



NEWSLETTER

WOMEN IN TRADES, TECHNOLOGY, OPERATIONS & BLUE COLLAR WORK

SPRING 1993

VOLUME 3, NUMBER 1

WESTERN WITT

WOMEN WHO ARE

HEAVY EQUIPMENT OPERATORS • WELDERS • MINERS •

Going to work in blue jeans • **ELECTRONICS TECHNICIANS**

ENGINEERS OF ALL KINDS • *Getting dirt under our fingernails*

LOG SCALERS • BUSINESS SYSTEMS TECHNICIANS • PLUMBERS

Wearing work boots instead of high-heels • **AIRPLANE PILOTS •**

LABOURERS • RIGGERS • FORESTRY TECHNICIANS • *Doing math*

DECKHANDS • ELECTRICIANS • *Using power tools •* **FIREFIGHTERS**

TRUCKDRIVERS • POLICE • MARINE WORKERS • *Building muscles •*

MECHANICS • *Earning a living wage •* **PIPEFITTERS • ARCHITECTS**

CARPENTERS • MEAT CUTTERS • ENGINEERING TECHNOLOGISTS • PAINTERS

SURVEYORS • *Challenging ourselves and the status quo!* K. CRUZILLE

WOMEN IN TRADES AND TECHNOLOGY

This graphic was the T-shirt design for the Western Regional WITT Conference held May 6-9 on Vancouver Island. 130 TTO/BCW women and advocates came together for some great workshops and very effective local organizing sessions. Several new groups were formed in B.C., Alberta and the Yukon. Follow-up details and contact people should be available at the National Office in the near future. Congratulations should go to Jean Willow, Victoria WITT and Annabelle Paxton for the organization of an entertaining, informative and very successful event.

Judy Kujunzic's heartwarming keynote highlighted so many familiar stories, told with humour and compassion by a welder with Burrard Yarrows. Rachel Nobel, an electrician from California, brought us to a much richer understanding of racism; the ways we participate without awareness; and the ways we can begin to make better contact with our sisters and brothers. This can emerge when we really listen, without constantly thinking about how that affects us and what we are going to say next. Rachel led us off in a rousing

rendition of *We Shall Not Be Moved*, and ended by asking some of the women of colour present to tell us things they would rather white people would not do anymore. It was both humbling and inspiring.

The Employment Equity Round Table, scheduled for 1 1/2 hours went on for three, with everyone staying for the discussion which centred around whether the benefits (actually getting more women into TTO/BCW training and employment) outweighed the drawbacks (the backlash, and the question of the possible impact on the seniority system). Approximately 75 percent of the 45 women in the room expressed support for Equity initiatives and legislation with penalties. About 20 percent expressed confusion based on either lack of knowledge or trepidation regarding the seniority issue. It was an important and useful discussion, and one that will increase the quality of debate on this critical issue.

The WITT Instructors Panel was information sharing at its best, demonstrating the many unique ways we can pre-

pare women for successful entry into trades, technical and operational training and work. Seven programs were profiled, including Judie Myers', who created one of the programs the WITT National Network IAS Committee has deemed meets the National Standards and Program Development Guidelines for WITT Exploratory and Trade Specific Courses for Women.

Report from the National Coordinator

Great news!!! We have now received our Charitable Organization Tax Status, which allows us to provide our own tax receipts for donations to WITT. We are hoping this will encourage corporate and union support, as well as that of individuals.

I heard a good true story while I was in Ontario recently, about a woman who was applying for a job with some kind of electrical installation company. When they said, "You have to handle these heavy ropes....," she said, "I work out with weights at the gym 3-4 times a week." Then they said, "Are you sure you can work in the very cold temperatures?" she said, "It's probably not as cold as ice fishing and I do that all winter." And when they said, "You might have to pick up a dead raccoon or two," she smiled widely, and told them her hobby was taxidermy.

I was in Ontario with the Chair of the B.C. Provincial Apprenticeship Board (PAB), the Director of Apprenticeship, and a senior policy advisor from the B.C. Ministry of Ad. Ed. Training & Technology. We were on a study tour of the Women's Access and Equity Access to Apprenticeship Projects, and Apprenticeship Re-Vitalization at the request of the newly installed Equity Committee of the PAB. The B.C. officials were quite impressed, and work is underway to determine how best to bring that model into use in British Columbia. Ontario has increased their numbers of women in technical apprenticeships by 70% to close to 1800 women. (See article page 7.) As well, the new covers for their Training Standards sign-off books for apprentices will make great Appropriate Pin-ups representing women and men, including racial minorities, and aboriginal people.

A sad note in all of this is the death of Gayle Quirie, the overall Project and Policy Advisor for Women's Access Projects within the Ontario Ministry, the friend and support to all the coordinators, a strong WITT advocate and colleague to the WITT National Network. (See page 7.)

Newfoundland Apprenticeship Branch has produced an extremely useful "Blueprint for Skills Development," and Mildred Minty has delivered the excellent "Blinkers" workshop to Ministry Staff and vocational instructors at Newfoundland Community Colleges. The Branch has some great plans for the next year for increasing the numbers of women in apprenticeship training, and we will be hearing more from them soon.

There was an excellent panel presentation of front-line workshops developed by WITT women to assist co-workers and vocational instructors to work more comfortably with women as they enter trades, technical and operational fields. (See *Workshops*, page 17)

The many wonderful workshops were taped, and we may hear more about a proceedings package in the future.

The National Apprenticeship Committee – Canadian Labour Force Development Board has asked me to be the "Lead" for the Equity and Promotion of Apprenticeship Working Group. Change comes harder to some of the more entrenched industry groups, but we are making some progress. At a recent joint meeting held between this group and the Canadian Council of Directors of Apprenticeship Equity was clearly on the agenda. It was also one of the three points made to them at their joint dinner by Nick Muldar, the new Deputy Minister of Employment and Immigration.

Maggie McDonald accompanied me to a meeting with Mr. Muldar to discuss a number of issues of concern to WITT. We were very pleased when he agreed to examine the ways in which B.C./Yukon EIC Regional Office had adopted the WITT Course National Standards and Program Development Guidelines as the basis for funding WITT programs, and indicated EIC would find appropriate mechanisms for ensuring their adoption by regions across the country.

We are continuing to discover new ways to use the Standards and Guidelines. The National Standards Committee for Applied Science and Engineering Technologists has invited us to sit with them because they felt our document put forward an excellent entry-level standard for all trades and technology. While we agree with them and are delighted to add our expertise to theirs (Maggie McDonald, an electronics technician, and I will work together on this), we want to make it very clear that there continues to be a need for women-only programs at the exploratory level to ensure the successful development of all of the skills and perspectives that will assist in women's effective integration in trades, technology, operations and blue collar work (TTO/BCW).

As well, Valerie Overend, a carpenter, has been working with Saskatchewan Education to incorporate the elements of the Standards and Guidelines into the regular curriculum of grades 7 & 8 of the Health, Science and Social Studies programs. (See *SASKWITT report*, page 4.) At a recent Gender Equity Conference in British Columbia, I made similar suggestions to both the Ministry and local educators. This work must be followed up locally in each province, and Valerie has demonstrated how effective that can be!

The WITT National Network IAS Committee and its sub-committees have been hard at work. We are very pleased to receive SEED funding from EIC to begin working with the Industrial Sector Councils on the integration of women in TTO/BCW. Preliminary discussions have indicated some of the ways we can be helpful and we are undertaking a full needs assessment, which will include an educational component, during the next few months. In the interim, **we are looking for some technicians and technologists who would be interested in representing WITT issues on several committees. Please send your CVs in to the National Office.**

The Canadian Construction Association has recently chosen not to put its own dollars into its Employment Equity Program, therefore ending close to five years of a nationally coordinated, federally funded "voluntary" initiative to increase the participation of women in the construction industry. (See pages 10 & 11.) We would like to thank Joanne Stead for her efforts over this time in an industry with widely varying support for greater integration of women.

We would also like to encourage all of you to write letters of comment to both the provincial and federal levels of

government. WITT would very much like to see some real progress in the area of women in apprenticeship, and since the majority of apprenticeships are in the construction industry, this seems like a good place to focus some attention. Both the federal and several provincial governments have announced infrastructure projects (roads, bridges, schools and hospitals) that will produce significant jobs in the construction industry. WITT would like to see contracting requirements for these projects include a significantly enhanced apprenticeship program with a majority going to women and other designated group members. There would be no question of unqualified people, because the construction industry has a long history of on-the-job training and qualification of its workforce.

Lastly, we must say a Farewell to Lucette Pineau, our Quebec Advisory Committee member for the WITT National Network, and thank her for her time, energy, commitment and efforts to maintain contact between our organization and the newly emerging provincial organizations in Quebec. Hopefully we will continue this process of learning to work together over the next years as well. Meanwhile, Lucette, Many Thanks from all of us!

