



AWARE

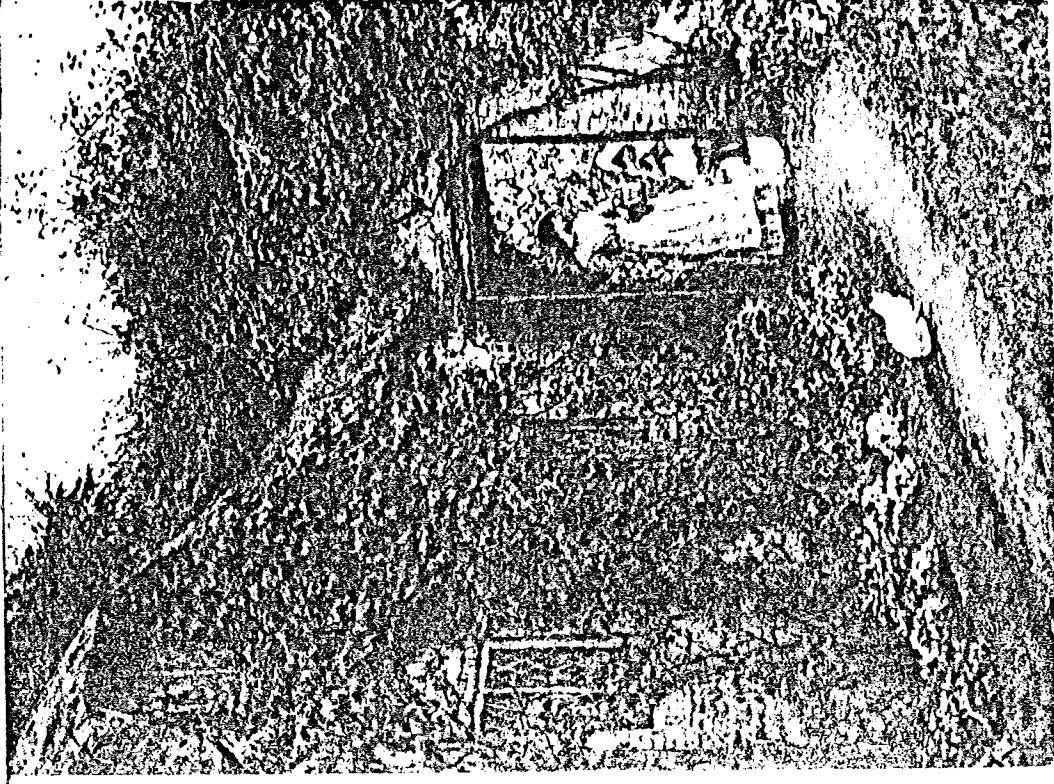


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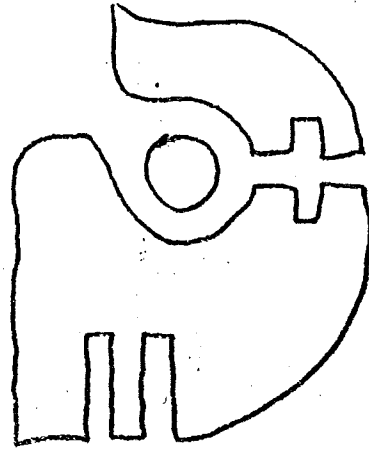
Resource Centre 863-6221-2 MAY '88

1985



Summer 1988

SURPRISE...SURPRISE.....All you members who havent gotten around to renewing your membership!!If you wish to keep informed with this wonderfull newsletter RENEW YOUR MEMBERSHIP Only 12 dollers Drop it off at the Resource Center..Your last newsletter untill September.Have a wonderfull SUMMER...



Inside this issue:

Report from N.A.C.Conference

Janet Trembley on Equal Pay

W.H.E.N. Conference Report

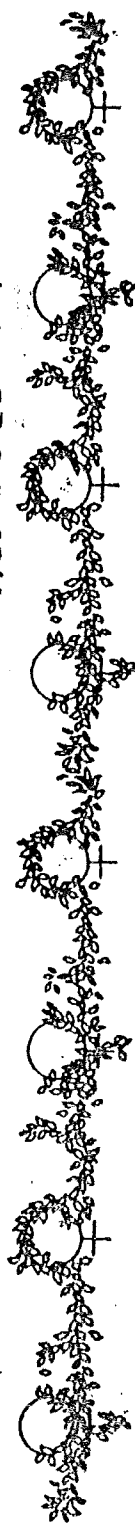
Calender of Events

Coady Picnic(We welcome your help)

Special Thanks To STAR and DIANE..

for all their great work!!!!

feminist Bopkas !!
Reviewed...



