotation or description) and how to obtain it (address, cost, etc.)

WITT NEWFOUNDLAND AND LABRADOR

This has been a very busy summer for WITT in Newfoundland and Labrador. Fueled by the successful funding by Employment and Immigration Canada, of our 20/20-2000 Project Plan, we have recently opened our own office in the TD building, St. Johns, staffed by a full time Coordinator and Assistant Coordinator. We have also hired two computer science students to build up our database to include member locations, education, and job-bank information.

This fall we are preparing for our provincial conference, to be held in February. Our current objectives are to continue working within the guidelines of our 20/20 2000 Project, with special initiatives towards public awareness concerning the value of women working in the fields of trades and technology.

A FIRST IN QUEBEC - From Lucette Pineau

Just over a month after WITT's National Conference in Ottawa, the first ever meeting of Quebec women involved in TTO/BCW work was held in Longueuil.

This meeting was called by Femmes Regroupées en Options Non Traditionnelles (FRONT). FRONT had previously sent out a survey through 15 different regions of Quebec to groups who were known for their commitment to helping women in TTO/BCW jobs, in order to determine their needs and those of their advocates. The survey revealed that the most important need was to meet, get together and take this opportunity to share our common problems, solutions, victories and stories, to get to know **who, what and where we are**, in short, to network.

WITT women and their advocates came to Longueuil, the third largest city of Quebec, a bridge's distance from downtown Montreal, across the St. Lawrence River, from regions as far away as Baie Comeau, Rouyn or Jonquière. For two days, they participated in workshops where there was a lot of talk about setting up local groups, of cooperation - very real or very strongly needed - with pressure groups and other women's groups committed to assisting them in returning to or entering the job market in TTO/BCW occupations.

There was even a very animated session on the hot topic of women's physical abilities and employers requirements, where fitness expert Martine O'Leary and St. Lawrence Seaway lineswoman Denyse Gianni showed participants the link between women's fitness and the self confidence it brings them on the job.

In the evening, there was a social event, a dinner at which four women guest speakers addressed the audience on how they struggled and strived and are now very happy in their positions in "non traditional" sectors such as politics, lobbying, crane operating and locks operations!

On the second day, at the plenary, it became clear to all that solidarity was of utmost importance that we need to gather our forces and become politically aware and active, if we want women to access quality jobs.

There was a unanimous agreement that we should encourage and promote the creation of local grass roots groups. We also agreed that we could not, without consulting with our existing local group members/colleagues, decide right away how and when we would want to become an official provincial group.

It was then decided that FRONT should prepare a second meeting at a later date, providing everyone with information on all that was discussed during the two-day convention and draw proposals for what a provincial group should/would look like in terms of structure, membership, etc.

FRONT has taken this mandate very seriously. It proudly presented on September 1st the official proceedings of the March meeting, called "Les Actes du Colloque québécois sur les femmes en emploi non traditionnel." It is a very thorough 28 page report of not only the subjects discussed at the meeting, but also an analysis of the actual situation and recommendations. It is a valuable working document for all women in Quebec working in, or towards TTO/BCW occupations, and their advocates, teachers, supporters and union sisters, who are invited to attend a Founding conference which will be held on November 14-15, 1992.

The document is available at FRONT, telephone (514) 670-7866 or Fax (514) 646-9060 (ask for Hélène de Montigny) or write to 81 St. Jean Street, Suite 301, Longueuil, Quebec, J4H 2W8.

MANITOBA WITT - From Erin Linington

Back from a summer hiatus, MBWITT has started annual work plans at our September meeting. Gwen Pratt is busy negotiating with the local access station for MBWITT to produce 3 - 1/2 hour shows focusing on the lighter side of the trades. The shows will feature useful tool tips, a small reno project, "demystifying the parts desk," a short occupational profile, and more.

We are pleased to impart that we now have a commitment from the Manitoba Director of Apprenticeship, that MBWITT can place women on any of the Trades Advisory Committees, in the role of Community Representatives. This could be a very big step towards getting some of our concerns tabled.

On the local scene once more, three of our WITT members recently attended the Ontario WITT conference, held near Dryden in September. A good time was had by all.

ONWITT - From Maggie MacDonald

While at the conference in Ottawa a group of brave women volunteered to be on a steering committee for ONWITT. Although women throughout Ontario were keeping the work of ONWITT

going and our name was out there, the actual membership was getting quite thin and new faces were needed.

We have had several meetings and our main focus at the present is putting together a conference on October 16-18 (the weekend following Thanksgiving) in Midland, Ontario.

The conference is called "Onward and Upwards - Keeping our WITT's About Us." On the first day there will be a two hour breakfast, with tables set up by trade so women will have an opportunity to meet other women in their field. The other informal session will be a two hour Networking Break giving students, apprentices and trainees a chance to meet women who have survived their training. For more informal networking all meal time slots are two hours. We felt that it was really important for ONWITT's survival, that the women in this province get to know one another.

We are really pleased that Marcia Braundy will be able to attend and deliver the Key Note Speech Sunday morning. Anyone wishing further information please call Pauline MacDonald at (705) 549 6626, or Angie Quinlan, (705) 549 3691.

HURONIA WITT - From Pauline McDonald

Huronian WITT did not meet as a group during the summer months as the women find it too much, with kids out of school, holidays, daycare, and the usual summer functions.

So now, Angie Quinlan and I are busier than all get out! We both sit on the Conference Committee for ONWITT, and our large group was successful in our bid to co-host ONWITT's first large provincial conference here in Midland. It will be on October 16 - 18, 1992 at the Highland Inn. As Registrar for the conference I will be working on a data-bank registry of Ontario women in the trades. Quite the learning experience for me, but I enjoy being a part of such an exciting venture. We initially started by thinking we might have about 50 participants but things have a tendency to "snowball." We have now reassessed the situation and feel we may have 120-150 participants who will be registering!

Locally we are working at community participation through an initiative we candidly refer to as "Adopt-a-WITT." We have sent letters to approximately 40 employers to request a \$100.00 donation to cover the cost of two nights accommodation, the Saturday Buffet Dinner and the two Continental Breakfasts for one woman to attend. Our Chamber of Commerce has given total support for the idea, but thus far response has been a little slow (hopefully due to the holiday season and not lack of support). We will be offering them workshops plus an invitation to the Saturday night festivities, and information tables to be set up relating to Employment Equity, Role modelling, Women's Access to Apprenticeship etc...

Our local WITT chapter has slowed down quite a bit, but with the graduation of the FITT class in June (many of whom will be going on to further college training) and the sponsoring of the Provincial Conference locally, we hope to stir up much needed interest and support. We will be doing a major media campaign as well as local activity, so we hope to spread the word both nationally, provincially and regionally.

KOOTENAY WITT

The Nelson Women's Centre will be running the "Handywomen's Series" again this fall, under the tutelage of Sally Mackenzie, journey level Joiner, and

founding member of Kootenay WITT. The classes in basic plumbing, carpentry, and introduction to electrical and small appliance repair are provided for the women of Nelson and surrounding districts. A class in basic chainsaw saw maintenance will be taught by Joanne Heatherington. Each class runs for two evenings, and to quote Sally; "This is some of best fun I have ever had. Everyone has a wonderful time!"

VICTORIA WITT

"Building Unity," is the title and theme of the Western Regional WITT conference scheduled for May 13, 14, 15 and 16 of 1993 in Parksville, on beautiful Vancouver Island. Jean Willow of Victoria WITT, and Anabelle Paxton, WITT National Network's Regional Representative for BC and Alberta, are joining forces in this effort to bring together TTO women and their advocates from B.C., Alberta and the Yukon. Your input, fundraising ideas and resource information are most welcome, and a special call goes out to WITT sisters in Alberta and the Yukon to contact the organizers, and share in the planning of your regional conference. Please see the WITT groups list for contacts at Victoria and Vancouver WITT.