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

Some WITT organizations:

Newfoundland WITT; Suite 603 TD Building - 140 Water Street, St. Johns, NF A1C 6H6 Ph: (709) 754-3670 Fax: (709) 726-1831: Brenda Grzetic
WITT – Nova Scotia, YW-NOW; 1217 Barrington St., Halifax, Nova Scotia B3J 1Y2; Rhonda MacCoy, (902) 425-0731.
Le FRONT (Femmes 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.
ONWITT; 121 Burns Circle, Barrie, Ontario L4N 5J8: Caroline Zondervan ph: Maggie McDonald (519) 439-7743
OWITT; R.R.#1, White Lake, Ontario K0J 1L0 ph: (613) 623-3816: Bettina Baum
United Trades Women; 2904 Concession 8, Bowmanville, ON L1C 3K6 ph: (416) 263-2364: Judy Mitchell
QUINTE WITT; R.R.#4, Stirling, ON K0K 3E0 ph: (613) 395-1472: Natalie Moroz-Cornell
WEMA (Women's Emergency Medical Alliance); 29 Station - 887 Pharmacy Ave., Scarborough, ON M1L 3K9 ph: (416) 392-2045: Donna Antonenko
Bridges Alumna Association: 290 Coronation Drive, Scarborough, Ontario M1E 2J6; Roberta McDowell.
Huronina WITT; Box 1836 Penetang, Ontario L0K 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, N0L 2P0.
London Women in Trades and Technology Network; 8 St. Patrick St., London, Ont. N6H 1P3; Maggie McDonald, (519) 439-7743.*
Ottawa Women in Technology and Trades (OWITT); P.O. Box 5666, Merivale Depot, Nepean, Ontario K2C 3M1.*
Thunder Bay Women in Trades and Technology Network Project; 4A South Court St., Suite 17, Thunder Bay, Ont. P7B 2W4; Martha Gingerich; (807) 345-0233 / 767-5286.
Organization of Black Tradesmen and Tradeswomen of Ontario, 22 College St., Suite 104, Toronto, Ont. M5G 1Y6; ph: (416) 921-5120.
Manitoba WITT; C/O 656 Kingsway Avenue, Winnipeg, Manitoba, R3N 0H2; Erin Linington (204) 772 6591.
SASKWITT-Regina: 3524 Victoria, Regina, Saskatchewan S4T 1M1; Denise Needham, (306) 522-4157.*
Alberta Women in Trades and Technology; c/o Rita LaRose, 9503 - 94th Ave., Edmonton, Alberta T6C 1W9; (403) 466-3482.
Calgary WITT; 707 Radcliffe Rd. SE, Calgary AB T2A 6C1; Ph.: Candy Korecki (403) 235-4619
Kootenay Women in Trades and Technology; R.R. #1, Winlaw, British Columbia V0G 2J0; Sherry Nicholson, (604) 352-3872.
Kamloops WITT; Cari Beckett, 1095 7th Avenue Kamloops, B.C. V2C 3V3 Ph: 372 0732
Vancouver WITT; Apt. 110-2254 McGill Street, Vancouver B.C. V5L 1C4; Anabelle Paxton (604) 255 4565
SCWIST; #2423 - 515 West Hastings St., Vancouver, B.C. V6B 5K3 ph: (604) 291-5163; Jackie Gill, President
Lower Mainland WITT; 6582-197th Street, Langley, B.C. V3R 4A8, Jackie Lilley
South Island WITT; 5741 Titan Place, Sooke, B.C. VO5 1N0; Ph.: (604) 642-4335: Jean Willow
Sunshine Coast WIT; S2, C18, RR#1, Gibsons, British Columbia V0N 1V0; Judie Myers, (604) 886-3654.
Yukon Territory; Betty Irwin, P.O. Box 3913, Whitehorse, Yukon Territories Y1A 5M6; (403) 667-3006; 399-4715.
Northwest Territories WITT; Louise Hickey, Arctic College, Kitikmeot Campus - P.O. Bag #200, Cambridge Bay, NT X0E 0C0, ph: (403) 983-7234 fax: (403) 983-2404

• *Keeping our WITTS about us* •

South Island WITT, B.C.

The South Island Women in Trades & Technology Society (SIWITT) was officially incorporated January 27, 1993. At SIWITT's first AGM was held on March 23, Kathleen Wilkins was voted in as Chairperson, Kim Greenhough as Treasurer, and Geri Anderson as Secretary. Ten women form SIWITT's Executive Board.

The current focus of SIWITT's activity is preparation for the Western Regional Conference, scheduled for May 6 to 9, at the Island Hall Beach Resort, Parksville, B.C. (*See cover story.*) This is a conference for women who are workers, advocates or educators in the fields of TTO, including those in training or currently unemployed. As well as an abundance of interesting and informative workshops, this conference promises time for fun, networking and relaxation.

SIWITT is also working hard to ensure that B.C.'s new job creation programs, and employment equity legislation include a commitment to training and development. Vivian Skinner has prepared a petition letter for Penny Priddy, B.C. Minister of Women's Equality, and WITT women are encouraged to write their own letters in support of this critical issue.

SIWITT's next General Meeting will be held May 19, 1993. Location to be confirmed at a later date. (You will find SIWITT's contact address and phone no. in the WITT organizations box).

Sunshine Coast Women in Trades

Judie Myers, Gibsons, BC

It's been a busy year! Another 15 women will be graduating from our 3rd Women in Trades Program. There has been lots of community involvement. The local SPCA had built for them, feeding stations, bird shelters, duck and geese boxes. The ever-famous "Wonder Hut" (an 8' x 10' construction project) is being raffled off by the newly organized Woman's Resource Centre and proceeds are going to fund books for their library. We've just finished an exciting week on heavy equipment, excavators, bobcats, dumptrucks, MUD and RAIN! Last month we had a WIT Potluck dinner with all three WIT classes and role models invited. Over 50 women attended and the Regional conference, as well as WITT memberships were discussed.

WITT Cambridge Bay, NWT

Louise Hickey, WITT Instructor

Women in Cambridge Bay, Northwest Territories, are training for careers in the trades! This is an experimental program offering women an orientation to TTO areas. We focus primarily, but not exclusively, on four main trades. These are; carpentry, electrical, blueprints & surveying, and plumb-

ing. There is an academic component, where students progress at individual rates in English and math, while science is taught to the group as a whole. Our interest is not merely to interest women in TTO, but to have as many as possible write trade entrance exams at the end of the course.

Qualified tradespeople, "on loan" to us from various employers will instruct for one afternoon each week. This means we can focus on more than one trade each week, and have a chance to process the information for a time before working in the area again. During the Work Experience participants will leave town for a period and live in residence, dealing with being away from home, new people and a new environment.

The nine women in the program are from Coppermine, Cambridge Bay and Fort Simpson.

After two months in the program Rita Kakolak is looking seriously at becoming a plumber. "I wasn't really very interested in plumbing at first," says Rita. "After I got some hands-on training and talked with people in the field, I became excited. Using the tools at first was very scary... I did some pipe-cutting, sanding and soldering and it wasn't hard at all."

This is the first time such a program has been run in Kitikmeot. While I am sure we will be ironing out the bugs and learning as we go, it is a very exciting time for all involved. The women are all motivated and eager to learn, often continuing to study on their own time. Like Rita Kakolak, they have already formed ideas about which trade they will eventually choose.

While the program is meant to introduce women to trades, we've found the students are gaining much more. One thing is certain. The women will leave the program with a renewed sense of self, more independence, and the capability of making choices in their best interests.

SASKWITT-Regina

Valerie Overend

SASKWITT-Regina has been making steady headway in the area of educational initiatives focusing primarily on girls in the middle years.

We received funding from AtCog to enable us to form a partnership with SIAST Wascana Institute and deliver Girls Exploring Trades and Technology (GETT) spend-a-day camps for fifteen classes of Grade 7 girls. In addition to videos and discussions on gender streaming and career choices, girls meet WITT women and learn a variety of tool skills and building concepts. The afternoon is spent in the carpentry shop where each girl uses power and hand tools to build a pair of stilts which she takes home with her.

An additional grant was received from SIAST to deliver training to instructors for the GETT summer camps which

will be running at three campuses in June and July. Eight WITT women from various points in the Province are currently training in conjunction with GETT spend-a-day camps.

We launched our second video, "She's Making Choices" in December and are in the final draft stage of an Educator's Kit which will accompany the video. In cooperation with Saskatchewan Education, we have developed WITT lesson plans for inclusion in Grade 7 and 8 Health, Science, and Social Studies curricula. Every school in the Province with a grade 7 or 8 class will receive this package in the fall.

WITT-Regina will train several speakers to deliver a one-hour workshop presentation to grade 7 and 8 classes when we launch the educator's kit.

We continue to meet on a monthly basis and are hopeful that by offering training to women from other centres, WITT chapters may evolve in other Saskatchewan communities.

WITT Newfoundland and Labrador

Brenda Grzetic

Our annual Conference was held November 20-22 and was a major success. It began with a social event on Friday evening, the 20th; continued Saturday with presentations and open discussion, and ended on Sunday after the election of our new Steering Committee. Some of the highlights were a very encouraging talk by Margaret Murphy, a sheetmetal worker at the Bull Arm Construction Site (Hibernia Project) and excellent advice and guidance on workplace harassment from Pat Corbett of the Human Rights Commission. Community groups and various colleges, unions and companies made financial contributions towards transportation and hotels for many of the women.

For me, personally, it was a wonderful opportunity to meet, talk and share our experiences and expectations. Much of the advocacy work we have undertaken this year came about as a result of this conference.

We recently completed a career information booklet as a part of our 20/20-2000 project. The purpose of the booklet is to encourage women to expand their career options and give an exploratory view of a number of trades and technology careers where women are underrepresented. It is being distributed to all career counselling centres, schools and school board offices throughout the province.