N.A.C. CONFERENCE MAY 1988.

OTTAWA.

Barbara Hayes .

As a representative of A.W.A.I would like to report back from what proved to be a very exciting and eventful conference.

The National Action Committee on the Status of Women has been in existence for at least ten years and was organised primarily by women in professions. The structure of the organization is traditional, hierarchical, with centralised power based in Ottawa where the annual general meetings are held yearly and lobbying of political parties.

It was apparent at the beginning of the conference that this would be a time of change for the structure of N.A.C, A committee had been put in place to draw up an organizational review for this purpose, which had taken a great deal of work and was to be examined and voted upon.

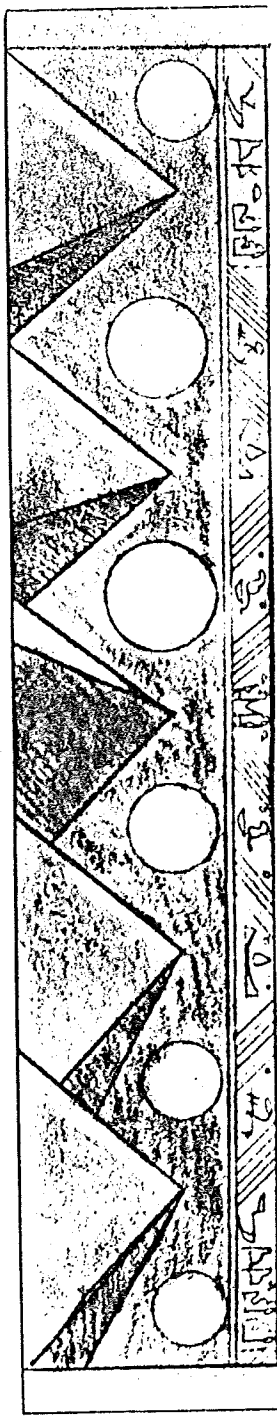
The conference was opened by an address from one of the women from the Icelandic Womens Alliance (a womens political party in Iceland which is working with great success) This was quite an inspiration and appropriate for the conference as her speech concerned the challenge of working from a women centered perspective in a non-hierarchical fashion, sharing power. skills. and information, Ms. Thorbiller spoke about the history of the womens movement in Iceland. and how women first organised to set up a womens list for elections and formed a womens party with the realization that women are different and we have different ways of viewing the world and working together. The greatest struggles and challenges were working in a non-hierarchical way (breaking out of the male mode), rotating jobs so as to avoid having professional politicians Women worked no longer than six to eight months on committees which would allow for more contact with families, and meant that as more women rotated more women were gaining skills. They choose to have no leader and all decisions were reached by consensus. This she agreed was time consuming but well worth it, for when decisions were made they had a firm base to work from. Having no leader meant that many women speak for the party. There are no experts.

Women have over 26% representation in Icelandic Government and the Prime Minister is a woman. There are six parties and the Alliance places third. She offered us many inspiring and funny examples of how they have worked to de-mythify government business--They run their party as they would run a household They list themselves as housewives first (where appropriate) and then by profession. In their campaign speech through the media to the people of Iceland they submitted a poem written by a woman which talked about how if one threads the same path in life one can get so deep and entrenched that one cannot see the landscape or the larger view whereas if one seeks new and diverse paths according to our needs the landscape and broader horizons could be seen. She noted the astonishment and dismay of the broadcasters face when he read the poem on T.V.

She told us that the word feminism, or equality was not used in the womens movement in Iceland. They choose instead to use the words Womens Freedom. Saying that women could not be equal to men because we are different. She talked about men and their world in terms of them building the house. Planning the architecture and setting the furnishings, then saying "come in make yourself at home" to women. But women replying this is not our house we have not helped plan it. we have not chosen the furniture, etc We need to build our own house and participate in its design. "As women we have very important qualities to bring to our work and we are unanimously concerned about Peace, health, environment, militarization, poverty, and human rights etc.