At the local level, an outside educational component will be added to Victoria's WITT gatherings this year, with speakers invited to address the group at WITT dinner meetings. These occasions will be alternated with the more social or organizational events. And the executive has developed a new brochure, for distribution in the near future.

On the training scene, Jean Willow was happy to inform us that eight out of ten graduates of the Women's Electrical Entry Level Training Program have found work in the field. This was an Employment Equity Program funded by EIC and sponsored by the Construction Association of Victoria, in conjunction with EIC and Camosun College. Six of these women have gained apprenticeships, although it is unfortunate that only one placement was made by the IBEW Local 230 (see thumbs down page). Pending funding, a new equity group initiative is forecast with Construction Assoc. of Victoria, where sixteen designated group members will be trained to Entry Level 1 Carpentry.

WITT National Network Newsletter

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

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

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Name: _____

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WITT Woman - Occupation _____

Individual Enclosed is \$12.84 Enclosed is _____ (what I can contribute)

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Exchange subscription for WITT organizations:

We have added WITT National Network to our mailing list.

Madeline Comeau, Education Director, YW-NOW

September 9th was Orientation Day for the thirteen women accepted into an intensive six month training program developed by YW-NOW to help reduce the barriers for women wishing to secure TTO jobs. These women, currently employed in clerical and administrative jobs at Nova Scotia Power, have decided they want to make a career change to a TTO occupation and have set some specific goals for themselves which this training program will help them to achieve.

Excitement ran high in the days leading up to the first session as staff at YW-NOW saw years of planning coming to fruition. If the opening day is any indication, these women are going to have the experience of a lifetime. Each component of the program is carefully designed to support the overall goal of providing women with the technical knowledge and personal skills to successfully compete for Apprenticeship Training Programs or entry level TTO jobs with their company.

While the women retain their present positions, their employer is willing to match every hour they put into the program with an hour of company time. For example, a mandatory weekly physical conditioning class on company time must be supplemented by a minimum of two hours documented personal fitness time. A surprise on Orientation Day was to learn that they had been given complimentary three month memberships to both NSP's new Fitness Centre and the Halifax YWCA.

On Tuesday nights they will take a course in Basic Electricity through the Nova Scotia Community College. In addition to classroom and shop work at the Institute of Technology Campus, they will spend time at the Halifax District Office learning how to read meters, becoming familiar with hand tools and motorized equipment, and learning to recognize the inventory in the storeroom.

Twice a month they will attend Professional Development Seminars facilitated by YW-NOW staff. We will celebrate Women's History Month in October by devoting a day to this topic. Also in October we are very fortunate to have Kate Braid as a guest facilitator while she is in Nova Scotia working on a program for CBC. We look forward to having her share her experiences and her poetry. It's shaping up to be a very empowering month!

Add to the above, tours of various worksites, some job shadowing, and... six months down the road, these women should be very strong candidates for any TTO jobs. They will be fit, knowledgeable about TTO work, and have some actual TTO work experience to prove that yes, women can do this kind of work!

Maybe at least one of our trainees will apply for the next Apprentice Lineworker Intake, which will be for women only. Yes, that's right, by April of 1993, Nova Scotia Power with the full support of IBEW, Local 1928, plans to have its first female apprentice lineworkers. We'll keep you posted.

the ancient art of reasonable accommodation

By Susan Hughes

Are there still some employers that wish the term "reasonable accommodation" applied to their next hotel reservation, and not to a part of their business they hope will silently function without any visible maintenance? Surely, with increasing employment equity news articles and with designated peoples application forms piling up, no employer engages in rhetorical excuses and nervous wallet clutching? And certainly no progressive political or labour leader cringes or angers at the thought of addressing a changing work environment. Or do they?

Are there still a few excitable types unwilling to look beyond the edge of their desks and reassess a resource that is vital to their continued well being? Perhaps they have forgotten something, perhaps they have been lulled by the production strategy that gave us massive farming projects, growing thousands of acres of the same crop or perhaps it was the assembly line profit margin that gave one worker one small repetitive part in the total scenario. Perhaps they thought it was sound economics to exploit only one resource. In any case the end result will severely limit their capacities by ignoring one of the basics of human development; the implementation of reasonable accommodation as a product of intelligent observation.

The trades, technology, operations and blue collar workforce in Canada is composed primarily of one type of worker. Employers

have accommodated (and in some cases, not very well) only this one style of human resource. They have, in fact, planted a huge field of lettuce! Now, there are lots of good things about lettuce. They have developed a high quality crop but considering population demographics and the financial stability of diversity (show me a stock broker holding the entire portfolio in one egg basket) it has become wise business tactics to grow tomatoes and peppers and beans ... So, the ancient art of reasonable accommodation becomes a facilitator of economic survival. If you want reasonable tomatoes they require stakes, if you want reasonable peppers they require lots of heat. If you want any resource to meet your needs you must provide the conditions that allow it to do that. The better you nurture your employees the better they will provide for you. The better you understand the different requirements of stainless steel and aluminum the better you can build something from each or use them together. Oh sure, if you don't properly prepare them to work together you'll get galvanic corrosion (or discrimination and harassment, etc.). It's all a matter of intelligent observation! And the observation is; a big bowl of lettuce does not meet Canada's social, economic, and workforce needs. What we need is ... salad! So, lets get on with it. Build those bathrooms and celebrate diversity for the treasure chest it is.

Excuse me... Is that salad dressing you have in the top drawer of your desk?

One Size DOESN't FIT ALL

By Kim Taylor, Senior Program Officer for Employment Equity at Ontario Hydro in Toronto, Ontario, excerpted from *From "Occupational Health and Safety Canada."*

Most Canadian women work in paid jobs and will do so for the better part of their lives. As more women take on jobs in fields historically dominated by men, they face special problems. A particularly pressing issue is the availability of personal protective equipment (PPE) and clothing designed and fitted for women.

Consider the new worker, her first day on the job. She's eager to get started, learn the ropes, make new friends, create a good impression.... She's got the capability and the motivation. What she doesn't have are work clothes that fit. Oh sure, she was given a stack of all the essential items – coveralls, hard hat, eye and ear protection, boots and gloves. And okay, they did think to get her the smallest size available from supplies in stock.

But most protective clothing and equipment is sized for the average white male. Women and workers of different ethnic backgrounds make do, adapting what's available as best they can. We can see evidence on the shop floors of their ingenuity, resourcefulness – and their determination.

Sleeves and pant legs rolled up. Extra layers of clothing are

worn. Fingers of gloves get stuffed with paper or the gloves are removed altogether. The same pair of goggles get used well beyond their viable lifetime, simply because they're the only ones that fit right.

As employers, we've been slow to identify, examine and accept the needs of women workers. We've started to hire more and more women into trades and technical jobs without identifying what changes might be required in our workplaces. For the most part, we seem to expect women to change, to find the solutions. And as a result, in their determination to do the job they were hired to do, women may be putting themselves at risk.

If employers and suppliers continue to ignore the fact that women are not men on a smaller scale, progress in providing women the right tools to do the job will continue to be painfully slow. The consequences of this short-sightedness and inaction are serious. Makeshift modifications will jeopardize the safety of female workers and their co-workers alike. Morale and productivity will be undermined. Myths about women not being able to "fit in" will be perpetuated.