As you know, our doors are open to the public, and more and more people are becoming aware of us. Women, organizations and educational institutions are requesting our support, help and advice. This year I have had the fortunate opportunity to be part of the preparatory committee for STEM-Net, a computer network to enhance the teaching of science, technology education and mathematics from K-12 and post-secondary. We are also members on three women's advisory committees throughout the province.

Our proposal for next year is quite ambitious. We want to continue many of the projects we began this year but we are also requesting funding for WITT Orientation Courses.

We should know within a month whether or not this will be funded by CEIC.

One final note; if you have access to a computer with a modem and would like to correspond about training and employment or other issues affecting women today, I would love to be involved with setting up a WITT computer network. My e-mail address is grzetic@morgan.ucs.mun.ca. It's a wonderful way to generate discussion and would help us support each other. I look forward to hearing from you.

WOMEN AT WORK

Women in hard hats
Men are afraid to face the
facts, because the
trades are increasingly
a women's world.
Women will be victorious,
if we'll be serious.
I think I am the luckiest person
in the world today.
I'm scared and I think that's healthy
to be wealthy
Keep The Path Clear!

*Rebecca Akana
Women Into Trades and Technology
Arctic College, Cambridge Bay NWT*

LISTEN TO US

The Women as Learners Rap
Relative, mentally, physically-centred –
We need to connect, and we need to be mentored.
Something's gotta give, we're at WITT's end.
We're sick and tired of domination by men.
Whim of wimps, not women's goals –
Too top heavy in male boss roles,
We need to be there when decisions are made.
We must speak out, not be afraid!
Our needs are missed when programs are set.
We have to make sure that they're voiced **and** met.
Ecofeminists and "gynegogists" too –
Making sure our ideas come through.
We get burned out when we're all alone,
Unsupported, unnurtured, so far from home.
Afraid of "F" we lose our name.
Divided, we're forced to play the men's game.
Heightened expectations, knowing "our place" –
We're going to grow to fill our space!

*Written for the "Women as Learners" working group
at the Women's Experience of Education
and Training Conference
by Mildred (Milly) Minty*

WITT = Women In Trades and Technology
F is for feminist (as if you didn't know!)
"Gynegogist" – jokingly used as a term for the teaching of women

Creative approaches for changing workplaces

By Trisha Robertson

It looks like 1993 is shaping up to be another exciting year for us at YW-NOW. Through YW-NOW's partnership with Nova Scotia Power Incorporated and the International Brotherhood of Electrical Workers, Local 1928, a series of posters for adults and children are being developed and will be available by Spring of '93.

We have also begun our first step towards nationalizing the YW-NOW program through our sister YWCA's across the country. The National YWCA of/du Canada, through its National Employment Project, has provided funding to develop a YW-NOW Program Manual which should be available this summer.

This manual will provide detailed information on forming partnerships, including setting up a project advisory team within an organization, defining the roles of the consultant, management and union in effecting organizational and attitudinal change, and implementing bridging programs for women. Organizational barriers are addressed including areas such as: hiring practices, collective agreements, sexual harassment policies, job titles, and other practices affecting the recruitment and retention of women in trades, technology and operations (TTO) jobs. Practical suggestions will be pro-

YW-NOW

New Options for Women

vided on effecting attitudinal change through workplace education initiatives. A supplementary resource reading list will also be included. An important feature of this manual is that it can be used to enhance any program designed to promote women in male-dominated work environments. The YW-NOW Program Manual and the TTO posters will provide valuable resource tools to government, business, labour and educators interested in promoting a gender-balanced workforce. We'll keep you updated through future WITT Newsletters on the progress of both these initiatives, and information on ordering your own personal copies.

YW-NOW, a program of the Halifax YWCA, provides a consultative service to employers and unions interested in achieving gender-balanced employment. YW-NOW offers organizations and unions a framework to alter attitudinal and organizational barriers that inhibit women from working in male-dominated jobs. For further information please contact YW-NOW offices by calling (902) 425 0731, faxing (902) 423 7761, or by writing to 1217 Barrington Street, Halifax, Nova Scotia, B3J 1Y2.

Women Inventors Project – Phase II at mid-way point

Janet Panabaker

Reprinted with permission from Focus

In September of 1991 the Women Inventors Project (WIP) began work on Phase III: Partnerships with the Voluntary Sector. Funded by the Innovations Program of Employment and Immigration Canada, this two-year initiative was intended to allow WIP, along with private sector organizations, to develop materials which will encourage girls and women to discover and nurture their creative ideas.

Since then, WIP has been working with representatives from Girl Guides, 411 Clubs, the Canadian Federation of University Women, and the YWCA to develop a set of six invention modules which can be incorporated into each organization's program. The modules cover different aspects of the inventing process, from "Who Invents and How" to "Packaging and Marketing," and feature information for

group leaders and activities for participants. The modules have been piloted with trainers, leaders, and the young members of these organizations for the past year, and have met with an enthusiastic response. The second year of Phase III will see the final editing and publication of the modules; the development of a "resource kit" to assist group leaders in facilitating the invention activities; and the exploration of various mentorship programs for participants who wish to follow up on their inventing activities.

The following is a sample inventing activity, taken from the "Prototypes" module.

EGG DROP – develop an idea and build a prototype to test if the invention will work.

Spread an assortment of tools and materials (tape, paper, towels, pipe cleaners, popsicle sticks, etc.) on the table. Place a step ladder and chair in front of the group. Divide into groups of 3 or 4, and tell participants that their challenge is to develop an idea for a container that will protect an egg so it won't break when dropped from the ladder to the floor. After developing their ideas, the groups will have 40 minutes to build a prototype. At the end of the session, gather all participants around to view the tests. One by one, drop the prototypes (with an egg inside) from the top of the ladder. After the tests, encourage the participants to describe the materials they used and new or interesting ways they incorporated the materials or designed the prototype. Ask them to describe problems they encountered and ask others to suggest alternate approaches they might have taken.



WORKING WOMAN

DESIGNS AND MANUFACTURE

WORK WEAR FOR WOMEN

ELIZABETH JOHNSTON
5334 YONGE STREET
BOX #2403
NORTH YORK, ONT. M2N 6M2

Tel.: (416) 510-2448
FAX: (416) 510-2448

Women's Access to Apprenticeship - Ontario

FALL '92 - There are currently 1,711 women across Ontario in technical apprentice training. That's an increase of 70 per cent in just over three years, thanks largely to Ontario's Women's Access to Apprenticeship projects.

Valuable as that is, it is not the only way in which the 30 Project Coordinators are keeping busy. They have also advanced the equity agenda by counselling 12,000 women, union representatives and employers across the province.

The projects were introduced in April, 1989, by the Ministry of Skills Development, and are funded by the Apprenticeship and Client Services Branch. As Gayle Quirie, the Projects' Provincial Coordinator notes, "Project Coordinators are hired by local sponsoring agencies to create apprenticeship opportunities based on the needs of local industry and business and local clientele."

Coordinators introduce women to technical skilled occupations. To do that, they must first locate, then encourage, counsel and assist women candidates. In the Ottawa area, Ruth Charron began with an ad saying "interesting women will be interested in this."

They must locate and encourage unions and employers willing to hire and train the women as apprentices. Charron says, "Basically it's cold calling, sensitizing employers to the idea of women in trades." As a result of her ad and follow-up efforts, she recently placed two women as motor vehicle mechanics at Bell Canada, the first apprentice mechanics at Bell since the 1960's.

Bev Smedley, coordinator in Hamilton, says, "It isn't an easy job, it's the toughest job I've ever had. Having said that, I must add that I have a great time doing it. The success stories are wonderful."

Her employer is Mohawk College of Applied Arts and Technology, which has apprentice training facilities and offers preparatory training for women to introduce them to a range of skilled occupations. "What we found was that when the women got into it, they discovered more trades of interest to them," Smedley says.

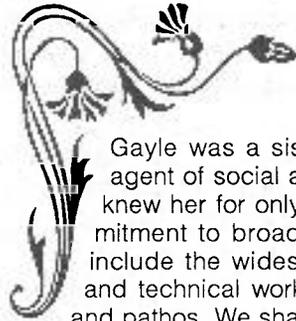
One of the clients who took this route is former secretary Lian Ellis, now an apprentice machinist with Westinghouse. She says, "When people think trades, they think production line, and that's not right. The opportunities are there, and it's a case of picking the direction you'd like to take. I'd like to take more courses, to do research and design, robotics and CAD/CAM, but you need the basics of machining first. If you have that and computer skills, the sky's the limit."

Marion MacAdam, working for the Kenora Area Committee for Skills Development, is using another approach to help her clients. She brought together a committee to organize a regional workshop for women on employment and training. It will be held in Dryden, and sponsored by the Northwestern Ontario Women's Trades, Technology and Operations (TTO) Network in partnership with a native

organization, the Equay-Wuk Women's Group of Sioux Lookout. The goal of the Network and the conference is to create a support system to overcome isolation and educational, training and employment barriers.

The goal of the Women's Access to Apprenticeship projects is to ensure women participate fully in apprenticeship, and benefit from well-paying and interesting jobs in the trades.

For more information contact the Ontario Ministry of Education and Training, Skills Development Department at (416) 326-5629, fax (416) 326-5606.



