

Marilyn Assheton-Smith and
Jean Lauber
Co-chairs, Vice-President's
Advisory Committee on
Women's Studies
c/o Women's Program
Faculty of Extension
University of Alberta
11019 - 90 Ave.
Edmonton, Alberta
T6J 2E1

10647 - 125 St.
Edmonton, Alberta, T5N 1T7

August 19, 1986

Dear Marilyn and Jean:

This is to follow up on my telephone conversation with you, Marilyn, about the potential for funding to enable me to participate in the CRIAW Conference, November 7 - 9, 1986, in Moncton, N.B.

CRIAW has accepted my proposal to deliver a 10-minute paper on: "Rejection and Transformation: Feminists' Struggles with Partisan/Electoral Politics". I am especially pleased with this acceptance because of CRIAW's openness to including action-oriented research.

The Conference Committee has applied to SSHRC for a grant to cover expenses for presenters. Recently, CRIAW wrote to say that an SSHRC answer was not expected until September 30, and that if funding was granted, the amount would probably not cover the expenses for all presenters. CRIAW suggested local fundraising.

As a free-lancer, my income is fairly low. Financial support would be very welcome. I have already contacted Sec. State - no money. The Women's Secretariat also has no money, and would not fund anyway because they don't want to set precedents. Someone suggested I contact the Vice-President's Committee.

CRIAW has already made reservations. These are the costs:

Airfare (lvg Nov. 6, returning Nov. 10)	\$585.00
Accommodation: 4 nights @ \$53.00	212.00

	\$797.00
	=====

...2

I would like to apply to the Vice-President's Committee for this amount (\$797.00), with the condition on my part that if SSHRC funding comes through, in whole or in part, I return unused funds to the Vice-President's Committee. In addition, I will personally be responsible for expenses such as needed to get to and from airports, meals, and other etceteras.

I understand that the Committee will be meeting some time in September, that funds may be tight, and that guidelines for funding requests such as mine must be developed. I would appreciate it if you would discuss my request with the Committee, and let me know your answer as soon as possible after your meeting. Please contact me if you need more information.

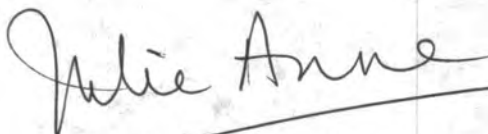
I will be moving in late August or early September, to:

10737 - 71 Ave.
Edmonton, Alberta, T6E 0X5.

I don't have a new phone number yet, but Information will have that by the time you have made a decision.

Thank you in advance for your consideration.

Sincerely,



Julie Anne Le Gras.



September 7, 1985

Dr. Eliane Leslau Silverman
Associate Professor
Coordinator, Women's Studies
University of Calgary
2500 University Drive N.W.,
Calgary, Alberta
T2N 1N4

Dear Dr. Silverman,

Thank you for your letter of July 9 and the course outlines from Women's Studies 305 and 307. You mentioned that you and others teach additional courses which fall under both the Women's Studies and departmental rubrics. By this do you mean such courses as Social Work 317 and History 387 which are listed in the 1985-86 calendar under Women's Studies? If so, I think I understand the structure of your Women's Studies program, but if you are referring to something else, I would appreciate hearing more about it.

I am not sure whether you would have heard about Dale Spender's visit to the University of Alberta. I have enclosed a flyer which highlights her public appearances as well a copy of her complete itinerary. I have also included a brochure which lists the "Women's Studies" courses that are available at the University of Alberta.

Thank you for your offer to meet with the committee to discuss your experiences with the Women's Studies program at Calgary. I will inform the committee of your offer when regular meetings resume in September or early October. I hope you and/or some of your colleagues will be able to attend some of Ms. Spender's lectures.

Sincerely,

Leslie Stewart
Administrative Coordinator
Advisory Committee on Women's Studies

Encl: copy of flyer, itinerary, 1 brochure.

ASSOCIATION OF PROFESSORS EMERITI

11043 - 90 Avenue
492-2914
Edmonton, Alberta
T6G 2G1

10 August 1989

Dr. Marilyn Assheton-Smith
Director,
Women's Research Centre
c/o Dept. of Educational Foundations
Education North

Dear Marilyn;

We met with you last Tuesday and I thought I would follow up with a summary of our concerns about the shared space we have. The two main ones were that about August 1st a desk and sets of shelves were moved into the large meeting room on the main floor with the apparent intention of making this room into an office. The second concern was the disappearance, about the same time, of two teak veneer tables from this room. Our Association, when we were assigned space in the house, undertook to remove some of the jumble of broken and ill-suited furniture in this room and replaced it with these tables and some other items which made it more usable as a conference room and I think it served both our groups well.

