



# NEWSLETTER

WOMEN IN TRADES, TECHNOLOGY, OPERATIONS & BLUE COLLAR WORK

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## Report from the National Coordinator

by Marcia Braundy

Exciting and wonderful initiatives have been taking place right across the country, many of which are profiled here in the newsletter. There are other goings-on that represent the disheartening reasons local and national organizations such as ours need to exist today. WITT groups have been forming all over the country, some with our assistance and some completely on their own. Groups have formed in Newfoundland, where one of their major interests is the Hibernia Off-Shore Oil Development Project, and getting training and jobs for their members. They are also working with the municipal governments and expect to be working with the Provincial Apprenticeship Branch as well. The recently rejuvenated group in Nova Scotia will have a new home, under the sponsorship of the YW-NOW Project which you can read about elsewhere in the newsletter. Some of their energy will be going towards organizing for the 1992 Surviving and Thriving Conference in Ottawa in February, and they will be working with employers and unions in the Halifax/Dartmouth area in conjunction with YW-NOW.

At the suggestion of the Role-Modelling sub-committee of the WITT National Network/IAS Committee, I met with national news and magazine media editors to talk about some of the issues being dealt with by our organization (see article on IAS on page 11). I wrote a five-page background paper on the work of the WITT/IAS Committee, with some great quotes from committee members, which is available from the national office for anyone interested. As a result, *Canadian Business* has a short article in the July issue, and we have been getting some excellent press coverage in both Newfoundland and Nova Scotia; I was on an open line show in Vancouver, and we are expecting a good article in the *Calgary Herald*. Although we had good discussions with CBC's *The Journal* and *Workweek*, as well as *Mclean's* and *Chatelaine*, there has been no further contact. If you would like to see more coverage of the issue, it wouldn't hurt to send a letter either to those media agencies or to your local paper suggesting they do a story on WITT, either locally or nationally.

During the past few months, as the WITT National Network Coordinator, I have been in contact with individuals and groups in every province and territory except the Northwest Territories, providing assistance or information, support and analysis, helping to develop action plans and activities to be undertaken. Presentations have been made to a wide range of people looking at Employment Equity, more effective recruitment, training and retention strategies, WITT exploratory courses and programs for moving women from clerical into technical and operational positions. I have spent days at exploratory courses for women and

role modelling programs for girls, assisting them to develop an understanding of the world of work they may encounter, and some personal skills to help them operate successfully in that environment. In other areas, I shared resources to assist in the development of WITT courses, and sometimes assisted in the development of local WITT support and advocacy groups. This fall an occasional paper will be published on the need for and the development of WITT exploratory courses by the Canadian Vocational Association.

Presentations have been attended by educators and union activists, some by women's movement activists, some by managers and employees at a major public utility. All were people who have a role to play in relation to increasing the numbers and enhancing the experience of women training and working in trades, technology, operations and blue collar work. Each small initiative undertaken, whether it is adopting a Jr. or Sr. Secondary school class and setting up a role modelling program, or making a commitment to actively recruit women and other designated groups through advertisements in their local publications or community forums; whether it means making a strong and clear statement to managers and workers, instructors and students about what is acceptable behaviour in your workplace or institution, and backing it up with training and enforcement mechanisms, or setting aside a percentage of new hirings or promotions to be filled by members of the designated groups – each small action helps build a foundation of equality.

Other exciting initiatives taking place in Canada include the Industrial Adjustment Service (IAS) Committee administered by Canadian Labour Market and Productivity Centre (CLMPC) on Technicians and Technologists, with a special emphasis on examining where the women are in those professions. The membership of this IAS Committee includes primarily people from industry and professional associations and some educators. They have a significantly large financial contribution from industry and government departments to carry on their work, which so far is mostly research into where women are (or aren't) in the industry. Also, the Ontario Ministry of Skills Development (MSD) has decided to renew its financial commitment to the Women's Access to Apprenticeship Program, the 30 demonstration projects across Ontario actively working with employers, unions and educational institutions to promote and assist women to enter apprenticeship training and employment.

The Women's Employment and Training Coalition, a group of individuals representing the diversity of Canadian women working in community-based organizations to forward women's training and employment issues co-chairs the Women's Employment

Advisory Committee (WEAC) with the Regional Director of Employment Services for BC/Yukon Region of EIC (Employment and Immigration Canada). This committee is an excellent collaborative model and could easily be duplicated in other areas of the country. A similar group has been operating in Manitoba. Although the group does not currently have a formal relationship with EIC, ACTEW (Advocates for Community-based Training and Employment for Women) also act in an advocacy capacity for these issues.

Changes in the terminology, particularly in referring to the categories of jobs we are talking about rather than the characteristics of the women doing those jobs, are being taken up right across the country. It is exciting to see how fast a change can take place when people see the reason to participate. I would like to single out the Bridges Program in Toronto for being among the first in Ontario to whole-heartedly change their use of the term, "non-traditional." Their new publication on strengthening workplace systems for hiring and retaining women incorporates the new language. "Retention: Support Strategies for Women In Trades, Technical and Operations Work" is available from the City of Toronto for \$5.

The Federal Government initiative to engage the private sector in directing training in Canada, The Labour Force Development Board, has been announced with all of its members. I have been participating in the Reference Group for the Women's Representative, Marcy Cohen. This latter group wants to work with women across Canada to develop a Women's Agenda on Training. (See article pg. 9).

All this on the positive side, and then there are the phone calls we receive from women who are trained and qualified, who, regardless of the quality of their abilities cannot access jobs in their chosen field. Excuses are given, "our equity program is not quite in place yet," "our unions will not let us," "we don't have washroom facilities" (yes, even today that is still being used as an excuse!). It is not just in construction, or in resource-based industries that this is happening, but in municipal governments and educational institutions as well. There is still much work to be done.

The response to our IAS sub-committee on Front Line Education has been slow. We have been looking for employers or unions who have developed programs or materials to improve the recruitment and working environment for TTO women. Perhaps it could be a training program for co-workers or stewards, or supervisors; defining and developing skills to deal with sexual, gender or racial harassment; skills training programs for the women themselves; a special measure for moving more women into TTO positions which includes assisting the current workforce to integrate them effectively. The CAW has developed some very effective workshop material, Human Rights and Worker's Rights - The Same Struggle and some excellent material on harassment. The CLC has one from the Labour College on Gender Conflict, Sexism and Sexual Harassment which includes a very powerful piece from one of our members in Halifax, Leslee Nicholson, a machinist (See p. 9). We know that Ontario Hydro also has done some of this kind of work, and we are wondering who else has taken some initiative in this area.