At Ontario Hydro, we're attempting to build our inventory of women's personal protective equipment (PPE). We've begun to seek out suppliers who can provide a full range of sizes and special designs for women. We field test new items available on the market with our female users. We're involving women in the purchasing process through active participation on committees. Work policies and practices are being examined to determine changes needed in the clothing workers wear and the equipment they use.

Workforce projections indicate quite clearly that the bulk of new entrants to the labour market will be women and visible minorities. If we're to remain competitive in attracting people to do the work that needs doing, we've got to ensure we can respond to changing needs and provide a supportive work environment. For the trades and technical jobs, this means personal protective equipment and clothing that is comfortable, fits and is effective.

COVERALLS WITH "DROP SEAT" FEATURE

PANTS, SHIRTS, SMOCKS, ETC.

WORKING WOMAN

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CONTEST FOR AN EQUITABLE WORKPLACE

Both EIC and CN Rail have developed pamphlets which describe gender neutral language and job titles to be used within their organizations.

An equitable work environment includes the use of such gender neutral job titles.

The one with which we all seem to have difficulty, however, is the term "foreman."

WITT National Network invites you to participate in a search for a better alternative to this job title.

Titles already considered are; "foreperson, lead hand, crew leader, crew chief, group leader, team leader, and supervisor." We invite your comments and criticisms of these, and your suggestions for a more appropriate title for this position.

The WITT-y individual(s) who send in the best entry will receive a free copy of our forthcoming book, "Surviving and Thriving II – Employment Equity Issues for Women in Trades, Technology, Operations and Blue Collar Work." The book consists of the selected and edited workshop transcripts from WITT National Network's Founding Conference of February 2-5 1992, in Ottawa.

We will consider all entries. The competition will close on December 15, 1992; announcements in January.



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

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

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

WITT NATIONAL NETWORK ADVISORY COMMITTEE

Introducing the WITT National Network's Advisory Committee. The 6-member Advisory Committee, representing the five regions of Canada and the National Coordinator, acts as guide and liaison to the work of the WITT National Network, and WITT locals throughout the country. Committee members constitute the decision making body of the Network on matters arising between National Conferences and/or National Representative Meetings. Each member also represents her region, in membership of the WITT/IAS Committee. These women act as a resource to local and regional issues. Contact them if you have an interest in WITT.



Marcia Braundy

WITT National Network Coordinator and Advisory Committee Member

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

Marcia Braundy is a journey level carpenter with twelve years at her trade. She is the elected National Coordinator of the WITT National Network, advocating for women in TTO/BCW. She leads seminars for men and women on these issues and produced the A/V "What Happens to Women in Tradesland." Marcia has organized or assisted with two "Surviving and Thriving" Conferences. She has experienced life as a construction carpenter, a WITT curriculum Developer and Instructor, and has written and edited books on Technical Training and Employment Equity.

Kate Harrison

Newfoundland Regional Representative and WITT Advisory Committee Member for the Atlantic Provinces

23 Pleasant St., Halifax, N.S. B2Y 3P3

After completing a Pre-employment machinist course in 1980, Kate entered the Apprenticeship Program at the "dockyard" of Department of National Defense, Ship Repair Unit, Atlantic, CFB Halifax (DND) facility. She received her General Machinist papers in 1984, and has continued to work at the dockyard. Kate is a member of the Continuing Improvement Project at the Atlantic Ship Repair Unit, a group mandated to investigate why so few TTO/BCW women are employed there (9 out of 1,200 is less than one percent!), and to bring forward recommendations for change. Kate has acted as the Alternate to her current position of Regional Representative from 1988 to 1991.



Lucette Pineau

Quebec Regional Representative and WITT Advisory Committee Member

5411 Coolbrook Ave., Montreal, P.Q. H3X 2L3

Since 1990 Lucette has been an active member of several of WITT National Network's developmental committees, keeping Quebec in touch and involved with the rest of Canada on issues of interest. She currently sits on the Steering Committee of "FRONT," Quebec's potential national level network for women in TTO/BCW. With a background in adult education, and over 10 years experience in Human Resources and the design and/or facilitation of professional development and workplace integration seminars for the private sector, colleges, and industry, Lucette clearly demonstrates a true commitment to improving the experience of women in the TTO/BCW workplace.

Erin Linington

Manitoba Regional Representative & WITT Advisory Committee Member for the Prairie Region

580 Ingersoll St., Winnipeg, Man. R3G 2J4

Erin is the Advisory Committee's "resident" Stationary Engineer, working in the Forensic Laboratory of the RCMP in Winnipeg. She is very involved at the regional level in promoting and furthering the experience of Prairie women in TTO/BCW. Erin was an active member of the 1992 WITT Conference Planning Committee, and has graciously consented to add to her current responsibilities, the task of toiling in the National Network's financial department.



Maggie MacDonald

Ontario Regional Representative and WITT Advisory Committee Member

8 St. Patrick St., London, Ont. N6H 1P3

After graduating with a Home Economics major in "Fashion," and pursuing a career in the clothing retail industry, the 1982 recession led Maggie to take the plunge into a "scary" WITT program, and she has never looked back! Maggie is now a Shop Technician and WITT instructor at Fanshawe College, and involved in the development of the WITT program. She vigorously promotes careers in TTO/BCW to girls and women in Ontario; as a member of London WITT and ONWITT, and facilitator of the "Girls Exploring Technology Summer Day Camp," and in the sharing of her successful story through "Open Doors," a local role modelling program. Maggie was a member of WITT National Network's 1992 Conference Planning Committee.

Anabelle Paxton

B.C. Regional Representative and Advisory Committee Member for B.C., Alberta & the Yukon.

#110 - 2254 McGill St., Vancouver, B.C. V5L 1C4

Anabelle's prior work experience as a truck driver, shipper receiver, and in the construction trades enables her to identify well with her WITT sisters. She is now a Professional Development Instructor, having coordinated exploratory WIT (Women in Trades) programs in Saskatchewan, and trades specific courses for women within the union movement in Vancouver, B.C. On a local level she is a founding member of Lower Mainland WITT and is currently working, in partnership with Victoria WITT, on the organization of a Western Regional WITT Conference, scheduled for spring 1993. Anabelle was a member of the WITT National Network's 1992 Conference Planning Committee.



BUILDING A SUPPORT GROUP

This article comes to you with the compliments of Huronia WITT

The process of building a network for women in or interested in employment in trades, technology, operations or blue collar work can be an easy process. With assistance from already formed groups, you can learn from our experiences. Start with a small group of people like yourself who have identified a need within the community to counteract the isolation and/or discrimination you may be feeling. Following are a few ideas that may be helpful to you and your group. Use it as an item on your agenda at your first meeting to get organized, if you will.

1. Start small, deciding on a formal name, then develop a mission or goal statement. You can expand your goals and activities as you grow.
2. Set regular meeting dates, times and places. Try to keep a social flavour at first.
3. As your group grows, you may wish to become more organized. There are a few things you should seriously consider ...
 - a. Elect a steering committee (director, secretary, treasurer first).
 - b. Initiate a mailing list and phone directory of members.
 - c. Design a membership form and dues structure.
 - d. Produce an informal flyer with a contact name and phone number.
 - e. Print some business cards with your group's name and purpose, plus the contact's name and phone number.
 - f. Acquire membership representation in other women's groups (ONWITT, National WITT, Canadian Congress for Learning Opportunities for Women – CLOW)
 - g. Initiate a role model/mentorship registry of women who feel ready to speak to community groups, schools, colleges etc...

