

AWARE



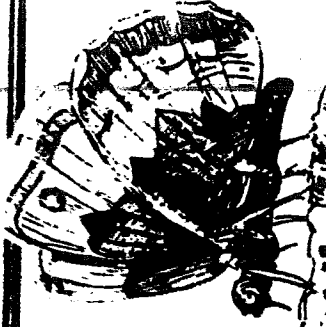
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RESOURCE CENTRE: 863-6221

BATTERED WOMEN'S HELP-LINE: 863-2852



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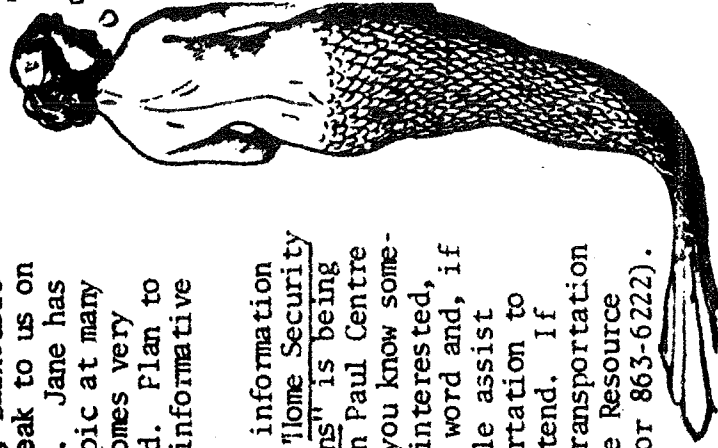
RESOURCE CENTRE REPORT

We are enjoying our new location (above Celtic Music Store) even more than the old one. Drop by and see the new space!!

Two very topical films will be shown this month, "The Business of Aging" and "Dream of a Free Country: A Message from Nicaraguan Women". A must to see.

The topic "Menopause/Middle Years" is one for which we have the most inquiries. We have lined up Jane Haliburton (Dept. of Nursing, Dalhousie University) to speak to us on MONDAY, FEB. 18th. Jane has spoken on this topic at many conferences and comes very highly recommended. Plan to attend this very informative evening session.

On FEBRUARY 7, an information session entitled "Home Security for Senior Citizens" is being put on at the John Paul Centre at 2:00 p.m. If you know someone who would be interested, please spread the word and, if necessary, possible assist them with transportation to enable them to attend. If anyone requires transportation please contact the Resource Centre (863-6221 or 863-6222).



WHAT'S GOING ON WITH ANTIGONISH WOMEN???

Members are involved in a great variety of activities--literacy, social justice in South Africa, Ethiopian Famine relief, peace-work and education to name only a few. Please let us know what you are doing. If you need help or contact with others interested in the same work the NEWS-LETTER can help you make contact.

Wendy Lill's Play on Frances Beynon and Nelly MacClung opens in Ottawa in the Spring. Wendy was interviewed on CBC Sunday the 26th. We'll have an interview with excerpts from the play in an upcoming newsletter.

Angela Milcs is giving a talk: "Confessions of a Harlequin Reader: Romance and the fantasy of Male Mothering" in Dartmouth on February 7th, 8PM.

Barbara Hayes and others are involved in Peacework. She is working towards to International Peace Conference in Halifax. A workshop in Despair and Empowerment, March 9-11th in Halifax, with the INTERHELP Group should be very useful. For more info call Jim McCalla Smith 425-5117. Barbara is a mine of info in this area especially.

For those of you unable to attend, we are giving you some of the highlights of her talk. Unfortunately, Ellen McLean's personal accomplishments and contributions to her community and communities throughout the world, exceed the space we can allow here. Recently, St. Francis Xavier University, in recognition of her ability and contributions, presented her with an Honorary Doctor of Laws Degree. Moreover, she is an Officer of the Order of Canada. Significantly for us, however, we have the good fortune of having such an accomplished woman living in the nearby community of Eureka, Pictou County.

In 1983, Ellen was elected President of the world wide organization, the Associated Country Women of the World (ACWW), a position that she will occupy until the summer of 1986. Ellen came to Antigonish to share with us what she has learned and the good results the organization is accomplishing. She was happy to tell us that the organization consists of 9 million members in some 300 different Societies from over 60 different countries. She boasts of a new branch in Poland and now a possible branch developing in China.