**IN HONOUR AND MEMORY
OF
GAYLE QUIRIE**

A Eulogy By Marcia Braundy

Gayle was a sister, a kindred spirit, a dedicated agent of social and economic change for women. I knew her for only a few years, but our shared commitment to broadening women's career options to include the widest variety of apprenticeable trades and technical work brought us together with humour and pathos. We shared anger at the blocks in our way, and delight in the successes her projects spawned.

Gayle was a public servant, a true bureaucrat in the best tradition of making the government work for the people. She knew how to move the system, and with it to foster creative efforts to shift the monoliths of business, labour, education and governments. The work that she did together with Bill Fields, and later continued on her own will be remembered by WITT women all over this country. Hopefully, the Women's Access to Apprenticeship initiative will serve as a model for all the provinces as they take more seriously their role in increasing the numbers and enhancing the experience of women in apprenticeship. It is as a result of Gayle's dedication and support of the individual and collective Coordinators that so many of the projects have demonstrated the fulfillment of a unique and exciting vision.

Recently she told me how much she missed Bill being there for support and sparking of ideas and energy on a day to day basis. It is true that whenever Gayle and I spoke, in person or on the phone, ideas and practical applications flowed onto our plates. She was good at that, at analyzing the situation and deciding what the next steps could or should be, at supporting and befriending. She gave so much... I only hope her work will be honoured and continued. That would be the best tribute. I and the WITT National Network will do all we can to make that happen. Thank you Gayle for being all that you have been: friend, colleague, bright spirit in the universe.

Gayle Quirie, Project Officer of the Apprenticeship Branch, Ministry of Skills Development, died on February 15, 1993 at the North York Hospital in Ontario. In honour of Gayle's passing, and the great work she has done to further apprenticeship in Ontario, the Ministry of Skills Development is creating the "Gayle Quirie Award." Those wishing to assist in the award's creation may send their donations to, The Gayle Quirie Award, c/p Apprenticeship and Client Services, 5th Floor, 625 Church Street, Toronto, Ontario, M4Y 2E8.

WITT profile: Stela Parker

A TTO occupation in the latest brain-scanning technology

Terry Jordan, Media Relations, BCIT

When Romanian-born Stela Parker was a child she remembers helping her father build and repair old radios. She was given trucks, trains and dolls to play with and later she was encouraged to become an engineer.

When Stela's family immigrated to Canada just after she finished high school it was only natural to consider further education. She chose BCIT's Instrumentation and Control Systems program and when she graduated in 1976, she was the only the second woman to do so. Since 1976 she has worked in the electronics and related industries and rarely meets other women.

"I think they are not encouraged like we were at home," said Stela. "We were always left to play with hammers and shovels, you name it. My parents never said: 'Oh, you are a girl you can't do that.' Here I think the culture is different. Even now girls play with dolls and boys, with trains and trucks... here, it seems like it is embarrassing to the family to buy dolls for boys and trucks for girls."

With her diploma in hand, Stela found her first job working for a company at Pitt Meadows Airport calibrating and repairing avionic instruments. Then she became the production supervisor for North Vancouver's Mesotech where they were building sonars and other underwater acoustic equipment.

In 1981 Stela joined CFT systems, a Port Coquitlam company involved in research and development into advanced brain-scanning techniques. As production manager of the firm's electronics department, Stela is now working on a sophisticated magneto-encephalographic (MEG) sensor system. MEG works by detecting, from outside the head, the minute magnetic fields produced when electrical current flows between brain cells. Evidence shows that these patterns reflect motor, sensory and cognitive functions. This is leading to useful techniques for assessing human-performance capabilities or in detecting brain abnormalities.



When Stela graduated from BCIT she thought she would find a job in a sawmill or factory. She now finds herself in a company where almost everyone has at least a two-year diploma, and most have university degrees. Trained in instrumentation, she now finds herself hiring, scheduling production, working with designers, shipping and even learning basic Japanese.

"There will always be a need for technologists," Stela says. "The engineers design the stuff, but somebody has to test it and build it. I think in the future there will be lots of jobs in the sciences and engineering."

"You need to change people's cultural values," she continues. "You have to start encouraging children to go to school and acquire higher education. Up to now you could find a job in a pulp mill or mine, with very good pay and a union and you were set for life... but I don't think that is happening anymore. B.C. needs high tech companies, business and finance companies. That is the way to go and still keep up our standards."

*Send us your story or that of a WITT*sister for our Profiles page. Each WITT woman profiled will receive a complimentary copy of Surviving and Thriving II, proceedings of the WITT 92 National Conference.*

Summer Institute For Union Women

"Union Women: Diverse and Proud"

Simon Fraser University, B.C. – July 24-28, 1993

This week-long residential school is committed to skills-building and to overcoming obstacles of race, culture and sexual orientation that divide working women. We especially encourage trades women, women of colour, and women from majority unions to attend. A certain amount of scholarship money is available. The Institute is sponsored by the Canadian Labour Congress (CLC), the British Columbia Federation of Labour and the Simon Fraser University Labour Program.

\$400.00, including meals and accommodation.

For more information call the Labour Program at SFU, phone: **(604) 291-4177** or Marie Decaire at the BCFL, phone: **(604) 430-1421**.

Remarks from the Frontline

By Christine Zimmerman
(excerpted by permission)

Christine Zimmerman is an instructor of WITT programs and preparatory programs for women. She is a member of Kent-Lambton Women in Trades, the Women's Alumnae-Fanshawe St. Thomas/Elgin Campus, Women's Coalition on Education and Training - Huron/Erie and Ontario Women in Trades and Technology.

Women's programs are under siege in the Province of Ontario and the casualties are mounting. As an educator and a tradesperson I feel it is time to speak out about the issues affecting women's training, and in particular the preparatory programs like Women Into Trades and Technology.

The Ontario Women's Action Committee lists over twenty Women's Training Programs in jeopardy. In addition restrictive eligibility requirements deny women access to training where seats are available. The barriers are increasing. Recently I spoke with over twenty-five women who had responded to an advertisement for a training program. I will cite just a few examples given as to why they could not consider enrolment in the program.

Issues surrounding childcare were the most common barrier. Even when childcare is available, per diem rates can exceed twenty dollars per day; certainly too expensive for a woman on social assistance. Lack of subsidized spaces and wait lists also contribute to the dilemma. We must devise a national system, province-wide, that will automatically guarantee every woman in training economic support for her childcare costs.

The second most common barrier is transportation. I spoke with a woman who can't afford to pay for a monthly bus pass for herself because it would break her monthly budget for food, clothing and shelter. One woman in my WITT program is driving an hour to get to school because she didn't meet eligibility requirements to receive training in the London WITT program (presently limited to UI recipients).

Eligibility requirements present another barrier. Changes and delays in start dates and the timing of programs can have a drastic effect for women whose UI benefits have expired. This economic discrimination is unfair, and such restrictions should be lifted. We must obtain a commitment that programs like WITT be regularly scheduled. Women

... continued on page 12

Some of the world's most spectacular scenery is not the only reason for you to attend the CVA Annual Conference. There are many more...

• Keynote Speakers

...will articulate the issues that vocational educators know they face: the barriers and problems of keeping current, accessing training and dealing with traditional cultural assumptions about vocational education.

• Conference Sessions

...will focus on an action oriented approach attacking these problems and offering solutions.

• Innovative Workshops

...will stimulate hands on participation in the critical challenges that face our educational systems.

The Banff Springs Hotel & Conference Centre

...will house all of the conference activities within its massive stone walls and luxurious surroundings.

• The Conference Exhibition

...will inform you of all the latest innovations, technology and supplies that are available.

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The Canadian Vocational Association
c/o The Organizers - Event Management Ltd.
Suite 392, 205 - 9th Avenue SE
Calgary, Alberta T2G 0R3

Phone: (403) 292-0492

Fax: (403) 269-2702



BREAKING THE BARRIERS

CANADIAN VOCATIONAL ASSOCIATION ANNUAL CONFERENCE, BANFF, ALBERTA, NOVEMBER 10 - 13, 1993

Remarks for the Canadian Construction Association Employment Equity Committee - Annual Convention, March 4, 1993

BY MARCIA BRAUNDY,
NATIONAL COORDINATOR, WITT NATIONAL NETWORK

Thank you for the opportunity to address this committee. I come to this meeting with very mixed feelings today. There is a part of me that wishes to read you the riot act; and a part of me that would like to admonish you to get your act together and work on your own, and with your unions, and with us, to get some real results.

To be true to myself and my constituency, I must do both. Let me start with the riot act.

That part of me wishes to highlight and denigrate many of your efforts in the area of employment equity over the last eight years. During the time when the EE Legislation was being developed, your organization acted as a powerful lobby to keep construction from being included under the federal contractors program. At the time, there was not a strongly organized lobby to refute your claims, and you won that exemption with the position that voluntary measures would be much more effective in your industry.

Later, after the legislation was enacted, you approached the federal government for funds to develop your EE program, and it looked like you might actually accomplish something. You hired one of the most effective filmmakers in the country to prepare a recruitment video for women. It was excellent. And then you produced your real recruitment video, where your equity message did not appear.

Still looking at the issue as a supply side problem, you decided to put on some preparatory programs. As we have seen from the Amalgamated Construction Association report, the most effective way to have done this would have

been to first run some exploratory programs, so that the career choices the women made would have been more effectively informed. As it was, if women expressed any interest in technical occupations, they were slotted into whatever trade course was available in their area. We saw the results in one of the Ontario plumbing courses.

