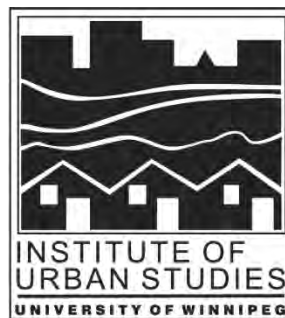


Women's Concerns About the Quality of Life in Winnipeg

**By Mary J. Croteau & Wendy Zink
1975**

The Institute of Urban Studies





THE UNIVERSITY OF
WINNIPEG

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WOMEN'S CONCERNS ABOUT THE QUALITY OF LIFE IN WINNIPEG

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THE UNIVERSITY OF WINNIPEG

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INSTITUTE OF URBAN STUDIES

DIRECTOR - DR. LLOYD AXWORTHY

TELEPHONE 786-7811 - AFTER HOURS 775-6802

July 9, 1976

Dear

The Institute of Urban Studies is preparing a research proposal entitled "Policy and Planning Implications of the Changing Character of Female Headed Households in the City." I have attached a copy of a recent Staff Memo that briefly outlines the intent of the project.

We are in the process of applying for financial assistance from various local funding bodies. We would be most grateful if you would indicate your interest in such a proposal in letter form. We feel this project is worthwhile, and hope that we can count on your support.

Yours truly,

Mary J. Croteau
Research Assistant

MJC/jb

WOMEN'S CONCERNS ABOUT THE QUALITY OF LIFE IN WINNIPEG

Mary J. Croteau
Wendy Zink

The Institute of Urban Studies
The University of Winnipeg

May, 1975

INTRODUCTION

In recognition of 1975 as International Women's Year, the Ministry of State for Urban Affairs has commissioned a study entitled "Women's Concerns About the Quality of Life in Canadian Cities." The objectives of the project are:

- 1) To identify the major problems and concerns that Canadian women have about the quality of urban life;
- 2) to describe the current activities of women's organizations in Canada that are directed toward ameliorating or solving these problems;
- 3) to identify the various agencies (private businesses, governments at all levels, and others) that deal with these areas of concern for the purpose of examining women's participation in decision-making; and
- 4) to formulate recommendations for better incorporating women's views in the various organizations and agencies concerned with the quality of life in urban areas.

This report embodies the Winnipeg findings of the study.

LITERATURE REVIEW

Current studies on the "quality of urban life" generally employ two methods of analysis. The first is an objective, quantitative technique involving the use of "social indicators":

Just as a company or corporation might use economic indicators such as cost and profit to indicate the state of the organization, social indicators may be used as an index of the state of society. ¹

One such study used indicators such as percent labour force unemployed, infant deaths per thousand live births, and robberies per hundred thousand population to measure "quality" categories such as unemployment, health and public order.²

Another measured satisfactions in an urban neighbourhood by questioning residents about neighbourhood qualities classified as "biophysical", "psycho-social" and "technical".³ This technique is widely used by researchers and theoreticians in an attempt to "...judge the relative presence or absence of the 'good life'".⁴

In his critique of past studies using social indicators, Palys poses a question that leads to the second area of research

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1. T. S. Palys, Social Indicators of Quality of Life in Canada: A Practical/Theoretical Report, Research Report, Manitoba Department of Urban Affairs, 1973, p. 5.
 2. Michael J. Flax, A Study of Comparative Urban Indicators: Conditions in 18 Large Metropolitan Areas, Washington, D.C.: The Urban Institute, 1206-4, April 1972, p. 9.
 3. Grace Parisuik, "Satisfactions in an Urban Neighbourhood", paper submitted to I.U.S., University of Winnipeg, April, 1970.
 4. Social Indicators, p. 5.

on the "quality of urban life". He asks, "On the basis of whose values is quality to be judged?"⁵ That is, what quality categories should be used to measure "the good life"? As Norbert Prefontaine points out, "Reality is in the eyes of the beholder. We must realize that the analyst is not the only one who lives in reality - so does the person whose quality we wish to quantify."⁶

A survey of the literature reveals that such issues are still only being discussed. However, some work has been done using a much more qualitative, subjective enquiry into what elements contribute to an individual's "quality of life". Two Manitoba examples are, Resident Perceptions of Quality of Life in Resource Frontier Communities,⁷ and "A Comparative Behavioral Study of Row Housing."⁸ In addition the O.E.C.D. has prepared a report entitled, List of Social Concerns Common to Most O.E.C.D. Countries.⁹

As noted in the request for proposal from the Ministry of State for Urban Affairs, "Current studies on quality of urban

5. Ibid., p. 7.

6. Norbert Prefontaine, National Department of Health and Welfare quoted in Social Indicators, p. 115. His remarks were made at the recent Ottawa Symposium on Social Indicators in an Urban Context, July 12, 1973.

7. J. S. Matthiasson, Resident Perception of Quality of Life in Resource Frontier Communities, University of Manitoba, Centre for Settlement Studies, 1970.

8. Nancy O'Brien, "A Comparative Behavioral Study of Row Housing", unpublished paper, I.U.S., University of Winnipeg.

9. Organization for Economic Cooperation and Development, A List of Social Concerns Common to O.E.C.D. Countries, published in Paris, France by the O.E.C.D. Manpower and Social Affairs Directorate, June 1973.

life rarely make specific mention of women's concerns." Our search through three bibliographies on women and recent indexes of books, periodicals and abstracts confirm this hypothesis.¹⁰ Therefore, we have attempted to combine these two "gaps" in the literature into a qualitative, subjective analysis of "women's concerns about the quality of life in Winnipeg."

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10. California State College, The Deadlier of the Species - A Bibliography on Women, 1973.
 Canada, Royal Committee on the Status of Women, A Bibliography, 1971.
 Regina Provincial Library, Women: A Selected Bibliography, 1971.
Sociological Abstracts, 1971-1975.
Readers Guide to Periodical Literature, 1971-1975.
Canadian Periodical Index, 1971-1975.
Book Review Digest, 1971-1975.

METHODOLOGY

It was necessary to make several assumptions before constructing the research design for the project. These were:

1. that women are concerned about the quality of life in Winnipeg and want to articulate their concerns;
2. that their concerns will be subjective ones based on their socio-economic status, lifestage, and style.
3. that there are women's groups in Winnipeg that are concerned with the quality of life in the urban environment and direct their activities towards improving it;
4. that agencies can be identified which deal with the quality of life issues which are of concern to Winnipeg women;
5. that women's participation in decision-making can be examined; and
6. that recommendations for better incorporating women's views into the decision-making system can and will be made by the women and women's groups that will be interviewed.

Based on a combination of the objectives and assumptions, we decided to conduct an exploratory study, primarily designed to identify the urban quality of life issues of concern to women and women's groups in Winnipeg.

The first step was to determine the sample size. Because

of time limitations and a small working staff, we restricted initial contacts to twenty-five groups and thirty personalities. (See Appendix A.)

Our biggest concern in choosing the groups and personalities was to make them representative of Winnipeg women as a whole. This was a difficult task because we felt that the majority of women did not belong to any women's organizations and could not be considered "opinion leaders". We wanted to avoid, as much as possible, any middle class or activist bias in our selection. This was easier to achieve in our choice of groups than of opinion leaders, because female opinion leaders in Winnipeg are generally middle class and activist. However, we did try to choose our respondents from a variety of socio-economic groupings, i.e., working and non-working, professional and non-professional, political persuasion, cultural and ethnic background. We feel that the lists of groups and organizations in Appendix A reflect this concern.

Many of the groups were selected from the Manual of Social Services which lists all service agencies in Manitoba. Others were chosen from a mailing list by women's organizations provided by the M.S.U.A. The individual personalities were selected on the basis of a personal recognition factor by the authors. That is, personalities that the authors in their own minds deemed as opinion leaders - women in the public eye; women outstanding in their chosen fields; women who, in the ordinary course of their work, have special dealings with

women and women's problems. The remainder were suggested by various staff members of the Institute of Urban Studies.