I want to reemphasise that our position on these matters is not negotiable. We want that room to remain as a conference or meeting room to be used by both of our groups. The desks and shelves must be removed and the teak tables replaced. I agree with you that we should meet with you periodically to discuss the decoration of this room (pictures etc.)

We were a little astonished to find that the authorization for installation of these bookshelves and desk came from Ms. P. Leginsky of Extension and that you knew nothing of it. Ms. Leginsky says she knows nothing about the tables being missing but states, categorically that four tables were still here upon completion of the move. However, my own observation is that they were gone before the desk and shelves were installed. We have complained to Security who are attempting to locate them. This raises our concern about the security of the building and who has keys. We have a very limited number of keys to the front door and limit them to the executive. Since we have some expensive computer and office equipment we are concerned about who has access to the building.

The whole matter has made us review our relative space in the building. When we were assigned space in the building your group already occupied the two best and largest of the office rooms on the south side of the first

and second floors. We were assigned the two offices on the north side of the second floor. Your rooms, 144 square feet on the first floor and 120 square feet on the second add up to 264 square feet. The offices assigned to the Association of Professors Emeriti are 79 square feet and 132 square feet for a total of 211 square feet. We feel that this is not equitable since you have the two best and brightest rooms. Our observation is that the second floor room has been virtually unused for the past year. Therefore we would propose that we take over the south room on the second floor and relinquish to you the smaller room on the north side. This would give you 223 square feet and us 252 square feet which would be a more even division.

Sincerely,



Lloyd G. Stephens-Newsham
Professor Emeritus
President

cc. Ms. P. Leginsky
Ms. Mary Potrebenko
Vice President P. Meekison
Prof. G.S. McCaughey, Vice President, A.P.E.
Prof. T. M. Nelson

ASSOCIATION OF PROFESSORS EMERITI

11043 - 90 Avenue
492-2914
Edmonton, Alberta
T6G 2G1

Aug. 22, 1989.

Dr. M. Assheton-Smith,
Department of Education Foundations,
Faculty of Education.
CAMPUS.

Dear Dr. Assheton-Smith:

I do believe I owe you a most abject apology over the subject of "missing tables" from our Mutually Held Territory. I had been led to believe that we had four Teak Tables in the Common Room, and that two had somehow gone astray in conjunction with a moving in there of some furniture about August 1. Of course, when anyone else said: "four tables" they were undoubtedly thinking of the total there, not the Teak Tables in the centre of the room.

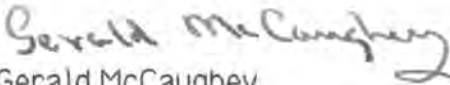
When Mary Potrebenko returned from Toronto a few days ago, and especially after she and I re-arranged the tables in their original format, it was quite clear to me that we must never have had more than two of the large Teak Tables in there, from the start (which, of course, Mary knew from her experiences in decorating the room, etc.). I have now had that fact confirmed by the suppliers of the tables.

Given that I, personally, called in Campus Security, it really is my obligation to offer you and your group my most sincere apologies. What I had understood to be "fact" was not that at all. No tables are missing, and I am most sorry for bringing this issue up at all.

Please accept my most sincere apologies. I will forward a copy of this letter to Campus Security (to straighten out their records on the matter), and to Dr. Meekison, who was a recipient of our President's letter about this matter.

I'm truly sorry to have caused you distress about this "non-issue."

Sincerely,


Gerald McCaughey,
Vice-President, A.P.E.

cc. Dr. Peter Meekison,

**Women's Research Centre,
Athabasca University/University of Alberta,
11043-90th Ave.
Edmonton, Alberta Canada T6G 2G1
August 23, 1989.**

Professors
Lloyd Stephens-Newsham and
Gerald McCaughey,
Association of Professors Emeriti
University of Alberta
11043-90 Ave.
Edmonton, Alberta T6G 2G1

Dear Lloyd and Gerald;

This letter is in reply to your letters of August 10 and August 22, 1989. You may not be aware that the Women's Research Centre is a joint project of Athabasca University and the University of Alberta, and the Centre executive representatives report to their respective Vice-Presidents Academic. Therefore although the physical space of the centre is located on the University of Alberta campus, it is a joint space and any difficulties that arise in its use have implications for inter-university agreements. It is for that reason that this letter is written by representatives from both universities.