All this set the tone for the weekend and gave us a reference point when on Sunday we reached crisis and women wanted a feminist organization with de-centralised power -- consensus rather than Roberts rules of order etc. On Sunday morning the staff of N.A.C. resigned. The upcoming president withdrew her name. All of these women were dissatisfied with how N.A.C. was run, did not feel empowered or appreciated, and that was particularly true for lesbian women who were silenced as lesbians whether they wished it or not, and within the work they did.

So what happened was a disintegration of the male defined order and a push for feminist process and focus. N.A.C. should reach out to regional and member groups more grass roots level to de-centralize power. Many women spoke very profoundly in favour of feminist process and we had worked through many responses where women made a concerted effort to listen to and allow each other to speak. All this took time and many women who were at N.A.C. for the first time needed the lengthy discussion and explanation in order to make sense of what was going on. This meant that we were late getting to the resolutions but the work got done!! Some women did suggest that we could present a poem (which might have to be a heavy duty poem considering the many problems the resolutions dealt with. In the end we had worked through a lot and with the model of the Icelandic women in view we hope N.A.C. will go on to work in a more inclusive way with women's unique focus in view.



Report back from W.H.E.N.
By Jesse Hallett

I attended the Womens Health Education Network Conference 88 Access in Truro on the weekend of April 29-May 1 (as a delegate from Antigonish)

We arrived at the Nova Scotia Agricultural College at 7 pm on Friday. The opening remarks were made by Margaret Grant. Dr. Leah Nomm started the sharing sessions at 8 pm. First speaker was introducing and talking about Match International, a nationally based organization for the empowerment of women. It was started in 1978 based in Ottawa. It matches up women in the third world with Canadian counterparts. It is now focussing its energies in working in the areas of violence against women in third world women. Jennifer Rennesin, a representative of The Status of Women Advisory Council, talked about concerns of women pay equity, childcare, part time work, minimum wage, displays in room 30. IMPORTANT: There will be regional consultations concerning adolescent women and other areas of concern, beginning in September 88. The report from the Pictou County Womens center was next... Tanya Bundy reported from Oxfam Canada. She talked about trade unions and Health Development for Nova Scotia. Deveric this year a Guatemalan woman, from a mutual assistance group will be on tour for ten days visiting various womens centers and womens groups. Pat LeFebvre gave a report on the Halifax Metro birthing chapter of prepared childbirth. They are going to apply to united way for funding. They are training childbirth instructors who are much needed. Any women in this area if you are interested please contact the above chapter. Fiona Chin Yee Canadian foundation for the study of SIDS (sudden infant death syndrome) who give support to parents in the grieving process and expanding it to siblings and recognizing where they need help. A representative of parents without partners from Truro gave a report. Deborah Trask gave a report from WACNS. Beulah Murphy gave a report on Macrobiotics and the cancer prevention diet. She gave a workshop on Macrobiotics and has a restaurant in Halifax, called Mrs. Murphys kitchen. A representative from CARAL spoke last and then we did some networking and had wine and cheese and snacks. Women had a chance to chat and touch base before the weekend started.

Reports from W.H.E.N. workshops.

"Sexual Assault Survivors Anonymous" is a Truro based group for survivors of Sexual Assault. The workshop was facilitated by two women, one a survivor of sexual abuse herself and her friend who works with childrens Aid. At least 12 women attended but unfortunately we were not asked to introduce ourselves and say why we were interested in this session which would have made it easier to understand the conflict which ensued on discussion of how the facilitators led their groups. Kathleen started by stating that she was a survivor of sexual abuse and hence her interest in starting a group. She and Pam who works for childrens aid decided to put an article in the local paper on sexual abuse and incest and advertise the group and its focus on working with adults. They had quite a good response. Their group is on going, meets once a month. "They work on specific topics and avoid getting into discussion of details of abuse straight away." This caused quite an intense reaction from women present as the words "we don't dwell on it were used, unfortunately it was a bad choice of words as women were very irate and angry that once again women ready to disclose would feel silenced. There was some conflicting feelings and ideas, one women felt the facilitators were under attack, and the emotions presented were too strong. What followed was heated discussion with very clear statements about silencing womens anger, how we do not have the right to attack or dump our anger on others but we do have the right to authentic anger as a positive, not negative force in our lives. Anger is a powerful emotion and can be focussed for powerful action for change. All this came from the women attending the group. It was my guess that most of the women in the group had been abused in some way and there was a very productive discussion on ground rules for the group. Also suggestions and addresses for more information from women like Lada Tamarack "Healing Center for Women" Ottawa who has done some excellent work in this area from a very strong feminist perspective.