After the selection of the organizations and personalities, a letter was drafted and copies were sent to each name on the list. (See Appendix B.) The letter explained the nature of the project, outlined the objectives and asked if a meeting could be arranged with the details to be finalized by telephone. Our initial deadline for completion of interviews was to have been March 14, 1975; however this was extended to March 21 to accommodate those women and women's groups which could not meet earlier.

Of the initial contact list of twenty-five women's organizations thirteen were interviewed. The remaining twelve were not interviewed for several reasons:

1. one group wanted to participate but could not because of illness;
2. three groups could not find an appropriate time for an interview within the three week period;
3. two groups were ruled out after the telephone contact;
4. four groups expressed no interest in the project; and,
5. two groups could not be contacted at all.

Of the thirty personalities contacted, we succeeded in arranging interviews with twenty-four; the remaining six were unavailable for interviews for reasons similar to those listed above, and

two alternate women were substituted.

The purpose of the interview was to discover what things directly affected Winnipeg women's lives. In order to accomplish this, we decided not to use a structured interview, that is, a rigid close-ended interview; rather we used a more flexible, open-ended method. Preferring to "rap" openly with the interviewee, we attempted to create an easy, relaxed atmosphere where a genuine rapport could grow. Once an idea was proposed by the respondent which expressed her genuine concern, there was a further probing to extract a more detailed conceptualization of the issue. Obviously with such a method the only way to retain the information was by using a taperecorder. The respondents were aware of the taperecorder, but because it was kept subtly out of the direct line of vision it did not significantly detract from the flow of ideas. Answers were not prompted unless conversation was strained. We wanted to obtain their subjective opinions and felt that this was the best method.

In order to determine which issues are of greatest concern to Winnipeg women, we transcribed each taped interview and collated the data. The issues are as follows: housing, community recreation, child care, the problems of women alone, education and employment, physical design of the city, and women's participation. With the assistance of Dr. Axworthy, we listed the agencies that dealt with these areas of concern in

order to examine women's participation in decision-making. We then contacted each agency by telephone and set up a personal appointment.* We questioned them on the role of women in their own organization and whether or not women's groups played a role in their decision-making process. By relating to them some of the concerns that women had expressed about the issue the agency dealt with, we hoped to assess what their political or administrative response to such concerns might be. Finally, we asked them for recommendations as to what women should do to get action on these issues.

The only problem that we encountered in connection with objective 3 was that certain issues or certain aspects of issues did not relate to decision-making agencies per se. For example, the concern that women needed to develop self-confidence and leadership skills does not fall under the jurisdiction of any particular public or private agency. The Y.W.C.A. and various women's organizations may have this as their objective but we did not feel they could be considered "decision-making" agencies. Instead, we included their recommendations on how they would deal with such concerns in the "Recommendations" section under "Discussion of the Data."

* Frank Muldoon, Chairman of the Manitoba Government Law Reform Commission was interviewed by telephone. Mary Eadie, W.I.N.E., Roxy Freedman, Evelyn Reece, were questioned on both objectives 1 and 4 during their interviews to avoid duplication.

Finally, the recommendations relating to each issue are a combination of suggestions made by women's groups, opinion leaders, and decision-makers. Briefs and working papers prepared by these groups were also used to prepare this section.

DISCUSSION OF THE DATA/RECOMMENDATIONS

Our interpretation of the data has revealed two findings which are an important preface to this section of the report. The first is that many women had difficulty in differentiating "women's" concerns from "human" concerns. While they were concerned about issues such as housing, child care and the physical design of the city, many felt that men might also be concerned about such things. However, a minority of the women we talked to felt that women had very different perspectives on certain issues. For example, Ann Ross of Mount Carmel Clinic felt that because women usually assumed the function of feeding the family, they would naturally be more concerned about the problems of nutrition. The consensus among those interviewed who felt that women had very different concerns and perspectives on issues was that women are still not conscious enough of their own feelings and needs. This may explain why the majority of those interviewed had difficulty in directing their responses to "women's" concerns.

The second finding of importance to this discussion is that those interviewed also had difficulty directing their responses to urban issues. "Urban issues" such as transportation, the natural environment of the city, etc., seemed either to fall into the category of "human" concerns or non-issues. Once again, while expressing concern about child care facilities, transportation, etc., those interviewed were not sure that rural

women might also share their concern. This relative lack of concern about urban issues may result from a general lack of consciousness about urban issues on the part of the public at large, or may mean that Winnipeg women are relatively satisfied with their urban environment.

As little work has been done comparing rural/urban attitudes and concerns and more done comparing male/female quality of life perceptions, another study would be required to substantiate these findings. However, for the purposes of this study we considered that any concerns expressed were legitimate ones, in terms of the project because they were articulated by women who live in an urban area.

Of approximately 25 concerns that were brought to our attention during the course of the study, we have chosen eight which represent the major quality of life concerns of Winnipeg women.* They are:

- a) housing;
- b) community recreation;
- c) child care facilities;
- d) problems of "women alone";
- e) education and employment;
- f) physical design of the city;
- g) women's participation.

In order to present the data in the most rational manner, we

*See Appendix C for a list of other concerns.

will discuss each issue under headings comparable to Objectives One to Four of the project as outlined in the Introduction. These headings are entitled:

1. Problem or concern;
2. Directed activities;
3. Women's participation; and,
4. Recommendations.

A. Housing

1. The Problem

Winnipeg women expressed four major concerns about housing in Winnipeg. The first was the real lack of housing for the poor and lower middle income person in Winnipeg. As Frances Russell put it, "There is a tremendous amount of emphasis placed on the development of single family homes in the suburbs, but there is no thought given at all, really, to any low income housing, except for what the Province has done. I think this is a serious problem." Ms. Russell felt that situation persists largely because of the make up of our City Council in which the suburban votes outnumber the inner city. In addition she felt the majority party on Council, the I.C.E.C., was dominated by people connected with the construction industry. It was to their advantage to encourage this type of development as opposed to a rehabilitation of older homes for low income people.

The second concern was for the housing conditions in the core area. "There seems to be a sort of general blight over housing in the whole downtown area and virtually no one is concerned about it." Nan Murphy was concerned about the "...environment in the core area. The housing is not adequate. Much needs to be done in the way of making a better life for a large number of people living there. And I don't mean handouts. I mean real opportunities for them to improve their own situation." Ann Ross pointed to the detrimental affect that poor housing has

on entire families. "We had ten families relocated in lovely renovated houses right behind the Clinic. You wouldn't believe the difference it's made in these women, to these children. Quality of life - the house you live in!" She also pointed out that housewives are most affected by poor housing because they're in it twenty-four hours a day. Frances Russell pointed out another element that has been introduced to the problem of housing in the central core. That is "...the large number of Indian people who have moved into Winnipeg and who are really being discriminated against. They've got the very worst of the housing - the worst imaginable."

A third concern was with the type of public housing being built by government. Many felt that there should be much more emphasis on the rehabilitative aspect and on mixed public developments that didn't ghettoize low-income people and the elderly. "In Europe they don't ghettoize. They support a non-profit developer to build an area. They're mixed; some might buy while others get a subsidy from the City." Others felt there was still a strong stigma attached to public housing, and that it was not designed to meet the needs of its occupants. Paulette Murphy pointed to poorly constructed high density developments with inadequate recreation space for families and their children.

The fourth concern was with the "sterile suburbs". Mary Eadie was concerned with the sterile houses in the suburbs and the nice houses but the poorly planned surroundings. She felt

we are not concerned enough with aesthetics; "The architecture is poor, it may be functional but it is not beautiful." She cited our emphasis on private open space as part of the reason for this "sterility". Bruce MacLeod of Castlewood Homes agreed that some suburbs tended to be "sterile" because builders had a very limited range of choice in design. This is due in part to outdated city requirements re: set back, roadways, etc. He also said it was easier to get a subdivision plan approved if it was straight-forward and recognizable because of the red tape one had to go through at City Hall.

2. Directed Activities

Very few of the organizations or individuals we interviewed directed their activities toward this problem. The list is as follows:

1) The Winnipeg Council of Self-Help groups have presented briefs, etc., to government and act as a resource, referral and information centre on a number of problems, including housing. Their member groups include the "Winnipeg Tenants' Association."

