

## MADE TO MEASURE:

Designing Research, Policy  
and Action Approaches  
to Eliminate Gender Inequity

• NATIONAL SYMPOSIUM •

PROGRAM



WESTIN HOTEL, HALIFAX, NOVA SCOTIA, CANADA • OCTOBER 3-6, 1999

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Made to Measure gratefully acknowledges the generous contribution of Dawn MacNutt, sculptor, and Peter Barss, photographer. The art of Dawn MacNutt was chosen to symbolize the strength and interwoven relationship of community, academic, and government groups in the promotion of women's health research and the interrelated linkages between research, policy and action.

Graphic design: Julia Zavalna





## WELCOME

We are delighted and pleased to welcome you to Halifax, Nova Scotia, and to the Maritime Centre of Excellence for Women's Health's national symposium. It is nearly five years since the Beijing Platform for Action and, therefore, timely for a review and assessment of the state of development and accomplishments of gender analysis both as a concept and a methodology. The national symposium affords us the opportunity to reflect on the future directions of gender analysis as well as to showcase positive examples of how it makes a difference.

The symposium is intended to be a dynamic and interactive forum in which community groups, academics, health and social care professionals and policy officials share experiences and discuss the crucial issues that significantly affect women. The over-arching purpose of the symposium is to ensure the full participation of women in society through the promotion and

enhancement of the skills and knowledge required for the mainstreaming of gender-based policies, programs and strategies. The symposium provides a platform for discussion and debate on the conceptual and practical knowledge of the diverse approaches to gender-based analysis, the focus, value and relative effectiveness of such measures, and, the development of recommendations for future action, collaboration and research.

The symposium addresses a number of inter-related themes: equity and diversity in women's health; outcomes and measurement; shaping public policies; social reform and economic policies; social determinants of women's health across the lifespan; and, shaping the research agenda. The symposium is designed to maximize your participation, and we believe that you will find the symposium challenging, provocative, refreshing, stimulating, thought-provoking and, above all, enjoyable.

*Carol Amaratunga*

**Carol Amaratunga**

Symposium Co-Chair

Executive Director, Maritime Centre of Excellence for Women's Health

*Tom Rathwell*

**Thomas Rathwell**

Symposium Co-Chair

Director, School of Health Services Administration, Dalhousie University







## INTRODUCTION

**This unique symposium will share best practice and exchange strategies on how best to ensure that gender equity analysis initiatives for policy are responsive to the voices and needs of women and can be mainstreamed into public policy at all levels and across all sectors.**

### SYMPOSIUM GOAL:

- To share best practice; to develop and exchange strategies about how best to coordinate and evaluate the research uptake of gender analysis initiatives for policy to be responsive to women and equity groups.

### SYMPOSIUM OBJECTIVES:

**Participants will be able to:**

- Assess current knowledge of the impact of using gender analysis lens tools and training materials on policy formulation.
- Identify best practices used to assess and evaluate the impact of gender analysis on policy formulation and implementation.
- Identify future research questions and priorities and develop a plan of action for back home work application.
- Create national partnerships and networking through the bringing together academics, federal, provincial and territorial policy makers and program developers, and community-based organizations including women's groups.

- Develop insight and exchange strategies about how best to coordinate and evaluate the research uptake of initiatives for policy to be responsive to women and equity groups.
- Exchange evaluation frameworks and tracking indicators for the impact of gender equity analysis of policy.

### SYMPOSIUM FOCUS QUESTIONS:

- What has been the result of initiatives undertaken by different government departments across jurisdictions (e.g., Status of Women Canada, Human Resources Development Canada, Department of Justice); and in other provinces (BC Ministry of Women's Equality, New Brunswick Advisory Council on the Status of Women)?
- What impact do gender analysis guides and training have on policy design and implementation?
- What incentives exist for policy analysts and program developers to undertake and foster gender analysis?
- Are there specific barriers that can be overcome and/or is gender inequity a systemic problem within the policy process itself?
- How are public commitments to conduct gender equity analysis of policies and programs being applied, tracked, monitored and evaluated? How can these be adapted and applied to a wide range of programs and policies including funding agency policies?

## ABOUT THE MARITIME CENTRE OF EXCELLENCE FOR WOMEN'S HEALTH

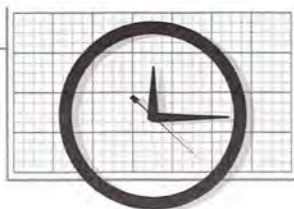
The Maritime Centre of Excellence for Women's Health (MCEWH) supports policy based research that promotes action on the social and economic factors that affect women's health and well being over the lifespan. MCEWH's program of research is informed primarily by research principles and practices that address social and economic security in the Atlantic region and Canada as a whole. MCEWH's research focuses on the process of inclusion which empowers women to take control of their lives and encourages the development of personal security, support networks and self-reliance that contribute to enhanced health and well being. The Centre has also given priority to research initiatives that focus on the design and implementation of new gender equity lens tools and practices as well as initiatives that address the health of women who live in disadvantaged circumstances.

MCEWH recognizes that women who live in impoverished families have high incidence of illness and disease. By adopting a social determinants population health approach, the Centre acknowledges that poverty has a profound impact upon the health of women and their families.

Through its policy based programs of research, the Centre is developing an understanding of the relationship between women's health and poverty and the areas where action and policy reform would be appropriate. By supporting research that focuses on how diverse groups of women have been excluded in health related policy and programming, on the special needs of women, their strategic interests and priorities, the Centre promotes equity, social inclusion, security and health for women over their lifespan.







## SYMPOSIUM AT A GLANCE

### SUNDAY October 3, 99

**Symposium MC:** Sandy Bentley, Co-Chair, Maritime Centre of Excellence for Women's Health Steering Committee

#### 5:00 - 9:00 Registration

#### 7:00 Opening Remarks

- Carolann Wright Parks, Co-Chair, Maritime Centre of Excellence for Women's Health Steering Committee
- Sam Scully, Vice President (Academic and Research), Dalhousie University
- Rick Nurse, President IWK Grace Health Centre
- Diane Ponée, Women's Health Bureau, Health Canada
- Carol Amaratunga & Thomas Rathwell, Co-Chairs, Made to Measure Symposium

#### Theatre Piece:

The Irondale Ensemble Project

**Keynote Speaker:** Ursula Franklin

#### 9:00 Reception and cash bar

Entertainment by Paul Martell, Guitarist

#### • All symposium events are non-smoking.

However, smoking is available in indicated areas.

**The symposium is also scent-free.** Scented products such as perfume, cologne and aftershave can affect people with asthma and environmental sensitivities. Please be considerate and go scent-free!

• **All plenary events will take place in the Commonwealth Ballroom.** The rooms for individual workshops are noted in your registration kit, or consult the poster at the registration and information table in the lobby on the mezzanine level.

• **Simultaneous translation will be provided for all plenary events.** Headsets can be signed out at the information desk in the lobby. A credit card or another piece of identification will be required to sign out a headset, and will be returned upon return of the headset. Please return the headset at the end of each day.

### MONDAY October 4, 99

8:00 - 9:00 Breakfast

9:00 - 10:00 Welcome:

- Debra Keays, NS Department of Health
- Keynote Address: Peggy Antrobus

10:00 - 10:30 Break

10:30 - 12:00 Panel: Making it Count

12:00 - 1:30 Lunch

Keynote Address: Patricia Doyle-Bedwell

1:30 - 3:00 Concurrent Workshops

3:00 - 3:30 Break

3:30 - 5:00 Concurrent Workshops

7:00 - 9:00 Affinity Groups

7:00 - 9:00 Video Screenings

### TUESDAY October 5, 99

8:00 - 9:00 Breakfast

"Beggs and Acon" with Sheree Fitch

9:00 - 10:00 Concurrent Workshops

10:00 - 10:30 Break

10:30 - 12:00 Concurrent Workshops

12:00 - 1:30 Lunch

Keynote Address: The Honourable Hedy Fry

1:30 - 3:00 Panel: Making Connections

3:00 - 3:30 Break

3:30 - 5:00 Concurrent Workshops

5:00 - 6:30 Canadian Women's Health Network Reception  
7:00 Maritime Night!

### WEDNESDAY October 6, 99

8:00 - 9:00 Breakfast

9:00 - 10:30 Panel: Making it Happen

10:30 - 11:00 Break

11:00 - 12:00 Strategizing for Gender Equity in the Canadian Institutes of Health Research (CIHR)

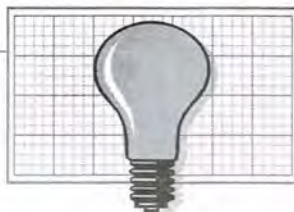
12:00 - 12:30 Weaving Panel

12:30 - 1:30 Lunch

Keynote Address: Elizabeth May







## PLENARY EVENTS: SPEAKERS

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**Ursula Franklin,  
Sunday October 3**

Professor Ursula Franklin CC, FRSC, is a retired university professor who has taught in the University of Toronto Faculty of Engineering for more than two decades. In addition to her academic research, she has been very active in the women's

movement dealing particularly with the access of women to engineering and science as a profession as well as dealing with issues of bias in research and public policy. She is a Quaker and a pacifist. Professor Franklin has written extensively on the social impact of technology. The new and enlarged edition of her book, *The Real World of Technology* was released in July 1999.



**Peggy Antrobus,  
Monday October 4**

Peggy Antrobus was born in Grenada and educated in Grenada, St. Lucia and St. Vincent. She holds a degree in economics, a professional certificate in social work and a doctorate in Education. She has worked in the field of Women in Development since 1974. From

1991 - 1996 she served as General Coordinator of the network of Third World women promoting Development Alternatives with Women for a New Era (DAWN), and continues as a member of the Steering Committee. Her recent work focuses on the impact of government policies on women, and the ways in which these policies reflect global trends. She has a special interest in transformational leadership in the women's movement. She describes women who exhibit this kind of leadership as "feminists with a passion for justice and a commitment to change things and change themselves."