The other work that has kept us all very busy has been the conference organizing for Surviving and Thriving II - The Sequel, which will take place in Ottawa, February 2-5, 1992, at the Government Conference Centre. Conference Coordinators have been hired, Sharon Margison and Caroline Hoevenaars are working together to bring us another excellent opportunity to network, gain support, and learn from some of the exciting and new initiatives that are being undertaken by WITT groups, employers, unions, governments and educators to increase the numbers and enhance the experience of women training and working in trades, technology, operations and blue collar work. The themes are Building the National Network, More Than A Living, and Towards Equality. If you know of any initiatives that would be good to profile at the conference, please contact the organizers, **Sharon Margison** (613) 238-6560 and **Caroline Hoevenaars** (705) 722-4741.

And finally, we are waiting for an imminent decision from the Minister of Employment and Immigration about Innovations funding for the National Data Bank Inventory Project. We now hope to be operational in time for September school registrations.

## KEEPING OUR WITTs ABOUT US

*For addresses, contact names, etc. see "Some WITT organizations". We do not have an editorial and writing staff. Please send brief articles, written as you would like to see them here and marked "For the Newsletter". Thanks.*

### **MARITIMES Newfoundland**

Another new WITT is born! Welcome, sisters! Newfoundland WITTs have already started sending letters and briefs regarding women's participation in the Hibernia project, and are meeting with provincial and municipal officials to get more training and jobs for WITT women. Creating a visible profile is a good first step to getting some action on our issues.

### **Nova Scotia**

YW-NOW is in the initial stages of re-establishing WITT Nova Scotia. Several women in TTO's are showing enthusiasm for

getting an active organization underway. We are using all our resources to contact women in TTO's and to motivate them for positive involvement with the WITT National Network. The recent meetings in Halifax of the National Network Conference Planning and IAS committees provided a wonderful opportunity for WITT-NS women to meet others from across the country. YW-NOW is WITT-NS's home office and Rhonda MacCoy of YW-NOW is acting coordinator.

### **New Brunswick**

The New Brunswick Women in Trades and Technology organization was part of a three-day conference of the Canadian Association of Adult Educators (CAAE) held in Fredericton from May 9-11, 1991. "Women in Trades", a panel discussion, attracted many adult educators and others from across the country, interested in information and development possibilities in their areas. Mary Farrell, EIC's Employment Equity officer, Arlene Glencross, NB WITT member, Anne Cosman, cabinetmaker, Mary

Reynold, carpenter and Edith Anne Bardeau, electrical apprentice, made up the panel.

Brief presentations and a role model discussion, were followed by a lively question period. Discussion, information and resource-sharing on an informal basis followed the formal part of the session. Special thanks to Marcia Braundy/National Network for putting together part of the presentation and providing resource materials.

## QUEBEC

La FRONT (Femmes Regroupées en Options Non Traditionelle), Quebec's francophone WITT group, has been organizing its membership and plans to have a conference at the end of February 1992.

The Handywomen Program at the Montreal YWCA continues to be a success.

## ONTARIO

ONWITT will be having a meeting July 13, 1991 to discuss the proposed National Network structure document and to co-ordinate promotional and fundraising activities amongst Ontario WITT groups for the Conference in February.

## London

LWITT continues to be active. Their newsletter reports a summer full of activities (e.g. a camping weekend, a garage sale to start

raising funds for local members to attend the National Conference), a report on the Ontario Training Conference in April, information about National Network activities, news about members and some fun and games. Used as the model for the Girls Exploring Technology summer day camp in Regina (see p. 4), the London-based summer camp will be running again this year and LWITT members will be helping to make it happen, along with some great support from the CAW (autoworkers).

## Ottawa

OWITT women have been quite busy planning a full year of monthly membership programs, working on a video to be used as a promotional and educational vehicle about OWITT, a monthly newsletter, participating in the 2nd Annual Women in Trades Fair in May and other related community educational events.

From the OWITT newsletter, *Tanya's Toolbox*: "In August 1990, I spent my first month of work with Black and McDonald at the new Eaton building at Place d'Orleans. We were working on display lighting. The store was at the stage of receiving and unpacking merchandise, stocking shelves, setting up displays and pricing. A large number of temporary staff was brought in for this work.

"During one coffee break, I went to the large second-floor [women's] washroom. (Ah, the joys of indoor plumbing!) Initially I was the sole occupant. Very soon I heard approaching voices and feet, then running water and female conversation. Feet pattered

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; c/o Roberta Neil, 40A Vancouver St., St. John's Newfoundland A1A 2R6; (709) 739-5783.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

past my stall, stopped and the conversation halted abruptly. Silence. Whispers. I finished my business and opened the door. There were three [women] standing, waiting with arms crossed and anger and indignation on their faces. They looked up and down, their expressions changed to surprise, then all three laughed. "All that had been visible under the door were my dirty steel-toed boots, and the women were justifiably angry at this 'guy' who had invaded the sanctity of the women's washroom! A careful look at my T-shirted torso turned their anger to laughter.

"To avoid misunderstandings or confrontations, I now hum or sing quietly as I go about my business!... 'Til next time. \_\_\_ Tanya"

*The Second Annual Women in Trades and Technology Fair: "Women Building Tomorrow" was held in Ottawa May 2, 1991. Over 4,200 students and members of the general public attended the career fair which had more than 70 hands-on demonstration displays with female role models talking about their trades, technical or operations occupations.*

### **Thunder Bay Network Project**

This winter and spring a group of women in Thunder Bay, Ontario have been working toward a Women in Trades and Technology Network Project. They have an active steering committee and have received a little seed money. The objectives of the project are: to identify women who are working in these occupations; to conduct a survey of these women and identify their needs and concerns related to their occupations; to lay the foundation for a formal network of women in trades and technology occupations by bringing women together to meet, discuss and learn.

### **PRAIRIES**

The regional organization is looking for funding to increase their efforts to reach women throughout Manitoba, Saskatchewan and the Northwest Territories. Women working in trades, technology, operations and blue collar work in rural and remote communities are even more isolated and need the sense that "I am not alone". The active WITT organizations want to help provide a support network and also to spread word about the February Conference.