2) Mary Eadie is involved in planning a Provincial Government housing project for sole support mothers in Brandon. She also lives in and is a member of the Willow Park Co-op Housing Development in West Winnipeg.

3) Mount Carmel Clinic has purchased and renovated ten homes for low-income families with the help of Manitoba Housing and Renewal Corporation (M.H.R.C.).

4) Native Women's Association attempts to provide social service information, including housing counselling, to Native women.

5) Evelyn Shapiro is Chairperson of Winnipeg's Civic Reform Coalition (C.R.C.), which ran candidates in the last municipal election. This group is very interested in housing problems in general and has prepared briefs, policy statements, etc., on the topic.

6) Y.W.C.A. provides CRISIS housing for women on a short term basis.

7) Age and Opportunity Centre is very concerned with the housing problems of the elderly.

3. Women's Participation

In order to determine the level of women's participation in decision-making on this issue, we talked with Bruce MacLeod, President of HUDAM; Raymond DuBois, research analyst with MHRC; and Roslyn Forbes, chief environmental planner; Evelyn Reece and June Westbury, city councillors. We learned that women participate very little in decisions made on housing in Winnipeg, both in the public and the private sector. Roslyn Forbes and Raymond DuBois told us that few women are involved in the public bureaucracy that deals with housing issues. Only three are employed full-time in Winnipeg's Environmental Planning Department. M. DuBois was unsure of the exact number of women in his department, but stated it was a relative few. Neither M. DuBois nor

Mrs. Forbes could remember receiving any special comments from women or women's groups on these issues.

They both seemed in sympathy with the concerns women had expressed on the housing issue. However, M. DuBois felt that there was little they could do to rehabilitate older homes in a time when government is concerned with housing starts. He told us that MHRC is trying to get more into mixed developments that don't create ghettos, but said that so far, high rise and row housing were the most economical alternatives.

June Westbury and Evelyn Reece both felt that women did not take an active enough role in the political process regardless of what issue it focused on. Mrs. Reece was particularly outspoken on this issue. Both did feel that a number of citizen pressure groups were organized primarily by women, as many were at home and were affected most by neighbourhood issues. However, they noted that when it came time to take a public stand on an issue or present a brief on a subject, men assumed the leadership role. Both Mrs. Reece and Mrs. Westbury were concerned about the housing issue. In particular, Mrs. Westbury was most concerned about the Inner City situation and has recently resigned from the ICEC because of their lack of action on Inner City problems in general.

On the private side, Bruce MacLeod noted that there is only one woman in a decision-making role in the entire Manitoba

construction industry. He feels this may soon change because more women are entering professions such as planning, engineering, and architecture. Some women are involved in the interior decorating aspect of the industry, he said, but they have very little decision-making power. Mr. MacLeod told us that HUDAM is very aware of the problems of housing availability and inner-city conditions. In a recent HUDAM Conference, a report entitled, "A New Approach to Engineering and Planning for Land Developments" was introduced. The report stated that "it is important to look beyond the stereo-typed and monotonous designs that have resulted from the existing approach and to update and improve present methods and to develop new ones that will satisfy the requirements of modern living with realistic financial limits."

It seems then, that women play a very minor role in decision-making on this issue.

4. Recommendations

a) That tenants should be more involved in the design of public housing so that it would be more suited to their needs. Such an experiment is already being carried out by Eric Barker, an architect with Manitoba Housing and Renewal Corporation.

b) That some public housing be dispersed into private housing developments, through a subsidy program, in order to destroy the stigma attached to public housing.

c) That more use be made of the Federal Government's non-

profit housing program in order to make cheaper accommodation available to low-middle income people. The Institute of Urban Studies has been instrumental in helping a number of groups to get funding under this program.

d) That a widespread rehabilitation and renovation program be undertaken in the core area of Winnipeg. This is already being done on a limited scale in very deteriorated N.I.P. areas of the city under the R.R.A.P. program. Renovations could also be carried out by a housing repair company such as Winnipeg Home Improvement Program (W.H.I.P.). This company functions as a training centre for "unemployables" and requires that the home owner only pay the cost of repair materials.

e) That a Native organization be funded to carry out a program of orienting Native people to the city, especially in areas of housing and that organizations similar to the "Kinew" Native non-profit housing corporation receive more funding to purchase or rent homes for Native people.

f) That a review of engineering and planning practices be undertaken in order to determine which of these practices could be eliminated or changed in an effort to reduce housing costs and produce more diversified developments. This review would be similar to the one carried out by Paul Sheil Associates for HUDAM.

B. Community Recreation

1. The Problem

Winnipeg women are very concerned about community recreation. Their first concern is for the preservation of green belts or green areas in the City, especially in the downtown area where they are most lacking. Giselle Systyn noted "nature is an integral part of man's environment and there is a distinct lack of it in urban areas". Another woman said "I like to see things that are aesthetically pleasing - it enhances the quality of life. A first step is to preserve riverbanks and disperse parks throughout the city". Lesley Hughes felt that because her children had grown up in an urban setting they weren't learning to appreciate nature. She told us that she had found her two children outside in the background kicking one of their big trees. She couldn't believe it and rushed out and told them... "that tree's alive you know, just like you and I, you shouldn't be kicking it!" Others were concerned that there be enough parks to accommodate people that live in high rises or apartment blocks. "They should be big open areas with trees where they can get some shade in summer, and where they could walk or bicycle through paths."

Another group of women were concerned that recreation was too sports oriented. They felt that there was little to do in our community centres and schools but to participate in organized sports. "We do a whole lot for a little group but very little for the rest. Most of the money is poured into pushing someone to be a great hockey or football player."

Meanwhile the rest of the kids don't get a chance. Everything is catered to the exceptional." Women also were concerned that there were very few recreational opportunities for adults or for teenagers over the age of 13. Many mothers who were at home with small children felt there were very few places for them to take their children or go as a family unit. Members of the Manitoba Women's Institute felt that the lack of facilities for teenagers 12 and over encouraged them to "hang out on the streets" and get into trouble. Women from Y Neighbours cited the example of teenagers in their area hanging out at small local shopping centers. They felt school, churches and community centres should program activities that would interest this age group.

Members of the Manitoba Women's Institute also felt that opportunities for cultural recreation were restricted to a very few in Winnipeg. "I don't go anywhere because I can't afford to. Where can I go that doesn't cost money? A show's too expensive. It's cheaper for me to go sit in a pub with a 25¢ draught. The expense of the concert hall is totally out of reach - that's for the wealthier class. Anybody on a minimum wage can't possibly go to the Theatre Centre, Symphony or the Ballet. Then our children don't get the same education."

Joyce Solonecki was also concerned that women take a more active role in decision-making in community centres. "It's time for the women's auxiliary to disband. They have no representative on the executive's of community centres and therefore no decision-making power. Women's auxiliaries are the ones who collect all the monies and they they have no voice in how it's spent."

She felt that if women wanted community centres to be more responsive to their needs they would have to get elected to community club executives, which have been completely male dominated until very recently.

2. Directed Activities

Once again, very few women's organizations direct their activities toward this issue. They are as follows:

1) Y.W.C.A. - particularly the Women's Centre offers all sorts of activities for women in the home, at work, single women etc. The Y itself also offers a number of sports activities for women.

2) Joyce Solonecki of the Fort Rouge Information and Resource Centre is most interested in recreation problems in the inner-city.

3) Marie Fournier, Executive Director of the Centre-Cultural Franco-Manitobain.

3. Women's Participation

In order to evaluate women's participation in decisions made on recreation, we contacted Elsie Hopkins, Director of Social and Cultural Affairs for the Inner City Parks Department. She repeated what Joyce Solonecki told us about women's auxiliaries. She told us it was not right that they were left out of the decision-making, because in her experience, it was mostly women who tried to develop new programs and got the ball-rolling on new activities. So, at the grassroots level, women are most involved in planning for recreation. She said that the idea still prevailed that community centres were "sports centres",

but that this was changing. Mrs. Hopkins stated that her department was trying to develop more programs for women but they needed ideas and support from the community. She said the main problem had always been lack of space but that the schools were opening their doors a lot more than they had been.

