

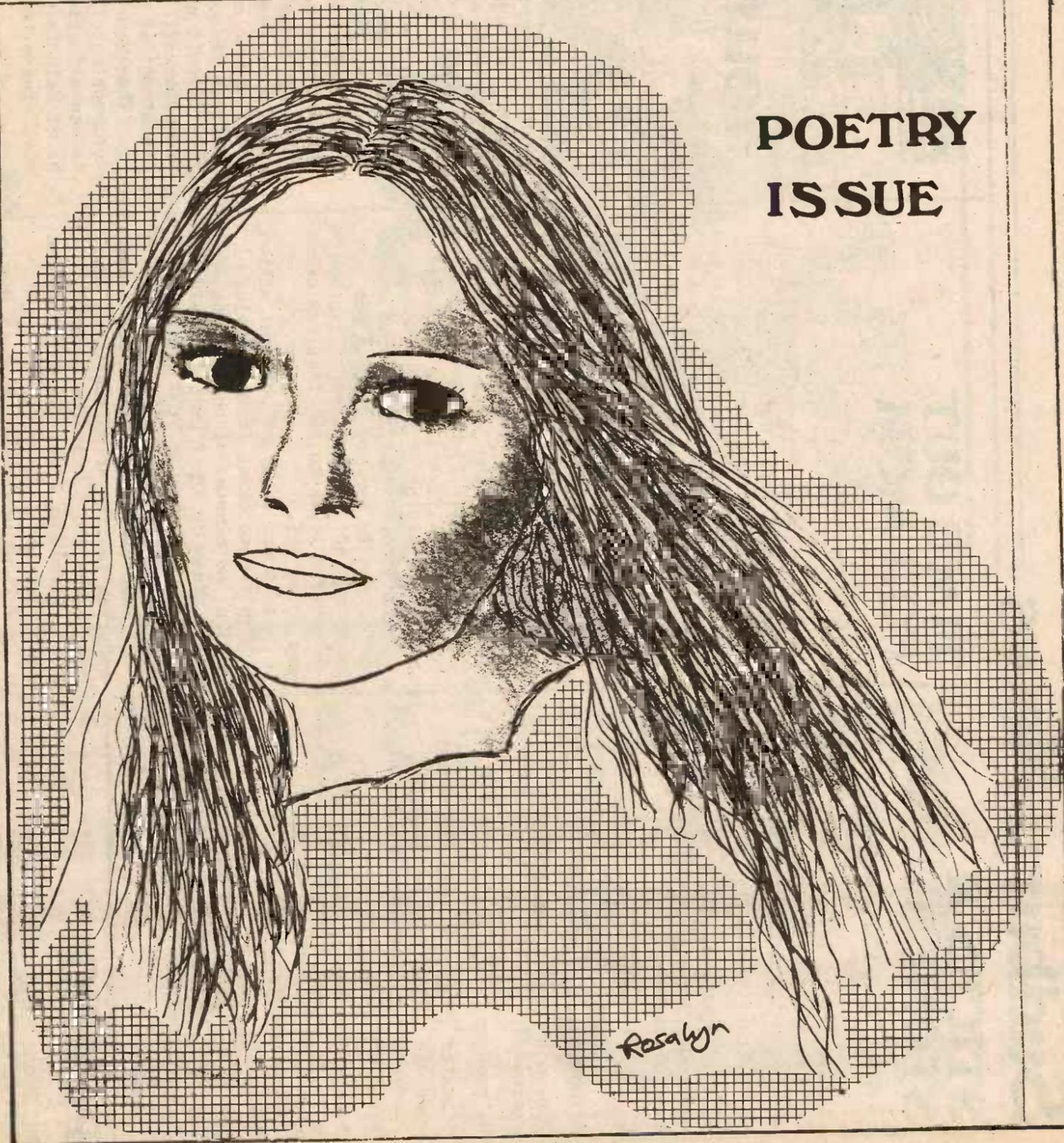
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Northern Woman Journal

VOL. 8 NO. 6

December 1984
THUNDER BAY, Ont.

**POETRY
ISSUE**



Sudbury News

STICKS & STONES

A WOMEN'S THEATRE COLLECTIVE

...invented in 1982...a mixture between theatre, popular education and community development...

We work at:

...researching issues like violence in the home, pornography, stereotypes, teen sexuality...

...experimenting with different forms of theatre and popular education techniques...

(our pet project being theatre of the oppressed)

We produce:

...skits (that make fun and sense)
...plays (about real stories)
...workshops (for conferences, classrooms and kids)

Special Moments in '85:

...a play to come out in March
...a community festival to happen in May

Sticks and Stones - A Stage on Rocks
C.P. 622, Station B
Sudbury, Ontario
675-5591

PORNO

THE PORNOGRAPHY ACTION GROUP is a collective of women who are concerned about pornography in Sudbury. We meet regularly to discuss the issues and plan actions around the issues. We feel that public education and lobbying government officials are important aspects when confronting the issue of PORNOGRAPHY in Sudbury.

OUR PORNOGRAPHY SLIDE-SHOW consists of material we found in local corner stores in Sudbury and area. It is available to be shown to any interested groups. Contact Sudbury Women's Centre 106 Beech St. (available in English and French)

TIME OUT FOR MOM

by CAROLYNN CAMPBELL

Every woman with small children knows that she puts herself last when it comes to getting family needs met. Well on September 29th we finally took a day to ourselves. About 50 women and 20 children joined in the Sudbury Women's Centre first retreat for homemakers. We laughed, we shared, we listened to one another and reflected. (We ate well too - Thankyou Val Caron Pathfinders.)

To begin with we discussed some of the factors that led us to feel overwhelmed "on the job". In small groups we shared plans for feeling more powerful, for lifting that feeling of oppression. The afternoon was devoted to our sexuality. When we do get around to meeting some of our needs as individuals, that's the one we usually leave to the last, or never get to at all.

This was a day of personal action. We don't have plans for a lobbying action, no minutes of the meeting, no resolutions or other products left the Centre des Jeunes at 5:00 p.m. Saturday evening.

What did leave with us was a more enduring feeling of solidarity. How many times did I hear the comment, "Gee, I thought I was the only one who felt that way"?

Well we would like to keep that spirit of sisterhood growing. We want to keep the Women's Centre actively involved in our needs as women who work in the home.

If you were with us on the 29th, or would like to be so now, please check with the Women's Centre (Sudbury) for details of the first Homemaker's Reunion.

On behalf of the committee of homemakers who organized the "Time Out for Moms", and from myself as a participant, I would like to send a loud THANKYOU to Kitty Minor and Mercedes Steedman, for giving us themselves, their time and their sensitivity as leaders. Thanks as well to all the group facilitators and to the folks who helped with the child care.



Your Voice

Dear NWJ:

It was with great interest and appreciation that I read your paper, Vol. 8, No. 4.

Having lived most of my life in Thunder Bay, I'm pleased to know that your collective is striving to inform, as well as achieve goals that are so pertinent to women's lives.

I now live in the small northern community of Chapleau, where the prevailing attitudes of many are basically non-committal towards women's rights and issues - by both men and women themselves. There is very little knowledge in some cases, of what is happening outside of the community with regards to women's issues. It is also difficult to capture women's attention to these issues.

I would now like to subscribe to your Journal, and enclose a cheque in the amount of \$5.00 for six issues.

Thankyou for making it possible for people to read about the pertinent issues affecting our lives. If I can be of help to your group in any small way, please let me know.

Sincerely

Donna (Salo) St. Amand



FREEDOM OF CHOICE



The Purpose of CARAL is to ensure that no woman in Canada is denied access to safe, legal abortion. Our aim is the repeal of all sections of the Criminal Code dealing with abortion and the establishment of comprehensive contraceptive and abortion services, including appropriate counselling across the country.

"We regard the right to safe, legal abortion as a fundamental human right."

I support the statement of purpose of CARAL and wish to become a member.

Name: _____

Address: _____

Postal Code: _____ Phone: _____

Occupation: _____

Name of Federal Riding: _____

Individual Member	\$10.00
Limited Income	\$3.00
Family	\$15.00
Sustaining	\$25.00
Donation	\$ _____

RETURN TO: CARAL, Box 935, Stn. Q. Toronto, M4T 2P1

Feminist

Books

MAIL ORDER CATALOGUE

is now available

Send \$2 to

Northern Woman Bookstore
316 Bay St., Thunder Bay, Ont.
P7B 1S1

What's Up?

by MARGARET PHILLIPS

What's happened to UPDATE many of you may be asking. Well, what's happened is that our Update reporter Joan Baril has taken off..for a year's personal study, rejuvenation. Joan is spending her year away in Toronto.. doing lots of writing (we think) and availing herself of all the feminist stimulation she can find (we hear you loved the Dale Spender evening Joan). Joan's promised to continue the national/international Update reports.. while the collective keeps tabs on local happenings..so we'll hear from Joan again next issue ●●●●

Lots of happenings, issues, problems, and some joy, of interest to NWO women. Most serious problem is that Womanspace, the Journal and the Bookstore are losing our home. Yes, the little Finn Hall building has been sold...a sad loss to our community.. not only because of the nostalgia we feel for this building that has been our SPACE for the past nine years, but also because for many in Thunder Bay the recent and long-term history of the Finn Hall symbolizes the progressive movement we associate with Bay St. Perhaps we are witnessing the end of an era.