NOTE: Build solidarity and effective working relationships within the group. Make some meetings strictly social time-outs. Don't get too caught up in business.

As you get past these organizational activities, your group may now be prepared for more community activity. Indeed, they may be saying, "So, what do we or can we do now?"

A. Promotional activity for outreach and recruitment:

- publicize meetings
- media profiles of groups or individuals
- formal guest speaking (Women's Business Assns., Rotarians etc.)
- network with other women's groups and community organizations (Community Futures, Big Sisters)
- produce a newsletter (annually, semi-annually, or quarterly)
- make a video (cable TV, college class)

B. Fundraising (incorporating as a non-profit organization gives credibility)

- events (garage sales, flea markets, calendar sales, raffles)
- in kind donations (printing, typing, computer, photo-copying)
- membership, volunteers and expertise
- direct solicitation
- media coverage
- public event (orientation workshops, booth and display in mall)
- apply for grants (Government, Provincial Women's Directorates)

NOTE: There are some strict rules that should be applied when doing a direct solicitation, and eligibility criteria to be met when applying for grants.

Once you go public, be ready for calls from women seeking information on training and/or employment. Community groups may also ask for your input and expertise. Although you are not employment counsellors or training consultants, you may often be drawn into support work in these areas.

- a. List community resources like a referral service (employment agencies, career counselling services, educational upgrading venues, training programs, apprenticeship office)
- b. Collect info on local employers and unions (Personnel Assns., Business assns., Chamber of Commerce, CITC, CEC)
- c. Information exchange network re: employment and pay equity, discrimination and harassment legislation, labour codes, human rights codes ...
- d. Offer orientation sessions for women requiring information on what it's like in T/O/BCW (issues, concerns, barriers, realities)
- e. Deliver hands-on workshops (fitness, basic hand-tools, blueprints)

In time you may want to develop an Advisory Network. They may not be women in trades, but their support for your goals may mean their specific skills can be accessed.

NATIONAL STANDARDS FOR GENERIC CONTENT FOR WITT COURSES

1 Professional Development	Develop and use assertive skills.	Identify and manage responsibilities & requirements of home and work.	Identify/determine personnel support systems.	Identify personal strengths, talents, skills and abilities.	Apply effective stress management techniques.	Identify barriers to and steps to encouraging trust.
	Identify and respond appropriately to societal barriers.	Practise appropriate nutritional habits.	Use time management skills.	Use appropriate personal hygiene.	Identify and respond appropriately to harassment.	Recognize addictive behaviour.
2 Occupational Health and Fitness	Identify occupational requirements for fitness.	Describe WHMIS.	Demonstrate appropriate workplace physical techniques.	Assess personal physical condition.	Develop and implement personal fitness plan.	Develop hand eye coordination and dexterity.
3 Work Related Skills	Recognize tools and their functions.	Use appropriate hand & power tools & equipment.	Use cutting, fitting and fastening techniques.	Use drafting skills.	Use lay-out and measuring techniques.	Interpret blueprints and schematics.
4 Handle Work Related Issues	Describe the different status of women and work.	Describe the history of women in work and society.	Describe current human rights legislation.	Describe labour standards.	Describe workplace culture.	Describe the function and structure of unions (general).
5 Acquire Technological & Workplace Literacy	Apply trades and technical theory in a variety of occupations.	Use critical/analytical techniques.	Use basic computer skills.	Interpret technical manuals.	Use appropriate terminology.	Apply appropriate math skills.
6 Career Exploration & Development	Analyze labour market.	Identify transferable skills.	Identify training options.	Assess risks involved in implementing career choices.	Use job search skills.	Evaluate institutional training environment.
7 Use Communication Skills	Use effective listening skills.	Identify and use effective verbal communications skills.	Give and receive feedback.	Use gender neutral language.	Identify and interpret non-verbal communication behaviours.	Identify different communication styles.

EXPLORATORY COURSES IN TRADES, TECHNOLOGY, OPERATIONS AND BLUE COLLAR WORK FOR WOMEN

Apply effective conflict resolution techniques.	Apply effective problem solving techniques.	Use self defense skills.	Identify cultural differences.	Recognize contributions of other cultures.	Define and describe implications of racism, sexism, homophobia & discrimination.	Clarify personal values.
Apply effective decision making skills.	Budget.	Identify "community resources."	Manage crises.	Set goals (individual).	Dress appropriately.	Practice motivational techniques.
Use safe work practices.	Operate fire protection equipment.	Describe occupational health and safety regulations.	Use personal protective and safety equipment.	Use first aid techniques.		
Identify and use materials and supplies.	Evaluate end-product.	Use diagnostic testing techniques.	Use trouble shooting strategies.			
Access appropriate unions.	Describe apprenticeship and apprenticeship programs.	Define sexual harassment.	Describe employment equity legislation and its local impact.	Identify pay equity issues.	Assess compliance with training plan.	
Apply appropriate science skills.						
Develop a career plan.	Evaluate the course work experience component.					
Identify assumption.	Use electronic communication equipment.	Work effectively in a group.	Use research techniques.	Write effectively.	Read effectively.	Use study skills.

SUMMER INSTITUTE FOR UNION WOMEN

From a WITT perspective

By Anabelle Paxton

Well, this was my first experience at the Summer Institute. High energy, spirited, interesting and dynamic women ... lots to talk about. The theme for summer school was "Political Action for Union Women." The summer school is part of a tradition that has been going on for approximately eleven years. The network is linked to the American AFL-CIO which is comparable to our CLC (Canadian Labour Congress).

Special efforts were made to have WITT women, women of colour, and aboriginal women bring their issues forward and be heard. This was the first time the AFL-CIO had the International Union Women's Summer Institute in Canada. One of the aims of this endeavour is to promote dialogue and political action among our Canadian and American sisters.

Mary Rowles, Director of Women's Programs for the B.C. Federation of Labour phoned me up in the spring and asked me to organize a workshop for WITT. My experience for this venture is working as a truck driver, shipper-receiver and in the construction trades. I have coordinated exploratory WIT (Women in Trades) programs in Saskatchewan and recently coordinated trades specific courses for women within the union movement in Vancouver.

Mary gave me the name of Trisha Colely, an electrician from Seattle. I phoned Marcia Braundy, our fearless National Coordinator, and invited her to be a part of the WITT team. Conveniently the Seattle Women in Trades Fair was happening in May. The three of us met in Seattle to discuss WITT issues from an American and Canadian perspective. It was a beautiful sunny day ... cafe au lait ... sweet buns ... sitting on Trisha's front porch ... meeting other trades-sisters from the American west coast. After a few phone calls, a meeting between Marcia and myself and a conference call to tie us all together, our workshop was developed.

A quick note on the structure of the institute. The school was six days long and consisted of courses in three tracks. "Core groups" were provided "to discuss issues raised in the classroom and integrate these ideas with the theme." Caucus's were established with any group that felt the need. Caucus meetings were held for women of colour, lesbians and WITT.

The WITT caucus met three times. This was the first time WITT women met formally at a Summer Institute. Approximately 20 women participated in our caucus; a firefighter, a cook (industrial), a millwright, the only Weights and Measures Inspector in the State of Oregon, ironworkers, railway yard clerks, carpenters, an aircraft painter, electricians, operating and maintenance engineers, refinery technicians, transport workers and more. At the request of our caucus, Trisha and Marcia put together two resolutions (see one below). Another first, there has never been a resolution put forward at one of these summer institutes. Hurrah for our courage and tenacity. You want action ... we give you action!