The ACWW was established in the interest of no one particular social, political, racial or religious group. It is open to all organized bodies of countrywomen and homemakers or associations. Additionally, the commitment to work only at the community level is, according to Mrs. McLean, the reason it meets with success. Issues of concern for the ACWW include poverty, hunger, disease, illiteracy and ignorance. Through voluntary fund-raising, programs are implemented to provide better living standards for women and their families. Even one tap of running water for a whole village is a blessing for women who previously walked twice a day 3 to 5 miles for water. Vocational school programs are implemented to teach reading and agricultural skills. The ACWW, because of its commitment to the community level, is able to make the necessary connections where other agencies fail; for example, they work closely with UNICEF. Because

of the success they are having, governments will frequently match their funds or continue follow-up funding of programs initially implemented by them.

Ellen McLean represents the ACWW at the United Nations and boasts of a Level I consultation status. This enables them to keep the members' point of view before the UN on such matters as food, nutrition, education and culture, child care, economic and social problems. While there she speaks on the behalf of women from over 60 countries. The concerns are not only economic, but the total aspect of the lives of women. Most importantly, they fill the need to offer leadership training courses to encourage women to speak up and take their rightful place in society.

Lastly, Mrs. McLean says that as Canadians we are very slow when it comes to telling other countries of the contributions we are making nor are we very informed ourselves. This is one of the reasons she came to Antigonish.

All inquiries to the General Secretary:
The Associated Country Women of
the World

50 Warwick Sq., London SW1V 2AJ, England



WOMEN IN THE ANTIGONISH MOVEMENT

Coady and Thompson are the names associated with the Antigonish Movement, yet, in the work of the Antigonish Movement, there were some great women as well. Dr. Dan MacInnes will concentrate on the women in the movement in a lecture on Tuesday, Feb. 5th, in room B19 of Nicholson Hall (the towering building on the St. F.X. Campus). Women's work in those days was not only critical to the success of the movement, but was also a factor in the development of new directions for the Sisters of St. Martha and it constituted some of the most interesting lifestyles available for women in the 'male dominated' rural society of Eastern Nova Scotia.

A film on Moses Coady will be shown at 7:00 on the fifth of February in Dr. Angela Miles "Women in Community" class.



WOMEN DO 66%-75%
of the world's work.
WOMEN GET 10% OF
EARNED INCOME, WORLD-WIDE.
WOMEN OWN 1% OF
THE WORLD'S PROPERTY.

* * * * * WOMEN IN NON-TRADITIONAL OCCUPATIONS * * * * *

The Antigonish Canada Employment Center is encouraging women to enter non-traditional occupations. In a day-long seminar of films and speeches, four local women in non-traditional jobs shared their experiences with participants: Florence Cook, a school bus driver in the District of St. Mary's; Mary Morrison, silviculture worker in Guysborough; Ann DeCoste, registered as an apprentice carpenter, Havre Boucher, and Veronica Peeples of Mulgrave who works as a welder. Janet Tremblay, the women's coordinator at C.E.C., says that besides information days, the C.E.C. can offer job training courses for women interested in non-traditional work. Besides tuition and living expenses, allowance is made for child care and other expenses to enable women to take the course. For some women, on-the-job training is an option. C.E.C. will pay 75% of her wages for up to 20 weeks to encourage employers to hire women. One of the beauties of non-traditional occupations for women is that the pay rates are often quite a bit higher than for traditional women's work. Find out more at the

(wo)nan Power Center above the post office on Main Street. Call 863-6510.

Action Travail des femmes

vs

CNRail

by/ par Carole Wallace

CN's appeal of the Tribunal's decision means another long, expensive legal fight for Action Travail des femmes. It means that CN can get away with more years of discrimination against women while the case is in court. **Protest CN's actions! Write to:**
Maurice LeClair
 President, CN Rail
 535 de la Cauchetière
 Montreal, H3C 2M9, Que.
Write to Brian Mulroney
 our Prime Minister
 urging the federal government to start a fund for precedent setting cases in the area of discrimination.
CN uses taxpayers' \$\$\$ to fight equality. We need matching funds to fight discrimination!