Nostalgia aside, we're now viewing this necessary move as an exciting challenge, and we've found a great location which will house NWJ, Womanspace, Bookstore and Northern Women's Centre. Our new Space is at the corner of Court St. N. and Camelot Sts. (formerly Goliger's Travel) and we'll move January 1st. We're really happy about re-uniting space with Women's Centre and look forward to making this new gathering place for N.W.O. feminists even more vibrant and interesting ●●●●

A very interesting weekend occurred Sept. 14-15 when the Ontario Advisory Council on the Status of Women met in Dryden.. the first time the Council has met in Northwestern Ontario. Taking full opportunity to express the concerns, interests and needs of NWO women more than 20 briefs were presented to the Council. We commend Decade Council, in particular Leni, for the fine job done in co-ordinating this session. The excellence of many of the briefs presented was remarkable. The Journal will print a number of these briefs in this and subsequent issues. A summary of the Dryden meeting appears elsewhere in this issue ●●●●

All of Northwestern Ontario, along with her many friends across the country, will join us as we enthusiastically cheer Gert Beadle, who was one of the five recipients of the 1984 Persons Award. You done us proud Gert! Gert was accompanied to the Persons Award ceremony by former Thunder Bayite Paulah Edwards, who has recently opened her law office in Windsor.

While we're speaking of Gert and her accomplishments may we suggest that Gert's poetry SALT AND YEAST and RISING would make fine Christmas presents, and would also support NWJ and NWC who receive the proceeds from these sales. ●●●●

Staff changes at Women's Centre. Fiona Karlstedt, Women's Centre Co-ordinator for the past two years has returned full-time to University. We all owe Fiona a tremendous debt of gratitude for her exceptional

work at Women's Centre. Fiona's energy re-vitalized the Centre, and her skillful media presence has given women's issues a positive, high-profile in the community. Thanks, Fiona, for a job very well done, and best wishes in all your future endeavours.

We welcome Women's Centre new staff Carol Ann Collins and Karen Maki who are jointly sharing the co-ordinator job. Karen and Carol Ann invite you to stop in for a coffee (decaff.) and meet them, also to attend NWC regular monthly meetings. The Centre will be presenting an evening of film at Lakehead University Centre Theatre on Wednesday, Dec. 12 at 7:30. The three films to be shown are: UP THE CREEK, SHIFTING GEARS, and DECK THE HALLS. These films are part of the Family Violence Prevention Programme and deal with the men who commit the crimes. Presentations from local groups providing aid and counselling to the victims will also take place. Admission is free and everyone is welcome.

The Centre needs women who are interested in helping distribute anti-war toy leaflets. This is part of the nationwide boycott being organized by Women's Centres and peace groups. The main target is the GI-Joe doll. Not only do they promote violence and war but they are racist. (All the 'bad guy' companion dolls in the series have non-caucasian features.)

Women's Centre will be starting work on a project dealing with single parent issues using participatory research techniques. If you have any experiences, stories, or concerns please call the Centre at 345-7802 ●●●●

●●●● New faces at Decade Council too with Pat McInnis and Dawn St. Amand joining the staff. Decade Council is now sharing offices with LSPC at 221 Bay St. phone 345-3606 ●●●●

●●●● We're also pleased to note Brenda Reimer's appointment to the LSPC staff. Items of interest from LSPC include the recent publications of a Fundraising Manual which contains useful information about sources of funds and how to access them. This manual will be very valuable to all community organizations in need of funds.

Another LSPC service is the Community Information and Referral Centre., which will help you in locating the agencies and organizations that can assist with housing, education, health services, child care, services for seniors, recreation, counselling, etc. Call them at 345-4009 ●●●●

●●●● Planning for the very special decade celebration of International Women's Day has already begun. For more information call Joan at 767-9582 (evenings) ●●●●

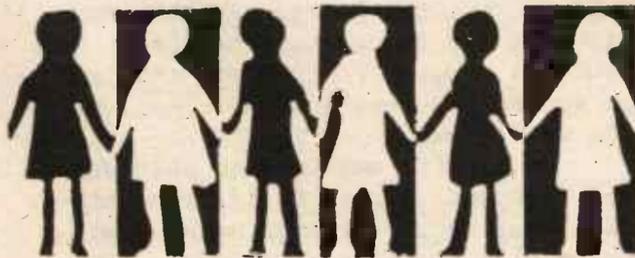
●●●● Bookstore advises the very popular Everywoman's Almanac is available - other interesting calendars also in stock. New titles recently received include Feminist Theorists, edited by Dale Spender, Gender Gap by Bella Abzug, New French Feminists, edited by Elaine Marks and Isabelle de Courtivron, and Andrea Dworkin's Right Wing Women. Also new fiction by Dorothy Bryant, Iris Murdoch, Nadine Gordimer and Alice Walker. The Bookstore's mail order service is now operational providing access to our great feminist literature to women from across Northwestern Ontario ●●●●

●●●● Linking women internationally. It is this concept that provided NWJ collective member Margaret Phillips a most remarkable experience this summer. Under Inter Pares sponsorship, Mary Ann Haywood, of Ottawa, and Margaret travelled to Bangladesh and visited women's, health and rural community development programs.

It all began in 1982 when Inter Pares organized a visit of two Bangladesh women, Khushi Kabir and Shir-een Huq, who met with over 40 Canadian women's groups. These meetings identified a common concern about the issue of women and pharmaceuticals, which in turn prompted a women and pharmaceuticals workshop (see Heather Woodbeck's article NWJ Vol. 8#2). Resulting from the workshop is the formation of Women's Health Action Network which will continue to link health concerns of Canadian and Third World women. The Network has produced a very fine educational kit on women and pharmaceuticals titled For Health or For Profit (contact Bookstore for this kit). Their other exciting project is, in co-operation with Great Canadian Theatre Company, the production of "SIDE EFFECTS", a play portraying women's experience with drugs, doctors and health care. Plans are to bring the play to Thunder Bay in the spring (for more information about the play contact Kam Theatre, Women's Health Education Project or Northern Woman's Bookstore.)

For people interested in pursuing this important subject Confederation College is offering a course WOMEN AND INTERNATIONAL DEVELOPMENT during the winter term. (see ad this issue for details) ●●●●

●●●● On the broader scene, the best news in years is the acquittal by a Toronto jury of Dr. Henry Morgentaler and his colleagues who were found not guilty of conspiracy to perform abortions. This acquittal, as the Quebec acquittals ten years ago, demonstrate conclusively that the present abortion law is inoperative. The issue remains, however, that women's right to reproductive choice is being denied by our politicians who are still refusing to repeal the 1969 abortion law, a law which effectively denies equitable services to many Canadian women, especially rural and poor women. While rejoicing at the Ontario decision we must not lose sight of the horrendous financial cost of the trials, the potential continuation of appeals on the Ontario case, as well as the possible Manitoba prosecution. A cost borne by Canadian people concerned about justice and dignity for all women. That such sums must be poured



BIRTH WITH A DIFFERENCE

by Carol Ponchet

The birth of my first son, Jeremy, on August 8, 1980 in Victoria, B. C., both changed my life and my attitudes toward the medical profession forever.

My husband and I had planned on a homebirth and we had a midwife giving us pre-natal care. My midwife stated that if I went two weeks past my due date, she would insist that I deliver in the hospital. (I discovered later that this cautious attitude is rare among midwives. In general, due dates are not reliable, and mine was no exception.)

I did go overdue and we had to re-adjust our plans. I was very despondent about entering the hospital. My physician insisted on inducing my labour three weeks past my due date. It went downhill from there. The oxytocin caused strong contractions two minutes apart, immediately. I was on my back with two straps around my belly. Labour was not progressing. I was continually intruded upon by my physician and an obstetrician who examined me internally. All of this proved very discomforting for me. *Everyone seemed concerned solely with the monitor and my cervix, but not with me.* (ed. italics) There were no soothing or encouraging words.

After seven hours of this, it was decided that a cesarean was necessary due to failure to progress and cephalo-pelvic disproportion. That was that. My dreams were shattered and I fell into a deep depression. It took seven months before I felt strong and secure again, not to mention the long recovery period from major surgery. Luckily, Jeremy was born healthy and suffered no complications from the surgery.

When I became pregnant the second time, all the old fears and concerns crept up. We moved to Thunder Bay when I was four months pregnant. For some reason, I felt it was necessary to seek out an obstetrician. At that point, I believed I would never have another chance to deliver vaginally.

Then I became involved with the Childbirth Education and Support Group of Thunder Bay. We were astounded to find that five out of eight members had had previous cesareans and were very concerned with the high rate of cesareans being performed in Thunder Bay. The name of a midwife was brought up and I decided to pay her a visit and discuss my concerns. She was a wonderful person, very supportive of VBAC's (Vaginal Birth After Cesarean).