### **Manitoba**

MBWITT has been very busy participating in Prairie WITT activities, writing letters to support positive changes and offer criticisms, participating in National Network activities (IAS, structure development and conference planning) as well keeping their local organization happening.

Several members recently participated in a TV interview. Local interviewer Terry Gray, on the Public Access Channel, had as her guests and subject local women in trades. The trades of electrician, stationary engineer and carpenter were presented by Pauline Russell, Erin Linington and K. Joan Lyons. The women projected self-assured confidence as they spoke on issues of education, work experiences and personal observations related to their trades. Ms. Gray evoked a good-natured, informative exchange, which no doubt contributed to educating the viewing public to the opportunities and rewards awaiting women who explore careers within the trades and technologies.

### **Saskatchewan**

Greetings from the Prairies! We are working hard this season to promote women in trades and technology in the elementary and secondary school systems. SASKWITT is working with a film maker to produce two videos, as well as a local Tradeswomen's speakers' bureau to provide presentations to young girls. One video focuses on role models. The other focuses on girls themselves taking part in "satisfying, productive, physical activities".

"Girls Exploring Technology" is a summer day camp being held in Regina for three one-week sessions for girls in Grades 7 & 8. A joint project of the schools and several organizations, the program intends to: introduce girls to trades and technical career choices in a fun-filled and supportive week-long day camp; develop an awareness of the importance of course choices at the high school level; promote the importance of career awareness and participation; foster an appreciation of physical fitness and strength needed in all occupations; familiarize students with the technical components of construction; and introduce participants to women actively engaged in a variety of occupations. In one of the projects, the girls build go-carts and race them on the last day.

*(ed. - Wish we had camps like this when I was a kid!)*

### **WESTERN**

#### **Victoria WITT**

WITT women in Victoria B.C. have recently had a great success! They challenged Home Hardware around the jingle "Home of the Handyman". Apparently the hardware store did a survey and found that approximately 70% of their customers were women and have altered their advertising to reflect this. Today Victoria, tomorrow the world!

## **Be a Role Model**

If you are a woman pursuing a career in trades, technology, operations or blue collar work, you can help make this an option for younger women. Increasingly there are "role model" programs in junior and senior secondary schools.

If you are an employer, you can help identify women in TTO jobs your organization who are willing to act as role models.

If you are a teacher, guidance counsellor, principal or school board official, you can encourage your colleagues and students to participate in role modelling programs.

If you are a parent or interested citizen, you can learn more about role modelling programs and help promote them in your community.

These are the agencies we know who are currently working in this area. If there are others fostering role modelling projects, please let us know.

Alberta Stepping Stones - Role Models for a changing work force; Janice White, Provincial Coordinator, Stepping Stones Program, 8th Floor, Kensington Place, 10011 - 109 Street, Edmonton, Alberta, (403) 422-5074.

Ontario Women's Directorate, Open Doors - Role-modelling programs, 480 University Ave., 2nd Floor, Toronto, Ontario M5G 1V2, (416) 597-4582.

Newfoundland Women's Policy Office, Mentoring Program, 6th floor, Confederation Building, St. John's, Newfoundland A1C 5T7, (709) 576-5098.

# Where Are We Going?

## Newfoundland

On June 1, 1991 Women in Science and Engineering (WISE) — Newfoundland Chapter, expanded its Annual General Meeting into a one-day conference and joined with women interested in careers in trades, technology and operations (TTO's) to explore the theme "Women in the Workplace — Where are we going?"

Supported by funding from Employment and Immigration Canada, Industry, Science & Technology Canada, and the Newfoundland Government Women's Policy Office, the conference presented two keynote speakers in the morning session. Marcia Braundy, National Coordinator of the WITT National Network, described the demographic changes in the labour force which underline the necessity and opportunities for integrating women into skilled technical jobs. Marcia described WITT courses which provide women not only with practical skills and on-site training, but also with life skills exposure (assertiveness training, discussion of potential barriers, and development of personal resources).

Judy Klie, Manager of the City of Toronto's innovative Bridges program, outlined efforts to encourage women to shift from clerical and secretarial work to TTO positions with the same employer. Thirty-four days of courses, training and work experience over a four month period provide many women with the enthusiasm, skills and confidence to apply for TTO positions as they become available in their workplace.

In the afternoon, a panel of three speakers directed the focus to the provincial setting. Nancy Creighton from the Women's Enterprise Bureau described entrepreneurial opportunities for women involved in technology and trades. Susan Sherk from the Newfoundland Government's Economic Recovery Commission outlined the shift of the national and provincial economy to one based on technology and stressed the need for governments and individuals to respond with increased spending on research and development, and the necessity of reforming our educational system to prepare citizens for a changed world.

Martha Muzchka, a researcher with the Newfoundland Advisory Board on the Status of Women, reported on a women's group visit to Norway and Scotland to assess women's involvement in the North Sea oil development and extended the discussion to the Hibernia development recently begun here in Newfoundland. The study group found that women in Norway and Scotland are primarily involved in spin-off employment such as clerical work and service industries. "After 20 years of offshore oil



*Some founding mothers of Newfoundland WITT*

production in the North Sea, women's involvement still remains marginal." One of the main barriers to greater involvement was the lack of any organized daycare system. Ms. Muzychka said government equity programs consequently fell short of their goal.

In parallel business sessions, WISE (Nfld.) elected its slate of officers and a steering committee was struck to initiate the formation of a Newfoundland branch of the WITT National Network. The agendas of WISE and WITT are similar, said newly-elected WISE president Carolyn Emerson. "There are a lot of concerns that both groups share and a lot of areas that people are going to have to work on such as employment equity," she said.

One of the main focuses of the conference was development at Hibernia and the need for women to get a foothold in the industry. "We're going to have to meet together, make connections with other people and share expertise to try to tackle the opportunities and the challenges from a variety of points," said Ms. Emerson.