Carole Wallace's article is from Status of Women News. It's at the WRC.

A Canadian Human Rights Commission tribunal has imposed Canada's first affirmative action program on CN Rail operations centred in Quebec. The landmark decision on August 23 was a momentous victory for Action Travail des femmes (ATF), the NAC member group which filed and prepared the case against CN.

In its ruling the tribunal identified a wide range of discriminatory hiring practices which have operated to exclude women from entry-level blue collar jobs on Canada's national railway. Word-of-mouth recruiting, the failure to inform women about vacancies, and the use of the Bennett Mechanical Aptitude test were judged as discriminatory under article 10 of the Canadian Human Rights Act. Significantly, the tribunal didn't stop at ordering a stop to such practices. It also ordered CN to undertake active recruiting of women for blue collar jobs and imposed a 25 per cent hiring ratio to last until women form 13 per cent of CN's blue collar work force.

CN management, however, is refusing to apply the tribunal's ruling. In order to further delay the day when women will win access to blue collar jobs on Canada's national railway, CN is appealing. Having spent nearly \$500,000 to try to vindicate its discriminatory hiring practices before the tribunal, CN will now undertake another costly battle — this time before the federal courts. In announcing this decision railway president Maurice LeClair underlined that his company is contesting "neither the substance nor the spirit of the tribunal's ruling." What then is CN's motivation?

"Our most important concern relates to the precedent setting nature of the tribunal decision," LeClair explained on August 27. "It is," he added, "a responsibility we feel towards all of Canadian business and industry generally."

Yet recent developments indicate that CN's action is based on more than just altruistic dedication to the holy cause of management rights!

The complaint upon which the tribunal ruling is based was filed in 1979 and dealt with hiring practices in effect at the time. Since then, CN has hired a trio of industrial

psychologists to revise its hiring criteria. These experts have now instituted a test battery for the position of brakeman which is just as discriminatory as the height requirement which it replaces.

The new test battery includes speed tests of mathematical and spatial abilities designed to eliminate all but the top 20 per cent of applicants. Since women tend to do less well than men on these kinds of tests, they form a disproportionate share of those who are eliminated. The physical test which requires candidates to lift an 83-pound coupling device and carry it over a distance of 80 feet also has an adverse impact on women. CN's own experts admit that this task is rarely performed by brakemen, and even then it is done in tandem. It should also be noted that until women started applying for this unskilled, blue collar job the company considered anyone with a grade ten education to be qualified!

Faced with the railroad's intransigence, Action Travail des femmes is encouraging the women who have recently been refused because of the new tests to file complaints with the human rights commission. Settlement of these complaints could end up costing CN even more than the \$71,000 it was forced to pay out in 1980 to the seven women who were denied coachcleaners' jobs because they lacked working experience.

At the same time Action Travail des femmes is organizing a campaign to pressure Prime Minister Mulroney to funnel \$1,000,000 per year in federal money into a litigation fund which would be available to women's groups who are fighting discrimination before the courts. ATF believes that access to such a fund is essential if women are to continue to use the law in the fight for equality. ☉

Carole Wallace worked with Hélène Lebel to prepare and argue Action Travail des femmes' case against CN Rail. She is also a member-at-large on the NAC executive.

FEBRUARY FILMS

4th to 8th:

"The Business of Aging"

This film is a sobering look at the living and working conditions that exist in many Canadian nursing homes. The residents, many of them elderly women, slowly deteriorate because of a lack of stimulating programs and individual attention. Often, even their physical needs are badly served as employees, again mainly women, try to make do, in spite of inadequate facilities, training, supervision, and personnel.



The main reason for these conditions seems to be the desire to cut costs: to minimize government expenditures in publicly-run homes and to maximize profits in homes owned by private operators. Society's responsibility toward the elderly and chronically ill, and the necessity for government to establish and enforce standards of decent care are emphasized in the film by residents and their families, employees, nurses and community workers. In a society like ours that is gradually aging, these issues cannot be ignored.

18th to 22nd:

"Dream of a Free Country: A Message from Nicaraguan Women"

Filmed in Nicaragua after the overthrow of the dictatorial Somoza government by the Sandinista National Liberation Front in 1979, this eye-opening documentary studies the heroic roles played by the women of Nicaragua in the people's revolution, and their now-determined efforts to participate as equals with men in the future.