After an external examination of my pelvis, she felt I would have no problems delivering vaginally. My hopes were rekindled. I continued to see my obstetrician regularly and discussed my idea of a homebirth with him. He didn't support me but he respected my choice.

His main concern over VBAC's was uterine rupture. I then asked him

several questions concerning this issue, i.e.: "What percentage of your patients have VBAC's?...What are the indications of uterine rupture?...What percentage of VBAC's have uterine rupture?" (I learned later that the highest rate of uterine rupture is among women who have had previous cesareans.)

I found the bulk of the obstetrician's responses evasive and general. At one point, he admitted to me that he used scare tactics to influence women's decisions. After that admission, I didn't take my doctor's warnings very seriously. I decided to attempt a homebirth. I knew that if I set foot in the hospital, I would be allowed only five hours in which to labour and deliver my child. A cesarean was certain. Homebirth was my only option. I had also learned that all of Thunder Bay's obstetricians had gotten together last summer and decided they would collectively not allow VBAC's in Thunder Bay.

As the time approached, I worried whether I would begin labour spontaneously or not, so I called my midwife often. One-and-a-half weeks past my due date, my labour commenced. It began Wednesday evening (Feb. 1/84). The contractions were very mild and 5-10 minutes apart. I fell asleep in the night and awoke with no contractions. Feeling a little disappointed, I got up to shower and labour started again! All day long, the contractions continued to be mild and 5-10 minutes apart.

I phoned my midwife at noon and she arrived shortly after. She was very encouraging, and she suggested I move about and keep busy. She didn't "do" anything to me. No exams at all. She listened to the baby's heart and that was it.

So I busied myself with laundry and ironing; I had difficulty suppressing my excitement. As the evening wore on, the contractions became stronger and closer together. At about 11 p.m., I felt it was time to go to bed and rest (ha ha). Then, the work began.

My midwife massaged my shoulders and feet and coached me in my breathing. What doctor or even nurse would (or could) do that for me? She encouraged me to get up and walk about,



©1981 NANCY WALKER

and at 4 a.m., after another walk, my waters broke. Labour became much more intense, and I found it painful and didn't hesitate to holler whatever words popped into my head. I began pushing at 5 a.m. and at 5:45 a.m., Devon Lee was born.

Dad wiped the blood and vernix from the baby's eyes and nose, and cut the cord under the midwife's supervision. Jeremy awoke at 5 a.m. and watched his brother come into the world. He was very quiet and attentive. He held my hand and told me, "It's okay, mommy".

I was exhausted after the birth, and suffered mild shock. I was bundled up, stayed in bed and nursed the baby for 20 minutes. When I got up, the placenta came of it's own accord (there was no need to pummel my belly to get it out). The midwife and I examined the placenta to make sure it was intact, and it was. I had a few superficial tears, and goldenseal powder was applied. (Goldenseal is a natural antibiotic.)

The difference between the two births is obvious. With Devon's birth, there were no: episiotomy, drugs, bright lights, foreign environment, restrictions of food or drink, silver nitrate drops, I.V.'s, fetal heart monitors, or strangers. There were only my family encouraging me, my own bed to lie in, my midwife and my baby nestled in my arms. There was no horrible rupturing as my doctor had warned. Devon was born healthy and pink, and nursed immediately. As far as I'm concerned, my midwife beats any obstetrician hands down. She sensed my needs, knew me well, encouraged me, and most importantly, believed in my abilities and strength. My midwife has delivered over a thousand babies in her career, and I had complete confidence in her.

If anyone has any comments or questions, I can be reached through the Childbirth Education and Support Group, P. O. Box 2387, Thunder Bay, Ontario, P7B 5E9; attn. C. Ponchet. or phone Diane Lai at 475-4563 or 683-3880.



REPORT FROM

Northwestern Ontario Women's Forum with the Ontario Advisory Council on the Status of Women

held September 15th and 16th, 1984
Dryden, Ontario

On September 15, and 16, the Northwestern Ontario Women's Decade Council invited the Ontario Advisory Council on the Status of Women to the area, to participate in a forum. Area women in the past have been afforded little opportunity to present their concerns and positions to those bodies whose decisions and recommendations have had impact on the quality of their lives. The forum allowed a unique opportunity for representatives of regional women's organizations to present briefs to the Council and as well was an exciting time of sharing and getting together. The excellent calibre of the many briefs as well as the quality of the presentations generated feelings and enthusiasm and pride, mixed with concern and sadness for the multitude of issues which will need so much work before great strides are made.

Departing from the seriousness Gert Beadle entertained the group with some of her best sensitive as well as outrageously hilarious poems

Noticeably absent from the forum was any representation from the Ministry of Northern Affairs, which Decade Council had especially wanted to have in attendance, in order that the Ministry be made aware of women's concerns in the North.

The briefs once collated in report form, will be forwarded to the Honourable Robert Welch, Minister Responsible for the Status of Women and to each minister responsible for the subject of the brief. Copies of briefs as a full Forum Report will be available in December from: Ontario Status of Women Council, 5th Floor, Mowat Block, 900 Bay Street, Toronto Ontario M7A 1L2.

The following is an overview as recorded by Sandy Peltonen, Regional Status Convenor, Women Teachers' Association of Ontario.

IMMIGRANT WOMEN'S CONCERNS

LEENA PESONEN
*Immigrant Information Centre
Thunder Bay*

Observations

- Immigrant women face exploitation and alienation.
- There are few alternatives and few support systems available.

Recommendations

- Ensure more immigrant women the chance of taking the *English as a Second Language* courses available through Employment
- Employers provide women to learn English on the job by providing 1 hour/day to take classes.

SOUTH EAST ASIAN IMMIGRANT WOMEN IN NORTHWESTERN ONTARIO

JOAN WILLIAMS
*Down to Business Training Program,
Thunder Bay*

Observations

- Women not eligible for many benefits under immigration conditions.
- Women become exploited and develop low self-images.

Recommendation

Issues to be dealt with include racial discrimination sexism and basic human rights

WOMEN & EDUCATION

(Post Secondary)
MARY FEDORCHUK
*Confederation College,
Thunder Bay*

Observations

Female graduates from high school demonstrate a lack of self-confidence, feel powerless, see limited options, feel dependent, see themselves as followers and/or supporters. We seem to be educating our women for a life of poverty and continue the passive/dependent socialization in our school system.

Recommendations

- School experiences need to be equal
- Re-education of teachers/counsellors on gender biases and career development
- School Boards need official policies and actions to change practices
- Faculties of Education need courses in women's studies

WOMEN & EDUCATION

Trades & Technology
ELIZABETH WEIBEN
ELIZABETH POULIN
*Confederation College,
Thunder Bay*

Observations

Women must broaden their fields of occupation to get into better paying positions. Girls in High School are still making the same choices and ending up in job ghettos. They do not seem to feel that they CAN DO. We must dispel myths with facts about pay, skills and opportunities available.

Recommendations

- Government must give incentives to employers to hire women in non-traditional roles
- Re-training of high school guidance counsellors to better assist girls in making choices for futures
- Mandatory Professional Development day on employment patterns

PORNOGRAPHY

FIONA KARLSTEAD
Northern Women's Centre

Observations

- No firm definition of pornography
- Issue appears as male/female power domination.
- there is a politics of pornography which involves social, economic and human values.
- Men have established this industry and the results objectify, degrade and attempt to destroy women.
- Restaurant owners seem to consider breast-feeding in public to be offensive yet down the street it is acceptable to be served by topless waitresses.
- Legal definition of obscenity related to community standards.
- Judges are forced to decide what the community will tolerate.
- Now, more and more pornography is available, but many ignore it because of disbelief.
- Pornography is a BIG business.
- Taking it off the shelf forces it underground and makes a martyr of the salesperson.

Recommendations

- Higher consumer knowledge of issues.
- Change regulations

PORNOGRAPHY

Recommendations from F.W.T.A.O.
YVONNE HASTINGS
Dryden Federation of Women Teachers

Observations

- Pornography has an effect on women and children
- Effects of pornography are seen in the classroom

Recommendations

- F.W.T.A.O. supports change in legislation and laws governing pornography.

REGIONAL HEALTH NEEDS SURVEY

MARGOT MORGAN
NWO Women's Health Education Program

Observations

- 3 year project with funding from Health & Welfare Canada
- 13 communities were visited and 5 workshops have been presented.
- Women do not seem to be satisfied with present health care.
- Women and children are the largest consumers of health care.
- Situations in the Northwest place extra stress and heighten the problem.

Recommendations

- Women must increase their knowledge of health care and promote good health.
- More medical services must be made available.
- Reimbursement for travel due to medical reasons.
- Establishment of medical hostel in Thunder Bay.

WOMEN'S HEALTH ISSUE

HELEN SCHUMACHER, R.N., M.Ed.
*Registered Nurses Ass'n.
Lakehead Chapter*

Observations

- Emphasis in medical profession is on sickness, not health.
- Doctors are performing services that nurses could be providing.
- Mental health has been given a low priority
- Senior citizens are being forced from their homes and into institutions, rather than being accommodated at home.

