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- Associate Member Form
- Student Award Winning Paper
- Information on SWAP Donations
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1999-2000 EXECUTIVE

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NEEDED

Interested in contributing
an article to the Newsletter? Send your ideas to the
Editor. Thanks!

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COORDINATOR'S MESSAGE

Beginning a new academic year as well as the duties and responsibilities that go along with being SWAP coordinator are keeping me busy. In spite of my best resolutions I am finding that deadlines are too often upon me before I have completed the required tasks. Christine has been most helpful in answering questions as they have come up in spite of her new responsibilities as a department chair and other members of the executive have also been helpful in responding to e-mails and reminding me of things that I have to do.

The 60th convention in Halifax was a good and interesting one. It had a stimulating beginning with the Institute which was wonderfully organized by Denise Larsen and Diane Priebe. Although it had been hoped that there would be more participants, the sessions were generally well attended and those who were there were enthusiastic. Patricia Doyle-Bedwell was an excellent choice as a keynote speaker. She used humor effectively in giving us glimpses into the ways in which the Mi'kmaq people look at life and some of

the things of which psychologists working with aboriginals must be aware. Although there was some worry that the Institute might end up with a deficit, the final report which came in did give us a slight profit. A personal by product of the Institute was, that I met a former student there who introduced herself to me as having been in my introductory psychology class her first semester at university in 1988 (I must admit I did not remember her). She was reporting on some of her dissertation findings at the Institute. Earlier this week I was the external examiner at her dissertation defense. A rather unique experience to have been at the beginning and the climax of her formal university education!

Our invited speakers, Jeanne Marecek of Swathmore College and Cynthia Mathieson of Mount St. Vincent University both provided thought provoking and interesting talks. The panel organized by Christine Storm on The Past and Future of the Section of Women and Psychology with past coordinators Sandra Pyke, Cannie Stark, and Joanne Gallivan as well as Maria Gurevich reminded some of us of the history of women in CPA (and informed others of it) and pointed out some of the challenges facing women in psychology today. And former SWAP coordinator Shake Toukmanian (our nominee for fellow) was named a Fellow of CPA.

The time allotted for our business meeting was too short—something that I will attempt to change for our 2000 convention. However, Chris competently steered the meeting, so that the agenda was completed even though time for discussion had to be cut short. Charlene Senn made the Student Paper Award and awarded the Student Travel Bursaries. The Student Paper Award went to E. B. Brownlie for her paper entitled "Construction of gender conformity and non-conformity: A Q-methodological study." Travel Bursaries were presented to Denise Larsen, Diane Priebe, Stephanie Kellington, and Joanne Shymkiw. Although we are not able to get a tax exempt status for donations to the

Student Awards and Bursaries fund, it was suggested that members who wanted to donate to the fund anyway could do so by sending the donation to our Treasurer, Elizabeth Church, Counselling Centre, Memorial University, St. John's, NF A1C 5S7. By the end of the summer Elizabeth had received \$300.00 in donations which gives us two more Bursaries! Donations will continue to be gratefully received.

Meredith Kimball presented the 1999 Distinguished Member Award to Joanne Gallivan of the University College of Cape Breton for her outstanding work in SWAP, CPA, and for women and psychology in Canada. Joanne seemed quite overwhelmed by this well deserved award.

There was the beginning of some discussion of what the Status of Women Committee should look at this year, but that was one of the discussions which was cut short. If any of you have issues with which you would like the Committee to deal, please do send your concerns to Olga Favreau who can be reached at favreauo@mistral.ere.umontreal.ca.

As you probably know the 2000 CPA convention is being held in Ottawa from June 29 to July 1 to allow CPA convention attendees the unique opportunity to celebrate Canada Day 2000 in our nation's capital. I will be sending my nominations to CPA at the end of this month for our invited speakers. I would also like to urge you all to think about symposia that you might organize with your students and/or colleagues that would be appropriate for our section programme. The date for submissions to CPA is October 29. Please do think about a symposium or a paper session.

Another thing that I would like you all to think about for yourself and/or try to promote among your senior enthusiastic graduate students is the next SWAP Institute. In order to have an Institute we need one or two people to organize it. There are several notebooks which will be handed over to anyone interested in

organizing an Institute and Diane and Denise will pass on what they have learned this past year. I know that it is too late for 2000 but the 2001 convention is going to be in Ste-Foy, Quebec at Laval and the 2002 convention will be in Vancouver, probably at UBC according to Jennifer Veitch, Chair of the CPA Convention Committee.

A final suggestion to increase our membership and lower the average age of the Section is to urge you all to suggest that students think of joining SWAP as associate members if the CPA dues are too high for them. Associate membership for students remains a bargain at \$10.70 a year. Contact Elizabeth Church if you want more information or encourage your students to send off a cheque and statement of why they are interested in joining SWAP.

I hope that the fall is a good one for all of us and that the holiday season and transfer into the next millennium go smoothly for everyone.

Joanna B. Boehnert
Coordinator

EDITOR'S MESSAGE

Although I was unable to attend the CPA conference on Halifax this past summer, I have heard from a variety of very reliable sources that it went quite well. The Institute turned a small but important profit and the speakers presented a number of thought-provoking sessions. The SWAP program at the CPA was also particularly noteworthy. I had hoped to be able to publish the addresses of Jeanne Marecek, Cynthia Mathieson, and the those who participated in the SWAP panel, in the Newsletter, but I understand that they are currently being considered for a larger publication venue. I hope they do find their way into the pages of Canadian Psychology or a special issue publication.

Once again SWAP and feminist psychology will a leader in advancing the discipline as a whole.

I know it is bad form to begin anything with pointing out its shortcomings, so on to the wonderful and exciting things you can read in this edition of the Newsletter. I am very pleased to be able to publish the nomination of Joanne Gallivan for Distinguished Member, and the award winning paper from the SWAP Student Paper Competition. Once again, Jennifer Boisvert has volunteered her time to provide a review of a topic of concerns to feminists; this time, her focus is the situation of garment workers. As always, thanks to Joanne Gallivan and others, for the pages and pages of announcements, calls for papers, and upcoming conferences. For those of you who were not able to attend the SWAP Annual Business Meeting, the minutes are provided. So in the end, I think, all in all, that this is not a bad issue.

Marla Steinberg
Newsletter Editor

DONATIONS FOR SWAP STUDENT TRAVEL AWARDS

During the last few years, SWAP has been forced, because of tight finances, to cut its travel and paper awards for students. In response to this situation, a number of SWAP members have generously donated money to the SWAP Student Travel Fund. In the last four months we have received \$300 from four members:

Dr. Elinor Ames
Dr. Joanna Boehnert
Dr. Sandra Pyke
Anonymous donor

SWAP welcomes donations to the SWAP Student Travel Award Fund. If you would like to contribute, please send donations to

Elizabeth Church, Secretary-Treasurer of SWAP (cheques should be made out to SWAP). Since CPA is a lobby organization, we unfortunately cannot issue charitable tax receipts. The CPA Board is currently looking into the possibility of establishing a separate charitable foundation that could issue tax receipts.

All the money collected this year will be put towards funding students to attend the 2000 CPA conference. The donations we have received so far mean that we will be able to support two additional students next year. Many thanks to the four SWAP members for their generosity.