Even if we consider the pre-apprenticeship courses a good faith effort, there was little pressure put on local construction companies to hire the graduates. In some areas, women were successful in finding jobs, but in many areas, women were left with seeking work in the construction area with little if any support or assistance from the sponsors of their training. That is not good enough.

Often the excuse is given that it is the unions who are the problem, and I agree with you, the Building Trade unions are a problem. But construction employers have been working collaboratively in many areas with the unions and are perfectly capable

of negotiating any of these issues at the table as well as getting cooperation at the Joint Apprenticeship and Training Committees. What it takes is political will, and that is what you have not demonstrated.

Now let's take a look at some of your successes. You have had a voluntary program, funded by the government, which has allowed you to educate and inform your members about the current legislative climate, the demographics, and the benefits of women working in their industry. One of my early recommendations to Joanne Stead was that she use the opportunity to go out to all the regions and assist Associations and large and medium employers to develop action plans for equity initiatives. Clearly, the Canadian Construction Association felt it was more important to develop educational materials.

And you have developed some good pieces: Kem Murch's video, Ingrid Wellmeier's series of pamphlets, the newsletter highlighting everything from practical EE tips to program examples, Joanne Stead's work with our national Industrial Adjustment Committee, her participation in the development of our National Standards and Program Development Guidelines for WITT courses, and Ontario Region's Coordinating Group training activities.

But how many of the women who went through those programs got apprenticeships? Even temporary jobs? How many got into the unions? Who is responsible for that? What kinds of support and retention programs did you have in place at the association level? On the worksite?

Where are the Action Plans that would have actually made something happen?

When Stein and Company in Chicago decided that it wanted to use the opportunity of building a federal

building to create a program to increase training and employment for women, they did just that, and created the Female Employment Initiative. This program put on information sessions for potential women workers, interviewed and hired a large number of women and provided them with an ongoing support system in the form of jobsite monitors who would check up on how they were doing and meet with them offsite if needed to discuss and modify any barriers that were observed. Sessions were also held with supervision and the unions, to ensure that they understood their role in ensuring the success of the project. Stein worked actively and in an ongoing fashion with the Chicago Women In Trades Association, the Apprenticeship Administration and the Building Trades. Today, the program is successfully being used as a model in many places in the United States.

Perhaps it's true that they are not operating under a "voluntary" program, but as we all know, there was a spectrum of effort exhibited under the legislated program down there, and the

PARTNER # 7

To him, she was a novelty:
a Lady Mechanic, older, with
more years worked than him.
Their partnership: a gauntlet
flung before his manhood to
bugle calls of testosterone.
To her, he was like
hundreds she had met already
their partnership just another
tedious test of patience. Boredom
hung over her head like a
black hood until she began to
look forward to her bathroom breaks that
became longer and more frequent each day.
The Ladies Room her private tower,
a sanctuary from those jokes -
so clever to him - and not one
new to her.

*Susan Eisenberg, electrician
Massachusetts*

Female Employment Initiative is certainly an excellent example of what we consider to be good faith effort.

After hundreds of thousands of dollars of federal money has gone into the "voluntary" efforts of the Canadian Construction Association and its affiliates, let us look at the results, using information from British Columbia, prepared by the Employment and Immigration Economic Services Division.

It is useful to look at B.C., because that economy rebounded later from the recession in the early 80's, and has been in a growth mode during the past five years. It helps to eliminate the argument that women aren't being hired because the work picture is bad for everyone. Consider the stats for Carpenter and Electrician - as these are the two largest apprenticeable occupations, the data is more clear. The only years the numbers went up at all were the years when B.C. had a number of WITT exploratory programs across the province. While the numbers rose by well over a thousand men, the number for women went from 24 to 22, or from 17 to 21.

While women were graduating from pre-apprentice carpentry and electrical programs with significantly higher grades than the majority of men, they were just not being taken up by industry!

Similar statistics are available right across the country, and the only difference is in Ontario where, even in a time of devastating recession, they have been able to increase their numbers of women in technical apprenticeships by more than 70% to close to 1800. The Women's Access to Apprenticeship Program is an excellent example of political will, and is probably what afforded your Ontario programs a modicum of success in plac-

ing the women in jobs. We are working to increase the use of that program around the country. What are you doing?

This year, the Special Parliamentary Committee presented its report with no mention of the Construction Sector. This may make you feel complacent. In 1985, there was no national organization to speak on behalf of women, and organize a campaign to ensure that the construction sector was being included under the Federal Contractors Program. Today there is, and in your recent decision to discontinue the Employment Equity program because the government felt it was time for you to demonstrate your own financial commitment, you have given us just the ammunition we need to launch our initiative.

Your program was only in its early stages, the educational phase, garnering support from your members, preparing potential recruits. Now you are dropping it at a point in time when it appears the recession may be ending, and there is also a major roads and bridges undertaking at hand.

You are faltering. If you drop the ball here, it will be much more difficult to pick it up with any credibility at another time. Do you really want to destroy what credibility you have been able to build on this issue for want of the intestinal fortitude to go to your members with the need to continue this program?

And now I would like to tell you a little about the WITT National Network. *(edited)*

Our organizations are willing and interested in working with your organizations, at all levels, to ensure workable and results-oriented programs. We think you should reconsider your decision to cut back on your activities in this area. The decision is up to you.

Enough is enough

!!

The Honourable Pauline Browne, Minister of State for Employment Equity

Dear Pauline Browne,

I am writing in response to the lack of Employment Equity in the Construction Industry. Having worked as a Carpenter, Women in Trades and Technology Instructor, and Employment Equity Coordinator for the Construction Association of Victoria, B.C., I am very aware of the problems women and other designated groups face in finding employment in the Construction Industry.

We have given the Construction Industry ample time and money to put a decent voluntary Employment Equity Program into place. What resulted was short term programs, but no real commitment from the industry to really put fair hiring practices into place. It was made quite clear to me that the reason the Construction Industry was running an Employment Equity Program was so they would not be legislated by the Federal Government to follow Employment Equity Guidelines. (And, they would only do this, as long as the Programs were paid for by the Government).

Enough is enough. I have patiently worked within the system trying to improve the potential for women to go into their choice of careers, including Construction work. What I have seen, over the past twenty years, is a total reluctance, and active work to block Employment Equity Legislation or practices, by the Construction Industry. I have personally seen the disappointment of many women who finished in the top of their classes in Trades Training, only to find all the doors blocked to employment. It's time, NOW, to change this, and force the Construction Industry to comply to the Federal Contractors Program.

As well, I encourage you to make sure there are Employment Equity requirements for the new program announced by Finance Minister Don Mazankowski, regarding repair and development of our infrastructure including the building and repair of roads and bridges.

In addition, training is a vital part of any Employment Equity Plan, since so many women and other Equity groups have been discouraged from seeing this industry as a viable alternative. At a recent conference, I heard a Trades Instructor say that they had surveyed a number of women, and asked them if there were no employment barriers to Trades work, would they be interested in Trades work as a career choice. 50% said yes, they would.

That percentage is a huge difference from the 2.4% of women we have working in the Construction Industry. You know, I know, and most people know that there is discrimination going on to prevent women from going into Construction Work. **DO THE RIGHT THING; MAKE THE CONSTRUCTION INDUSTRY COMPLY TO THE FEDERAL CONTRACTORS PROGRAM!** Allow the Equity groups a chance to find meaningful work in ALL industries.

Sincerely,
Jean Willow
Victoria, B.C.

Frontlines ... continued from page 9

could then set the goals and develop the support systems necessary to enter training.

When programs are available, women are often unaware of training opportunities. We must build stronger networks and working relationships with counseling and community agencies, and provide the information and support mechanisms necessary so that all Social Service Agencies, Canada Employment Centres and organizations such as Womanpower from London can provide the necessary hook-up.

The Federal and Provincial Governments have made a commitment to support training opportunities for designated groups. Acknowledgements, recommendations and promises have been made to the women of Ontario regarding training but these words are not necessarily being translated into action. The delays in forming the Ontario Training Adjustment Board (OTAB) and new local boards mean lost and delayed training opportunities. The Employment Equity Plan recognizes the value of economic contribution by the designated groups. If training is not in place, then the workplace of tomorrow will not remain competitive.

There is also a move afoot to integrate WITT programs with male participants. WITT programs were developed to provide women with a supportive and encouraging environment where they could develop their skills. Former students often say that the preparatory program allowed them to develop the confidence necessary to pursue training in an integrated program. We shouldn't undermine the effectiveness of these programs and integrate on the basis of pressure to fill training seats. Perhaps 15 to 20 seats is too many.

The great number of layoffs and job losses experienced in this recession have caused a shift to Displaced Workers as the new "Target Group." Many of the manufacturing industries that have shut down in my local community employed large numbers of women. When benefits expire, many feel the only option is to accept low-paying service sector jobs or collect social assistance. Many have developed skills which could be transferable to skilled trades positions. Programs

The Organization of Black Tradesmen and Tradeswomen of Ontario

OBTTO is a non-profit organization, born from a necessity to increase the numbers of Black youth participating in apprenticeship training programs and technology. Today, OBTTO vigorously promotes apprenticeship training on behalf of the Black Community of Ontario; urging Secondary Schools to develop mechanisms to bring awareness of the trades option to youth, championing the creation of scholarships and careers training incentives, and encouraging the Black Community to support their efforts in providing positive role models to Black youth.