Recommendations

- Improved mental health services must be initiated.
- Media should be used for preventative health ideas.
- Nurse practitioners could help with patient diagnosis.
- Homemaking services should be instituted to reduce hospital costs.

WEQUEDONG MEDICAL HOSTEL

BERNICE HEALD
Thunder Bay Anishinabequek

Observations

- Native health care is inadequate
- Gaps in services are evident
- Increased expenses are incurred because of long stays away from home.

Recommendations

- Establish a lodge in Thunder Bay to make better use of medical dollars.

TRANSITION HOUSE SERVICES

IN NORTHWESTERN ONTARIO
MARG KOWALSKI

*Violence Coalition
Northwestern Ontario*

Observations

- Lack of understanding of wife-battering
- A report is available
Transition House Services
- Some police are not laying assault charges and are counselling women out of laying charges.

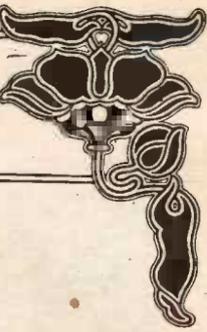
Recommendations

- Child Care workers are needed for homes
- A follow-up program must be organized to support women after they leave the home.
- Increased funding be given by government agencies.
- A program for staff training is needed.

continued on page 12



Celebrating 11 Years of Poetry



Ode to The Northern Woman

No gentle flower, yon rugged Fem.
 She stands her ground,
 against the current and the tide.
 She may be found.
 Contender for the rights of all
 or privilege for none.
 She shuns dependance as a frill,
 a beggers bone.
 She has known the icy blast
 of duty's sodden breath,
 the degradation of the kept
 that plots the spirit's death.
 She moves into the storm's red eye
 to sing a different song,
 for in the custody of man
 the nights were long.
 She sees the lives of battered wives
 built only on a kiss,
 and yearns to build sustantually
 on firmer ground than this.
 Love still may play a magic flute
 and tenderness confound her.
 But bitter is the evidence
 of broken dreams around her.
 For men must learn and women wait
 and struggle for the changing.
 The Northern Woman standing firm
 compassionate and caring.

taken from Gerts' book *RISING*
 1980

No Illusions

Too often, a sense of time passing
 This felt like time well spent.
 I was put back in touch with something
 nameless; you know the thing
 that threads through us--
 The abstract chemistry that drew us
 even for just that short time
 ...from time to time...
 Until our daily lives intruded,
 neither deluded.

Joyce Michalchuk
 July '84



rose bowl world
 a manic-depressive existence
 of petals
 and thorns
 submerged in societal waters
 that give life
 as they threaten
 to drown.

viola nikkila

Do The Dishes

I watched how my mother lied in her sleep
 And said no fucking way mister.

I made pots after washing them
 bowls big as your head
 Mugs - Kam River jugs
 And I kept washing them.

They have to shine and the silverware con
 After the glasses
 And then the mud - the incredible mud
 Soaping into cones
 Ice-cream droppings.

Mud Conferences
 The terrible message
 "That's a lot of work"
 Some penance of mine.

The alternatives-
 Do I like doing dishes or-
 women do dishes!
 Anyone can do dishes!
 I'm still doing dishes!

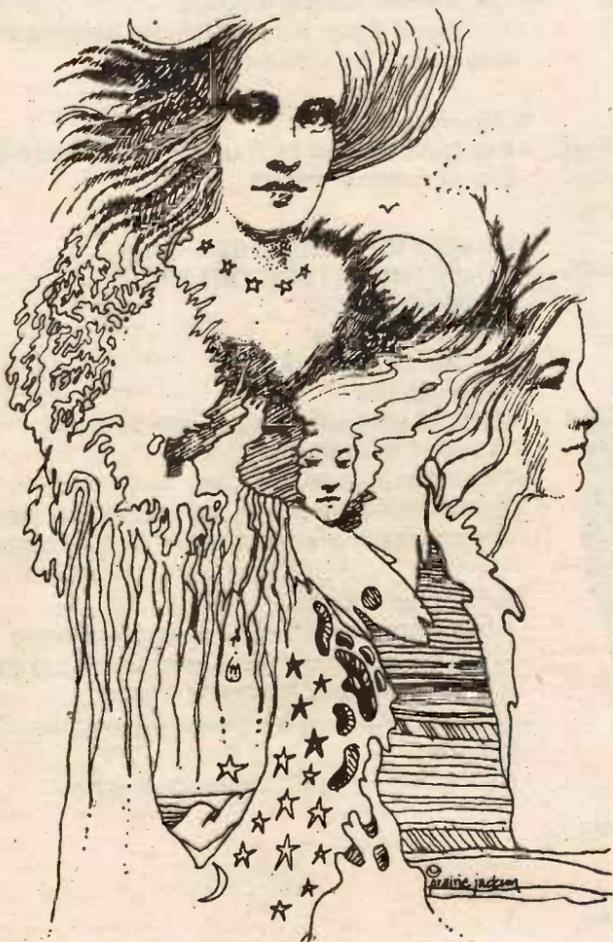
Women are dishes!

I'm drawing them
 Talking them
 Touching them
 Emulating them
 Remembering them.

Eaten alive
 Food on plates
 Dipped in suds
 Slaughtered in their sleeping wake
 Mountainous waves of warm.

I did the dishes!
 What did you do?

Geraldine Van Cram 1982



To My First Love

Hey sister! look at me
I know you. I know how you feel,
how you love

me
I know you so well
because you are me
and you're exciting
and beautiful
and strong.

Yet you choose not to be,
you choose to let your strength be drained,
you choose to let the man tell you not to be
what you want to be,

I know he's good
and kind

and gentle,
but you look at me with sad eyes
and say, I have to try
to work it out,

while you end the way of life you love
to live the way of life you love
to become the kind of wife he loves
and try to give your space to him
and abandon all your dreams to him,
while you look so tired and worn and sad.

Hey Sister! look at me
I love you, I love what you feel,
I know your strength, the woman you are,
I know you so well and I'm waiting for you.

Mallory
1976

Satisfaction Guaranteed

For once, I was dressed to the teeth
As I walked down McKibbin Street
So, a carload of slathering boys
Decided I would be their evening toy
They showered me with hoots and jeers
Something that's happened to me for years
When they once more circled the block
I planned of them to make a mock
As the car pulled up to the curb
I was completely ready to disturb
Quite calmly I raised my face
Innocently stared, slowed my pace
I just wanted to express with prose
How I grossed them out.....with my finger
up my nose.

Bev Pudas 1977

Stifled Dreamer

They were divided,
people say,
like blind fish
in a bottomless cave.

He had hopes,
dreams,
aspirations;
Which he expounded, volubly,
with the force of a cresting wave.

She had hopes,
dreams,
aspirations too!

With no opportunity for expression.

They were concerned
silly,
childish,
no account!

How could she be so lacking in discretion!

She lifted her hand,
tentatively,
as though to banish
her expression.

She sighed,
resumed her task;
once more she would strive
to ward off recurring depression.

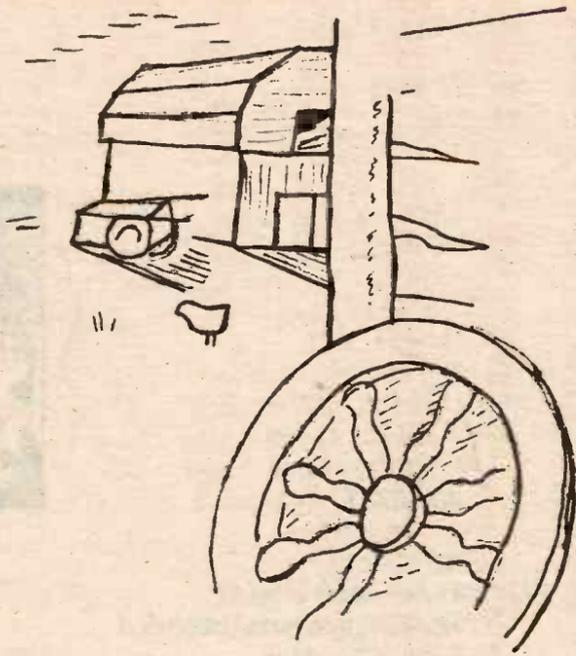
Irma Johnson 1982

Catfight

We live in a land, socia?
net from which we draw
The cat that fights
The cat that skulks
And the cat removed of claw

Joyce Michalchuk 1979





The Farm

Susan Collins Hawkins

Daybreak sunrise barnroof tinshine
 Hayweed buttercup dungreek hoofrot
 Calfbirth bullring fanspin kittendeath
 Eggsnest capful axblade chickenneck
 Sloppail doorstep catsrest ratcorpse
 Hoodsmoke waxbean tonguemeat breadbuns
 Butterknife teacup washdish womenfolk
 Dungpile pitchfork wagonload fieldpath
 Bladespin dungmuck seedfuel fieldcreek
 Workdone cleanclothes facescrape carstart
 Townroad hymnsing prayerbook homecome
 Milkfroth floorstraw dogsleep halfmoon

Susan Collins Hawkins 1982



JUNE

You, who once were beautiful
 whose laughing eyes brightened up the seasons;
 whose smile gave me reasons
 to keep struggling up that mountain,
 whose soft beige skin invited kisses,
 whose eyes now are loving
 whose tender glance gave me fulfillment.
 Now as thin as chalk on a slate.
 Recall our laughing looking for your car,
 recall you trying to wake me up for school,
 recall our hopes so full
 and great hopes powered our souls.
 Now my eyes with ice, they do fade,
 now we've chosen, slipped past, have gone.
 Now I'm a stranger,
 now a stranger is my song.