Elizabeth Church
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SWAP-NET LIST

Remember and use the SWAP-Net List

SWAP has an electronic mail list. About half of the members are on the list. If you are not, you may subscribe by sending a request to me (kimball@sfu.ca). For those of you who are on the list, remember that it is easy to use and reaches over 70 members of SWAP. The address for the list is swap-net@sfu.ca

Meredith Kimball

MINUTES OF THE 1999 ANNUAL BUSINESS MEETING

CANADIAN PSYCHOLOGICAL
ASSOCIATION
SECTION ON WOMEN AND
PSYCHOLOGY

World Trade and Convention Centre
Halifax, NS, May 21, 1999

Coordinator: Chris Storm
Past Coordinator: Meredith Kimball
Coordinator Elect: Bonita Long

The meeting was called to order by Chris Storm at 3:00 p.m. Twenty-two members were present.

1. Chris Storm presented the agenda. Mona Abbondanza requested that a report from the CPA Board be added to the agenda. Moved by Cannie Stark and seconded by Sandra Pyke that the agenda be approved as amended. The motion passed unanimously.

2. A motion to approve the minutes of the Annual General Business meeting was made by Sandra Pyke and seconded by Shaké Toukmanian. The motion passed unanimously.

3. Two items were discussed under Business Arising from the 1998 Minutes:

1. Chris Storm reported that our request that CPA set up a mechanism for charitable donations was taken to the CPA Board, but ruled out of order because CPA as a lobby organization cannot also be a charitable organization. Subsequently the Board is looking into the possibility of establishing a separate foundation which could issue tax receipts for charitable donations. APA has such a foundation.

2. Joanne Gallivan pointed out in reference to the Report on the Status of Women Committee that the some of the annual reports of the editors of CPA journals still did not include a breakdown by gender for journal authors, editors, associate editors, and reviewers. The Status of Women Committee was encouraged to keep pressuring for the inclusion of gender data in all the journal reports.

4. Coordinator's Report: Chris Storm, 1998-1999 Coordinator.

Chris reported that Shaké Toukmanian's nomination for CPA Fellow had been successful. She thanked Diane Priebe and Denise Larsen for their efforts in coordinating the SWAP Institute for the

Halifax convention, and described the SWAP CPA Program for Halifax. She reported that the SWAP financial situation had improved. She also reported that the Guidelines for Nonsexist Practice had been sent to the CPA Ethics Committee and would be forwarded either at the post convention Board Meeting or the November Board Meeting for discussion and approval. Finally Chris thanked all the SWAP members who had responded to her e-mail about a Women's Studies course at Mount Alison University, and gave a brief description of the fate of the course. Joanne Gallivan moved and Shaké Toukmanian seconded that the Coordinator's Report be accepted. The motion passed unanimously.

5. Presentation of the 1999 Student Paper Award and Student Travel Bursaries.

Charlene Senn presented the Student Paper Award to E. B. Brownlie for her paper entitled: Construction of gender conformity and non-conformity: A Q-methodological study. Four student travel awards were presented to Denise Larsen, Diane Priebe, Stephanie Kellington, and Joanne Shymkiw. Charlene reported that although it was still not possible to increase the number and amount of student travel awards, this remained the highest priority when the budget situation improved. She also emphasized that SWAP members in each university should ensure that students know about the awards, as the information did not always reach all students. There was some discussion about donations from members to support the student awards. Anyone can make a donation directly to SWAP to support student awards. However, until CPA establishes a charitable foundation, tax receipts cannot be issued for donations. The possibility of making donations will be announced in the September Newsletter. All donations should be sent to Elizabeth Church, Secretary-Treasurer of SWAP. Carmen Poulin moved and Bette Brazier seconded that the Student Paper Award and Travel Bursaries report be accepted. The motion passed unanimously.

6. Halifax Institute Report: Denise Larsen and Diane Priebe, Coordinators.

Diane and Denise reported that the feedback from the Institute had been overwhelmingly positive, and that the quality of the papers was uniformly high. Because of a number of unforeseen problems a deficit of approximately \$350 to \$500 is expected when the final budget is submitted. There was some discussion of the problem of the cost of meeting rooms.

When Institutes in the past were held in the conference hotel, there was no cost for meeting rooms. In Halifax, however, the World Trade and Convention Centre charged for meeting rooms and this added a cost of \$900 to the Institute. The possibility of holding a future Institute at a university close to the convention site was discussed. Cannie Stark moved and Shaké Toukmanian seconded that the Institute Report be accepted. The motion passed unanimously.

7. Financial Report: Elizabeth Church, Secretary Treasurer.

The 1998-1999 financial report was presented by Chris Storm on behalf of Elizabeth Church. She noted that the work in reducing SWAP's deficit had been successful and the projected deficit of \$310 was the smallest in recent years. Much of this is due to reduced costs for the Newsletter. Rhona Steinberg moved and Olga Favreau seconded that the financial report be accepted. The motion passed unanimously.

8. Newsletter Report: Marla Steinberg, Newsletter Editor.

The newsletter report was presented by Chris Storm on behalf of Marla Steinberg. She noted that three high quality newsletters had been published during the year at less cost than the previous year. Sandra Pyke moved and Rhona Steinberg seconded that the newsletter report be accepted. The motion passed unanimously.

9. Status of Women Committee: Olga Favreau, Chair.

Olga reported that the committee had reviewed the CPA Psy D Task Force report

and the new draft of the CPA Code of Ethics.

10. Presentation of the 1999 Distinguished Member Award: Joanne Gallivan.

Meredith Kimball presented the 1999 Distinguished Member Award to Joanne Gallivan of the University College of Cape Breton for her outstanding work in SWAP, CPA, and for women and psychology in Canada.

11. 1999-2000 Executive Slate

Meredith Kimball presented the Executive Slate as follows:

Coordinator: Joanna Boehnert

Past Coordinator : Chris Storm

Coordinator Elect: Bonita Long

Secretary-Treasurer : Elizabeth Church

Newsletter Editor: Marla Steinberg

Graduate Student Rep: Heather Walters

Abstract Review Coordinator: Maria Gurevich

Student Paper & Travel Award

Coordinator: Charlene Senn

SWAP-CPA Board Liaison:

Mona Abbondanza

Rhona Steinberg moved and Shaké Toukmanian seconded that the Executive slate be accepted. The motion passed unanimously.

12 Other Business.

Chris Storm thanked Meredith Kimball for her work as Coordinator of SWAP and presented her with a certificate of appreciation. Mona Abbondanza, the SWAP-CPA Board Liaison reported on the debates within the Board concerning the diversity requirements for the CPA Board.

She reported that there had been several motions to eliminate the diversity positions, each of which had been defeated. However, the issue continues to be contentious, and the diversity positions threatened. She referred to the article she wrote for the May Newsletter about this issue, and urged members to read it and write to the Board expressing support for the diversity board positions.

13. Sandra Pyke moved and Cannie Stark seconded that the 1999 SWAP Annual Business Meeting be adjourned. The meeting was adjourned at approximately 4:15 p.m.