The following are the questions the Newfoundland WITT group answered in the process of deciding to form, and may prove useful to groups considering doing some work in this area:

**WHAT MIGHT A WITT GROUP DO IN OUR AREA?  
WHAT RESOURCES MIGHT BE NECESSARY TO ASSIST WITH THIS?  
WHERE MIGHT RESOURCES COME FROM?  
WHO WANTS TO HELP MAKE IT HAPPEN?  
HOW DO WE GO ABOUT IT?**

## YW-NOW (New Options for Women)

### Halifax

New Options For Women (YW-NOW) provides consultative service to employers interested in attracting women to key occupations in skilled trades, technology operations and blue collar work. It is a unique program that assists employers to prepare their workplaces for occupational integration and to train women for jobs that have previously been inaccessible to them.

YW-NOW is a flexible program designed to accommodate the needs of individual employers and their unions. Features of the YW-NOW program include:

creative approaches to recruitment, training and retention of women; executive seminars for management to promote a better understanding of gender equity issues in the workplace; seminars for union leadership; and workplace awareness sessions for supervisors and co-workers to prepare them for occupational integration.

In the past, the talents and skills of half the labour force have been under-utilized. In order for Canada to compete in a global marketplace, employers are beginning to place a higher value on creativity, innovation and risk-taking. The YW-NOW

program encourages people to think more expansively and fosters an atmosphere of openness, flexibility, tolerance and cooperation in the workplace.

YW-NOW, a three year pilot program of the Halifax YWCA, is funded under Innovations, a National Labour Market program supporting initiatives which will contribute to the improved functioning of the workforce.

For further information on the YW-NOW program, contact: Tricia Robertson or Madeline Comeau.

# Women in Trades Initiatives at BCIT

by Kate Pelletier and Kate Braid

Activities around women in trades have recently speeded up at the British Columbia Institute of Technology. We thought it might be useful to let others know what's been going on in the past two years and particularly in the past few months.

## Background

BCIT is the largest technical and vocational training institute in BC. It has a full time student body of 9000, 2500 of them in the trades, and employs almost 800 instructors, 200 of them in trades.

In the spring of 1989 Paula Pick, then Acting Vice President of Student Services, applied for a grant from the then Women's Secretariat (now the BC Ministry Responsible for Women's Programs – things change fast out here). Part of the money received was used to fund the position of Coordinator, Women in Trades which Kate Pelletier now holds. Her main function is to raise women's awareness and support them in pursuing a trade at BCIT.

Since 1990 this position has been funded out of his budget by Ray Wilton, the Dean of Trades. This has been important to the people involved on two fronts: it shows commitment to increasing women's participation on the Dean's part, and it gives far more stability to that position. Ray has announced to the Institute at large that he is aiming for 20% women in trades at BCIT by 1995.

This got people excited. Recognizing that one of the problems women face on campus is their discomfort in the classroom, Kate Pelletier hired Kate Braid to develop a workshop for instructors on how to make the trades classroom welcoming for women.

After one and a half years teaching at the institute, Kate Braid knew there was discomfort among instructors on the issue of women so she began the workshop project with a "needs analysis" – interviewing several instructors about what happened when women came into their classes and how they felt about it. We were particularly interested in the experiences of teachers and

students in the classes of women that had been run by the Carpentry department.

Tradespeople are well known and respected for their honesty and these guys were honest. The results of the needs assessment helped make clear exactly where the discomfort was coming from. Rather than the women alone feeling uncomfortable in an all-male environment, the instructors were also uncomfortable, never having worked with women before, about how to treat them.

The results of the needs analysis, together with the results of inquiries among some women students at BCIT and in the US were presented to John Watson, the Institute's President in an "Update on Women at BCIT" in April, 1991.

The workshop, meanwhile, has been completed in rough form and it is hoped that a pilot will be presented to instructors this fall when two more classes of women are proposed for the plumbing and electrical trades, in cooperation with the Canadian Construction Association.

The focus of the workshop will be on looking at the experience of women in the trades classroom as something new that is going to be uncomfortable for everyone for a while until we work out more appropriate behaviours. We hope to encourage instructors first, to define their concerns, and second, give them tools to take back to the classroom so they can get on with what they do best – teaching. By helping instructors feel more comfortable, we hope ultimately to make female students more successful. All this, of course, is still in the theoretical stages. Stay tuned.

## An Exciting Parallel Development

Meanwhile, the BCIT Board of Governors had been pressing President Watson to look into Employment Equity on campus.

In April 1991, he appointed the President's Committee on Employment Equity, charged with producing a policy statement on Employment Equity and listing strategic activities that could increase the number of women employed at BCIT in faculty and upper management positions.

This committee, made up of representatives from management, bargaining units, students and faculty, now meets weekly and plans to have a report for the Board by mid-June.

## Other Initiatives

For the record, other initiatives BCIT has taken in the past two years include the hiring of three female trades instructors in Instrumentation, Piping and Carpentry, establishing a Trades Exploration Program for Women (an evening course for working women interested in a hands-on exploration of several trades) and establishing a child care centre on campus. This latter was not exclusively a Women in Trades initiative but it reserves spaces for trades students. The Student Association and Paula Pick were most active in initiating it.

The Institute has also provided three trades courses for women – two twelve-week sessions under CJS ReEntry Program funding, and one full entry-level class of 16 women as part of a CJS Job Development Program, coordinated by the Carpenter's Union. On the technology side, a CJS funded program in the spring and summer of 1990 prepared women to enter BCIT's technology programs.

All of these, of course, represent small drops in the bucket, but they are drops, nonetheless, in an economy dying of thirst for skilled people and better adaptation to a diversified workforce. We look forward to reporting ongoing steps at BCIT and look forward to news from elsewhere.

## WITT Credo

The following was written by Kate Braid at the suggestion of the IAS sub-committee on Helping the Grassroots and has been circulating for feedback. It was suggested that local WITT organizations try reading it at the beginning of a meeting. You may adapt it and make additions. Please share any suggestions or feedback.

*We are the women of trades, technologies, operations, and blue-collar work. Every woman who does this work and every woman who did it in the past is my sister. Every woman who thinks about doing it is also my sister. I am not alone. We support and respect each other's work and each other's choices. I will work with my sisters and all those who support our goals. Together we will make our workplaces welcoming for women.*

# SYNCRUDE BUILDS BRIDGES

Syncrude Canada Ltd. in liaison with the Government of Alberta, Career Development and Employment, Access Initiatives, recently sponsored a BRIDGES pilot program for women already employed by the company. 115 employees attended two Information Sessions, after which 48 applications were submitted for entry into the program. The pilot program could accommodate up to fifteen participants with work experience included. Twenty-two women participated in a three-and-a-half-day Career Counselling Workshop, and of these, fifteen were selected to participate in the program. Three individuals were subsequently eliminated for various reasons. The target jobs were all focused on trades and operator positions, with employee selection as follows: Carpenters 2, partsperson 1, auto mechanic 1, millwright 1, instrumentation 2, electrical 2, process operator 3.