**Patricia Doyle-Bedwell,  
Monday October 4**

Patricia Doyle-Bedwell was reappointed to the Nova Scotia Advisory Council on the Status of Women in July 1999 and has served as chair since 1996, being re-elected by Council members each year.

She is a Mi'kmaq woman, a mother, a teacher, and a student. In 1993, she graduated from Dalhousie Law School as one of the first of five Mi'kmaq

women to do so. In the past, she has worked in the areas of child welfare law and policy, land claims, and the criminal justice system. Main areas of interest are issues relating to Aboriginal women. Professor Doyle-Bedwell is currently director of the Transition Year Program at Dalhousie University. Previously, she was an Assistant Professor of Law at Dalhousie University. She is an Assistant Professor in the School of Resource and Environmental Studies and will teach in the mediation ADR program at Henson College this year. She is a Justice Commissioner of the Mi'kmaq Justice Institute and legal advisor to the Native Women's Association. In association with colleagues, she has recently completed research on the health needs of off-reserve Aboriginal women.



**The Honourable Hedy Fry,  
Tuesday October 5th**

Hedy Fry was first elected as a Member of Parliament for Vancouver Centre in 1993 and re-elected in 1997. In 1996, Dr. Fry was appointed Secretary of State (Multiculturalism) (Status of Women) and re-appointed after the 1997 Federal Election. Dr. Fry was Parliamentary Secretary to the

Minister of Health from 1993 to 1996. She was also a member of the Task Force on Reform of the Social Security System in 1994, and a member of the Small Business Committee on Health, the Sub-Committee on AIDS, and the Sub-Committee on the Plain Packaging of Tobacco. Dr. Fry co-chaired the Health and Social Issues section at the Liberal Party's 1992 Aylmer Conference and in 1992-93 sat on the Leaders National Task Force on Women in the Liberal Party.



**Elizabeth May,  
Wednesday October 6**

Elizabeth May is an environmentalist, writer, activist and lawyer. In 1998, she became the first chair-holder of the Elizabeth May Chair in Women's Health and Environment at Dalhousie University. This position is housed in the Maritime Centre of Excellence for Women's Health.

She is also the Executive Director of the Sierra Club of Canada, a member of the board of directors for the International Institute for Sustainable Development and vice chair of the National Round Table for the Environment and Economy. She is also the author of three books, *Budworm Battles* (1982), *Paradise Won: The Struggle to Save South Moresby* (1990) and her most recent, *At the Cutting Edge: The Crisis in Canada's Forests* (1998).







## PLENARY EVENTS: PANELS

### MAKING IT COUNT

**Monday October 4, 10:30 - 12:00**

This panel will assess our knowledge of the impact of using gender equity analysis tools and training materials on public policy formulation and implementation and identify best practices.

#### PANELISTS:

**Hélène Dwyer-Renaud, Gender-Based Analysis,  
Status of Women Canada, Ottawa**

Hélène Dwyer-Renaud is the Director of Gender-Based Analysis at Status of Women Canada. Formerly the Director of the Women's Bureau with the Department of Human Resources Development Canada, Ms. Dwyer-Renaud has been involved in women's and gender issues for almost twenty years, both in government and community settings. She has contributed to the design of major Canadian government initiatives pertaining to women's equality such as the Federal Plan on Gender Equality, the Family Violence Initiatives and the government's Gender-Based Analysis Policy.

**Selim Jahan,**

**United Nations Development Programme, New York**

Currently Deputy Director, Human Development Report Office, UNDP, New York. Member of the Core Human Report Team which writes the Report since 1992. Formerly, Professor of Economics, University of Dhaka, Bangladesh and visiting Fellow, University of Cambridge, UK and University of Maryland, USA and Economic Advisor, Ministry of Planning, Government of Bangladesh. Ph.D. in Economics from McGill University. Author of 8 books and more than 150 research papers and articles on various issues of Development Economics. Areas of current research: Poverty, employment, human security, sustainable human development.

**Karen Messing,**

**Université du Québec à Montréal, Montréal**

Karen Messing is professor of biological sciences at the University of Quebec at Montreal, where she directs the graduate program in ergonomics. She is co-director of a joint union-university research program on women's occupational health. Her most recent books are *One-eyed Science: Occupational Health and Working Women* and *Ergonomic Analysis of Women's Work*.

**Katherine Reed,**

**Antigonish Women's Centre, Antigonish, Nova Scotia**

Katherine Reed is a community development worker and low-income woman's advocate. She has been working in this

capacity at the Antigonish Women's Resource Centre (AWRC) since 1988. She graduated with a Bachelor of Arts degree from St. Francis Xavier University in 1988 where she began to develop a feminist perspective, and has continued with that process through her work at the AWRC. She maintains a focus on economic justice for women.

#### MODERATOR:

**Peggy Mahon, Saint Francis Xavier University,  
Antigonish, Nova Scotia**

Peggy Mahon, a feminist community activist, has been involved in women's equity issues and community development for the past twenty years. This work has included research and policy, community programs and services, resource development, social action, and advocacy with extensive involvement in women's education and training, violence against women, poverty and health. She has worked for the Extension Department, St. Francis Xavier University, for the past eleven years and previously for the YWCA of Canada and YWCA of Halifax for ten years.

### MAKING CONNECTIONS

**Tuesday October 5, 1:30-3:00**

This panel will facilitate dialogue among sectors on research priorities, address the creation of national partnerships involving academics, public policy makers and program developers and equity-seeking community-based women's groups, and define mechanisms for meaningful dialogue and strategic decision-making among these groups to ensure the full participation of women.

#### PANELISTS:

**Madeline Boscoe,**

**Canadian Women's Health Network, Winnipeg**

Madeline Boscoe is the Executive Director of the Canadian Women's Health Network. The Canadian Women's Health Network's primary purpose is to provide the infrastructure and the tools to enable individuals and organizations to improve women's health status. CWHN programs include direct information services, including a toll-free telephone line, a clearinghouse, an extensive web site, and on line databases. CWHN participates actively in the Centers of Excellence in Women's Health research program where Madeline is a member of the Steering Committee. CWHN has just become the women's health affiliate for the Canadian Health Network. She is a past member of the Minister of Health's advisory







## PLENARY EVENTS: PANELS

committee on the Health Information Highway and Advocacy Coordinator of the WHC.

**Lynn Jones, Service Employees International Union, Local 220, London, Ontario**

Lynn Jones is a tenth generation African Canadian Human, Anti-racism, Community, Women's and Trade Union Rights activist. Her lived experiences, as well as the wisdom and guidance of those who have passed before have provided her with the strength and fortitude to diligently pursue the freedom and liberation of marginalized people and communities within the global network. She has most recently moved from Halifax, Nova Scotia to pursue employment, community and political activities in London, Ontario where she works for the Service Employees International Union.

**Diana Rivington, Women in Development and Gender Equality, Canadian International Development Agency, Hull**

Diana Rivington is Director, Gender Equality Division within the Policy Branch of the Canadian International Development Agency (CIDA). In June 1999 she was elected Chair of the OECD - Development Assistance Committee's Working Party on Gender Equality. The Working Party is composed of delegates from the 29 member countries of the OECD plus observers from the World Bank, UNDP, and UNIFEM and is responsible for a program of work designed to improve the quality of gender equality understanding and programming by bilateral donors and to support the on-going work of the DAC.

**Celeste Wincapaw, British Columbia Centre of Excellence for Women's Health, Vancouver**

Celeste Wincapaw does communications work for the BC Centre of Excellence for Women's Health in Vancouver, Canada. She has taught numerous Internet and computer workshops for women including a recent series on using the Internet for Health Promotion for Vancouver Community Net. She provides electronic communications planning services for government, public, NGO, and grassroots organisations. She is interested in gendered market research and women's use of on-line activism/social support.

### **MODERATOR:**

**Wendy Robbins, University of New Brunswick, Fredericton**

Dr. Wendy Robbins is a Professor of English and Women's Studies at the University of New Brunswick in Fredericton, NB. She has participated in the Maritime Centre of Excellence for Women's Health since its inception. She is best known in the

Canadian women's movement as the last Director of Research at the former Canadian Advisory Council on the Status of Women (1992-95), and as the co-founder, with Dr. Michèle Ollivier of the Université d'Ottawa, of the online discussion list PAR-L and Web site (<http://www.unb.ca/PAR-L>).

## MAKING IT HAPPEN

**Wednesday October 6, 9:00-10:30**

This panel will develop strategies to make policies and programs healthier for women's lives using gender-based analysis initiatives to increase community consultation and input during the process of creating, interpreting, implementing and evaluating public policy.

### **PANELISTS:**

**Sharon Batt, Nancy's Chair in Women's Studies, Mount Saint Vincent University, Halifax**

Sharon Batt is an author and researcher. She holds Nancy's Chair in Women's Studies at Mount Saint Vincent University. Ms. Batt has a Master's in Psychology from the University of British Columbia. Prior to accepting her current appointment she was director of policy and research for Breast Cancer Action Montreal.

**Patricia Doyle Bedwell, Nova Scotia Advisory Council on the Status of Women, Halifax**

Patricia Doyle-Bedwell is a Mi'kmaq woman. She has a B.A. in sociology with honours from Dalhousie as well as an LL.B. She is the Director of the Transition Year Program at Dalhousie. She is also the Chair of the Nova Scotia Advisory Council on the Status of Women as well as Legal Advisor to the Native Women's Association. Her research interests include justice, aboriginal women and health.

**Joan Meister, DAWN Canada, Vancouver**

Currently, Joan Meister is the Chair, Board of Directors of the BC Centre of Excellence for Women's Health and was the first Chair of DAWN Canada: DisAbled Women's Network Canada. She has a keen interest in the working conditions of all workers but particularly of women workers with disabilities and used to be the staffer for her union, CUPE 3338 (SFU).