SWAP DISTINGUISHED MEMBER AWARD

Nomination of Joanne Gallivan
by Meredith Kimball

It is my great pleasure to nominate Dr. Joanne Gallivan of the University College of Cape Breton for the Section on Women and Psychology (SWAP) Distinguished Member Award. Joanne completed her B.A. at St. Francis Xavier University, and her M.A. and Ph.D. at the University of Waterloo, after which she took a position in the Psychology Department at the University College of Cape Breton. Throughout her career, Joanne has made significant contributions to feminist psychology and to SWAP. She first became involved with SWAP in 1989 when she coordinated the SWAP Institute, "Feminist Psychology in Canada: Retrospect and Prospects" which was held as a Pre-convention Institute in Halifax. After a successful institute, she moved right along and became the editor of the SWAP Newsletter, a position she held between 1990 and 1993. In 1993 she was elected Coordinator-Elect of SWAP, serving as Coordinator in 1994-1995 and Past Coordinator in 1995-1996. During this time she served on several CPA committees including the Status of Women Committee (1990-1995), the Committee on Sections (1994-1995) and the Nominations Subcommittee on Designated Board Seats (1994-1995). In 1997 she was elected to the CPA Board of Directors for a three year term. As a member of the Board she has served as the SWAP-CPA Liaison, Co-Chair of the Publications Committee, and

Chair of the 1998-1999 CPA Convention Committee. This is an outstanding record of service to SWAP and CPA. And this alone makes her deserving of the Distinguished Member Award.

However, there are many contributions in addition to these direct ones to SWAP and CPA that Joanne has made to feminist psychology in Canada. She has made important contributions through her research and writing. She was one of three editors of the book Women, Girls, and Achievement which was a publication that came out of the 1991 SWAP Institute in Calgary. She has published extensively in the areas of gender and humour, Q methodology, educational assessment, and children's language acquisition. In each of these areas she brings her understanding of feminisms into her work, and shares her expertise generously with others.

As a teacher and community activist Joanne has also made important contributions. She chaired the ad hoc committee to develop a proposal for Women's Studies at UCCB which was approved in 1990. In 1993 she organized a CPA Pre-convention Workshop on "Teaching the Psychology of Women Course". She has been active in programs to stop sexual harassment on campus, and served as the director of the Cape Breton Interagency on Family Violence in 1997-1998. She has given a number of talks to local schools and community groups, supervised students, been President of the UCCB faculty association, and done all the usual academic activities serving as a reviewer for grants and journal articles, and chairing more committees than I can list here and probably than she cares to remember.

This very impressive list of activities only begins to convey the quality of the contributions Joanne has made to feminist psychology in Canada. When she undertakes anything, she does it well and it is a pleasure to work and associate with her. These two factors are not unrelated. Because she does the job thoroughly and

well, she is asked to do more work. Because of her commitment to women and psychology, she often says yes. As a result, her cumulative contributions to SWAP, Canadian psychology, and women make her a most deserving recipient of the SWAP 1999 Distinguished Member Award.

SWAP 1999 STUDENT PAPER AWARD WINNER

Constructions of Gender Conformity and
Non-Conformity: A Q-Methodological
Study

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In recent years, societal shifts toward less rigid gender roles have resulted in changes to interpretations and evaluations of behaviour that adheres to or transgresses gender norms. Although gender conformity has been viewed within psychology as a desirable outcome of normal human development (e.g., Kohlberg, 1966; Freud, 1974/1925), it has also been interpreted more negatively as inflexibility (Katz & Ksiansnak, 1994). Further, although gender non-conformity has been conceptualized negatively as a psychiatric disorder (Zucker, 1990), it has also been positively constructed as an important challenge to gender inequality (Bem, 1995). Gender conformity can be defined as a congruence between gendered behaviour and societal expectations based on assigned gender (which is assumed to reflect biological sex). In contrast, gender non-conformity can be defined as a discord between behaviour and societal expectations related to gender, and can

take a number of forms. Within binary gender categories (women vs. men, femininity vs. masculinity), gender non-conformity includes cross-gendered behaviour and androgyny. In addition, gender non-conformity includes behaviour that disturbs binary gender categories by 'the intentional crossing, mixing, and blending of gender-specific signals all at once' (Bomstein, 1998, p.18), that attempts to exaggerate or otherwise play with the performative, un-natural qualities of gender (Butler, 1990), or that otherwise fails (or refuses) to 'line up' aspects of gender which are assumed to be necessarily linked (Sedgwick, 1993).

This study examined the ways a sample of fifty 18 to 33 year-old university students constructed gender conformity and non-conformity. The majority of participants were white students from middle class families, however 18 students from various other cultural backgrounds also participated. In addition, members of an organization for lesbian, gay, bisexual and transgendered students were invited to participate, in an attempt to include individuals with a wide range of views and experiences. In order to allow participants to communicate the structure and most important dimensions of their own views, I elected to use Q methodology to explore the commonalities and differences in the ways that young adults make sense of gendered behaviour in different contexts. Briefly, participants sorted a series of statements according to the extent to which each statement represented their own perspectives on gender conformity and non-conformity. The statements were derived from interviews with a subset of participants, and from the theoretical and empirical literatures, focusing on children, adults, intersexuality, transgender, sexuality and gender identity. Using factor analysis, I identified four distinct perspectives on gender conformity and non-conformity: Social Construction, Biological Essentialism, Social Essentialism and Qualified Individualism, each exemplified by a subset of participants. Commonalities across these four factors

became evident as several participants discussed a tension between what 'is' and what 'should be', a tension that was reflected in their Q-sort responses. Items commonly endorsed across the four factors conveyed two ideas: 1) children and adults should be free to make choices regardless of gender-linked expectations, and 2) it is impossible to escape gender, both in social pressures reinforcing gender differences, and in the ways gender organizes social life. Most participants supported aspects of gender freedom while acknowledging its current impossibility.

Participants exemplifying the Social Construction perspective advocated resistance to gender rules. They supported 'drag', teaching children that they can ignore gender norms, and empowering intersexual and transgendered people, who often have their gender determined and controlled by medical authorities, to determine their own gender and gendered behaviour. They acknowledged power differences, agreeing that *The insistence that women be feminine and men be masculine can be harmful and even dangerous to women*. Further, they rejected essentialist statements which supported inevitable gender differences, such as *It's great for women to be athletes, as long as they don't lose their femininity*, viewing gender instead as socially constructed.

In contrast, participants exemplifying the Biological Essentialist perspective viewed gender differences as universal and inevitable: *Men's brains work differently than women's brains*. Nevertheless, they did not deny the social enforcement of gender, but instead used societal expectations to justify gender conformity.

Reiterating the dangers of non-conformity, they argued that *Society is not ready to deal with infants who are not identified as either female or male*, and that *It is difficult to be seen as you are if you deviate too far from social expectations for your sex*. Their solutions to conflicts between individuals and gender-linked social expectations focused on changing the individual, even the anatomy of the individual: *An infant*

born with an enlarged clitoris that looks like a penis should have surgery to reduce the clitoris in size to ensure that the parents view the child as a girl. Participants exemplifying the Social Essentialist perspective, like the Biological Essentialist perspective, argued that gender differences are inevitable, although not necessarily as a result of biology. However, the Social Essentialist perspective located gender specifically in the interpersonal realm: *Gender identity, the sense of oneself as male or female, comes mostly from the way one is treated by other people*. Participants exemplifying this perspective placed more significance on gender than any other perspective, asserting that *The most important characteristic distinguishing humans is sex*. Context was important to this perspective, in that boys and men were viewed as particularly vulnerable to social consequences for violating gender norms: *Girls should be encouraged to pursue anything that interests them. With boys it's important to be more careful - if they are too feminine they won't fit in with their peers*.