Love you
 Sammi Kakeeway
 1980

Growing Up

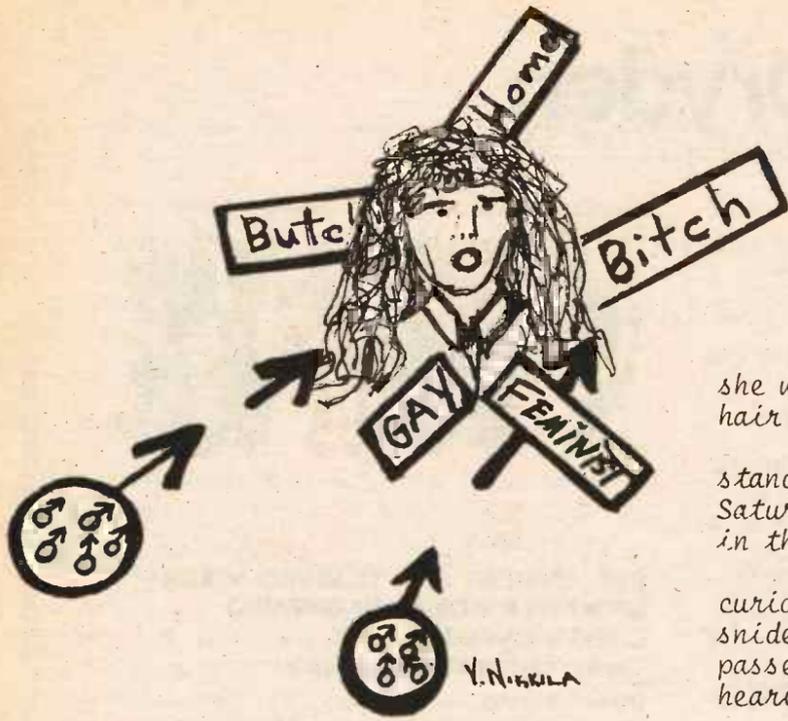
We were kids
 catching frogs
 climbing towers
 playing baseball
 throwing rocks by the river -
 we were young.
 Some of us began to love
 and we drank in our cars
 on dark river roads.
 Then we were no longer kids.
 One day
 we went to University -
 the cop told Sara
 to move from the
 bridge
 where she sat smoking
 Terry ran his fist
 through a glass door
 Gary went to Nam
 And I,
 I threw rocks alone
 at targets that did not care.

Nancy J. Zabrka
 Timmins 1982

The Clinic Strike

Our sisters stand
 outside the warm
 with lips and fingers blue
 no chance it seems
 for justice now
 they bend before sacred cow
 that holds our health
 at ransome
 Our sisters cry
 into a wind
 that shatters
 human silence
 and ponder well
 a spirit call
 to violence.
 Break them, smash
 them to the wall
 they are unwritten pages,
 for flesh and blood
 are pilloried
 upon the cross of need
 when even sacred cows
 have leave
 to ride a horse of greed.

Gert
 1975



she wore dungarees, a flannel shirt
hair loose

easy
standing on a soap box
Saturday afternoon
in the park.

curious glances
snide remarks
passers-by passing
hearing but not listening.

'damn feminists'
'she's probably gay...'
'someone should shoot 'em all'
'she probably can't get a man...'

words of inequality,
loss of individuality,
social stereotyping,
lost
like yesterday's footsteps.

Viola Nikkila 1981

Let Us Fly

How we can lift each other
Like dreams, we can drift so high
How we can be chained to one another
Like fences, we can close and
encumber

Let us fly

Joyce Michalchuk
1982



What Happens When
What happens when
you want to try
and understand your life,
when all around you
they ask why
you still are not a wife.

What happens when
you try to tell them
and still they wonder why,
It makes you want to stomp and yell
and maybe even cry.

From what I hear and
what I read
husbands aren't that great,
I don't want to sound too cruel
but I think I'd rather wait.

Eve
1976

a year
of teeth threatening to
fall out
a friend's pout
and a lot of doubt

one of my truly hardest years

i've grown so much
sown a little
haven't flown
and feel so very alone

and yet have known
at times

the reason why
i still look up to see the sky
and hope
and breathe
and cry

a lot
it's all on course

the struggle
which few can see
is just me
alone sometimes

in love sometimes
a character of my music box
and when i stop
to listen, i feel i caught
a part of life

i thought was missing

Pam Wilson
1979

ON PERFECTION.

In man's world of skin
Only face and form
Are relevant,
When choosing friend
Or foe.
And man has said
That I am beautiful,
"So close to perfection."
He has said,
That I should be
Placed on a pedestal
And displayed
As in an auction
Where the countance
Counts and gold,
And feelings fail to
Sell.
But do not ask me
"What is perfection?"
For I do not know,
Yet in man's world
Of sanity,
Only mind-over-matter
Is relevant,
When choosing sane
Or insane.
And man has said
That I am hideous
Deformity, one he
Dares not face.
"So out of line"
He has said
That I should be
Gotten rid of
Like a prisoner,
Cast into a dungeon
Where living is
Lying to creation
And speaking is
Sinning against
Perfection
But do not ask me
"What is perfection?"
For perfection
Is inane.

Kate Parkkari
1975



Women's Conference in Dryden

WOMEN AND ECONOMIC DEVELOPMENT

LUAN WALL
ELIZABETH POULIN
Economic Development Comm.
NWO Women's Decade Council

Observations

- Report available *Women's Work*
- Mandatory Affirmative Action and Equal Pay for Work of Equal Value is the only way to change situations all around.
- Few women are in decision making roles or represented on boards.
- There is an insufficient amount of time spent on analyzing social implications of financial/economic decisions

Recommendations

- Boards must have more input from women by having women representatives
- Appointments on committees should have a cross-section from the community.
- Child Care options must be in place to allow women to attend meetings.

RURAL WOMEN'S CONCERNS

JACQUELYN HUNSPERGER
JANET OWEN
Rainy River District
Rural Women

Observations

There are myths about farm wives and their roles on the farms.
Family incomes reported in 1980 were well below the poverty line.
Isolation and its effects are compounded for rural women, men sometimes take a second job leaving their wives responsible for the farm and the children.

Recommendations

- More appropriate courses be offered for farm women in dealing with running a farm.
- Day Care plans should include overnight care because of distances of travel.

RURAL WOMEN'S CONCERNS

ENA SKENE
Oxdrift Women's Institute

Observations

- The home economist stationed in Rainy River spends more time travelling than anything else.
- There are medical gaps because of transportation shortages and lack of services.

Recommendations

- Establish area home economists
- Provide courses for women over the television
- More localized health care.

PROFESSIONAL NURSES CONCERNS

RHODA DICKSON
Registered Nurses Ass'n.
Region 12

Observations

- Job satisfaction in the nursing profession is low.
- There are many part-time nurses
- 1/4 of the nurses drop out after graduation.
- Salary is 1/3 of physicians.
- Many nurses are under-employed.

Recommendations

- Improve the in-service component for nursing re-education.
- Travel expenses to be given for travel to conferences.
- Improved salaries are needed to ensure that high quality nursing care continues.

WOMEN AND DISABILITIES

WINNIE MAGNESSON
LUAN WALL
NWO Women and Disabilities Comm.

Observations

- Physical disabilities face an attitude barrier which constitutes double discrimination.
- There is high unemployment in this group of women.
- Where a woman becomes disabled 99% of the time the marriage will end in divorce while only 50% end in divorce if the man becomes disabled.
- A conference in April 1985 is being organized in this area.

Recommendation

More attention must be given this area of Women and Disabilities.

WOMEN AND PENSIONS

LYNN BECK
Pensions Committee
NWO Women's Decade Council

Observations

- Need for pension reform
 - Pensions are insufficient for elderly women
 - Any changes in Federal Pensions must be accepted by the provinces.
- Expansion in private pension plans will not be adequate for all women.

Recommendations

- Pensions are needed for homemakers
- Institute income security program for women.
- Place part-time workers into the Labour Code.
- Examine the credit splitting issue



EMPLOYMENT AND TRAINING NEEDS OF NATIVE WOMEN IN ONTARIO

CHRISTI BANNON
Ontario Native Women's Ass'n.

Observations

- A report is available through the Ontario Native Women's Ass'n.
- A survey of 23 communities and interviews with 250 native women has led to a report with 10 recommendations.

Recommendations

- Some of the recommendations of the report include 24 hour child care and providing specific training in the women's own community.