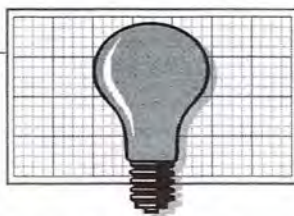
### **MODERATOR:**

**Wanda Thomas Bernard, Maritime School of Social Work, Dalhousie University, Halifax**

Wanda Thomas Bernard, MSW, PhD, is a professor at the







## PLENARY EVENTS: PANELS

Maritime School of Social Work at Dalhousie University. She is an experienced facilitator and specializes in community based participatory research. Dr. Thomas Bernard teaches in the area of anti-oppression, and is particularly interested in making visible the diverse experiences of African Canadian women, and the realities of their lives as mothers, graduate students, and research participants.

Epidemiology at McGill University with a longstanding interest in women's health (care). She combines her academic life/work with activism as a member/collaborator with several community groups. Her current research centres mainly on feminist - and policy-related - studies of applied genetic technologies. She is also principal investigator on a qualitative participatory research study of communication among women with breast cancer.

### STRATEGIZING FOR GENDER EQUITY in the Canadian Institutes of Health Research (CIHR)

**Wednesday October 6, 11:00 - 12:00**

How will gender issues and women's health be represented in the Canadian Institutes of Health Research which will be operational by April 1, 2000? This presentation will provide an analysis of the current developments of the Canadian Institutes of Health Research, with a focus on the status of women's health and gender issues. Institute design and operational processes and structures within the CIHR will also be discussed. Specifically, ideas from the position paper on gender and women's health prepared by Lorraine Greaves and a team of investigators from across Canada for the recent SSHRC/CHSRF Health Institutes Design Concepts Program will be highlighted.

**Lorraine Greaves, B.C. Centre of Excellence  
for Women's Health in Vancouver**

Lorraine Greaves, PhD is the Director of the B.C. Centre of Excellence for Women's Health in Vancouver. She is also a member of the Interim Governing Council of the Canadian Institutes of Health Research.

### WEAVING PANEL

**Wednesday October 6, 12:00 - 12:30**

This panel features the moderators from the previous themed panels, Peggy Mahon and Wanda Thomas Bernard, reflecting on and weaving together the learnings gained during the four days of the symposium. It will also draw on the outcomes of the Women in Public Policy (WIPP) workshop.

**MODERATOR:**

**Abby Lippman,  
Department of Epidemiology at McGill University**

Abby Lippman is a professor in the Department of

### AFFINITY GROUPS

**Monday October 4, 7:00 - 9:00 pm**

Space will be available for any groups wishing to meet. Please book times in advance at the information desk in the lobby. Space is limited and will be reserved on a first come, first served basis.

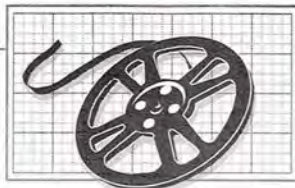
### DISPLAYS

The symposium will feature a number of displays featuring the following topics and organizations:

- Diversity-sensitive Gender Planning - Frances Kirson
- Military Family Resource Centre
- Women's Health Network, Newfoundland and Labrador
- Prairie Women's Health Centre of Excellence
- Centres of Excellence for Women's Health Program
- Maritime Centre of Excellence for Women's Health
- Canadian Women's Health Network
- Women for Economic Equality Society
- Women in Poverty Project
- Canadian International Development Agency
- Women's History Month - Status of Women Canada (Atlantic) and the Nova Scotia Advisory Council on the Status of Women
- Gender Equality Initiative, Department of Justice
- Developing Guidelines for Inter-Sectoral Collaboration - Susan Kirkland







## PLENARY EVENTS: VIDEO NIGHT

### TOXIC PARTNERS

40 minutes

This documentary film, which is narrated by Dr. David Suzuki, chronicles the plight of two communities, far distant geographically, sharing a common legacy of toxic waste and environmental racism.

Nova Scotia film-maker Neal Livingston followed a group of Sydney residents, dealing with the Tar Ponds in their community, in their travels to Fort Valley, Georgia, where a predominantly African-American community was fighting for the clean-up of a deadly dump of pesticidal chemicals. Fort Valley activists later traveled to Sydney to experience the challenges of a community struggling for clean-up of Canada's largest toxic waste site.

The "tale of two cities" - Sydney and Fort Valley - inspired some surprising comparisons as residents of each found themselves empowered through the sharing of experiences with each other. Elizabeth May, now associated with the Maritime Centre of Excellence for Women's Health and first chairholder of the Elizabeth May Chair in Women's Health and Environment is featured in the film.

The film was produced with the support of the Sierra Club of Canada, the organizer of the toxic community exchange.

### À LA VIE, À LA MORT

29 minutes

Over the past few years, we have witnessed the government's withdrawal from the public health arena due to a lack of financial resources. Hand in hand with this new reality is the progressive increase of caregivers, women for the most part, who willingly offer their support, care and unconditional love to a sick or decreasingly independent relative. Mindful of the problems involved in bettering living conditions for society and women in particular, film-maker Louise Giguère's documentary presents a troubling portrait of the everyday caregiver experience.

*À la vie, à la mort* chronicles the ceaseless efforts of caregivers who agree to open a window into their lives, revealing their daily difficulties and need for support in caring for their loved one in a situation of total dependence. Because the light at the end of the tunnel is by and large shadowed by the magnitude of their task, these persons often fall prey to depression, medication abuse, isolation and obsessive guilt.

### EXPOSURE: ENVIRONMENTAL LINKS TO BREAST CANCER

53 minutes

This documentary, narrated by breast cancer survivor Olivia Newton-John, traces the relationship between environmental contaminants, radiation and medical interventions into promoting breast cancer. Produced by Canadians, Dorothy Goldin-Rosenberg and Fran Zuckerman, the film features Canadian scientist Dr. Rosalie Bertell, and health activist, Sharon Batt, currently holder of Nancy's Chair at Mount St. Vincent, as well as other researchers, scientists and activists from the U.S. and Canada.

### FURY FOR THE SOUND: THE WOMEN AT CLAYOQUOT

90 minutes

Empowering, moving and inspirational, this documentary uses the conflict in Clayoquot Sound to explore women's relationship to the natural world, eco-feminism, and the historical role of women as activists. In the summer of 1993, over 700 people chose to face arrest, blocking the logging roads into one of Canada's last large temperate rainforest watersheds on the coast of Vancouver Island. Shelly Wine was one of the arrestees, and this is her first film documentary to chronicle the role of women at Clayoquot. This documentary features a powerful musical score with performances by Sarah McLaughlin, Bob Bossin, Wyird Sisters and more.



À LA VIE, À LA MORT





## CONCURRENT WORKSHOPS

The rooms for individual workshops are noted in your registration kit, or consult the poster at the registration/information table in the foyer. Workshops held in both official languages are indicated by an asterisk.

### MONDAY OCTOBER 4, 1:30 - 3:00

#### **P.1 From One-Eyed To Two-Eyed Health Research: A Workshop Piloting Health Canada's Approach to Gender Equality in Research (Part 1)**

This workshop will present a working version of the Health Canada GBA guide "Moving toward Equality: Recognizing and Eliminating Gender Bias in Health Research". The first part will involve a presentation of the main elements of the guide (preliminary copies will be available for participants). The second part will involve a hands-on application of one part of the guide. Materials will be distributed in the session.

**Margrit Eichler** is a Professor of Sociology and Equity Studies at OISE/UT and Director of the Institute for Women's Studies and Gender Studies at the University of Toronto. She has been writing about issues of gender bias in research for about 20 years.

**Diana Gustafson** and **Monika Pompetzki** are both PhD students at OISE/UT and both have a background in health as well as in gender issues. The three have been working together on developing the tool.

#### **R.1a Racism in Health Care: A Dialogue with Childbearing African Nova Scotian Women**

Health inequalities and poor outcomes for Black childbearing families in the Western world are well supported; the existence of racism in the Western Society is also well documented. However, the magnitude, effects and burden of racism on its victim have not been addressed in the health literature. To ensure better health care for African Nova Scotians and other people of color, health care professionals must recognize, and acknowledge the presence and significance of racism. There are a few studies in the United States that have examined this complex area of practice. However, there are no Canadian studies that have explored the effect of racism on the childbearing experience.

This paper describes an innovative research that explored the lived experience of childbirth, from the perspective of African Nova Scotian women. Feminist Participatory Action Research was the qualitative methodology that formed the guiding tenets for this study. In depth interviews of eight women and several focus group sessions were used to collect data. Thematic analysis was used to interpret the data. Research findings are reported in terms of specific practice guidelines as well as methodological challenges associated with participatory action research process. The findings show the need for new models of practice to address the needs of ethnic minorities. The paper concludes with recommendations for innovative research strategies to guide nursing education and practice, and approaches to advance knowledge of cultural minorities from a new perspective.

**Josephine Enang** obtained her diplomas in Nursing and Midwifery from Nigeria and BSc.N from Dalhousie University. She is currently in the final year of her Master of Nursing program at Dalhousie University. She is an IBCLC and works as a Professional Development Consultant at the IWK Grace Health Centre.

**Anne Adekayode** is member of the black Women's Health Program and was actively involved in this research. Anne currently works with MISA as a Volunteer and also serves on the Canadian Mental Health Board. Anne has key interest in equity issues especially involving violence against women. She is a former crisis intervention worker with the Avalon centre.

#### **R.1b Data Information - Women's Health and Well Being**

The Women's Work, Empowerment and Well-Being Survey is a joint research initiative of the Maritime Centre of Excellence for Women's Health, Nova Scotia Advisory Council on the Status of Women, Nova Scotia Centre on Aging, and IWK-Grace Health Centre. The survey has as its goal to examine the impact that women's paid and unpaid work has on their sense of empowerment and well-being. A gendered approach will be taken in examining:

- What is the distribution of different kinds of paid and unpaid work among men and women?
- How do men and women experience empowerment or disempowerment in relation to their respective burdens of paid and unpaid work?
- To what extent do the rewards of care-giving and other unpaid work counter the stresses that may be experienced in the paid work force?
- What effect do these variables and the interactions among them have on men's and women's health and well-being?

Though data are available at the national level to address some of these issues, the paucity of data at the provincial level does not permit us to draw conclusions about the situation of women in Nova Scotia. Pertinent national data from various Statistics Canada sources including the Census of Population, General Social Survey, and National Population Health Survey will be presented as an important initial step in the process of preparing a provincial survey on this topic. Workshop participants will be asked for their opinions and input in identifying gaps in this area of research and for their suggestions and experiences in relating women's work to women's power and well-being.