Our workshop was well received. Trisha talked about political action with regards to the civil rights movement and how that related to the WITT movement. Marcia talked about the WITT National Network and the initiatives of the IAS (Industrial Adjustment Committee) within WITT. I talked about WITT programs: exploratory and trade specific, and the need for these programs within the union movement.

The women shared what was going on in their unions and workplaces. As usual the women have their incredible and most often painful stories.

Besides going to core groups, workshops and enjoying the entertainment, WITT women were busy swapping union/trades pins. Anything from union emblems to miniature torches, pliers, and meat cleavers. One woman walked around with a hat full of pins. Of course she was the envy of all us trinket seekers!

Mary Rowles and Kate Braid were the main organizers of the school. A JOB WELL DONE. The next AFL/CIO Summer Institute scheduled for B.C. will take place in 1996. Future AFL/CIO Summer Schools will be hosted in the U.S. In the meantime the BC Federation of Labour and Simon Fraser University Labour Studies Program will be hosting a Western Canadian Summer Institute on an ongoing basis. These will be shorter in length, and we will keep you posted.

Congratulations to

Kate Braid

Author of

Covering Rough Ground

Winner of the

1991 Pat Lowther Award

Presented to the author of the
best book of poetry
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"Their language is that of the everyday, of conversation...clean ringing lines finished with a craftsman's care. Braid's poems are a celebration of doing, of the here and now."



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The following joint Canadian/US resolution has been sent out to 237 Canadian union locals in hopes that it will find its way into the policies of our union structures (a similar initiative is underway in the US). It went out with a letter from WITT that outlined union recommendations from the Surviving and Thriving II Conference and encouraged union locals to act on them as well:

Resolution for Women in Trades, Technologies, Operations & Blue Collar Work

WHEREAS:

the census numbers make it clear that the trades, technical and blue collar work force must be expanded to include women and those from the groups designated under Employment Equity (EE) legislation and the Equal Employment Opportunities Commission (EEOC);

WHEREAS:

unions must actively recruit these new entrants and promote safe and welcoming work environments in order to avoid the loss of the skill of these workers to the non-union sector;

WHEREAS:

women workers in our unions have demonstrated their abilities and commitment to union principles; and

WHEREAS:

this group, representing 250 women from more than 50 Canadian and U.S. trade unions is united in its concern over the potential loss to our labour unions;

THEREFORE BE IT RESOLVED:

that we call upon each union to develop and implement an action plan for increasing the numbers and enhancing the experience, of women and other groups designated under EE/EEOC legislation, in apprenticeship and technical training, and all jobs within their mandates.

BE IT FURTHER RESOLVED:

that these plans include clear initiatives for recruitment, support and retention programs.

BE IT FINALLY RESOLVED:

that women working and active in the industry as well as women's and civil/human rights committees be involved in the development of these plans on the local, district, national and international levels.

You can help. These resolutions should be moved forward nationally and on an individual basis to the following:

Union Officers – Board(s) • Women's Civil and Human Rights Committees • Coalition of Labour Union Women/National Women in Trades Caucus • TRADESWOMEN's Groups • County Federation of Labour (U.S.) • General Council(s) • CLC/AFL-CIO in Canada/US • Labour Councils Education Committees and Labour Councils • Provincial/State Federations of Labour • CBRT • EEOC (U.S.)/Human Rights • Commission (Canada) • Woman's Bureau(s) • SEIU Service Employees International • Governor's/Women's Commission • Attorney General's Office • Contract (language) Bargaining • Labour Commissioners • Union Publications



Several of the twenty members of the WITT Caucus gather at the Summer Institute for Union Women. This was the first time WITT women met formally at a Summer Institute. (See story on previous page and resolution above.)

REDUCE THE RISK, A WOMAN'S GUIDE TO PRACTICAL STRATEGIES FOR AVOIDING ASSAULT AND ENHANCING PERSONAL SAFETY

This twelve-page booklet is packed with practical advice and positive steps to avoid assault and enhance personal safety, while acknowledging the active and full lives women lead today. Reduce the Risk outlines how to use awareness, avoidance, assertiveness and action as front line prevention strategies, and how to respond when confronted in very specific environments. Women's legal rights to self defense are defined and the decision to take action discussed. The booklet also outlines factors promoting safe child-care, and assists in the introduction of preventative education to children. Reduce the Risk is written by Alice McPherson, WENLIDO Instructor and member of Women Educating in Self Defense Training (WEST). It is available for a \$2.00 donation, plus postage, from WEST: 2349 St. Catharines St, Vancouver, B.C. V5T 3X8. Phone (604) 876 6390.

SOCIETY FOR CANADIAN WOMEN IN SCIENCE AND TECHNOLOGY (SCWIST) RESOURCE CENTRE

SCWIST is a non-profit association established to encourage equal opportunities for, and support girls and women in scientific, technological and engineering careers; to educate the public and improve social attitudes on the stereotyping of careers in science,

and to assist educators by providing current information relating to these fields. Much more than a library, the dynamic SCWIST Resource Centre houses a comprehensive information bank that includes teaching and workshop materials, gender equity policies and programs, funding sources, and support networks on local and national levels. Some of the Centre's activities include program & project management, a speakers bureau, networking & community outreach, a bi-monthly newsletter, educational publications and media resources. For further information please contact the Resource Centre, SCWIST, C/O Simon Fraser University at Harbour Centre, 2423 - 515 West Hastings Street, Vancouver, B.C. V6B 5K3. Phone: (604) 291 5163 or Fax: (604) 291 5112.

OPEN MINDS, OPEN DOORS

Work is completed on SASK WITT's second video, "Open Minds, Open Doors." This fifteen minute VHS video features original music and visual montages of active twelve to fifteen year old girls enjoying pursuits in carpentry, science, and sports. It presents a wide range of ideas for girls, encouraging them to keep their options open. The teenagers in this video discuss attitudes towards their future, and current activities which will provide them with a good basis for future career choices. "Open Minds, Open Doors" is well suited for classroom use, and comes with a facilitators guide suggesting topics for discussion and activity. It is available for \$120.00 plus postage, handling & taxes: from Susan Risk, Live Wire Productions, 2050 Garnet Street, Regina, Saskatchewan S4T 2Z6.

BREAKING BARRIERS T-SHIRT: To raise funds for their Striving and Thriving Conference, the Northwestern Ontario Women's Network has produced a very good quality T-Shirt, tastefully scripted, "Breaking Barriers." The hot pink lettering on dark purple is great! For colours and sizes, please write to Marion MacAdam, at the Women's Apprenticeship Project, The Stone House, 225 Main Street, South Kenora, Ontario P9N 1T3, phone: (807) 468 3698.

SKILLS OK is an awareness project developed by the Community Industrial Training Committees and the Ministry of Skills Development, in Ontario, to promote the positive image of skilled and technical workers; to remind young people of the important work accomplished by skilled and technical workers; and to encourage them to explore skilled and technical occupations as career choices. "Skills OK" comes with a tool kit for classroom presentations, warm up activities, and resource materials adapted to students in elementary school and junior high school. Fun is the key, as children are encouraged through activities to learn about the skills needed in all phases of living e.g., children build model houses and learn about the skills required for plumbing, electricity, appliances etc. The in-class materials can be used as part of a presentation or as a resource for teachers and students. For more information contact the Communications and Marketing Branch, MSD, 101 Bloor Street W., 11th Floor, Toronto, Ontario M5S 1P7.

STRIKING A BALANCE: A Guide to Non-Sexist Communication

This is a joint project of Canadian National's Employment Equity Department and Linguistic services.