As far as recreation for teenagers, Mrs. Hopkins noted that they were the most difficult age group to plan for. She hoped that the "user's committee's" that they had established would be of some help in this area. Mrs. Hopkins felt their biggest problem in programming was to find out what people wanted. She said they had even tried a survey of a community area to determine its recreation needs. People indicated that they were interested in certain programs so they were offered and no one turned up. She felt that full time community relations personnel might help in this area, but that this would require a lot more funding.

Mrs. Hopkins told us that there were very few women in top positions in her department. She felt this was because few had applied as they did not have the background or were not willing to "work their way up" as everyone had to. Mrs. Hopkins has a physical education background and noted that there were not that many women in her Faculty.

It seems that Parks and Recreation is aware of these concerns and trying to do something about them. Their major problems are space, lack of funding and community support.

4. Recommendations

- a) That women give up women's auxiliaries and try for positions on mixed school boards, city council or community centre executives where they can have some influence over decisions made on recreations.
- b) That civic priorities be shifted to provide more green areas, parks and riverbank preservation.
- c) That more money be allocated to provide for community relations personnel for the parks departments.
- d) That parks departments provide more time for family and adult recreation.
- e) That better use be made of existing facilities such as schools, empty lots etc. in order to avoid extensive capital expenditures.
- f) That the City of Winnipeg explore ways of opening cultural activities such as symphony, ballet etc. to lower-income groups.
- g) That groups such as the Y Neighbours or Take-a-Break be organized in order to provide women, especially those at home with children, with a recreational and educational outlet.

C. Child Care Facilities

1. The Problem

Almost all the women we interviewed spoke out on this issue. They raised a number of concerns about the child care facilities presently available in Winnipeg. First of all they made the case for more and better child care facilities:

1) It would enrich and enhance opportunities for a small child and for his/her mother.

2) Day care is the crux of the whole women's movement, for only when women are able to choose to stay at home or work, are they liberated.

3) It makes economic sense. As June Menzies said, "Most women work because they have to. Either because they are a sole support parent or because they have to supplement the family income."

The concerns most women had about child care centred on the Manitoba Government's new day care legislation brought in last spring. Very briefly, the legislation provides for a subsidy of \$5.00 a day per child on a sliding scale, based on need. Most centres entered the program but a few remained privately owned. The major concern about the present day care program was that it did not provide for lunch and after school programs, essential to single-parent families or families in which both parents work. Ann Ross is concerned with "...the many 'latch-key' children of 8 and 9 who wear a key around

their necks. They come home and they're all alone or wander the streets until Mom or Dad comes home." She was also concerned that centres opened too late for people who started work before 8 AM. Others were concerned about sole support parents or families where both parents were required to work shifts. They mentioned the difficulty of finding someone to come into your own home to care for your family and noted that the cost is sometimes prohibitive.

A member of WINE mentioned that she had a problem because she required infant care for her daughter and could not afford a babysitter. Roxy Friedman, Director of the government day care program, said that money was provided for infant care under the program but no one had taken advantage of it because it involved such high risk. However, Laura Mills of the Manitoba Child Care Association felt that \$5.00 a day was not enough to pay for the greater number of staff required for an infant care program.

Many were concerned that day care centres not simply become holding places for children. They should provide educational and recreational opportunities for young children. Others objected to such centres being located in church basements. They felt there was a need for separate facilities, specially designed for use by children. Standards of care should also be introduced, they felt. Another complaint was that the

"sliding scale" of subsidy discriminated against middle income people. The scale was progressive, but only up to a certain point; i.e., someone who had an income of \$8,000 may end up paying the same fee as someone with an income of \$20,000.

Transportation of children to and from day care centres was also a big concern. Parents often ended up having to take children on the bus very early in the morning for quite a distance. Often they had to be dropped off at different places if one was pre-school and one had just started grade school. The majority of women felt child care centres should be community based to avoid this "travelling" and to allow mothers to have a place to drop their child for a day while they shopped.

2. Directed Activities

The main groups that direct their activities towards the day care issue are:

1) The Manitoba Child Care Association (MCCA). While not a "women's group" per se, the organization is almost solely composed of women, as women still dominate the day care field. The organization holds seminars on day care, has present briefs to government and stormed the Legislature last July to protest the government's plans.

2) West End Co-op Nursery School is another Winnipeg group very interested in day care. They operate co-op nursery in which parents help teach with a full-time teacher, or contribute other

basic services to the school.

3) Roxy Friedman is Director of the government sponsored child day care program.

3. Women's Participation

Day care is one issue in which women participate on quite a large scale. Ms. Friedman is in charge of the government program and most of her staff are women. However, the real decision makers in Health and Social Development are men. One of the biggest complaints of the MCCA is that the program was not presented in the form of a working paper that the public could comment on. It was handed down point blank and left a great deal of confusion in the minds of the day care people. Thus, it seems that little participation by men or women was encouraged. Neither has the government been particularly responsive. In a news report of March 3, 1975, Laura Mills was quoted as saying, "Although these problems and others have been brought to the attention of the Provincial Day Care Office by the association, it is felt now that the situation is serious enough to warrant direct communication with Mr. Desjardins, the Minister of Health and Social Development."

On the political side of things, the Manitoba Legislature presently has not a single female representative. Few men have seen fit to throw their support behind the day care cause. Thus few women are participating where the real decisions are made.

4. Recommendations

- a) That the Provincial Government expand the present lunch and after school grant to include other existing programs.
- b) That provincial funding be extended so that these programs can offer on a year round basis and offer early morning care.
- c) That a formula based on disposable income and a truly progressive scale be used for determining eligibility for subsidized day care.
- d) That standards be developed re: worker/child ratios, educational programs and level of care in order to provide the best day care for our children.
- e) That empty school rooms resulting from decreased enrollments be used for child care where possible.
- f) That more Co-op centres such as the West End Co-op Nursery be encouraged as a way of cutting costs and helping the parents to become aware of the learning process and how to encourage that process at home.
- g) That centres offer both lunch and after school, half-day and full day care so that parents do not have to travel from one centre to another.
- h) That these centres be community based.
- i) That mothers who wish to stay home with their family be paid to do so until such time as they are eligible to attend a child care centre.

D. Women Alone

1. The Problem

Many women expressed concern about the problems of women alone, particularly the sole support mother. As a client of WINE put it, "A single women faces poverty and isolation." This fact of "poverty" is borne out by statistics showing that the median income of a single woman in Canada is \$4,036., while a single man's income is \$10,546. In 1972, 9.44% of the family groups in Canada were single parent; 78% of these families were headed by a woman, and 45.5% of these families fell below the poverty line.* This percentage has steadily risen since 1967. Women In New Employment (WINE) largely deals with "women alone", women who have been separated, divorced, widowed, and who are unprepared for their return to the labour force. One WINE representative said that the real problem is retraining so that women that must return to the labour force do not get locked into typically low paying jobs. "Little funding is available from Manpower for retraining and many women are refused because they are 'too old' (although this is not the stated Manpower policy)."

*Income distribution by Size in Canada 1972, Statistics Canada, Catalogue 13-207, Annual (August, 1974). For 1972 the poverty level was established as follows:

- one person unit - \$1,500.
- two person unit - \$2,500.
- three person unit - \$3,000.
- four person unit - \$3,500.
- five person unit - \$4,000.

Women alone also face discrimination in housing, said Olga Fuga and Paulette Murphy. "If you're a woman alone with children they don't want you because you won't be able to properly care for children - keep them from running around loose. If you're a woman without a family, they don't want you because they suspect you'll have men up to your apartment. It's a vicious circle." Paulette Murphy says that other women are no help. "If someone breaks a window or damages a neighbour's property, neighbours automatically assume it's your kid, because there's no man around." Leslie Hughes faced a similar situation and responded to a neighbour who commented on how her son needed a father. "Two half wits don't make a whole wit you know!"