Athabasca University will very shortly be placing computer equipment in the Research Centre for use of Centre researchers. Therefore concerns about security in the Centre take on a particular importance at this time. Sometime during the first week of August there was an unauthorized entry of the upstairs Research Centre office currently being used for one of our projects. All of the accounting and other materials for the project were removed from the office and left in the common room downstairs. We were neither informed that this entry was planned nor advised that it had taken place. University of Alberta representatives who found this material assumed, perhaps wrongly, that members of the emeriti were responsible for this action. It was hoped that this unfortunate action was the result of a misunderstanding; consequently Campus Security was not called. However, the Athabasca University representative on our executive wants written assurance that persons not affiliated with the Research Centre will not access office space which is designated as Centre space.

We do need to discuss the pictures and other decorative items around the common rooms. In particular the print of the Emily Murphy commemorative stamp, which was given to the University by the Federal Minister responsible for the post office, and then given to the Women's Research Centre by President Horowitz, seems to us to deserve a place of display. We were sorry to see that it had been removed. At this point, we are not sure of the best way to deal with these and other concerns, and we would welcome suggestions. We have proposed that a designate of each group meet or converse on a regular basis; we anticipate that that or some other plan will go far to resolve various aesthetic or practical difficulties which have arisen in the sharing of this building. Do you think this is adequate, or would you prefer some more formal method?

Thank you for letting us know in your letter of August 22 (copy attached) that you have discovered that none of the tables is missing. It is unfortunate that campus security was called prior to Mary Potrebenko's return the following week, despite the fact that Marilyn Assheton-Smith did tell you in discussion that Mary was in the building regularly and would know in detail what the situation was.

We are sorry you do not like the bookshelf and desk in the common room. Since you had taken the initiative to place functional and attractive tables and chairs and so on in the front common room and the kitchen, which we all use and appreciate, we assumed that you would have no objections if we added the shelf and desk. We have no intention of converting the common room to another purpose, but rather to make it comfortable for an even broader range of activities. We thought that you too would enjoy the golden pine bookshelf. Whatever the case, we do want to correct your misapprehension that Pat Leginsky authorized the installation of the shelf and desk. In fact, she merely opened the door for the workers, as Mary Potrebenko was not available on that occasion.

This brings us to the question of keys as an aspect of building security. As you know, the back door lock was recently changed so it is the same as the front door lock; now our two groups have the same key to the building. In our case, distribution is carefully controlled by Mary Potrebenko. Mary has one key, Marilyn Assheton-Smith has another, and the researchers working on a Research Centre Project in the second floor office have a key. One key is kept at the neighbouring Women's Program house (Faculty of Extension) so that emergency access to the building can be assured. For reasons of security no other members of our executive hold individual keys, not even Barbara Roberts. Therefore there is virtually no opportunity for anyone to enter the building without authorization and this should answer your concerns about

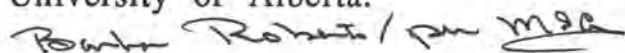
the security of your computer equipment. But as the Research Centre develops there will be expensive equipment in the building (in addition to the Athabasca University equipment mentioned above), and it is imperative that the Research Centre can be confident of the integrity of its office space.

In Lloyd's letter of August 10 (copy attached), you indicate that you would like to exchange one of your second floor offices for our second floor office. This is an example of some of the issues which we might need to discuss. In any case, we think it is clear to each group that our space in the building is inadequate and we both need additional space, especially at peak periods. Perhaps we could discuss some joint effort so that each group could meet its space needs in more appropriate facilities.

Yours truly,



Marilyn I. Assheton-Smith
Associate Professor,
Department of Educational Foundations,
University of Alberta.



Barbara Roberts
Associate Professor,
Women's Studies,
Athabasca University

c.c.