This useful guide has been compiled in French and English to

WITT National Network's **Directory of Recruitment and Retention Programs and Initiatives**

provides up-to-date information for employers, unions, secondary & post-secondary educators, and government personnel. Contact names and phone numbers come with the clear short description of the initiative, to assist those who are working to integrate women into their TTO/BCW workforce. Many great ideas have been put into practice - call and find out how these may work for you.

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

assist CN employees in complying with Company Policy on Human Rights that requires the elimination of sexism in written, spoken and visual communications. *Striking a Balance* exposes the subtle and more obvious sexual biases prevalent in workplace communications, and offers many good suggestions for change. The focus is on language as an evolutionary tool, and the use of imagination and initiative in learning to communicate with equal respect, to both genders. This thought provoking and productive guide is one that can be well utilized in all work situations. Available for \$9.00 plus applicable taxes, from CN, Employment Equity, P.O. Box 8100, Montreal, Quebec, H3C 3N4.

CANADA SCHOLARSHIPS IN TECHNOLOGY

We are very pleased to inform you that Industry, Science and Technology Canada have expanded their existing Canadian Scholarship Program for women engineers, to include scholarships for aspiring technicians and technologists enrolled in two or three year programs. We hope that many women will take advantage of this great opportunity. Each eligible college, institute and c gep is able to nominate a predetermined number of students on the basis of academic excellence. The scholarships are worth \$2,000 annually, and renewable for up to two times, pending the scholars ability to achieve the set grade average. For additional information on the program, contact Canada Scholarships in Technology Program, ISTC, 235 Queen Street, 8th Floor, West Tower, Ottawa, Ontario, K1A 0H5.

INNOVATORS IN THE SCHOOLS

The Innovators in the Schools network, a federal/provincial/territorial initiative of Industry, Science and Technology Canada, is seeking 25,000 scientists, engineers, technicians, and technologists willing to go into classrooms across the country to talk to elementary and secondary students and teachers about their studies and careers. There has been such a positive response, that requests for volunteers are now far outnumbering the supply. All volunteers will be provided with training and support materials to assist them in their delivery. Their names will be included in a national database accessible to all Canadian schools, and forwarded to interested schools in their area. This initiative offers a tangible way for qualified individuals to help in conveying the excitement of science and technology to Canadian youth. Please write to ISTC, 235 Queen Street, 8th Floor, West Tower, Ottawa, Canada, K1A 9Z9 or call the hotline, at (613) 993 7597.

WOMEN'S REPRESENTATIVE TO THE CANADIAN LABOUR FORCE DEVELOPMENT BOARD (CLFDB)

It is time to begin to consider the appointment of a Women's Representative to the CLFDB. The current Women's Representative, Marcy Cohen, will continue until the Spring of 1993, when the next Representative will be selected at the Annual Consultation. Prior to that time the Women's Reference Group will be widely distributing a call for nominations, including the criteria and selection process. This information will be included in our next newsletter.

WOMEN'S HISTORY MONTH

To foster an appreciation for the past and present contributions of women in Canada, October has been officially declared Women's

History Month. Organized events include:

October 3: Historical Perspectives on Women in the Political Process; an all day conference to take place on Parliament Hill.

October 20: Awards Ceremony: Five women will be honoured for their outstanding contributions toward the equality of women in Canada, as recipients of the Governor General's Award in Commemoration of the Persons Case. Government House, 10.00 a.m.

October 26 to November 6: Portraits: Canadian Women in Focus; a photography exhibition to be held at the National Arts Centre. For more information regarding these events, please call Status of Women Canada, (613) 943 2386

Surviving and Thriving II

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

will be available from the WITT National Network office in early December. For TTO/BCW women, their advocates, employers, unions and educators, these voices of experience provide a solid base of information and analysis from personal and professional points of view. Integration programs, harassment, seniority, Employment Equity/Affirmative Action legislative changes, Building WITT Support groups and dealing with isolation: WITT and other resource people present innovative solutions.

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

\$26.77 includes GST

ARE YOU A WINNER?

From the Atlantic Women in Trades, Technology and Blue Collar Work Newsletter

By Leslee Nicholson, Machinist, DND Halifax

The Atlantic Women in Trades and Technology Association proudly announces the first "Hey Baby ... If you've got the key to DND's Women's Washroom, You're Going Places! ... Award."

Award History

Recently a journey level DND tradeswoman attended a training seminar that took place in an apprentice training centre. When the first break period rolled around she was distressed to find the only women's washroom firmly under lock and key.

Although she couldn't understand why the women's washroom would be locked ... off she toddled to the supervisors office to ask for the key. Upon arrival she was thoroughly interrogated by a male supervisor, in front of ten or so other male supervisors, about her relative need to have the key ...

Was she really attending a course there? Did she really have to go pee? Could she bring back the key as soon as she was done? How many times a day was she likely to pee? Did she drink a lot of coffee ...?

Having provoked the reluctant surrender of the key from this dinosaur she decided to be naughty! She would pocket the key and spare her WITT sister the same cross-legged agony of the brutal interrogation when this sister attended the same seminar the following week.

Despite the supervisor's concerted efforts to recover the key, the sisters ain't giving it back ... for they have decided to keep it, bronze plate and plaque copies of it, and award it to all deserving tradeswomen in Canada.

Eligible applicants are all women apprenticing or training in any trade or technology, or operational work. Nominations and applications should be addressed to: Apt 326-238 Bedford Hwy. Halifax, Nova Scotia. B3M 2K4.

IMPRESSIONS

By Christine Zimmerman

This past February I had the opportunity to attend my first WITT Conference. I find it difficult to express the impact it has had on me. To be surrounded by so many successful, intelligent, warm and generous women was inspirational. Everyone was so willing to share and contribute their experiences, thoughts and feelings in an uncensored and honest way.

When I first considered the trades as a career in 1986 I felt

like a misfit. I did not take any kind of preparatory course before entering a technical program. Once I was working the feeling only intensified. I remember about the third year of my apprenticeship I was overcome by a feeling of extreme loneliness. The men I worked with were great co-workers, but I needed the reassurance and advice of another tradeswoman.

Attending this conference was like coming home after I had been away for a very long time.

Conference evaluation...

...forms the basis upon which the next conference is designed, to meet the needs of the participants. While we verbally had a great deal of positive feedback about the Surviving and Thriving Conference we have received only a small number of conference evaluations. Please take the time to go through your conference proceedings, find the evaluation form, fill it out and send it in its stamped, self-addressed envelope, to ensure your needs are met at the next conference. Thank you.

All evaluations should be mailed to: Manitoba WITT, C/O 656 Kingsway Avenue, Winnipeg, R3N 0H2.

WISE-er BRAINS CONDEMN CBC's "BRAIN SEX"

We regret that due to their length we were unable to publish the following letters to the CBC in their entirety. The WITT National Network fully endorses the opinions expressed below.

Mildred Minty was a science instructor for many years, and has a Masters Degree in Adult Education. She is presently employed by the Government of Newfoundland Department of Education, Industrial Training Division as the Designated Groups Consultant, working to increase the participation of women, disabled persons, Aboriginal peoples and visible minorities in apprenticeship. She is National President of Women in Science and Engineering

As I watched the television series "Brain Sex," recently aired by the CBC, I experienced disbelief, despair, and sheer outrage ... the blatant use of "scientific evidence" in the narrow and biased manner demonstrated in the series is one of the most irresponsible and harmful abuses of science that I have ever seen ...