Public housing is a problem especially close to sole support mothers. As Mary Eadie pointed out, "Half the tenants in public housing in Manitoba are sole support mothers. Most of these mothers go out to work. There are no day care facilities built into these projects. The individual units are not designed for the special needs of sole support mothers. Recreation facilities are inadequate." Women's Centre (YWCA) spokesmen were very concerned about the recreation needs of "women alone". They get an increasing number of calls from single or divorced women who have no "respectable" place to go to meet other people. Sole support mothers also require a break from their children.

Women alone also face a great deal of difficulty in getting credit. Women who have managed to save enough money for a down-payment on a house are often refused a mortgage because they are a "poor risk". That is, lending agencies do not consider them to be as stable as a man with a family. Bruce MacLeod of HUDAM doubted that a woman alone in the nursing profession would even be eligible for a mortgage. "They're just not considered as stable as a man with a family." he said. Many sole support mothers have trouble getting credit of any kind if their husband has left them with a bad credit rating or large debts.

Many women we talked to were also very concerned about the legal rights of the sole support mother. "Why should a woman be hounded for her husband's debts?" asked Paulette Murphy. Sole support mothers also have problems getting child support that has been promised. "When the cheques don't come in, you're forced to go and ask for welfare. Welfare tells you that they can't give you any money because theoretically you have an income. They tell you to go and fight it in the courts. The father may be miles away by then. There's very little one can do to force him to pay."

"Dower Rights" were another concern of Winnipeg women. Olga Fuga told of a story of a friend who had used her own money to put a large down payment on her home. Shortly afterwards, she and her husband were in the throws of a divorce and he was claiming the house!

2. Directed Activities

- 1) The Women's Centre at the YWCA tries to direct a number of their activities to women in this particular situation. They offer a counselling service, recreational and educational programs for women alone.
- 2) WINE direct themselves to the problems of women re-entering the labour force.
- 3) Winnipeg Council of Self-Help Groups encourage women to "help themselves" out of their situation. They are particularly interested in the problems of women alone.
- 4) Many child centres such as the West End Co-op seemed very aware of the special needs of the single parent.
- 5) Mary Eadie of the Women's Bureau, counselling and referral service for employment problems, is also helping in the design of housing for single parents in Brandon.

3. Women's Participation

Very few public or private agencies actually make decisions on the problems of women alone. However, we contacted MHRC regarding the housing problem, Law Reform Commission regarding legal rights, banks regarding credit and WINE as an agency of Canada Manpower. As previously mentioned, MHRC does not employ many women in its research department, neither have many women participated in the planning of public housing. However, last

July, Raymond DuBois, one of their program analysts recognized the high demand for public housing by single parents. MHRC is now planning a special development for single parents in Brandon with the local YWCA.

The Manitoba Law Reform Commission, headed by Frank Muldoon also seems responsive to the legal problems of women alone. The commission has two out of seven woman members and has just completed a working paper entitled "Family Law - Support Obligation and Property Disposition." Mr. Muldoon told us the Law Reform Commission is a body that recommends changes to modernize and improve present laws. The Commission prints a number of copies for distribution and asks for written responses to their document. Changes are then made in line with the public's comments. Thus, there is ample opportunity for women to comment on this issue. Once again however, the final say is left to the politicians, and not one woman represents us in the legislature!

The banks told us that they did not discriminate against women in mortgage loans. They said they treated men and women equally in the determination of risk. However, as women are usually funneled into low paying jobs, and "unstable" professions they are generally considered a greater risk. Banks were not very sympathetic to this point as they felt that they were the ones who were taking the risk and therefore had to be careful who loans were given to.

In giving an Outreach Grant to WINE, Canada Manpower has recognized the special needs of the woman re-entering the labour force. However, they still only provide limited funding to women who wish to return to school for retraining. WINE said the biggest problem they faced in trying to place women in jobs was discrimination on the part of the employers. They seem to be the real decision makers in the employment issue.

4. Recommendations

a) That cooperative or non-profit housing be built or rehabilitated for single parents, and designed by themselves so that their special needs would be met.

b) That public housing be built by the Manitoba Government, involving single parents in the design process.

c) That the recommendations of the Law Reform Commission paper on family law be accepted by the Provincial Government in order that the rights of the sole support mother be protected.

d) That self-help groups be encouraged to develop to help women help themselves out of their own situation. These could also be used as information and resource centres where single parents could discuss their problems with one another.

e) That Federal Government and Canadian Banks review their lending policies in light of the changing roles of women in

society, and the increasing number of sole support mothers.

f) That child care centres be funded to offer lunch and after school and early start programs that take account of the special needs of single parents.

g) That more programs be developed by social service agencies and governments to meet the special recreational needs of women alone.

h) That Canada Manpower divert more of its funds to retraining programs for women who are reentering the labour force. Such programs should give priority to women who are forced to reenter the labour force for reasons of divorce, separation or widowhood.

E. Education and Employment

1. The Problem

Many women expressed concern about sex-stereotyping in education. They felt this was inextricably tied to the whole women's question, particularly to inequalities in the labour force. Most felt that stereotyping still existed in our schools and was responsible for funneling women into traditional roles. Heather Henderson, research analyst with the Manitoba Department of Education verifies that sexism does exist. A study done by the Manitoba Human Rights Commission (1973) showed that of 101 Grade three work books and readers, 79% of the main characters were male and 68% of the pictures featured males. She noted that an extensive range of role models were offered to boys while role models offered to girls were limited to mothers, grandmothers, nurses, teachers, clerks, seamstresses-typical female occupations. She said the most damaging stereo type was that of the reader mother as colorless and mindless, lacking in self-determination.

Ms. Henderson defined "sexism" as the belief that a person's abilities are determined by their sex rather than by individual aptitudes and personalities. She says that sexism manifests itself by showing women and girls as passive, domestic, fearful, unadventurous, weak and boring and males as strong, aggressive, adventurous, brave, curious, persevering, resourceful and exciting. Mary Eadie of the Women's Bureau, points out that this has definite impacts on young women and girls attending our schools. In a recent survey of girls attending a Winnipeg high

school, the Women's Bureau found that very traditional attitudes still exist. All expected to be married and saw themselves as assuming typical female roles. Mrs. Eadie felt this partly a result of the career goals of neighbourhood families. However, she cited the main cause as the sex stereotyping that exists in our schools - segregated guidances classes, aptitude tests funneling women into traditional roles, and teacher attitudes.

Women at WINE told us of the difficulties they had had in finding satisfactory employment. Employers were reluctant to hire women for many jobs and usually asked them if they planned to have a family, their marital status etc. Age was another factor. Leslie Hughes felt that women themselves were also responsible for this discrimination. She cited an example of a talk she gave to a group of women who were at home. "About 10 minutes after I got into my spiel, I realized there wasn't a women there who wasn't wearing \$5 pantyhose. They were discussing whether or not women "should go out to work", completely unaware of the fact of how priveledged and isolated they were. There are 100's of thousands of families where there is no question of whether one "should go to work", or whether it would hurt your husbands feelings". Frances Russell also pointed out this dichotomy between women who stay at home and women who work. She said "Women at home feel we look down on them because they stay at home. We feel they look down on us because we're not at home with our children".

Other women were concerned that women were still not receiving equal pay for equal work. June Menzies verified that recent statistics show that gap is widening not narrowing as more women return to the labour force. Recent statistics reveal that a large discrepancy exists between male/female salaries:

Table 1. Average Employment Income 1970.

	<u>Male</u>	<u>Female</u>
Manitoba	\$7,191	\$4,304
Winnipeg	8,186	4,425
Canada (1971)	8,046	4,749

This table shows that female salaries in Canada are on average, 55% of male salaries. It is incredible that this still exists at a time when female attendance at Canadian Universities almost equals male attendance. This dramatically affects a woman's quality of life. For as Evelyn Shapiro pointed out "you can't begin to think about quality of life until you've at least got survival".

2. Directed Activities

The following women's groups and individual women direct their activities to the problem of education.

1) Delta Kappa Gamma Sorority encourages women to aspire to higher positions in education.