Through conversations with a broad spectrum of rural and urban Nicaraguan women, from diverse socio-economic and educational backgrounds, the film reveals their impressive contributions to the revolutionary struggle, as organizers, guerrilla commandos, firearms builders and clandestine messengers. It shows how this collective effort that sustained and nurtured the resistance movement has forged a new consciousness among the country's women, and served as fuel for their own struggle for social, political, and domestic liberation.

Produced by the NFB's Studio D, this film offers testimony to the courage of Nicaraguan women and invites reflection on their continuing struggle for political and personal freedom.



WOMEN BETTER BARCAINERS

A Dartmouth university study which involved simulated negotiations between 64 business students found that those with feminine personalities (mostly women) approached negotiations with a win-win strategy that gets results while appealing both sides. Those with a more masculine personality (mostly men) used a win-lose style of negotiating that is alienating and confrontational.

The study reported in PSYCHOLOGY TODAY, suggests that women negotiators are more effective because they are more flexible, less deceptive and can usually come to an agreement on friendly terms. Authors of the study said the differing approaches to negotiating were due to socialised sex-role differences, in which girls develop cooperative and interdependent relationships, while boys were encouraged to compete in order to 'win'.

Leonard Greenlagh, one of the authors of the study, commented that women are better at avoiding impasses and can usually come to an agreement on friendly terms.

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CARING FOR CAREGIVERS

Do you care for an elderly relative or know someone who does? Would you like to join others in a similar situation to share the rewards and hardships of this task? The Women's Resource Centre (above Celtic Music Store) has organized a time and place for such a group. This group will meet on a regular basis so that members can encourage and support each other in this worthy but often lonely and difficult task. For further information or to express your intention of joining the group, phone 863-6221 or 6222. The first meeting will be at the Resource Centre on MONDAY, FEBRUARY 25th at 7:30 p.m.



WEAVING WOMEN SPIRIT

Fifteen women came together to share a weekend workshop to get in touch with women spirit, and what it means in our lives.

A great collection of hags, crones and women hawks, we shared our concerns about life, death, suffering and pain in our collective lives and the life of the planet.

Women's political action on peace issues, militarism, rape crisis, wife battering and all forms of violence were common threads of concern. We discovered our pairtuality was as unique and different as each of us, yet, sprang from a collective source of universal live of life.

We did weave a web of yarns while recounting our spiritual journeys. We shared meditations and free space-- a retreat from the pressures of our everyday lives.

And Hurrah!! for fun and relaxation in the evening --Sing songs, Sarah's hi-tech synthesizer, story telling and a slide show of the Debert Women's Action.

We shared the stories of our struggles as women; cried and laughed together, and wished all women could experience this growth process and the wonderful bonding it brought.

"Can't kill the spirit

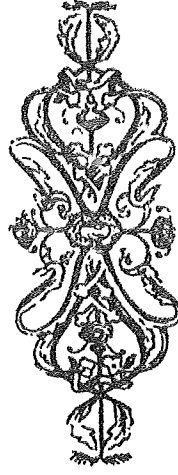
Can't put us down."

Barb Hayes

We can still do this together in Women's Support Groups!

Call Barb at 863-5361 or the Centre 863-6221.

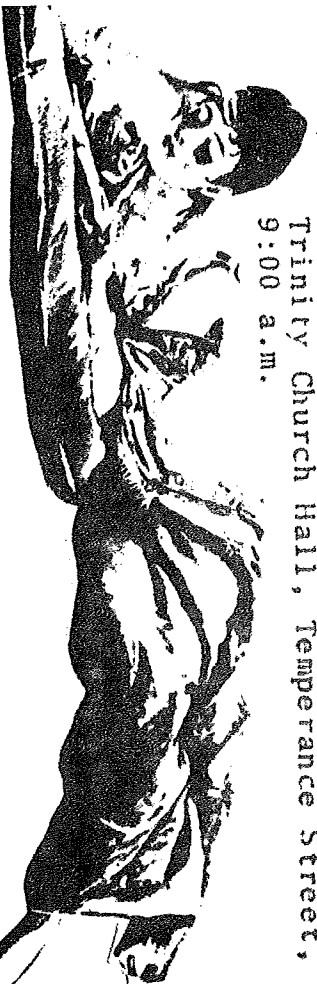
MARCH 8--INTERNATIONAL WOMEN'S DAY-- is coming up. Keep the date open for celebrations! If you have material on women's day, the UN International Women's Decade or celebratory ideas or information for the newsletter or for the Antigonish celebrations contact the Centre. 863-6221-6222.