Vice-President Academic, University of Alberta
Vice-President Academic, Athabasca University
Professor T.M. Nelson, University of Alberta
Lorraine Courterille, Researcher, Women's Research Centre

ASSOCIATION OF PROFESSORS EMERITI

11043 - 90 Avenue
492-2914
Edmonton, Alberta
T6G 2G1

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Department of Education Foundations,
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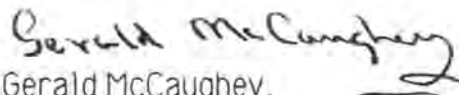
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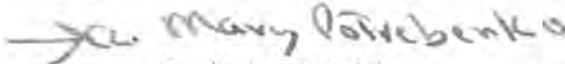
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Sincerely,


Gerald McCaughey,
Vice-President, A.P.E.


cc. Dr. Peter Meekison,

ASSOCIATION OF PROFESSORS EMERITI

11043 - 90 Avenue
492-2914
Edmonton, Alberta
T6G 2G1

10 August 1989

Dr. Marilyn Assheton-Smith
Director,
Women's Research Centre
c/o Dept. of Educational Foundations
Education North

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Sincerely,



Lloyd G. Stephens-Newsham
Professor Emeritus
President

cc. Ms. P. Leginsky
Ms. Mary Potrebenko
Vice President P. Meekison
Prof. G.S. McCaughey, Vice President, A.P.E.
Prof. T. M. Nelson



to: As Listed Below

date: Sept. 28, 1988

from: Eloise Murray *em*
Dean
Faculty of Home Economics

our file:

your file:

subject: CIDA-WID Proposed Project

On 13 September, I agreed (somewhat foolishly) to draft a WID related proposal for CIDA. Attached you will find a most preliminary of draft of said proposal. On October 6, I shall discuss it, among other things, with M. Garvin, W. Clarke-Okah and L. Perrinbaum of CIDA. Since it is a departure from the usual ICDS proposals, this kind of preliminary work seems reasonable. However, I shall remind Mr. Perrinbaum he requested more "creativity" in projects.

I leave here October 5, so before October 4 at 4:30 p.m. at 3883 or until 10:00 p.m. at 433-1647, you may feel free to make comments or suggestions or utterances of support in principle. Thank you.

EM/fm
encl.

→ M. Assheton-Smith
Cathy Bray
Robin Coutts
Dallas Cullen
Brian Evans
Shirley Neuman
Winnie Tomm

DRAFT (To be discussed at CIDA October 6, 1988)

1. BACKGROUND INFORMATION ON CANADIAN INSTITUTION

1.1 Full information on the University of Alberta is available in CIDA files.

1.2 The University of Alberta (U of A) has extensive international development experience, having implemented a score of projects during the past decade. Project evaluations have been positive. Alberta International (AI) has been established by the U of A to coordinate/manage international development projects. These may be initiated by Faculties of the University or by AI.

2. BACKGROUND INFORMATION ON PARTNER INSTITUTIONS

The proposed project will involve no new institutional linkages, rather it is intended to strengthen the women and development capacity of existing collaborative projects. The background information for the partner institutions was provided in previous submissions. This project will focus specifically upon the following existing projects:

-
- (Help, help, B. Evans!!)
-

Other projects of the University of Alberta will be eligible to participate.

3. PROJECT DESCRIPTION

3.1 Background

CIDA in both its policy and practice is committed to strengthening the involvement of women in the development process, as both agents and beneficiaries. One manifestation of this commitment is monitoring all projects, including those involving institutional linkages, to determine extent to which women are involved and/or affected by project activities.

For universities the need to meet this mandate is subject to some breadth of interpretation and variously possible. For example, the need may be seen as merely accounting for the involvement of females, who may or may not understand the nature of the gender issues in the development process. In projects involving traditionally male-intensive professions, the consequence is more likely to be a scramble to locate "a woman" than for there to be any attempt on the part of the majority participants to develop an understanding of roles of and impact upon women affected by the project. However, ownership of a female body does not ensure

knowledge or understanding of gender issues in development. Conversely, being male does not necessarily mean one does not or cannot comprehend such issues and therefore one has no need to be responsible to the CIDA women in development mandate.

A related issue is there is evidence that for women having the first opportunity to be a development agent is more difficult than for male colleagues. The networks for women interested in development are more tenuous than those of their male counterparts. Further, it is not uncommon for a possible single female on a project to be perceived as a potential nuisance rather than as a colleague.

The objectives for the proposed project address the issues outlined above as they apply to existing international development projects at the University of Alberta. This project may be regarded as a model for strengthening women and development capacity in universities. Effort will be made to evaluate the impact of each specific initiative so that recommendations may be made to develop the model.