The participants were enrolled in five days of life skills intended to prepare them for the transition to the TTO environment and five days Trades Orientation at the local Community College. Following this, each one spent 28 days in a work experience situation of the job of their choice. This program is just coming to an end with graduation on June 28th. This program is unique in that once their program is completed, most (or all) will be placed in permanent TTO positions and indentured as apprentices or

receive Syncrude training for Operator positions.

The program is seen as a success for both the employee and the Company. Due to this success, and also to meet identified business needs, further BRIDGES programs will be initiated during 1991. These programs will not be limited only to women employees, but will be available to all administrative/professional staff, with modifications to the original program to accommodate this change. Again, target jobs will be focused on apprenticeship/operator positions – with approximately 60 opportunities open.

This has been a very exciting program with exciting results. Management has been totally supportive and women employees have recognized and taken advantage of the expanded career opportunities which the program has provided. With predicted trades shortages Syncrude has a great deal to gain by offering this training opportunity to their current workforce.

Syncrude has worked in close liaison with City of Toronto and Consumers Gas and followed their programs and experiences quite closely. One major difference is a commitment to TTO employment for those successfully completing the program. The sharing of information has been invaluable in the implementation and results of this pilot program. Also many thanks to Susan Booth of London, Ontario for her willingness to share her experience.

## RESOURCES

Labour Canada Women's Bureau is about to release an excellent new video – English title, "What about you?" (en français: À toi de choisir!). It profiles six women in a warm and dynamic way: an Air Canada pilot, an electronics technician for National Defense, a native film-maker/producer, a firefighter and others. One of the best role modelling films to be released!

We've just received *Breaking Barriers — Northern Ontario Women in Skilled Occupations*. This journal gives a glimpse into the lives of 12 women who work in skilled occupations ranging from mechanic to carpenter, forester to bush pilot. Some are recent high school graduates, others are starting a second career, and one is a grandmother who has worked as a logger/woodcutter. Although the stories are quite different, they have common themes: the women's determination and persistence to keep striving regardless of the obstacles; the stamina needed to work long, hard hours; the support and encouragement from family and friends; and the personal satisfaction received from working at their chosen occupations. With great photos of the women at work, in the community and at home, this journal can be used by employment counsellors and in the classroom for role model support. Sponsored by: Kenora Area Committee for Skill Development, Box 722, Kenora, Ontario P9N 3X4, (807) 468-3234.

The BRIDGES program from The City of Toronto has produced a number of resources to introduce the program and to provide supports for those organizations undertaking similar programs. There is a Program Manual and Trainers' Guide for developing your own in-house BRIDGES program as well as a Participants Manual. A short and effective video both shows the women working, their co-workers' responses and management's experience of the success of the program. They also have produced a booklet "Retention: Support Strategies for Women in Trades, Technology & Operations Work."

For a good, entertaining read, try the current issue of the Kootenays' own feminist newsjournal, *IMAGES*. The summer issue is called "Fixing Things", and most of the WITT membership would find something to identify with and/or chuckle about in it. Try your local feminist bookstore (if you live in a city), or write: *IMAGES*, Box 736, Nelson, B.C. Canada V1L 5R4. One issue costs \$1.50 (plus postage, if they have to mail it), or you can buy a sub (4 issues) for \$5.00.

This is a truly innovative way to approach moving women into TTO areas. Continued creativity and sharing is a productive way to expand these opportunities for women.

If you would like more information on the Syncrude Canada Ltd. experience with BRIDGES, please do not hesitate to call either Pat Atkins (403) 790-6162 or Jean Nielson, Bridges Co-ordinator (403) 790-6268. We will be pleased to share what we have learned.



**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,  
City of Toronto, 2nd Floor,  
West Tower, City Hall,  
Toronto, Ontario M5H 2N2, (416) 392-7162

# News from the Canadian Construction Association

## ***Pre-trades courses for women***

The Canadian Construction Association's Employment Equity Program, funded as a Coordinating Group by the Ontario region of Employment and Immigration Canada, is completing its first year of training programs in Ontario and is planning on expanding to other regions soon.

The four training programs conducted in Ontario this past year consisted of a 20-week plumbing course at Algonquin College in Ottawa, a 20-week plumbing and pipefitting course at Northern College in Timmins; a six-week heavy equipment operator's course at the Operating Engineer's Training Institute of Ontario in Toronto; and a 16-week carpentry course at Confederation College in Thunder Bay.

All the courses are considered bridging or pre-trade courses that give women the necessary background, theoretical and practical skills in a specified trade area.

Out of the four courses, the plumbing course in Ottawa was the first to finish at the end of March. Out of 13 graduates in the course to date, six are working in the construction trades. Unfortunately, the economy in the region is not great and therefore it will probably take longer than usual for the graduates to find work, especially as apprentices.

The 20-week plumbing program mirrored the basic apprenticeship practical and theory that all apprentices take. The students received top marks and the plumbing coordinator at Algonquin College said it was one of the best classes he has ever taught.

The same comments and observations have been echoed by the instructors of the other courses. For instance, the instructors of the heavy equipment operator's course, delivered at the Operating Engineer's Training Institute of Ontario (OETIO) training centre in Stouffville, said the class of 16 women had an extremely high calibre of student.

The heavy equipment operator's course was a six-week course that involved training on the tractor, loader, and backhoe. The students were from all regions in Ontario, including northern and southeastern, and have returned to their home areas to look for work.

The carpentry course for women in Thunder Bay will be ending on June 21, and the plumbing/pipefitting course in Timmins will end on July 12.

Employment for women coming out of CCA's course has been in the 20-50% range, with the Timmins plumbing course showing the

least effective results. CCA will be undertaking an evaluation of the four Ontario courses later this month. Hopefully the results will be incorporated into the next set of courses. A project with a native reserve and St. Laurence College, two at BCIT and one at SAIT are currently being discussed.

If anyone is interested in further information on the program or courses, they can contact the college involved or Jo-Anne Stead, Canadian Construction Association, 85 Albert Street, Ottawa K1P 6A4. (613) 236-9455.