2) Women's Bureau - counselling service for women seeking employment, carries out studies on women in the labour force in Winnipeg and Manitoba, makes school visits and speaks to

women's groups in an attempt to break traditional myths about women's roles.

3) WINE - counselling and job search service for women reentering the labour force.

4) June Menzies - vice-chairperson advisory council on the status of women has written many articles on the topic, given many speeches to various groups on the problems of women in the labour force.

5) Heather Henderson - carrying out a study on sex stereotyping in education in Manitoba Schools.

3. Women's Participation

In order to determine the level of women's participation in decisions made on education and employment we talked to the following people; Heather Henderson, Manitoba Department of Education; Joan Irvine, Faculty of Education, University of Manitoba; Mary Eadie, Women's Bureau and WINE. Both Heather Henderson and Joan Irvine verified that women have been active participants in education for quite a number of years. However most of this participation has been restricted to the PTA, or to non-decision making teaching jobs in our schools. Only recently have women been running for school boards where the decisions are being made. Winnipeg now has quite a number of female school trustees. Manitoba has also led the way in appointing female principals and vice-principals. The number of females rising to the top compared to the number of males, is still very small when one considers that over 80% of teachers are females.

We mentioned to Joan Irvine that a school board official had told us that women simply weren't interested in more responsible jobs. Ms. Irvine replied that this was ridiculous. They were interested she said, but lacked the confidence to apply. She also mentioned that until recently women were encouraged to take options such as guidance instead of administrative options which would have opened the doors for more responsible positions. "It's all part of the subtle stereotyping we all go through" she said.

Ms. Irvine told us that the faculty of education had not officially recognized that sexism was a problem that should be dealt with. She told us that the faculty usually responded to outside pressures, not those from within. She noted that the Manitoba Teachers Society was forming a committee to look at the problems of sexism in education and that some recommendations for curriculum changes in the faculty may come from them. Heather Henderson stressed that the Department of Education recognized this to be a real problem and commissioned her to do her study as a result of this concern.

In the employment field a real problem seems to be employer's attitudes but it was impossible for us to carry out a fair survey of employers to determine if this was true. Canada Manpower employs quite a number of women councillors and has funded WINE in an effort to deal with women's employment needs. WINE itself meets with employers in an effort to breakdown attitudes and new and creative jobs for their clients. The provincial government obviously recognizes the special problems of women in its creation of the Women's Bureau. This bureau has a very

small staff however, and it is doubtful whether it can handle everything that should be done.

4. Recommendations

a) That a list of texts and workbooks be made that do not present stereotyped images of males and females.

b) That the Manitoba Department of Education encourage the use of such materials.

c) That the Faculty of Education, University of Manitoba officially recognize sexism as a problem and take measures to ensure that teacher's understand and try to offset the effects of Sex Stereotyping.

d) That guidance glasses in our schools no longer be separated so that young women are presented with the same career options of young men.

e) That the government of Canada enforce legislation requiring equal pay for equal work.

f) That Canada Manpower allocate more funds to retrain women reentering the labour force.

g) That employers are encouraged to develop apprenticeship programs for women reentering the labour force.

h) That quota systems be established in certain facilities requiring that a certain number of women be accepted.

i) That the governments of Manitoba and Canada carry out an extensive manpower orientation program making young women aware of all the career options open to them.

F. Physical Design

1. Problem

Winnipeg women have five basic concerns about the physical design of our city. Their first concern was with the long term development of the city. Marjorie Gillies said "I'd like to see some real thought given as to where Winnipeg is going - how much more we can grow - are we just going to be able to keep expanding without getting some of the problems found in larger cities?" Mary Liz Bayer felt we should maintain our "city's size - its character and quality. This means that people are able to connect to a community". She also feels that we should maintain character in the physical sense of not tearing down buildings just because they are old.

A number of women were also concerned about the construction of high rises, especially in residential areas. Y Neighbours felt that.."these 40 storey buildings shadow and take away natural park lands such as the one built on Sturgeon Creek. They put pressure on neighbourhood facilities and create congestion with all the extra cars". Frances Russell agrees; "a lot of attention seems to be given to downtown development and high rise apartment and office buildings, with very little thought given to how this really improves the quality of life of the people - especially those in the downtown area".

Mary Eadie feels that.."cities are too pressed in terms of costs to really think big. These big developments are the ones that bring in the revenue, not the parks and malls". Mrs. Eadie feels that the architecture of these buildings is poor, "they may be functional, but they're not beautiful!" Many women were

strong advocates of closing the downtown and park areas to cars. "This would help beautify the downtown" they said.

Transportation was a very major concern of many women. Those living in suburban areas pointed to the need for two cars. One woman gave the example of being stuck at home all day with small children with no way of getting around. "When I tried to get a petition going to get a dial-a-bus or a DASH system in our area, no one would sign the form because they already had 2 cars." Leslie Hughes said she would prefer to take the bus.. "as long as it doesn't take 3 hours of my day - a car pares all that wasted time". She felt that this problem in public transportation resulted from a "failure to recognize the changing roles in our society - a failure that results in the inability to coordinate more than one kind of life".

Mary Eadie feels that Winnipeg is ready for some kind of rapid transit system with feeder bus lines, "underground or whatever". She felt this was going to be necessary because of 2 problems: "one, the increased density of cars and congestion and two, the shortage of energy". She and others commented on the poor design of buses for use by the elderly and families with small children. "The step is too high for children and old people and there's no where to store your packages" one woman commented. Some of the Y Neighbours were involved in efforts to stop the building of freeways in their neighbourhood, "Winnipeg is going to end up like Toronto and Montreal. A network of freeways were developed that ruined those cities. There doesn't seem to be any awareness in Winnipeg of the mess this has gotten other cities into."

Women's final concern was with how decisions about the city's development were being made at City Hall. Muriel Smith of the University Women's Club felt that "there is a growing sense of powerlessness that both women and men feel. We're asked to express our opinions but this expression does not seem apparent in the decisions made." Frances Russell feels that "private developers make all the decisions. There's a total vacuum of any kind of leadership at City Hall. We have no party system and the provincial government bowed to public pressure over the mayor. There's no regularized decision-making procedures with the result that the commissioners are in effect in the policy setting role. It seems to be run on the basis of private gain." One of the Y Neighbours agreed with Ms. Russell "the developers wine and dine these people (the councillors and bureaucrats) and send them to Florida. I know because my husband used to work for the City of Toronto".

2. Directed Activities

There is not a single women's group in Winnipeg that specifically directs their activities toward the question of urban development. Winnipeg Council of Women used to be active in presenting briefs to City Council but they have not been as active in recent years.

Interested individual women are:

- 1) Marjorie Gillies of the Community Planning Association of Manitoba.
- 2) Mary Eadie, "Women's Bureau".
- 3) June Westbury and Evelyn Reece - city councillors.
- 4) Frances Russell - Winnipeg Free Press.

3. Women's Participation

Women have a very low level of participation on this issue. As Marjorie Gillies said "Women get excluded from planning issues - men tend to think that a woman doesn't understand planning and they don't involve her quite as much. For example, if an issue confronts a neighbourhood - the neighbours get together and decide what to do. You'll find that women are just as concerned as men, but the men are the ones who take up the battle and leave the women at home." Roslyn Forbes and June Westbury confirmed that it is rare to have a woman spokesman for any pressure groups, and even rarer to have a women's organization present a brief to Council or Committees. At present, Winnipeg has only 4 out of 50 female representatives on City Council. It seems that more women are aspiring to positions at this level of government.

Roslyn Forbes also told us that few women were involved in the professional planning field. "There are only four accredited female planners in Manitoba." However, Mrs. Forbes did say that at a recent conference of Canadian and American Planners, she noticed a lot more female faces. The City of Winnipeg employs three women in its environmental planning department - a very small minority.

Both Mrs. Forbes and the two city councillors felt that if women had special needs in the area of urban services etc. "they should make them known to us. Up to now we've had no special requests from women's groups". Evelyn Reece felt that many male councillors would not take a women's request as seriously as a

man's. "They're very patronizing when a woman does appear before us. Many of them also patronize the women councillors."