Participants exemplifying the Qualified Individualism perspective were also concerned about the social consequences of gender non-conformity, especially with respect to children. However, they emphasized individual choice as the solution, arguing that *Once a girl is old enough to understand the consequences, it is up to her to decide whether to risk behaving in a more masculine way than girls are expected to behave*, and equally endorsed the corresponding item for boys.

They rejected the idea that either girls or boys might miss out in some way if they had exclusively sex-typed interests. Although they acknowledged possible negative consequences for gender non-conformity in children, they denied that either women or men are adversely affected by gender norms. Further, their emphasis on freedom to choose was mitigated when binary gender categories were challenged. While strongly supporting the choice of transgendered people to change to the 'other' gender,

they were uncertain whether transgendered people should be required to conform to societal expectations for the new gender, in terms of appearance, behaviour and sexual orientation. In contrast, the Essentialist perspectives strongly advocated conformity to the new gender, and the Social Construction perspective supported freedom to decide in what ways to do gender, for transgendered persons as for others.

Participants' responses reflected two types of Essentialism, but only one relied upon biology to justify universal and inevitable gender differences. Dismantling biological essentialist views of gender differences may therefore be insufficient to supplant notions of compulsory gender conformity.

The two other perspectives emphasized gender choice. However, participants who endorsed Qualified Individualism failed to do so when the binary gender system was threatened, thus reinforcing the gender norms that individual choice would purport to override. Young adults in this sample concurred that society constrains gender, and that there should ideally be choice with respect to gendered behaviour. However, their common acknowledgment of social inscriptions of gender did not lead to a singular response to gendered behaviour but was instead used to justify varying degrees of both resistance to and reaffirmation of gender norms and gender conformity. The widespread endorsement of gender freedom, while encouraging, cannot be fully understood without an examination of both underlying constructions of gender, and the meanings and values associated with social conformity and non-conformity.

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FEMINIST REVIEW

by Jennifer A. Boisvert

Yanz, L., Jeffcott, B., Ladd, D., Atlin, J., & Maquila Solidarity Network. (1999). "Policy Options to Improve Standards for Garment Workers in Canada and Internationally." Ottawa, ON: Status of Women Canada., 145pp.

This government document provides the reader with an opportunity to access information on the globalized garment industry and to learn more about how issues such as employment standards and codes of conduct impact upon women who sew clothes in Canada and other countries. This report not only examines policy options currently under discussion to

challenge sweatshop practices, but puts forth a variety of possible responses to the deterioration of standards and labour practices in the garment industry caused by globalization, trade liberalization, restructuring and deregulation. The diversity of vignettes describing the lives of women garment workers and the inclusion of quotes from community worker activists throughout the text illustrates the need to synthesize policy proposals generated at several levels of government to benefit women working in the garment industry.

The research and publication of this study were funded by the Status of Women Canada's Policy Research Fund in response to the growing public concern about the spread of sweatshop abuses in the globalized garment industry and the lack of information accessible to the public in this realm. Further to this goal, the purpose of this document is to challenge the Canadian government to adopt policies to promote improved labour practices that affect women at home and abroad. Within the context of issues and strategies highlighted throughout the text, garment workers are cautioned not to rely upon government, international institutions, and/or social movement organizations to support the elimination of labour rights abuses, but are rather encouraged to take action individually and collectively to improve their situation.

This report starts from the assumption that the Canadian government has a critical role in cooperation with retailers, manufacturers and contractors, unions, and consumers to challenge the growth of sweatshop conditions in countries from which we import an increasing proportion of clothes sold in Canada. The notion that policy proposals should be evaluated on the basis of not only their local, provincial, national, and/or international impact, but also in terms of their consequences for workers, communities, and societies in other parts of the world is demonstrated. Not only are the voices of women garment workers, community organizers, and labour rights

advocates heard, but were, in the writing of this document, actively engaged in a process of comparing and assessing alternative policy options to re-regulate the garment industry and improve labour practices for women garment workers.

The report layout is such that it emphasizes the "piecemeal" aspect of garment industry work as each chapter is another "piece" in the "fabric" of the Canadian and international garment industry. Each chapter is somewhat lengthy, but tightly woven in style, content, and presentation. The text can be best described as a critical and informative resource manual for consumers, legislators, and women's advocates. The combination of chapter endnotes, consultation lists in the appendices, and a comprehensive bibliography, establish this report as a well-researched coalition paper. The personal, professional, and political views represented demonstrate how recommendations made could complement and reinforce civil society/private sector initiatives to eliminate sweatshop abuses and promote respect for garment workers' rights in Canada and globally.

"Policy Options to Improve Standards for Garment Workers in Canada and Internationally" is divided into six chapters. Both the executive summary and introduction draw the reader's attention to the purpose and practicality of this document. These sections, along with the remaining chapters, clarify the proposed goals of the paper while setting out to achieve them by way of encouraging the reader to explore further issues in this area. Chapter 1, "The Labour Behind the Label: How our Clothes are Made" provides an overview of recent trends in the garment industry that are encouraging the deterioration of wages and working conditions for women garment workers around the world. The lives of women working in Canada, Asia, and Latin America are described as composite stories to illustrate how the various pieces of the puzzle comprising the globalized

garment industry fit together.

Chapter 2, "Challenging Sweatshop Abuses in Canada's Garment Industry" examines and compares policy options to challenge the increasing incidence of sweatshop practices in Canada's restructured garment industry. An exploration of how governments can better protect the rights of garment workers and represent the interests of society in making apparel companies accountable for their production labour practices is undertaken. Moreover, a variety of policy options are suggested to create new possibilities for contract shop employees and homeworkers to organize and gain some of the benefits of collective bargaining.

Chapter 3, "Codes of Conduct and Independent Monitoring: Tools to Challenge Sweatshop Practices Internationally" discusses and assesses the voluntary codes of conduct as a tool to promote corporate accountability for overseas and domestic labour practices. Also outlined in this chapter are strategies as to how citizens' groups may take action to hold apparel companies accountable for the labour practices of their contractors and independent monitoring. The activity of national governments to facilitate the negotiation of industry-wide codes of conduct and global monitoring systems are identified as significant factors in the aim to improve standards for garment workers.

Chapter 4, "Policy Options to Challenge Sweatshop Abuses Internationally" briefly describes the current and potential impact of regional and international trade agreements and trade liberalization policies on the garment industry in Canada and abroad. The chapter concludes with an assessment of the viability of various policy options available to the Canadian government and how voluntary codes and government policy might interact and reinforce each other.

Chapter 5, "Corporate Disclosure and Citizen Access to Information" stresses the crucial role of citizens' groups in pressuring

apparel retailers and manufacturers to take responsibility for the conditions under which their products are made. Similarly, the chapter highlights some obstacles that citizens and consumers face in obtaining information on production practices and labour rights abuses in the apparel industry, as well as on government financing and subsidies for overseas investors. Further to this examination is an assessment of policy options to make this information more readily available.

