

Hi Marilyn

Thanks for waiting for my proposal. My student and I are doing something else with the research on age and equity so I'm submitting this new topic on my own.

Warm regards, Sharon

PROPOSAL: CRIAW CONFERENCE

RESPONDING TO THE GULF WAR:

THE CASE OF CANADIAN WOMEN OF ARAB AND MUSLIM DESCENT

This paper examines the impact of events surrounding the 1991 Gulf War on Canadian women of Arab and Muslim descent. It argues that the responses and adaptations of these women were not monolithic but diverse. Within the diversity there were discernible patterns. Women reacted to the climate of war and inter-ethnic hostility and tried to protect their families in ways which were related to factors such as the historical period in which they or their forebears immigrated to Canada and their own position in the generational structure of their families. This analysis moves from the local and national Canadian context, where women of Arab and Muslim descent faced hostilities, to the international arena, where the Canadian military was engaged with an Arab and Muslim "enemy". The paper argues that for these Canadian women of minority background, the experience of majority group hostility, the perception of threat, and the identification with "distant" tragedies are linked not only to the technology of war but also to both personal place in the ethnic community (and the larger society) and to communication technology. The methods and findings of the present study, which is situated at the intersection of overlapping communities, are assessed against the theme of "global vision/ local action."

Sharon McIrvin Abu-Laban
Department of Sociology
University of Alberta
Edmonton, Alberta T6G 2E1

◇

Proposal 1991 CRIAW/CREF CONFERENCE

RESPONDING TO THE GULF WAR: THE CASE OF
CANADIAN WOMEN OF ARAB AND MUSLIM DESCENT

This paper examines the impact of events surrounding the 1991 Gulf War on Canadian women of Arab and Muslim descent. It argues that the responses and adaptations of these women were not monolithic but diverse. Within the diversity there were discernible patterns. Women reacted to the climate of war and inter-ethnic hostility and tried to protect their families in ways which were related to factors such as the historical period in which they or their forebears immigrated to Canada and their own position in the generational structure of their families. This analysis moves from the local and national Canadian context, where women of Arab and Muslim descent faced hostilities, to the international arena, where the Canadian military was engaged with an Arab and Muslim "enemy". The paper argues that for these Canadian women of minority background, the experience of majority group hostility, the perception of threat, and the identification with "distant" tragedies are linked not only to the technology of war but also to both personal place in the ethnic community (and the larger society) and to communication technology. The methods and findings of the present study, which is situated at the intersection of overlapping communities, are assessed against the theme of "global vision/ local action."

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Tel. 0475

B

Doris R. Badir
Professor, Emeritus, University of Alberta
11418, 75th Avenue
EDMONTON, Alberta T6G 0H7

Telephone: (403) 434 9062
FAX: (403) 436 4338

Monday, March 4, 1991

CRIAW/ICREF Conference
Misener Margetts Women's Research Center
Campus

Re: Proposal submitted for presentation to the CRIAW Conference

Attached is an abstract outlining a proposal to look at the issue of the 'feminized' or 'marginalized' professions, their focus and problems, from a feminist perspective by three persons whose background and experience is in one of these professions.

The presenters plan to place themselves within the profession as practitioners. They argue that feminists have tended to contribute to their marginalization. They present the professions as service oriented, serving primarily the private domain and suggest that through looking at the history of three of these professions one can see parallels with the problems feminist researchers have found in examining women in traditionally male professions and women in traditionally female occupations.

It is proposed the format of the presentation would be that of a symposium or panel with each of the presenters making a brief statement exploring the issue of 'location in a feminized profession' and that there be time allowed for discussion and development of some of the issues raised in the presentation.



Doris Badir, Home Economist
for: P. Valentine, Nurse, Faculty of Nursing, U of A.
~~H. Olson, Librarian, University of Alberta Libraries~~

TITLE: The Ghettoized Professions: A Proposal for a Presentation at the CRIAW Conference, Nov. '91

ABSTRACT:

While many studies have been conducted on women in the male dominated professions (law, medicine, engineering) and several feminist scholars have researched women in the female dominated occupations (secretarial work, garment industry, etc.) there has been little written by feminists about the female dominated professions. These professions, Nursing, Librarianship, Teaching and Home Economics, to name a few, have been marginalized by feminists and placed on the defensive. If social change for women is one of the objects of feminist scholarship then an examination of the feminized professions is crucial.

Two issues appear to be contributing to this marginalization: the apparent adaptive nature of those in the professions (that is they are seen as having submitted to a lesser position in the hierarchical structure) and the apparent acceptance of an inferior, submissive, service role for women. Moreover women claiming to be feminist in these professions are looked upon with scepticism by feminist sisters because the professions are seen as contributing to the condition of women rather than resisting traditional stereotypes of women's roles.

The three authors of this proposed presentation bring to the discussion personal experience in three of these feminized professions. Through an examination of the role of service professions which operate largely in the private domain, and by drawing analogies with the placing of women in the 'private' world, the authors hope to present these largely overlooked and marginalized professions through feminist eyes.

The objectives of the paper will attempt to establish the personal identity and experience of the speakers, to trace the background and history of three professions, to trace the academic and cultural development of marginalization and to work towards the removal of the barriers which ghettoize.

Using the arguments that 'service does not mean subservient', 'private does not mean unimportant' and that 'starting where women are' means coming to grip with everyday issues from the private domain and bringing them into the public domain, it will be shown that while the professions appear to stand alone that men still hold the positions of power. The status of the professions resembles greatly the status of women in the male dominated professions where men are seen as having higher gender status than women. The social environment structure for these professions is no different than the environment generally where male preferences and habits prevail. In such an environment the role of 'service' professionals is seen largely as submissive to the male structure and preferences.

The growing complexity of the service professions, the move from a productive, material-based economy to a service-based economy requires that we understand the importance of the professions which service the 'private' aspects of our lives. Moreover, there needs to be an appreciation of the struggle women in 'ghettoized' professions have been waging for recognition while developing unique bodies of knowledge from which to practice.

Finally the question of placing these feminized professions into a feminist framework will be attempted. The ultimate question is: Can these professions be feminist professions or can women professionals in these fields be feminists, and will the women in them have to do it alone?

The Alberta Status of Women Action Committee

Abstract for the CRIAW Conference, November, 1991: Women Against Poverty Campaign/The Process and the Product...

The magnitude and breadth of women's poverty speak to underlying things that produce major economic barriers for women. ASWAC believes that action for change and any interventions to alleviate the desperation of women's poverty must take these themes into account: the undervaluing of women's traditional work, the wage gap, the pink ghetto and cuts in public support programs.

During the 1987 ASWAC assembly, 250 women from across the province identified women in poverty as their priority for action. It was from this decision that the Women Against Poverty Campaign was born. This presentation will speak to the history of the campaign, the many changes it went through and the challenges it presented. The production of a written report that was to be the culmination of the campaign has become yet another incarnation, not an end.

The Women Against Poverty campaign is an example of community action research in that it offered women an opportunity to speak out about their experience and feel empowered by that process.

Presenters: Helen Greaves
Noreen Bell
~~Naime Murphy (not confirmed)~~

Time required: ~~30~~²⁰ minutes.

Changes in Women's Lives: A Celebration of Flowering

ack.
20.6.91

by

Leslie Bella and Marjory Campbell

Major biological events mark women's passages through life. Some of these are marked and celebrated in our culture. Elaborate rituals surround the mating of men and women (showers, weddings, honeymoons), the birth of a child (showers, christenings) and the death of a family members (funerals, wakes). However, other significant passages in women's lives remain private and unacknowledged in our culture by both family and community. Our presentation addresses the need for ritual to permit women to both mourn and celebrate the major biological passages in our lives.

We have been commissioned by the Provincial Advisory Council on the Status of Women of Newfoundland and Labrador to develop a ritual to celebrate the passages in women's lives. This ritual will use song, poetry and visual imagery, and will form part of the program at a Women's Healing Retreat to be held on the Thanksgiving weekend, October 1991. We anticipate that a package of texts, art work and audiotape will be created as a permanent memorial of this event.

We propose to present this memorial at the CRIAW conference, together with an evaluation of the ritual's effectiveness with a group of Newfoundland women. We will also propose further development of ritual with and for women, to celebrate and mourn the significant biological passages in our lives.

Leslie Bella and Marjory Campbell,
School of Social Work,
Memorial University of Newfoundland
St John's Newfoundland,
A1B 2H8
FAX (709) 737 2408

406-22 Moon Road,
North York, M3J 2S5,
April 13, 1991.


tel: 416-667-0979

To The Organisers, CRIAW 91:

Enclosed please find my abstract, which I hope you will consider for conference presentation. I would appreciate it if you could also send me the registration forms for the conference in Alberta. Also, I thought I had joined CRIAW last year when I attended and presented in Prince Edward Island. Since I have not received the newsletter since then, I presume I am not on the membership list. *sent June 4/91*

If I am a member but have been missed on the mailing list, could you please correct that? If I am not a member, please send me the appropriate forms and any ongoing newsletters

Many thanks,



Karen A. Blackford.

Can Others Really Do Our Marching for Us?

Karen A. Blackford, York University Department of Graduate Sociology, North York

Pat Marchak lamented in Society "if only it were so simple to divide the labour : we write the scholarly text books; others do the marching." (Feb.1991, p.5). Can a woman who is a mother who has a disability write about mothering and disability? Is she sufficiently distant from the situation to be objective enough? Perhaps Marchak is right. To be relevant we must abandon objectivity at times; that rule of enlightenment rationality. Location is a critical element in relevant academic work. As women in the social sciences, we take a step back to observe and report on relevant issues related to society and hard science, while actually living inside of both. We move away from the moral authority spoken by church, state and medicine, but because our voices do not blend with theirs, our work is called irrelevant. This paper discusses the ways in which a personal perspective on mothering and disability are relevant to the more global notions of family, health, and social policy. Methodological approaches which take into account the researcher's interactive role in project outcomes are shared, based on the author's current research project.

FAX

465-3647

Christabelle

421.00

Oct. 4

416 531-2753 ✓

Karen Blackford

will attend - needs money

416 667-~~0977~~
0507

Oct. 7

Arnette Labelle

full ^{excursion} fare Rtg. - adm. - Reg.

~~277.46~~

Susan Drain

requests funding on her ack. sheet

Louise Geneffie ⁵⁰/₇₅% airfare

Teaching racism: our different classroom experiences

Anne-Louise Brookes and Jaya Chauhan
Department of Sociology, St Francis Xavier University

In this paper we will reflect on our role as black and non-black teachers in the classroom when teaching the same subject matter, namely racism, from a feminist perspective. We bring into the classroom as teachers and students, our own race, class, gender, heterosexism, ableism and other positions. Our positions give us different experiences of, and perspectives on racism. Thus, our multiple and contradictory social positionings need to be problematized if we are to unlearn our discriminatory social practices. How do our asymmetrical positions of difference and privilege allow us to "speak out" and "talk back". Classroom dynamics can be such that, we believe we may perpetuate relations of domination rather than subvert them. Our experiences point to the need to validate voices from the margin, voices that are both heard and unheard and which have for far too long and too often been excluded in all social institutions.

TO: CRIAW Conference Committee
Fax #: (403) 492-1186

FROM: Lynn Bueckert
#305-1580 E. 3rd Ave.
Vancouver, B.C.
V5N 1G9

Phone: (604) 255-8189 (h)
430-0458 (w)

RE: Conference Proposal

=====

The Impact of "Off-Shore" Office Work
on Women Workers Globally and Locally

The restructuring of the world economy witnessed since the early 1970s and the concurrent management strategies employed by multinational corporations to reduce the cost of production and maintain control of the workplace has brought about the proliferation of free trade zones and the emergence of a new international division of labour. There are currently five hundred free trade zones around the world that employ over three million workers who produce goods for purchase by consumers in "developed" countries. 85 - 90% of the workers in free trade zones are women.

Until recently, mainly the garment and electronic industries set up "off-shore" factories in free trade zones; however, developments in telecommunications and computer technologies now make it possible for office tasks such as data entry work, telemarketing, word processing, and hotel, airline and car rental reservations to be carried out in "off-shore" offices in free trade zones in third world countries.

I propose to make a presentation at the CRIAW conference Global Vision Local Action on the "off-shore" office industry in Jamaica and its impact on women workers' lives. The presentation will outline the political and economic context within which the Jamaican government chose to embrace the off-shore office industry as a development strategy. Within this context I will discuss the nature of the work performed by the women workers in the "off-shore office" industry, the working conditions under which these women perform these tasks and the impact this work has on their lives.

The shipment of office work to free trade zones in third world countries also impacts on women clerical workers in "developed" countries. The presentation will outline the problems such as job loss and difficulty negotiating workers' rights such as pay equity and office health and safety regulations in the intimidating and vulnerable climate created by the possibility of closing down the

office and setting up "off-shore". Finally, the presentation will address several strategies that have been successfully embraced by workers employed in the manufacturing sector in some third world and developed countries and that might be useful for clerical workers locally and globally to utilize.

The presentation I propose could be in the form of a research paper or as part of a panel discussion. I would be prepared to do either one and leave it to the conference planners to decide which format would be more appropriate.

I am a graduate student (M.A.) in the Women Studies Department at Simon Fraser University in Burnaby, B.C. I have conducted research in Jamaica on the off-shore office industry in Jamaica and am presently writing my thesis entitled Off-shore Office Work in Jamaica: A Benefit To Jamaican Women? I am also a co-co-ordinator of the Repetitive Strain Injury Project, a national project conducted by Women and Work Research and Education Society, a feminist community-based organization located in Burnaby, B.C. For the past three years we have been working with clerical workers in B.C., Alberta, and the Yukon on health and safety issues in their workplaces. Prior to my working in the feminist and academic communities I worked as a clerical worker for a federal government department and at several universities in Manitoba and B.C. It is my experiences as a clerical worker, researcher and educator that inform the framework and analysis of this work.

TO: CRIAW Conference Committee
Fax #: (403) 492-1186

FROM: Lynn Bueckert
#305-1580 E. 3rd Ave.
Vancouver, B.C.
V5N 1G9

Phone: (604) 255-8189 (h)
430-0458 (w)

Confirmation of
attendance (by phone)
Sept. 13/91

RE: Conference Proposal

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THE
UNIVERSITY
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March 13/91

Misener-Margetts Women's Research Center
11043-90 Ave., U of Alberta Campus
Edmonton, T6G2E1

Dear Conference Organizers,

Enclosed you will find my proposal for a paper entitled "Constructing Female Subjects in Archives," which I would like you to consider for your 15th annual CRIAW conference, "Global Vision /Local Action." The paper represents an evolving theorization of my reading of women's autobiographical accounts in archives, which continues the work done in my article, "'The Dear Domestic Circle': Frameworks for the Literary Study of Women's Personal Narratives in Archival Collections," Studies in Canadian Literature, 14, 1: 1989.

At present I am completing an introductory essay on Canadian women's autobiography, with annotated bibliographies of primary and secondary sources, for the CRIAW Papers Series (the essay has been approved by the jury and I am adding the annotations). I have recently completed, as well, a book-length study on Canadian women autobiographers which, in a joint application by myself and McGill-Queen's Press, is being considered for subvention by CHF.

I look forward to hearing from you at a later stage of your plans.

Yours sincerely,

Helen M. Buss
Canada Research Fellow and Assistant Professor

"Constructing Female Subjects in the Archive,"

Part of what Domna Stanton has called "autogynography," "the global and essentially therapeutic" task of constituting "the female subject,"¹ is archival research into the autobiographical writings of women in the past. This kind of research brings with it special problems and special responsibilities which I would like to address through the exploration of accounts in archival collections through the theoretical insights concerning subjectivity offered by Michel Foucault, Philippe Lejeune and Teresa de Lauretis.

In "What is an Author," Foucault questions the traditional assumptions we make about the subjectivity of the writing consciousness of a given document, advocating we abandon the traditional authorial "privileges of the subject," and reconsider it "to seize its functions, its intervention in discourse, and its systems of dependencies."² But when undertaking this ideological reconstitution of what subjectivity was for an actual subject in a given historical moment, a subject whose written archival remains may or may not have been meant as a public representation of that subject's "self," ethical issues arise which, as Philippe Lejeune points out, bring up questions of the abuse of materials and the distortion of of the subject position, caused by the past silence of non-literary classes, the imposition of identity by the ruling classes and "the dissociation of those who collect the life stories and those who, eventually, will use them."³ In order to avoid what Lejeune calls being "studied from above," in a mediation act which becomes appropriation, rather than explication (202), the archival researcher needs to establish research methodologies that are ethical as well as scholarly.

This task is especially inflected for those concerned with women's personal narratives by the fact that, as de Lauretis points out (quoting Joan Kelly): "[in]

¹ "Autogynography: Is the Subject Different?," The Female Autograph: Theory and Practice of Autobiography From the Tenth to the Twentieth Century, ed. Domna C. Stanton (Chicago and London: Chicago UP, 1987), 14.

² Language, Counter-Memory, Practice, trans., Donald F. Bouchard and Sherry Simon, ed., Donald F. Bouchard (Ithaca: Cornell UP, 1977), 137.

³ "Autobiography of Those Who Do Not Write," On Autobiography, trans., Katherine Leary, ed. Paul John Eakin (Minneapolis: Minnesota UP, 1989), 206.

any historical forms that patriarchal society takes (feudal, capitalist, socialist, etc.), a sex-gender system...operate[s]...to reproduce the socio-economic and male-dominant structures of that patriarchal social order” and therefore “the construction of gender is the product and process of both representation and self-representation.”¹ For me, this means that the researcher in the archive must be sensitive to the fact that while the woman writing her autobiographical account may be, as a matter of course, representing the sex-gender system of her society, she may also be an agent in constructing a self-representation away from those restrictions.

Beginning with the factors identified by the three theorists named, and using the insights of several writers concerned especially with women’s autobiographical accounts, I would like to demonstrate the evolving reading strategies I use in reading women’s personal accounts in the archives. I plan to foreground the stories of three Albertans: a Metis woman, Marie Rose Smith, whose life-writing tells the story of a whole century of change on the prairies, from 1860 to 1960, a doctor’s wife, Isabel West, who lived in a native community in the Slave Lake district at the turn of the century and a young working woman, Barbara Alice Slater who came to Canada for a visit to her homesteading brothers in 1909 and stayed to marry, and who wrote letters home to two girlfriends from 1909 to 1918.

¹ The Technology of Gender (Bloomington: Indiana UP, 1987), 8-9.

Proposal by Linda Cardinal:

Community development, feminist development:
the French minority women's experience

Those are women actively involved in the development of their community. A study by the Réseau national d'action - éducation des femmes in which I was involved as a researcher, showed that women's groups focus mainly on personal development and self-esteem in working with women of the French communities in a minority setting. If that is an accurate description of feminist community development in a minority situation, the issue takes on considerable proportions.

^{this type} I will attempt to show the link between of intervention and the global context of French women's organization's development since the seventies and the language situation in Canada. I will also look at the situation of women of other minority groups and of immigrant women. This will enable us to reflect upon the link between community development and feminist development, or between community and feminism.



UNIVERSITÉ D'OTTAWA
UNIVERSITY OF OTTAWA

FACULTÉ DES SCIENCES SOCIALES
FACULTY OF SOCIAL SCIENCES

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De / From : <u>Linda Cardinal</u>	
Date : <u>02, 07, 91</u>	
Nombre de pages (Incluant ce formulaire) / Number of pages (including this sheet)	
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A L'ATTENTION DE
ATTENTION :

Comité organisateur, Colloque / CREF /

INSTITUTION :

9/5 Mtsener / Margaret's Women's / CRIAW

Research Centre

Edmonton, Ab.

NUMÉRO DE ~~FAX~~
FAX NUMBER :

Télécopieur

403 - 492 - 1186

MESSAGE:

Je vous fais parvenir deux projets de communication en français en espérant que vous acceptez toujours des propositions. Merci -

Bien à vous

Linda Cardinal

Sociologie

564. 6586

564. 2348

Personnel
Personal

Officiel Code budgétaire/
Official Budgetary Code

Autre

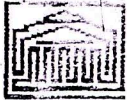
PROPOSITION DE COMMUNICATION

Développement communautaire, développement féministe :
l'expérience des femmes vivant en milieu minoritaire

par

Linda Cardinal
Département de sociologie
Université d'Ottawa

L'expérience des femmes vivant en milieu minoritaire en est largement une d'actrices engagées dans le développement de leur communauté. En effet, il est remarquable de voir combien elles sont présentes dans la majorité des domaines d'activités de la francophonie. Mais, leur travail demeure souvent invisible et peu reconnu. De plus, lorsque l'on parle de communauté, nous nous référons à un espace de vie sexué où les femmes s'occupent aussi d'autres femmes. Une étude pour le Réseau national d'action éducation des femmes à laquelle nous avons participé nous a montré que les groupes de femmes travaillent beaucoup dans le domaine de la croissance personnelle et de l'estime de soi avec les femmes francophones vivant en milieu minoritaire. Si c'est à ces questions que s'adresse notamment un développement communautaire qui se veut féministe, dans un contexte minoritaire, cette problématique semble prendre une ampleur considérable. Nous tenterons, dans ce texte, de resituer ce type d'intervention des groupes de femmes francophones minoritaire dans son contexte plus global. Ainsi, nous nous pencherons sur le développement des groupes de femmes francophones depuis les années soixante-dix, la problématique linguistique au Canada. Nous tenterons aussi de faire des rapprochements avec la situation de d'autres femmes de groupes minoritaires ainsi que celles issues de l'immigration. Cette démarche nous permettra d'ouvrir la voie à une réflexion plus large sur les rapports entre développement communautaire et développement féministe ou entre communauté et féminisme.



UNIVERSITÉ D'OTTAWA
UNIVERSITY OF OTTAWA

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FACULTY OF SOCIAL SCIENCES

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: Comité organisateur, Colloque ICREF/

INSTITUTION

: 9/5 Misener / Margaret's Women's / CRIAW
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Edmonton, Ab.

NUMÉRO DE FAX
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Bien à vous

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l'expérience des femmes vivant en milieu minoritaire

par

Linda Cardinal
Département de sociologie
Université d'Ottawa

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To identify as Black in a non-black world

Jaya Chauhan and Melody Sylvestre
Department of Sociology, St. Francis Xavier University

This paper will consist of a dialogue between two women, one who identifies herself as a black woman, another as a brown woman both living with the dominant non-black Canadian culture. How do identity politics inform our sense of self and who we are as individual women living in a world that continues to divide us at every turn? Knowledge is socially constructed and organised differently to benefit us differently. We need to speak and claim our experiences of being woman, but of different race, class and other positions. How have our different experiences been mediated by our own social positions and those of others? Ultimately, despite our multiple and contradictory social positions, we think that we will have to come together in order to reconstruct and organize our society differently to benefit us all equally.



st. francis xavier university

ANTIGONISH, NOVA SCOTIA
B2G 1C0

Sociology and Anthropology

1 April 1991

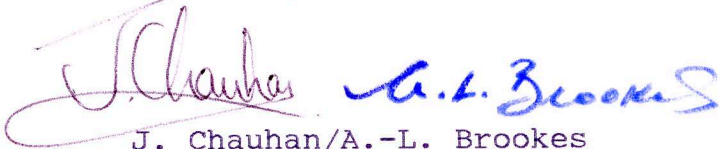
CRIAW/ICREF Conference Committee
c/o Misener/Margetts Women's Research Centre
11049-90 Avenue
Edmonton, Alberta T6A 1A6

Dear Conference Committee:

Please find enclosed two abstracts of two papers respectively which we wish to submit for possible delivery at the CRIAW conference in November.

We look forward to hearing from you.

Sincerely,



J. Chauhan/A.-L. Brookes

Enc.

current address for M. Sylvestre : 18 Balmoral Drive
Bramalea, Ont
L6T 1V1

as of May 15 address for J. Chauhan : #403, 8220 Jasper Ave
Edmonton, AB
T5H 4B6
tel. 429 2144

rec'd July 2

Faculty of Education *Tel. (514) 398-6963*
McGill University
3700 McTavish St.
Montreal, Quebec
H3B 1Y2

June 28, 1991

CRIAW/ICREF Committee
c/o Misener/Margetts Women's Research Centre
11043- 90 Avenue
Edmonton, Alberta
AB T6G 1E6

Dear Organizers:

Please find enclosed a copy of an abstract for a proposed workshop for the CRIAW conference to be held in November.

We are doubtful that this will reach you by the deadline of June 30 [because of our mismatch with the holiday weekend for Canada Day]. However, we hope that there will still be time to give consideration to our proposal.

We hope to hear from you soon, as funding for travel at McGill has to be negotiated as well in advance as possible. We would also be interested in knowing whether there would be any funding available through CRIAW, should our proposal be accepted.

We look forward to hearing from you soon.