**Judith Hockney** (Chair) is the Program Director for the Women's Health Program, IWK Grace Health Centre.

**Sandra Mc Fadgyn** is with the Nova Scotia Advisory Council on the Status of Women.

**Lucinda Montizambert** is with Statistics Canada (Atlantic).

**Lesley Poirier** is the Research Coordinator at the Maritime Centre of Excellence for Women's Health.

#### **R.2 Engendering Research, Feminising Policies, Eliminating Inequality**

This paper directly addresses the conference sub-theme: "alternative





ways of designing research, policy and action approaches to eliminate gender inequity." It explores alternative methodological designs, based on scholarly literatures and case studies. It situates "gender equity analysis initiatives for policy" within specific policy locations and within global feminism. We begin by introducing gender-biased research in contemporary policies and policy-making and briefly examine three relevant bodies of scholarly literature: on sexist biases, on feminist methodologies and on gender-based analysis. We then ground the paper empirically by exploring gender-based policy dimensions of our community-based participatory action research on women's health in coastal communities. We also briefly examine implications for research design of policy work on women in Canada within several governmental settings and at the United Nations around the World Summit for Social Development (1995), with its stated commitment (one of ten) to "equality and equity between women and men." We propose four alternative methodological approaches: gender-unbiased, gender-based, women-centred and transformative designs. We conclude by analysing the engendering and feminist features they share and their differences.

**Linda Christiansen-Ruffman** is Professor of Sociology and Women's Studies at Saint Mary's University and a past president of the Canadian Sociology and Anthropology Association and the Canadian Research Institute for the Advancement of Women. As a representative of the International Sociological Association at the United Nations in New York, she has participated in preparations for the World Summit for Social Development (1995) and its follow-up.

**Stella Lord** is the Researcher at the Nova Scotia Advisory Council on the Status of Women and lectures part time in the Sociology and Women's Studies programs at Saint Mary's University. She has worked in a number of policy arenas in British Columbia and in Nova Scotia. Both women have been active members and researchers within women's organisations, including the Canadian Research Institute for the Advancement of Women and Nova Scotia Women's FishNet.

**NOTE:** We regret that the workshop entitled "Designing Research to Evaluate Gender Equity in Legal Aid Policy and Programs" will not take place.

### 1.1a The Gender Lens with Culture as a Determinant of Health: A Sri Lankan - Canada Case Study

\* *This workshop will be offered in both official languages.*

The United Nations Decade for Women (1976 - 1985) embraced international efforts to improve the lives and status of women. The impact of this period can be traced through the developmental policies and programs of multilateral, bilateral and national governments for the past 25 years. This paper provides a reminiscent journey back to the antecedents of the "gender lens" framework. The authors explore an evolutionary trail of gender analysis methods and approaches which were pioneered by "women in development" social and economic policy planners in the mid 1970's. The paper also adopts a case study approach with examples, from both the plantation and coastal fisheries sectors in Sri Lanka, and poses a developmental question: After 25 years of women in development policies, tools and frameworks, have we effectively enhanced the quality of life, health and well being of women? If not, where do we go from here - what is the next step in the evolutionary ladder of the gender lens?

The second half of the presentation examines the context of health through a crosscultural lens. The experiences of immigrant women provide a "bridge" to help us understand how the cultural context of the home country impact upon the health status and behaviours of new arrivals in Canada. Human development indicators will be used

to measure time trends in quality of life and health of women in Sri Lanka and Canada. Sri Lankan women's role in the conceptual model of family relationships that influence the health of immediate and extended family will also be explored. The authors discuss culture as a determinant of health and reflect upon the timely convergence of international and national policy making in terms of gender equity policy and programs as we enter the new millennium.

**Carol Amaratunga** is Executive Director, Maritime Centre of Excellence for Women's Health. She currently holds the post of Associate Professor, Research in the Faculty of Health Professions, Dalhousie University. Carol has 25 years of policy related experience working in health, agriculture and fisheries in areas pertaining to socioeconomic development of women and families. She has designed and delivered policy and programs for social change in the provincial, federal, and international civil services, as well as in the private sector. Carol has five years of residential experience in Africa and Asia and has served as a past Program Manager for the Food and Agriculture Organization, United Nations with the Women's Bureau, Sri Lanka.

**Swarna Weerasinghe**, Assistant Professor, Director Biostatistical consulting service, Dept. Community Health and Epidemiology, Faculty of Medicine at Dalhousie University. Swarna is also the president Nova Scotia Council on Multicultural Health. Principal Investigator of the project "Equitable Access to Health Care, Health Promotion and Prevention by Immigrant Women in Nova Scotia, Canada" pilot Phase I. Born in Sri Lanka and migrated to Canada in 1985.

### 1.1b Social Autonomy, Economic Autonomy, Women's Health: Will this Road to Women's Empowerment Contribute to Household Welfare?

\* *This workshop will be offered in both official languages.*

The goal of the study is to examine gender inequalities of health in India. Although the risks associated with reproduction may be the most obvious health problems faced by women, chronic ill health due to: 1. intra-household allocation of family resources, 2. limited levels of social, economic and political autonomy of women, and 3. inadequate access to health services is among the major causes of morbidity and mortality. Some of the reasons for gender inequalities in health may include: emphasis on women's childbearing roles; discrimination against female children; women's workloads; lack of decision-making power and limited access to income. The qualitative phase comprised of nine focus group discussions and individual interviews with health providers, local leaders, and district level officials. The quantitative phase will emerge from these findings and will contribute to a better understanding of the influence of autonomy on health status, their sequential use of diverse health services, and the household economy. One of the most important outcomes of this research is based on the fact that providing services via development projects may not be sufficient or sustainable if one or more of the major constraints in women's lives - customs, market forces, and policies - are not addressed. Understanding the linkages between gender, economic, social and political autonomy as well as women's health status is the ideal base for developing strategies for women's overall empowerment as well as the welfare of the household.

**Bilkis Vissandjée** is an Associate Professor in the School of Nursing, University of Montreal and Academic co-director, Centre of Excellence for Women's Health, University of Montreal.

### A.1 A Song is Worth 10,000 Words (Part 1)

Women "of a certain age" tend not to be sought for their wisdom, knowledge, opinions and experience. The Raging Grannies recognize that a collective, thoughtful and colourful voice gains strength to be heard in places where a single voice is lost. Together





we grow, and develop as individuals as well. Many of us are grandmothers; most of us are old enough to be, but we are all women. Musical ability is not a prerequisite for becoming a Raging Granny; interest and commitment is. We meet together regularly, write and sing songs on issues of concern to the group. Individual members may introduce issues to the group or issues may come more generally from the news or current affairs, but they always reflect the realities and concerns of some aspect of women's lives. We generally operate by consensus.

For our session, we propose to sing some of our songs, explain something about who we are, what we do, why we have come together, about the songs we have chosen to sing, and how we choose the issues we sing about. We will work with the participants to choose an issue, select a song to use for which the group will write words, go through the process of writing the words and finally, singing the song.

This workshop will be facilitated by the **Raging Grannies**.

### **A.2 People Oriented Planning: Taking Account of Women, Men and Children In Community Research, Planning and Intervention (Part 1)**

I will present on a framework for practice titled People Oriented Planning or POP based on the Gender Analysis Framework (GAP) written by Catherine A. Overholt, Mary, B. Anderson Kathleen Cloud and James Austin. POP has been used extensively by United Nations High Commission for Refugees (UNHCR) and its non-governmental implementing partners to train workers in refugee camps and emergency situations through the world.

One of the main objectives of People Oriented Planning is to ensure that programs delivered by settlement agencies do not disadvantage women and girls relative to men and boys and ensure that disparities between sexes are reduced by these programs. It has three components: Client Family Profile and Context Analysis, Activity Analysis and Use and Control of Resources Analysis.

I believe that this framework needs to become the "rule and not the exception" in practice within all newcomer agencies and is an excellent method for looking beyond culture towards the reality of women on an international scale. This tool needs more exposure, it needs a critical analysis, feedback on other angles that can be explored and most of all if we speak of inclusion we need to be open to an alternative/ challenging practice that has potential to change policy - POP.

**Jo-Anne Henderson-White** is presently working as the Interim Executive Assistant at Metropolitan Immigrant Settlement Association (MISA) in Halifax and a masters student at the Maritime School of Social Work in the community stream. Subject of study: "Adolescent Pregnancy in Developing versus Developed Countries." Interests include working with women in community development, writing poetry against injustice as well as on human relations and emotions.

### **A.3 Ten Years Later: A Review of Gender Equity in the BC Education System Since the Sullivan Royal Commission**

This workshop will present the approach taken by the BC Ministry of Education to promoting gender equity in schools. This approach was developed in consultation with an advisory group of representatives of educational partners, including students, and provided support for change at each level of the education system.

Included in the presentation is an overview of the results of the Gender Equity Program, included in a written report entitled, Ten Years Later: A review of gender equity in the BC education system since the Sullivan Royal Commission.

Participants will be encouraged to discuss strategies used to promote gender equity in their jurisdictions and to review the

potential of taking an inclusive approach that includes gender issues under a diversity umbrella. The workshop will address symposium questions related to representing the voices and needs of women in the development of public policy. It will reflect on the BC education system approach to eliminating gender inequity and provide present and future perspectives for that approach.

**Shirley Avril** has been a classroom teacher, a community activist, adult educator and visual artist. She currently coordinates the BC Ministry of Education initiatives related to diversity and human rights in schools. Ms. Avril, with the ministry Gender Equity Program, was a national finalist for the Institute for Public Administration of Canada (IPAC) Innovative Management Award. She is working on a policy framework for school districts with guidelines for the promotion of diversity and human rights.