Chapter 6, "Conclusions and Recommendations" reviews the issues and policy options discussed in earlier chapters and outlines how policy proposals concerning domestic and off-shore labour practices and citizen/consumer access to information are interrelated. The chapter evaluates the merits of the various policy options and attempts to prioritize reform proposals relevant to particular forums and jurisdictions, based on their possible benefits for garment workers and their potential for generating public support and achieving government and industry action.

In conclusion, this document is a resource guide useful to consumers, legislators, and women's advocates who seek to broaden their perspective and knowledge of how to create change at a multitude of levels and ways. The authors, through their collaborative efforts, model the kind of interaction that they believe necessary to eliminate sweatshop practices that exploit and violate the rights of women garment workers. Together, they have achieved their goal to expose the increasing incidence of worker rights abuses in the global garment industry and to promote improved working conditions for women working in Canada and foreign countries.

ANNOUNCEMENTS

DIRECTOR OF RESEARCH

A national multiethnic feminist policy center seeks a Director of Research to conduct and supervise qualitative and quantitative research. Must have a Ph.D. or M.A. plus 3 years of experience conducting policy-relevant research on race and gender issues such as violence against women and girls, women's health, women and HIV/AIDS, or women in the workplace. Supervisory experience and fluency in Spanish desirable. Salary in the 40s; excellent benefits. Send resume and 3 references to: President, CWPS, 1211 Connecticut Avenue, NW, Suite 312, Washington, DC. No calls please.

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READER ON WOMEN'S STUDIES

ATTENTION WOMEN'S STUDIES PROFESSORS -- Collegiate Press is seeking to publish a reader for a college-level course in Women's Studies. If you've created a reader for use in your own classes that may be publishable, or if you're interested in creating such a reader for publication, please contact me, Jackie Baker. My e-mail address is collpres@cts.com

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CALL FOR PAPERS FOR EDITED COLLECTION ON WOMEN'S COMMUNITY ACTIVISM

Title: Women's Community Activism and Globalization: Linking the Local and Global for Social Change

Editors: Nancy Naples, University of California-Irvine and Manisha K. Desai, Hobart and William Smith College

This collection seeks to make visible the

links between women's community-based organizing and global political and economic forces. We wish to identify original studies and first person accounts of women's community organizing that are explicitly or self-consciously dealing with global processes affecting the lives of women and their communities in rural and urban locations around the world. We are interested in submissions that will highlight the links between local organizing efforts, social movements, international politics, and global economic restructuring. Areas of special interest include environmental activism, struggles against violence against women, labor organizing, economic development, indigenous rights' activism among other community-based political activism. We welcome submissions from community activists as well as academics and development workers.

TO PROPOSE OR SUBMIT A PAPER:
Send the title of your paper, your name, full address, email and phone number, an abstract of approximately 300 words, and a copy of the paper (if available) to:

Nancy A. Naples
Associate Professor of Sociology and Women's Studies
University of California, Irvine
Irvine, California 92697
949-824-5749 (office phone)
949-824-4717 (fax)

Please feel free to contact me for more information.

Deadline for proposals: August 15, 1999.
Deadline for completed papers:
December 31, 1999.

**THE CARRIE CHAPMAN CATT
CENTER FOR WOMEN AND POLITICS
IOWA STATE UNIVERSITY
SEVENTH ANNUAL CONFERENCE**

**WORLD POLITICS: WOMEN MOVING
TO THE CENTER STAGE**

Presented in conjunction with the
International Studies Association-Midwest
October 8-10, 1999
Des Moines, Iowa

For more information, contact the Center at
(515) 294-3181 or cattcntr@iastate.edu.

**CALL FOR PAPERS FOR AN
ACADEMIC CONFERENCE**

**"WORK AND FAMILY: EXPANDING THE
HORIZONS"**
March 3-4, 2000
Cathedral Hill Hotel, San Francisco,
California

Sponsored by the Business and
Professional Women's Foundation,
The Center for Working Families,
University of California, Berkeley,
and the Sloan Foundation

DESCRIPTION OF THE CONFERENCE:

Over the last two decades, research on paid work and family life in the U.S. has flourished, resulting in an enormous body of new information. However, we still lack an over-all conceptual approach that links the daily struggles of working parents with broad structural changes, such as shifts in the organization of paid work brought about by rapid economic change and advanced technologies; the growing polarization of social classes; and the decline of state provisioning for families and children. More attention to links between changing institutions and the daily lives of working families will strengthen this field of research and policy-making. We welcome papers from a wide range of perspectives on work and family. The plenary sessions will highlight fresh angles of vision and seek to articulate a more comprehensive approach to this area of research.

**AMONG THE TOPICS TO BE
CONSIDERED ARE:**

*Economic and social trends (such as globalization, the move to a service

economy, widening income gaps, new waves of immigration) and the changing contours of U.S. work and family life.

*New technologies and the reconfiguring of relationships between work and family.

*The effects of changes in state policies (e.g., welfare reform and diminished funding for schools, parks, and libraries; family leave legislation; or movements to fund more after-school programs) on the daily lives of working families.

*The development and impact of family-friendly workplace policies in various sectors of the economy, and in relation to the activities of labor unions and the policies of local, state, and national government.

*Relationships between families, markets, the state, and civil society, including comparative research in different national contexts.

*Families negotiating jobs, schools, childcare, and other institutions.

*The challenges and options for small businesses who want to implement family-friendly policies.

*The development of children growing up in working families, at all stages of life.

*Bringing the experiences of children, grandparents, the disabled, and dependent elderly family members into research on work and family.

*Exploring other areas of research for insight into changing relations of work and family (for example, the dynamics of Social Security and Medicare; school choice and movements for school reform; the organization of urban and suburban neighborhoods; the declining spatial autonomy of contemporary children; labor organizing strategies; trends in urban planning; housing policies and the design of domestic spaces).

*Trade-offs between time binds and money binds

*Gender relations at work, in families, in child-care arrangements.

*Diverse kinship and family arrangements and the dynamics of paid and unpaid work.

*The rituals and myths of working families.

*The organization and the gender and racial-ethnic dynamics of caring work, and of cultures of care.

*Consumerism and the varied experiences of working families.

*The emotional dimensions of work and family

SUBMISSION REQUIREMENTS

Submitted proposals should represent original work and should not be previously published. Authors are encouraged to submit proposals that address the topics in this call, but other topics related to the Conference theme will also be considered. Papers will be selected by academic peer review panels.

FOR A COPY OF THE FULL CALL FOR PAPERS, WHICH INCLUDES SUBMISSION REQUIREMENTS (submissions must be postmarked by SEPTEMBER 30, 1999), REGISTRATION FORMS, AND HOTEL INFORMATION: Check the conference website: <http://www.bpwusa.org/foundation/horizons.html>

Or contact Jennifer Miller at the Business and Professional Women's Foundation: Phone 202-293-1100, ext. 190; e-mail jmiller@bpwusa.org

FEMINISM AND GERONTOLOGY LISTSERVE

Earlier this spring, a thread was begun (guilty as charged!) re feminism and gerontology. The consensus was: not enough had been written or published on elderly women from a feminist perspective. I discussed starting a listserve. Thanks to a spectacular web diva, the GFWIS listserve, or Gerontologists/ Geriatricians for Women in Society has been created supported by the SUNY Health Science Center at Syracuse and the New York Statewide Resource Center for Geriatric Education.