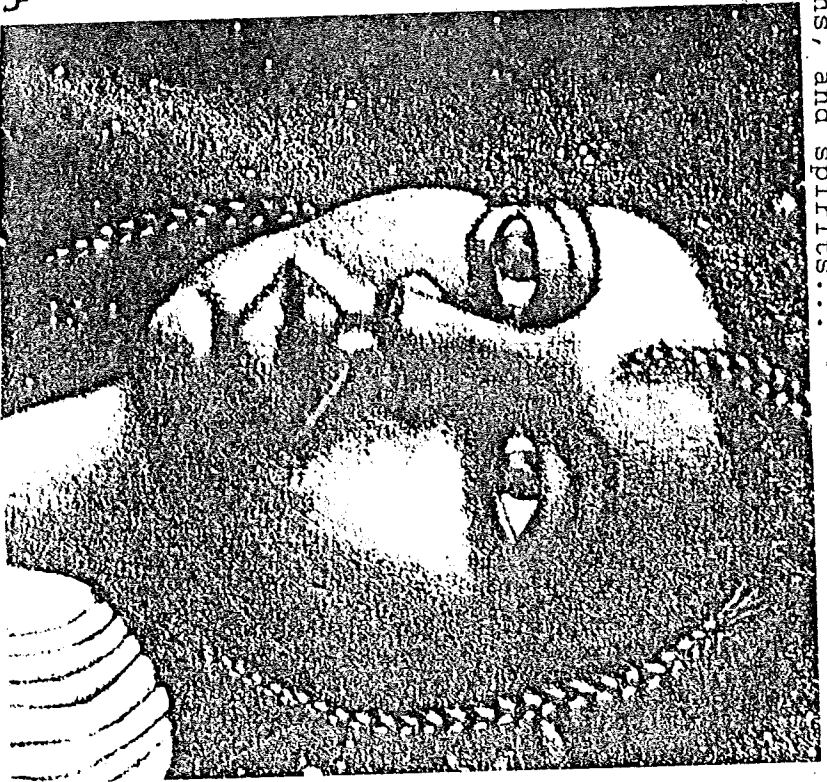
Other points that came up were, meetings should be more frequent than once a month and availability of someone to talk to at night after disclosure when flashbacks and memories are awakened. Women talked about the need for womens community to disclose to other women, to be heard and still accepted, not a freak as many women feel they are, who have gone through these experiences. A lot of important ideas were shared, and feelings and emotions were validated. It is obvious there is need for groups like this everywhere we work with women within a patriarchal culture. It is unfortunate to say the least that we have to protect our children, and women of all ages from men, brothers, uncles, fathers. So much more reason for changing the order of patriarchy and empowering women so that society is mother centered - life protecting and enhancing and where our children can grow up without the supreme threat and trauma of sexual assault on their bodies, persons, and spirits...

Barbara Hayes.

"You become strong
By doing the
things you need
to be strong for"

"This is the way genuine
learning takes
place,"

Audre hood.



Poet writer.
Black feminist-sister

By Janet Trembley.

The economic picture for a full time woman worker in Canada looks like this. The earns on an average 64 cents for every dollar earned by her male counterpart - a 36% wage gap! Put in terms of dollars and cents, she earns annually \$16,056 while her male co-worker earns \$25,096 - a difference of \$9,030. While the percentage gap has narrowed somewhat since 1976, the dollar difference is increasing. Since 1911 when women earned 53% of men's wages, there has been an improvement of only 11% points.

The cost to women and society of not fairly paying women is staggering. Estimates vary, but it is generally recognized that, if equal pay for work of equal value were fully implemented through legislation and collective bargaining, the average annual earnings of women would increase by approximately 15 to 25% or \$2400 to \$4000.