Why were no women talented in mathematics or the sciences interviewed? There are plenty in this country: Geraldine Kinney-Wallace, Roberta Bondar, Janet Halliwell, Rose Sheinin, Ursula Franklin, Dormer Ellis, Claudette Makay-Lassonde, Monique Frize, to name but a few of the obvious choices. In 1990 Marianne Ainley wrote a book entitled *Despite the Odds: Essays on Canadian Women in Science*. Why not include her viewpoint?...

We must transform science through the perspectives and values of women and I submit that more than women would benefit from such a transformation! Science is perceived as being objective, devoid of feelings, pure. Too many people are put off by the "gatekeeper experts." Who guards the gates to science, and why have they been given such authority? Does anyone question their decisions, and the assumptions which underpin them?...

By relating and applying scientific and mathematical principles to social issues, we would perhaps attract and retain more people, gender notwithstanding. We might then be on our way to saving ourselves through the creation of a more "redemptive technology" (a term used by Ursula Franklin).

People come in different packaging, both internally and externally ... but, overall the similarities far outweigh the differences. We can learn from the Swedish position, expressed by Johnson (1986) in *If we want to we can and we will!* (Stockholm: Swedish National Board of Education):

"let us assume that the need for sexual equality emanates from our right to be different." (pg. 14)

Our subtle differences add richness to the character of the species - they should be valued and used for inclusive team building, not exaggerated as grounds for exclusion, discrimination, and segregation. Even if you believe the stereotypes, surely you can see the benefits of including the different skills, experiences and perspectives women can bring. The very idea of excluding them because they do not fit the mould of the traditional white male scientist or engineer is ludicrous! Our world needs new and innovative solutions to the problems our traditional behaviours have created. We do not need more of the same. What is the point of being so divisive?

Shame on CBC for using sensationalism, for exploiting old myths to further divide our population! ... The garment your producers wove from the research fibres they chose for the "Brain Sex" series was like the "Emperor's new clothes" - there was nothing there. Why don't you have them, or another group of producers who will treat the subject more equitably, try again - this time using the rich tapestry of our people to create a seamless cloak to enclose us all?

Dr. Monique Frize, P. Eng., D.U. is a Professor of Electrical Engineering and the Chair of the Canadian Committee on Women in Engineering.

I was deeply disturbed by the one-sided opinions expressed in the CBC program "Brain Sex" shown in the past three weeks. A substantial amount of research has been done which demonstrates that the capabilities of girls in spatial abilities, math and science are as good as those of boys, or better, until they reach the age of 12 and 13. At that age, peer pressure and attitudes often erode girls' self esteem. Parental and teacher expectations which are often lower for the girls begin to affect their success rate. Moreover, many researchers (Pat Rogers, York; Booth and Brooks, City of Toronto; Greenberg-Lake, USA, etc...) are now showing clearly that success is very closely tied to the similarity between learning styles and teaching styles. So instead of differences leading to different choices of careers, adopting a different teaching style can make both girls and boys successful in a great variety of subjects and develop both their verbal and spatial abilities. In addition a recent study at UNB (Mary Macbeath) has shown that women's marks in chemistry and math were systematically better than the men's, in several faculties, over a ten year period...

Quoting one of your panelists, Helen Fisher... "The vast majority of chemical engineers are mainly men." She gave this as an example that the profession is more suitable for men. According to her, women should stick to their verbal abilities. Well, here again was another piece of misinformation and inaccuracy which occurred frequently in the program. To date there are about 40% women in chemical engineering programs... Guelph now has 36% women as an overall average in their engineering school. Several Quebec engineering faculties have had close to 30% for some 4 to 5 years. At UBC and UNB, we now have 21% in our first year and 15% graduating and the new proportion at Queens has been 29% for two years.

Much effort has been spent in encouraging girls to keep their options open and to study math and science in their school years. These efforts are beginning to succeed as you can see from the above statistics, and in science faculties, women now make up half of the student population.

Because of the one sided view of the program teachers and parents may now lower their expectations of success for girls in maths and science and counsellors may push them once again towards the stereotyped careers. These barriers were beginning to be eliminated...

The harm done by this is difficult to measure but it could be undone if the "other" research was shown and given as much air time (and prime time). I do hope that the CBC for which I had respect in the past, will provide a balanced view in the very near future...





THE THUMB



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

THUMBS UP to...

To Industry, Science and Technology Canada, who have expanded the Canadian Scholarship Program to include scholarships for technicians and technologists. *To learn how to take advantage of this great opportunity, see the resources page.*

To Kate Braid, author of *Covering Rough Ground*, and winner of the 1991 Pat Lowther Award presented to the best book of poetry by a woman in Canada. Congratulations Kate!

To Bell Canada, for their decision to retain two women auto mechanic trainees from the Algonquin College's Motor Vehicle Mechanic Program, with the possibility of completing their apprenticeship at Bell.

More and more companies are finding the women from these types of exploratory and technical programs to be excellent employees.

To the Canadian Construction Association, for sponsoring the First Year Apprenticeship Carpentry Course for Women at The Southern Alberta Institute of Technology (SAIT) and to the 19 Calgary women who graduated, many of whom are currently working in construction. Good luck to one and all.

To EIC for funding Newfoundland and Labrador WITT's 20/20 2000 project, and thus ensuring the promotion of good career choices to girls and women of the region.

To Gwen Pratt, journey level carpenter and Manitoba WITT member. Gwen was selected to judge the Winnipeg Building Associations annual contest for carpenters this spring. Way to go, Gwen!

To Science and Culture Canada, and Simon Fraser University, B.C., for generously sponsoring the establishment of "The Society for Canadian Women in Science and Technology (SCWIST)" resource centre for reference and resource materials on women in science and technology.

More on the resources page.

To Ontario Hydro. With over 1000 women employed in TTO jobs, Ontario Hydro is setting a great example in the integration of women into the technical and operational workplace.

To Esquimalt DND for responding to issues of workplace harassment by mandating and supporting a committee which includes a number of TTO women, to develop programs and materials to deal effectively with these issues.

To YW-NOW of Halifax, the Nova Scotia Power Corporation (NSPC), and the thirteen female NSPC clerical and administrative workers who have commenced training in preparation for lineworker and other TTO jobs within their corporation.

Report on Business Magazine, who chose to feature an eight-page article on Gender Bias in Engineering as their September cover story. And thanks to Shona McKay for her accurate and responsible reporting.

THUMBS DOWN to...

To Federal and Provincial Governments, for excluding women from the constitutional negotiations. *Thursday, September 17th's Globe and Mail features two interesting articles from the perspective of women: from Judy Rebick, President of the National Action Council on the Status of Women (NAC), and Marie Cocking, specialist in native issues.*

To DND Halifax, for lack of sensitivity in dealing with women's rights to the washroom (see page 16), and for not screening their training programs for sexist materials or responding well to the criticisms arising from that.

To CBC, for airing "Brain Sex," a documentary series that gravely misinformed viewers by blatantly airing old myths, stereotypes, sensationalism, and biased research to suggest that women are less competent than men in math, science and technology.

To B.C. employers. At least ten female Shad Valley students, accepted into that program for their academic excellence, community involvement, technical inclination and entrepreneurial spirit, went without industry sponsorship this summer. Five of them, who got work experience provided in an academic setting by SCWIST, had to pay \$1,750.00 to Shad Valley, rather than the \$700.00 paid by the male students who were sponsored by B.C. employers.

To Giles Loiselle and the Training Board of Canada, who have not responded to internal and external recommendations that the Federal Government institute apprenticeship training across the public service instead of hiring already trained people from outside the government.

The recommendations also encouraged that a significant portion of those apprenticeships would go to the designated groups, to assist government departments to meet their employment equity commitments more effectively than they have been able to do so far...