4. Recommendations

a) That the City of Winnipeg investigate the concept of rapid transit with feeder lines or other modes of public transportation case congestion on our streets and make it easier for those without cars to get around.

b) That freeway plans be frozen until this investigation has been carried out.

c) That the use of cars be restricted in the downtown area and in public parks.

d) That high rise development be restricted to certain densities and certain areas, and that adequate community facilities be provided in these development.

e) That the City of Winnipeg reexamine its Unicity concept in light of 1) the lack of leadership on council and 2) the feeling that developers are running the show and 3) the feeling that citizens do not have any real control over decisions that are made.

f) That councillors, chief administrators and their families be required to reveal any property or business holdings to the general public to prevent any collusion.

g) That the Federal Government, the Manitoba Government and the City of Winnipeg reexamine their sharing and taxing policies in regard to Winnipeg and that a system of income tax be developed to replace the regressive and outdated property tax now used to fund our cities.

h) That more attention be paid to the preservation of older buildings, especially in the downtown area.

i) That more attention be given by our City Fathers to the long term development objectives of Winnipeg.

G. Women's Participation

1. The Problem

As Evelyn Shapiro stated, "You can't separate quality of life from a commitment in relation to taking an active part in civic and other kinds of groups." Many women agree with Mrs. Shapiro that in order to have some control over their quality of life, women must participate in community affairs. They were most concerned that by and large, women have not actively participated in decision-making roles in the community. "In these groups, women have traditionally taken on the role of being secretaries or taken on relatively passive roles in mixed organizations."

Isabel Auld feels such participation not only benefits women themselves, but also benefits the community and their families. "What your mother is doing in the community is very important and that's why the mothers have to have a place in the community where they are serving so that the daughters have the vision that their mothers served and that this is part of life and you'll be richer." She is anxious that women at home "not be left behind and can combat the great put-down by women who are working."

The majority of women felt that the major way to gain a voice in community affairs was to politicize themselves. Alice Poyser pointed out that "women don't know how to hassle politicians or use the political system." Politicians aren't

persuaded by logical arguments but by scaring them skinny." June Westbury felt that women in politics have to get away from the "nice girl" image and take a stand on issues - not only women's issues, ie. day care, but issues of concern to everyone. She felt that women must run for public office if they wanted to change things. Mary Eadie suggested that women not only run for political office but join labour unions and form organizations to support candidates that are responsive to women's concerns.

While many women felt that women should be participating but lacked the basic skills to do so. Evelyn Shapiro pointed out that there were "real skills to be acquired. The ability to get up and make a point appropriately and rationally." She feels that most women don't have an opportunity to acquire these skills. "If you're in a job that demands passive, competent skills, but non-decision making ones (as most women are) unless you get into a stream where you have the opportunity to see how the other people act, how they present points, you're at a disadvantage. It certainly behooves us to look at the possibilities for women learning these skills because a lot of people won't try the trial and error method because it's too painful - fear of being rejected and shunted to the side."

Isabel Auld agrees that there are very few places where women can learn these skills. She feels that women's organizations are important in developing these skills, so that when

women reach mixed committees they are not afraid to speak out. "It's all a question of confidence and how women see themselves," says Dr. Kinnear, "Universities have really fallen down in this area." Mary Eadie feels that the problem goes back to our schools. "I don't think our school system trains people for real participation." Frances Russell feels it's partly women's own fault. She says, "Ask any woman who's run for political office whose vote was most difficult to get and she'll tell you another women's! The problem of non-acceptance is not so much with men as with women." Leslie Hughes calls on us to "leave feminine hangups behind and do something."

2. Directed Activities

1) Most women's organizations direct their activities toward encouraging participation and developing leadership skills in women. Very few women's organizations per se actively encourage political participation as part of their mandate but many present briefs to government on issues.

2) There are a few women of note in Winnipeg who are particularly interested in this issue:

- Alice Poyser, CBC Journalist, active prior to the last federal election in organizing "trois a's" of women to attend political rallies and agitate for women's issues.
- Evelyn Reece, City Councillor, has designed a course for us to aid women in developing these skills (See Appendix D).

-Isabel Auld, voluntary worker, has much experience in community affairs.

-Leslie Hughes, communications instructor at Red River Community College.

3. Women's Participation

This section is not applicable to this issue as decision-making in this area does not really take place, as yet.

4. Recommendations

a) That a course similar to that outlined by Evelyn Reece (See Appendix D) be offered in our schools.

b) That women's organizations be encouraged to develop programs to assist women in gaining leadership skills.

c) That political parties actively seek out women to run for political office.

d) That labour unions encourage women to participate in leadership roles.

APPENDIX A

1. Overall Listing of Organizations

Interviewed:

Status of Women Study Committee from the
University Women's Club

Women in New Employment (W.I.N.E.)

Manitoba Association of Registered Nurses

Winnipeg Council of Self-Help Groups

Women's Centre at the Y.W.C.A.

University of Winnipeg Child Care Centre - Parents'
Advisory Board

Community Planning Association of Canada - Manitoba
Division

Manitoba Women's Institute

French Cultural Centre

Native Women's Association

Ethnic Women's Group from the International Centre

Y.W. Neighbours (Y.W.C.A. Program)

Take a Break Group (Y.W.C.A. Program)

Not Interviewed:

United Garment Workers of America - unable to contact.

Ukrainian Canadian Women's Council - sent literature.

Klinic - not applicable.

Family Burear - not applicable.

Pensioners Concerned - unable to help us.

Manitoba Action Committee on the Status
of Women - meeting arrangements could not be
made - talked to June Menzies past president.

Voice of Women - unable to contact.

National Jewish Women's Council - sent literature.

United Church Women - no longer exist as a
separate group.

A Woman's Place - could not arrange a meeting time.

Business and Professional Women's Club - unable
to contact.

Council of Women of Winnipeg - unable to arrange
a meeting.

2. Overall Listing of Personalities

Interviewed:

Yhetta Gold - Executive Director of the Age and Opportunity Centre, Incorporated

Marjorie Gillies - Executive Director of the Community Planning Association of Canada - Manitoba Division

Ann Ross - Executive Director of Mount Carmel Clinic

Vanaja Dhruvarajan - Assistant Professor, Department of Sociology, University of Winnipeg

Una Decter - Chairman, Welfare Advisory Committee

Olga Fuga - Executive Director, Central Region, Canadian Council of Christians and Jews

Joyce Solonecki - Candidate in the 1974 Municipal Elections

Nan Murphy - Opinion Leader in Winnipeg

Marilyn Huband - Leader of a Take a Break Group

Margaret Black - Coordinator of the West-End Cooperative Resource Centre, a facility of the West-End Cooperative Nursery School Incorporated

Roxy Friedman - Director, Child Day Care Program, P. of M.

Francis Russell - Legislative reporter for the Winnipeg Free Press

June Westbury - City Councillor

Marjorie Earl - columnist with the Winnipeg Tribune

Mary Eadie - Director of the Women's Bureau, Department of Labour

Mary Elizabeth Bayer - Assistant Deputy Minister of Recreation, Cultural Affairs and Sports for the Department of Tourism, Recreation and Cultural Affairs

Dr. L. D. Baker - Head of the Educational Psychology Department, University of Manitoba

Dr. Mary Kinnear - Dean of Students, University of Manitoba

Evelyn Reece - City Councillor; Counsellor for the Group
Guidance Clinic

Diana Butler - Senior Planning and Research Analyst,
Planning Secretariat of Cabinet

Evelyn Shapiro - Director of Continuing Care for the
Province of Manitoba

Lesley Hughes - Instructor, Communications Department, Red
River Community College

Isabel Auld - Voluntary worker

Alice Poyser - Free-lance broadcaster and writer

Mary Richard - Executive Director of the Indian-Metis
Friendship Centre

Jan McDonald - Administrative Assistant at ManuLife

Not Interviewed:

Esther Koulack - Lecturer, Department of Sociology,
University of Winnipeg - unable to arrange a meeting.

Mira Spivak - Planning Associate, Social Planning Council
of Winnipeg - did not return our calls.

Maggie Morris - Publicity Director for the Royal Winnipeg
Ballet - leaving the city.