Sincerely,

Anne Cheverie

Anne Cheverie
Graduate Studies

*g. Delivery
Arviat NWT
XOC OEO*

Claudia A. Mitchell
Claudia A. Mitchell
Associate Professor

EXPLORING AUTOBIOGRAPHY, GENDER, AND MUSIC
THROUGH LIFE-STORIES AND PERFORMANCES

A proposal for a workshop
submitted to CRIAW conference
Edmonton, Alberta
November 8-10. 1991

Anne E. Cheverie
Graduate Studies
Faculty of Education
McGill University
Montreal, Quebec, H3A 1Y2

Claudia A. Mitchell
Associate Professor
Faculty of Education
McGill University
Montreal, Quebec, H3A 1Y2
(514) 398-6963

*Rec'd
July 2*

Exploring autobiography, gender and music
through life-stories and performances

ABSTRACT

We are proposing to conduct a workshop on gendered experiences in music as revealed in the performances, content, and 'life stories' of popular female singers of the sixties, seventies, and eighties, such as Carly Simon, Joni Mitchell, Madonna, and Bette Midler. In the course of the workshop, which will involve the use of video tapes, readings from written autobiographical material, and performances of some of their works, participants will engage in an analysis of issues of genre and gender in popular culture. While the workshop would appeal to anyone who is interested in popular culture, and in particular the debates surrounding the nature of popular culture in shaping and reflecting society, the target audience would be educators and researchers who work directly with high school and university students, and who incorporate the study of media, socialization, or genre in their work.

We would propose that the workshop run for 75-90 minutes (subject to the scheduling of time-slots). We would need a VCR, overhead projector, and slide projector for the workshop, and we would like to request a room that is slightly isolated since recorded sound as well as live music will be incorporated into the workshop. An ideal number of participants would be 20-30 people.

About the workshop leaders:

Anne Cheverie is a singer, song-writer and musician, who is currently working on her Ph.D in Curriculum and Instruction in the Faculty of Education of McGill University. She has worked extensively in early childhood education, and now teaches courses in language arts and children's literature. She plays the 12-string guitar, and has performed at folk festivals in Canada and Australia. Her doctoral research is on the responses of teachers to popular culture in the classroom.

Claudia Mitchell is an Associate Professor in the Faculty of Education of McGill University where she teaches graduate and undergraduate courses in genre, gender and schooling; language and literacy; and literature for children and adults. Her most recent research involves the study of culture in schooling, and in particular issues of socialization in language and literacy classrooms.



**Grant MacEwan
Community College**

Mailing Address
P.O. Box 1796,
Edmonton, Alberta
Canada T5J 2P2

June 20, 1991

CRIAW/ICREF Conference Committee
c/o Misener/Margetts Women's Research Centre
11043 - 90 Avenue
Edmonton, AB
T6G 1E6

Dear Committee Members:


I am enclosing an abstract for your consideration. Should you need more details about the paper, please let me know.

Over the summer I will be working primarily at home and can be reached at the address below:

Sudha Choldin
11635 - 72 Avenue
Edmonton, AB
T6G 0B9
434-5568

I look forward to hearing from you.

Yours truly,

for 

Sudha Choldin

SC/dm
Attachment

Hindu

Indian Ideology, and Its Role
in Women's Oppression

The paper explores the oppression experienced by Indian women. It does this by examining the role ideology plays in the maintenance and in the normalizing of women's oppression.

The oppression ^{Hindu} ~~Indian~~ women experience finds expression i) in restricting women's movement, ii) in controlling their access to economic resources and iii) by regulating their sexuality. These expressions of oppression are legitimized by ideology and therefore accepted by both men and women.

However, to focus merely on ideology is to overlook the patriarchal social structures that support the oppression of the Indian woman -- it is to isolate her oppression from the oppression women experience in many other cultures. Until we are able to recognize this and involve women from all classes, religions and ethnic backgrounds, we will not be able to address the needs of women as a whole.

Katie Cooke, PhD, Research Consultant, 1618 Ross Street
Victoria, B.C., Canada V8S 1J8 (604) 592-2176

6 March 1991

1991 CRIAW/ICREF Conference
Misener-Margetts Women's Research Centre
University of Alberta Campus
11043 - 90 Avenue
Edmonton, Alberta T6G 2E1

Dear 1991 CRIAW Conference Program Planners:

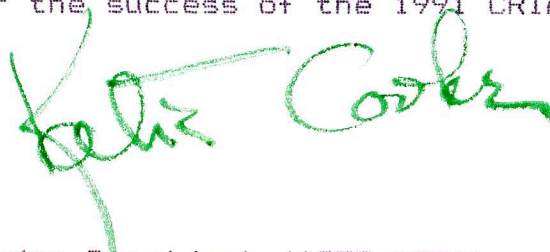
I have a thought to present a paper to the 1991 CRIAW conference. I would like to attend, Edmonton not being all that far away from Victoria. Being a retired, honorary member of CRIAW, I do not want to usurp the place of anyone needing a publication to advance in the academic world.

On the other hand, perhaps I have something to say about the role(s) of government advisory councils in the 1990s. When I was appointed as the first chair of the Canadian Advisory Council on the Status of Women, I had a relatively clear idea of what the Council ought to be doing. In going back over its early role for the book I am currently writing, it has become clear that the situation today is very different from that in 1973 when the federal, Quebec and Ontario Councils were set-up. The task is not the same.

In my paper, I will compare the roles of advisory councils on the status of women 20 years ago and now. What were they effective in doing then? Are they as effective now? Is the task more difficult now? Has the context, the climate, changed to the point where another form of action would be more effective? Do today's gender inequities (in Canada) require a different approach? What strings are attached to 100 per cent government funding?

In short, I want to explore, using my present location (retired and possibly wiser) and my past location (first as its promoter within the federal bureaucracy and then as chair of the Canadian Advisory Council) the differences in circumstances, exigencies and context in 1970 and in 1991. I do not pretend to have any definitive answers (there may be none). To my knowledge, there has been no such examination to date and I believe it is a useful one to make.

With best wishes for the success of the 1991 CRIAW conference,



Quondam President (1973-1976)
Canadian Advisory Council on the Status of Women

M

Denise Cote: New title.

{ Women in the Community.
Women in Com m Development
Women and local Development
The search for the paradigmatic shift.

[819 595-2268 office → secretary.

She called Friday with this change.

really nice woman

Y.

~~Celine CHAW National
called re FAX
They were expecting
re CHAW? I said you
would deal with it Monday.
That is O.K, c'est bon
N.~~

dept. des sciences
humaines

Univ. du Québ. à Hull

819-595-2216

2268

C.P. 303, Succursale Delorimier,
Montreal, Québec,
H2H 2N6

Le 29 juin 1991

Marilyn Assheton-Smith,
Misener/Margetts Women's Research Center,
11043-90 Avenue,
Edmonton, Alberta,
T6G 1E6

Re: Paper for the CRIAW 1991 Conference: "Global Vision / Local Action"

Dear Ms Assheton-Smith,

I am forwarding to you a proposal for a paper at the 1991 CRIAW Conference. I hope this will be of some interest to you and to the participants.

I would like to present the paper in English, as most participants, I presume, will be fluent in this language. But I usually work in French, so I would certainly be available for comments in French. For this reason, the category *bilingual paper* was added to the proposal.

I hope you have a nice summer and am looking forward to your response.

In sisterhood,



Denyse Côté

category: BILINGUAL PAPER

Community Development and Gender: a Case at Hand

Submission to the 1991 CRIAW Conference "Global Vision globale"

Women are and always have been active in their communities. The issue at hand is therefore not that of how to integrate women in community development, but rather of that of how community development addresses women's contributions and women's issues. This paper should enable participants to evaluate a certain number gender biases often found in community development projects. This paper addresses local as well as international development, where gender issues are currently being addressed by development agencies.

First, a theoretical framework will be presented which questions gender biases in community development. Second, we will examine how women activists suggest such biases be eliminated. The results of a four-year action-research with women activists in community groups where membership includes both men and women will be presented. These women developed a collective approach to the issue which will be presented here. This experience has inspired and oriented other research and projects in the province of Quebec and in Ontario. A tool "kit" was developed and will be made available.

Denyse Côté
Department of Sociology
University of Montreal

C.P. 303, Succ Delormier,
Montréal, Québec,
Canada H2H 2N6
[514] 527 4924

dept. des sciences
humaines

Univ. du Québ. à Hull Le 29 juin 1991

819-595-2216

2268

C.P. 303, Succursale Delorimier,
Montréal, Québec,
H2H 2N6

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Misener/Margetts Women's Research Center,
11043-90 Avenue,
Edmonton, Alberta,
T6G 1E6

Re: Paper for the CRIAW 1991 Conference: "Global Vision / Local Action"

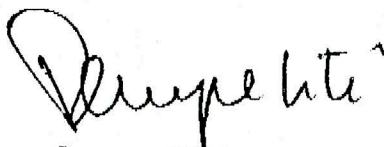
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CRIAW
ICREF

CANADIAN RESEARCH INSTITUTE
FOR THE ADVANCEMENT OF WOMEN
INSTITUT CANADIEN DE RECHERCHES
SUR LES FEMMES

Le 19 août, 1991

4786512
Denyse
Côté
819 595 2216

Chère Denyse Côté,

au sujet de: *Community Development and Gender: a
Case at Hand (présentation bilingue)*

Nous avons le plaisir de vous aviser (si cela n'est pas déjà fait), que votre proposition a été acceptée pour présentation au colloque d'ICREF qui aura lieu à Edmonton du 8 au 10 novembre prochain. Nous avons reçu au-delà d'une centaine de soumissions portant sur toute une gamme de sujets.

Le Comité du programme travaille présentement à l'agencement des soumissions en groupes de communications, en table-rondes et en discussions de groupe. Nous ne pouvons pas à présent vous indiquer dans quel groupe vous allez vous trouver ni à quel moment du colloque que vous serez demandée de faire votre présentation. Nous comptons être en mesure de vous envoyer cette information sous forme de programme préliminaire d'ici quelques semaines.

Malheureusement, pour celles d'entre vous qui en avait fait la demande, nous ne pouvons pas présentement vous indiquer si nous pourrions vous offrir une aide financière. Une demande de fonds a été faite auprès du "Conseil de recherches en sciences humaines du Canada" afin de défrayer, en partie, les coûts de déplacement et d'hébergement des présentatrices. Nous ne recevrons pas de réponse avant le 1er octobre, 1991. Nous devons souligner que le montant reçu risque d'être minime et que nous ne pouvons pas vous garantir une aide financière. Nous vous demandons de prendre

...2

cette information en considération dans votre prise de décision par rapport à votre présence au colloque. Si vous ne pouvez pas assister au colloque, soit pour des raisons financières ou autres, nous vous demandons de nous aviser le plus tôt possible afin que nous puissions faire des ajustements au programme.

Enfin, nous vous avisons qu'en tant que présentatrice, vous devez aussi payer le frais d'inscription au colloque. Vous trouverez de l'information au sujet des tarifs d'inscription ainsi que les démarches à suivre par rapport au transport et à l'hébergement dans les documents ci-joints.

Nous avons hâte de vous rencontrer au mois de novembre et si vous désirez de plus amples renseignements, n'hésitez surtout pas de nous appeler.

M. Forestier

Marcelline Forestier
Coordonnatrice

Noreen Bell

Noreen Bell
Coordonnatrice associée

p.j.

COLLOQUE D'ICREF/CRIAW 1991
11043-90e avenue
Edmonton, Alberta T6G 1A6
(403) 492-8950

(Prière d'indiquer tout changement au nom ou au titre de votre présentation)

NOM(S):

TITRE DE VOTRE PRESENTATION:

1. Je vais _____ je ne vais pas _____ être présente au colloque.
2. Je ne peux pas m'y rendre pour des raisons financières _____
3. Voici ce dont j'aurai besoin comme équipement audio-visuel:

Vous êtes priée de nous rendre cette formule ainsi que votre inscription le plus tôt possible et pas plus tard que le 15 septembre.
Merci!

① paper only

② 999 + chs
stade

Ste Foy le 19 juin 1991

par
M-AC's
paper w/Mme
Blais

Comité organisateur du Colloque de l'ICREF
a/s Misener/Margetts Women's
Research Center
11043-90 Avenue
Edmonton Alberta T6G 1E6

télécopieur: 403-492-1186

Chère madame,

Voici une proposition de présentation pour le Colloque de l'ICREF de 1991. Celle-ci prend deux formes: d'une part je vous soumetts un bref résumé d'une communication que je pourrais faire et qui s'intitulerait: "Se reconnaître et/ou se faire reconnaître. Le pouvoir dans des groupes de femmes de Québec." D'autre part, je pourrais organiser un panel sur ce thème, invitant trois autres conférencières à présenter les résultats de leurs recherches sur cette question. Cependant je n'ai pas le temps de contacter ces conférencières et d'obtenir leurs résumés avant la date limite du 30 juin car je suis débordée par des obligations familiales (ma mère est hospitalisée). Je pourrais le faire début août. De plus j'aimerais connaître les possibilités de financement de l'ICREF car l'Alberta c'est loin et ça va coûter cher de s'y rendre (de Québec ou de Halifax) surtout si j'invite des militantes de la base qui n'ont pas de fonds de recherche. Et il serait intéressant d'avoir des militantes et des chercheures universitaires à la même table car leurs perspectives ne sont pas toujours les mêmes.

Je tiens à préciser que ce panel s'insère très bien dans votre thématique "Vision globale/action locale". En abordant la question du pouvoir on s'adresse nécessairement à une vision englobante qui pose le problème de l'accès et du rapport au pouvoir dans la société. En traitant de la façon dont des femmes réelles négocient entre le pouvoir et leurs idéaux d'égalité, on aborde le volet action locale. Idéalement j'aimerais que ce panel présente des études de cas de différentes régions du Canada: ville de Québec, Chicoutimi, et possiblement Calgary et ou Halifax (j'ai déjà des personnes en tête). Je pourrais aussi miser sur des études d'ailleurs car mon expérience est en fait dans le développement international, on aurait alors Québec, Chicoutimi (dév. régional), Mali (Afrique), Amérique Latine (à préciser). Enfin j'attends vos

réactions. Ce panel pourrait être bilingue (surtout si on invite des militantes du Québec).

En vous remerciant de votre attention je vous prie d'agréer, chère madame, l'expression de mes meilleurs sentiments.

M. A. Couillard

Marie-Andrée Couillard
Professeure
Département d'anthropologie
Faculté des sciences sociales
Université Laval, Québec, G1K 7P4

télécopieur: 418-656-2831

télé: 418-656-2855

**To recognise each other and/or to be recognised by others.
Power in groups of women of Québec**

Abstract

Marie-Andrée Couillard
Professeure
Département d'anthropologie
Faculté des sciences sociales
Université Laval, Québec
juin 1991

Feminist ideals of equality formulated during the 70s and the 80s have brought about transformations in organizational practices, specially in what is called "women's groups". Today, in Québec city, we find groups of various allegiances, for whom the question of power is still problematic. The choice between recognising themselves within the group on a collegiate basis or to be recognised in the wider society while sacrificing sorority is still acute and painful. In this paper I would like to show how this paradox is far from being solved with illustrations from its Québec manifestations and some of the compromises imposed by daily interventions. The data discussed here have been collected for a three years interactive research funded by SSHRC.

**Se reconnaître et/ou se faire reconnaître.
Le pouvoir dans des groupes de femmes de Québec**

Résumé

Marie-Andrée Couillard
Professeure
Département d'anthropologie
Faculté des sciences sociales
Université Laval, Québec
juin 1991

Les idéaux féministes d'égalité formulés au cours des années 70 et 80 ont donné lieu à des transformations dans les pratiques organisationnelles, particulièrement dans ce qu'il est convenu d'appeler les "groupes de femmes". Aujourd'hui, dans la ville de Québec, on trouve des groupes d'allégences diverses offrant des services ou de l'information/formation, pour qui la question du pouvoir demeure problématique. Le choix entre se reconnaître à l'interne sur une base de collégialité ou de se faire reconnaître à l'externe en sacrifiant la sororité est toujours présent et douloureux. Dans cette communication j'aimerais montrer comment ce paradoxe est loin d'avoir été épuisé en illustrant certains de ses avatars québécois et certains des compromis imposés par la pratique. Les données présentées ont été recueillies dans le cadre d'un projet de recherche interactive de trois ans subventionné par le CRSH.

Opaper only

*② 999 rch
stade
991
par
m-Ae's
paper w/*

*Mme
Blais*

992-1186

Comité organisateur
a/s Misener/Margetts
Research Center
11043-90 Avenue
Edmonton Alberta T6G

*Marie-Andrée can do
either a presentation
or panel discussion
(national or intern.)
but latter is depending
whether or not we can
finance.*

- no answer at her #

Chère madame,

Voici une proposition de présentation pour le Colloque de l'IDREF de 1991. Celle-ci prend deux formes: d'une part je vous soumetts un bref résumé d'une communication que je pourrais faire et qui s'intitulerait: "Se reconnaître et/ou se faire reconnaître. Le pouvoir dans des groupes de femmes de Québec." D'autre part, je pourrais organiser un panel sur ce thème, invitant trois autres conférencières à présenter les résultats de leurs recherches sur cette question. Cependant je n'ai pas le temps de contacter ces conférencières et d'obtenir leurs résumés avant la date limite du 30 juin car je suis débordée par des obligations familiales (ma mère est hospitalisée). Je pourrais le faire début août. De plus j'aimerais connaître les possibilités de financement de l'IDREF car l'Alberta c'est loin et ça va coûter cher de s'y rendre (de Québec ou de Halifax) surtout si j'invite des militantes de la base qui n'ont pas de fonds de recherche. Et il serait intéressant d'avoir des militantes et des chercheures universitaires à la même table car leurs perspectives ne sont pas toujours les mêmes.

Je tiens à préciser que ce panel s'insère très bien dans votre thématique "Vision globale/action locale". En abordant la question du pouvoir on s'adresse nécessairement à une vision englobante qui pose le problème de l'accès et du rapport au pouvoir dans la société. En traitant de la façon dont des femmes réelles négocient entre le pouvoir et leurs idéaux d'égalité, on aborde le volet action locale. Idéalement j'aimerais que ce panel présente des études de cas de différentes régions du Canada: ville de Québec, Chicoutimi, et possiblement Calgary et ou Halifax (j'ai déjà des personnes en tête). Je pourrais aussi miser sur des études d'ailleurs car mon expérience est en fait dans le développement international, on aurait alors Québec, Chicoutimi (dév. régional), Mali (Afrique), Amérique Latine (à préciser). Enfin j'attends vos

① paper only

② 779 rch
stade

Ste Foy le 19 juin 1991

par
m-Ae's
paper w/

mmra
Blais

Comité organisateur du Colloque de l'ICREF
a/s Misener/Margetts Women's
Research Center
11043-90 Avenue
Edmonton Alberta T6G 1E6

télécopieur: 403-492-1186

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**To recognise each other and/or to be recognised by others.
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Telephone 233-2370

Executive Director: Donald L. Karst, M.S.W.



ack 20/6/91

calgary family service bureau

#200, 707 - 10th Avenue S.W., Calgary, Alberta T2R 0B3

TELECOPIER MESSAGE
FAX NUMBER (403) 265-5888

MESSAGE TO: Marilyn Assheton-Smith
COMPANY: CRIAW/ICREF Conference Committee
MESSAGE FROM: Lavera Cready

COMMENTS: This is a presentation proposal for
1991 Canadian Research Institute for the
Advancement of Women (CRIAW) Conference
November 8-10.

NUMBER OF PAGES SENT
(INCLUDING THIS PAGE)

3

DATE: June 17, 1991
TIME: 1:30 A.M. / P.M.

Lavera Creasy
1313 Bowness Rd. N.W.
Calgary, Alberta
T2N 3J6

phone 283-0732

CRIAW/ICREF Conference Committee
c/o Misener/Margetts Women's Research Centre
11043-90 Avenue
Edmonton, AB T6G 1E6

WOMEN'S RESPONSE TO CHANGE: Social and Developmental
Transition for Individual, Community, Planet.

I am a grief facilitator and educationist. I have developed and coordinated the Youth and Bereavement Program for Calgary Widowed and Family Bereavement Association. I have worked through my childhood and adult experience of loss following death. Thus my work reflects my personal experience. I am also able to see the grief response in cultural and global contexts.

We will look at the grief process emphasizing need for support. Good support helps individuals discover personal strengths and community resources. When grief is validated we can look for a positive result. When community or family supports are weakened or taken away or the individual is so traumatized as to be unable to reach out for the needed support grief deepens into depression or rebellion.

I will show how a grief reaction follows community and economic change, sometimes presented as local improvements or progress. When development is planned by an agency outside the community with jobs for men or natural resource extraction as main components the social impact on the lives of women and girls is often ignored. Traditional family and community systems can experience a dramatic change or crisis. A grief reaction can result.

Sudden unplanned change is a crisis. A slow planned transition allows time for individuals to make choices and feel a degree of competence. If the grief process is interrupted, suppressed, and/or not encouraged an entire culture or community may behave in a pathological way.

This pathology can include alcoholism, crime, family violence, suicide and disrupted family and community systems.

My presentation will start with a description of the grief response to loss, include examples of community and cultural responses to sudden change and move on to a reflective discussion of examples from a wider community,

cultural, or global context. And conclude with implications for responsible social interventions.

I am a generalist who chooses to look at global trends. I have a Bachelor of Education and graduate level courses in Social Work, Education, Planning, and Management. I have difficulty finding a University faculty that is open to this exploration. I feel confident this conference will be receptive of this study.

June 13, 1991,

Lavera Creasy

Telephone 233-2370

Executive Director: Donald L. Karst, M.S.W.



ack 20/6/91

calgary family service bureau

#200, 707 - 10th Avenue S.W., Calgary, Alberta T2R 0B3

TELECOPIER MESSAGE
FAX NUMBER (403) 265-5888

MESSAGE TO: Marilyn Ascheton-Smith
COMPANY: CRIAW/ICREF Conference Committee
MESSAGE FROM: Lavera Creasy

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June 13, 1991,

Lavera Creasy

Proposal by Hélène Dallaire: Towards Literacy
for French-Canadian Women: national
intervention

The Réseau national d'action éducation
des femmes has given priority, for the
past 5 years, to the literacy of
francophone women as an integral part
of their development.

In 1989, the Réseau organized a
meeting of francophone illiterate women
during which they defined their needs.
A national strategy for the Réseau
was then established.

production of Further undertakings were the
a guide for literacy teachers, workshops
designed for them, a national lobby
to make federal politicians aware
of the financial needs of franco-
phone illiterate women. We will soon
conduct an action research on literacy
and the work place.

L'ALPHABÉTISATION DES FEMMES FRANCOPHONES CANADIENNES: UNE ACTION NATIONALE

Présentation: Hélène Dallaire, présidente du Réseau national d'action éducation femmes

Le Réseau national d'action éducation femmes priorise depuis 5 ans l'alphabétisation comme outil de promotion de la femme francophone. Par sa nature nationale, l'organisme propose un plan d'action global qui répond à des objectifs généraux communs à toutes les régions. Le Réseau organisait en mai 1989 une rencontre des femmes francophones en démarche d'alphabétisation. Cette rencontre a servi à la définition de la problématique propre aux femmes francophones et à établir un plan d'action national basé sur les besoins exprimés par les participantes. L'une des actions qui a découlée de ce plan d'action fut la rédaction et la publication d'un guide d'apprentissage à l'intention des formatrices. Plusieurs ateliers de sensibilisation ont été dispensés à travers le Canada à partir du "Guide". Une bibliographie des ouvrages d'alphabétisation en français constitue un autre résultat de la rencontre. Une autre activité qui a découlée du plan d'action fut un lobbying national visant la sensibilisation des élus fédéraux aux besoins financiers des apprenantes. Finalement, toujours à partir des interventions des participantes à la rencontre nationale, le Réseau propose maintenant une recherche-action visant à documenter l'alphabétisation et le milieu de travail.

L'ALPHABÉTISATION DES FEMMES FRANCOPHONES CANADIENNES:
UNE ACTION NATIONALE

Présentation: Hélène Dallaire, présidente du Réseau national d'action éducation femmes

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C. Ingrid Deringer
3207 Toba Drive
Coquitlam, B.C.
V3B 6A3

March, 14, 1991

1991 CRIAW \ ICREF Conference
Misener-Margetts Women's Research Centre
11043 - 90 Ave.
University of Alberta Campus
Edmonton, Alberta
T6G 2E1

Re: Call For Presentations

To whom it may concern,

In response to your call for conference presentations, I have enclosed a proposal and an abstract regarding my work. My preference would be a round table discussion on the subject of Women and Disability. If you require further information, you may contact me by phone at 944-4802. Thank-you.

Sincerely,

C. Ingrid Deringer

75
80

155

~~Queen Barker
11345-735+.
TSB 149~~

prel. prog. + reg.

~~Wants to be lilletted:
Nancy Pollak / Vanc.~~

- B. Evans Thurs.
416 76-51 49

- Suzanne Patuin

- Noreen 492 5870
Terese Craig Thurs.