To IBEW Local 230, of Victoria B.C., for choosing to hire only one of the ten graduates of the women's electrical program, when all ten were hoping to find work within the union. The reason? The union neglected to inform them that their high school transcripts were required along with the college transcripts they sent in, even though there had been plenty of time to get back to them.

To the Federal Cabinet for taking approximately \$140 million of the much needed funding for the Newfoundland Cod Fishery from the already decimated Consolidated Revenue Fund (CRF), which supports training for non-UI recipients in all of Canada. In the time of trying to develop a "training culture" in this country, there must be a better place from which to draw these resources.

To the Newfoundland Oil Development Council for training 50 women to do only one welding task, resulting in their having only enough skills to hold down one specific, short-term, nine-month job. The time and energy would have been better spent providing them with a broader skill base so that they would be qualified for further work beyond this one small contract.

WHO IS MY SISTER? AND WHAT IS SUCCESS ANYWAY?

By Maggie McDonald

My mind has been going back to the line in the WITT Credo written by Kate Braid: "Every woman who did it in the past is my sister. Every woman who thinks about doing it is also my sister."

In the last two days I have had two phone calls about two women who graduated from the same welding class and loved welding but quit their jobs because of "male" environments that include physical and verbal sexual harassment.

For one woman there is too much pain involved and she has decided to stay at home with her young child. Staying home was not what she had thought about doing while she attended school. If a woman chooses to stay home with her kids that is wonderful, but when she feels that is the only safe place to be that is an outrage.

There are so many issues that I could deal with right here. I think we need to continue to keep at harassment and violence, letting it be known that it is unacceptable and will not be tolerated, but what I want to talk about is how we need to support these women who decide the risk is too big. It is very important to let women know they are welcomed into and an important part of our WITT groups and they are not failures, because that is how they feel about themselves.

Although I never met the woman who decided to stay at home, one of the staff at the college called me when the student told her that she regretted not being able to attend our meetings this fall.

I have also had former students who felt because they can't get work in trade or technical areas, or because they failed their course they shouldn't come to meetings anymore, even if they have enjoyed them.

What we need to do for all these women is help them find alternate paths. The idea, "well I managed to survive it, why shouldn't they," is not going to get us far. I prefer to work in the company of my peers and that includes women, and the only way that is going to happen is if we make more paths there. It is time to clean all the scrub and make all the paths visible, and for some women we will have to clear out a comfortable place for them to sit and get strong again.

We also need to emphasize their successes to date, and let them know every woman who "made it" had bad times, and times when they were unsure whether they were doing the right thing, and times when they stopped. But there was a common thread for all who "made it," there was someone who supported and encouraged them when the going got tough.

So I think it is time for all of us to start "Celebrating our Successes," and every woman who tried to make a change in her life is a *success*. To quote Kate Braid again, "let's *all* write and speak and sing and photograph. Do whatever your heart desires, but get out there! Publicize your experience as a woman in this work. Speak it. Record your, our history. Let's create a culture that includes us, that helps us deal with the frustration of the present difficult times. Let's create a culture that honours us."

KEEP THE PRESSES ROLLING!

It's not only because they do a great job that Press Gang Printers of Vancouver B.C. is the official printer of the WITT National Network Newsletter. Each and every staff member is also a WITT sister! We are proud to bring our business to the only remaining feminist printing facility in North America, and a worker-owned union shop.

For the past twenty years Press Gang has "delivered a consistently pro-woman message on every feminist issue from abortion to lesbian rights to anti-racism to trade unionism." The training of women in the printing field has always been a priority of the Press, who have recently added an affirmative action program committed to the hiring and training of women of colour.

In spite of the lack of funding available to them, Press Gang offers a small monthly donation to local community groups and co-ops who have a message but no moneys with which to express it.

It's these kinds of initiatives and commitments to the empowerment of their community, individual women, and women's groups, that made Press Gang's recent fund raising auction such a success. When the recession put the wolf at the door, 200 clients and friends enabled the Press to keep rolling, covering immediate costs with their purchases and donations.

If you have a print job, how about supporting this feminist worker-controlled collective? Call (604) 253-1224 or fax (604) 253-7870 for a free estimate. Press Gang Printers: 603 Powell Street, Vancouver, B.C. V6H 1H2.

A Safer Place Preventing Sexual Assault and Sexual Harassment at Work

In this 23-minute video, women will see and hear other women tell their personal stories. The video informs women of their rights and provides them with supportive suggestions for responding to sexual harassment and seeking assistance when they are harassed or assaulted at work or work-related activities.

The video provides managers and supervisors with important information about their responsibilities under the law and the Ontario Human Rights Code, how they can effectively respond when sexual harassment or assault occurs, and how they can create workplace conditions that prevent such occurrences.

The video is accompanied by a facilitator's guide. Available for purchase – October, 1992. For more information or to preview, contact:

**Mary Graham, Manager, City of Toronto
Training and Development at 392-0140.**

WITT NATIONAL NETWORK MEMBERSHIP

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

The importance of ensuring both a national voice on these issues and the availability of ongoing resource material and consultative support for employers, unions, WITT groups, educators and government, will hopefully encourage you to put pen to paper and send in your appropriate membership fee.

ANNUAL MEMBERSHIP FEES:

REGULAR INDIVIDUAL MEMBERSHIP:

Regular Individual Membership

TTO/BCW women and their female advocates: \$ 12.84
(or 1 hours wage, whichever higher)

Occupation: _____

ASSOCIATE MEMBERSHIP:

Individual Associate Membership:	\$ 26.75
Corporate Associate Membership:	\$160.50
Educational Associate Institutions:	\$160.50
National Associate Groups:	\$ 53.50
Local Associate Groups:	\$ 53.50

Organization: _____

UNIONS ASSOCIATE MEMBERSHIP

National Unions:	\$107.00
Local Unions:	\$ 53.50
Labour Councils:	\$ 53.50

(GST is included in the membership fees)

Name: _____

Address: _____

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

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

• Regular

Each individual woman member has one vote, in person or by proxy.

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

Regular members will be advised with regard to voting privileges well in advance of the next WITT National Conference, pending the logistical determinations of the Advisory Committee.

• Associate

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

ANOTHER TRADESWOMAN LOST

From Kate Braid

With great sadness, we would like to say goodbye to Jacqueline Frewin, designer and carpenter, who died on August 21, 1992, on Salt Spring Island, from lung cancer. Jacqueline worked in Ontario before she came to B.C. where she worked with a women's building cooperative. She then branched out on her own as a builder and more recently, designer, in Vancouver and on Salt Spring Island, where she built and renovated houses for women.

Jacqueline was active in the 1988 Conference of Women in Trades and Technologies at Naramata, B.C. and served actively on the Steering Committee formed there to build the National Network.

She was a fiercely independent lesbian feminist, absolutely clear in her commitment to women and in particular, to women's housing issues. Jacqueline didn't just **talk** about anything. She was a doer. She worked on developing a trade school for women so there would be more women to build houses (Gina Horricks served most of her apprenticeship under Jacqueline's sponsorship) and she formed a society, SOW (Society for Older Women) to focus on providing attractive, affordable housing for older women in B.C.

Jacqueline died as independently as she lived - quickly, without drugs, in the home she built for herself, under a skylight that let in the stars, with Gina for company. Two hours after she died there was an unusually fierce storm, where the skies filled with sheets of purple lightening. It was a fitting end. She will be dearly missed but she would probably say, "Don't mourn. Build!" Her legacy is to the Society for Older Women so others can carry it on.