3.2 Logical Framework Analysis

Objectives: The overall goal of the project is strengthening the women and development capacity of the University of Alberta and the institutions with which linkages currently exist. Specifically the project objectives are to:

(a) establish six short-term (approx. 6 mos.) internship opportunities focused on women and development in connection with existing development projects

(b) through a series of instructional programs, increase the knowledge about gender issues in development among present project actors, those in Canada and those in partner institutions

(c) in those collaborative projects involving participant training and/or curriculum development, ensure that gender issues are included in the substance of those programs

(d) provide library support materials for the University of Alberta and for partner institutions in the area of women and development.

Results Expected: Given below are the results anticipated to be produced by the project.

Direct Effects -

(a) Six persons will have had their first development field experience. While preference will be given to female interns, the crucial deciding factor in intern selection will be a women in development focus evident in the field work plan submitted to a selection advisory committee. These interns will be selected from faculty members, advanced graduate students and administrative personnel. The internship work is not to be regarded as data collection for research, rather it will be development involvement. No salaries will be paid to interns by this project.

(b) Approximately thirty persons who presently are development project actors will have been involved in a systematic instructional program of at least five days focused upon gender issues in development.

(c) All project participant trainees will have been involved in a systematic five day gender issues in development instructional program. A gender issues in development module for inclusion in projects involving post secondary curriculum development will have been produced and pre-tested.

(d) The libraries at the University of Alberta and three participating institutions will have materials focusing upon women and development in general and in the collaborating institutions, on those issues with particular reference to the country where such materials exist.

Means to Achieve Results Expected

(a) Provision of women in development focused field based internship placements of approximately six months for six persons. These internships will be with existing University of Alberta collaborative projects and managed by Alberta International. Candidates will be selected by a project Advisory Committee by criteria to be defined at a later time.

(b) Development and provision of a five day instructional program focused upon gender issues in development.

(c) Development and provision of curriculum modules focused on women in development issues related to specific projects and countries.

(d) Provision of funds for library support materials.

Critical Assumptions

The primary goal of the project is to strengthen the women development capacity of existing collaborative projects at the University of Alberta.

The three major assumptions that are being made are:

- appropriate intern candidates will be available and will be able to define appropriate women and development agendas related to existing development projects
- the interns and the instructional programs will have a positive influence on present project personnel
- expertise to develop the training and curriculum components can be located.



to Dr. R. Liburd
Student Counselling

date 9 September 1988

from Lloyd G. Stephens-Newsham, Professor Emeritus
of Pharmacy & Pharmaceutical Sciences

our file

your file

subject: House at 11043 90th Avenue

Dear Dr. Liburd;

I am president of the Association of Professors Emeriti and we have been given a lease on part of the house in the Garneau area at 11043 90th Avenue. This includes two of the upstairs rooms at the front of the house and shared use of the large front room on the main floor. We presume we would also have shared use of the bathroom and the kitchen.

I notice that two rooms, those at the back of the main floor and the second floor are occupied some of the time and gather that a group called The Women's Research Centre has use of these. I do not know to what extent this has become official. I further understand that you and Dr. Marilyn Asshton-Smith have been active with this group.

I would appreciate the opportunity to get together with you so that we can cooperatively use this space. My feelings about the large front room are that we would like to have it available for meetings and socializing. I note that one of your group has a desk set up there. The room was crammed with miscellaneous furniture and we have had some removed. Two conference tables are to be put in it to replace this. Also, painters are to come in on September 13th to paint parts of this room as well as our rooms upstairs.

I shall be away from the 22nd of September to November 5th but others of my executive will be available. I may be reached at the following numbers;

Office; 3797
Home; 355-6246

Sincerely,

c. Dr. M. Asshton-Smith

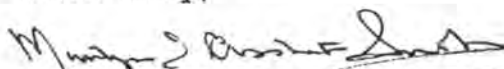
Women's Research Centre
11043-90 Ave.
University of Alberta Campus

Dr. Shirley Neuman,
Chair,
Women's Studies Programme,
131 Trailer Complex #1,
University of Alberta.

Dear Dr. Neumann;

The Women's Research Centre is pleased to support the nomination of Dr. Catherine Stimpson as a Distinguished Visitor to the University of Alberta. There are a number of researchers associated with the Centre who have an interest in literary studies, and they in particular would appreciate the kind of contribution which Dr. Stimpson would make. We also are familiar with Dr. Stimpson as a public speaker, and we think that she would be a good spokesperson for women's studies and women's research on this campus.