UPGRADING WOMEN

JOAN BARIL
Confederation College,
Thunder Bay

Observations

There are many programmes at Confederation College to assist women.
B.S.T.D. - Basic Training for Skill Development
Adult Basic Education
Technical Upgrading
INTO - for non-traditional occupations
WITT - for trades and technology
Some of these programs are difficult to get into with waiting lists and limited choices.
Day Care costs take 1/3 of the women's salary

Recommendations

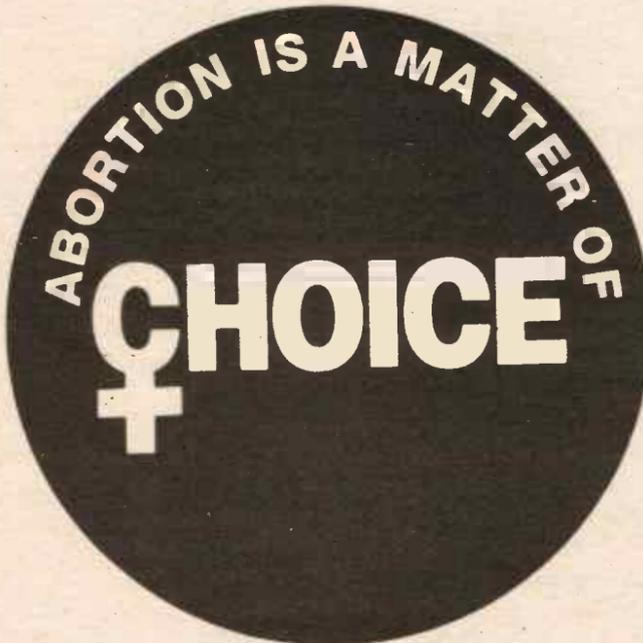
- The Unemployment Commission should change some of its regulations to help women continue their education without losing their benefits.
- Day Care should be established on campus and be subsidized
- Legal system, in protecting women, should be examined

more on pages 13 & 14

WHAT'S UP

continued from page 3

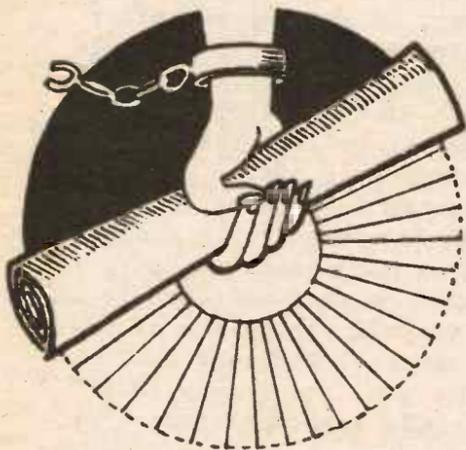
into costly legal proceedings rather than the provision of adequate health care facilities for women, is yet another 'reality check' of our society. We can make our concern known by writing the Hon. Roy McMurtry, Attorney-General, 18 King St. E., Toronto, and stating our opposition to any appeal of the Ontario acquittal, and recommending the Ontario government refrain from prosecuting the Morgentaler clinic when it reopens. We should also continue to impress upon our federal politicians (cc the Hon. John Crosbie, Minister of Justice) that the federal government must repeal the abortion law. ●●●



●●● Most frightening news is the threat to universal social programs posed by recent announcements of the Mulroney government. There really is little doubt that the Conservatives want to abandon the concept of universality of family allowances and old age security. In the name of fiscal restraint women again will be the victims...denied the small measure of dignity and integrity that universal social programs provide. Watch for UIC changes too. The economic statement the Conservatives put forward merely calls for examination of the unemployment insurance system with possible access to benefits restrictions. Translation: no more maternity benefits! Rest assured this is only the beginning. The small gains women have made the past ten years could easily be totally eradicated in the next four years. The need for women's vigilance was never greater ●●●

by JOAN BARIL

Upgrading Women



On a first walk through the fields of education one can easily trip over a tangle of initials, -- B.T.S.D., A.B.E., T.U.P., C.E.I.C., and so on. I would like to start this paper by introducing you to the BTSD program and it's students and at the same time clear a path through the alphabet jungle.

I am the Coordinator, at Confederation College, in Thunder Bay, of the Basic Training for Skill Development program which is usually shortened to B.T.S.D. and often still called by its former name "Upgrading". (In many other colleges BTSD is listed under the heading Adult Basic Education or ABE.) BTSD offers basic skill training for adults in mathematics, English and science in Levels 11, 111, and 1V. The colleges and other educational institutions recognize these levels as covering grades 7-12. We do not offer literacy training which in Thunder Bay is looked after by the local school board.

I am also Coordinator of the TUP component of BTSD. TUP means technical upgrading and, in brief, it is a free tuition program sponsored by the province. Many BTSD women students are graduates of the I.N.T.O. (Introduction to Non-Traditional Occupations) and W.I.T.T. (Women Into Trades and Technology) courses. I am also the Coordinator of E.S.L. (English as a Second Language). Immigrants and especially immigrant women have their own set of problems which I have discussed in another paper. In this report, I intend to deal with the concerns of BTSD women students only.

BTSD goes on all year round in a continuous loop. On any Monday, new students are arriving, on Friday, successful graduates are leaving. On average BTSD has 130 students including full and part time. About half are women and 20 of whom are CEIC (Canada Employment & Immigration Commission) trainees.

A typical BTSD woman student is in her twenties, of a working class background. She dropped out of high school before graduation to take a job in the "female ghetto" perhaps as a waitress, a clerk or a counterperson. She may be single, married, separated, perhaps raising children on her own. She knows that her service job was a dead end, low paid and subject to lay-offs. In many cases it was a lay-off which was the catalyst which sent her back to school.

These women cannot be classified as "re-entry" women who have been out of the paid labour force for some time and need help getting back in.

BTSD women are familiar with the labour market. They know what it means to live on minimum wage or Family Benefits. They want to be able to support themselves. They do not count on a husband for support. They are not dismissing marriage but they know a family needs two pay cheques to survive.

Almost all women arrive at BTSD with a goal in mind and a game plan of the steps to obtain it. The goals are varied and, in my opinion, generally realistic. Most plan to go on to some sort of occupational training after graduation, usually in a post-secondary College program although a few aim for university. Some women, mainly graduates of the INTO or WITT programs, are committed to non-traditional occupational training.

In order to prepare this report I met twice with the BTSD women as a group of approximately 50 students and asked them to discuss any difficulties they may have getting an education. I also taped 40 private interviews with women students and 10 male students. What follows is a precis of the information they gave me.

The Difficulty of Getting Into BTSD

A woman, a hospital worker is laid off. She begins to collect Unemployment Insurance. She decides to take the opportunity to go back to school, upgrade to Level 1V (Grade 12) and apply for nursing. But there is a barrier. A person collecting Unemployment Insurance is not allowed to attend school without permission and that permission is very difficult to get.

Over the past year several students who enrolled without UIC's permission had their benefits cut off and they were forced to drop out. Some people decide to forego UIC benefits.

Students without family support would not be able to come to school except in exceptional cases. BTSD students are not eligible for Ontario Student Loans, Ontario Student Grants or Canada Student Loans. Many families take a severe drop in income to send a student to school.

A person can get into BTSD by becoming a CEIC trainee. In order to do this she must choose as a goal one of the designated occupations specified by CEIC. There are 10 such designated occupational courses given at Confederation College. With the exception of Micro-computer Manager program which will start next year and the Food Preparation course, these CEIC designated courses lead to non-traditional occupations such as heavy duty equipment mechanic, welder and millwright. CEIC will then pay tuition and allow the student to collect U.I. while remaining in BTSD only long enough to reach the grade level necessary to enter the occupational program. Usually this is Level 111 (Grade 10). One program, Electrical Engineering Technician requires Level 1V (Gr. 12). If a student is not on UIC, a training allowance is paid. Through the

National Training Program administered by CEIC, many women have been given the financial means to obtain a Level 111 (Grade 10) who would not otherwise have done so. In November 1983, the College started the Level 1V (Gr. 12) BTSD program and CEIC has sponsored women up to Level 1V enabling them in practical terms to get their high school graduation. Although the CEIC training program has been beneficial to women, there are local problems.

First, there are only 40 places for CEIC trainees at Confederation College. About half of them are women. There is a long waiting list. Students wait two to eight months to get in.

Confederation needs more CEIC places in BTSD. There have been a few reports of hostile attitudes from CEIC counsellors. One woman was told "that's man's work" when she said she wanted to be a welder. Another felt she had been given several weeks of testing to divert her from her goal. The students say they encountered counsellors who were reluctant to have them make a career change to a non-traditional field. On the other hand there was praise for the local Women's Employment Centre, and the College WITT and INTO programs.

The BTSD women complained of the limited choice of CEIC designated occupations available to them in Thunder Bay. There are 10 courses here contrasted to the 450 in the Toronto area. Toronto, with ten times the population, has 45 times Thunder Bay's number of designated programs.