The GFWIS listserv is a dialogue tool for gerontology and geriatric professionals interested in issues and concerns specific to elderly women, women as caretakers of

the elderly, and female healthcare and human service providers and educators.

To subscribe:

Send to : Majordomo@list.hscsy.edu
Message: subscribe GFWIS <your name>

To send a message:
GFWIS@list.hscsy.edu

17th QUALITATIVE ANALYSIS CONFERENCE IN 2000

Fredericton, New Brunswick, Canada
18 - 21 May 2000

Following the successful 16th Qualitative Analysis Conference held in May 1999, we are once again hosting this Conference dedicated to doing qualitative and inductive research. The 17th Qualitative Analysis Conference will take place at the University of New Brunswick and St. Thomas University in Fredericton, New Brunswick, Canada, from Thursday (evening) to Sunday (mid-afternoon), 18-21 May 2000. These universities provide a delightful and inspiring setting for this premiere qualitative-analysis Conference in Canada.

CALL FOR PAPERS "DIRTY WORK": SOCIAL PROCESS AND MEANING IN ETHNOGRAPHY

The organizers are calling for papers that speak to the primary tasks of ethnographic-data collection and analysis. We welcome papers from all areas of inquiry, from disciplinary and interdisciplinary perspectives that have benefited from qualitative research. We are interested in:

*Fieldwork processes and challenges, whether on-site or from an institutional point of view;

*Theoretical and substantive contributions from all perspectives that have benefitted from ethnographic analysis;

*The everyday experience of doing fieldwork;

*Social processes involving encountering ambiguities, acquiring perspectives, achieving identity, doing activity, experiencing relationships, being involved;

*Ethical issues and problems of ethical review in institutional settings;

*Life histories, issues of voice, and reflexivity in qualitative research.

We invite you to submit an abstract (max. 200 words) and very brief cv before 30 September 1999 (to be included in application for funding - there will be a second deadline later in the fall). The title, abstract, and accompanying one-paragraph/page vitae must be sent to either one of the two organizers:

Dr. Will C. van den Hoonaard
Dr. Deborah K. van den Hoonaard
Department of Sociology
Gerontology Program
University of New Brunswick
St. Thomas University
Fredericton, N.B. Canada E3B 5A3
Fredericton, N.B. Canada E3B 5G3
will@unb.ca
<dkvdh@stThomasu.ca>
Tel: (506) 453-4849;
Fax 453-4659
Tel: (506) 452-0486

We prefer receiving abstracts WITHIN the email message itself (rather than as an attachment).

PRE-CONFERENCE WORKSHOP

If you are interested in organizing a pre-conference workshop, please let us know.

Previous pre-Conference Workshops dealt with computer analysis of qualitative data, and publishing ethnographic works. There is an interest in having a workshop devoted to book writing, preparing qualitative-research grants, ethnographic writing etc.

The honorarium comes from the modest fee charged to workshop participants.

IF YOU ARE NOT PRESENTING....

If you are interested in attending the Conference, but not presenting a paper,

please drop us a line for the Registration Form by emailing us at <will@unb.ca>. We shall mail out the Registration Form in January 2000.

ETHICS DECLARATION

To offset the trend towards adopting bio-medical ethics reviews, our Conference will consider adopting an ethics declaration for qualitative researchers. Dr. Florence Kellner of Carleton University is gathering data related to ethnographers' experiences with ethics review. You can reach her at <fkellner@ccs.carleton.ca>.

CALL FOR PAPERS

The Association for Research on Mothering in celebration of African Heritage Month is hosting an International Conference on Mothering in the African Diaspora: Literature, History, Society, Popular Culture and the Arts

February 4-6, 2000

Keynote Speaker: Patricia Hill Collins

If you are interested in being considered as a speaker, please send a 250 word abstract and a 50 word bio and return by September 1, 1999 to:

Andrea O'Reilly, Conference Co-ordinator
or Jennifer Conner, Administrative Assistant

A.R.M. 726 Atkinson College,
York University

4700 Keele Street

Toronto, ON,

Canada M3J 1P3

Or call us at (416) 736-2100 x60366, or email us at arm@yorku.ca

Participants must be a member of A.R.M.

"Lesbian Mothering" Call for Papers

The guest editorial board is seeking submissions for the second journal of The Association for Research on Mothering

(ARM) to be Published in Fall, 1999. The journal will explore the subject of lesbianism and mothering from a variety of perspectives. We welcome submissions from students, activists, scholars, policy makers, and artists who are engaged with these issues. We invite people to explore the following, or other, themes:

- *mothering and queer theory;
- *the impact and intersection of class/race/nationality and lesbian mothering;
- *poverty and lesbian mothering;
- *responsibilities of lesbian (and gay) communities;
- *families/co-mothers/social mothers/non-biological mothers;
- *issues of biology and blood in lesbian mothering;
- *queer step-parenting;
- *legal issues;
- *relations with institutions;
- *reconciling lesbian and mother identities;
- *bisexual mothering;
- *transgender mothering;
- *transforming mothering structures;
- *alternatives to the two-parent model;
- *the association of mothering with conventionality; and
- *gendering our children

We welcome submissions that take a variety of forms, including academic papers, poetry, prose and artwork. If you are interested in writing a book review, we have books in need of a review, or if you know of a recent publication that you think would be relevant, please contact us.

SUBMISSION GUIDELINES: Book reviews are to be no more than 2 pages (500 words), articles should be 15 pages (3750 words). All should be in WordPerfect 5.1 and IBM compatible. For more information, please write to us for our style guide.

SUBMISSIONS MUST BE RECEIVED BY SEPT. 1, 1999

**CONTRIBUTORS MUST BE A MEMBER OF ARM **

Mothers and Sons" Call for Papers

The guest editorial board is seeking submissions for the third journal of The Association for Research on Mothering (ARM) to be published in Spring/Summer, 2000. The journal will explore the subject of mothers and sons from a variety of perspectives. We welcome submissions from students, activists, scholars, policy makers, and artists who research in this area.

We accept submissions that take a variety of forms, including academic papers, poetry, prose and artwork. If you are interested in writing a book review, we have books in need of a review, or if you know of a recent publication that you think would be relevant, please contact Ruth Panofsky, our book review editor at rpgg@ican.net.

SUBMISSION GUIDELINES: Book reviews are to be no more than 2 pages (500 words), articles should be 15 pages (3750 words). All should be in MLA style, WordPerfect 5.1 and IBM compatible. For more information, please contact us.

SUBMISSIONS MUST BE RECEIVED BY JANUARY 1, 2000

**CONTRIBUTORS MUST BE A MEMBER OF ARM **

CALL FOR PAPERS ETHNOGRAPHY FOR THE TWENTY- FIRST CENTURY: ALTERNATIVES AND OPPORTUNITIES

Year 2000 Society for the Study of Symbolic Interaction Couch/Stone Symposium

Carolyn Ellis, Arthur Bochner, Donileen Loseke, and Spencer Cahill (all at University of South Florida in Tampa) announce the 2000 Couch/Stone

Symposium on Ethnography for the Twenty-First Century: Alternatives and Opportunities. The conference will be held January 27-30, 2000 at the Dolphin Beach Resort on St. Petersburg Beach in Florida.