Yours truly,


Marilyn I. Assheton-Smith.
Chair,
Women's Research Centre Committee.



CAREER DEVELOPMENT
AND EMPLOYMENT

10924 - 119 Street, Edmonton, Alberta, Canada T5H 3P5 403/422-1794

October 14, 1988

Ms. Marilyn Assheton-Smith
Chairperson
Advisory Committee on Women's Studies
Department of Educational Foundations
Faculty of Education
University of Alberta
Edmonton, Alberta
T6G 2R6

Dear Ms. Assheton-Smith:

This letter will serve as a preliminary introduction of the new personnel in the **Women's Career Resources** unit of the Career Programs and Resources Branch (formerly called "Career Information Services"). We are **Jeanna Baty** (Co-Ordinator) and **Caroline Evahnenko** (Consultant), and "arrived" here only a few weeks ago. Between us, we bring to the Branch a diverse background of field experience in the private and public sector; inclusive of work in social service agencies, schools and post-secondary institutions; involving counselling, advising, teaching, program development, marketing and management. "Special populations" have been a work focus for both of us.

We'd like to meet you, as we are hoping to make as many contacts as possible over the next few months with representatives of organizations/groups concerned with women's interests. Our intention is to familiarize ourselves with both current activities and support needs of the professionals and volunteers working with women around the province. If you plan to be in the Edmonton vicinity before we get to you though, do call ahead and arrange to come in and see us.

Yours sincerely,

Jeanna Baty
Co-Ordinator
Women's Career Resources

Caroline Evahnenko
Consultant
Women's Career Resources

JB/CE/ph



MINISTER OF
CONSUMER AND CORPORATE AFFAIRS

MINISTER RESPONSIBLE
FOR WOMEN'S ISSUES

104 Legislature Building, Edmonton, Alberta, Canada T5K 2B6 403/427-2305

June 3, 1988

Dear Friend:

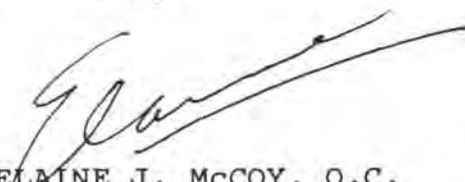
I am pleased to inform you of a new Alberta Government initiative to enhance the economic development of women. As an important member of the women's community in Alberta, you'll be interested to learn more about the **Alberta Dialogue on Economic Equity for Women**.

As you know, the issue of women's economic equality, or as I prefer to call it, economic equity, has been a subject of considerable interest in recent years. In recognition of this, and given the variety of factors which impact on women's economic equity, the Government of Alberta feels strongly that it has a responsibility to take this issue to the people of Alberta for public discussion.

The Government of Alberta is committed to achieving economic equity for women in Alberta. In this regard, you'll be pleased to know that the Alberta Dialogue on **Economic Equity for Women** is but one of many recent initiatives that will examine the economic position of women.

For your further reference, attached is a copy of the news release and background. I trust that you will find them of interest and that they will answer many of your questions about this important and timely initiative.

Sincerely,



ELAINE J. McCOY, Q.C.
Minister Responsible for
Women's Issues
M.L.A. for Calgary West

Enclosure

June 1, 1988

Edmonton, Alberta

A public dialogue on the issue of women's economic equity is being initiated by the Alberta Government, the Honourable Elaine McCoy, Minister Responsible for Women's Issues, announced today.

Currently, there is a great deal of discussion surrounding ways to achieve economic equity for women in Alberta. Women are doing all kinds of essential work both in the home and in the work force. In recognition of this, the Government will be asking Albertans representing a broad spectrum of interests to share their priorities, concerns, opinions and solutions on the issue of women's economic equity. The initiative, titled **Alberta Dialogue on Economic Equity for Women** will begin later this month and should be completed in November 1988.

"What we want is a made-in-Alberta dialogue. All Albertans, no matter who they are or where they live, have an interest in women's economic equity. Before we take any further steps, we must talk to individuals and groups who represent a full range of interests — employers, businesses, women in the home, women in the labour force, women in rural areas, women in business. These discussions will help us to ensure that we have a solid basis of understanding. Then we can work toward ensuring that Government policy considers and reflects that understanding," said Elaine McCoy.