Students who are not able to become CEIC trainees, may pay their own fees amounting to \$60 a month for full time study or \$600 for 10 months which is the average length of the program. Many students have signed up in the TUP program which pays free tuition but no living allowance. In theory, TUP and full-time fee paying students may apply for a bursary, the Ontario Special Benefits in order to get some help with transportation and other costs. However the criteria are so rigid, few people qualify.

Students who want to attend part-time cannot qualify for the CEIC program of the free tuition of TUP. Many women prefer part-time because of family and work commitments. We recommend TUP be available for part-time as well as full-time students, and also recommend that the Province, through the Ministry of Education, recommend to CEIC that training allowances and UI benefits (either partial or full) be made available to women who wish to attend BTSD part-time. We also



Laurie White

continued on next page

UPGRADING WOMEN

by Joan Baril

recommend that the Province set up a study to consider the effect that the UI regulations has on education. In a time of high unemployment, adults should be encouraged to use their (involuntary) leisure to upgrade their skills or participate in the life-long upgrading of education that to-day's fast changing society makes necessary. But the rule which prevents UI beneficiaries from attending school puts a brake on all education. Admittedly there are many ramifications to changing these regulations; however social benefits might result from a controlled change

The Difficulty of Staying in BTSD

The student interviews delineated three areas of concern: money, day care and male oppression.

Money

Many students both male and female make financial sacrifices to come to BTSD. But there is some discrepancy between the sexes. Women CEIC trainees on unemployment insurance receive less than their male counterparts since U.I. is calculated on 60% of wages (up to a maximum of \$450 a week) and because female wages are lower than male, their U.I. benefits are correspondingly lower. One BTSD woman has U.I. benefits of \$43 a week, another \$61, \$54, \$89 and so on. None of the men students I interviewed were receiving benefits as low. Women students who have been waitresses received U.I. based on minimum wage excluding their tips which, if they were working in an expensive restaurant, could double their hourly rate.

All students have a difficult time managing on CEIC training allowances which are \$25 a week for a trainee who lives with a working spouse or parent and \$70 a week for a student living independently. Surprisingly many do manage to scrape by on \$70 a week with stringent economics and often some evening work. A student is allowed 24 hours a week's work without prejudicing the CEIC training allowance. The 24 hr. figure is the same for both men and women but 24 hours of work done by a man usually brings in considerably more money than if done by a woman. The fact that women attempt to live on such small amounts is a tribute to a determined ambition to get an education. Not surprisingly some women can't make it. They drop out. Even though women on family benefits also speak of a great deal of difficulty making ends meet, there is usually a strong determination to get off benefits in spite of the difficulties. Typically the sole-support mother receives \$550 a month. This is offset by a day care subsidy. Her fee for day care is \$25 a month.

Life so close to the bone has no safety net. Typically BTSD women are in debt, often for children's clothes. They become discouraged and drop out. We recommend that family benefits be increased.

Day Care

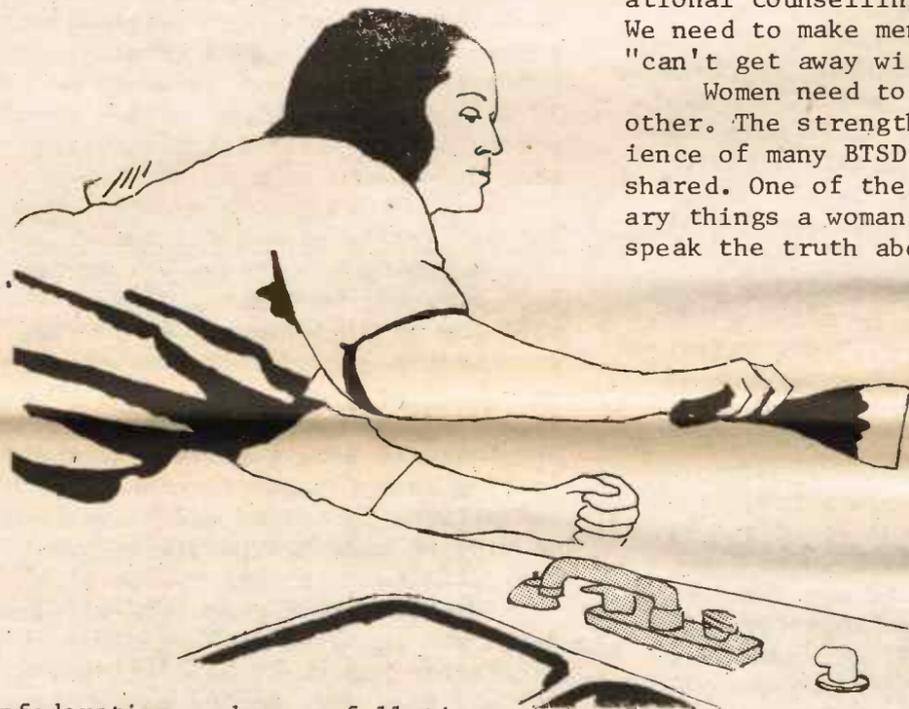
Women with children find day care the biggest barrier to getting an education. Private day care costs about \$220 a month. Municipal care starts at \$300 a month for one child.

As stated, women on family benefits get subsidy. However a time limit may be placed on the number of months. In one instance a woman could not graduate because her subsidy for day care "ran out".

CEIC trainees with children are in a difficult situation. In June 1983, the Federal Government increased the training allowance for a woman with one dependent to \$150 a week, or \$600 monthly. This fairly substantial increase was gobbled by the municipal day care which then charged these women \$200 a month for day care, an amount which is one-third of their monthly allowance. It can be stated that a woman with a child cannot go to school and make ends meet on \$400 a month.

We recommend that day care subsidies be completely redesigned in order that low-income women with pre-school age children can be eligible.

We also recommend that innovative and flexible approaches be considered to bring day care to the campuses of Ontario. For example,



Confederation we have a full-time nursery school on campus. It is used as training for the Early Childhood Education students. However the high fees make it far too expensive for BTSD students. We need to subsidize the children of needy students. Perhaps co-operative models, or work sharing arrangements would reduce the costs for campus day care.

Male Oppression

In the group meetings with BTSD women, problems with money and day care emerged as the focus. In the private interviews a third area of difficulty became evident--- which can be called male oppression. Here are some examples of the information I was given. M.'s boyfriend beat up her 12-year old daughter. She has asked him to move out but he refuses to leave. She is too terrified to move to a hostel. (Later she dropped out of school) K's husband drinks heavily and beats her. She said that after a beating last year she phoned the police who told her they could do nothing "because you are married and living at home". L's husband beat her so badly she had to be hospitalized. T's husband is a compulsive gambler--- even the family allowance cheque is not safe.

A common theme was the harassment suffered by separated women. Harassment by the husband after separation almost seems the rule rather than the exception. Whatever the truth of the matter is, BTSD women do not believe that the local crown attorney's office or the local legal system is serious about prosecuting for assault. In many of the assault or harassment accounts the women told me they believed it was no use to call the police or try to lay charges. They say the men know they can "get away with it".

I would recommend that a preliminary study be done to discover if the problem of harassment of separated women is widespread and if so an in-depth investigation should be made. A study should be done to see how assault cases, especially assaults on women, are treated by the local legal system. Provincially the government should look at ways whereby the battered wife could remain in her home and the batterer would be made to leave. Perhaps we need hostels for men, with re-educational counselling or jail terms. We need to make men aware they "can't get away with it".

Women need to validate each other. The strength and life experience of many BTSD women can be shared. One of the most revolutionary things a woman can do is to speak the truth about her life. This

type of networking is built into the INTO and WITT curricula. BTSD men often make sacrifices to come to school but BTSD women climb more mountains than most of us will ever know. Let us not underestimate their ability to help each other.



INTERMEDIATE
WENDO
COURSE

Jan. 5 & 6

call
Teresa
935-2371



PARTY &

POTLUCK

FRIDAY DECEMBER 14th

at 6:30

WOMANSPACE, 316 BAY ST.

DID YOU KNOW?

THAT THE NORTHERN WOMAN JOURNAL
WOMANSPACE
THE NORTHERN WOMAN BOOKSTORE
THE NORTHERN WOMEN'S CENTRE
are all moving to 69 North Court St., and expect to be settled by
January 1st, 1985

We are Moving

WOMEN IN DECISION MAKING

An interesting, new booklet entitled Women In Decision-Making has just been released by the Economic Development Sub-Committee of the NWO Women's Decade Council. The pamphlet focuses on women's lack of input into major developmental decisions in Northwestern Ontario. It outlines the present situation in which only 13.6% of municipal council members and 12.2% of economic development committee members are women. The barriers preventing women from becoming actively involved in decision-making bodies are described.

Part of the next step in encouraging women to become actively involved in decision-making bodies will be a workshop. Decade Council is sponsoring Women In Decision-Making Workshops throughout the region in the winter of 1984.