Keynote speakers are Arthur Frank (author of *The Wounded Storyteller: Body, Illness, and Ethics*), Kenneth Gergen (Realities and Relationships: Soundings in Social Construction), and Mary Gergen (Impious Improvisations: Feminist Reconstructions in Psychology).

For the purposes of our conference, we define ethnography broadly to encompass a wide range of approaches and interdisciplinary perspectives. Our goal is to showcase interpretive ethnography that blurs the boundaries between social sciences and humanities, including: 1) Concrete forms of experimental ethnographic representation such as fiction, film, co-constructed narratives, short stories, conversation, film criticism, and Autobiography/autoethnography; 2) Methodological papers that focus on strategies for practicing reflexivity, narrative ethnography, ethnographic performance, technologies for producing ethnographies, ethical dimensions of ethnographic practices, social action research and program evaluation; and 3) Cultural and media studies and critical works that reconfigure ethnography as an embodied, morally engaged subject, ethnographers as storytellers, writing as a mode of inquiry, subjectivity in the research process, intertextual and polyvocal representation, and visual and performing arts.

Attendance will be limited to 200 participants. Completed papers, which will be given priority, or detailed abstracts are due by August 31, 1999. Send two copies of papers or abstracts to: arolyn Ellis, Department of Communication, University of South Florida, 4202 East Fowler Ave., CIS 1040, Tampa, FL 33620-7800.

Include address, phone number, e-mail address, fax numbers, and audio-visual

requests. We hope to respond to your submission by the middle of October. At that time, additional information about hotel and conference registration will be mailed to participants. Hotel costs will range around \$65-85 double room per night depending on beach view. Conference fees will be minimal (\$25 for students and \$70 for faculty) and will include receptions and continental breakfasts.

The conference is sponsored by Society for the Study of Symbolic Interaction, SSSI Couch Fund, SSSI Stone Fund, University of South Florida Institute for Interpretive Human Studies, USF Interdisciplinary Qualitative Inquiry Group, USF College of Arts and Sciences, USF College of Education, USF Departments of Communication, Sociology, and Interdisciplinary Social Science.

JOIN THE BEIJING +5 GLOBAL FORUM

HOW FAR HAVE WE COME IN
ACHIEVING EQUALITY FOR WOMEN?
TELL THE UNITED NATIONS YOUR
VIEWS AND EXPERIENCE!

In June 2000, the UN General Assembly in New York will meet to review whether governments, international organizations, non-governmental organizations, and the private sector have fulfilled the commitments made at the Fourth World Conference on Women in Beijing.

We need to hear from you! The UN's WomenWatch is organizing the BEIJING+5 GLOBAL FORUM, a series of Internet Working Groups to provide input into the UN review. Join government representatives, activists, academics, private sector representatives and many others to share your experiences and ideas for achieving women's equality!

Your input will directly feed into the General Assembly's assessment of progress and the recommendations that it makes for

further actions. You can make a crucial contribution to the UN's review!

The Working Groups will discuss:

- * Policies, legislation, strategies and partnerships that have been successful in furthering women's equality;
- * Case studies, best practices and other examples of successful government, business, and civil society efforts;
- * Obstacles that remain and how they can be overcome; and
- * What still needs to be done

A TRAVEL GRANT to attend the Special Session in New York will be awarded to the Working Group member who contributes the most striking example of an action or strategy that helped reverse a long-standing discriminatory practice.

JOIN THIS IMPORTANT GLOBAL FORUM! DON'T MISS THIS OPPORTUNITY TO HELP FORMULATE SUGGESTIONS AND DEMANDS FOR ACHIEVING EQUALITY FOR WOMEN!

HOW TO JOIN THE BEIJING+5 GLOBAL FORUM

Join as many of the Working Groups, described below, as you wish. Send this message to beijingplus5@edc.org and place an X in the brackets in front of the Working Group(s) you want to join (You can just type in the X like this: [X])

WORKING GROUPS:

End Violence Against Women - This ongoing discussion examines successful strategies for ending violence against women around the world. (began October 1998 - through January 2000)

End Women's Economic Inequality - Examines economic opportunities and obstacles women face and the broader issue of economic policy making. (6 September 1999 - 15 October 1999)

Strengthen Women's Role in

Environmental Protection - Discusses women's role in decision-making processes relating to environmental policies. (6 September 1999 - 15 October 1999)

Promote Women in Power and Decision Making - Focuses on women's leadership in national and local centers of power. (6 September 1999 - 15 October 1999)

Secure and Promote Women's Health - Discusses all aspects of women's health from a life cycle approach, including reproductive health and reproductive rights. (6 September 1999 - 15 October 1999)

End Women's Poverty - Examines strategies for addressing the needs of women in poverty. (11 October 1999 - 19 November 1999)

Women and Armed Conflict - Focuses on women in situations of armed conflict, and women's leadership role in resolving those conflicts. (11 October 1999 - 19 November 1999)

Achieve Educational Equality - Examines equal access at all levels of education and the removal of gender discrimination. (11 October 1999 - 19 November 1999)

Women and the Media - Addresses the role of women in traditional and electronic media, including the influence of women in content and development. (8 November 1999 - 17 December 1999)

Empower the Girl Child - Discusses ways to empower girls and to create an enabling environment. (8 November 1999 - 17 December 1999)

Claim Women's Human Rights - Discusses the political, social, economic and cultural rights of women, and the impact of international treaties on women. (8 November 1999 - 17 December 1999)

TELL OTHERS ABOUT THESE WORKING GROUPS!

Please forward this invitation to anyone

who might be interested. We wish to encourage participation from developing countries and CEE/CIS countries. Any suggestions for involving those without Internet access would be most appreciated.

TO JOIN! As described above, return this message to <beijingplus5@edc.org>. Put an X in brackets next to the Working Groups, listed above, that you wish to join. Approximately a week before your Working Group(s) begin, you will receive detailed information about the discussion.

FOR FURTHER INFORMATION

For further information about the Beijing +5 Global Forum, please contact:

Janice Brodman
EDC
jbroadman@edc.org

ABOUT WOMENWATCH

WomenWatch is the UN Internet gateway to global information about women's concerns, progress and equality. It was initiated by the UN Division for the Advancement of Women, the United Nations Development Fund for Women and the International Research and Training Institute for the Advancement of Women. WomenWatch is currently an interagency activity with active participation from many UN organizations.

WomenWatch is located on the Internet at www.un.org/womenwatch.

AGAIN: If you are interested, **DO NOT HIT REPLY**. That will post your request back to this list and it will not reach the intended party who can get you signed up. Send your request to <mailto:beijingplus5@edc-cit.org>. They will get you signed up for the lists you are interested in, which you can copy and paste into the body of your email.