While the program will definitely be operating again in Ontario next year, CCA is working to expand the program to other provinces, working with the provincial and local construction associations in B.C., Alberta and Nova Scotia.

## ***New Resource Materials***

Some new resource materials have also been developed to assist CCA members with the new Employment Equity Program format. A 9-minute video entitled "Partners Building for Tomorrow" describes the Algonquin College course, and explains what is involved in setting up the training programs and how local associations and employers can get involved.

A 10-part information series has been published to assist employers with the issues that might come up in the workplace when women are working in the trades. Recruitment, selection, retention, accommodation and training are some of the areas examined. "Building for Equality" is available, free of charge, from the CCA office.

## ***Other initiatives***

Meanwhile, other activities have been organized in various provinces and regions that assist with the goals of CCA's program. For instance, the Regina Construction Association in Saskatchewan has been involved in organizing 'Girls Exploring Technology', a summer day camp experience for girls in Grade 7 and 8 this summer. (See article pg. 4).

The Niagara Construction Association recently held a two-day conference for local teachers and other educational personnel on the construction industry. Approximately 70 educators attended each day to find out about such topics as why students aren't going into the skilled trades, what the various career options are in construction, and how the construction industry works. As well, it is paving the way for the careers in construction at a Career Fair being planned for students next year.

## ***CARS, CCA, AFL-CIO working with UI to support training apprentices***

**C**oncerned over the lack of timely payment of Unemployment Insurance benefits to automotive apprentices who qualify for financial support while on training, the Canadian Automotive Repair and Service Council (CARS), the Canadian Construction Association (CCA) and the Building and Construction Trades Department of the AFL-CIO have jointly been working with Employment and Immigration (EIC) to improve the delivery system. The pilot project in four or five cities across Canada will allow the apprentice to receive UI benefits in advance starting on the first day of training. Since the delay in the provision of income support is a major factor in the withdrawal of apprentices from their programs of study, this initiative will hopefully encourage participation in apprenticeship training.

## ORGANIZING FOR REGIONAL ACTION ON WOMEN'S TRAINING

*In the last newsletter, we described the background and development of the Canadian Labour Force Development Board and introduced Marcy Cohen, the Women's Representative chosen by 21 national women's organizations. In this issue we challenge all of you to participate in ensuring the development and delivery of a Women's Agenda On Training.*

**The Reference Group** is made up of representatives of 15 national and two provincial organizations involved with women's training and employment issues. It has the following major responsibilities:

- to address the Women's Representative regarding policy recommendations to and from the Board; and regarding ways to work with the Board, its committees, and other equity groups;
- to plan consultations including Reference Group meetings, an annual national consultation with women's groups and an annual consultation with the full Board;
- to develop and direct special projects and research activities;
- to network with other women's organizations and with other organizations offering training to women;
- to provide the Women's Representative with a direct link to community-level learners, trainers, and programs;
- to evaluate the work of the Women's Representative and to provide her with feedback on her activities.

If we are to ensure that the CLFDB works to create labour market policy and job training that will meet the needs and interests of women, we must define what our needs and interests are. Right now, the Reference Group is working on the development of a Women's Agenda on Education and Training, distributing the first Resource Kit and seeking initial financial support for Regional Workshops. You can assist the Reference Group by telling us about your experiences, interests and needs.

For the Women's Representative to represent women effectively on the CLFDB, she needs a clear mandate from women

across the country. Regional activity is one way the Women's Representative is informed and given a clear, strong mandate. Local organizing committees can work with the Reference Group to set up regional workshops to look at issues and models for regional coalitions and for communication between the Women's Representative, the Reference Group and the coalitions. For ideas about setting up regional groups, or for a list of Reference Group members, contact the WITT National Network office or CCLOW (416) 699-1909.

### LOCAL BOARDS AND REGIONAL ACTIVITY

The Canadian Labour Force Development Board will work with a series of local Boards in regions and communities across the country. The local boards will have significant spending authority for their geographical or sectoral areas, and as yet, have few guidelines. To be sure those Boards act on women's needs and interests, we must organize locally and nationally, ensure our active participation on these boards, and speak with a strong voice about what we need and want.

### PRINCIPLES

The following is a list of principles which Reference Group members believe should guide the development and delivery of women's training and which must be applied equally to all groups in society, regardless of gender, age, race, income, ethnicity, culture, ability, level of education, or region. These principles are fluid – they will be developed during the next several months, as consultation on the Women's Agenda on Education and Training proceeds. Please read the list and let us know what you think. Do they adequately address the issues listed above? What important experiences or issues have not been identified here and have not been included adequately in our statement of principles? We need to document the specific examples of barriers women face in gaining access to training programs and quality employment opportunities. Documentation is an extremely important aspect of

## A powerful statement on workplace sexism

*The following article is a powerful indictment of what sexism does in the workplace.*

*First Vice President/Treasurer Fred Upshaw called it "required reading for all our members. It explains as clearly as can be why unions must fight against all the prejudices which divide humanity.*

*It was written by Leslee Nicholson, a member of the International Association of Machinist Local 1250 at the Halifax dockyard, and editor of her union's local newsletter. She wrote it after learning of the massacre of 14 women engineering students in Montreal Dec. 6.*

I've been a tradeswoman working among 1500 men at the Halifax dockyard for the past eight years of my life. Learning to be a machinist wasn't the hardest thing I've ever done. The greatest challenge was, and still is, facing the fact that there are dozens of my co-workers who hate my guts and they don't even know me. They know nothing about who I am, my beliefs, my thoughts, and yet they despise me. Why? Because I am a woman.

They say I'm taking a job of some family man in an area of high unemployment. They say that I'm "degrading" the trade. Their sense of self-worth is mostly derived from the idea that they do a "man's job." So a woman successfully performing the same work has the effect of a pin near a balloon.

They hate me because I'm a woman and I've dared to enter their domain. And that to me is the hardest hate to deal with.

If someone dismisses me because of something I do or say – I can live with that. Reconciliation is a possibility.

But there is nothing on God's green earth I can do about the hate some feel for me simply and only because I'm a woman.

This hate is manifested every single day. Every time I go to work I can count on meeting someone who has a problem with my just being there. I live with comments, jokes, gestures, and in extreme instances, violence.

I was struck by a co-worker during my second year. No witnesses. He made sure.