Women are now 42% of the work force and may represent 50% by the year 2000. Women have a right to equality in the workplace regardless of their economic circumstances. Sixty percent of women workers are in 20 of 500 occupations mostly clerical, sales and service. Men's jobs on the other hand are more evenly distributed and highly paid.

While a variety of factors contribute to the wage gap, the most important single factor is the undervaluation of "women's work". Employers, whether consciously or unconsciously, have a double standard for wages-one for women's work and one for men's work.

This is graphically illustrated by the following chart, which shows the large pay discrepancies which were corrected in a federal equal case filed by the Public Service Alliance of Canada (PSAC).

SEX	CLASSIFICATION	JOB EVALUATION POINTS	HOURLY RATE IN 1979	
			MALE JOB	FEMALE JOB
M	Warehouse Labourer (Stores Subgroup)	257	\$5.57	
F	Kitchen Helper (Food subgroup)	256		\$4.22
M	Messenger (Messenger subgroup)	244	\$5.26	
F	Laundry Worker (Laundry subgroup)	256		\$4.44

The female kitchen helpers were evaluated by the government's own plan at basically the same value or points as the male warehouse labourers, and yet they were paid \$1.35 less per hour. Even where the female laundry workers were evaluated higher than the male messengers they received \$.82 less per hour.

Traditional laws for equal pay for "equal" or substantially the same work require women and men to be paid the same if they perform the same or similar jobs. For example, pay disparities between male and female nursing aids and orderlies can usually be corrected under these laws. These laws do not however correct pay discrepancies which are caused by the undervaluation of women's work.

Equal value laws allow comparisons to be made between different kinds of jobs performed for the same employer. For example, if the jobs of the filing clerk and the janitor have the same overall value and the filing clerk is paid less, her pay must be raised to the janitor's rate. Other possible comparisons

Equal Pay continued.

are forester and home economist; parking lot attendant and switchboard operator.

Equal pay for work of equal value is not a new principle. It has been recognized as an international labour standard since 1919 when it ranked as one of the none founding principles of the International Labour Organization.

In 1951 the ILO passed Convention 100 and its companion document Recommendation 90.

Convention 100 reads as follows:

Each member shall, by means appropriate to the methods in operation for determining rates of remuneration promote and insofar as is consistent with such methods, ensure the application to all workers of the principle of equal remuneration for men and women workers for work of equal value.

Canada initially responded to Convention 100 in 1951 and then ratified it in 1972.

Quebec moved to legislate equal value in 1975, followed by the federal government in 1977 and Manitoba for its public sector workers in 1985. Ontario has now introduced equal value legislation and the rest of the provinces continue to have equal pay for equal work laws on their BOOKS.

Section 11 of the Canadian Human Rights Act, which came into force on March 1, 1978, states that it is a discriminatory practice for an employer to establish or maintain differences in compensation between male and female employees in the same establishment who are performing work of equal value based on the standard criteria of skill, effort, responsibility, and working conditions. It covers all federally regulated sectors, including the federal public service, federal Crown corporations, those employed in banks, airlines, interprovincial transportation, etc. Employers are specifically prohibited from reducing wages to eliminate a discriminatory pay practice.

In summary equal pay for work of equal value is a basic international human right which is recognized as an essential tool to ensure that wage rates are established without discrimination based on sex.

Feminist
Books
↓
↓
↓
↓

FASTING GIRLS

The Emergence of Anorexia Nervosa as a Modern Disease
Joan Jacobs Brumberg

A cultural and social history of this enigmatic disease from its appearance in the 19th century to the present, *Fasting Girls* offers a startling interpretation of the contexts that have allowed young girls to be recruited into the illness. Presenting the broad social pressures that have been building steadily since the Victorian era, Brumberg's powerful work will engross anyone concerned with the psychological and physical health of today's young women. "A fascinating and meticulously researched history of a puzzling disease . . . In lesser hands, this might have been a ponderous tome on an esoteric subject, but Brumberg's precise style, coupled with her perceptive insights about the historical roots of the disease, make her book an impressive piece of medical detective work — and an absorbing read."

—*Kirkus Reviews*

\$25.00

PROVINCE OF REASON Sam Bass Warner, Jr.

Spanning the years 1850-1980, these biographical essays on fourteen Bostonians vividly depict the disorienting experiences of recent history. "How fourteen New Englanders survived future shock and prevailed over it . . . *A tour de force*."