## **MONDAY OCTOBER 4, 3:30-5:00**

### **P.2 From One-Eyed To Two-Eyed Health Research: A Workshop Piloting Health Canada's Approach To Gender Equality In Research (Part 2). See P.1**

### **R.3 Exploring the Stress Experience of Female Aboriginal Youth**

This workshop will be of particular interest to youth in attendance at the conference, those who work with aboriginal people and with youth, as well as program planners and policy makers interested in a gendered approach to health interventions.

Participants will first be introduced to the results of the Mi'kmaq Regional Health Survey. The cross-sectional survey was conducted in 1998 by Nova Scotia's two Mi'kmaq political organizations and yielded a response rate of 87% overall for all age groups and both genders. One of the remarkable features of the survey was a significantly higher level of stress-related indicators between men and women, particularly youth 12-18 years of age.

The Mi'kmaq Health Research Group has been funded by the MCEWH to conduct a literature review with a gender analysis of aboriginal female youth's stress experience, and to interview female and male aboriginal youth in focus groups and as individuals in all thirteen Mi'kmaq reserves. We will also be interviewing youth-serving professionals to learn from all groups what contributes to the stress experience, and what interventions might be put in place to reduce their stress and improve their well-being. Our work is assisted by an aboriginal youth panel of young women from across the Province.

**Lynn McIntyre** is currently an Associate Professor, Faculty of Health Professions Dalhousie University and Collaborator, Mi'kmaq Health Research Group.

### **R.4 Claiming Visibility: African Canadian Women Students Researching African Nova Scotia's Women's Experiences in Academic Settings**

Much of the feminist discourse in academic work renders African Canadian women's experiences invisible, or seriously compromised and/or marginalized. In this proposed round table and poster session, a group of African Canadian graduate students, along with an instructor, will share information with participants, as they dialogue with each other about some of their experiences as students doing research with African Nova Scotian women. The session will be conducted as a "talking circle", using interactive methodology. These students are from diverse backgrounds, and study in a range of disciplines. However, what links them is their research about African Nova Scotian women. They will discuss some of the barriers and





challenges they have encountered in trying to make visible through study, the rich experiences of African Nova Scotian women. The students will also speak about their field work in the communities, their experiences in doing African centered research, and highlight some of the findings from their respective work. The session will conclude with an interactive discussion about approaches to eliminate gender and racial inequity in research, policy and action.

**Wanda Thomas Bernard**, MSW, PhD, is an Assistant Professor at the Maritime School of Social Work at Dalhousie University. She is an experienced facilitator and specializes in community based participatory research. Dr. Thomas Bernard teaches in the area of anti-oppression, and is particularly interested in making visible the diverse experiences of African Canadian women, and the realities of their lives as mothers, graduate students, and research participants.

### I.2a Young Women and Girls: The Missing Piece in Gender Development

Participatory approaches to planning and policy have transformed the process of development. Yet there continues to be a gap in the voices that define development practice and policies. The truly voiceless young people and children are being missed. Young women and girls are even further marginalized in the process. Approaches to gender and development planning have also failed to hear and integrate the voices of young women in their practice and policy planning. In order for participatory development to be truly effective and community based, it is essential that this gap be addressed.

This session will explore the following question:

- How do we ensure that young women's needs and interests are integrated into international development policy and planning? Some of the issues to be discussed include:
- An analysis of international development and gender and development policies and practice that continue to ignore the specific needs and interests of young women around the world.
- An exploration of the lessons learned in bringing young women's and girl's voices into development planning and policy making.

**Tania Principe** is currently a Project Coordinator at a newly created gender and development/ women's rights organization known as DIVA Women's Rights International. She is a graduate from the University of Toronto, having earned a BSc in International Development Studies. She has worked on women's rights in Sri Lanka with the Shakti Gender Equity Project housed at the Canadian International Development Agency's Program Support Unit.

### I.2b Development Programs and Adolescent Girls: Some Dis-enabling Factors in the South Asian Setting

Interventions by government and non-governmental organizations in developing countries have targeted poor women in a number of problem areas - from reproductive health, to access to education, credit and other resources - with the objective of fighting poverty and promoting gender equity by empowering women. The beneficiaries of such interventions have mostly been adult women; only recently has attention been directed towards young women. This paper, with focus on South Asia, is built on the premises that (a) women's human and social capital development is critical to their long-term welfare, that (b) this process needs to start early in their lives and to be sustained beyond first level schooling, and that (c) there are impediments which prevent young women from acquiring these forms of capital. We examine, in the cultural context of South Asia, two inter-related issues. First, how successful are interventions, such as credit programs, in promoting the development of women's

social-human capital in general? Second, how are (if at all) young females served by such programs? For instance, can interventions be successful in the face of risks to the physical and emotional well-being of many poor, young women in the region.

**Najma R. Sharif** is Associate Professor in the Department of Economics at Saint Mary's University in Halifax, Nova Scotia. Her research background and interests lie primarily in the economics of developing countries with a focus on issues related to poverty alleviation (with an emphasis on gender dimensions), in areas such as the problems of youth livelihoods development, the role of micro-credit programs, as well as of other extra-household organizations and resources for women. She is also currently working on the earnings and fertility of immigrant women and on the economics status of the elderly.

*Note: These workshops replace "Is Gender Justice Achievable through International Development?" originally offered in this time slot.*

### A.4 A Song is Worth 10,000 Words (Part 2) See A.2

### A.5 People Oriented Planning: Taking Account of Women, Men and Children In Community Research, Planning and Intervention (Part 2) See A.2

### A.6 Sharing Our Strengths: Community, Government, Politicians And Academics Working Together For Healthy Public Policy (Part 1)

*\* This workshop will be offered in both official languages.*

What could possibly be the connection between policy makers, university researchers and community-based women's groups? Aren't we talking about three different worlds? And in at least three different languages? Not necessarily. Each of the three groups has an essential piece of knowledge to add to the garment we call policy. Working together, we can develop a common language and ways of sharing this knowledge that enhances the way policy 'fits' those who will ultimately wear it. This four-hour workshop brings together the three sectors - community, academic and policy - to examine the barriers to communication and knowledge sharing and develop practical ways to eliminate gender inequities in policy.

Gender-based analysis is a relatively new term for an activity that community-based, equality-seeking women's groups have been doing for decades. Their keen analysis of how policies disadvantage women is a key resource for the policy analyst, politician and academic alike, however the uptake of this knowledge has not always been used to best advantage.

Status of Women Canada has funded the Women in Public Policy Project to provide answers to some basic questions around how community groups can work collaboratively with government and academe to develop policy that truly addresses the needs of Canadian women in all their diversity. This three-part symposium workshop will draw on the experiences of community-based equality-seeking women's groups in shaping public policy to inform the development of a practical model for collaborative analysis and development of policy.

**Peggy Mahon**, a feminist community activist, has been involved in women's equity issues and community development for the past twenty years. This work has included research and policy, community programs and services, resource development, social action, and advocacy with extensive involvement in women's education and training, violence against women, poverty and health. She has worked for the Extension Department, St. Francis Xavier University, for the past eleven years and previously for the YWCA of Canada and YWCA of Halifax for ten years.





TUESDAY OCTOBER 5, 9:00-10:00

**P.3a From Guidelines to Good Practice: The Routinization of Gender-based Analysis in Government Policy Development**

This presentation discusses results of a recent Gender-based Analysis learning and training needs assessment conducted for the Women's Bureau at Human Resources Development Canada. The overall aim of the study was to aid the incorporation of GBA into routine procedures of policy and program development by providing information about perceived needs in terms of learning and application opportunities. There were three specific purposes: 1) to determine specific training needs in GBA; 2) to identify the most relevant content and formats for training delivery; and 3) to identify other facilitating conditions and strategies for building GBA competence and achieving incorporation. The study involved semi-structured interviews with 28 senior managers and senior policy/program staff in HRDC. The views expressed regarding what is required to achieve the incorporation of GBA have some relevance for similar initiatives in other organizations.

Two key points are presented. The first is that GBA incorporation requires a high degree of organizational commitment and some degree of change. The presentation identifies 10 suggestions concerning how the organizational context can enhance and support efforts to incorporate GBA. The second point is that, in a context where analytical skills are already well developed, the priority for training and learning needs to be on application. The presentation includes some innovative ideas for providing organizationally-supported hands-on opportunities to identify, generate and communicate good GBA practice.

**Janet Siltanen** is a Full Professor in the Department of Sociology and Anthropology and Institute of Political Economy, Carleton University.

**P.3b Adding Value to Policy and Program Work: Integrating Gender Inclusive Analysis**

One of the key goals of the Minister Responsible for the Status of Women and for the Women's Policy Office, Government of Newfoundland and Labrador, is to develop a government-wide approach to women's equality initiatives. Integrating gender inclusive analysis into the existing policy development process will facilitate a greater understanding of how government initiatives can affect women and men. In order for this to happen, departments need to develop the capability to conduct gender inclusive analysis internally.

In 1998, the Women's Policy Office initiated a process to more formally assist departments to develop this capability. This process involved the development of guidelines for departments to assist in conducting gender inclusive analysis, the development of and piloting of a workshop in the use of the guidelines and application of the gender inclusive analysis process, and other communication activities with departments.

We propose to share our experiences on the development of the guide and the workshops, as well as our thoughts on the effectiveness of this approach in terms of usage by government policy developers and impact on government policy and program development.

**Jennifer Jeans** is Assistant Deputy Minister, Women's Policy Office. Jennifer has worked within the Newfoundland and Labrador public service for almost twenty years. Before coming to the Women's Policy Office she worked as a policy analyst in Intergovernmental Affairs, the Department of Social Services and Cabinet Secretariat.

**Dorothy Robbins** is Director of Research and Planning, Women's Policy Office. Dorothy has a background in social work, social policy development and community development. She has worked on women's equality issues for over twenty-five years both as a volunteer in the women's community and through her employment with the Women's Centre in Labrador City, the Provincial Advisory Council on the Status of Women and the Women's Policy Office.