* Loomis
~~489 3330~~ Cust. Serv.

Elaine McCoy:

SAGE Publications: brochures /
Gary Lucas (805) 499-0721

~~Linda Schultz~~ reg. / ear t-shirts
5334 prior to conference

3726 leave a message

436-5548 (h)

610B Michener Pk

541

e/o Ed. Found

5-109

Ed. North



To:

From: *Ingrid Herringer*

Department: *(604)*

Telephone number: *944-4802* *Vanc.*

Please call Will call back Returned call

Message: *Mom. 11:01*

*calling re
travel expenses*

*Call Tuesday
morning*

Date: Time:

Received by:

ABSTRACT

In 1984 I became ill with what I now know to be called myalgic Encephalomyelitis (also known as Chronic Fatigue Immune Deficiency Syndrome, Chronic Fatigue Syndrome, Epstein Barr and a host of other names). My five year struggle to find a doctor who believed I was truly ill, was only the beginning of what turned out to be a long journey towards understanding what disability and chronic illness means for women in today's society.

In general, my research explores the unique experience of women with ME. Specifically, I want to know how they cope in a society that devalues them as women; I want to know how they relate to doctors who, at best, do not validate illness for women that have unknown origins or have vague or ambiguous symptoms; I want to know how they, as members of the disabled community, cope with the fact that they are often discredited by the feminist community because they represent that image of the weak, dependent woman; and lastly, I want to know how they cope as members of the disabled community when their disability is often hidden and cyclical in nature and therefore, does not easily fit the image of the disabled.

For the purpose of this conference, my focus will be on identifying problems associated with being a woman who has a chronic illness and \ or disability, and to explore some ways to improve their situation on personal, local and global levels.

PROPOSAL

The research I am conducting as a graduate student in Women's Studies at Simon Fraser University, examines the experiences of women with Myalgic Encephalomyelitis (ME). My work focuses on the ways women cope with ME given that: as women they are devalued by society; as ME patients they are not taken seriously by the medical profession; as disabled women they are generally forgotten by the feminist community; and as members of the disabled community they do not fit the image of "disabled". For this CRIAW conference I would be interested in facilitating a round table discussion focused on, (1) identifying specific problems women with chronic illness and \ or disabilities face, and (2) explore ways to improve their situation on personal, local and global levels.



THE UNIVERSITY OF WINNIPEG

DEPARTMENT OF SOCIOLOGY

515 PORTAGE AVENUE WINNIPEG MANITOBA R2R 2E9 CANADA PHONE (204) 786-9364

P. 02
91.06.20

April 10, 1991

MEMORANDUM

TO: 1991 CRIAW Conference Committee

FROM: Vanaja Dhruvarajan, Department of Sociology

RE: Abstract of paper to be presented during
1991 CRIAW Conference.

FEMINISM FROM A CROSS-CULTURAL PERSPECTIVE: AN EVALUATION

In this paper some of the prevalent general conceptions/misconceptions regarding feminism are discussed and the meanings and interpretations attributed to it by women of Asian Indian origin are elaborated. Criticisms levelled against feminism by ~~the~~ some women within India that have a direct bearing on the formulation of opinions of Asian Indian women living in Canada are discussed. It is shown how feminism as it is structured at the present time does not respond to the needs of these women. The reaction to feminism on the part of these women is a function of their position within their families/ethnic group as well as the position of their ethnic group within the Canadian societal context. The paper closes with a discussion of the relevance of an evaluation such as this to build solidarity and mutual respect among all women which is necessary for the women's movement to succeed.



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CURRICULUM VITAE

NAME: VANAJA DEHRUVARJAN
HOME ADDRESS: 55 Temple Bay, Winnipeg R3T 2V1
HOME PHONE: (204) 261-0866
BUSINESS ADDRESS: Sociology Department, University of Winnipeg
 Winnipeg R3B 2E9
BUSINESS PHONE: (204) 786-9167

EDUCATION

Ph.D.	1981	Sociology, University of Chicago
M.A.	1964	Sociology, University of Chicago
B.A.	1959	Economics, Philosophy and Sociology University of Mysore

AREAS OF SPECIALIZATION

Socialization and Development
 Family Sociology
 Gender Relations
 Ethnicity and Race Relations
 Women and Development

COURSES TAUGHT

Introduction to Sociology
 Sociology of Sex and Gender Relations
 Socialization and Development
 Sociology of the Family
 Socialization and Development (Honours)
 Comparative Institutions
 Sociology of the Family (Honours)

POSITIONS HELD

1981-present	Associate Professor, University of Winnipeg, Department of Sociology
March 1991 - March 1993	Adjunct Professor, Department of Religion, University of Manitoba
March 1990	Visiting Scholar, St. Mary's University [Four invited lectures and seminars.]
February 1990	Visiting Scholar, Carleton University [Three invited lectures and seminars.]
1985-86	Visiting Scholar, University of Manitoba [Office for research and consultation.]
1973-81	Assistant Professor, University of Winnipeg, Department of Sociology
1967-72	Lecturer, University of Winnipeg, Department of Sociology

Curriculum Vitae for Vanaja Dhruvarajan

Page 2

(Jan-April)
1966 - 67 Research Associate
Research in association with Dr. Schellenberg in connection with his project "Dependence and Cooperation" at the Western Michigan University

(Aug-Aug)
1964-65 Research Assistant
Statistical Analysis of data, organization and reduction of data, preparation of data, preparation of program control cards for computer use and helping in sociological interpretation of results at the Northwestern University with Dr. Winch and Dr. Greer.

ADMINISTRATIVE EXPERIENCE (1975-present)

University

Faculty Liaison for Women's Studies (1982-1987)
Status of Women Committee of the Faculty Association, Member 1976-77
Senate, Member 1984-85
F.C.A.S. Nominating Committee, Member 1981-82
Visiting Lecturers' Committee, Member 1981-82
Core Curriculum Committee, Member 1982-84
Steering Committee for the Chair in Women's Studies, Member 1985-87
Committee to prepare a proposal for a chair in Women's Studies, Member 1984
Women's Studies Curriculum sub-committee, Member 1985-86
Chair, Professionals' Action Committee on Education (PACE), 1983-85.
Secretary, Professionals' Action Committee on Education (PACE), 1981-83.
Advisory Committee for the Chair in Women's Studies, Member 1987-Present
Child Care Worker Training Program Committee, Member 1986-87
Freshman Advising, Participant 1987-89
Women's Studies Personnel Committee, Member, 1989-90
Women's Studies Interdisciplinary Committee, Member, 1989-90

Department

Department Personnel Committee
Chair, 1982-83, Member, 1986-88
Review Committee, Chair 1977-78, Member 1989
Curriculum Committee, Member 1976-77, 1983-84
Visiting Professors' Committee, Chair 1981-82, 88-89, 90-91, Member 84-85, 86-87
Honours Committee, Advisor 1982-84, Member 1987-88
Ethics Committee, Member 1988-89
Research and Teaching Committee, Member, 1978-79
Committee on Open House, Member, 1977-78
Media Committee, Member, 1976-77
Library Committee, Member, 1975-76

Curriculum Vitae for Vanaja Dhruvarajan

Page 3

Recognition

Nominated for the Robin H. Farquhar Award for Excellence in contributing to self-governance of the University of Winnipeg

PARTICIPATION IN PROFESSIONAL ASSOCIATIONS

Canadian Women's Studies Association (CWSA),
President 1986-87, Vice-President 1985-86, Member 1982-Present
Western Association of Sociology and Anthropology,
Vice-President 1985, Member 1982-Present
Canadian Research Institute for the Advancement of Women (CRIAOW) Board Member 1986-89, Member 1982-Present
Social Science Federation of Canada, Board Member 1986-89
Canadian Sociology and Anthropology Association (CSAA) Member 1982-Present
National Council on Family Relations (NCFR) Member 1982-Present
Canadian Ethnic Studies Association (CESA) Member 1986-Present
American Sociological Association (ASA) Member 1982-85

GRANT HISTORY

SSHRCC Small Grant 1988	\$5000.00
SSHRCC International Travel Grant, 1986	\$2571.00
Seed money grant received, along with four other scholars, under SSHRCC Special Program "Family and Socialization of Children" 1983-84	\$5000.00
Manitoba Government Research Grant under Careerstart Programme 1984-89	\$9790.75
Manitoba Government Research Grant under Work/Study Program 1984	\$3600.00
University of Winnipeg Research Grant 1984-89	\$8960.00

PUBLICATIONS

Books:

1989. Hindu Women and The Power of Ideology. Granby, MA: Bergin and Garvey. 170 pages.
1989. Indian Edition. New Delhi: Vistaar Publications (A division of Sage Publications of India PVT Ltd.). 170 pages.

Women and Wellbeing, 1990. Montreal: McGill-Queens. 270 pages. 20 papers edited by V. Dhruvarajan, with introduction and preface.

Articles:

1988. "Religious Ideology and Interpersonal Relationships within the Family" in Journal of Comparative Family Studies. 19, 2:273-85.

1990. "Religious Ideology and Hindu Women's Roles in India's Modernization Process" Journal of Social Issues, Vol 46 no 3.

1990. "Women of Colour in Canada: Diversity of Experiences." in Women Changing Academe, edited by S. Kirby, et al. Winnipeg: Sororal Publishing.

Work in Progress:

Submitted Papers

"Conjugal Power among first generation Hindu Asian Indian Immigrants in Canada."

"Ethnic Cultural Retention and Transmission among first generation Hindu Asian Indians in Canada."

submitted Book Proposals

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CRIAW/ICREF CONFERENCE COMMITTEE

MISENER/MARGETTS WOMEN'S RESEARCH CENTRE
University of Alberta/Athabasca University
11043 - 90 Avenue Edmonton, AB T6G 1A6

Your proposal has arrived at the CRIAW/ICREF '91 office. We will be contacting you after the next Program Committee Meeting.

Thank you for your submission.

A



2

ack ✓
25.6.91

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*Noreen,
New submission
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Committee on Open House, Member, 1977-78
Media Committee, Member, 1976-77
Library Committee, Member, 1975-76

CURRICULUM VITAE

NAME: VANAJA DHRUVARJAN
HOME ADDRESS: 55 Temple Bay, Winnipeg R3T 2V1
HOME PHONE: (204) 261-0866
BUSINESS ADDRESS: Sociology Department, University of Winnipeg
 Winnipeg R3B 2E9
BUSINESS PHONE: (204) 786-9167

EDUCATION

Ph.D.	1981	Sociology, University of Chicago
M.A.	1964	Sociology, University of Chicago
B.A.	1959	Economics, Philosophy and Sociology University of Mysore

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 Ethnicity and Race Relations
 Women and Development

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 Sociology of the Family (Honours)

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1967-72	Lecturer, University of Winnipeg, Department of Sociology



THE UNIVERSITY OF WINNIPEG

DEPARTMENT OF SOCIOLOGY

515 PORTAGE AVENUE, WINNIPEG, MANITOBA R3B 2E9, CANADA. PHONE (204) 786-9364

April 10, 1991

MEMORANDUM

TO: 1991 CRIAW Conference Committee

FROM: Vanaja Dhruvarajan, Department of Sociology

RE: Abstract of paper to be presented during
1991 CRIAW Conference.

FEMINISM FROM A CROSS-CULTURAL PERSPECTIVE: AN EVALUATION

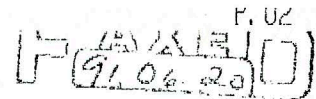
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THE UNIVERSITY OF WINNIPEG

DEPARTMENT OF SOCIOLOGY

515 PORTAGE AVENUE WINNIPEG, MANITOBA R3B 2E9 CANADA. PHONE (204) 786-8364



April 10, 1991

MEMORANDUM

TO: 1991 CRIAW Conference Committee

FROM: Vanaja Dhruvarajan, Department of Sociology

RE: Abstract of paper to be presented during
1991 CRIAW Conference.

FEMINISM FROM A CROSS-CULTURAL PERSPECTIVE: AN EVALUATION

In this paper some of the prevalent general conceptions/misconceptions regarding feminism are discussed and the meanings and interpretations attributed to it by women of Asian Indian origin are elaborated. Criticisms levelled against feminism by ~~the~~ some women within India that have a direct bearing on the formulation of opinions of Asian Indian women living in Canada are discussed. It is shown how feminism as it is structured at the present time does not respond to the needs of these women. The reaction to feminism on the part of these women is a function of their position within their families/ethnic group as well as the position of their ethnic group within the Canadian societal context. The paper closes with a discussion of the relevance of an evaluation such as this to build solidarity and mutual respect among all women which is necessary for the women's movement to succeed.



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SENT TO: *Marcelline Forester* DATE: *Sept 10/91*

FAX #: *1-403-492-1186*

OF PAGES: *7* (INCLUDING THIS COVER PAGE)

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CURRICULUM VITAE

NAME: VANAJA DHRUVARJAN
HOME ADDRESS: 55 Temple Bay, Winnipeg R3T 2V1
HOME PHONE: (204) 261-0866
BUSINESS ADDRESS: Sociology Department, University of Winnipeg
 Winnipeg R3B 2E9
BUSINESS PHONE: (204) 786-9167

EDUCATION

Ph.D.	1981	Sociology, University of Chicago
M.A.	1964	Sociology, University of Chicago
B.A.	1959	Economics, Philosophy and Sociology University of Mysore

AREAS OF SPECIALIZATION

Socialization and Development
 Family Sociology
 Gender Relations
 Ethnicity and Race Relations
 Women and Development

COURSES TAUGHT

Introduction to Sociology
 Sociology of Sex and Gender Relations
 Socialization and Development
 Sociology of the Family
 Socialization and Development (Honours)
 Comparative Institutions
 Sociology of the Family (Honours)

POSITIONS HELD

1981-present	Associate Professor, University of Winnipeg, Department of Sociology
March 1991 - March 1993	Adjunct Professor, Department of Religion, University of Manitoba
March 1990	Visiting Scholar, St. Mary's University [Four invited lectures and seminars.]
February 1990	Visiting Scholar, Carleton University [Three invited lectures and seminars.]
1985-86	Visiting Scholar, University of Manitoba [Office for research and consultation.]
1973-81	Assistant Professor, University of Winnipeg, Department of Sociology
1967-72	Lecturer, University of Winnipeg, Department of Sociology

Curriculum Vitae for Vanaja Dhruvarajan

Page 2

- (Jan-April)
1966 - 67 Research Associate
Research in association with Dr. Schellenberg in connection with his project "Dependence and Cooperation" at the Western Michigan University
- (Aug-Aug)
1964-65 Research Assistant
Statistical Analysis of data, organization and reduction of data, preparation of data, preparation of program control cards for computer use and helping in sociological interpretation of results at the Northwestern University with Dr. Winch and Dr. Greer.

ADMINISTRATIVE EXPERIENCE (1975-present)

- University
- Faculty Liaison for Women's Studies (1982-1987)
 - Status of Women Committee of the Faculty Association, Member 1976-77
 - Senate, Member 1984-85
 - F.C.A.S. Nominating Committee, Member 1981-82
 - Visiting Lecturers' Committee, Member 1981-82
 - Core Curriculum Committee, Member 1982-84
 - Steering Committee for the Chair in Women's Studies, Member 1985-87
 - Committee to prepare a proposal for a chair in Women's Studies, Member 1984
 - Women's Studies Curriculum sub-committee, Member 1985-86
 - Chair, Professionals' Action Committee on Education (PACE), 1983-85.
 - Secretary, Professionals' Action Committee on Education (PACE), 1981-83.
 - Advisory Committee for the Chair in Women's Studies, Member 1987-Present
 - Child Care Worker Training Program Committee, Member 1986-87
 - Freshman Advising, Participant 1987-89
 - Women's Studies Personnel Committee, Member, 1989-90
 - Women's Studies Interdisciplinary Committee, Member, 1989-90
- Department
- Department Personnel Committee
 - Chair, 1982-83, Member, 1986-88
 - Review Committee, Chair 1977-78, Member 1989
 - Curriculum Committee, Member 1976-77, 1983-84
 - Visiting Professors' Committee, Chair 1981-82, 88-89, 90-91, Member 84-85, 86-87
 - Honours Committee, Advisor 1982-84, Member 1987-88
 - Ethics Committee, Member 1988-89
 - Research and Teaching Committee, Member, 1978-79
 - Committee on Open House, Member, 1977-78
 - Media Committee, Member, 1976-77
 - Library Committee, Member, 1975-76

Recognition

Nominated for the Robin H. Farquhar Award for
Excellence in contributing to self-governance
of the University of Winnipeg

PARTICIPATION IN PROFESSIONAL ASSOCIATIONS

Canadian Women's Studies Association (CWSA),
President 1986-87, Vice-President 1985-
86, Member 1982-Present
Western Association of Sociology and Anthropology,
Vice-President 1985, Member 1982-Present
Canadian Research Institute for the Advancement of
Women (CRTAW) Board Member 1986-89, Member
1982-Present
Social Science Federation of Canada, Board Member
1986-89
Canadian Sociology and Anthropology Association
(CSAA) Member 1982-Present
National Council on Family Relations (NCFR)
Member 1982-Present
Canadian Ethnic Studies Association (CESA)
Member 1986-Present
American Sociological Association (ASA)
Member 1982-85

GRANT HISTORY

SSHRCC Small Grant 1988	\$5000.00
SSHRCC International Travel Grant, 1986	\$2571.00
Seed money grant received, along with four other scholars, under SSHRCC Special Program "Family and Socialization of Children" 1983-84	\$5000.00
Manitoba Government Research Grant under Careerstart Programme 1984-89	\$9790.75
Manitoba Government Research Grant under Work/Study Program 1984	\$3600.00
University of Winnipeg Research Grant 1984-89	\$8960.00

PUBLICATIONS

Books:

1989. Hindu Women and The Power of Ideology. Granby, MA:
Bergin and Garvey. 170 pages.

1989. Indian Edition. New Delhi: Vistaar Publications (A
division of Sage Publications of India PVT Ltd.). 170
pages.

Women and Wellbeing, 1990. Montreal: McGill-Queens. 270 pages. 20 papers edited by V. Dhruvarajan, with introduction and preface.

Articles:

1988. "Religious Ideology and Interpersonal Relationships within the Family" in Journal of Comparative Family Studies, 19, 2:273-85.

1990. "Religious Ideology and Hindu Women's Roles in India's Modernization Process" Journal of Social Issues, Vol 46 no 3.

1990. "Women of Colour in Canada: Diversity of Experiences." in Women Changing Academe, edited by S. Kirby, et al. Winnipeg: Sororal Publishing.

Work in Progress:

Submitted Papers

"Conjugal Power among first generation Hindu Asian Indian Immigrants in Canada."

"Ethnic Cultural Retention and Transmission among first generation Hindu Asian Indians in Canada."

Submitted Book Proposals

"Women of Colour in Canada: Interaction of Gender, Race, Class, Ethnicity and Sexuality." Proposal to be submitted to McClelland & Stuart (on request).

Conjugal Power and the Preservation and Perpetuation of Ethnic Culture among Hindu Asian Indian Families in Canada. Book proposal submitted to Garamond Press, Canada.

Papers Under Revision

"Women of Colour in Canada: Racial Prejudice and Social Isolation."

"Feminist Struggle for Gender Equality and the Women of Colour in Canada."

Book Reviews

Allen, K.R. 1989. Single Women/Family Ties. London: Sage Publications. Review of this book is scheduled to appear in the Journal of Comparative Family Relations.

Israel, M. 1987. South Asian Diaspora in Canada. Toronto: The Multicultural History Society of Ontario. Review published in Canadian Ethnic Studies Journal. Vol. XXII, No. 1: 132-33, 1990.

CRIAW/ICREF CONFERENCE COMMITTEE

MISENER/MARGETTS WOMEN'S RESEARCH CENTRE

University of Alberta/ Athabasca University
11043 - 90 Avenue Edmonton, AB T6G 1A6

Your proposal has arrived at the CRIAW/ICREF '91 office. We will be contacting you after the next Program Committee Meeting.

Thank you for your submission.





2

ack ✓
25.6.91

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WINNIPEG, MANITOBA, CANADA, R3B 2E9 PHONE 786-7811

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DATE: June 20/91

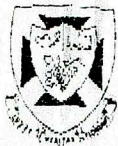
SENT TO: *Marellis Forestier*

FAX #: *1-403-40*

OF PAGES: *6* (INCLUDING THIS COVER PAGE)

If you do not receive all the pages please notify us as soon as possible via FAX, ENVOY (MWUC,ILL) or telephone (1-204-786-9814).

*Noreen,
New submission,
she has also included
her c.v. for our
SSHRC grant re-
quest.*



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DEPARTMENT OF SOCIOLOGY

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VICTORIA COLLEGE

University of Toronto

English

~~not~~ 1 session.

June 24, 1991

CRIAW/ICREF Conference Committee
c/o Misener/Margetts Women's Research Centre
11043--90 Avenue
Edmonton, AB
T6G 1E6

Dear Conference Committee,

Please consider the attached proposal for a workshop on "political correctness". I think the matter very important and appropriate to the conference's aims. As I say in the proposal, I would be happy to develop it further if the Committee considers it worthwhile.

Yours sincerely,

Susan Drain

Office	(416) 585 4436	FAX	(416) 585 4584
Home	(416) 596 7024	Email	DRAIN@EPAS.UTORONTO.CA

607
4871

*Ask for
Paper & clarification*

CRIAW
Proposal for a Workshop

I have been increasingly concerned about the quantity and quality of articles in the popular press in recent months on the theme of "political correctness." Although there are beginning to appear thoughtful rebuttals of the view that campuses, in particular, are being taken over by the "thought police," I am concerned that there are still too few moderate voices in the discussion -- indeed, from my admittedly incomplete sampling, even too few women's voices.

I propose a workshop to consider how we might participate more effectively in this discussion. This theme certainly has "global" implications, and requires "local action." The workshop might be structured as follows. Participants are encouraged to bring sample newspaper columns, magazine articles, and letters to the editor which address the theme. Following a general introduction to the theme and the ongoing discussion, participants could work in small groups to analyze the popular concerns, draft effective responses, and identify appropriate media for their contributions to this conversation, with particular attention to their local context and circumstances. I would function as facilitator and resource person. Ideally, there would be time for the small groups to report to the rest of the workshop what they had explored and drafted. The workshop would require at least three hours, but might be held as two sessions.

I see the anti-"political correctness" backlash not as something temporary, but as a threat to our feminist work for the advancement of women. It is for this reason that I propose CRIAW members take some time to address the issue. I'd be happy to work with anyone else who had a different way of expressing similar concerns; I come with no particular recommendation except my own concern, some thinking about the issues, and a great deal of experience in conducting writing workshops!

I'd be happy to develop these ideas further, if the programme committee is interested in this proposal.



VICTORIA COLLEGE

University of Toronto

English

~~1 session~~
1 session.

June 24, 1991

CRIAW/ICREF Conference Committee
c/o Misener/Margetts Women's Research Centre
11043--90 Avenue
Edmonton, AB
T6G 1E6

Dear Conference Committee,

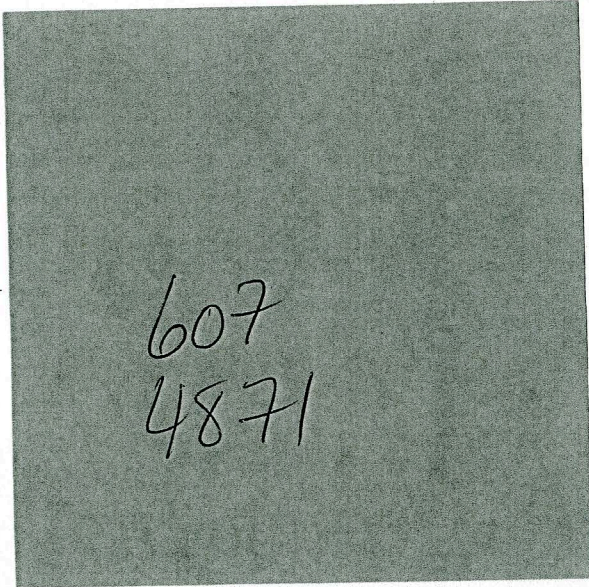
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Yours sincerely,

Susan Drain

Office (416) 585 4436
Home (416) 596 7024

FAX (416) 585 4584
Email DRAIN@EPAS.UTORONTO.CA



*Ask for
Paper & clarification*

CRIAW
Proposal for a Workshop

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I'd be happy to develop these ideas further, if the programme committee is interested in this proposal.