—*Boston Globe*

"Both provocative and entertaining,"

—*New York Times Book Review*



Fading Away (Courtesy, George Eastman House)

CHILDREN OF DIFFERENT WORLDS

The Formation of Social Behavior
Beatrice Blyth Whiting & Carolyn Pope Edwards

"Since Margaret Mead's first efforts in New Guinea, psychologists and anthropologists have been working toward a comprehensive theory that could combine developmental, cognitive, and social learning processes. [The authors] have finally done this . . . At last the biosocial bases of sex differences are beginning to look understandable."—Robert R. Sears, Stanford University

\$35.00

FEMALES OF THE SPECIES

Sex and Survival in the Animal Kingdom
Bettyann Kevles

"An excellent source book for courses in introductory biology and animal behavior, and . . . it will find a place in women's studies programs as well."—*Los Angeles Times*

FEMINISM UNMODIFIED

Discourses on Life and Law
Catharine A. Mackinnon

"[This book] is passionate, brilliant, polemical and sectarian . . . Fundamental to [Mackinnon's] radical feminism is the claim that gender is a system of dominance rather than of difference . . . Ms. Mackinnon offers a systematic and persuasive perspective on issues that are central not only to feminism but to social theory in general."—Alison M. Jaggar, *New York Times Book Review*

\$9.95 paper

SAMURAI AND SILK

A Japanese and American Heritage
Haru Matsukata Reischauer

"[The author] is a sensitive and skilled biographer and storyteller. Full of charm and insight. . . *Samurai and Silk* is at once an autobiography, a double biography, and a family saga covering three generations. It is a treat to read."—David E. Williams, *Los Angeles Times Book Review*

Belknap

\$10.95 paper

Now available in paperback

Feminist Reviews

NEEDS ASSESSMENT

6

We are attempting to get input as to the types of training sessions that are wanted by the women of Antigonish and area. Please answer the following questions based on your own preferences.

1. Please rate the following potential sessions:

note: all sessions would be geared specifically towards women

	extremely interested (would attend)	moderately interested (might attend)	not at all interested (not attend)
1. interpersonal communication	_____	_____	_____
2. managing your time	_____	_____	_____
3. stress management	_____	_____	_____
4. how to start a business	_____	_____	_____
5. motivation/leadership	_____	_____	_____
6. personal budgeting	_____	_____	_____
7. bookkeeping	_____	_____	_____
8. financial statements (read & prepare)	_____	_____	_____
9. training for trainers	_____	_____	_____
10. Board of Directors	_____	_____	_____
11. Public Speaking	_____	_____	_____
12. other (please be specific)	_____	_____	_____
	_____	_____	_____
	_____	_____	_____
	_____	_____	_____

2. What is the maximum amount of time that you would devote to a single area? ie: one night, 6 weeks, etc. _____

3. Would you attend a session held:

	yes	no	perhaps
weekend - days	_____	_____	_____
weekend - evenings	_____	_____	_____
week - days	_____	_____	_____
week - evenings	_____	_____	_____

4. What days / times are best for you (be specific) _____

5. What is the maximum amount that you would pay for the following sessions: _____

1 morning / afternoon or evening _____
full day _____

6 or more sessions _____

Additional comments _____

Thank you for your assistance.

SAN CHARBONNEAU

Business



Dept.
St. F.X.

4

WHY OUR HOMES ARE KILLING US?

***** Women's Centre will

Wendy Annand, a board member at Second Storey Women's Centre, said: "The presentation at the Women's Centre on May 31, at 7:30.

Wendy who is environmentally conscious, talking to women about the hazards of chemicals in our homes.

chemicals and toxins found everywhere in our homes

[illegible]

 I WILL DO IT *****

In the April, 1988 issue of AWARE, Andre Curry's diagram of the WRC's activities was included. Andrea, project co-ordinator with CLOW is researching stable funding possibilities for Women's Centres in Nova Scotia. As project co-ordinator, Andrea has held two meetings

Why a Provincial Association of Women's Centres?