CALENDAR OF EVENTS

FEBRUARY

- 3 Mother/Daughter Workshop
11:00 a.m. - 2 p.m.
- Week of 4th - 8th: FILM: "The Business of Aging" everyday at noon hour and Wed. the 6th at 7:30 p.m. at the Resource Centre.
- 5 TALK: Dan MacInnes, "Women in the Antigonish Movement"
8:00 p.m., Nicholson B19
- 6 Volleyball, St. Andrew Jr. High School, 7:00 p.m.
- 7 Home Security for Senior Citizens
2:00 p.m., John Paul Centre
- 7 AWA Board Meeting
- 7 TALK: Angela Miles, "Confessions of a Harlequin Reader: Romance and the Fantasy of Male Mothering". Dartmouth Regional Library, 8:00 p.m.
- 9 WORKSHOP: "Women and Health", Rosaria Centre, Mt. St. Vincent, 10:00 a.m. - 4 p.m. No charge. Anyone interested in carpooling phone the Centre 863 6221.
- 10 Mother/Daughter Workshop
11:00 a.m. - 2:00 p.m.
- 12 Bowling, 8:00 p.m.
- 13 Volleyball, St. Andrew Jr. High School, 7:00 p.m.
- Week of 18th - 22nd: FILM: "Dream of a Free Country: A Message from Nicaraguan Women" everyday at noon hour and Wed. the 20th at 7:30 p.m. at the Resource Centre.
- 18 GUEST SPEAKER: Jane Haliburton - "Menopause/Middle Years"
Antigonish Regional High School, AV 1, 7:30 p.m.
- 20 Volleyball, St. Andrew Jr. High School, 7:00 p.m.
- 23 COURSE in BABYSITTING SKILLS
Antigonish Regional AV1 and Classroom 120, 9:00 a.m. - 4:30 p.m.
- 25 SUPPORT GROUP: "Caring for the Care Givers" to be held at the Resource Centre (315 Main St.) at 7:30 p.m.
- 26 Bowling, 8:00 p.m.
- 26 & 27 Conference on Family Violence
Trinity Church Hall, Temperance Street, New Glasgow
9:00 a.m.



WRC (WOMEN'S RESOURCE CENTRE) receives some great magazines, HERIZONS, US OF WOMEN NEWS, COMMUNIQUELLES AND MS. magazine. There is a large selection of books and pamphlets that you can borrow. d READ, Borrow, Drop In!!!! 315 Main Street--above the Celtic Music Store.

WOMEN... REACHING OUT... SHARING RESOURCES

Register with the CANADIAN WOMEN'S MAILING LIST. Women's organizations will then keep you informed about feminist events, actions, publications, and services.

When you complete a registration form, you alone determine what kind of groups and/or individuals can mail to you. You will only receive mailings in those areas you have selected. Your wishes will be absolutely respected. No woman's name will ever be entered into the data bank without her voluntary registration. You can have your name removed from the list at any time.

CANADIAN WOMEN'S MAILING LIST REGISTRATION FORM

INDIVIDUAL REGISTRATION

[illegible]

Demographic Information: We are asking for this information so that we can know who we are reaching. This will help us know where our efforts need to be focussed so that we can create a truly broad-based national service that connects with all women. This will also help groups wishing to reach a specific segment of the population. However, you do not have to disclose this information to register.