OBTTO promotes apprenticeship by contacting and establishing working relationships with industry, companies and trade unions, and by regular participation in workshops, trade fairs and seminars across the country. Ten Trade Unions and five corporations are in direct collaboration with the OBTTO Apprenticeship Program. Individuals considering a career in the Skilled Trades are encouraged to discuss opportunities with OBTTO.

Of OBTTO's 200 members, 29 are women. OBTTO is committed to increasing numbers of women members, and

like PATH and WITT give women the career exploration and training needed to recognize these skills, and develop plans to put them to use.

During my two years involvement in preparatory programs for women I have seen women go on to train for careers as machinists, mould makers, cabinetmakers, carpenters, electronics technicians, robotics technicians, architectural designers, electricians and other semi-skilled occupations in industry. Why abandon successful programs at a time when women are in such desperate need for them?

The establishment of OTAB takes time. We need programs for women to continue in now. OTAB's goals and objectives, the Ministry of Skills Development's goals concerning Apprenticeship and Women, and the Industrial Policy Framework for Ontario all have great ideas such as "jobsOntario" and the expansion of the Apprenticeship system. However, established programs should not be abandoned until other initiatives are in place. Once they are in place programs like WITT should not be discounted. These programs provide the training ground needed to increase the chances for success of these initiatives.

Women are tired of being caught in a system where the rules of the game keep changing and where they must overcome so many barriers in getting off social assistance, and out of the pink collar ghetto to access training. How many have just given up altogether? As a taxpayer I prefer to support a woman's choice of training versus forcing her to continue on social assistance. In the long run it will be more cost effective.

These are some of the thoughts, feelings and ideas of myself and others here on the front lines. I feel it is crucial to relate the experiences of today's women so we can change things now, and not five years from now.

The hopes and dreams of many women are at stake as is the future of the Canadian Economy. With the predictions that women and visible minorities will make up 85% of the new entrants to the workforce by the year 2000, it is crucial to prepare and develop a balanced and fair system of training accessible to all women now.

offers honorary membership to Black women who are seeking a career, or training and working in Skilled Trades. Membership warrants full participation in all initiatives. Regularly scheduled meetings are held to inform members of all accomplishments and progress made by the organization.

*For more information please contact
OBTTO at 22 College Street, Suite 104,
Toronto, Ontario, M5G 1Y6. Phone:
(416) 921 5120.*

LeTtEeRs

News From The North

Let me begin by saying that, although a newcomer, I am a big supporter of the National Network. Working in an isolated community, 300 miles north of the Arctic Circle, I appreciate being able to keep abreast of the developments "south of sixty."

I recently ordered and have just finished listening to, the audio tape entitled "Native Women in TTO's," recorded at the conference in Ottawa. While I feel the exchange of ideas was both exciting and required, my heart raced faster as the discussion progressed. The term "aboriginal" was used repeatedly throughout the seminar, but I only heard the term "Inuit" once.

I realize the topic was "Native Women" but I feel that the trials and errors, successes and failures, and just plain hard work being done by Inuit Women in the North in an effort to gain access in TTO's was ignored. I do not mean to infer that the omission was intentional, only that there was an omission.

As Donna, Sharon and Pauline so correctly pointed out, not all aboriginal people think or feel the same way. Many of the contemporary issues facing the First Nations have common ground but they are by no means synonymous.

Over the years I have worked as a Life Skills Coach in pre-employment programs specifically geared for the Native peoples in Ontario, B.C. and the Yukon. At present I am running a WITT program for Inuit women. It is the first time this program has been run in the Kitikmeot Region, but I know of other communities in the NWT that have been breaking ground in this area before me. The expertise and talent were there, but were not utilized....

It is such a vast area, with many communities such as mine, restricted to access by air, that it is not an easy task to coordinate efforts. I would be happy to try if there are any individuals or organizations in the NWT who would be interested in forming a territorial body. Perhaps the WITT National Network, with your experience and knowledge, could advise me on how to go about this...

Louise Hickey

WITT Instructor

Arctic College, Kitikmeot Campus

Turning the thumb

I read with interest the Summer/Fall edition of the WITT newsletter. I would like to commend you and your colleagues for your excellent initiatives in seeking to increase the number of women entering into non-traditional occupations. Too long have we neglected the technical potential of 50% of Canada's population. It is encouraging to see organizations like yours taking the necessary steps to rectify this situation.

I did find one article in your newsletter quite disturbing. In the "Thumb," you state:

"Thumbs Up to 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 accurate and responsible reporting."

Unfortunately, Shona McKay's reporting was quite inaccurate and may have only served to discourage many women from entering engineering. The incidents described in Ms. McKay's article are deplorable. However, I contend that these incidents are isolated and do not reflect the attitudes at engineering schools or in the engineering profession. It would have been far more constructive had Ms. McKay reported on the strides the profession has made to eliminate gender bias from the profession and encourage women to choose engineering as a career...

*Denis Barbeau, Jr. Eng., Manager, Member Services
Association of Consulting Engineers of Canada*

Knowing I'm not alone...

I'm just taking a moment out of a busy day to tell you how much I enjoyed the convention in Ottawa last Winter.

I work for O.C. Transpo in Ottawa. It is the transit organization that buses people around in our small city. I started as a bus operator and applied for a position as a relief training instructor three years ago and was quite surprised and pleased when I was hired. Relief instructor meaning, I train but in slack periods I go back on the road as an operator. I suffered a lot of harassment from approximately 60% of the operators. You would think that I had competed with each and every one of them for the position when in fact I competed against only 30 others.

In April of 92 I competed against two men for the position of full-time instructor and won. I have only one person this time around that is still having a problem with my getting the position. But, it's his problem.

At the convention I had my eyes opened. I found out (after some discussion) why it's better to be called a woman than a lady, that I guess I am a feminist as I believe in a lot of the issues discussed. I participated in the seminar "Dealing with Lesbians in the Workplace." This was an awareness for me and I felt a bond developing between myself (I'm straight, to clarify a point) and the other women involved.

I walked away from the convention knowing I'm not alone with the frustrations and put-downs we as women sometimes encounter, and feeling great. Keep up the good work.

*Carolyn Richardson,
Nepean, Ontario*

Appropriate Pin-Ups

Brighten and enlighten your classroom and workplace: send them to your local schools. These pin-ups speak loudly of the satisfaction gained by women working in TTO.

EIC National

Trades and Technology: Explore Career Changes

This bilingual poster features pics of three WITT women at work, superimposed on an attractive turquoise background of enlarged tools.

Great for the shop and classroom.

Available from EIC National, 140 Promenade de Portage, Phase IV, 8th Floor, Hull, Québec K1A 0J9

Alberta Career Development

Trades and Technology Careers For Women:

Three women portrayed in their trade occupation. Lori-Ann, Journey Level Steel Fabricator; Lorraine, Process Operator and Sylvia, Apprentice Partsperson. Circa: 1991

A Journey to Success:

A Graphic/Cartoon road map through the trades training/apprenticeship and technical training to employment. Portrays female and male students.

Circa: 1990

Available from Marena Fakli, Senior Consultant, Access Initiatives, at ph: (403) 427 8765, 10th Floor, 10155-102 Street, Edmonton, Alta, T5J 4L5.

Canadian National (CN)

Employment Equity Department

Are you ready for a blue collar occupation?

This poster features a woman in hard-hat working on an electrical system, and accompanies the CN scholarships for women; a special initiative to promote employment equity in Canada.

Circa: 1990

Our choice is Employment Equity.

A large poster featuring a graphic of a diesel train engine with women and men working in various occupations around the outside border.

Circa: 1990

Available from CN Employment Equity, PO Box 8100, Montreal, Quebec, H3C 3N4.

Manitoba Labour/CEIC Canada

Apprenticeship Training.

Graphic portrays Careers, Future, Apprenticeship. A painting by Chris Hess and a first prize winner in the Student Visual Arts Category of the Women, Trades & the 1990's Arts Contest.

Circa: 1990

Apprenticeship Training. Taking Care of the Future.

A young mother in hard hat with small daughter. Illustration by Diane Ostryzniuk, and a first prize winner in the Visual Arts Category of the Women, Trades & the 1990's Arts Contest.

Some of the Best Journeymen Aren't – Apprenticeship training is working.

Six Journeylevel women:

Jackie Knelson, Power Electrician; Allison Nutt, Industrial Welder; Gwen Pratt, Carpenter; Le-Ann Stevens-Malthouse, Painter Decorator, and Bonnie Gunderson, Motor Vehicle Mechanic.

Circa: 1989-1990

Available from the Women's Apprenticeship Advisory Committee, ph: (204) 945 3337

*Government of New Brunswick CEIC
/Human Resource Services*

Just Right For The Job.

A three poster series (double sided: French/English) promoting Employment Equity in New Brunswick.

One poster portrays a woman in a trades occupation.

Circa: September, 1991.

What Do I Need Math For?

From the Women's Directorate of New Brunswick. A list of occupations requiring math. (French/English)

Unions Work For Women.

From the Canadian Labour Congress for release in New Brunswick (English/French) Graphic Illustration of women sitting around a table.