**R.5 Narrative Research: The Birth of Women's Voices**

The presentation will reflect the narrative approach to convey women's struggles and diversity with the abortion experience. Our research proved that barriers to discuss this issue have silenced women in all realities of life. It also demonstrated how discussion about the subject as participants and researchers created action in each one of our lives and strengthened our determination to break the silence among women who have similar experiences. We used First Nations and feminist understandings to highlight our personal and research process. A strategy that proved useful to us as both researchers and subjects was the open format offered by our research instructor for the above paper. The "open" format provided a narrative of our own lives and stories, validating a different way of knowing. This process was empowering to us as women and students holding a feminist ideology. We wonder how much the process of public policy is open to women's stories, nationally and internationally. We will speak to how our learning was affected by public policy within our academic setting.

**Daisy Mutanda** was born and raised in Kenya and moved to Victoria five years ago. Her experiences as a bi-racial woman of colour have influenced her studies and she continues to learn within the academic setting that has encouraged growth for her personal understanding.

**Carene Adams** is a single-parent mother who is finishing her social work degree. Radical feminist thought has given her a framework to view her academic learning in a way that augments her life experiences. She challenges not only dominant cultural norms and patriarchy, but also the stereotypes and generalizations of daily life.

**Chantelle Favell** is a Metis woman from Alberta. She practices social work from honest and heartfelt feminist and First Nations perspectives within patriarchal and conservative settings. She is learning through her studies that she loves teaching and that she is an ally for others as well as herself.

**Emi Koyanagi** identifies herself as a woman of colour and a Sansei (3rd generation Japanese-Canadian). She struggles with the lack of significance her experiences have played in dominant culture and strives to break down barriers that marginalize individuals and communities.

**R.6 Community Health Nurses' Involvement in Policy Development and Implementation: Creating a Feminist Model**

The extent to which community health nurses are involved in the development and implementation of health promotion policy and strategies to ensure the uptake of their involvement in the policy process is the focus of this doctoral research presentation. The interdisciplinary perspective of Women's Studies provided the theoretical framework and methodology for the investigation and action component. Community health nurses (n=31), working in two public health nursing service delivery agencies in an urban setting were recruited. Data were collected using a semi-structured interview schedule, which explored health policy, work, the environment, health promotion needs, and provided an opportunity for women's voices to be heard. All elements of the method, which is naturalistic inquiry, and more specifically women-centered interviewing, were shaped by the tenets of feminist science. The feminist lens was chosen because of the hierarchical nature of organizational structures, the need to make the invisible visible, and the need to hear the voices of these nurses. By using feminist theory and feminist methodology, themes, categories, concepts, and their relationships emerged from the data.

Findings are discussed within the context of health care reform and the work of the community health nurse and are relevant to the symposium theme of initiatives for promoting women's involvement in the policy process. Beyond the implications for nursing practice, education, research, and management, the findings have meaning for health policy development and implementation at all levels of the existing health care system.

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MADE TO MEASURE NATIONAL SYMPOSIUM PROGRAMME



**Lynn Scruby** is a member of the academic community at the University of Manitoba. She is an Assistant Professor in the Faculty of Nursing. The research findings she will present are based on her doctoral thesis, completed this year in the Interdisciplinary PhD Program at the University of Manitoba.

### **I.3 How to Keep "Women" in Gender Based Approaches: Some Comparative Experiences in International Linkage Projects**

The presentations in this session will each address different aspects of the issues of power, inequality and language in efforts to develop equal partnerships in Women's Studies or Community Development projects. Most of the presentations examine experience in overseas projects in which we have wrestled with the inherent structural problems of working with partners from the economic 'south' to focus on women and women's needs, and how that entails a re-shaping of the language of 'gender' so that each cultural specificity is recognized, each partner has full equality in the project and the overall aims of improving women's situation are reached. At least one participant will also focus on how to work within this frame within the context of international work at the United Nations.

**Marilyn Porter** is professor of Sociology and Women's Studies at Memorial University. After carrying out research focussing on the economic situation of women in rural Newfoundland communities, she broadened her focus to international work. She has worked in international linkage projects, especially in Indonesia for the last 9 years.

**Linda Christiansen Ruffman** is Professor of Sociology and Women's Studies at Saint Mary's University and a past president of the Canadian Sociology and Anthropology Association and the Canadian Research Institute for the Advancement of Women. As a representative of the International Sociological Association at the United Nations in New York, she has participated in preparations for the World Summit for Social Development (1995) and its follow-up.

### **A.7 Centres of Excellence for Women's Health: Building an Inclusive National Agenda**

This session presents an overview of Health Canada's Gender-based Analysis (GBA) Initiative and the Centres of Excellence for Women's Health Program (CEWHP).

**Mary Anne Burke** is the Coordinator of Health Canada's GBA Initiative. **Lynne Dee Sproule** is the Manager of CEWHP. Both are from the Women's Health Bureau, Health Canada.

### **A.8 Shifting Perspectives: Exploring New Directions for Women's Health**

In spring 1998, the Vancouver/Richmond Health Board (V/RHB) identified the need to undertake a regional planning process to examine the "big picture" for women's health. The mandate of the Women's Population Health Advisory Committee (PHAC) that addresses priority issues affecting women's health.

The recommendations will reflect the context of women's lives, determinants of health, and a health promotion/prevention approach to health service delivery. The WHPP is also responsible for the development of an ongoing and sustainable process for planning around health issues for the future. The focus of the presentation is to describe the WHPP process and to share the "lessons learned". The intent of the WHPP's structure was to create an innovative, inclusive, constructive, and collaborative approach for planning within the Vancouver/Richmond Health Region.

Presently, the WHPP structure includes the following five key committees: Steering Committee; Theme Group I: Utilization and Data Analysis; Theme Group II: Women's Health Services; Theme Group

III: Women's Profile - Community Input; and Evaluation Committee. Over 60 individuals are participating on these committees and include representative from the community/consumer groups, community agencies, institutions, policy and research organizations, and academic community.

**Penny Ballem** is Chair of the WHPP Steering Committee, and Vice President, Women's & Family Health Programs, B.C. Women's Hospital and Health Centre. Dr. Ballem has been actively involved regionally, provincially, and nationally in establishing programs, research initiatives, and policies responsive to the health needs of women.

### **A.9 Sharing Our Strengths: Community, Government, Politicians And Academics Working Together For Healthy Public Policy (Part 2)** See A.6

## **TUESDAY OCTOBER 5, 10:30-12:00**

### **P.4 Where Do "Women" Fit into "Human" Resource Development Policy? A Roundtable Discussion with Projects that Provide Employment and Training Programs for Women**

Our presentation is aimed at addressing the following questions, "What is our experience in the evaluation of the impact of gender analysis on public policy?" and "What are the strategies for coordinating the uptake of gender equity analysis initiatives into the policy process?". The public policy, in particular, that we would like to reflect on is regarding training and employment initiatives, both provincial and federal. We know there are clear statistics that link women's health with their socio-economic status, which is, in turn, intrinsically connected to training and employment opportunities available for them.

Our community-based project will be celebrating 20 years in operation in the year 2000. Each year as funding deadlines approach, we are thrown into the position of justifying our existence. This is a fairly recent situation, as women have been dropped as a priority in public policy governing training and employment, despite research that shows that women are not much better off than they were 10 years ago.

We suspect that this situation also exists for other projects focused on providing employment and training initiatives for women. We would like an opportunity to reflect on all of our experiences in evaluating the impact gender analysis has had on this type of public policy. We would also like an opportunity to strategize about ways that we can better coordinate the uptake of gender equity analysis initiatives into processes for developing public policy.

This workshop will be facilitated by **Women's Employment Outreach**.

### **R.7a Less Than Their Fair Share: The Impact Of Public Policies On The Lives Of Older Women**

This session will focus on how current policies negatively affect the lives of older women. In the past, most discussions on gender inequities have concentrated on the experience of younger women. Thus, they tend to revolve around the important issues of pay equity and child care. These issues do not have the same salience for older, retired women, whose children are grown and who, as widows, are likely to live in poverty. Add to this the fact that, although the majority of old people are women, policies that affect the old, most obviously pension policies, have been designed to reflect the traditional life course of men and the breadwinner model of family life. This presentation will highlight those policies that confront older women and incorporate a high level of gender inequity. As women age, they reap the results of a lifetime of inequality, and I believe that if we do not directly address these issues and become





knowledgeable about them, poverty will continue to be the consequence for older women in the foreseeable future.

**Deborah K. van den Hoonaard** is a sociologist whose primary research interest relates to women's experiences of aging and how gender and aging interact with the organization of society to affect their lives. Dr. van den Hoonaard completed her PhD in Sociology at Loyola University of Chicago (1992) and has written a book, *The Widowed Self: Older Women's Journey Through Widowhood*, which will be published by Wilfrid Laurier University Press. In partnership with her husband, she has recently conducted a study on the equality of men and women in the Bahá'í community of Canada.

### R.7b Virtual GBA: Women's Activism for Equality in the Information Society

Of all the Federal programs being implemented as part of "Connecting Canadians" almost none have gone through a gender based analysis. Expenditures are at least \$203 million over three years. This has serious implications for women and girls in the new Information Society.

The Women's Internet Campaign, initiated by Women'space, is engaged in a variety of strategies to demand a gender based analysis of relevant programs, to ensure women are equipped to use communications technology for civic involvement, employment, education and health.

Our efforts are aimed at placing gender equity issues upon policy tables, specifically in the Connecting Canadians and Knowledge Based Economy and Society federal government initiatives. We use face to face meetings, speaking out, written materials, building alliances between women's groups, getting women onto government committees, in addition to electronic methods including focused discussion on mailing lists, and a campaign web site which includes links to online women's activism. The paper will look at each of these methods and show how the links between online and off line work can extend the reach of activists. This will include a look at the development of electronic methods to put pressure on government, and as a method of women's organizing.

**Jo Sutton**, founding member of Women'space a non-profit feminist group involved in using the internet for women's empowerment. Co-editor of Women'space magazine, co-chair of the National Action Committee on the Status of Women (NAC)'s women and technology committee, member of the Program Delivery Committee of Industry Canada's VolNet and the VolNet Advisory Committee. Moderator/ animator of women's mailing lists. Co-author, with Scarlet Pollock of "Women Click" in *"CyberFeminism"* edited by Renate Klein and Susan Hawthorne, Spinifex Press August 1999; co-editor *Virtual Organizing, Real Change: Women's Groups Using the Internet*, Women'space, 1997.