I've been harassed for months on end by an obscene phone caller, who among other things, can tell me the particulars of the job I was working on that day.

We have seven tradeswomen scattered throughout the dockyard. Each one of us has called upon union intervention at least twice to get harassers off our backs. Even then we do it with great reluctance and only when we can't stand it another minute. You can always count on the guy's friends harassing you twice as bad for awhile, to teach you a lesson about blowing the whistle.

There's hate and violence everywhere in our society. But I don't think you can even begin to compare the experience of men to women in this regard. It would be like comparing a rain shower with a monsoon.

our organizing work. We must use our women's representatives on the new national, regional and local committees and boards to bring the real experiences of women to the table. Call or write us with your stories and let's work together.

## PRINCIPLES FOR THE DEVELOPMENT AND DELIVERY OF TRAINING AND EDUCATION FOR WOMEN

*Preamble:* The position statement endorsed by the 21 national women's organizations which selected the Women's Representative to the Canadian Labour Force Development Board, stated that the success of the CLFDB and the Labour Force Development Strategy rests on the implementation of an enabling policy framework and supporting regulations which address three basic principles:

- equity in representation at all levels;
- resources allocated which are adequate to allow for informed representation and effective communication;
- enabling structures allowing for systematic, frequent and efficient consultation with regional and local level groups.

## THESE HIPS

Some hips are made for bearing  
children, built like stools  
square and easy, right  
for the passage of birth

Others are built like mine.  
A child's head might never pass  
but load me up with two-by-fours  
and watch me  
bear.

When the men carry sacks of concrete  
they hold them high, like boys.  
I bear mine low, like a girl  
on small, strong hips  
built for the birth  
of buildings.

## KATE BRAID

*from the book*

## COVERING ROUGH GROUND

*to be published Fall, 1991 by*

**Polestar Press**

Box 69382 • Station K • Vancouver, B.C. • V5K 4W6

The Women's Representative and the Reference Group further believe it is essential that local Boards be governed by principles, guidelines and operating procedures which ensure accountability. Historic patterns of systemic discrimination must be eliminated. Principles, guidelines and operating regulations must be established by the CLFDB in the following areas prior to the establishment of local Boards. These principles must apply equally to all groups in society.

*Access:* The needs of traditionally under-served groups must be adequately addressed and specific resources must be allocated to serve the training needs of employed, unemployed and social assistance recipients, including people with all forms of disabilities, immigrant and visible minority people, aboriginal people and women. Geographical barriers which put rural and isolated communities at a disadvantage must also be addressed.

*Equity:* Women, aboriginal peoples, francophone groups, immigrants, visible minorities and people with all forms of disabilities must be represented adequately in decision-making. In addition, within programs, systemic barriers must be removed, equity targets established, and a mechanism for monitoring agreed upon.

*Right to Basic Education:* Training resources must be directed to general education and skill training programs leading to accreditation. In particular, literacy, language training for people lacking facility in English or French, academic upgrading for people with less than high school completion and bridging programs for women in all areas including trades and technologies must be priorities. These programs must be provided as part of a continuum of training to ensure that learners are equipped with portable skills that are broadly recognized by post-secondary educational institutions as well as employers.

*Portability/Transferability:* Skills acquired and accreditation received must be portable and transferrable from one level and type of learning and from one location to another. Learners should not be required to duplicate training to receive recognition for skills and knowledge acquired in other regions, provinces or countries.

*Quality:* Programming must be reality-based, addressing real needs for training which leads to 'good jobs'. Programs must be based on the needs of those actually being served, and must involve clients in decision-making with respect to program development and implementation. The planning of education and training programs must take into account the varying needs and interests of people at different stages in their lives.

*Evaluation:* Boards and committees must be accountable for their activities. Allocation of resources should be contingent on demonstrated compliance with the principles identified above. Client participation in evaluation and monitoring should be a requirement. Examination of outcomes, that is, of how effective the link between training and employment is, must be a central part of evaluation activities.

The Reference Group identified a number of issues which need to be addressed if training and education is to serve women's needs and interests. Many of these issues have been incorporated into the statement of Principles, and some are not explicitly stated.

It is critical for example, that the training system serve diversity by recognizing there is no one 'best way' to provide training. In practical terms, this means provision must be made for meeting a variety of needs, including child care, income support during training, support for the integration of work and family life, and recognition of the true complexity of women's needs and interests.

The Reference Group also agreed Bridging programs are critical in any training system meeting the needs of women, particularly such programs specifically designed to improve women's access to training in trades, technologies and other areas where women with marketable skills can earn a living wage.

The training system needs to incorporate more recognition for community-based training. Training offered in the community offers women a supportive environment for learning transferrable and portable skills. The development of new forms of partnership between the public college system and community-based training is an important and necessary change. Similarly, new mechanisms need to be developed to give people credit for learning acquired outside formal educational institutions, either in community-based programs or through life experience.

Finally, the Reference Group recognizes that greater equity in

the training system is tied to greater equity in the labour market generally. Underemployment is a critical issue for women. Pay equity and employment equity are necessary to ensure women can use available training to access jobs they need and want.

### WHAT CAN WE ALL DO?

We need to make links with other representatives on the Board. Our task is to create an organized constituency which cannot be ignored. We must ensure that democratization of decision-making occurs at the Board table and within its related Committees and local Boards, so that equity is not only an issue but a reality. We need your participation, energy and input. Get involved. Participate with us to create a Women's Agenda that will reflect your needs and interests. Contact one of the Reference Group members in your area. Lobby for change by contacting one of the Board Members in your area.

## IAS Committee meets in Halifax

The WITT National Network/IAS Committee met for the third (and final, during this contract year) time, in Halifax, Nova Scotia on June 25 and 26. Everyone felt this first year's work had been both personally educational and fairly effective in working towards the committee's objectives, which include: investigating and promoting the use of training programs and other activities for increasing the numbers and enhancing the experience of women TTOs in industry; developing models to assist business, labour and government meet their employment equity objectives; increasing dialogue and developing systems to resolve issues of recruitment, retention, training and workplace experience for women TTOs.