Circa: 1991-1992.

Available from the Government of New Brunswick, CEIC/Human Resources, PO Box 2600, Fredericton, New Brunswick, E3B 5V6.

Ontario Women's Directorate

"I Want To Be An Engineer Just Like My Mom"

Graphic featuring a young girl with tools fixing a bicycle tire.

Circa: 1990/1991

Poster Series: Women of Action and TTO Careers Posters.

Five posters, each one featuring a photograph of a woman in TTO and her "job story," i.e. Carol's Got Wheels. Carol Bee, Trucker...

Available from the Ontario Women's Directorate, 2 Carlton Street, Toronto, Ontario M5B 1M9
Ph: (416) 314 0292

Resources • Resources • Resources

She's Making Choices

She's Making Choices is the second in a series of videos that help young adolescents to reassess the options that they think are possible in their lives. The video invites girls to experiment with a variety of activities while they're young. It features a girl on a farm, two girls interested in science and technology and another who is fascinated by carpentry. They speak of their role models, their peers, their enthusiasm and their hopes for their future. Active girls are shown participating in sports, science labs, business, using computers and trying their hand at trades.

This summer, *She's Making Choices* will be distributed to all Saskatchewan elementary schools as part of an education package developed by SASKWITT-Regina in consultation with Saskatchewan Education.

For more information on *She's Making Choices* or *She's Got Her Ticket* contact: Susan Risk, Live Wire Productions, phone (306) 586 3492, or write 2050 Garnet Street, Regina, Saskatchewan S4T 2Z6.

Equal Options Role Modelling Program

Equal Options is an initiative of individuals from the public and private sector, and the Durham Board of Education. Financing was received through a Ontario Women's Directorate grant. The program provides support to young women who are interested in courses or careers that are historically male dominated, as well as encouraging young men

to pursue courses and careers traditionally chosen by females. Schools are encouraged to call the seventeen role models (mainly women) profiled in the Equal Options booklet. The booklet provides clear and concise guidelines for arranging presentations, an evaluation form, precis' of current conditions for women in the TTO workforce and future labour force needs, plus a resource list of videos, films, books, organizations and associations. Equal Options will continue to train volunteer role models, with a view to expanding the variety of career choices represented. A great resource for the Durham area, and one which could be modelled in your own. For more information contact Barb Richie, Employment Equity Consultant, Durham Board of Education, 555 Rossland Rd. W., Oshawa, Ontario L1J 3H3. Ph: (416) 576-4600, ext 239.

The Women of CAW Local 112

Past to Present: History

"Yes, women work here, and they're here to stay!" acclaim the women's committee of Canadian Auto Workers Local 112 in this insightful publication that traces the history of women working in the CAW; through the recruitment days of World War II, the post-war layoffs and "women only classifications," the struggle to take their rightful place alongside the men working in TTO, the formation of Local 112's First Women's Committee, to the women in the Local today. Packed with fascinating facts, historical accounts, pictures,

Public Service Commission, Ottawa, Ontario

Women Make a Difference:

This poster highlights three women employed in trades and technical fields. Hoat-Yee Chan, Navigational Systems Engineer; Tamara Lynne Gladeau, Automotive Mechanic Apprentice, and Louise Casavant, Graphic Designer.

Circa: 1991/1992.

Available from the Public Service Commission, 300 Laurier West, Room B1540, Ottawa, Ontario K1A 0M7.

YW-NOW, Halifax Nova Scotia

New Options For Women. Creative approaches for changing workplaces.

This poster portrays three women employed in trades and technical fields.

Circa: 1991/1992

Jobs Have No Gender.

A Series of posters developed to promote gender-balanced employment.

Available from YW-NOW, 1217 Barrington Street, Halifax, Nova Scotia B3J 1Y2. Ph: (902) 425 0731.

Government of Newfoundland and Labrador, Women's Policy Office.

Women in Science and Engineering.

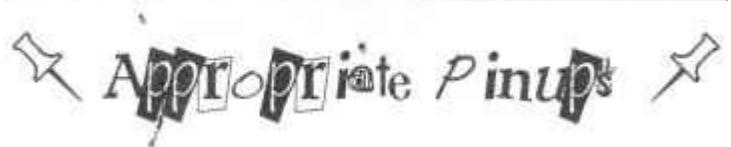
Look to the Future: Prepare for a Lifetime of Rewarding Work. What Will Your Job Be?

Features a large photograph of a woman machinist, three smaller photographs of a female police officer, two women in a laboratory and a woman air traffic controller.

12 Poster Series.

Featuring women working in telecommunications, science and engineering, natural resources, medical services, marine sciences, medical sciences, fisheries, environmental sciences, entrepreneurship, engineering, broadcasting, bio-technology, air and marine transport.

Available from the Government of Newfoundland and Labrador Women's Policy Office, CEIC/Worker Services, Box 12051, St. John's, Newfoundland A1B 3J4 Ph: 1 800 563 6600.



Resources • Resources • Resources

poetry and songs handed down through the years, and biographies of early and present day women union activists, this booklet is beautifully written and presented. A must read. Get your copy from CAW Local 112, 30 Tangiers Road, Downsview, Ontario.

Department of Women's Studies, Simon Fraser University Travelling Speakers' Bureau

Women Studies at Simon Fraser University is offering the services of a Travelling Speakers' Bureau to the women's community of BC & the Yukon. Sixteen women are available to speak on a wide range of topics including; Women in Trades, Creative Writing, Contemporary Feminism, New Reproductive Technologies, Politics of Funding, Woman and Law, and Science Education. Women's Studies will cover all travel and accommodation costs for speakers. Hosts are asked to handle organizing and publicizing the event. To arrange for speaker(s), please call Sandy Shreve, Departmental Assistant, Ph: (604) 291 3593, or write to the Department of Women's Studies, Simon Fraser University, Burnaby, B.C. V5A 1S6.

Employment Equity For Aboriginal Women: Putting Skills To Work

Putting Skills To Work is a publication from the Change Agent Program, co-produced by the Ontario Métis and Aboriginal Association and the Ontario Women's Directorate. This booklet highlights and celebrates the skills, achievements and potential that Aboriginal women bring to the workforce and to society. The voice of Josephine

Beaucage, an Ojibway Elder precedes six profiles of inspirational and successful Aboriginal women. Tips for Aboriginal women offer practical advice for career development, while employers will benefit from tips to break down barriers and achieve results through employment equity. A 15-page resources section identifies programs and services specific to Aboriginal people and for Aboriginal women.

Available from the Ontario Women's Directorate, 2 Carlton Street, 12th Floor, Toronto, Ontario M5B 2M9.

Winning With Women: A Report on Women in Trades, Technology, Science and Engineering

This year's International Women's Day also marked the release of *Winning With Women in Trades, Technology, Science and Engineering*; a report from the National Advisory Board on Science and Technology (NABST). Building on the 1992 Canadian Committee on Women in Engineering Report, *Winning with Women* proposes a range of strategies and initiatives to help eliminate barriers to the participation of women in trades, technology, science and engineering.

Presented to the Prime Minister of Canada, this is a comprehensive plan designed to help industries, educators, professional associations and government respond to the challenge of eliminating the social and cultural factors that discourage the full participation of women in these areas. Work has already begun on the implementation and NABST would be interested in your comments. Copies are available through the NABST Secretariat, at (613) 998-2139. For further information please contact Jacqueline Payne, Advisor, NABST Secretariat, at (613) 993-0308.

Bridges To Equity Program

adapted by Ministry of Education and Training

The Ontario Ministry of Education and Training, Skills Development Department has developed two Strategic Training Solutions in conjunction with the developers of the City of Toronto's Bridges to Equity Program. Strategic Training Solutions set standards for training courses, and share the cost of training among the businesses and organizations that each have a need for the training developed. The adaptation of the Bridges to Equity Program enables the Ontario private and public sector to utilize the program with up to 50% government funding for instructional costs. For more information please contact the Ministry of Education and Training, Skills Development Department at 625 Church Street – 5th Floor, Toronto, Ontario M4Y 2E8.

The Bridges to Equity Program remains the property of the City of Toronto, and Program Manuals and Participants Workbooks can be purchased from them. (See advertisement this page.)



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

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

The Manual contains:

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

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

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

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

* 7% GST will be added to the price.

† A postage and handling charge of \$2.00 will be added to mail orders.



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 the US Congress for the Non-traditional (sic!) Employment For Women Act (NEW). NEW is important because it requires job training programs to move women into TTO training and occupations. It sets goals for training and placement in jobs in apprenticeships and each state must report on its success. This is the first enforceable requirement in job training and the reporting of statistics will make it clear if in fact progress is being made.

 To the Girl Guides Association of Canada who are working with the Women Inventors Project on workshops in inventing and technical exploration for Leaders and Girl Guides. Perhaps there will be a new badge in the offing!

 To two women who have been very dedicated to working with the WITT National Network, and who have both recently become mothers: Rhonda McCoy, of Cape Breton, Nova Scotia, who worked with the YW-NOW project in Halifax, and Joanne Stead who was with the Canadian Construction Association, in Ottawa. Congratulations Rhonda and Joanne!

 To the Saskatchewan Women's Directorate for purchasing 1000 copies of SASK WITT's second video **She's Making Choices**, for distribution in all Saskatchewan middle schools.