### R.7C Community-Academic Partnerships

One of the most promising and promoted strategies in action-oriented research today lies in research partnerships between community activists, academics and policy makers committed to gender equity. Partnerships offer the hope of shared resources, grounded research and increased efficiency on issues of mutual concern to feminists in the community, academy and state sector. A successful partnership ensures that the realities of women's diverse experiences are reflected in the research reports and policy recommendations that emerge from collaborative work. Yet, the definition of partnerships, the nature of the relationship among partners and the distribution of resources are often ambiguous.

This ambiguity can make it difficult to carry out the research. We propose to present and discuss the findings of our "Community-Academic Partnership Project" (CAPP) currently underway, which is

working with women in many sectors to develop a set of protocols that will foster effective partnerships. This work will be of interest to those who have experience working in partnerships and those considering doing so. Included in our presentation will be an opportunity for discussion and feedback from participants.

**Nancy Mandell** is an associate professor of sociology/women's studies at York University and former director of York's Centre for Feminist Research. She is the principal investigator of the CAPP project and has much experience both in collaborative work and in feminist research. Her publications include work in the areas of women and non-traditional education; the interface of work and family issues for women; qualitative research; women and poverty.

**Lisa Rundle** is a graduate student in the Women's Studies program at York University. Her research focuses on the role of feminism in community-academic partnerships among women. She is currently working as a researcher and project coordinator on the CAPP project.

### I.4a Gender-Based Analysis: Moving Forward Through International Comparisons

This paper is a preliminary review of how gender-based analysis (GBA) is being conceptualized, developed and applied in selective countries as a tool for promoting the status of women. The objective of the paper is to provide a broad range of issues to consider in further developing and refining GBA as an effective tool for policy analysis and policy-making.

The paper will begin with a critique of GBA as it is used in Canada (primarily within the federal government-Status of Women Canada, HRDC, Justice Canada, CIDA, Health Canada, and in the province of British Columbia -Ministry of Women's Equality). It then reviews how GBA (or its equivalent) is conceptualized by governments in South Africa and New Zealand.

It is anticipated that this review will highlight both conceptual, methodological and practical issues in further developing GBA. For example it will examine how to incorporate broader diversities into GBA, including race, class and Aboriginal heritage. More practical considerations dealing with issues of governance (how do various governments implement and enforce GBA? What input do women's groups and individual women have in the process of developing GBA and analyzing and developing policies from this perspective?) It is expected that this paper will contribute to our understanding of, and refinement of gender-based analysis, pointing to both the strengths and limitations of this strategy for advancing the status of women.

**Therese Jennissen** is an assistant professor at Carleton University. Before working at Carleton she was employed as a policy researcher with the federal government. She teaches in the area of social policy and administration: women and social policy and has published in this area.

**We regret that the workshops "Engendering Macroeconomic Policy in Budgets, Unpaid, and Informal Work" and "The By-Products of Policy Interventions and Structural Adjustment on Poor Women and Community Organizations in Nicaragua in the 1990's" will not be offered.**

### 1.5b Mentoring and Networking: Effective Concepts to Support Gender Equity

My lecture deals with mentoring and networking projects as strategies for the support of gender equity. Men as representative of the public sphere, always could trust in mentors or networks, which enhance their career chances. Women had the responsibility for the





reproductive sphere over centuries. But the more women participate in public sphere, the more they need networks and mentors to have equal chances. After a brief description of the meaning of mentoring and networking, this lecture introduces two German networking and mentoring projects for women: The Ada-Lovelace Project is a mentoring project dedicated to the initiation of women's network in natural sciences and technology. Female students commit themselves to support schoolgirls. The Merhaba Project is a forum for female Turkish students who live in Germany. Therefore this project is a program that supports equity in double regard: for women as well as for immigrants. The lecture analyses the advantages and the risks of those institutionalized mentoring projects in contrast to the traditional men's networks, which evolve over the centuries. Finally, I will look upon the chances and demands of mentoring programs as a concept for gender equity.

**Merle Hummrich** took her diploma in education science in 1996 and is presently working at her doctoral dissertation at the University of Mainz. Additionally, she is self-employed and works on several projects as coordinator and as leader.

#### A.10 Screening for Power Imbalance: Gender Analysis and Woman Abuse

Transition House Association of Nova Scotia presents the findings of our research on:

1. Nova Scotia women's experiences screening for and participation in court-connected mediation in the context of exiting abusive relationships.
2. Gender inclusive analysis of mediation schemes connected to family courts, and the screening tools that address the results of gender analysis of policy.

Across Canada, provinces are incorporating court-connected mediation as a way of diverting family law cases from the court system. Since April 6, 1999, Nova Scotia has been engaged in a pilot project involving mediation diversion from the Supreme Court (Family Division).

Mediation diversion has been the subject of substantial feminist gender analysis. We present:

- a. A summary of this analysis
- b. A discussion of this analysis' impact on policy-making in this area, in Nova Scotia, Newfoundland, and Ontario

In response to gender analysis, Justice Departments' policies, as described above, have stipulated particular approaches to mediation diversion and women exiting abusive relationships. A common approach has been to accept the analysis in principle, but proceed with mediation schemes, simply using various screening tools to decide whether a woman exiting an abusive relationship should participate in mediation of family law issues.

We present our analysis of these screening tools themselves, and how well they reflect current understanding of woman abuse and systemic discrimination. We will also discuss: How they are being used in Nova Scotia, whether understanding of the original gender analysis giving rise to them has successfully filtered down to the court officer/administrative level, and what direct clients of mediation are experiencing regarding screening, power imbalance, and resolution in Nova Scotia court-connected mediation.

**Pamela Rubin, LLB**, Dalhousie University, and Project Coordinator/Researcher for Transition House Association of Nova Scotia. Author of "Building our Equality for the Fourth World Conference" and "Psychological Testing and Human Rights," Ms. Rubin is a Dartmouth lawyer active in feminist research and advocacy.

#### A.11a Putting Public Policy into Private Practice: The WTN Foundation, A Best Practices Case

The WTN Foundation Inc. is the private and non-profit foundation of WTN, the Women's Television Network. Our mandate is to inspire and educate Canadian women to participate and lead in the multi-media industry. A core value of this mandate is diversity and equity. We accomplish this by attracting Aboriginal women, women of color and women with disabilities to participate in our three programs. For the last three years we have designed, fully funded and administered three programs each for a different generation. The presentation will focus on The WTN Foundation Inc. as a rare example in Canada of a private corporation adopting public policy and actively and successfully advancing it.

**Shirley Muir** is the Executive Director of the WTN Foundation and helped launch the WTN Foundation three years ago. She was also the first producer to work at the Women's Television Network when it went on air in 1995. Trained as a journalist and having worked 15 years as a print and television reporter and editor, her work has received two human rights awards. She has dedicated her off-hours to advancing women in her industry. In recognition of this she was honored as a YWCA Woman of Distinction in 1994. Her best energies these days are spent relearning the ways of the world as taught to her by her 3 1/2 year old daughter.

#### A.11b. A Reluctant Activist: A Case Study Analysis of Sexual Harassment Policy in a Nova Scotia College

This paper examines sexual harassment policy at a Nova Scotia college in the context of issues raised in the literature, in terms of prevalent views on sexual harassment espoused by young adults participating in this study, and in relation to my involvement as an educator with the harassment/discrimination committee at this institution. Four distinct areas of focus (policy, procedure, faculty resistance, and students' response) emerged from this case study. My examination of these issues reveal that the sexual harassment policy must be revised and reconsidered based on input from various groups from within the college. This process would eliminate the present barriers to conflict resolution and allow for the voices of all parties to be recognized. Faculty resistance to policy change is embedded in conservative ideological viewpoints and practices. The students' responses indicate that we, as educators, are failing our students by not including them in the process, and by creating policies that are ineffectual in creating real change.

**Judith Richardson** is a Professor of Paralegal Studies (10 years), Chairperson of High School Advisory Council, Chair of College Harassment/Discrimination Committee, Counselor University Harassment Committee, Corporate Facilitator in Clarity, Stress, Respectful Environments.

#### A.12 Sharing Our Strengths: Community, Government, Politicians and Academics Working Together For Healthy Public Policy (Part 3) See A.6

**TUESDAY OCTOBER 5, 3:30-5:00**

#### P.5a Strategies for Engendering Health Policy

\* This workshop will be offered in both official languages.

In this paper, I offer an analysis of the strategy of engendering policy with some particular focus on the newly released Women's Health Strategy from Health Canada. My analysis focuses on whether the





concept of engendering health policy will or can empower women (especially as workers in the health sector) in an era of restructuring that has contradictory results for men and women depending on other factors such as race and class.

The particular research that I draw on for this analysis focuses on nurses in New Brunswick. I also consider the significance of these strategies for democratizing the policy process. My goal is to draw some preliminary reflections about how broad governance and policy orientations both promote and prevent the uptake of these strategies and thus of fundamental changes to the health care system and health policy process that could empower women.

**Christine Saulnier** is a Doctoral student in Political Science at York University in Toronto. Christine is currently writing her dissertation, which examines gender and the politics of health policy in New Brunswick.

### **P.5b Introducing Gender-based Analysis in Government Practices: The Quebec Experience**

*\* This workshop will be offered in both official languages.*

In its status of women policy, the Quebec government made a commitment to introduce gender-based analysis in its practices on a more systematic basis. In this presentation, we will briefly outline the work of the interdepartmental committee in charge of developing the strategies and tools required for the inclusion of gender-based analysis in the various Quebec government programs, policies and directions. The basic objective of the approach to gender-based analysis adopted by Quebec is to foster the equality between men and women, in particular by allowing for the early detection of the potential of a government measure or decision to create and reinforce undesirable disparities or discrimination. Furthermore, gender-based analysis must help ensure the effectiveness of government action by tailoring it to the particular experiences of women and men.