Mary Wawryko - Judge of the Provincial Judges Court -
Family Division - moving, too busy.

Muriel Smith - Chairperson of the Manitoba Action Committee
on the Status of Women; President of the Manitoba
New Democratic Party - unable to arrange a meeting.

3. Groups and Individuals Concerned with Urban Issues

Upon completion of our interviews with the various individuals and organizations selected, we reviewed the concerns that were articulated and agreed that no one group or individual was expressly concerned with urban issues. However, the following groups do direct some of their activities towards urban quality of life issues:

Community Planning Association of Canada - Manitoba
Division

Women's Centre at the Y.W.C.A.

Council of Women in Greater Winnipeg

Winnipeg Council of Self-Help Groups

Mount Carmel Clinic

Native Women's Association

Women in New Employment

Women's Bureau

4. Groups and Personalities Interviewed After Identification of Issues - Relevant Decision-Making Groups

Bruce MacLeod	-President of Housing and Urban Development Association of Manitoba, and Marketing Director for Castlewood Homes
Heather Henderson	-Planning and Program Analyst, Planning and Research Branch, Department of Education
Roslyn Forbes	-Chief Planner, Department of Environmental Planning, City of Winnipeg
Hillary Appleton	-Lecturer, Department of Psychology, University of Winnipeg
Joan Irvine	-Professor, Faculty of Education, University of Manitoba; Member, Delta Kappa Gamma Sorority
Laura Mills	-Chairperson, Manitoba Child Care Association; Lecturer, Department of Psychology, University of Winnipeg
Elsie Hopkins	-Coordinator, Social and Cultural Affairs, Inner City Parks Department
Raymond Du Bois	-Policy and Research Analyst, Manitoba Housing and Renewal Corporation
Evelyn Reece	-City Councillor; Counsellor, Anxiety Relief, Incorporated
June Menzies	-Vice-Chairperson, Advisory Council on the Status of Women
Roxy Friedman	-Director, Child Day Care Program, Province of Manitoba
Mary Eadie	-Director, Women's Bureau, Department of Labour, Province of Manitoba
W.I.N.E.	-Women in New Employment, "Outreach" program, Department of Manpower and Immigration
Frank Muldoon	-Chairman, Manitoba Government Law Reform Commission

5. Groups Interviewed That Are Not Necessarily Feminine

University of Winnipeg Child Care Centre - Parents'
Advisory Board

Community Planning Association of Canada - Manitoba
Division

Winnipeg Council of Self-Help Groups



THE UNIVERSITY OF WINNIPEG

WINNIPEG, CANADA

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APPENDIX B

INSTITUTE OF URBAN STUDIES

DIRECTOR - DR. LLOYD AXWORTHY

TELEPHONE 786-7811 - AFTER HOURS 775-6802

14 February 1975

Dear

The Institute of Urban Studies has been commissioned to do a study entitled "Women's Concerns About the Quality of Life in Winnipeg". Our contract is one part of a cross-Canada study sponsored by the Federal Ministry of Urban Affairs as their project for International Women's Year.

The objectives of the project are:

- 1) To identify the major problems and concerns that Canadian women have about the quality of urban life;
- 2) To describe the current activities of women's organizations in Canada that are directed toward ameliorating or solving these problems;
- 3) To identify the various agencies (private businesses, government at all levels, and others) that deal with these areas of concern for the purpose of examining women's participation in decision-making; and
- 4) To formulate recommendations for better incorporating women's views in the various organizations and agencies concerned with the quality of life in urban areas.

At this stage of the project we are interested in identifying the urban quality of life issues which are of concern to Winnipeg women, and learning if your organization is directing its efforts towards solving these problems. In addition, we would be interested in any recommendations your organization might have for better incorporating women's views in decision-making on these issues.

In order that we might achieve these objectives, we would appreciate being able to lead an informal discussion on this topic at a meeting of your organization. If this is not possible, perhaps we could meet with a representative of your organization. As we are working under certain time constraints, such a meeting would have to be held before March 14, 1975.

After receipt of this letter, we will contact you by telephone, before the end of next week, to finalize a meeting date. Your help would be greatly appreciated.

Yours sincerely,

Mary Croteau & Wendy Zink

Mary J. Croteau and Wendy Zink
Research Assistants

/nc



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At this stage of the project we are interested in identifying the urban quality of life issues which are of concern to Winnipeg women. In addition we would be interested in any recommendations you might have for better incorporating women's views in decision-making on these issues.

In order that we might achieve these objectives we would appreciate your opinions on this topic. Would it be possible to meet with you before March 14th 1975? We will take only an hour of your time. We will be contacting you by telephone before the end of next week to arrange a meeting date.

Your help would be greatly appreciated.

Yours sincerely

Mary Croteau & Wendy Zink

Mary Croteau and Wendy Zink
Research Assistants

/nc

APPENDIX C

Other concerns that women had about the quality of life
in Winnipeg:

1. Health care.
2. Safety and Security - Rape.
3. Litter on our streets.
4. Dog dirt on our streets.
5. Volunteerism.
6. Consumer Information.
7. The breakdown of the family.
8. Problems of new Canadians.
9. Pollution.
10. The growth of massage parlors.
11. Pension and group life plans for women.
12. Abortion.
13. The media.
14. Food costs - especially milk.
15. Child illness - take time from work.
16. Need for a G.A.I.
17. Minimum wage legislation.
18. Sexism in the professions.

APPENDIX DINTERNATIONAL WOMEN'S COURSE

I have been asked why a course for women? Why not? Centuries of values, myths and beliefs have gone into the shaping of women's roles and behaviors. Isn't it logical that at least a few weeks or months (8 weeks) be invested in at least becoming aware of how we, women, become what we are - how the experiences of the dominant males throughout history dictated what women should be like. Hence, it is crucial that in order for women to want to change, that some basic awareness be developed, otherwise change cannot take place unless one knows that there are options. Men have been socialized to play the protective parent role towards women and women to play the child-like role, needing protection.

Therefore, I suggest that a course of six to eight weeks (three hours per week) be offered to women and men, free of charge, for at least a period of five years and that such a course be introduced at schools.

Course Content

- I. Primitive Life Styles based on physical strength and risk:
 - a) life skills needed to survive in a primitive world;
 - b) primitive structural institutions shaped by the struggles to survive;
 - c) women roles and place in primitive societies shaped by males' physical strength and the struggle to survive.

- II. Development of the structure of institutions and societies through history:
 - a) dominant male role in shaping society and its institutions in an increasingly technology controlled environment;
 - b) life skills needed to survive in a non-primitive society;
 - c) influence of male life experience and perspective in shaping the male and female stereotyped images and roles in today's institutions.

- III. Development of male and female roles:
 - a) what kind of belief system went into the development of female and male roles;
 - b) the racial, ethnic and class variations in the development of roles;
 - c) development of technology: implications for women.
- IV. Socialization of women roles done by institutions controlled by males:
 - a) influence of the family institution on female roles;
 - b) religion and women;
 - c) school system shaping women's thinking and roles;
 - d) economic institution - work roles;
 - e) the role of governments: does it support the status quo or facilitate change in roles played by women in society;
 - f) women peer group pressure in maintaining traditional female role behavior.
- V. Cultural, subcultural and family's perpetuation of behavior patterns and belief systems:
 - a) how it affects the self-image;
 - b) how it determines the life-styles, roles, behavior patterns and belief system of the individual.
- VI. The process of change:
 - a) why some people reject parental, subcultural and family value systems and attitudes;
 - b) becoming aware of options;
 - c) becoming aware of what a person believes about: who am I, what am I doing here; and who are all those others;
 - d) becoming aware of stereotyped image - wife and mother versus options of choosing to be only a parent, adult or child or all three;
 - e) making a choice.
- VII. Feelings versus cognition:
 - a) emotional conditioning responses versus a choice of emotional and objective responses;
 - b) self-discipline versus impulsive control;
 - c) individual well-being versus group well-being;
 - d) types of relationships possible between males and females: parent/child, parent/adult, parent/parent, adult/adult, child/child, adult/child.