University of Alberta
Edmonton

Women's Program and Resource Centre
Faculty of Extension

ack ✓

Canada T6G 2E1
The Northern Alberta Women's
Archives Project

11019-90 Avenue, Telephone (403) 492-3093

May 29, 1991



Canadian Research Institute for
the Advancement of Women
Program and Planning Committee
Fall 1991 Conference

On behalf of the Northern Alberta and Women's Archives Project Committee, we would like to propose the following presentation/workshop:

**The Northern Alberta Women's Archives Project:
Archives as Networking**

This workshop would entail a panel discussion format whereby a few members would present information, including the trials and tribulations of historical research, followed by an interactive discussion with the audience. The panel tentatively consists of Nanci Langford, Diana Chown, Sheila Dunphy, and Kathy McMahon. The goal of this workshop will be to address some of the problems women researchers face when trying to unearth women's history.

Our project evolved in 1989 after a group of local women began to share their frustrations in doing research on women. We began by interviewing potential donors whose collections could become a women's Archive. We also established a link/liaison with the Provincial Archives of Alberta. At the same time, we gave talks at women's organizations and conferences about our project. Currently, we are excited about a new component: a database containing information about privately held and public collections. This database would allow for an interactive relationship with donors. We are aspiring to eventually link up with other similar projects elsewhere in Canada and other countries via the database.

We would love to see a whole session devoted to the development of women's archives. In this regard we would be pleased to see other projects, such as the Canadian Women's Movement Archives, at this session as well.

Sincerely,

Sheila Dunphy
Diana Chown

Sheila Dunphy, Project Coordinator
Diana Chown, member

Noreen,

Talked to Carmen.

They will have 4 people
(men & women) participating
possibly "role playing" on
their popular theatre group
"Just Us Folks". - 20 minute
presentation. The 4 cannot
afford registration fee so I
suggested that they could
present but if they wish to
attend other sessions to
register at the half day rate.
Names of 4 not yet
selected. Carmen was really
(over)

pleased about the other
presentations in their
group.



THE

Edmonton Learner Centre

Resources And Programs for Global Justice
10920-88th Avenue Edmonton, Alberta T6G 0Z1 (403) 439-8744

June 28, 1991

The Edmonton Learner Centre is a non-profit society established in 1973, which focuses on providing the public with information and resources on global issues related to underdevelopment and justice. An important part of our work is linking local context and local actions to these issues. Our major programs consist of the Third World Film Festival, our schools and labour programs, plus working groups on women and development and popular education/theatre.

Operating as a collective of five staff (as of September 1), the Centre has a broad membership base which includes peace, solidarity and development groups in Edmonton, as well as over 400 individuals who share a concern about the problems of development.

We are excited about the possibility of making a presentation at the conference. Our preferred format would be to do something participatory; either by way of a popular theatre presentation or by way of a panel discussion utilizing as resources women from the community who could address a variety of issues. After outlining some of the issues we could address, I will give a bit more of an in-depth description of the two possible formats.

There are a number of issues that we deal with during the year both in the labour and in the schools program in the context of how they relate to women. These include; the effect that the IMF's rigid structural adjustment policies have on women in Bolivia, the important role that women play in agriculture (using Burkina Faso, Ghana and Zimbabwe as possible examples), discrimination of women in the workplace (using sweatshops in Mexico and the Philippines as examples), the looming tri-lateral free trade deal and the economic impact that it will have on women, the underlining issues of global hunger and poverty.

We are fortunate here at the Centre to be able to tap into a strong, energetic and knowledgeable volunteer resource base. Option #1: For most of the issues outlined above we would endeavour to bring together three or four women who are part of our Women and Development Speakers Bureau. They could speak to and lead a discussion on a few of the issues that have common linkages. Option #2: A committed group of young people have formed a popular theatre group over the past year under the Learner Centre banner. JUST US FOLKS staged two successful puppet shows on the theme of the tri-lateral free trade issue during May Day celebrations, and entered the recent Bread and Water Festival parade with Uncle Sam's Free Trade Circus.

Our proposal to you is that we be allowed to present either or both of these two options at the conference. Because of people being away for the summer, it is hard for us to commit ourselves to one specific presentation format. If you wish we can provide you with further details in early fall after we have had a chance to contact our volunteers. Thanks very much for your consideration of our proposal.

*Carmen Lovell for the
Edmonton Learner Centre
Collective*

Proposal by Pauline Fahmy: Women and Their Career: a Research on Working Women in Quebec.

Statistics tell us that 55.5% of women in Quebec are part of the work force. The trend indicates their participation is on the rise.

We know about their working conditions and about the factors that hinder their ^{career progress.} We know little, however, about their aspirations, their perception of obstacles and the values that are involved.

Our research was aimed at discovering the latter. We found that the known obstacles are still present and that women have identified others within the culture, organization and structure of the workplace. We conclude that the women's movement must make women in the work force aware that their concerns are legitimate, and that lobbying to change the structure and rules of a workplace designed for and by men, is necessary.

Occ Haz

Les femmes et leur perspectives de carrière: une recherche auprès des travailleuses québécoises

Pauline Fahmy, Ph.D. et Claudine Beaudoux
Professeure
Université Laval

La présence des femmes sur le marché du travail est un phénomène dont on s'accorde à dire qu'il est destiné à prendre une ampleur grandissante. Selon Statistique Canada, en août 1990, le taux de participation des Québécoises à la population active s'élevait à 55,5% (comparativement à 52,3% en 1987, 47,5 % en 1981, 35,1 % en 1971) Il devient donc plus urgent que jamais de connaître les conditions dans lesquelles se fait cette participation.

Nous avons déjà cumulé un grand nombre de connaissances objectives sur ces conditions et notamment sur les obstacles qui entravent leurs perspectives de carrière. Nous savons, en revanche, relativement peu de choses sur leurs **aspirations** à cet égard, sur leurs **perceptions** de ce qui y fait obstacle et sur les **valeurs** qu'elles considèrent y être en cause. Or, il s'agit là d'un savoir essentiel à une meilleure compréhension des modes d'insertion des femmes au marché du travail et à une intervention plus efficace à ce propos.

La recherche que nous avons entreprise auprès de travailleuses québécoises oeuvrant dans divers secteurs et occupant une grande variété de postes répondait justement à cet objectif. L'analyse des réponses qu'elles ont données à nos questions nous permet d'affirmer que les obstacles déjà répertoriés sont encore bien présents, mais qu'il en existe d'autres que les femmes commencent à nommer et qui relèvent tout autant de la culture et du mode d'organisation des milieux de travail que de leur structure. Nos résultats nous amènent à conclure que le mouvement des femmes devra inclure, en bonne place, dans sa liste d'objectifs pour les prochaines années, la conscientisation des travailleuses à la légitimité et à la nécessité des actions et revendications relatives à leur droit de participer à la redéfinition des structures et des règles de fonctionnement d'un monde du travail jusque là pensé par et pour des hommes.

Pauline Fahmy



UNIVERSITÉ LAVAL

CITÉ UNIVERSITAIRE
QUÉBEC, P.Q., CANADA
G1K 7P4

Madame Marcelle Forestier
Comité organisateur du
Colloque de l'ICREF
40 Misener/Margeth Women's Research Centre
11043 - 30 Avenue
Edmonton AB
T6G 1E6

St. Foy le 26 juillet 1991

Chère collègue

Voici, tel que convenu, le résumé de
la communication que je voudrais présenter au prochain
colloque de l'ICREF à Edmonton. Si mon projet
est accepté je vous serais gré de me le faire savoir
le plus rapidement possible pour que je puisse organiser
mes enseignements et mes réservations d'avion en conséquence.

Je vous remercie pour votre compréhension.
J'espère avoir le plaisir de vous rencontrer en novembre
prochain.

Bien à vous

adresse: Pauline Fahmy
professeure titulaire
Département de Counseling et Orientation
Fac. de Sciences de l'éducation, Université Laval
Cité universitaire, Québec (Qué.) Canada G1K 7P4

Black Point
Nova Scotia, B0J 1B0
March 14, 1991

1991 CRIAW/ICREF Conference
Misener-Margetts Women's Research Centre
11043-90 Ave., U. of A. Campus
Edmonton, Alberta
T2G 2E1

Re: Presentations for Global Vision Globale/ Local Action Locale

Dear Conference Organisers:

I am a stained glass artist, an activist, and an art educator. I read about the upcoming conference in the CRIAW/ICREF Newsletter, and hope that you will find that my proposal meets with your topic expectations. At present, I am on the board of CRIAW - NS.

One of my main artistic and feminist focuses of the past four or five years has been the production and touring of my "Illuminated Series". I had been making and installing glass panels in homes for several years, and by 1985 started to feel the need to combine my activist life and my art-making life. The medium of glass brings with it its own cultural, aesthetic and historical baggage. By considering these ideas, and looking at the method of using the visual form as a moral, political and social guide, as found in illuminated manuscripts and the windows of the late medieval times, I constructed a re-visioning

The panels tour to different groups and places. The "Illuminated Series" has shown at a women's studies class, in women's homes, at women's formal and informal gatherings, at a women's health and education conference, at a women's restaurant and gallery, at alternative galleries, and at regular galleries. The talks that develop involve background on my motivation, glass and glaziers, manuscript format and structure, visual symbol use - traditional, appropriated or idiosyncratic, and discussion of the individual panels, and the "Series" as a whole.

In the talks, I like to include three aspects of art making. As well as artist and art work, there is the audience: the viewer - the passionate, impartial, or bored responder. The person in whom an art work's intention is carried on to other sites, other sights. Some people have not much experience looking at, responding to or criticising art, and these aspects for women are part of our discussion.

These talks with large and small groups have been in Berkeley, Victoria, Calgary, Banff, Truro, Halifax, and the works have additionally been to Vancouver, and Toronto. The thirteen panels have been very much an interactive process: they started "showing" when there were only six of them, and so, on my way to the thirteen to finish the set, I was very fortunate to have discussions and support that enabled me to complete the work. Women who bought the panels are participants, more than just owners, as they, too, believe these works must continue to show whenever they get the opportunity. Lastly, the interest of women who saw the panels helped me to decide to produce them as a card set, a smaller travelling version.

On the enclosed page I have summarised my proposal. The proposal is based on using slides as a focus for the talk. There is no doubt, however, that the actual panels are so much more fun to have hanging around! If secure space is available, and you accept my proposal, we could additionally have the "Series" up for the duration of the conference.

Thank you for your consideration.

Sincerely,



Deborah J. Fleming

Proposal to: 1991 CRIAW/ICREF Conference
Misener-Margetts Women's Research Centre
11043-90 Avenue, U. of A Campus
Edmonton, Alberta, T2G 2E1

From: Deborah J. Fleming
Black Point, Nova Scotia
B0J 1B0
(902) 857-9987

Title of Presentation: "See Clearly, Feel Truly, Act Quickly"

Summary: My thirteen panel stained glass works, "The Illuminated Series" will be the basis for the talk. Content will include: - my motivation as a feminist, and a glass artist/ women glaziers of the past - ideas and issues as visual imagery/ re-appropriating and inventing to create feminist imagery today - how talk with women who see the "Series" is part of the process/ considerations of how art/artist/audience change tomorrow

Relationship to conference theme: "Location" as both tangible and intangible filters inform and compel different aspects of my art-making. The "quirk" of work that actually travels makes an additional component for elaborating the relationship between local knowledge and action and a larger global vision. Of course, please note that I do not have an inflated notion of the impact of my work; I am just trying to express the threads that seem to continue on, after a "show" is over.

Resources: Slides of the works will be used, and of settings where seen, if possible, and collected quotes of viewers. The panels themselves can also be in attendance, depending upon hanging/light situation. They take about a day to install, so they would likely be available for the whole conference.

A/V needs: Slide projector; display easel.

Thank you for your considerations.

Danielle Forth
266 Dechene Road
Edmonton, AB
T6M 1J4
Telephone: 434-0840 (home) or 492-4204 (work)

March 14, 1991

1991 CRIAW/ICREF Conference
Misener/Margetts Women's Research Centre
11043 - 90 Avenue
University of Alberta Campus
Edmonton, AB
T6G 1A6

I am a fourth year Women's Studies student at the University of Alberta working on a senior independent study project examining the relationship between the experiences of adolescent girls, young feminists, and older feminists. I would like to share my findings through a presentation of the highlights of my paper at The Canadian Institute for the Advancement of Women (CRIAW) conference being held November 8-10, 1991.

Enclosed is an abstract of my work. Please feel free to phone me at either of the numbers I have provided if you have questions regarding my proposal.

I look forward to receiving your decision.

Sincere regards,



Danielle Forth

Encl.

"What Makes a Young Feminist? Exploring the Generation Gap
Between Older and Younger Feminists" - Danielle Forth

It has become apparent to me that there is an absence in feminist literature of the experiences of young feminists who I have defined, approximately, as those between ages 18 and 26. In my research I have found that many older feminists believe that in order to regard oneself as a feminist, one has to have acquired a sufficient amount of life experiences, (i.e., being older). In effect, this serves to exclude young women and their experiences.

However, there is a new generation of feminists, of which I am a member, who have been raised in an environment that has been strongly influenced, and continues to be influenced, by feminism. We have grown up in an environment where certain things, (e.g., reproductive freedom, higher visibility of women in politics and sports, access to a larger variety of career alternatives), have been achieved and even taken for granted. This is not such a bad thing, for it can be seen as a positive indication of the progress and success of the work done by older feminists.

Older feminists have influenced the environment that young women have grown up in. Yet there seems to exist among older feminists an unhappiness, or maybe sense of disappointment, with young women and girls because we don't seem to appreciate the women's movement. In short there appears to be a generation gap between older and younger feminists. For this presentation I will focus on acquainting my audience with the younger feminist and the experiences which have led her to position herself as a feminist.

Through my research into periodicals and books, I hope to uncover the relationship between adolescents girls' experiences within their environment, (including school and family), and the likelihood that they will define themselves as feminists. The feminism of the 60s has had an impact on my generation and another generation is emerging behind mine. I plan to look at these impacts and how they have shaped my own experiences and how they are influencing the experiences of adolescent girls. And while I expect these experiences to differ from older feminists' given that 30 years has passed between our generations, I believe that there will be a large amount of experiences that we will have in common. And just as these experiences led older feminists to "find" feminism in the 1960s, our own experiences with the contradictions between the reality created by nonsexist textbooks, for example, and the reality that greets us when we gain first-hand experience with our male-dominated society will lead us to the same place: feminism.

FAX 403 492-1186



THE UNIVERSITY OF MANITOBA
Winnipeg, Manitoba
Canada R3T 2N2
(204) 474-6233

CHAIR IN WOMEN'S STUDIES



THE UNIVERSITY OF WINNIPEG
515 Portage Avenue Winnipeg
Manitoba Canada R3B 2E9
(204) 786-9489

25 June 1991

CRIAW/ICREF Conference Committee
c/o Misener/Margetts Women's Research Centre
11043-90 Avenue
Edmonton, AB T6G 1E6

Dear Women:

I have enclosed a proposal for a paper on Jane Rule that I would like to present at the Conference. I am trying to arrange for Christine Strobel from Germany to give a paper on Rule as well, but the details are not worked out yet.

Thank you for your consideration.

In Sisterhood,

Keith Louise Fulton
Margaret Laurence Chair of
Women's Studies

Grounding Feminist Theory: Jane Rule's After the Fire
Keith Louise Fulton

In After the Fire, friendship among women becomes a way of healing from the pain of having lived as women. The novel is a non-utopian consideration of women on their own, one way or another, after the men are gone. The patriarchy in their lives is in their bodies, their own actions. Their healing is a social transformation. Jane Rule's novel contributes to feminist theory a discourse grounded in the everyday living and language of five women.

This paper has an international dimension as well. I am trying to arrange a paper from Christine Strobel, who teaches Canadian literature at the Institute fur Anglistik und Amerikanistik, Universitat Erlangen. Nurnberg. We met at the Conference for Canadian Studies in German Speaking Countries last February, where we discovered that both of us were working on Jane Rule's literature. Christine and I would each present, offering possibilities of reading and teaching Rule in Canada and in Germany.

I have received a small research grant on a related project on Jane Rule and have some possibility of being able to get some travel money for Christine.

THE LANGUAGE ABUSE INSTITUTE

Towards A More Rational Solution

Louise Gouëffic

Executive Director

530 Crawford Street
Toronto, Ont. M6G 3J8

Telephone:
(416) 535-0692

27 Feb/91

Feb. 19/91

15th ANNUAL CRIAW CONFERENCE
EDMONTON, ALBERTA

Nov.8 - Nov. 10, 1991

ABSTRACT

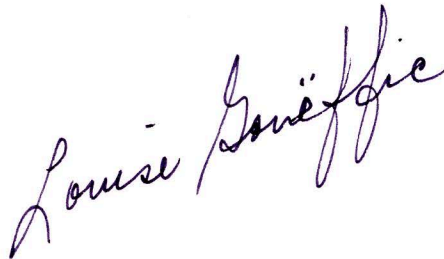
The presence of the large number of my sex in the workforce is not made publicly evident in 'the word'. I feel we are, as a workforce, a "handmaid" of the dominant workforce, i.e., the manpower in society.

The patriarchal code makes and daily remakes the patriarchal system. The same thousand-year-old words are used to name today's realities. This is like continuing to use aluminum pots when we know that aluminum causes Alzheimer's disease.

This paper deals with the necessity of changing the words to reflect today's economic and social realities more equitably and more realistically. I discuss the radical changes in words that must take place to make me and the members of my sex know and feel publicly identified as necessary co-creators of civilization and society.

More importantly, if these changes are not made contradiction, falsehood, stagnation and regression will not be avoided. The patriarchal code is deceptive, dishonest, and programmed with overvalued maleness. It is clear that the changes proposed shows that language reform is a good educational tool towards a more rational, and therefore a more just and kinder world.

Louise Gouëffic
Executive Director
LANGUAGE ABUSE INSTITUTE
530 Crawford St.
Toronto, ON
M6G 3J8



Tel: (416) 535 0692

ack
20.6.91

3239 Victoria Ave.
Regina, Saskatchewan
S4T 1L5

June 11, 1991

CRIAW/ICREF Conference Committee
c/o Misener/Margetts Women's
Research Centre
11043 - 90 Ave.
Edmonton, Alberta
T6G 1E6

Dear Conference Committee,

I was happy to see from your recent brochure that you are still accepting proposals.

I am involved with a group of women (and a few men) who have undertaken research into discrimination against gay men and lesbians in Saskatchewan. We would be interested in doing a workshop or holding a discussion about this work in progress. The analysis of our study is not yet complete, however, we have some preliminary results that are very interesting. They demonstrate clearly how our perceptions about ourselves as lesbians influence the way we deal with our health issues, how we relate to our families, how we function in an employment setting and how we present ourselves in terms of gender stereotypes.

The draft workshop proposal is attached, assuming a time frame of $\frac{1}{2}$ hour. It could be expanded if there is more time. There would likely be two presenters, myself and Gloria Geller.

We look forward to hearing from you about this proposal.

Yours truly,



Kathy Hamre

cc. Gloria Geller

WORKSHOP PROPOSAL

DISCRIMINATION AGAINST LESBIANS IN SASKATCHEWAN

1. INTRODUCTION:

Presenters will introduce and briefly describe the need for the research.

2. METHODOLOGY

The questionnaire used in the study will be discussed briefly. The method of selecting the sample will be described.

3. ANALYSIS OF DATA

Some key highlights of the research findings will be presented, particularly relating to how our perceptions about ourselves as lesbians influence the way we deal with our health issues, how we relate to our families, how we function in an employment setting and how we present ourselves in terms of gender stereotypes.

4. EXCERPTS

A sampling of comments made by the respondents will be read.

5. DISCUSSION

We will attempt to answer questions about the research, or enter into a discussion about the issues raised in the research.

3239 Victoria Ave.
Regina, Saskatchewan
S4T 1L5

October 8, 1991

CRIAW/ICREF Conference Committee
c/o Misener/Margella Women's
Research Centre
11043 - 90 Ave.
Edmonton, Alberta
T6G 1E6

Dear Conference Committee,

Thank you for sending me the preliminary program for the conference.

There will be one change to our presentation which should be reflected in your program. Evanna Simpson will be replacing Gloria Geller as co-presenter with me in our workshop on Discrimination Against Lesbians in Saskatchewan.

As noted before, we would appreciate the availability of an overhead projector.

We will send a copy of our presentation sometime in the next few weeks, as we are currently finalizing our written copy.

Evanna is mailing her registration form and fee today, so you should receive it by the end of the week. We look forward to the conference in November.

Yours truly,



Kathy Hamre

cc. Evanna Simpson

3239 Victoria Ave.
Regina, Saskatchewan
S4T 1L5

October 8, 1991

CRIAW/ICREF Conference Committee
c/o Misener/Margetta Women's
Research Centre
11043 - 90 Ave.
Edmonton, Alberta
T6G 1E6

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Evanna is mailing her registration form and fee today, so you should receive it by the end of the week. We look forward to the conference in November.

Yours truly,



Kathy Hamre

cc. Evanna Simpson

26A Portland Street
Nedlands, Perth
Western Australia 6009
March 13th, 1991

Dear CRIAW Program Committee,

I am presently in Australia on a six-month stay, and am taking a course in Ecofeminism here at Murdoch University. This course is being taught by Carolyn Merchant, from the United States, who is here because of an anonymous grant from a woman who wished to further the work in ecofeminism in Australia. There really are fairy godmothers out there!

The course readings, discussions, and the people involved in this course are most interesting, and many ideas continue to be generated, both from a theoretical and activist point of view, concerning what is happening ecologically on the planet Earth, and what are strategies to promote constructive rather than destructive ways humans can interact with non-humans, and also with the "non-living" Earth itself.

Since the conference is a long way off, and I am a long way from home, where I will return at the end of June, I have yet to finalize the exact format of a presentation. However, it would be on ecofeminism, attempting to connect what is going on in other areas of the world to Canada, and involve creating ideas for a possible local project in Edmonton.

As far as locating myself goes, I am (in alphabetical order!) Canadian, feminist, lesbian, middle-class, mother, older (revolting hag age!), teacher, white. I also speak from a position of economic, educational and class privilege.

If there is any further information you require, my home address in Edmonton is: 9658 - 86th Avenue, T6C 1J9. Any mail sent there will be forwarded here. Thank you for your consideration of this presentation.

In sisterhood,

Jane Haslett
(JANE HASLETT)



CARLETON UNIVERSITY



UNIVERSITÉ D'OTTAWA
UNIVERSITY OF OTTAWA

JOINT CHAIR IN WOMEN'S STUDIES/CHAIRE CONJOINTE EN ÉTUDES DES FEMMES

June 24, 1991.

CRIAW/ICRAF Conference Committee,
c/o Misener/Margetts Women's Research Centre,
11043-90 avenue,
Edmonton, Alberta, T6G 1E6.

Dear Colleagues:

Enclosed are two proposals for the very interesting forthcoming conference on Global Vision: Local Action in Edmonton.

The first, De-Privileging Knowledge: Sharing Research Methodology and Data within Women's Movements, is a twenty minute presentation in a paper format.

accept

The second, Beyond Talking Heads: Theory and Praxis of a Holisitcally Just Pedagogy, would be a workshop format of perhaps 1 1/2 to 2 hours, depending on your scheduling.

*declined
(declined in reg. pack.)*

I rather favour the second proposal, but rely on your knowledge of the programme balance you are working towards to help me to make the choice if either of these proposals are of interest to you.

Thank you for your attention.

Sincerely yours,

Greta Hofmann Nemiroff

Greta Hofmann Nemiroff,
Joint Chair of Women's Studies.



DE-PRIVILEGING KNOWLEDGE : SHARING RESEARCH METHODOLOGY
AND DATA WITHIN WOMEN'S MOVEMENTS

An abstract proposed by

Greta Hofmann Nemiroff
Joint Chair of Women's Studies
Chaire Conjointe en études des femmes

Université d'Ottawa
Carleton University
147 Séraphin Marion,
Ottawa, Ontario, K1N 6N5

Tel: 613-564-4019

This paper will review how the state and the organizations it funds set much of the feminist research agenda. Competition for decreasing funds has increased women researchers' and research groups' competition with one another. It is important to redefine research so that it covers the studies done by front-line organizations in Canada and globally, legitimizing varying research methodologies and practices. Such epistemological redefinition is essential both for "academic" or "professional researchers" as well as community-based individuals and groups. That way feminist resources will be maximized through the sharing of methodology, data, praxis and resources as well as through fresh views contributed by new epistemological questions and praxis. A prototype of such collaboration will be described in an account of the methodology used in a community-based research project undertaken by CCLOW-Quebec in order to produce a booklet on Quebec's resources for women sexually abused in childhood, From Victim to Survivor. [Encl.]

-a 20 minute presentation which can be offered in French or in English.

BEYOND TALKING HEADS: THEORY AND PRAXIS OF
A HOLISTICALLY JUST PEDAGOGY

An workshop proposed by

Greta Hofmann Nemiroff
Joint Chair of Women's Studies
Chaire Conjointe en études des femmes

Université d'Ottawa
Carleton University
147 Séraphin Marion,
Ottawa, Ontario, K1N 6N5

Tel: 613-564-4019

This workshop will discuss the lacuna in regular malestream educations and the difficulty Women's Studies programmes and feminist organizations have had in "feminizing" the transmission of official knowledqe. As well issues related to class, race, ethnicity and sexual orientation will be discussed in this context.