- 1) to work together to obtain long-term, secure funding.
- a) to be able to negotiate as a provincial body for provincial funding
- b) to work together on some joint fundraising projects

Farewell party for Star and Diane.
 " LOBSTER BOIL AT THE BEACH"

A beautiful sunny evening , a lovely house by the beach the company of wonderfull and diverse women, delicious food , lobster, salads, wine, all this at Donna Woolavers , as once again she offered her beach house to the women of A.W.A.. The focus of the party , (besides having a good time, and fun for all) was to thank Star and Diane for all the great work they have done , .We also of course took the time to embarrass them both by offering presents in token of our appreciation . This was a fun time especially the trophy which Donna had thought of aptly inscribed to Star as "Champion survivor of board meetings from women friends in Antigonish." All hilarity aside , , , WE DO THANK YOU STAR AND DIANE!!!!!!

Summer hours Naomi Society
 Crisis line Mon Wed Fri.
 Office open on these days
 only .

Upcoming Events

" To a safer place" National film board movie on incest.
 June 15th 12 noon Wednesday. at the center. The movie will be at the center for a week for any extra showing call Star.

Coady Picnic in August.

Watch for Summer Beach events...

Topshee Conference
 June 24 25 25.
 Social Analysis
 Taxation and the
 Social Wage..
 St.F.X University

FREE TRADE DEBATE

Wayne Easter from the National Farmers Union and Gwen Wolfe from the N.S. Federation of Labour will debate Murray Coolican from the Atlantic Regional Office of Public Affairs International and Steve Green from Clearwater Fine Foods. Come and find out what Free Trade will mean for women in Nova Scotia.

When: Sunday, June 5th, 7:30 pm

Where: Room 138 Nicholson, St. F.X.U.

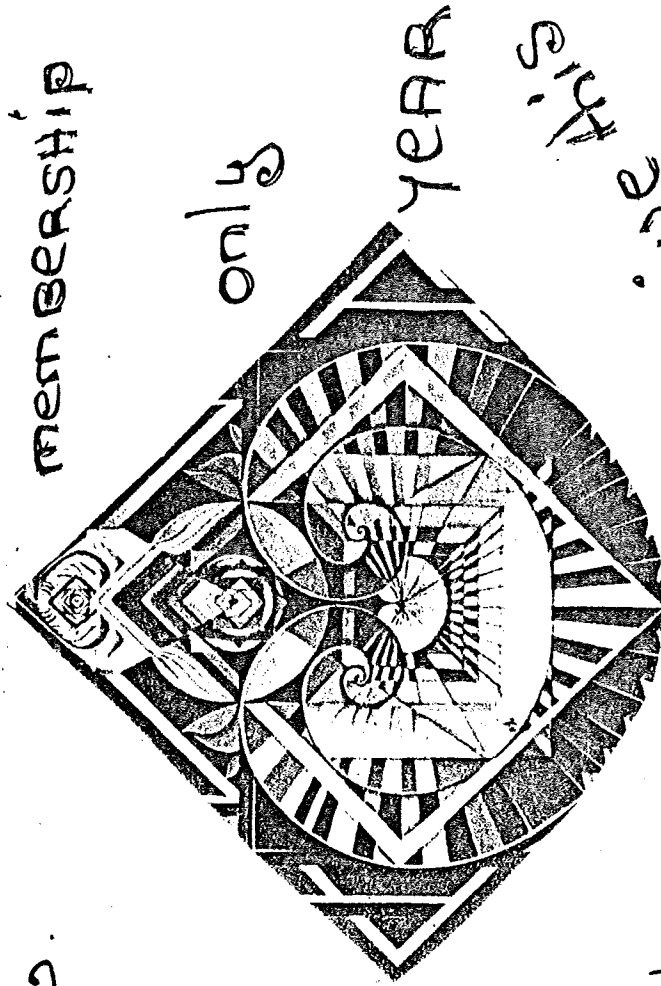
Creative Facilitating
 One week course \$150

Training for trainer
 July 1st five weeks
 Extension Dept.

Renew.

\$12

PER.



only YEAR

Support A.W.A. and receive this
 wonderful newsletter

"Body Image" - Heather Douglas By Cheryl Bates.

This workshop focused mainly on fat oppression. The entire question of body image is one of self-image. A poor body image comes from having a poor self-image. What causes this poor self-image? Societies pressures on women to conform to the "penthouse body image". We must be tall, blond, and thin.