One of the reasons for having the meeting in Halifax was to raise our profile and, hopefully, increase activities in support of our goals. The Halifax YWCA and the YW-NOW project helped organize a reception for members of the IAS committee and local representatives of employers, unions, educators, government and community organizations. Committee members Paul Scott, Director of HR Development, Municipality of Metro Toronto, Marie Tellier, Ass.VP, Employment Equity at CN Rail, and Marcia Braundy, WITT National Coordinator, spoke briefly about projects and work they are undertaking. It was a wonderful opportunity for dialogue and education (and a good time was had by all).

A pot-luck social evening was hosted by Leslee Nicholson, a local machinist with DND. As well, YW-NOW hosted an evening meeting for the re-emerging WITT - Nova Scotia facilitated by our National Coordinator.

At the two-day meeting, the WITT/IAS Committee enthusiastically identified several short- and long-term projects. A researcher will develop two annotated bibliographies, one of materials designed and currently available for "front-line" education (for plant managers, shop stewards, co-workers, etc.), educators, trainer training, etc., the other of role-modelling resources. Also identified as necessary responses to significant gaps were: the development of generic standards for WITT exploratory courses (content, course length, women's learning styles, placement and follow-up); development of a WITT National Network promotional package for educators; and a training package for women acting as role models. Networking with industry (employers, unions and industry associations) was also seen as an important focus for the next phase.

Two major projects will be part of the proposal for contract renewal. One is the development of a series of training modules around gender and minority women's equity issues to assist plant managers, educators and co-workers to be effective participants in

integrating women into the technical and blue collar workforce. Studies have indicated male trainers, supervisors and co-workers often don't know how to respond to the women in their classrooms or on the job. A quote from a recent study illustrates this issue: "I grew up having women teachers in elementary school and men in high school. The only girl in my shop class was there for the boys. From the day I started work, I never had to work *with* a woman until I became Chief Instructor and had a secretary. The only women I know well are my mother, my sister and my wife. No wonder some of us are a little confused and not sure how to act when a woman comes in and says, 'I want to be a tradesperson like you.' No wonder we don't always do the right thing."

This project also will promote appropriate training for trainers of women (e.g. relational learning styles, assertiveness training and effective communications).

The other major project is the development of a Women's Workplace Environment Audit Kit, using guidelines for evaluating both tangible and intangible factors which affect a woman's experience of being welcome and safe in a work environment. This audit approach could be used by women (individually or in groups), by employers or by joint audit teams from various sectors, and by educational institutions.

Most of the 18 committee members are interested in continuing their involvement, and we thank them all for the time and work they have put in thus far.

## WE NEED YOUR HELP

**T**he WITT/IAS Committee, in developing the above-mentioned annotated bibliographies, wants to hear about any programs, courses, publications, media material or actions that have resulted in successful and positive recruitment, hiring, training, integration and retention of women in trades, technology, operations and blue collar work. Anything which might be useful in working toward positive attitude change and understanding by educators, counsellors, co-workers and management would be useful for evaluation. Maybe where you work management has a well-enforced harassment policy; perhaps your trades class ran a good program on breaking down barriers between men and women on the job. Share them with us, so we can pass them on. Send this information and how to obtain copies of material to the WITT National Network office.



**WITT National Conference  
SURVIVING & THRIVING II  
... THE SEQUEL**

**February 2 - 5, 1992  
Ottawa, Ontario**

All women working in or training to enter trades, technology, operations or blue collar work are encouraged to attend. Employers, unions and others are invited to join the conference from the evening of February 3 through February 5.

*Participate in strengthening  
Canada's workforce!*

Early registration fee is \$195 until Nov. 15; after, \$250. For a registration brochure, contact Sharon Margison, WITT National Conference Organizer, 7 - 8 Tormey St., Ottawa, Ont. K1N 5V8. (613) 238-6560.

## WITT National Network and Conference Planning Meeting

WITT representatives from across Canada met in Halifax, Nova Scotia June 21-23, 1991 to continue planning for the February conference and to deal with other National Network business. The National Conference will be February 2 - 5, 1992 at the Conference Centre in Ottawa, Ontario. The major themes will be: **Building the National Network, More Than a Living and Towards Equity** with keynote speakers and a wide range of workshops and other activities. Everyone is getting very excited about it and we hope to see you there!

Three of the keynote speakers are Kate Braid, Journey Carpenter/Writer; Nancy Riche, Executive Vice President, Canadian Labour Congress; and Lynne Sullivan, Employment Equity Consultant, William Mercer Ltd. A fourth keynote will address the issues of doubly disadvantaged women in TTO training and employment, those who experience discrimination on the basis of being native or black or disabled as well as because of their gender.

At the planning meeting, we heard reports on work done to date, looked at the promotional materials, reviewed the budget, continued exchanging ideas for effective workshop leaders for the topics identified, and all the numerous details of organizing a conference of this magnitude.

A major topic for the meeting was fundraising. We do not have organizational

funding, have secured only partial Secretary of State funding for the organizing phase of this conference. Employment and Immigration is also assisting us with some of the conference centre costs. Seeking appropriate provincial and federal government funding as well as financial support from the private sector (business, unions, foundations, organizations and individuals) will be a large undertaking for many people for the next few months. The basic conference costs and the commitment to full or partial subsidies for as many women as possible mean that we have to raise a significant amount of money in the next few months. Some of the fundraising will be happening at the national level, but much is more effectively done locally. We need your help in encouraging employers and employer associations, labour unions and councils, local community organizations etc. to sponsor participants and resource people, and assist with other conference costs. If you know of likely sources of funds or would be willing to help with this work locally, please contact your local/regional WITT group or Sharon Margison, National Conference Organizer, 7 - 8 Tormey St., Ottawa, Ontario K1N 5V8; (613) 238-6560.

Other business included a report on the status of the Data Bank Inventory Project (described in the last newsletter) which has been in a review process and, at press time, we are waiting to hear if and when the project will go ahead. If approved soon, we will be ready for September registrations at most colleges and institutes around the country. We continued refining the structure document which is to be brought to the 1992 conference to be ratified (or revised) as the operative structure of the WITT National Network organization, and discussed strategies for encouraging and expanding local/regional WITT organizations.

A highlight of the meeting was a party held by the newly-active WITT-Nova Scotia. It was wonderful for us all to be able to gather, to share stories, ideas and experiences, for the National Network reps to feel the enthusiasm of the local group and for them to meet WITT women from across Canada. Thanks to the YW-NOW for all of their help in organizing the meeting spaces and helping the party happen.

## WITT National Network Newsletter

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

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