Five learning models and their applications to these issues will be discussed through the use of exercises around "case scenarios."

Pedagogical strategies useful in formal and informal educational settings will be shared by the presenter with the input of the group.

There will be space for group problem solving.

Workshop of 1 1/2 to 2 hours

English



CANADIAN RESEARCH INSTITUTE
FOR THE ADVANCEMENT OF WOMEN
INSTITUT CANADIEN DE RECHERCHES
SUR LES FEMMES

101 Slater, Suite 408
Ottawa, Ontario K1P 5H3
(613) 563-0681

TDD/ATS: (613) 563-1921

Our Fax No: (613) 563-0682

Date: Aug 22/91

From/De: Linda Clippinger

To/A: Marcelline Faestlin, Women's Research Centre
U. of Edmonton

Fax Number/Numéro de Fax: (403) 492-1186

Number of pages/ Nombre de pages
This one included/ Cette-ci incluse: 2

Marcelline: Voici une lettre envoyée
à l'ICREF.

Could you let me know the status
of the paper? You know she is
the new joint chair of Women's
Studies for Carleton / U. of Ottawa.

Linda

AUG 22 1991



CARLETON UNIVERSITY

UNIVERSITÉ D'OTTAWA
UNIVERSITY OF OTTAWA

JOINT CHAIR IN WOMEN'S STUDIES/CHAIRE CONJOINTE EN ÉTUDES DES FEMMES

19 August, 1991.

Linda Clippingdale, Executive Director,
CRIA W,
151 Slater, Suite 408,
Ottawa, Ontario. K1P 5H6.

Dear Linda:

Last week I received a letter from an acquaintance at Mc Gill requesting a copy of a paper I was to give and the 1991 CRIA W conference. I did not recognize the title, although its meaning did correspond to one of my suggestions. My problem is that I myself have received no response from CRIA W and don't know if my paper has been accepted and where this title comes from.

As you might know, I've been in the process of moving myself to Ottawa. I now have a personal address [265 Daly, #35, K1N 6G4; TEL:789-6709] and work ones as well [see letterhead: tel: 564-4019]. It might be that a letter went to Dawson College and got lost in the mail, although I seem to recall sending in my proposal on "Joint Chair" letterhead.

Could you please advise me about the status of my proposal? Thank you for your attention.

Best regards,

Greta Hofmann Nemiroff.



Memorial
University of Newfoundland

*Dept. of Biology
(709) 737-4578*

FAX: 709-737-4000

COVER PAGE — FAX TRANSMISSION

Date: June 28, 1991

To: Marilyn Asheken - Smith

Company: CRDAW - Misener / Macgibbon's Women's Research Centre

Department: _____

City: Edmonton, AB Country: Canada

No. of Pages: 3 (including cover page) FAX: (403) 422-1195

From: John Evans - Dine Tordanson

Department: Biology Account #: 1-08-324

REMARKS:

**CRIAW
ICREF**

151 Slater, Suite 408
Ottawa, Ontario K1P 5H3
(613) 563-0681

CANADIAN RESEARCH INSTITUTE
FOR THE ADVANCEMENT OF WOMEN
INSTITUT CANADIEN DE RECHERCHES
SUR LES FEMMES

TDD/ATS: (613) 563-1921

Our Fax No: (613) 563-0682

Date: Aug 22/91

From/De: Linda Clippingsdale

To/A: Marcelline Forster, Women's Research Centre
U. of Edmonton

Fax Number/Numéro de Fax: (403) 492-1186

Number of pages/ Nombre de pages
This one included/2 celle-ci incluse: _____

Marcelline: Voici une lettre envoyée
à l'ICREF.

Could you let me know the status
of her paper? You know she is
the new joint chair of women's
studies for Carleton / U. of Ottawa.

Linda

AUG 22 1991



CARLETON UNIVERSITY

UNIVERSITÉ D'OTTAWA
UNIVERSITY OF OTTAWA

JOINT CHAIR IN WOMEN'S STUDIES/CHAIRE CONJOINTE EN ÉTUDES DES FEMMES

19 August, 1991.

Linda Clippingdale, Executive Director,
CRIAW,
151 Slater, Suite 408,
Ottawa, Ontario. K1P 5H6.

Dear Linda:

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As you might know, I've been in the process of moving myself to Ottawa. I now have a personal address [265 Daly, #35, K1N 6G4; TEL:789-6709] and work ones as well [see letterhead; tel: 564-4019]. It might be that a letter went to Dawson College and got lost in the mail, although I seem to recall sending in my proposal on "Joint Chair" letterhead.

Could you please advise me about the status of my proposal? Thank you for your attention.

Best regards,

Greta Hofmann Nemiroff.



University of Alberta
Edmonton

Canada T6G 2G5

Centre for International Education and Development
Department of Educational Foundations
Faculty of Education

5-109 Education Building North, Telephone (403) 492-3726
Fax (403) 492-1318

June 10, 1991

Dear Dr. Assheton-Smith:

I am leaving for India on the 11th of June 1991. I have not heard anything from CRIAW regarding the abstract of a paper I had sent for the November Conference. Kindly let me know whether the paper is accepted or not. Betset has my address in New Delhi. I will be back in about six weeks.

With best regards

Zohra

responded
Aug 13/91
with note we
will be
sending
req.
pkge
soon

AN ABSTRACT

Submitted for CRIAW Conference, November 1991

Integrating Women's Studies into Education

by

Zohra Husaini

Ed. Fdms Ph: 0758

This paper will attempt to show that though there exists an extensive and significant body of research and scholarship on women in a variety of disciplines, -- literature, history, anthropology, sociology, psychology economics, political science, political economy, -- which many feminist writers consider as revolutionary knowledge, it has failed to make an impact on education because it has not been integrated into education. The paper will discuss what does integration of women's studies into education mean. It does not mean introducing a few ghetto courses -- "women's studies courses" -- in a faculty or a department. It means mainstreaming of women's studies dealing with gender issues, into the whole of traditional curriculum and changing the form of the teaching of curriculum. As feminist research is changing the shape of the disciplines, this must reflect in the changing shape of the courses which are based on that research.

The paper will also discuss that integrating feminist perspective into education is a transformational task, therefore it is a political project. In fact choice of any educational program is a political choice since by choosing to impart one kind of knowledge to people, we withhold or exclude other forms of knowledge. That affects the lives and destinies of million of people, particularly women.

The paper will point out that "women's studies" is a world-wide movement. In many part of the developing world (where, ironically, majority of illiterates are women) "women's studies" initially means collecting information and creating knowledge about women on which policies are based which affect their lives. In their context, collecting and imparting this knowledge is not an academic question, but is essential for the very survival and for the present and future lives of women all over the world.

address change

258 Pères Blancs #6

Ottawa

K1L 7L5

(613) 741-5045

Dear Marilyn:

As promised I am sending a submission for getting into the program of the CRIAW conference in Edmonton. I would like to take part in a possible panel, on immigrant women. Otherwise I would like to give a presentation of about 20 minutes.

Immigrant Women From Eastern Europe -Problems And Solutions

Being an immigrant myself, I am involved with studies concerning women-immigrants from Eastern Europe. I will consider problems which immigrant women from Eastern Europe face in Canada and suggesting ways to cope with them.

According the proposed immigration rate, in the next few years Canada will accept an increasing number of immigrants. Many people from the former Eastern European bloc countries and the Soviet Union are expected to come here - about 30,000 per year, as was indicated by the Minister of Immigration in 1990.

These people build a new immigrant group. In general they are mostly highly qualified people who will come here with work previously arranged. However, as with other immigrants, they also need an adaptive period - a period to adjust to the new realities of the life in Canada, a period to develop new experiences. What will be new and unknown for them is not the same as what that which would be new and unknown to other groups of immigrants.

Women who come to Canada as immigrants from countries with developed capitalist economies do not have special psychological problems to adjust to. Women who come here from the countries in the Third world face cultural shock and skill shortages. In contrast to them, due to the differences in the political and economic structure, the people who enter to Canada from former socialist countries mostly lack an understanding of the main principles of getting ahead the way of life in this society. They rarely need skills training; they need mostly help in changing their attitude to the working principles of the society into which they have come to live.

These difficulties are quite a different from the usual difficulties facing other immigrant women in Canada. The women who come from Eastern Europe and the Soviet Union do not usually belong to visible minorities so that they do not have to cope with many of the traditional problems of minority women.

Women from Eastern Europe, however, form another specific group - a group of women who often find themselves unable to understand the way many of the things in this country work and because of this find themselves unable to take a place in this society which would correspond to the education and qualifications that they have. These women are usually professionally well qualified and it is a matter of a mutual interest that they adapt quickly to their new life and to enter into the labour force so that real use of their qualifications can be made. In general the main issue with them is that they have a crippled attitude to social and economic realities. They come from countries where they have been required to live by strictly following the guidelines from above and where any initiative and entrepreneurial spirit was oppressed. It is not easy for them to make the transition to a society where motivation and entrepreneurship are strongly encouraged.

In my presentation I will explore the particularities of this immigrant group. I will list their special needs and will make suggestions for improving the settlement policies.

DINA IORDANOVA

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Immigra

address change
258 Pies Blanes # 6
Ottawa
K1L 7L5
(613) 741-5045

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DINA IORDANOVA



Memorial

University of Newfoundland

*Dept. of Biology
(709) 737-4578*

FAX: 709-737-4000

COVER PAGE — FAX TRANSMISSION

Date: June 28, 1991

To: Marilyn Ascheba - Smith

Company: CREAW - Misener / Macgibbon's Women's Research

Department: Centre

City: Edmonton, AB Country: Canada

No. of Pages: 5 (Including cover page) FAX: (709) 737-4578

From: John Evans - Dine Tordaman

Department: Biology Account #: 1-08-324

REMARKS:

ack
by
phone

to: Carole Murray

date: May 20/91

from: Susan Jackel

telephone:

facsimile:

subject: CRIAW

Further to our telephone conversation this morning,
I would be willing to help out with a session
on women and the constitution, either as
presenter, commentator/respondent or chair.
I am currently at work on a paper on feminist
understandings of representation, participation
and negotiation in constitutional politics in
the 1980s in Canada. It will draw on a large
body of recent scholarly literature, and the
actual process of public hearings at various
points in recent and post-recent debates,
including the current hearings in Alberta.
Feel free to fit me in wherever needed.

Susan.

CRIAW
Misner/Margets Women's Research Centre
11043 -- 90th Ave
University of Alberta
Edmonton, Alberta
T6G 1A6

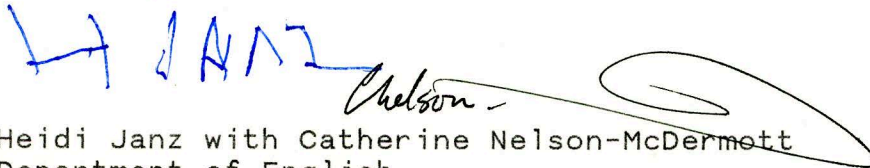
March 13, 1991

To the Organizers:

Enclosed please find two copies of a proposal for a paper entitled "'Helping Professionals' -- Apt Description or Oxymoron" which we wish to submit for the 1991 CRIAW conference.

Thank you for considering this proposal. We look forward to hearing from you.

Sincerely,


Heidi Janz with Catherine Nelson-McDermott

Department of English
3-5 Humanities Centre
University of Alberta
Edmonton, Alberta
T6G 2E5

7800

"Helping Professionals" -- Apt Description or Oxymoron?

In this paper, I will examine some of the problems that arise when people in the "helping professions" overlook, underestimate, or ignore the wishes and plans, along with the potential, of female "disabled" clients. By way of contrast, I will also discuss the positive influence that members of an immediate community, as well as therapists, caregivers, and counsellors, can have on the life of a "disabled" woman when they recognize that woman as a fully autonomous individual capable of making her own decisions and, if necessary, her own mistakes.

Most of the material for this paper will come from a 1989 report that I researched and wrote on issues affecting "disabled" women in post-secondary education in Alberta. I interviewed 35 women with disabilities and asked them questions relating to five central issues: education, employment, transportation, social services, and support services. Despite their individual differences, these women found that the majority of problems they encountered in relation to these five issues could be traced back to the disabling attitudes of members of the "helping professions." In relating and examining the experiences of these women, as well as my own experiences as a "disabled" woman, I will identify and address some of the more common barriers to the fulfilment of the needs of "disabled" women perpetuated by members of what are, ostensibly, the "helping professions."

As well, I will discuss the lessons that some members of the "helping professions" might learn from "non-professionals" who find themselves giving support to women with disabilities. In this section, I will draw heavily on my own experience at the University of Alberta as the only "disabled" woman student in a program with over seventy full-time students. It has been my experience that people outside the "helping professions" -- ie fellow students, professors, and other staff members within the student's department -- can often provide a much more healthy and enabling support system than one dependent solely, or even primarily, on "helping professionals."

"Helping Professionals" -- Apt Description or Oxymoron?

In this paper, I will examine some of the problems that arise when people in the "helping professions" overlook, underestimate, or ignore the wishes and plans, along with the potential, of female "disabled" clients. By way of contrast, I will also discuss the positive influence that members of an immediate community, as well as therapists, caregivers, and counsellors, can have on the life of a "disabled" woman when they recognize that woman as a fully autonomous individual capable of making her own decisions and, if necessary, her own mistakes.

Most of the material for this paper will come from a 1989 report that I researched and wrote on issues affecting "disabled" women in post-secondary education in Alberta. I interviewed 35 women with disabilities and asked them questions relating to five central issues: education, employment, transportation, social services, and support services. Despite their individual differences, these women found that the majority of problems they encountered in relation to these five issues could be traced back to the disabling attitudes of members of the "helping professions." In relating and examining the experiences of these women, as well as my own experiences as a "disabled" woman, I will identify and address some of the more common barriers to the fulfilment of the needs of "disabled" women perpetuated by members of what are, ostensibly, the "helping professions."

As well, I will discuss the lessons that some members of the "helping professions" might learn from "non-professionals" who find themselves giving support to women with disabilities. In this section, I will draw heavily on my own experience at the University of Alberta as the only "disabled" woman student in a program with over seventy full-time students. It has been my experience that people outside the "helping professions" -- ie fellow students, professors, and other staff members within the student's department -- can often provide a much more healthy and enabling support system than one dependent solely, or even primarily, on "helping professionals."

Inter-Departmental Correspondence

DATE 9 Sept 91

TO Noreen Bell

FROM Kathleen Sudd

SUBJECT: CRIAW conference

Thank you for your fax and for the convenient scheduling! I look forward to the conference and to seeing you in November.



FAX MEMO

(403) 492-1186



DATE: Sept 5/91

TIME: 4:06

TO: Ellen Judd.

OFFICE: U of Manitoba

FAX NBR. (204) 275-5781

FROM: Noreen Bell

OFFICE: Women's Program, Faculty of Extension, University of Alberta *CRIAW/ICREF '91*

COMMENTS:
Your presentation has been scheduled for Saturday, Nov 9 at 3:30 P.M. See you in November!

Please check that you have received a total of 1 page(s), INCLUDING this title page in this transmission. If there is a problem, please call us at (403) 492-3093.



THE UNIVERSITY OF MANITOBA

DEPARTMENT OF ANTHROPOLOGY

432 Fletcher Argue Bldg.
Winnipeg, Manitoba
Canada R3T 2N2

Tel: (204) 474-9361

FAX: (204) 275-5781

~~BITNET ANTHRO@ccmr.UManitoba.CA~~

12 March 1991

1991 CRIAW/ICREF Conference,
Misener-Margetts Women's Research Centre
11043-90 Ave.
University of Alberta Campus
Edmonton, Alberta T6G 2E1

Dear CRIAW/ICREF,

Please find enclosed a paper proposal for the 1991 conference.

With thanks and sisterly regards,

Sincerely,

Ellen Judd

Paper Proposal for the 1991 CRIAW/ICREF Conference:

Feminism From Afar:
Crossing Cultural Boundaries

This paper will examine paradoxes of identity and difference implicit in Western feminist writing on women and the women's liberation movement in China. How do implicit or explicit assumptions of a cross-cultural identity of interests fare in a context in which that shared identity is substantially denied, or formulated in very different terms, by the women who are the subject of the Western anthropologists' discussion? This problem will be addressed with specific reference to contemporary women's organizations and programmes in China, both in the official Women's Federations and in organizations which were formed spontaneously in the 1980's and persisted into 1990. Reference will be made to my own fieldwork with women in China (1986-1990), and especially with women in these organizations. I will explore the questions these women have raised in my mind about the cross-cultural understanding and practice of what we call feminism. How does the concept of feminism obscure the cultural politics of difference which is at the same time central to the construction of feminism? What else is to be done?

Ellen R. Judd
Dept. of Anthropology
University of Manitoba

PROPOSAL FOR THE 1991 CRIAW CONFERENCE

Working Title: Furnishing a Room of One's Own with
Traditional Parochial Furniture

Presenter: Renate Krause
Assistant Professor of English
Canadian Union College
College Heights, Alberta

Virginia Woolf insisted on a woman's need for her own room because she was convinced that "intellectual freedom depends upon material things." Woolf's call for a "room of one's own" is still echoing and reverberating. One such echo is found in Elaine Showalter's A Literature of Their Own. Showalter's historical approach to women's literature in the nineteenth and twentieth century is divided into what she calls the "Feminine," the "Feminist," and the "Female" phases.

I propose to combine Woolf's image of a room (extending it to include furnishing that room) with the concepts that Showalter's phases signify to develop the theme that women, rather than defining their identity in opposition to the male tradition, must turn inward to consider their own experiences, their own strategies, and their own conflicts.

Drawing on my personal experience (see the enclosed biographical sketch) and on other women's writing, I believe that those women who have a room of their own have found the room furnished by the male tradition. One question that arises is, What does one do with those furnishings? A number of possibilities present themselves: One can accept and use the furnishings as intended, one can demolish and throw them out, or one can adapt and shape them to fit one's needs.

The first approach requires imitation and internalization of traditional male values. The second approach, which is one of militant advocacy of minority rights and values, leaves a room filled with hostility. What materials do we have to construct new furniture? The third possibility demands knowing and accepting full responsibility for one's self.

Considering such traditional furnishings as the bed and the cradle, the bookshelf and the desk, the kitchen table and the sink, I propose that adapting and shaping them to one's needs has successfully been accomplished by women in the past and may be the only option Canadian women of the 90's have if their ultimate goal is self-discovery.

P.O. Box 1991
Lacombe, Alberta
T0C 1S0
June 26, 1991

CRIAW/ICREF Conference Committee
c/o Misener/Margetts Women's
Research Centre
11043-90 Avenue
Edmonton, AB T6G 1E6

Dear Committee Members

I was recently informed of the 1991 CRIAW Conference in Edmonton by one of my friends, Catherine Nelson-McDermott, who is one of your presenters. She encouraged me to submit a proposal, and assured me that the deadline has been extended to June 30.

Because I am interested in what I have been told of this conference, I hope that the enclosed proposal is something you can still use--even at such a late date.

Enclosed is the proposal and a short biographical sketch. I am looking forward to hearing from you at the above address.

Sincerely



Renate I. E. Krause

BIOGRAPHICAL SKETCH

Renate I. E. Krause
Box 1991 Lacombe, Alberta T0C 1S0

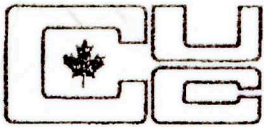
Born in 1943 in Schoningen, Germany, I immigrated to Canada in 1954 with my family. We settled in a small logging community in central British Columbia. Two years later, I came to Alberta to attend the high school at Canadian Union College at Lacombe. Here I met my future husband. We were married in 1961, after he had completed the Teacher Training Program at C.U.C. Although I had attended Grade 12, I had not received my high school diploma before our wedding.

My husband taught in small parochial schools in Stettler and Fairview, Alberta during the next three years, during which time two of our three children were born. When the boys were approaching school age, and while we were living in Peoria, Alberta, I completed high school by correspondence. We then moved to Walla Walla, Washington, where I attended Walla Walla College (a small parochial institution) for the next two years for a B.A. degree in German. Tuition expenses were high--I needed work to repay student loans. Two events marked the beginning and end of my senior year: In September, I discovered I was pregnant with our third child, and in June I had a job teaching English at the local high school--provided I could take the required English courses for Washington State Certification before September. I graduated June 6, our daughter was born on the 10th, and on the 14th I was back in classes for the summer session. I began my teaching career that September.

After 11 years of teaching in parochial schools, I decided to begin graduate work. Because I needed to teach during the school year, and because the U of A (which had accepted me into the M.A. program) does not offer graduate courses in English during the summer, I attended Andrews University in Michigan during the next three summers to complete an M.A.

Immediately upon completion, I began full-time Ph.D. studies at the U of A, commuting from Lacombe where my husband was employed at Canadian Union College as a teacher in the Education Department. This last May, I successfully defended a thesis on Virginia Woolf. I have been teaching in the English Department at C.U.C. the last two years.

At the University of Alberta, I had my first direct exposure to public education in almost 30 years. As a 43-year-old mother of three children and a member of a conservative Christian denomination, I discovered much anger. And that anger found its outlet in blame: I blamed my husband, my church, my God--all those I perceived as having had a hand in erasing me. During the course of my studies at the U of A, I discovered both in literature and in my interaction



CANADIAN UNION COLLEGE FAX COVER PAGE

DATE June 28, 1991

TIME 3:30 p.m.

MESSAGE TO CRIAW/ICREF Conference Committee

SUBJECT PROPOSAL FOR THE 1991 CRIAW/ICREF CONFERENCE

FROM RENATE I.E. KRAUSE CUC FAX # (403) 782-3170

COMMENTS ON MESSAGE (if any)

NO. OF PAGES INCLUDING COVER 5

Sketch--Renate Krause--2

with other women that I was not unique in the anger I felt. I also learned that by accepting responsibility for my life, for my behavior, and for my attitude, I was able to work through that anger.

Now that I am again teaching, I find that self-knowledge is an ongoing process. The more I accept responsibility, the more effective I am in my home, profession, and society.

00/20/91 10:00

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Traditional Parochial Furniture

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Assistant Professor of English
Canadian Union College
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T0C 1S0
June 26, 1991

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c/o Misener/Margetts Women's
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Box 1991 Lacombe, Alberta TOC 1S0

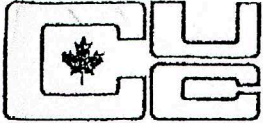
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CANADIAN UNION COLLEGE

FAX COVER PAGE

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SUBJECT PROPOSAL FOR THE 1991 CRIAW/ICREF CONFERENCE

FROM RENATE I.E. KRAUSE CUC FAX # (403) 782-3170

COMMENTS ON MESSAGE (if any)

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Sketch--Renate Krause--2

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rec'd
July 11/91

11247-79 Ave
Edmonton, Alberta
Canada T6G 0P2

Ph: (403)436-1342

July 8, 1991

CRIAW / ICREF Conference Committee
c/o Misener / Margetts Women's
Research Centre
11043-90 Avenue
Edmonton, AB T6G 1E6

Dear Madam:

In response to your call for submissions for the 1991 CRIAW conference, I am submitting a paper titled, **Canadian Women's Attitude toward Surrogate Motherhood**. Enclosed please find an abstract of the paper.

If you have any questions please feel free to call me at home 436-1342 or write to me to the above address.

Thank you.

Sincerely yours,



Vijaya Krishnan, PhD.

Canadian Women's Attitude toward Surrogate Motherhood

Vijaya Krishnan, Dept. of Sociology, University of Victoria,
Victoria, British Columbia

Abstract

Approximately one in ten couples in Canada have difficulty conceiving a child. As a result, the demand for infertility services has grown enormously. The medical and scientific communities have become deeply involved in the development of therapeutic procedures to respond to this situation, and the door to a new biotechnological world was opened.

Much has been written about alternatives in human reproduction, including the psychological, ethical, moral, biological, sociological or political issues raised by the new reproductive technologies or arrangement, much less about the attitudes of people towards these procedures. The present paper provides a measure of the degree of acceptance of surrogacy among a sample of women and analyzes some of the socioeconomic characteristics influencing their attitudes, possibly for the first time in Canada.



Employment and
Immigration Canada

Emploi et
Immigration Canada

MAR 11 1991

Your file

Votre référence

Our file

Notre référence

**P. O. Box 11145, Royal Centre
11th Floor, 1055 West Georgia
Vancouver, B. C.
V6E 2P8**

March 6, 1991

**CRIAW
408-151 Slater
Ottawa, Ontario
K1P 5H3**

Dear Madam:

Attached please find a proposal for a workshop for the 1991 conference. It represents an area of interest of mine since I taught Agricultural Economics at the University of British Columbia many years ago and I am delighted at the chance to do some follow-up work on it.