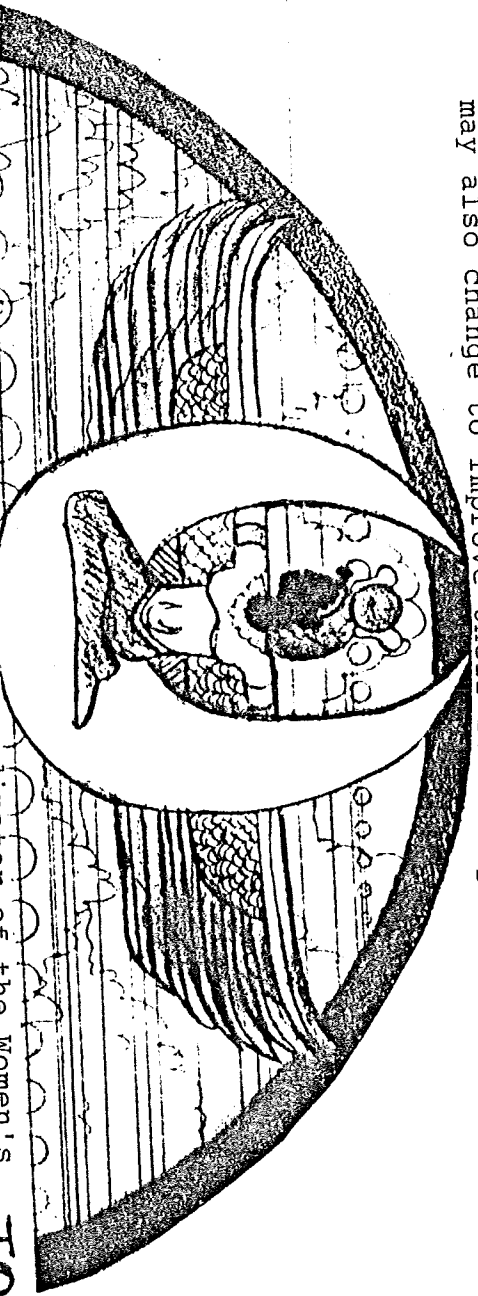
Women are continuously striving to attain the "perfect figure". This can be disastrous, we are all individuals, we all have different body types, which means that we cannot all look like today's top model Monica Snair (who is only 12 years old).

Society says that there is no fate worse than fat. There is a stigma attached to fat people, they're thought to be unclean, lazy, and they eat too much. We must learn not to stereotype fat people. It has been statistically shown that fat people are not fat because they eat too much, there are many other factors which lead to obesity. The whole concept of eating too much is debatable, whatever a fat person eats is always too much. Not all fat people have eating disorders. Their problem is the problem others have with their being fat.

The important question that fat people must ask themselves is what is the drive behind their eating. The problem is not so much the behavior as much as it is what motivates the behavior such as depression, stress, etc. The solution to eating disorders is not necessarily to lose weight but to determine what motivates your eating or fasting (in the case of anorexia nervosa) and to try to correct it.

Why is it so important that we fit this image? Why do we put ourselves through the misery that comes with food deprivation? Usually we do it so that we can change and become that perfect person to please someone else. This is the wrong reason to lose weight. We must do it to please ourselves and nobody else.

Societies view of fat people must change. This attitude change must start with women. We have to change our attitudes and lead the way so that societies attitudes towards fat people may eventually change, and then in turn their attitudes about themselves may also change to improve their self-image.



message
from
STAR

As of June 24, 1988, my role as Co-ordinator of the Women's Resource Centre will have come to an end. As Co-ordinator, I have enjoyed meeting and working with and for many wonderful women. Despite the uncertainty of funding and the upheavals inherent in operating a Women's Centre the experience has been challenging. The Women's Centre provides a vital service for the women of Antigonish, filling in gaps in services, creating services where none exist and offering women a warm and comfortable place to visit. Working at the Centre has been both educational and inspirational for me, not to mention frustrating and agonizing at times. Though I may not have fulfilled the myriad expectations of all members I have accomplished what I could, given the available hours. I will miss my work at the Centre and the friends I have made.

Recognizing that ups and downs are inevitable, I hope the Centre will continue to work for all women with tolerance and understanding. Good Luck to you all in the future.

Love Star.