CALL FOR PAPERS

for a Special Issue on Gender and Social Policy: Local to Global

FALL 2001 Guest Editors: Jean C. Robinson and Audrey Thomas McCluskey

Women's and men's lives are increasingly affected by national and international political and economic decisions. In this special issue of the NWSA Journal, we will explore the ways in which social policies are implicated in gendering lives. We invite contributions that explore the impact and interaction of social policies with gender locally, nationally, and globally. We are looking for submissions that explore the ways in which race, ethnicity, and gender are implicated in social policy. Although the primary focus of this special issue is on research that analyzes broad-based social policies that currently confront health, living conditions, economic development, mobility, and reproduction, we are also interested in research that connects past histories with present-day social dilemmas. We are particularly interested in submissions that are comparative or international in scope.

Suggested topics include:

- *International economic organizations and gender at local levels;
- *Provision of and access to health services;
- *Immigration policies, race and gender;
- *Migration and women;
- *Refugee policy and women;
- *Housing and gender;
- *Sustainable development and women's work;
- *Comparative national policies on abortion;
- *Family policies;
- *Reproductive technologies and the redefinition of parenthood;
- *Welfare and women;
- *FGM and international policy;
- *Feminist policy-making and women's policy agencies;
- *Incarceration and women;
- *Rape in war;
- *Traffic in women;
- *HIV policy and gender; and
- *Women's NGOs

Send three double-spaced copies of your manuscript (20-30 pages), with

parenthetical notes and a complete references page formatted according to the Chicago Manual of Style to:

The Editors/ Jean C. Robinson, Audrey Thomas McCluskey

Office for Womens' Affairs, Indiana University

Memorial Hall East 123, Bloomington IN 47405

Ph: 812-855-3849 / FAX: 812-855-4869

Submission deadline: Jan 31, 2000

CALL FOR PAPERS

CANADIAN WOMAN STUDIES call for papers on National Identity and Gender Politics Spring 2000 (Vol. 20, No. 1).

DEADLINE: NOVEMBER 30TH, 1999.

Articles (not to exceed 3000 words) should be accompanied by a 50 word abstract and a brief biographical note. Possible topics include variations on Women, Nation, and Imagination; Sexing the Nation; Gender, Race and the Politics of Immigration and Multiculturalism; Women and Nationalisms-Social Welfare, State Policy and Canadian Identity, The Nation and First Nations; and Organizing Beyond National Boundaries.

Write or call ASAP indicating your intention to submit work and for more information to: Canadian Woman Studies

212 Founders

York University

4700 Keele St.

North York, ON M3J 1P3,

Telephone 416-736-5356,

Fax 416-736-5765,

E-mail: cwsf@yorku.ca

Leaf Sponsored Conference TRANSFORMING WOMEN'S FUTURE: EQUALITY RIGHTS IN THE NEW CENTURY.

November 4-7, 1999

Hyatt Regency Hotel,

Vancouver, BC

Registration after Sept. 30, 1999 \$400.00.

Speakers include Pregs Govender, South African Member of Parliament and The Honourable Anne McLellan, Minister of Justice.

For information call Pacific Conference Group Inc. at 604-683-7752

or write Pacific Conference Group Inc.

#200, 110 Cambie Street

Vancouver, BC V6B 2M8.

INTERNATIONAL FORUM ZOOM on WOMEN AND NON-TRADITIONAL OCCUPATIONS

November 11-13, 1999

Montreal Conference Centre and
Renaissance Hotel du Parc,
Montreal, Quebec.

Register before October 15, 1999.

For information contact :

Coordination A la condition feminine,

Ministere de l'Education,

1035, rue DeLa Chevrotiere, 26e etage,

Quebec, Quebec G1R 5A5,

Telephone:418-646-0983;

Fax: 418-646-7592;

E-mail:

condition.feminine@meq.gouv.qc.ca;

Web site:www.meq.gouv.qc.ca/cond-fem

STATUS OF WOMEN CANADA

Announces a competition for proposals

on 1. Young Women at Risk and

2. Where have all the women gone?

Shifts in Policy Discourses.

Calls for proposals are posted on the web site: hggp://www.swc-cfc.gc.ca

Proposals must be received no later than

5:00 (e.s.t), Friday, December 3, 1999 and

faxed copies will be accepted until

Wednesday, December 1, 1999 only. For

more information contact Status of Women

Canada at 613-995-3995.

Proposals must be addressed to:

Research Directorate

Status of Women Canada

5th Floor, 350 Albert Street

Ottawa, ON K1A 1C3

fax: 613-957-3359

POSITIONS AVAILABLE

THE UNIVERSITY OF BRITISH COLUMBIA FACULTY OF EDUCATION DEPARTMENT OF EDUCATIONAL AND COUNSELLING PSYCHOLOGY, AND SPECIAL EDUCATION

The Department of Educational and Counselling Psychology and Special Education at the University of British Columbia invites applications for three tenure track positions at the Assistant Professor level. Applicants who have expertise and experience in one or more of the following areas are encouraged to apply.- Special Education - Behaviour, School/Family Counselling (eligibility for registration as a Psychologist in BC is required); or Measurement/Quantitative Methods. It would be desirable if applicants had additional expertise in one or more of the following areas (as a complement to the position applied for): Counselling Psychology; Human Learning, Development, and Instruction; Measurement, Evaluation, and Research Methodology; School Psychology; and Special Education.

The Department offers programs leading to the Ph.D., M.A. and M.Ed. degrees and postgraduate Diplomas. The Department also offers required and elective studies in the B.Ed. program. Thirty-five tenure faculty and approximately 400 graduate students are actively engaged in scholarly studies relating to the areas listed above.

Candidates should have a doctoral degree, a well-defined research program, and a

record of research and publication. Successful candidates will be required to teach undergraduate and graduate courses, supervise graduate students, and pursue scholarly activities. Salary will be commensurate with qualifications and experience.

The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Appointments will be effective July 1, 2000 subject to final budgetary approval.

The closing date for applications is December 1, 1999.

A letter of application, a curriculum vitae, the names and addresses (postal and email), and phone/fax numbers of three referees, a statement of research interests, and one or more published papers should be directed to:

Dr. Perry Leslie Head,
Department of Educational and Counselling
Psychology, and Special Education,
Faculty of Education,
2125 Main Mall,
The University of British Columbia,
Vancouver, B.C. V6T 1Z4

RESOURCES AVAILABLE

From time to time, the CPA office sends to the SWAP Coordinator information that comes to the main office from the government and other sources. Depending on the content these items are kept by either the Coordinator or passed onto the Chair of the Status of Women Committee. Sometimes they are given to a member of SWAP to review and comment on. As a regular part of the Newsletter, these items are listed along with a brief description of each. All items for this Newsletter are in the Coordinator's office. If you wish to receive an item, please let her know.

Items Received:

GUIDE TO FEDERAL GOVERNMENT PROGRAMS AND SERVICES FOR WOMEN has recently been released by the Secretary of State. Individuals and groups wishing a copy can contact:

Status of Women Canada
5th Floor, 350 Albert Street
Ottawa, ON K1A 1C3
Telephone: 613-995-7835
Fax: 613-957-3359
E-mail: vilas@swc-cfc.gc.ca

Guide can be downloaded from www.swc-cfc.gc.ca/

SWAP WELCOMES YOUR INPUT

THE NEXT NEWSLETTER WILL BE PRINTED IN JANUARY 2000. THE DEADLINE FOR SUBMISSIONS FOR THE NEXT NEWSLETTER IS JANUARY 1, 2000. PLEASE SEND ANY ITEMS TO THE EDITOR.