I also think that this will be an interesting, exciting and different area for participants at the conference to explore and one that fits admirably with the local/global theme.

I hope that you will be able to include this item on your program and I look forward to hearing from you soon.

Yours truly

**Roslyn Kunin, Ph.D.
Regional Manager
Economic Services
B.C./Yukon Territory Region**

RK/kg

Enclosure

P.S. A curriculum vitae is also attached.

Canada

PROPOSAL FOR 1991 CRIAW CONFERENCE

At this conference I would like to give a brief presentation/workshop on the issue of feminism and vegetarianism. I am both a feminist and a vegetarian myself.

Vegetarianism fits very well into the local/global theme. Nothing could be more local than the food we put into our bodies, with its implications for our health and well-being. However, most people are not aware that what they choose to eat has serious global implications. Meat production is extremely resource intensive using vast quantities of land, water, energy, etc. It also impacts very heavily on the environment including a major contribution to global warming. Furthermore, the 80% of North American grain crops now used to feed animals could provide all of North America with a plant based diet and , in addition, provide food to feed a significant number of the world's hungry.

The connection between meat-eating and women's issues has not been extensively explored as yet. There is the obvious 'macho' image associated with meat and the well known fact that, in countries where food is scarce, meat is reserved for men and denied to women and children. There is also the image of man as hunter, killer and producer of meat and woman as gatherer and gardener.

On a deeper level, it has been suggested that meat-eaters render invisible the separate existence of animals as living creatures in much the same way that a male-dominated society renders women invisible as separate, autonomous adults. Thus, a meat-eating society preserves the models that help keep a patriarchal society in place.

These issues should generate an interesting discussion.

Suggested pre-reading: The Sexual Politics of Meat: A Feminist Vegetarian Critical Theory by Carol J. Adams

and

Diet for a New America by John Robbins.

Roslyn Kunin
3449 W. 23rd Avenue
Vancouver, B.C.
V6S 1K2 (604) 736-0783(h)

CURRICULUM VITAE

EDUCATION:

- Ph.D. Economics:** University of British Columbia, May 1970
- Thesis:** Labour Force Participation Rates & Poverty in Canadian Metropolitan Areas.
- Special Fields:** Labour Economics, Economic Development, Economic Theory and History
- Awards:** Norman MacKenzie Scholarship
- M.A. Economics:** McMaster University, November 1966
(Course Program, no thesis required.)
- Awards:** Ontario Graduate Fellowship
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- Awards:** Quebec Provincial Bursary, Sun Life Prize as leading student in the economics program.

EXPERIENCE:

- Government:** Regional Economist
Employment and Immigration Canada, Vancouver, B.C.
1973 to present under Mr. Grant Botham
- Academic:** Visiting Assistant Professor,
University of British Columbia, Vancouver, B.C.
1972-1973 under Dr. G. Winter
- Visiting Assistant Professor,
Simon Fraser University, Burnaby, B.C.
1970-1972 under Dr. J. Munro
- Lecturer in Economics, Wellington College,
University of Guelph, Guelph, Ontario,
1966-1968 under Dr. J. J. Skinner
- Business:** Five years of secretarial business experience with Montreal firms obtained while studying for my B.A. degree in the evenings. I am bilingual in English and French.

SELECTED PUBLICATIONS:**“The Changing Job Market”**(with J. O. Knauf and L. Pinfield)
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Employment and Training Professionals,
Summer/Fall, 1981.**“Social Science as an Applied
Science”**Social Science Review Vol. 6, No. 2, 1978**“Immigration & Unemployment:
Factors to be considered in
determining an Immigration Policy:**Review of the Association of Professional
Economists, Vol. 6, No. 2, September, 1975.**The Cost of Food**(with Peter L. Arcus) Department of Agricultural
Economics, University of British Columbia, 1973.**“To Work or Not to Work: A Cost
Benefit Analysis of the Provision of
Daycare Facilities for Children of
Welfare Mothers”**Canadian Welfare, July-August, 1972. Reviewed in:
Financial Times, October 9, 1982; Chatelaine,
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Participation:**(with R.S. Uhler) Industrial Relations, February 1972**“The Economy of Cities by Jane
Jacobs”**Book Review, Canadian Journal of Agricultural
Economics, July 1973**OTHER ACTIVITIES:****Past Chairman**

Economic Advisory Commission, City of Vancouver, B. C.

Past President

Association of Professional Economists of B. C.

Past Chairman

Board of Directors, Vancouver Crisis Centre

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Young Women’s Christian Association of Vancouver

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- | | |
|---------------------|--|
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ISW / IEF

Institute for the Study of Women

Institut d'études sur la femme

1991 CRIAW Conference
Misener-Margetts Women's Research Centre
11043-90 Ave.,
University of Alberta Campus
Edmonton, Alberta

April 3, 1991

Dear Selection Committee,

Dr. Toni Laidlaw ⁴⁹⁴⁻²¹⁸⁶ has asked me to submit the following the following description of our proposed roundtable for the 15th annual CRIAW conference. ^{Dal 902-494-2211}

Title: Feminism as a foundation for Global Social Justice

Presentors: Toni Laidlaw (Faculty of Education, Dalhousie University)

^{newhome #902-445-2362}
Deborah Poff (Institute for the Study of Women, Mount Saint Vincent University)

Bola Udegbe (Department of Psychology, University of Ibadan, Nigeria)

maybe, unsure
cancelled

The roundtable will discuss the adequacy of feminism as a foundation for global justice using a CIDA sponsored linkage in women's studies between Nigeria and Halifax as a case study.

Sincerely,

Deborah C. Poff

Deborah C. Poff, PhD
Director



Noreen et al

Awarberg confirmation

Poff/Lardlaw say OK to combine them with Vickers/Ranleen. I left a detailed message on answering machine at Inst for Con Studs asking them to call & let us know if OK w/ them to combine.

BAC 23 Aug

#89215

() - #

baff - [unclear]
[unclear] - [unclear]

What names are other students?

our [unclear]

~~[unclear]~~

Squisher Strategies

Can we:

combine into one round table:

Vickers - Rankin

Poff - Lairdlaw

1 () - #

4786512

~~445 2362~~

494 - 2211

Dal - ~~902 - 424 - 2211~~

Presentation Proposal for CRIAW 1991

Karen Lloyd and Catherine Bray
439-7153 431-0616

Though play has been recognized as a legitimate topic of study within disciplines such as philosophy, anthropology, sociology and psychology, very often theory and research has not distinguished between the experiences of men and the experiences of women. Thus there is a need for exploration, at both the empirical and theoretical levels, of gender and playfulness.

In this presentation, we would like to report on the experience of completing a research project on gender and playfulness. As this is work in progress, we will reflect on our experiences as researchers, and on some of the methodological issues which have arisen. Preliminary findings will be presented playfully.

We will locate ourselves in terms of personal and social group characteristics, and present data which locates our research "subjects" according to their own self definition. We are also interested in issues of geographic place and home, because these locations affect opportunities to play. We will offer questions about possible links between playful locations, locally and globally.

Amherst University
Social Sciences

*ack
20.6.91*

ATKINSON COLLEGE

YORK UNIVERSITY

WOMEN'S STUDIES PROGRAMME

4700 Keele Street, North York, Ontario, M3J 1P3

7 June 1991

TO: CRIAW/ICREF Conference Committee
c/o Misener/Margretts Women's Research Centre
11043-90 Avenue, Edmonton, Alberta T6G 1E6

FROM: Meg Luxton,

RE: 1991 Conference - proposal for a paper

Gender Politics at Work

Based on research in Hamilton, Ontario this paper examines the ways in which gender politics shape the work practices and experiences of male and female steelworkers and their families. The paper examines prevailing gender ideologies and shows that the organization of industrial work and of domestic labour are both permeated by such ideologies. When women organize to change the sex/gender division of labour (for example when married women take paid employment or when women apply for jobs in heavy industry) they disrupt existing gender ideologies.

The paper argues that the experiences of steelworkers is typical of contemporary social organization. It considers various policies developed in different countries which try to mediate gender politics and comments on their relative effectiveness.

August 8th, 91

Please find enclosed the outline for the
CRIA W presentation on its Research Agenda.
Should you have any questions please contact
the National Office. Thanks

Lise Martin

OUTLINE FOR PRESENTATION ON CRIAW RESEARCH

The experience of a collaborative model - CRIAW's research projects on NRTs and Racial and Ethnic Minority Women

Presenters: Christine St. Peter, Roxana Ng, Lise Martin

In developing its research agenda CRIAW has implemented a model of research which allows the institute to function as an "institute without walls." This presentation will look at two CRIAW initiatives which have been developed using a collaborative model.

Christine St. Peter will provide an evaluation of our various initiatives in the area of New Reproductive Technologies (NRTs). She will present the process which characterized our work and how the dynamics within the CRIAW working group are a reflection of ongoing discussion and debate on NRTs amongst the feminist community in Canada.

Lise Martin and Roxana Ng will present this new CRIAW initiative whose objective is to make information/research on racial and ethnic minority women more readily accessible, to validate the numerous community-based research projects that have not been formally published and to avoid duplication of work and efforts. Research assistants in Vancouver, Winnipeg, Toronto, Ottawa, Montreal and Halifax will be involved in this project. The presentation will give the audience an opportunity for the conference participants to provide comments and suggestions for the project which is in its early stages.

Christine St. Peter
Univ. of Vict.
Women's Studies
P.O. Box 3045
Victoria, B.C.
V8W 3P4

Roxana Ng
Dept. of Sociology
015E
252 Bloor St. W.
Toronto, Ont.
M5S 1V6

1988 Bloomingdale Terr

Halifax, N.S. B3H 4E5

May 1, 1991

CRIAW Conference Committee

c/o Misener/Margetts Women's Research Centre

11049-90 Ave.

Edmonton, Alberta

T6G 1A6

Dear Conference Committee,

I realize that I am beyond the deadline date for a submission to the November conference but if it is still possible I want to submit the enclosed proposal.

Sincerely,

Rosemary MacAulay

Rosemary MacAulay

GIRL'S SKIPPING

Some time during their elementary school years most girls take part in skipping games. Like many street games skipping is not taught by adults nor supervised by adults. It has been handed down from one girl to another for over a century. It is a part of women's oral tradition. It offers each participant acceptance within a ritualistic activity. In skipping there is no winner, no reward; each girl has her moment in the limelight (the more adept the skipper the longer the moment). A mistake brings each turn to an end. Skipping rhymes have a common cultural base that is patriarchal.

I examine the skipping tradition in Halifax from a feminist perspective; listen to the rhymes sung, and look at the skipping units and how they function. I compare skipping to other children's games for popularity, educational experience, physical exercise, mutual support, repetitive behaviour, and competitiveness. I report mothers' and women educators' views concerning skipping practices in establishing gender roles, developing cooperative behaviour and preserving women's oral tradition. I briefly inquire into the skipping tradition in French Canada, England and China.

The skipping tradition could give us an opportunity to offer young girls a knowledge of and a pride in their history. Skipping could present varied and expanded career possibilities to girls.

I use both video and audio recordings in my study.

Rosemary MacAulay
1988 Bloomingdale Terr
Halifax, NS
B3H 4E5

(902) 422-7565

241-0328 Calg.

Faculty of Education
McGill University
3700 McTavish St.
Montreal, Quebec
H3B 1Y2

CRIAW/ICREF Committee
c/o Misener/Margetts Women's Research Centre
11043- 90 Avenue
Edmonton, Alberta
AB T6G 1E6

Dear Organizers:

Please find enclosed a copy of an abstract for a proposed paper for the CRIAW conference to be held in November. I have indicated on the abstract that while this could be part of a session where several related papers would be presented (each lasting 20 minutes or so), I would also be open to doing this in the form of a lengthier workshop session (60-90 minutes). I would ask you to let me know as soon as possible your response to this suggestion. In either case, I think that the local/global theme is one that participants will easily connect to, since I will be making the case for exploring what happens to us locally and as individuals reflecting and shaping the global experiences of women.

I look forward to hearing from you soon.

Sincerely,



Claudia A. Mitchell
Associate Professor

SWEET VALLEY HIGH, SEVENTEEN, SOAP OPERAS
AND POLITICAL CORRECTNESS:
ISOLATING ADOLESCENT GIRLS IN THEIR READING OF POPULAR CULTURE

A proposal of a paper

Submitted to the 1991

Canadian Research Institute for the Advancement
of Women Conference

Global Vision/Local Action

Edmonton, Alberta

Novemeber 8-10, 1991

Claudia A. Mitchell
Associate Professor
Faculty of Education
McGill University
Montreal, Quebec, H3B 1Y2
(514) 398-6963

Ly (514) 398-5618

3
ABSTRACTSweet Valley High, Seventeen, soap operas and
political correctness:

Isolating adolescent girls in their reading of popular culture

The focus of this paper is on connecting the reading of adolescent girls, a devaluing of their culture, and the marginalization of women generally. The term "reading" will be used to describe a number of text-based experiences. Starting with the 'local', the individual reader, and looking at the social context of reading romances and magazines such as Seventeen, it will be argued that many of the themes found within the popular culture of women, such as getting along, understanding others, and pleasing others tend to be devalued. Indeed, it will be argued that a classroom culture which now supports the sharing of 'outside the classroom' reading may place readers in a vulnerable position which further contributes to a marginalization of the experiences of adolescent girls. Nowhere is this more evident than in the new interpretations of ideology within the whole "political correctness" discourse. The more global issues, then, related to women's position within society are not unrelated to the gendered practices of their school experiences.

While the data for the paper has been derived from an analysis of popular and unpopular culture, and the responses of teachers to reading about popular culture reading in short stories and films, and so in a sense has a 'local' classroom flavour, the analysis is more global, and would be of interest to people who are not necessarily involved in classrooms.

The paper could be part of a session devoted to other papers on reading, education, or popular culture, or, could lend itself to a lengthier presentation involving slides, music, and the response of of the participants to several short stories about reading.



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Organization	CRIA/W / ICREE		
Department	Conference Comm. Hqs.		
Name	Misoner		
Fax number	(403) 492-1186		

From:

McGill University
Faculty of Education

Our Fax number (514) 398-4679

Department	C-1		
Name	C. Mitchell		
Address	FAC OF EDUC.		
	McGill Univ		
3700 Univ. Ave Montreal	Telephone number (514)		

Special Notes

For inquiries, please call (514) 398-7042

Faculty of Education
McGill University
3700 McTavish St.
Montreal, Quebec
H3B 1Y2

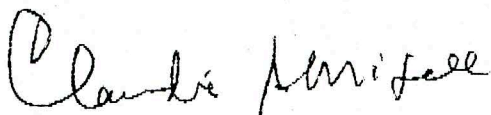
CRIAW/ICREF Committee
c/o Misener/Margetts Women's Research Centre
11043- 90 Avenue
Edmonton, Alberta
AB T6G 1E6

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I look forward to hearing from you soon.

Sincerely,



Claudia A. Mitchell
Associate Professor

SWEET VALLEY HIGH, SEVENTEEN, SOAP OPERAS
AND POLITICAL CORRECTNESS:
ISOLATING ADOLESCENT GIRLS IN THEIR READING OF POPULAR CULTURE

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Claudia A. Mitchell
Associate Professor
Faculty of Education
McGill University
Montreal, Quebec, H3B 1Y2
(514) 398-6963

by (514) 398-5618

3

ABSTRACT

Sweet Valley High, Seventeen, soap operas and political correctness:
Isolating adolescent girls in their reading of popular culture

The focus of this paper is on connecting the reading of adolescent girls, a devaluing of their culture, and the marginalization of women generally. The term "reading" will be used to describe a number of text-based experiences. Starting with the 'local', the individual reader, and looking at the social context of reading romances and magazines such as Seventeen, it will be argued that many of the themes found within the popular culture of women, such as getting along, understanding others, and pleasing others tend to be devalued. Indeed, it will be argued that a classroom culture which now supports the sharing of 'outside the classroom' reading may place readers in a vulnerable position which further contributes to a marginalization of the experiences of adolescent girls. Nowhere is this more evident than in the new interpretations of ideology within the whole "political correctness" discourse. The more global issues, then, related to women's position within society are not unrelated to the gendered practices of their school experiences.

While the data for the paper has been derived from an analysis of popular and unpopular culture, and the responses of teachers to reading about popular culture reading in short stories and films, and so in a sense has a 'local' classroom flavour, the analysis is more global, and would be of interest to people who are not necessarily involved in classrooms.

The paper could be part of a session devoted to other papers on reading, education, or popular culture, or, could lend itself to a lengthier presentation involving slides, music, and the response of of the participants to several short stories about reading.



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To:

Country	<u>CANADA</u>	City	<u>EDMONTON</u>
Organization	<u>CRIAW / ICREF</u>		
Department	<u>Conference Comm. Hqs.</u>		
Name	<u>Misoner</u>		
Fax number	<u>(403) 492-1186</u>		

From:

McGill University
Faculty of Education

Our Fax number (514) 398-4679

Department	<u>C. I.</u>
Name	<u>C. Mitchell</u>
Address	<u>FAC OF EDUC.</u>
	<u>McGill Univ</u>
<u>3700 Univ. Ave Montreal</u>	Telephone number (514)

Special Notes

For inquiries, please call (514) 398-7042

1991 CRIAW/ICREF Conference

Misener/Margetts Women's Research Center
11043-90 Avenue
University of Alberta Campus
Edmonton, AB
T6G 1A6

Abstract

Empirical research data on aboriginal women is scanty. Often, available research is from an outsider's point of view. As a native woman, my interpretation of my lived experience of my roots is different. Research relating to the well being of native women is even more infrequent. A focus on 'empowerment' as a means of addressing one's 'baggage' and 'effecting changes' as steps in a lifelong process is the intent of the workshop.

Ideally, I would like to conduct a 90 minute workshop. A hands-on workshop most clearly reflects the underlying goals and objectives of the process of empowerment. Some of the underlying themes that will be considered are subordination/domination, shame based/healthy family backgrounds, and power issues. Through an experiential workshop, participants gain both insight plus practical strategies so they are able to use this empowerment process in their personal/political lives.

Marilyn Moge
Department of Family Studies
Faculty of Graduate Studies and Research
University of Alberta
Edmonton, Alberta
T6G 2E7

ack ✓

9944 - 82 Street,
Edmonton, Alberta.
T6A 3L8

May 30, 1991

CRIAW/ICREF Conference Committee,
c/o Misener/Margetts Women's Research Centre,
11043 - 90 Avenue,
Edmonton, Alberta.
T6G 1E6

Attention: Marilyn Assheton-Smith

Dear Marilyn,

Please find enclosed a proposal for a 20 minute presentation
for the November 8/9/10 Conference. We would be happy to provide
further information as required.

Thankyou for your attention to this proposal.

Sincerely yours,

Melanie Moore for

Melanie Moore (466-0970)
Donna Rosentreter (464-4341)
Bobbi Smith (463-7938)

Enclosure

PROPOSAL TO
THE CANADIAN RESEARCH INSTITUTE FOR THE ADVANCEMENT OF WOMEN
1991 CONFERENCE COMMITTEE
C/O MISENER/MARGETTS WOMEN'S RESEARCH CENTRE

"AN EXPLORATION OF CAREER ISSUES FOR WOMEN ADMINISTRATORS
IN POSTSECONDARY EDUCATION"

A GROUP PRESENTATION BY
UNIVERSITY OF ALBERTA GRADUATE STUDENTS

BARB DOWNES
MELANIE MOORE
GAYLE MORRIS
DONNA ROSENRETER
BOBBI JO SMITH

FOR THE CRIAW/ICREF CONFERENCE
ON NOVEMBER 8/9/10, 1991

DATE OF SUBMISSION: MAY 30, 1991

INTENDED AUDIENCE: This presentation will be of interest to all women, particularly those currently in or aspiring to administrative positions.

LENGTH: 20 minutes (not including question period).

TYPE: Lecture, followed by group discussion.

EQUIPMENT REQUIRED: Overhead projector.

ABSTRACT:

This exploratory study was initiated as part of a group learning project for the Winter/1991 session of ED ADU 551 "Gender Issues in Adult and Higher Education", instructed by Dr. Paula Brook, Department of Adult, Career and Technology Education at the University of Alberta, Edmonton.

Eleven women administrators from postsecondary institutions in Edmonton were interviewed regarding career development issues. Four themes supported by interview analysis were explored in depth by the group.

The themes include:

INFLUENCE OF EARLY SOCIALIZATION

THE ACCIDENTAL CAREERIST

BARRIERS

ADVICE TO WOMEN ASPIRING TO ADMINISTRATION

The results of the findings will be presented and implications for further research discussed.

Carol Murray

Re: Submission for the CRIAW conference.
Paper presentation.

Dear Carol,

I hope this is in approximately the right format - I imagine that it's a little long, but I hope it is acceptable. Please let me know if you want me to change something. Thanks again for your help in focusing what to say. You're good at this!

— now that I've printed it, I
see that it's far too "crowded"
in. ^h sorry for my long-windedness!

— Edie McConney

Studies of power...have generally been written for the benefit of the powerful. (Janeway, 1975:104)

In a recent, lengthy article which promises to provide an overview of the major theories of leadership, with an emphasis on "important issues and controversies" of the last decade (Yukl, 1989:252), not a single reference to race or gender is made. The assumption appears implicit either that those studied are homogeneous with respect to gender and race or that gender and racial differences are inconsequential. The neglect of issues of race and gender in the literature on leadership and the undeniable exclusion of women and of men of color from the top managerial ranks can be seen as mutually reinforcing, if not mutually causative. My work explores this reciprocal relation between theories of leadership and those who lead. I am engaged in deriving a critique from feminist and Afrocentric perspectives on methodology and epistemology, and have completed a preliminary analysis, structured by this critique, of a sample of recent articles in the literature of leadership.

There does exist, of course, an enormous literature on women in management, a significant subset of which addresses the interaction of gender and leadership. The shortcomings of the majority of this literature are twofold: first, most work which concerns itself with women in management is open to charges of ethnocentrism and of racism in its bias toward the experience of white, Western women (Moore, 1988; Davis, 1981; Harding, 1986). Secondly, the extant literature on women and leadership with few exceptions (see Martin, 1990; Calas, Jacobson, Jacques, & Smircich, 1990) presumes the appropriateness of building upon the foundation and working within the framework of traditional studies, "inserting" the previously excluded variable of gender into the mainstream leadership discourse. Sociologist Dorothy Smith noted long ago that this less radical approach "merely extends the authority" of the existing framework, and renders the experience of women and, it may be assumed, of minority men, "an addendum" to traditional findings (Smith, 1974:7). My work, like that of feminists in other disciplines, is not "about 'adding' women into the discipline, but is instead about confronting the conceptual and analytical inadequacies of disciplinary theory" (Moore, 1988:4). Studies of leadership, to follow Janeway, must be written to benefit a more broadly-based and heterogeneous group than those who lead at present.

Two caveats are necessary. First, I have not made an attempt to enter into the lengthy and disparate controversies surrounding the definition of leadership. While in my work the term "leadership" can be presumed to be interchangeable with that of "managerial leadership", I take the position that studies of leadership in other disciplines, notably political science, suffer much the same bias and with the same effect on access to power and position. Secondly, although the workings of class differences, just as those of race and gender, are most often obscured in feminist theory, in the literature on women in management, and in contemporary writing on leadership, I have not yet attempted to address this issue, in order that the already enormous implications of gender and race may be more sharply focused.

My interest in theories of leadership stems directly from three distinct aspects of my life experience: working in male-dominated milieux for the majority of my adult life; a three-year period as a manager in a female-dominated working environment; thirteen years of living in countries other than my own, including periods of several years in foreign-language environments. Where I felt most a stranger, most alienated, most inept, was, of course, in the English-speaking male-dominated worlds of work. A close second was the management experience in the woman-centered work for an exploitative, paternalistic, health-care organization. I had done my bachelor's degree in languages and so I enjoyed the sensation of feeling at home, yet freed of home, in other cultures. My interest in language and culture continues, but those which interest me now are more problematic: I seek to know how I am made a stranger in my own country, a foreigner in North American business culture. I am trying to explore what it might be in the language of business that I cannot understand, and which excludes me. This had led me to the language and methodological underpinnings of the discourse of leadership. Through my work I have also experienced an awareness of the effects on my perspective of racist and classist socialization; I have attempted to address this in part through careful attention to the critical work of Black scholars, whose alternate perspective is grounded in the minority cultural experience with which, as an American and a native of New York, I am most familiar.