The **Alberta Dialogue on Economic Equity for Women** is being initiated in conjunction with the development of the Government-wide Plan of Action for Women. The Plan of Action will provide a provincial framework for enhancing women's participation in all aspects of Alberta life. The purpose of the Plan

is to stimulate provincial and regional action in the areas of women's family life, employment, education, participation in public life, social services and health. The input that is received during the course of the dialogue will serve as an information base for the development of the Plan of Action as well as other provincial government initiatives to enhance women's economic equity.

The Alberta Advisory Council on Women's Issues has also identified economic equality as a significant issue for the women of Alberta.

The Alberta Women's Secretariat will coordinate and implement the **Alberta Dialogue on Economic Equity for Women**. Consultative support will be provided by an independent research firm which will present its findings to Government. A summary of the results of the consultation will then be made public.

"The Government of Alberta is committed to equity for women and we are on the record as being committed to involving the community in decision-making on important and complex issues. We are actively pursuing the full and equal participation of Alberta women in the life of the province. This dialogue is another example of this Government's commitment to the women of Alberta," concluded McCoy.

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Contact:

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BACKGROUND

Women are doing all kinds of essential work in our society. The work done by women in the home is a major contributor to the strength and stability of Alberta families. Alberta women make valuable contributions to the betterment of our society through their participation in political life, volunteer work, and service to the community. Many women also play a significant and vital role in our work force as either employees or employers.

The role of women in our society has changed dramatically in recent years. As a result of these changes, new issues have arisen for women, and many of these are economic issues. We need to examine these changes to ensure that women are provided with the opportunities and choices to participate fully and equally in the life of our Province.

In recent years, the Government of Alberta has initiated a broad range of strategies to achieve economic equity between men and women. Alberta's Framework for Education and Training for women, for example, is designed to encourage women to consider all the occupational opportunities available to them. The Framework includes initiatives such as: the new Stepping Stones role model program to encourage young women to consider a wider range of career alternatives; the new Entrepreneurial Training Program for Women; new education and training initiatives in Personnel Planning and Career Development, the Women's Program in Alberta Personnel Administration Office; as well as the establishment of the Women's Career Resources, an information and resource centre for private and public sector career counsellors. By ensuring equality of opportunity in occupational choices for women, segregation will be lessened and the wage gap reduced.

In moving towards the goal of economic equity for women, the Government of Alberta has also committed to develop a Government-wide Plan of Action for women. The Plan is to provide a comprehensive framework and direction for enhancing women's economic equity.

The Government of Alberta recognizes its leadership role in achieving gender equality; however, accomplishing this aim requires the cooperative efforts of Albertans. In developing new initiatives, the Government intends to initiate a public dialogue with key stakeholders about their priorities, concerns, opinions and solutions.

It is expected that the information gathered through this public dialogue will:

- . provide data for policy directions to be taken in the future by Government departments,
- . provide ideas for closing the wage gap, and
- . assist in the development of the Government-wide Plan of Action for women.

An Alberta Dialogue on Economic Equity for Women

Public consultations will be undertaken in five steps:

1. Public and private sector employers will be interviewed to gain their perspectives on women's issues in the workplace. Small, medium and large employers will be included in the sample. The purpose of the interviews will be to determine employer attitudes towards women's employment issues such as the wage gap; the recognition of women's volunteer activities as valuable work experience; strategies to integrate work and family responsibilities for employed mothers such as flex-time and job sharing; and so on.
2. Interviews will be conducted with individual women and representatives of women's groups to determine their attitudes and priorities for achieving economic equity for women.
3. Informal focus group discussions will be organized in communities across Alberta. The aim is to bring together people representing various interests (e.g. employers, unions, women in the home, employed women, and so on) to have an open discussion about achieving economic equity for women.
4. An issues audit will be conducted within Government to identify the major issues relating to economic equity for women. Interviews will be conducted with individuals at various levels within the public service and with members of the Government to define the issues of concern, and to generate ideas as to what could be done about them.
5. A summary report of the opinions and issues identified in the community-based dialogues in Steps 1 to 4 will be prepared. Following the Government's review of the report, a summary of the findings will be announced to the public.

Interested individuals and groups who are not asked to participate in the dialogue, are welcome to submit written briefs, if they wish to do so, to:

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