 To Valerie Overend, recipient of the Governor General's Award in recognition of her work as a tradeswoman in the Province of Saskatchewan; and to Marcia Braundy, WITT's National Coordinator, recipient of the 125th Anniversary of Confederation Medal, for service to the community.

THUMBS DOWN to...

 To the CCA for cancelling their Employment Equity program apparently because of the fact that after more than 5 years of government funding, they were going to have to pay for the coordinator out of their own funds, ignoring approximately 55% of their membership who indicated in a survey that they would be willing to pay additional dues to keep the program running. (See centrefold.)

Workshops • Workshops • Workshops

Women As Equal Partners

Judy Kujunzic and Jean Willow of South Island WITT have designed this workshop to assist women and men in developing better working relationships with each other, particularly in places of work where women are under represented. Stereotypes, employment barriers and communication differences are examined to facilitate increased understanding. For more information please contact Jean Willow at 5741 Titan Place, Sooke, B.C. V0S 1N0. Ph: (604) 642 4335.

Playing The New Game: Strategies for Successfully Integrating Women in the Classroom

This workshop is a collaborative effort between BCIT, SIAST, and SFU. Presented by one female and one male,

this workshop explores the issues and concerns which arise for instructors who have the responsibility to integrate women into classrooms. Facilitators will describe the experience of women students in technical programs and identify their difficulties in integration. Instructors will learn concrete skills and strategies for dealing with issues that arise when women enter the classroom. Although *Playing the New Game* was designed for an educational environment, the content of this workshop is applicable and easily adaptable to work environments as well. For information please contact Kate Pelletier, Coordinator, Women in Trades, British Columbia Institute of Technology, 3700 Willingdon Avenue, Burnaby, B.C., Canada V5G 3H2. Ph: (604) 432-8233.

CONFERENCE CALLS

- ➔ Eighth Canadian Labour Congress (CLC) Biennial National Women's Conference: Organizing For Strength. Saskatoon, June 6 -9, 1993. Contact: CLC, 2841 Riverside Drive, Ottawa, Ontario K1V 8X7
- ➔ Western Apprenticeship Coordinators Conference: Apprenticeship and Training – The Winning Edge. Edmonton, Alberta, June 14 -18, 1993. Contact: the WACA Conference Committee, 16214 – 118 Avenue, Edmonton, Alberta T5V 1M6 *Looks like this conference could use a WITT perspective*
- ➔ GASAT 7: Transforming Science and Technology: Our Future Depends On It. University of Waterloo, Ontario, Canada, July 31 – August 5, 1993. Contact GASAT 7 c/o Ontario Women's

- Directorate, Consultative Services Branch, 2 Carlton Street, 12th Floor, Toronto, Canada M5B 2M9
- ➔ Summer Institute for Union Women: Union Women: Diverse and Proud. Simon Fraser University, British Columbia, July 24-28, 1993. Contact: the SFU Labour Program, phone: (604) 291-4177 or Marie Decaire at the BCFL, Ph: (604) 430-1421.
- ➔ Summer Institute for Union Women. San Diego, August 1-6, 1993. For information call June: (310) 825 3537
- ➔ 3rd National Tradeswomen's Conference: Building Equity in the 90's: It's Our Time. Wichita, Kansas, November 5 – 7, 1993. Contact: Claudia N. Moeder, Conference Coordinator, YWCA of Wichita KS 67202 Ph: (316) 263 7501
- ➔ Canadian Vocational Association Annual Conference: Breaking The Barriers. Banff, Alberta, November 10-13, 1993. Contact: The Organizers – Event Management Ltd., Suite 392, 205 – 9th Avenue, T2G OR3.

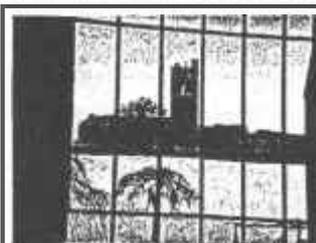
Surviving and Thriving II

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

The proceedings of the WITT National Network Conference of February 1992. For TTO/BCW women, their advocates, employers, unions and educators, these voices of experience provide a solid base of information and analysis from personal and professional points of view. Integration programs, harassment, seniority, Employment Equity/Affirmative Action legislative changes, Building WITT Support groups and dealing with isolation: WITT and other resource people present innovative solutions.

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

\$26.77 includes GST



THE CHILLY CLIMATE FOR WOMEN IN COLLEGES AND UNIVERSITIES

THE CHILLY CLIMATE (28 minutes videotape) examines, through interviews with college and university faculty and staff, the subtle discriminatory practices which, despite equity legislation, create a climate "chilly to the point of toxicity" for women employed on Canadian campuses. Designed as a catalyst for change, and featuring remarks from Dr. Glenda Simms, President of the Canadian Advisory Council on the Status of Women, the video explores various strategies for improving the climate including role modelling and promoting feminist research.

The video is accompanied by **WARMING THE ENVIRONMENT: A FACILITATOR'S MANUAL**, which offers exercises and resource material for training.

- PURCHASE PRICE \$300.00*
- PREVIEW PRICE \$ 50.00*

*Ontario customers:

Call for **special pricing** available to Ontario customers due to Provincial funding of this project.

GST and PST will be added when applicable. Shipping and handling included in the price.

For more information or to order, contact:
Karen Leaning, Equity Services
The University of Western Ontario
Fax: (519) 661-2079 or Tel: (519) 661-3334

"A wet iron scent..."

by Catherine Lake

For two months last fall she was down in the chambers, inspecting pumps, grinding off gears and shutting down water lines. Dismantling the main valves, some five feet in diameter and weighing who knows how many hundreds of pounds. Using her arms, legs, and shoulders, using her tools, knowledge and hands. The cool wet of the chamber, another wind shelter, another confined space. Fifteen feet down in maybe 6 by 6 or 10 by 8 feet. She could scurry better than the men, bend into tight spaces under pipes because she is shorter and thinner and more agile than them. Some of them, their guts barely pass through the maintenance hole. They failed to take note of this fact however. Nor did she receive any payback for her quick willingness to lay on her back beneath a pipe or crawl on her side to inspect a pump in the wet, thick grunge of the chamber walls and floor. Her back would seize with the shock of cold water leaking out and down her neck. It was an underground oasis to her. The gears, the water, the grunge. She had to scrub herself well though, since others said they could smell the chamber all over her. So first thing home she would shower

or soak but even though the scented soap or bath oil could mask the scent for others, she knew herself, if she took her palms to her nose and inhaled deeply, the chamber was there – its presence deep in her pores as though that underground rush of water had always been there. She had never known what to name it. A wet iron scent. And she loved it.

Catherine Lake is a City of Toronto Bridges graduate. This piece is a first draft excerpt from a work in progress, printed by permission.

DOVETAIL ENTERPRISES

in Victoria, B.C.

is currently recruiting women from all trades for the construction of two residential housing co-ops for women in transition.

Starting dates are approximately September 1993.



Please forward resumes to

Meg Herweier,
990 Clatworthy Avenue,
Victoria B.C., V8X 3N7.

Phone: (604) 727 0968

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

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

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

WITT National Network Newsletter

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

If you wish to receive this Newsletter, please send the following information and appropriate subscription fee.

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

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

I would like to continue receiving the Newsletter.

Name: _____

Mailing Address: _____

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

WITT Woman – Occupation _____

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

Institutional
 Enclosed is \$10.00 (please indicate below)

Employer
 Union
 Library
 Educator
 Government
 Federal
 Provincial
 Municipal

Other _____

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

What's Your Formation?

Next Fall when you see Geese heading south for the winter flying in a "V" formation, you might be interested in knowing that science has discovered about why they fly that way. It has been learned that as each bird flaps its wings, it creates an uplift for the bird immediately following. By flying in a "V" formation, the whole flock adds to at least 71% greater flying range than if each bird flew on its own. (People who share a common direction and sense of togetherness can get where they are going quicker and easier, because they are travelling on the trust of one another).

Whenever a goose falls out of formation, it suddenly feels the drag and resistance of trying to do it alone, and quickly gets into the formation to take advantage of the lifting power of the bird immediately in front. (If we have as much sense as a goose, we will stay in formation with those who are headed the same way as we are going).

When the lead goose gets tired, it rotates back in the wing and another goose flies pilot. (It pays to take turns doing hard jobs – with people or with geese flying south). The geese honk from behind to encourage those up front to keep up their speed. (What do we say when we honk from behind?)

Finally (now I want you to get this), when a goose gets sick or is wounded by gun shots and falls out, two geese fall out of formation and follow it down and help protect it. They stay with the goose until it is either able to fly or until it is dead, and they then launch out on their own or with another formation to catch up with the group. (If we have the sense of a goose, we will stand by each other like that).

Courtesy of Rocky Morin

Read by Jean Neilson of the Syncrude Bridges Program at a recent WITT Employment Equity workshop.

WITT NATIONAL NETWORK MEMBERSHIP

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

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

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

• Regular

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

A regular member will be an individual woman who is

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

• Associate

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

WITT National Network

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

ANNUAL MEMBERSHIP FEES:

REGULAR INDIVIDUAL MEMBERSHIP:

May vote on issues in person at National Conferences, and in person **or by proxy** on election of National Coordinator. TTO/BCW women and their female advocates: \$ 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

Name: _____

Address: _____

Phone: _____

(GST is included in the membership fees)

WITT National Network

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