- Age
- ☐ Under 18
- ☐ 18-21
- ☐ 22-29
- ☐ 30-39
- ☐ 40-54
- ☐ 55-64
- ☐ 65 and over
- Indicate the ethnic/cultural group with which you most identify _____
- ☐ Mental Health/Counseling
- ☐ Legal
- ☐ Teaching/Librarian/Educational
- ☐ Scientific/Technical
- ☐ Social Services
- ☐ Research
- ☐ Management/Administration
- ☐ Computer
- ☐ Homemaker
- ☐ Financial
- ☐ Office Worker
- ☐ Factory/Industrial Worker
- ☐ Services (Restaurant, haircutting, etc.)
- ☐ Spiritual/Religious
- ☐ Performing Arts
- ☐ Graphic Arts/Fine Arts
- ☐ Artisan/Crafts
- ☐ Writer/Poet/Playwright
- ☐ Media
- ☐ Political Worker
- ☐ Military
- ☐ Government Worker
- ☐ Other (specify) _____

Indicate the ethnic/cultural group with which you most identify _____

- ☐ Health/Medical
- Occupational Field (Check two categories you most identify with)**
- ☐ Sales
- ☐ Business Owner
- ☐ Skilled Trades
- ☐ Farm/Agriculture
- ☐ Factory/Industrial
- ☐ Office Worker

Occupational Field (Check two categories you most identify with)

- ☐
- Business Owner

MAIL CODES

Selections: You may choose as many interest areas as you like. Place a mark in the box next to each subject area of your choice. If you wish to receive mailings in all subjects within a category, you may mark, "I am generally interested in."

- Who Are You?**
- ☐ Woman (individual respondent)
- ☐ Women-only organization
- ☐ Organization with mixed membership/staff
- ☐ Man (individual respondent)
- Who Can Mail to You?**
- ☐ Individual women and women's organizations (no men)
- ☐ Women's organizations
- ☐ Women's and mixed organizations (no individuals)
- Language**
- ☐ I wish to receive mailings in French
- ☐ I wish to receive mailings in English
- ☐ I wish to receive mailings where they are in French or English
- ☐ My primary language is neither French nor English. I will receive mailings in (specify) _____ available.
- Political Candidates**
- ☐ Yes. Political candidates may mail to me.
- ☐ No. Do not permit political candidates to mail to me.

Language _____

☐ I wish to receive mailings in French

☐ I wish to receive mailings in English

☐ I wish to receive mailings whether they are in French or English

☐ My primary language is neither French nor English. I wish also to receive mailings in (specify) _____ when available.

- Women's Culture**
- ☐ I am generally interested in women's culture.
- ☐ I am only interested in the following categories:
- | | | |
|--|---|--|
| ☐ Music | ☐ Painting/Drawing | ☐ Spirituality |
| ☐ Film/Video | ☐ Crafts | ☐ Women's Presses |
| ☐ Dance/Theatre | ☐ Prose/Poetry | ☐ Tours/Travel |
| | ☐ Photography | |

Women and Sports
☐ I am generally interested in this subject.

- I am only interested in the following categories:
- | | | |
|--|---|--|
| ☐ Basketball | ☐ Gymnastics | ☐ Running |
| ☐ Softball/Baseball | ☐ Volleyball | ☐ Weightlifting |
| ☐ Racquet Sports | ☐ Backpacking/ | ☐ Body Building |
| ☐ Football/Rugby/ | ☐ Canoeing/ | ☐ Biking |
| ☐ Soccer | ☐ Wilderness Trips | ☐ Winter Sports |
| ☐ Aquatic Sports | ☐ Martial Arts | |

☐ I wish to receive mailings on issues/subjects of particular interest to lesbian women.

Where did you get this form?

Yes, I can help distribute forms Send _____ copies

Regimental Order

This is a grassroots project which depends on donations from the people who participate in the network. A donation of \$3.50 will pay for the costs associated with processing your registration form. Donations of \$10.00 or more will help pay for the urgency needed publicity to enable CWMF to reach its target of 10,000 participants by the end of 1984. If you cannot afford to donate please fill out and return the registration form anyway. It is crucial that all women participate in a network that serves women's needs.

Help build the network

To make the Information Exchange and the CWMI a truly effective communications tool, women across the country must contribute to its growth. Women and women's organizations can help to distribute registration forms to their friends and associates. Please request extra brochures for distribution in your area.



MAIL ENTIRE PAGE TO: Web Women's Information Exchange • 9280 Arvida Drive • Richmond, B.C. • V7A 3P4

ORGANIZATIONS: Send for organizational registration form. If your organization would be willing to include our brochure in a mailing in exchange for mailing label credits, please contact us.

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