The workshop will take participants through a process in which they examine how decisions are made in their communities; the impact of these decisions and the value of women's experience and perspective to community planning. A major portion of the workshop has been set aside for participants to look at the barriers which keep women from being involved and to decide what skills they need to develop in order to become involved in decision-making bodies. The workshop will be presented in Ignace, Upsala, Dryden, Sioux Lookout, Vermillion Bay, Ear Falls, Red Lake, Kenora, Rainy River, Fort Frances, Atikokan, Nipigon, Geraldton and Thunder Bay.

For more information about the pamphlet or workshop, contact Pat McInnis, Research Co-ordinator, NWO Women's Decade Council, 221 Bay St., Thunder Bay, P7B 5N1. 345-3606

Vancouver Women in Focus Society



Women in Focus is a women's alternative arts and media centre in operation since 1974. Involved in presenting the varied expression of women's imagery through the production and distribution of videotapes, films, slide-sound productions, workshops and a women's art gallery, Women in Focus offers many facilities and services which are not duplicated elsewhere in Canada.

Arts and Media Centre
Suite 204-456 West Broadway
Vancouver • BC • Canada
V5Y 1R3

(604) 872-2250



Rising by Gert Beadle

Please send me () copies of RISING @ \$5.00. Enclosed is a cheque or money order for (), which includes postage, payable to:

NORTHERN WOMAN'S JOURNAL, 316 Bay St.,
Thunder Bay, Ont. P7B 1S1





Winter 84

The Confederation College of Applied Arts & Technology
Thunder Bay District

BUSINESS DIVISION--EQUAL OPPORTUNITY MANAGEMENT CERTIFICATE PROGRAM (Post-Basic)
at present offered part-time (evenings) through the Continuing Education Division. --NEW--

BACKGROUND

During the past decade, organizations have recognized the need to introduce programs toward equality for persons disadvantaged in education and employment.

The new Equal Opportunity Management Program is unique in that it provides students with the skills to take advantage of employment opportunities developing in Human Resources Management that requires specialized training in this area.

QUESTIONS YOU MAY ASK

What Is Affirmative Action-Equal Opportunity?

Affirmative Action is a set of planned active strategies designed to identify and eliminate barriers to the employment, promotion, training and development, as well as compensation of women, ethnic and racial minority group members and people with disabilities. Equal Opportunity is the end result of an effective Affirmative Action Program.

What Are Typical Job Responsibilities?

You will be providing expertise in the area of Affirmative Action; planning and organizing workshops and seminars, and developing and maintaining effective liaison with policy-makers in the public and private sectors, as well as labour organizations.

What Personal Characteristics Do You Need?

You will be a people person with analytical, interpersonal and organizational skills; you anticipate a leadership role in a changing environment.

Why Do You Require Levels 3 And 4 English?

The emphasis of your work will be writing reports and other publications, as well as designing and conducting seminars. You will also be required to do considerable public speaking.

What Is The Future In This Area?

The Charter of Rights & Freedoms, the Canadian Human Rights Act and the Provincial Human Rights Codes prohibit discrimination. Equal Opportunity Program Managers will be required to implement policies arising from legislation or governmental directives.

PLEASE NOTE: Equal Opportunity Management Program subjects will also be of interest to persons already working in personnel and management, who need to further their knowledge and skills in the area of Affirmative Action-Equal Opportunity.

For information, contact the Director of Equal Opportunity Programs (807) 475-6278.

GENERAL ARTS AND SCIENCE DIPLOMA PROGRAM emphasizing Women's Programs Curriculae may be taken full-time during the day or part-time (evenings) through Continuing Education.

These subjects are identified as "GS" (elective post-secondary credit).
For information, contact the Program Co-ordinator (807) 475-6390.

SKILLS DEVELOPMENT PROGRAMS (Ministry of Colleges & Universities)

TECHNICAL UPGRADING PROGRAM (T.U.P.) facilitates the entry of individuals, particularly women, into the workplace or technical/trades training programs. The program has two components: --Career Counselling provides a "training path" outlining the training necessary to enter the intended workplace or technical/trades training program.
--Academic Upgrading provides 8-40 weeks of upgrading in related certificate and diploma programs in technology or business programs as well as selected apprenticeable trades.
For information contact the Associate Registrar Adult Training & Special Programs 807/475-6302.

CANADA EMPLOYMENT & IMMIGRATION COMMISSION
Canada Employment & Immigration may offer BASIC TRAINING IN SKILL DEVELOPMENT (B.T.S.O.) Academic Upgrading Grades 8-12; English as a Second Language; Introduction to Non-Traditional Occupations (I.N.T.O.) and Women Into Trades & Technology (W.I.T.T.). For information contact your local Canada Employment & Immigration office, or the Women's Employment Centre, 130 S. Syndicate Avenue Thunder Bay, ON P7C 1C7 (Phone 807/623-2731).

PROGRAMS

GS 026 (99)

ASSERTIVENESS TRAINING

This elective post-secondary credit subject will provide the student with the skills necessary to negotiate honestly for the things he/she wants--on the job, at home, in the community. Assertion is not to be confused with aggression. Assertion takes into account the rights & feelings of others.

DATE & TIME: Wednesdays 7:00-10:00 p.m.

START DATE: January 16, 1985

COMPLETED: March 20, 1985

INSTRUCTOR: Ivy Cook

FEE: \$30.00

ROOM: 331, Shuniah Bldg

GS 143 (99)

WOMEN & STRESS MANAGEMENT

This elective post-secondary credit subject is intended to examine situational stresses in our lives--family, job, social relationships, conflict, change, developmental crises, as well as potential sources of stress they bring to every situation because of their personality, their own belief system, their life rhythms and their style of problem-solving. A lifestyle and attitude approach to changing their stress response will be developed by each individual.

DATE & TIME: Thursdays 7:00-10:00 p.m.

START DATE: January 17, 1985

COMPLETED: March 21, 1985

INSTRUCTOR: Pat McInnis

FEE: \$30.00

ROOM: 267, Shuniah Bldg

GS 144 (99)

WOMEN & INTERNATIONAL DEVELOPMENT

This elective post-secondary credit subject will expand awareness of the role of women in development (economic, social, cultural and political) by: - exploring activities, concerns and issues regarding WOMEN AND DEVELOPMENT in the Third World, and - examining links between development issues affecting Third World and Canadian women.

DATE & TIME: Tuesdays 7:00-10:00 p.m.

START DATE: January 15, 1985

COMPLETED: March 19, 1985

INSTRUCTOR: Margaret Phillips

FEE: \$30.00

ROOM: 258, Shuniah Bldg

WT 843

MOTOR VEHICLE (WOMEN KNOW YOUR CAR)

In this elective post-secondary credit subject the student will learn the basic procedures of car maintenance and general operation.

SECTION 99

DATE & TIME: Mondays 7:00-10:00 p.m.

START DATE: January 21, 1985

COMPLETED: February 25, 1985

SECTION 98

DATE & TIME: Tuesdays 7:00-10:00 p.m.

START DATE: January 22, 1985

COMPLETED: February 26, 1985

INSTRUCTOR (Both Sections): Al Bonazzo

FEE (Both Sections): \$20.00

ROOM (Both Sections): Auto Shop, Dorion Bldg

EQUAL OPPORTUNITY PROGRAMS

ZA 350 (99)

ASSERTIVENESS TRAINING PART II

This non-credit (general interest) subject has been developed in response to growing requests from participants of Assertiveness Training Part I. It provides an opportunity for review and develops advanced assertive skills.

DATE & TIME: Mondays 7:00-10:00 p.m.

START DATE: January 21, 1985

COMPLETED: March 25, 1985

INSTRUCTOR: Mary Fedorchuk

FEE: \$45.00

ROOM: 234, Shuniah Bldg

PRE-REQUISITE: Assertiveness Training Pt.I

ZB 293 (99)

FIRST STEP-Computer Programming for Women

An introductory course in computer fundamentals designed to give women an understanding of the capabilities and terminology associated with computers. Upon completion, students will be capable of designing some of their own "BASIC" programs such as budget or mortgage payment calculations. Students will have hands-on experience with computers.

DATE & TIME: Tuesdays 7:00-10:00 p.m.

START DATE: January 22, 1985

COMPLETED: March 26, 1985

INSTRUCTOR: Anna Melville

FEE: \$30.00

ROOM: 362, Shuniah Bldg

EQUAL OPPORTUNITY PROGRAMS WELCOMES
YOUR SUGGESTIONS, CALL (807) 475-6232.

REGISTRATION DATES:

Non Post-Secondary (General Interest):
December 3, 1984--5:00pm-7:30pm
Registrar's Office, Shuniah Building

Post-Secondary (Credit) Subjects:
December 4, 1984--5:00pm-7:30pm
Registrar's Office, Shuniah Building

Registrations for all subjects will be taken commencing December 5th from 9am-7:30pm Monday to Thursday and Fridays 9am-4:00pm in the Registrar's Office, Shuniah Building EXCEPT on days when registration is in the malls.

MALLS:

County Fair Mall-Dec. 7 & 8 (10am-8pm)
Thunder Bay Mall-Dec. 11,12 (10am-8pm)
Intercity Mall-Dec.13,14,15 (9:30am-9:30pm)



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 Phillips, Donna Phoenix, Rosalyn Taylor-
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