References

- Calas, M. B., Jacobson, S., Jacques, R., & Smircich, L. 1990. The X in Y: Gendering McGregor's discourse of control. Paper presented at the annual meeting of the Academy of Management, San Francisco, California.
- Davis, A. Y. 1981. Women, race & class. NY: Random House.
- Harding, S. 1986. The science question in feminism. Ithaca, NY: Cornell University Press.
- Janeway, E. 1975. On the power of the weak. Signs: Journal of Women in Culture and Society, 1 (1): 103-109.
- Martin, J. 1990. Rethinking Weber: A feminist search for alternatives to bureaucracy. Paper presented at the annual meeting of the Academy of Management, San Francisco, California.
- Moore, Henrietta. 1988. Feminism and anthropology. Cambridge: Polity Press.
- Smith, D. 1974. Women's perspective as a radical critique of sociology. Sociological Inquiry, 44 (1): 7-13.
- Yukl, G. 1989. Managerial leadership: A review of theory and research. Journal of Management, 15 (2): 251-289.

October 8, 1991

138 Delaware Avenue,
Toronto, Ontario
M6H 2T1

CRIAW Conference
Misener-Margetts Women's Research Centre
11043-90 Avenue,
University of Alberta Campus
Edmonton, Alberta

Dear Members of the Organizing Committee:

Please find enclosed my registration form and a copy of the abstract for the paper that I will be presenting at the CRIAW conference being held in Edmonton.

As you may recall, I will be presenting in place of Angela Miles who will not be able to make it to the conference this year.

Please do not hesitate to call if you require further information.

Yours truly,



Carol Mundle

TEACHING WOMEN AND DEVELOPMENT: CRITICAL PERSPECTIVES

Carol Mundle

OISE

The intent of this project is to examine the relationship between development, the construction of third world women, and feminism from the perspective of those who teach women in/women and development. Starting with interviews of professors/instructors teaching in southern Ontario universities, the project focuses on how instructors conceptualize their work in view of the changes that have taken place within both developmental and feminist frameworks.

Examining the dissatisfaction that exists with the analytical frameworks of WID, I suggest that global feminist studies/women and development is in a transitional state and that we require, among our critical undertakings, a more concerted reflection on the part of practitioners regarding the culturally-specific positions we speak from.

To this end, I will examine how the emergence of the field of women and development with its tendency to construct "third world women" in relation to "social scientists" often eclipses the positions we occupy in patterns of domination and leaves unexplored the possibilities for liberatory praxis.

Finally I wish to raise a number of questions arising out of this project which has implications for women in the academy, women working in development, and third world women: What role can women speaking from a western academic tradition play in forging just and equitable global relations? Can feminist alliances premised on specific locally-based struggles also enable global connections to be made? How do we envision our work in an era where the authority and regulatory practice of the researcher/academic is understandably being called into question by other women?

CRIAW - Nov 8, 9, 10.
EDMONTON

ack ✓

Home-based Northern Businesses: Market Research, Business Plan
and Product Development in Broughton Island, N.W.T.

ABSTRACT

Dr. Jill Oakes
Department of Clothing & Textiles 115, H. Ec. 0/45.
University of Alberta, Edmonton, Alberta

The rapidly growing Inuit population in the Canadian Arctic is facing critical job shortages. Community-based economic development is crucial to maintaining a healthy family and community life style. The purpose of this paper is to identify critical steps required to develop community-based industry in Broughton Island. Results of this research may be of interest to Inuit seamstresses from other northern communities and other individuals who are interested in developing their own cottage industry.

Social science research methods including participant-observation, informal interviews, field research, and questionnaires were used to complete this project. Research was conducted by Inuit seamstresses, research assistants, and the primary researcher. The project was funded by the Department of Economic Development, G.N.W.T., Inuit Tapirisat Corporation, and the University of Alberta. Seamstresses developed contemporary product lines with the assistance of a designer. Products were evaluated on the basis of aesthetic designs, marketability and profit margin. Selected products were sent to potential consumers for critical evaluation. Managers of potential stores and possible consumers were interviewed to determine the strengths and weaknesses of each product. Results were returned to the Minnguq Sewing Group who altered the designs to meet the needs of the consumers. This process was repeated until interesting, marketable items with a Broughton Island design signature were created.

The sewing group asked themselves numerous questions, including their goals and aspirations, to develop a sound business plan. Marketing strategies were developed in conjunction with results received from the preliminary market survey. Issues influencing the marketing strategy of this community-based industry included the anti-fur movement, limited awareness of consumer's needs, traditional sewing skills, use of commercial sewing machines, establishment of a commercial seal skin tannery in Broughton Island, and limited knowledge of potential markets. Information collected from the market research enabled seamstresses to develop several innovative product lines and an effective market strategy for items made from seal skin. Potential markets were identified as museums, collectors, tourists, northern miners, northern executives, Canadian ambassadors, Northern adventurers, and scientists. An overall benefit of this research was the opportunity for Inuit women to gain experience at conducting their own product line development and market research.

Valerie Ogloff will
attend but not
Hilda Ching

requires overhead projector



Ruth Wynn Woodward
Endowed Professor

June 17, 1991

CRIAW/ICREF Conference Committee
c/o Misener/Margetts Women's Research Centre
11043 - 90 Avenue
Edmonton, Alberta
T6G 1E6

Dear Conference Committee:

We enclose the abstract of our research paper entitled "Life after Science Degrees, Rewind or Fast Forward" for submission for presentation at the conference on "Global Vision, Local Action."

Our *curricula vitae* are also included for references. If you have any questions regarding the presentation, please let us know.

Sincerely yours,

Hilda Ching

Hilda Ching

Valerie Oglov

Valerie Oglov

Encl.

Women's Studies Program
Simon Fraser University



Burnaby, B.C. V5A 1S6
AQ6161 291-4742

ABSTRACT

Women's Studies Program, Simon Fraser University

Valerie Oglov and Hilda Ching

Life After Science Degree: Rewind or Fast Forward?

This paper will present and discuss the results of a Women and Science study conducted at two British Columbia universities during the summer of 1991. The purposes of the study were to document the experiences and the career patterns of women in science at the university level, and to suggest recommendations for change at the faculty and student levels for women in science. In addition, the researchers wished to localize some of the important scholarly research currently being done in the field of women and science.

The investigative aspect of the study was comprised of a written questionnaire and an oral interview. Questions concerning sexual discrimination and harassment, gender conflict, interest in and expectations of a career in science, and experiences of encouragement and discouragement were asked of the respondents.

The results of this local study have direct relevance to global vision and action in Canada regarding the labour shortages in science and the need to train more women in science and technology. Our results suggest that women's experiences in science, both at the student and the faculty level are often so negative that women do not continue with their studies in science, or reach full potential in their careers as professors.

Curriculum Vitae

HILDA LEI CHING, Ph.D.

Home:
4347 Valley Drive
Vancouver, BC, V6L 2K9
Telephone: (604)736-0757

Office:
Women's Studies,
Simon Fraser University
Burnaby, BC, V5A 1S6
Telephone: (604)291-4742

EDUCATION

- 1956 Oregon State College, Corvallis - B.A. Zoology
1957 Oregon State College, Corvallis - M.Sc. Zoology
1959 University of Nebraska, Lincoln - Ph.D.

PRESENT POSITION

- Ruth Wynn Woodward Professor (1990–1991)
Women's Studies, Simon Fraser University

EMPLOYMENT HISTORY

- 1986–1990 Consultant in parasitology and fish diseases with Hydra Enterprises Ltd.
1979–1985 Parasitologist with Envirocon Ltd.
Contracts:
Fisheries and Oceans
Science Council of B.C.
B.C. Health Care Research Foundation
B.C. Hydro
University of California
Private industry
- 1989–1991 UBC, Lecturer in Animal Sciences
1988 Malaspina College, Lecturer in Invertebrate Zoology
1979, 1981 SFU, Lecturer in Biological Sciences
1976–1979 Douglas College, Lecturer in Biological Sciences
1974–1977 UBC, Lecturer in Invertebrate Zoology
1960–1974 UBC, Research Associate
1959–1960 University of Hawaii, Assistant Parasitologist.

Curriculum Vitae

HILDA LEI CHING, Ph.D.

Page 2

ACTIVITIES

while holder of Ruth Wynn Woodward Chair in Women's Studies, SFU 1990-91

Teaching: Employment Equity (WS 303)
Women, Science, and Technology (WS 204)

Moderator of a program of lectures and seminars by visiting scientists and educators.
Sponsored by Women's Studies, SFU. These include:

Symposium: Research papers by science graduate students, October 1990

Women in Engineering: Dr. Monique Frize, University of New Brunswick,
November 1990

Panel: Women scientists; Home and careers.

Panel members: Drs. Veronica Dahl, Judith Myers, and Sylvia Wessel,
November 1990

Workshops and Public Lecture: Sexism in the Classroom.

Panel members: Myra Sadker and David Sadker, January 1991

Panel: Interviewing skills for science graduates.

Panel members: Duzanne Davidson, Dr. Katherine Heinrich, and
Rhonda Koral, January 1991

Research on Canadian women scientists and inventors: Drs. Anne Innis
Dagg, University of Waterloo, and Dr. Rachelle Beauchamp, Toronto,
March 1991

PROFESSIONAL ACTIVITIES

Association for Women in Science, 1960-1991.

Society for Canadian Women in Science and Technology, 1981-1991

American Society of Parasitologists, member, 1960-1991; local arrangements chair for
Vancouver meeting, 1989, paper presented, 1984.

Western Society of Naturalists, member 1960-1990; papers presented, 1965, 1986.

B.C. Parasitologists, member 1964-1991; meeting organizer 1983, 1986.

Helminthological Society of Washington, member 1960-1991.

International Congress for Parasitology, meeting 1982, paper presented 1986.

Fish disease workshops, 1984; papers presented 1985, 1986.

Curriculum Vitae

HILDA LEI CHING, Ph.D.

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ACTIVITIES TO PROMOTE WOMEN AND GIRLS IN SCIENCE

Executive producer of a videotape, "What do Scientists Do?", consisting of four short programs on ecology, stream biology, hydraulic engineering, and geology - all showing women scientists at work and directed to grades 3-8. This videotape was sponsored by the Society for Canadian Women in Science and Technology (SCWIST), 1990, and was first aired on Knowledge Network, in Oct 1990 during Science and Technology Week.

Talk and panel discussions for graduate students, SFU, on university climate (November 1989), and communication skills (February 1990).

Consultant on women scientists for International Women's Studies Encyclopedia, Pergamon Press, University of Oregon, February 1990.

Women Do Math, speaker, Terrace, May 1990.

Conference speaker for women in science in Ambon, Indonesia, Eastern Indonesia Universities Development Project, SFU, August 1989.

Project manager for Challenge '89, '90, for work terms for one man and five women in the Shad Valley Program. Shad Valley lecturer in aquaculture, July 1989.

Project organizer, Workshops for Elementary Science Teachers, SCWIST, 1986, 1987, 1988.

Project Chair, Visiting Scientists and Tradespeople Program for Elementary Schools, SCWIST, 1987, 1988.

Society for Canadian Women in Science and Technology (SCWIST)
President, 1984-1986.
Treasurer, 1983.

Chair, first conference for Canadian Women in Science (1983), (SCWIST),

Editor of proceedings of that conference, 1984.

CONSULTANT

Bonneville Power Authority on parasitology project, 1989.

National Reference Centre for Parasitology, from the B.C. Health Laboratories, 1985-1988.

Visiting Scientist, Bodega Bay Marine Laboratory, 1987.

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HILDA LEI CHING, Ph.D.

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PUBLIC LECTURES

- Gender Equity, Kwantlen College, May 1991
- Women and Science, University Women's Club, May 1991
- Paterson Lecture for International Women's Day, Capilano College, March 1991
- Women and Careers, Malaspina College, March 1991
- Women and Technology, New Westminster Business Women's Club, March 1991
- Women in Science - Co-op Radio. Panel participant, October 1990 and January 1991
- In Memory of December 6, SFU Campus, December 1990
- Women in Scholars series, University of Victoria, October 1990
- Woodward address for the SFU public, September 1990
- SFU silver anniversary Women's Studies celebration, September 1990
- Langley Professional Development Seminar, 1989.
- Career Alternatives for Women, Camosun College, 1986.
- Langara Professional Development Day, 1985

PANELIST

- Working Knowledge Conference on women's access to teaching careers in science, VCC (Langara), May 1991
- Women in Science, UBC, January 1990.
- Society for the Promotion and Advancement of Co-operative Education - moderator and organizer of panel discussion on scientific careers, Trinity College, 1985.

COMMITTEE AND CONFERENCE PLANNING MEMBERSHIPS, 1990-91

- Canadian Labor Force Development Board, meetings by sponsored Canadian Congress for Learning Opportunities for Women, Ottawa.
- B.C. Celebration of the 20th Anniversary of the Royal Commission Report on the Status of Women.
- Canadian Research Institute for the Advancement of Women, annual conference, Charlottetown.
- Women Do Math, annual conference, Simon Fraser University
- Industrial adjustment Strategy Committee on Trades and Technology, Vancouver, Toronto.
- Eastern Indonesia Universities Development Project, Advisory Committee, SFU

Curriculum Vitae

HILDA LEI CHING, Ph.D.

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Anthology for Women of Color, Editorial Board, Canadian Advisory Council for the Status of Women, Ottawa

Committee on Women in Engineering, advisor and resource person to Dr. M. Frize

Orientation Week for Incoming Female Engineering and Physics Students, SFU Committee

Women's Training and Employment Coalition, Kwantlen College, 1986.

COUNSELLING RESOURCE PERSON TO:

Dr. Rick Bradshaw, SFU guidance counsellor on women, science, and careers for interactive videos on careers.

Wendy MacKinley, career day, Langley School Board Women's Employment Counselling Unit, Employment and Immigration Canada.

Dr. John Walkley, SFU retraining program for women in Chemistry.

Haney Group Mothers: discussion/advice on women, science, and career options.

Port Moody School: providing speakers for International Womens' Day.

International Women's Day panel.

PARTICIPANT

Women in Science conferences in Edmonton, 1986, Ottawa, 1987.

Women in Trades conference in Naramata, 1988.

Women in Technology conference at PVI (now BCIT), 1985.

B.C. Science Teachers conferences.

B.C. Counsellors' Association meeting.

Employment Alternatives for Women, Kwantlen College, 1984, 1985, 1986.

PUBLICATIONS

Publications include 44 scientific research papers on parasites of fish, birds, and invertebrates. Several articles on science education published in B.C. Status of Women Journal and Catalyst (B.C. Teacher's Magazine).

Authority on the identification of parasites that may affect human health, and those which infect shellfish and shorebirds.

CURRICULUM VITAE

VALERIE OGLOV

S U M M A R Y

PERSONAL DATA

Name: Valerie Oglov
Address: #305, 701 Victoria Park West
North Vancouver, B.C.
V7M 2L2
Birthdate: March 28, 1953
Telephone: Home: 987-7640

EDUCATION

September, 1972-April, 1976 Bachelor of Social Work
University of Calgary,
Calgary, Alberta
September, 1986-present Master of Arts
Women's Studies
Simon Fraser University,
Burnaby, B.C.

WORK EXPERIENCE

February, 1990-December, 1990 Research Assistant, SFU
Burnaby, B.C.
September, 1987-April, 1988 Teaching Assistant, SFU
Burnaby, B.C.
December, 1979-April, 1983
and April-December, 1984 Counsellor,
Fairview College,
Fairview, Alberta
July, 1977-June, 1978 Social Worker,
High Prairie, Alberta
January, 1976-January, 1977 Medical Social Worker,
Kamloops, B.C.

AWARDS FOR ACADEMIC ACHIEVEMENT

1976 Bachelor of Social Work Degree
with Distinction
1987 B.C. Post-Secondary
Scholarship
1988 and 1989 Simon Fraser University
Graduate Research Fellowship
1990 Boag Foundation Ltd. Graduate
Scholarship in Women's Studies

CLARIFICATION

EDUCATION

Master of Arts Degree. Women's Studies

Courses Taken:

Women's Studies 205 Women and Popular Culture:
feminist semiotic theories applied to popular novels and film.

Women's Studies 303 Women and Utopias:
feminist strategies for social and political change.

Communication 851 Directed Study:
study of ideology and forms of symbolization (language and media representation) and their relation to the process of making "meaning" in culture.

Women's Studies 840 Directed Study Women and Pornography:
study of social scientific theories on the effects of pornography, psychological and philosophical theories on the meaning of and motivation for pornography, and legal and moral issues of censorship and freedom of expression.

Women's Studies 800 Advanced Women's Studies Methodology:
study of traditional political-philosophical, psychological and scientific approaches to understanding human interaction, women's position in the family and society, and feminist research methodology and epistemology.

Women's Studies 821 Feminist Psychoanalysis (audit):
study of feminist theories of gender, personality, and psychic development.

Women's Studies 830 Selected Topic:
study of the relation between experience and ideology (how we come to "think ourselves"), the external political and internal psychic dynamics of oppression and repression, and the dynamics of cultural formation and containment.

Women's Studies 821 Psychotherapy with Women:
study of women's pain as expressed by silence and submission, shame, physical, sexual, and psychological abuse, addictive behavior and relationships, and the mother-daughter relationship. Analysis of feminist psychotherapeutic practice vs traditional practice and theory.

Thesis:

My thesis explores the underlying motivations for the repression of "the feminine" within the individual and collective patriarchal psyche. It focuses on some of the social structural elements contributing to women's containment of psychic conflict in patriarchal culture. I illustrate the value of my arguments by applying them to pornography, and I suggest some solutions to the problem of women's containment of conflict for patriarchal culture.

WORK EXPERIENCE

Research Assistant, Simon Fraser University
participated in developing student protocol for "A Study of the Enrollment of Students, Particularly Girls, in Mathematics and Physical Science Courses in B.C.", a study commissioned by the Ministry of Education.
interviewed students, counsellors, teachers, and principals in four of twelve high schools across B.C. involved in this study.
presented data analysis in written form, of responses to parts of student protocol.
provided summary and recommendations based on analysis.

Teaching Assistant, Simon Fraser University
prepared and led tutorial discussions in Women's Studies 100: "Perspectives on Women".
offered academic and informal study skills guidance to students during office hours.
marked course examinations and essay assignments.
assisted the course professor as required.

Counsellor, Fairview College
General Responsibilities: personal, academic, vocational and career counselling, financial aid, high school liaison, foreign student advising, entrance/placement testing, response to program enquiries and referrals.

Organizational and Administrative Responsibilities: high school liaison, foreign student services, study skills programs, student selection for one program, Alberta Counsellor's Conference, Student Leadership Workshop, and various personal and skill development courses for students and public.

Teaching/Facilitating Responsibilities: study skills, group dynamics, stress management, job search and interview skills, and an eleven week "Finding My Own Way" course for women developing self-esteem, confidence, and knowledge of educational and employment options available to them.

Social Worker, High Prairie, Alberta
delivery of public assistance, child welfare, foster care, and adoption services, recovery of maintenance costs from fathers, and services to the disabled.

liaison with and referral to Public Health and Mental Health professionals.
preparation and presentation of family court documents and cases.

Medical Social Worker, Royal Inland Hospital, Kamloops, B.C. individual counselling to persons who were depressed, had attempted suicide, had alcohol problems, who required help in placement in Mental Health boarding homes, or who were terminally ill.
placement of geriatric patients in intermediate and extended care facilities.
direct service and referral involving the Cancer Clinic, Home Care, Alcohol Foundation, Workman's Compensation Board, and various service clubs.

23 Name of participant Valerie Oglov	24 Role of participant in the conference Presenter
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INFORMATION ON THE PROFESSIONAL COMPETENCE OF THE PARTICIPANT

25 Degrees M.A. (Women's Studies) Simon Fraser University	26 Relevant positions 1990 - Research Assistant - Simon Fraser University 1987-1988 - Teaching Assistant, Women's Studies, Simon Fraser University
--	--

27 Important and recent publications (N.B. Curricula vitae will not be submitted to the selection committee)

28 Précis of paper (N.B. Text exceeding this space will not be submitted to the selection committee)

Life After Science Degree: Rewind or Fast Forward?

This paper will present and discuss the results of a Women and Science study conducted at two British Columbia universities during the summer of 1991. The purposes of the study were to document the experiences and the career patterns of women in science at the university level, and to suggest recommendations for change at the faculty and student levels for women in science. In addition, the researchers wished to localize some of the important scholarly research currently being done in the field of women and science.

The investigative aspect of the study was comprised of a written questionnaire and an oral interview. Questions concerning sexual discrimination and harassment, experiences of encouragement and discouragement were asked of the respondents.

The results of this local study have direct relevance to global vision and action in Canada regarding the labour shortages in science and the need to train more women in science and technology. Our results suggest that women's experiences in science, both at the student and the faculty level are often so negative that women do not continue with their studies in science, or reach full potential in their careers as professors.

(with Hilda Lei Ching)

29 Confirmation of attendance Yes No

23 Name of participant Dr. Hilda Lei Ching	24 Role of participant in the conference Presenter
---	---

INFORMATION ON THE PROFESSIONAL COMPETENCE OF THE PARTICIPANT

25 Degrees Ph.D. University of Nebraska, Lincoln	26 Relevant positions 1990-present - Ruth Wynn Woodward Professor, Women's Studies, Simon Fraser University 1989-1991 - Lecturer in Animal Sciences, University of British Columbia
---	---

27 Important and recent publications (N.B. Curricula vitae will not be submitted to the selection committee)

Publications include 44 scientific research papers on parasites of fish, birds, and invertebrates. Several articles on science education published in B.C. Status of Women Journal and Catalyst (B.C. Teacher's Magazine).

28 Précis of paper (N.B. Text exceeding this space will not be submitted to the selection committee)

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The investigative aspect of the study was comprised of a written questionnaire and an oral interview. Questions concerning sexual discrimination and harassment, gender conflict, interest in and expectations of a career in science, and experiences of encouragement and discouragement were asked of the respondents.

The results of this local study have direct relevance to global vision and action in Canada regarding the labour shortages in science and the need to train more women in science and technology. Our results suggest that women's experiences in science, both at the student and the faculty level are often so negative that women do not continue with their studies in science, or reach full potential in their careers as professors.

(with Valerie Oglov)

29 Confirmation of attendance Yes No

CRIAW/ICREF
CONFERENCE COMMITTEE
11043 - 90 AVENUE
EDMONTON, AB T6G 1A6

Barbara Orser
Ryerson Polytechnical Institute
Toronto, Ont.
M5B 2K3



CRIAW
ICREF

CANADIAN RESEARCH INSTITUTE
FOR THE ADVANCEMENT OF WOMEN
INSTITUT CANADIEN DE RECHERCHES
SUR LES FEMMES

Dear

Barbara

Thank you very much for your interest in and your donation toward CRIAW/ICREF'91. We anticipate a conference that will energize and enrich us all and your contribution will assist in this process. A receipt for your donation will be issued from CRIAW National.

I look forward to seeing you in November.

Sincerely yours,

Noreen Bell
Noreen Bell
Associate Coordinator

RECEIPT

DATE Oct 30 19 91 NO. **4844**

RECEIVED FROM Barbara Orser / Ryerson

ADDRESS School of Business / Polytechnical
Toronto Management Institute

DOLLARS \$ 150.00

FOR CAIAW conference

G.S.T. exempt

ACCOUNT		HOW PAID	
AMT. OF ACCOUNT		CASH	
AMT. PAID		CHECK	<u>150 00</u>
BALANCE DUE		MONEY ORDER	

BY Sheila Murphy

FORM 46806 ®



TOPS

RYERSON

SCHOOL OF BUSINESS MANAGEMENT, FACULTY OF BUSINESS

November 5, 1991

To: CRIAW Conference Coordinator
From: Barbara Orser
Re: Conference Cancellation

This letter follows my last minute cancellation ~~to~~ participate on November 8-10, 1991 at the CRIAW conference. I am sorry for any inconvenience caused by a late change in plans however, as I have been hospitalized this month and will have surgery early next week I could not attend. A colleague did forward a number of copies of the paper and I hope they arrived on time.

I am also sorry I did not have the opportunity to meet you but will look forward to participating in future programs.

Sincerely,



Barbara Orser

(home) 481-0992

RYERSON

SCHOOL OF BUSINESS MANAGEMENT, FACULTY OF BUSINESS

ack.
20.6.91

April 23, 1991

Conference Committee,
CRIAW,
408-151 Slater Street,
Ottawa, Ontario
K1P 5H3

Re: 1991 CRIAW CONFERENCE
PAPER SUBMISSION

Enclosed please find a paper proposal for the upcoming November conference. This is a working paper still in progress and will be completed for the November program. This paper is the "ground work" for a workshop on "Survival Skills of Women in Academe" that I will be chairing at the May Administrative Science Association of Canada annual conference. It is my intention to use the discussion groups' input to complete this paper with a section on "Survival Skills". Please note that this paper has not been previously reviewed and/or published.

Sincerely,



Professor Barbara Orser

Encl.

Barbara Orser
School of Business Management
Ryerson Polytechnical Institute

ACADEMIC ATTAINMENT, ASSIMILATION AND FEMINISM IN CANADIAN SCHOOLS OF BUSINESS ¹

This paper investigates employment discrimination in Canadian Schools of Business. A review of Statistics Canada data on student (1971, 1978) and faculty composition (1980, 1985, 1989) demonstrates that the number of females as a percentage of undergraduate and graduate students of business has increased significantly as has the total percentage of female faculty. Females are, however, significantly underrepresented in senior academic positions of associate and full professors with little of change over the study period. Barriers to academic attainment and the consequences to feminist research in the administrative sciences are discussed.

Introduction

The increased participation rate of women in the workforce, their presence in undergraduate and graduate business programs and the absence of females in senior management positions are catalysts in the new and growing field of women in management. Many Canadian researchers who are engaged in the study of these management issues are female academics working in the business or administrative studies departments of Canadian universities. Ironically, while issues such as systemic discrimination, artificial performance criteria, tokenism, stereotyping, networking and ambiguous assumptions of corporate "commitment" are acknowledged within the university research community as legitimate management problems, many female academics must contend with similar discriminatory work environments. Like other academic environments, this results in a two tier system of discriminatory employment for women in the administrative studies, (Bristor, 1990; Aisenberg & Harrington, 1989), biased funding programs and little feminist research in the administrative sciences.

This paper investigates literature on the character of sexism in academic institutions, the faculty and student composition in Canadian schools of business through a secondary analysis of Statistics Canada data and how the absence of women in senior academic positions contributes to biased research and funding and to the lack of feminist research in the administrative sciences ². The academic tradition of tenure and collegiality is examined in light of the increasing criticisms being levied by academics, feminists and the popular press against

¹. This paper is dedicated to Ida Ackerman, Peter Bryson, Deborah Church, Brian Doan, Beverley Fallis, Darlene Funnell, Nancy Hart, Lyne Lavoie, Joan Murphy, Marion Orser and Bill Harris whose commitments to caring have allowed me to pursue my commitment to learning.

². For the purpose of this paper, "sexism" is defined as the oppression of women, brought about by discriminatory actions and attitudes based on the assumption that females are subordinate (Jaggar & Struhl, 1978 as cited by Jones & Jacklin, 1988). This includes but is not limited to: the utilization of derogatory labels and restrictive stereotyping; attitudes that women are generally inferior to men; support for the premise that men should have more rights and power; and hostility for women who engage in traditional masculine behaviour or fail to fulfil traditional female roles (Benson & Vincent, 1980 cited by Jones & Jacklin, 1988).

business schools (Maher, 1989; Smith, 1990; Stevenson, 1988; Bristor, 1990) of its contribution to the inequities in seniority of female faculty.

Structural Patterns in Academic Segregation

The Ontario Confederation of University Faculty Associations (1990) in a publication on "The Hiring and Retention of Female Faculty" recently noted the difficult task of identifying and acknowledging institutional sexism as it remains obscure in the tradition, process and pedagogy of higher education. "... we must find ways to examine practices and procedures which are so taken for granted in universities that we are not able to see the systemic biases built into them."

A brief overview of occupational and employment discrimination helps delineate the obscure nature of sexism, distinguishing between explicit and institutionalized policies and informal practices and implicit policies that systemically disadvantage women relative to men (Morris et al., 1990).

"Occupational discrimination" has been defined as the limiting of entry into educational and training programs leading to certain occupational qualifications (Peitchinis, 1989). For academics this "entry" into "professorship" can be defined as the completion of several degrees followed by 5 to 7 years of teaching and research. Peitchinis (1989) argues that occupational discrimination" has largely disappeared but that "employment discrimination - being hired for suitable work and offered reasonable opportunities for advancement (by way of occupational or market "segregation") remains a serious problem. A number of "types" of segregation have been identified. "Vertical segregation reflects situations in which fewer and fewer females or males move up the hierarchy of employment while "horizontal segregation" is characterized by individual occupations which are dominated by men or women (Peitchinis, 1989). Piore and Doeringer (1972) hypothesize that market segmentation allows for two distinct labour market to exist: a primary market structured into protective unions and associations which are monopolistic and governed by internal rules of associations and a secondary market which is highly unorganized, unstable and subordinated.

In the academe, the primary market comprises tenured and tenure track faculty while the secondary market includes sessional, limited term contract, part-time teaching, "next rank", "other" and contract research faculty. For the most part the primary market is predominately male and the secondary, predominately female. Aisenberg & Harrington (1989) refer to these processes as the "two tier system of academe". "Statistics measuring the overall status of women in the academic profession bear out the two-tier observation, showing without question that the profile of women's position and the progression of their careers vary significantly from the academic norm enacted by men".

Statistical Overview

An analysis of secondary Statistics Canada data confirms this "market segregation" in Canadian schools of business. Two normative perspectives were evaluated: (1) composition by gender of commerce undergraduate and graduate students (1971, 1987), and (2) a comparison of rank by gender of business school academicians (1980, 1985, 1989). The years chosen for the student data were based on available published data (Women in Canada, 1990) and for faculty, chosen arbitrarily over a nine year period which was assumed long enough to provide a preliminary trend analysis on the percentage of women moving through the ranks of academic hierarchy. The data indicates that women are significantly underrepresented in senior academic positions in Canadian Schools of Business and there is no evidence that this situation has changed over the nine year study period. This preliminary review does not consider years of work experience, publications or highest degree held, all important promotion criteria requiring further analysis.

(a) Student Composition in Commerce and Administrative Studies Programs

The data indicate that an increasing number of women are electing "commerce" as their professional program of study and that they currently comprised 43.8 percent of undergraduate business students. The data are encouraging as undergraduate and graduate programs of commerce are considered to be the first step in an academic career in administrative studies, and that there is an increasing pool of female talent available for employment consideration (see Table 1). Over a sixteen years period (1971 to 1987) the enrolment of women in undergraduate (bachelor and first professional degree) programs increased from 6.2 percent in 1971 to 43.8 percent in 1987. At the master's level, female enrolment increased from 1.4 percent in 1971 to 29.8 percent in 1987. In doctoral programs, females as a percent of all students increased from 0 to 43.9 percent.

Table I

Women As a Percentage of Total Enrolment of Canadian Graduates in Commerce Programs

Program:	1971	1987
Bachelor and First Degree	6.2% (n=215)	43.8% (n=5,296)
Master Level	1.4% (n=15)	29.8% (n=815)
Doctoral	-	43.9% (n=18)

Source: Referenced from Women in Canada, A Statistical Report., Ministry of Regional, Industrial Expansion and the Ministry of State for Science and Technology, Cat. No. 89-503E, Ottawa, 1990.

(b) Rank of Female Business School Academicians

Time has not altered the number of female faculty employed in senior academic positions (see Table II). Most women remain at the lower ranks of the academic hierarchy with little increase found in the numbers and percentages of female associate professor and full professor.³ Females faculty are significantly underrepresented both in terms of their presence as a percentage of total student enrolment in undergraduate and graduate schools of business, and in relation to the total number of females participating in the paid Canadian workforce. The percentage of women employed in full-time commerce faculties increased from 9.5 percent in 1980 to 20.9 percent in 1989. It is encouraging that of the largest group of faculty in 1989, 40 percent were female assistant professors however, almost 45 percent of females working fulltime fell outside the traditional tenure track progression of most business schools and into the ranks of "lecturer, lower rank and other". These data support Peitchiniss (1989) concept of "vertical segregation" within Canadian schools of business.

³. These figures do not include part-time faculty and are likely a conservative estimate of the percentage of females employed as untenured faculty.

Table II
Academic Rank of Female and Male Business School Academicians
vs Percentage Distribution

Rank	1980		1985		1989	
	Female (n=144)	Male (n=1516)	Female (n=262)	Male (n=1784)	Female (n=254)	Male (n=1214)
Full Professor	2	31	2	25	3	28
Associate Professor	10	35	14	38	12	35
Assistant Professor	30	26	47	24	40	22
Lecturer	36	8	28	7	24	6
Next Rank	5	1	3	1	7	2
Other	17	8	6	5	14	7

Source: Calculated from unpublished Statistics Canada data, Education, Culture and Tourism Division.

Note: Figures do not include the province of Quebec as they were not available at the time of writing.

(d) Comparative Canadian, American and British Findings

Data on the total faculty composition in Canadian, American and British universities indicate comparable employment trends in all three countries. Women are proportionately over represented as instructors, lecturers and contract researchers and significantly underrepresented in senior academic ranks (Bernard, 1964; Robertson, 1979; McIntyre, 1989; Backhouse et al., 1989).

In 1985-86, Statistics Canada data indicated that women accounted for approximately 17 percent of all full-time Canadian faculty (including those on contractually-limited appointments), where 6 percent were full professors, 16 percent associates, 29 percent assistants and 44 percent lecturers (Breslauer, 1989).

American data reveals similar percentages. In 1983, women accounted for 26 percent of full-time faculty at four-year colleges and universities, but only 10 percent of full professors. Within American universities (only) women accounted for 6 percent of full professors, 36 percent of assistant professors and 52 percent of instructors (AAUP Annual Report on the Economic Status of the Profession, 1986-87, in *Academe* 73, no. 2, 1987 as cited by Aisenberg & Harrington, 1989).

In the United Kingdom in 1986, women constituted approximately 11 percent of the full-time (non-clinical, wholly university financed) academic staff, 3 percent of those at the rank of professor, 6 percent of the senior lecturers and 15 percent of the lecturers (Breslauer, 1989).

These data would indicate that employment trends in Canadian schools of business reflect comparable employment discrimination within the larger Canadian and international university communities.

Barriers to Academic Attainment

The above data on faculty seniority merely reflect symptoms of a problem. More difficult to qualify are the environmental dynamics at the root within the academe which continue to support institutionalized sexism. The data raises a host of questions for faculty and administrators of Canadian schools of business. Why are women grouped in the lower ranks of the academic hierarchy? What are the reasons there are so few female full professors of commerce? What are the unwritten rules, regulations and the evaluation procedures that allow the noted discrepancies? What are the traditions of academe that have become entrenched in academic process that continue at the expense of women who occupy more junior positions? Who do female students and faculty turn to as role models and mentors? And does the absence of senior female academics help explain the lack of feminist research in the administrative sciences? Who are the gate-keepers to change?

Four barriers and consequences for female faculty and to feminist research in the administrative sciences are investigated: isolation and networking, tokenism, assimilation of women's views through the tenure and research review mechanism and the assumption of a gender free research environment.

(a) Isolation and Networking

"The cutting edge of science is a product of collaborative efforts. An accurate image of today's scientist is that of a professional pursuing independent research while drawing on the findings of a vast network of colleagues nationally" (Reskin, 1978 as cited by Rose, 1989). Like the sciences, management research requires a network of both academic colleagues and corporate contacts who provide reference and insight into research and industry developments. Within the academic forum, a researcher's network provides the opportunity to have work reviewed prior to publication, be informed of new grant programs and creates opportunities for collaboration. Networks act as a source of friendship and being occupationally based, support the social or moral solidarity of the group (Rose, 1989). They socialize newcomers by conveying expectations about the norms, protocols, ethics and ideals of the professional (Mitchell & Trickett, 1980 as cited by Rose, 1989).

Women in the administrative sciences remain isolated in various disciplines. Networking gives rise to a Catch 22 situation, as the opportunities to build same sex networks and form friendships are limited in both the academic and corporate/commercial community, yet tenure depends on having just these opportunities (Bruer, 1983 as cited by Rose, 1989). As with the corporate environment, "peer acceptance", "team play", "social credentials" and "networks" (Kanter, 1977) are important credentials for the transition to more senior academic positions. Anecdotal information from Canadian female academics indicates that even heterosocial interaction opportunities are not forthcoming as women are often isolated; viewed first as females, then (possibly) as feminists and finally as colleagues (McIntyre, 1989; Bristor, 1990; Backhouse et al., 1989; Stark-Adamec, 1990 as cited by Michkleburgh, 1990). The cost of social isolation for untenured females results in fewer opportunities for collaborative work and less visibility in the research community.

A study of American, untenured PhD. assistant professors of biology, (Rose, 1989) examined a group of male and female researchers and found that within the sample group, significantly more men had collaborated on research with colleagues from their national network and had done so more often (five to ten times), than women (two to five times). More men had been invited by colleagues to review grant proposals (50 percent) and journal articles (58 percent) than women (23 and 34 percent respectively). The author noted that these activities have long range career benefits for researchers: (a) collaboration because it provides research experience, (b) grant review because it familiarizes reviewers with what is regarded

as fundable research, and (c) journal review because participants learn what is publishable. "The increasing gap in professional visibility is likely to negatively affect women's chances for promotion then, too." The only activity in which more women (27 percent) than men (8 percent) had been invited by colleagues to participate was to serve on professional task forces or committees at the state or national level. Task force membership is less visible, more time consuming and less valuable at Promotion and Tenure time and takes away time for scholarship.

(b) Tokenism

The research on women employed in large corporate and bureaucratic organizations sheds light on the effects of tokenism, and the possible implications for women's research when faced with predominately male membership on tenure, performance review committees, granting agencies and publication review boards. Kanter (1977) contends that tokens often capture a larger share of awareness while the differences of the individual are personified and different social characteristics exaggerated.

"They (the dominant group) become more aware both of their commonalities and their differences from the token, and to preserve their commonality, they try to keep the token slightly outside, to offer a boundary for the dominants..." "... In a skewed group, it is easier for tokens to retain the generalizations and distort the perception of the token. It is also easier for tokens to find an instant identity by conforming to the preexisting stereotype (Kanter, 1977).

Like their corporate counterparts, female academics of commerce remain predominantly outside senior and administrative positions, yet are not encouraged to explore their uniqueness. When females pursue research in women at work their interest is often considered secondary to other scholarly endeavours. Reactions to women who undertake feminist research can lead to instances in which the individual's academic integrity and competence are questioned (Bristor, 1990; Backhouse et al., 1989). When female faculty do express criticism, their concerns are often then considered as exaggerated, trivial and/or neurotic (Bristor, 1990; McIntyre, 1987; Aisenberg & Harrington, 1988; Backhouse et al., 1989; Bass, 1990).

(c) Publish or Perish: Assimilation of Women's View's Through the Tenure and Research Review Process

It is a proviso of the academe that publishing is the currency of academic success and the basis of merit. "This 'publish or perish' philosophy is ingrained in most North American campuses and impacts upon most university business schools in Canada "(Maher, 1990). Within the business schools "... traditionally, heavy emphasis has been placed on the research and publication track record of faculty members when decisions regarding tenure and promotion were made.

This publish or perish approach creates serious drawbacks in the quality of current business education and in the diffusion of a feminine perspective of management. In a recent review of articles challenging the norms of business education (Van Esch et al., 1990) found that "more or less continuously since the late sixties, a list of critics, certainly not "outsiders" and certainly not subversives , have reiterated roughly the same theme". These concerns include "a false, shallow concept of managers which have promoted analytic detachment and short-term cost-cutting over long-term investment (Cheit, 1985 as cited by VanEsch et al., 1990); insufficient emphases on "vision", integration and ethics (Porter and McKibbin, 1988 as cited by Van Esch et al., 1990); a heavy emphasis on quantitative and analytical detachment (Sharma & Steirer, 1990), a Canadian "branch plant" mentality in doctoral education programs and research (Smith, 1990), and an inability to define the parameters of relevant management research (Maher, 1990).

The above criticisms reflect a failing of the current publish or perish ideology and tenure process in that it discourages innovative, multidisciplinary, contextual approaches to research. Because most female academics remain in untenured and therefore more tenuous positions, they are particularly vulnerable to the subtle demands of publishing in traditional management journals and accepting the existing and popular tenants of management theory and pedagogy. Like the doctoral student to Fillion, (1990) female faculty are conditioned "to accept the(se) established views or Weltanschauungen of their time... Even though research training should focus on questioning, doubt and challenge in order to examine a certain precept more closely and in more detail, or on searching for truth, all too often it takes the form of pressure to accept and conform to these received views" (Fillion, 1990).

This situation is similar to medical and scientific research. Connie Stark-Adamec (President-elect of the Canadian Psychological Association) recently commented:

"... another example of sexist research is the exclusion of women and issues relevant to women from fields of research considered appropriate by "the old guard". So women often have to finance such research out of their own pockets... Then because it often "rocks the boat, makes waves and offends reviewers, the research is rejected by traditional academic journals ending up in "tributary journals outside the mainstream". But the old guard still insist on professors publishing in "acceptable" journals to secure tenure or to qualify for positions on the boards that rule on research funding" (Mickleburgh, 1990).

Developing innovative feminist management theory committed to non-hierarchical and non-oppressive management relationships requires support of fundamental attitudinal changes and perspectives both in academe and corporate management. Providing a research environment free from (male dominated) tenure committee obstacles for women which condones new (maternal) perspectives of managing and research requires serious consideration.

(d) Assuming a Gender Free Research Environment

While feminist views have influenced the medical, science, psychology, sociology literature, Canadian management theory is just beginning to reflect the influences of feminist scholarship and feminist approaches in organizational theory. Until recently management research and theory was assumed to be gender free. It is only with the increasing number of women in the work place and in the academe that the notion of gender bias in management practices and research has been examined.

Jacobson & Jacques (1989) suggest that even within the existing context of management research, it appears as if only women were gendered.

"The implicit formula underlying the literature is gender = sex = women = problem. And "solving the problem" has been mostly equivalent to "masculinizing" the defective as a normalizing practice. Producing this (WIM) literature required no "re-thinking". Instead a concept "women" was grafted onto the preexisting structures of questioning".

Much of the current Canadian "women in management" literature has focused on acknowledging the incidence of sexism in corporate management through anecdotal observation and traditional administrative science and organizational behaviour research techniques. This reflects the infancy of gender issues in the management/organizational study context.

The failure of deans and administrators to acknowledge sexist behaviour and attitudes among colleagues and the assumption that current management theory is gender free, negates the unique knowledge and experience of female academics, condones anti-feminist attitudes and at the same time discourages female faculty from exploring women's issues (Sanders, 1973; Kierans, 1989; Stark-Adamec as cited by Mickleburgh, 1990; Wentz, 1990).

Two recent examples of the implicit assumption of gender neutrality follow. The first involves a submission to a Canadian Women in Management funding program. Following rejection of funding a number of concerns regarding the review process and committee structure (a male director, an all male committee and all affiliated with the specific university) were outlined to the director of the program including the handling of the application. The response from the director of the research institute was:

"It is true that all members are currently male. We'd like to have female representation on the Committee, but frankly we ran up against the classic problem: there are very few female faculty members here, most of them are, alas, relatively junior in rank, and the one member best qualified this year was on maternity leave. So we had to go with an all-male Committee. Having said that, I am quite confident in stating that they represented as objective, fair and sensitive a Committee as we could have found, regardless of gender. As it happened, one of the Committee members is actively engaged in W.I.M. research as well as other fields."

If nothing else this situation exemplifies the pervasiveness of patriarchal thinking. This is particularly serious as this centre is a major source of funding for women in management research. Calas & Smircich (1990), two American researchers summarize situations such as the above example as "patriarchal at the "site of knowledge" where the possibility of "men in feminism" is considered. It shows the distinct possibility of another privileged space for male academics when they speak "from the women's position" (Jardine and Smith, 1987). The likely outcome of this situation is to appoint to the committee a token female; with the problems of this approach having been identified earlier.

The second example pertains to the study "1990 Management Research Priorities - as seen by academics and CEOs" (Bergman, 1990) in which C.E.O.s and management academics were asked to rank management research priorities to determine whether business faculty members and CEOs agree on these priorities. As NCMRD is a leading centre for idea generation and funding for Canadian management research, this report will have significant implication to what will be considered "relevant" and pragmatic Canadian research.

The findings and the possible implications of this document are alarming. Quite simply, results indicate the equality and opportunity for women in management is NOT a priority for the C.E.O.s or academicians sampled. "Advancing Women in Management" was ranked 19th by CEO and 24th by business academics. If women in management was not considered a significant priority of research one obvious question is "what gender was the sample group"? The gender of respondents was not provided. Given that in 1985, all chief executive officers of the top 500 companies were men (Peitchinis, 1989) and that the majority of academics (76.3 percent) were Associate or Full Professors, respondents were most likely male. Concluding that "the topics that have been chosen as most important will become prevalent in both management course content and prevailing management research" (Bergman, 1990) merely perpetuates the stereotypical management research issues as defined by predominately male academics and male senior managers.

Fostering Change

How then do we foster a proactive approach to raising the status of professional needs of the women in academe and remove the barriers for academic attainment for more female colleagues?

A number of equity employment and affirmative action programs in the academe have been instituted as vehicles to increase the number of women in academe. While these policies and programs have increased awareness of the problems of female academic staff (OCUFA Status of Women Committee, 1989), they have by no means solved them. The slow footedness of

university governance arrangement (Kierans, 1989; Aiken and Walker, 1989; MacKay-Lassonde as cited by Wente, 1990), anti-feminism on campus (Briskin, 1990; Tyler, 1989; Zarzour, 1989); inadequate provincial funding to fill upcoming and vacant posts (OCUFA Forum, 1990); assumption of gender free work environments (or the "no flies on us" syndrome) and the complex, painstaking and bureaucratic procedures of equity employment (Agocs, 1990; Briskin, 1990) are pragmatic limitations of these policies and programs.

As academics we must acknowledge that we work in an environment of great privilege and autonomy as public sector trainers. Unlike corporate Canada, there are no national checks or balances other than the peer review mechanism where "collegiality is defined by the cultural characteristics of male sociability; worthy teaching is structured in patriarchal distance; and research priorities are framed by male concerns" (Parr, 1989). At a minimum, this challenge requires an open mind by commerce researchers and administrators to acknowledge the possibility, first, that sexism contributes to a lack of opportunity for female academics and secondly, that candid criticism be directed at not just the amorphous "other" but to ourselves, our own disciplines and our immediate colleagues (Wylie, 1989) and lastly, that good management practice and research assumes that self-criticism and reflection on this issue is progressive and healthy.

A starting point is to continue to publicly examine the gendered nature of current management research and the existing research funding process. More research is needed on issues such as the "absolute power" and "confidentiality of appointments committees" (Cameron, 1989). This challenge requires examining women's roles in recreating knowledge and to reflect on "how our ways of knowing are inherently culturally bound and perspectival" (Lather, 1988). Peters & Robinson (1984) support this process for "as we come to see how knowledge production and legitimization are historically situated and structurally located, scholarship that makes its biases part of its argument arises as a new contender for legitimacy (as cited by Lather, 1988). This can be played out in our curricula, research processes and individually. A brief compendium of recommendations is presented:

(a) Curriculum

Feminist contributions to curricula have been well documented in women's studies programs with application to other academic disciplines. Rather than questioning the "academic integrity" (Backhouse et al., 1989) of feminist curricula, management schools should encourage this innovative model of learning.

This model endorses a more collective principle through consciousness raising groups and cooperative learning; student's acquisition of knowledge becomes part of a group process and not the existing individual competitive process (Humm, 1983). The teacher is no longer the "expert" but endorses an environment where both teacher and student treat each other as authoritative based on their own experiences and are encouraged to have a positive attitude to their own subjectivity (Dudovitz et al., 1983; Lather, 1988). Experts in this field should be invited to share with management faculty their perspectives on teaching. In turn this may provide an innovative contribution to management pedagogy.

Secondly, all management students in particular should be better informed about the nature and statistical incidence of employment discrimination in corporate Canada (and academe) through women in management course work and electives available in women's studies programs or integrative course work.

(b) Research

Research is not intended to mirror the management practices of corporate Canada but provide management with relevant applied assistance. If research does not articulate and acknowledge the needs of all managers and qualify the inherent nature of gender in the

management process we fail to serve our corporate colleagues and more importantly our students. There is excellent opportunity for more feminist research in the administrative sciences due to the dearth of research to date. Traditionally very little management research has centred on gender as an implicit issue. The pioneer work now underway suggests that although progress has been made it is extremely limited and isolated primarily within the women in management "discipline". A lack of feminist research is evident in all "disciplines" of the administrative sciences: finance, information systems, international business, management science, organizational behaviour, personnel and human resources, marketing, policy, production and operations management and entrepreneurship. Researchers should be encouraged to explore different methods and approaches to administrative science research that are attractive to women.

(c) Women of Academe

Learning, experiencing and sharing with other female colleagues our own sense of discrimination and frustration in the academe can be a difficult and enervating process. For women of commerce like women from the humanities and sciences it requires debate over power and the production of knowledge (Lather, 1988); unlearning what has been assumed and taught as ungendered management theory and practice; self and cultural reflection; relearning what being a women and having a feminine, maternal spirit provides (Belenky, et al. 1986), and to experience ourselves as powerful creators of knowledge in contextual and interrelated ways (Belenky et al., 1986). Like many women (and men) who express and feel concern for equality in opportunity and in decision making, power and knowledge, these strenuous and risky tasks are important and a responsibility through privilege that women of commerce have, to our students and to ourselves.

A women's caucus within ASAC should be established to systematically monitor granting processes and comment publically on sexist oversights in Canadian research. This informal group could provide mentoring and networking for women faculty regardless of discipline in Canadian schools of business.

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