Second, we will present the specific experience of a pilot project of the Quebec health and social services department, or ministère de la Santé et des Services sociaux, the purpose of which is to integrate gender-based analysis within the framework of developing guidelines for the decreasingly independent elderly. This choice of pilot project is interesting, given the longer life expectancy of women and the different service needs of elderly women and men living at home. Moreover, it is usually women who help care for their aging relatives on an everyday basis.

We will deal with several themes emerging from the work currently underway, including the importance of raising departmental authority awareness at all levels; the need to have versatile and simple means with which to support policy analysts; the importance of ongoing work follow-up; and finally, in the context of decentralized health services, the need to support the adoption of a gender-based analysis approach by health authorities on regional and local levels.

**Hélène Massé** is assistant to the executive director of the Quebec Secrétariat à la condition féminine. She is responsible for the implementation and follow-up of the government gender-based analysis project.

**Thomas Antil** is a research officer with the Service à la condition féminine of the Quebec ministère de la Santé et des Services sociaux. He is responsible for the implementation and follow-up of the pilot project introducing gender-based analysis in this government department.

### **R.8a Toward Made to Measure Policy and Action on Immigrant Women's Health**

This qualitative research explores the experiences, perceptions and perspectives of immigrant women about the factors that influence their

health, health behaviours and the health services they use. How the women view their health, the factors influencing their health, health behaviours and use of health services will be discussed. Taped interviews were conducted with 25 participants using a semi-structured interview guide. The women involved in the study were immigrant and refugee women aged 20 to 80 years and beyond, who were representative of current immigrant and refugee groups on Prince Edward Island and who have been in Canada for up to 20 years. These groups include women from former Yugoslavia, Latin America, Lebanon, India and Pakistan, Japan, China, and Hong Kong. The constant comparative method of analysis was used for data analysis. Preliminary findings indicate that immigrant and refugee women hold diverse beliefs about health that may significantly affect what they seek in terms of health care. The initial findings also demonstrate that the meaning of health and the health maintenance patterns of immigrant women differs from those of Canadian mainstream and these patterns need to be recognized and supported in the delivery of health care. Health care providers need to understand their own cultural biases and must be sensitive to the existence of diverse health practices so that the prescribed treatment does not conflict with the cultural beliefs and health patterns of the woman. Barriers to accessing health care and further implications for care providers and for federal and provincial health care policy will be discussed.

**Marian MacKinnon** is an Associate Professor in the School of Nursing at the University of Prince Edward Island. She has been in that position since the fall of 1993. She became interested in the health of immigrants and immigrant women when doing her thesis with the elderly Chinese people in the early 1990's and has continued that interest to the present time.

**Laura Lee Howard** is the Executive Director of the Prince Edward Island Association for Newcomers to Canada. She has been in that position for approximately 3 years. Prior to that she was Coordinator of the Host Program for immigrants to PEI. Laura Lee has had an ongoing and keen interest in working with immigrants and immigrant women for close to ten years.

### **R.8b The Changing Nature of Home Care and Its Impact on Women's Vulnerability to Poverty**

The majority of home care recipients, paid workers and unpaid caregivers are women, yet a gender analysis of home care policies and practices is rarely if ever performed. Where knowledge of the gendered nature of home care is available, it does not seem to make an impact on subsequent policy development.

The Canadian Research Institute for the Advancement of Women undertook a gender analysis of home care, interviewing recipients, paid and unpaid caregivers and public and private agencies in St. John's Newfoundland and Winnipeg, Manitoba. The information gathered was supplemented by interviews with national organizations that deal with home care issues, as well as a literature review. The study found that current home care policies and practices have a negative financial impact on women as home recipients, paid providers, and unpaid caregivers, contributing in many cases to the impoverishment of women. The study offers a wide range of recommendations. This presentation outlines the gender analysis research methods and findings of this particular study, and discusses them in the larger context of gender analysis tools, methodologies, and their impact on public policy development.

**Marika Morris** is Research Coordinator for the Canadian Research Institute for the Advancement of Women (CRIAOW). She co-authored a gender analysis of home care policies to be published in autumn 1999. She also wrote two publications for Human Resources Development Canada (HRDC) - Women's Bureau on





how to apply gender-based analysis to public to public policy development, and organized a training session for federal policy analysts and managers.

### R.8c Healthcare Reforms and Women: Engendering Research and Policy

In this presentation we will summarize the current issues being addressed by ten working group on health reform. We are looking at what is happening in health care reform and at the research on health reform, in an effort to identify the gaps in the research in terms of how reforms affect women as providers, patients and decision-makers. We are also thinking through how research can be translated into policy.

**Pat Armstrong** is a professor of sociology at York University and has authored or co-authored a range of books and articles on women and health, with a primary focus on health care services. She is currently chairing the working group on health reform that crosses the Centres of Excellence on Women's Health.

### I.6a Gender Issues in Agriculture: Tools and Approaches to Address Women's Needs

This presentation will examine women's participation in agriculture projects in CARE Bangladesh. The presentation will include:

- findings from 3 gender studies
- tools and strategies to address women's needs and increase their participation in project activities
- results of gender sensitive approaches in the field

**Faria Zaman**, Social and Gender Advisor, Rice Fish Program-Agriculture and Natural Resources Sector CARE Bangladesh. She has been working with CARE for 2 years on social and gender issues. Faria has conducted studies on women's participation in agriculture activities and recommended tools and methods to help facilitate women's participation. Faria has a Masters in Public Administration from the University of Delaware, USA.

### I.6b Challenging the Myth of the Gender-Neutral Curriculum: Engendering the Management of Sustainable Agriculture in Vietnam and Canada

With the adoption of the Platform for Action (Beijing, 1995), Canada has made a commitment to ensure that policies, programs and legislation are informed by a gender perspective and work towards eliminating gender inequalities. As Status of Women Canada point out in their document *Gender-based Analysis: A Guide for Policy-making* (1996), realizing this commitment requires that those involved in developing and analysing policy gain a solid understanding of gender issues. While offering training in gender-based analysis to policy-makers is one route for them to acquire the necessary expertise, engendering the curricula of professional programmes that provide entry to careers in policy development also warrants attention, particularly because many university and college courses continue to reflect the view that economic policy, agricultural policy, environmental policy, etc. are gender-neutral in terms of their impact on people. Through an examination of both Canadian curricula in the area of agricultural management and workshop materials designed to assist the Ministry of Agriculture and Rural Development in Vietnam in curriculum development, I outline in this paper some suggestions as to how the myth of the gender-neutral curriculum can be challenged and how a gender perspective can be integrated into agricultural management curricula.

**Lee Chalmers** is an Assistant Professor in sociology at the University of New Brunswick in Saint John. She has written on

the gendered nature of managerial politics and is currently a member of the gender analysis teams on three CIDA-funded human resource development projects with partners in China, Cuba and Vietnam.

### I.7 Gender Management Systems for the Health Sector

This session will outline the policies and actions underpinning the development of 'Gender Management Systems (GMS) for the Health Sector' throughout the Commonwealth during the last 3 years. The session will focus on the processes and outcomes of the 5 training workshops that have taken place in South Africa, Sri Lanka, Trinidad, Fiji, and St. Kitts and will also be illustrated by National Action Plans from 3 or 4 Commonwealth Countries which will be created during the GMS workshop which we are organizing in Halifax the week prior to the Made to Measure Symposium.

**Stephen Matlin** is the Director of Human Resource Development Division of the Commonwealth Secretariat and has taken a major role in initiating the work on Gender Management Systems. He advises Commonwealth governments on mainstreaming gender and on the implementation of gender management systems in education and health. His expertise has been called on by various international organizations, including the UN.

**Margaret Sills** is the Health Promotion and Health Systems Officer within the Health Department of the Commonwealth Secretariat. She has worked on a variety of gender related activities including the development and publication the Curriculum Outlines for the Commonwealth Programme on Gender and Health, assisted with workshops on Gender Management Systems, and developing training materials on gender and health. She has lectured on gender and health as part of a masters programme in Health Promotion.

### A.13a Research Uptake Roundtable

Research Uptake refers to the distribution of research findings so that a variety of audiences, with interests in informing policy and programming, have access to relevant information. The purpose of this roundtable is to discuss research dissemination strategies, preferred formats for diverse target audiences, and dialogue on the challenges for gaining and sustaining timely attention of the participants in research dissemination and policy uptake. A case study from the MCEWH research program will be used to stimulate dialogue on essential components for research uptake. This session will be of interest to conference participants from community, policy and research sectors.

**Isabel Christian** (Chair), **Sandy Bentley**, MCEWH Co-Chair and Senior Policy Advisor, Government of PEI, **Lesley Poirier**, MCEWH Research Coordinator, and members of the MCEWH Research Uptake Subcommittee.

### A.13b Gender Inclusive Health Planning: Toward Gender Equity in Public Policy

Drawing on the results of the first phase of a multi-year project on gender inclusive health planning in British Columbia we present a preliminary view of what might support gender-inclusive health planning in regionalized health structures. The implications of our findings are discussed within the national context of health reform and strategies for gender-inclusive health planning are proposed. Interviews with health planners, key community leaders and academics in two distinct regions in British Columbia were compared and analyzed to document existing mechanisms for gender-inclusive health planning and to better understand the challenges to integrating





gender inclusivity in health planning structures and processes. These two case studies reveal significantly different approaches to women's health planning. These differences are explored and their implications for gender-inclusive health planning are discussed. Despite these differences, some important similarities also emerged. Chief among these was the fact that gender-inclusive health planning has not yet been fully understood and integrated into all planning structures. The researchers propose that the development of a gender-inclusive health planning tool which supports both the mainstreaming of gender analyses as well as the development of a specific women's health agenda is necessary to ensure gender equity in health planning.

**Lorraine Greaves** is the Director of the BC Centre of Excellence for Women's Health and the former Director of the Centre for Research on Violence Against Women and Children in London, Ontario. Dr. Greaves has done extensive work on gender equity approaches in public policy.

**Ann Pederson** is a Research Associate with the BC Centre of Excellence for Women's Health. Her background is in health promotion, health policy and women's health, with a particular interest in women's work and health. She is completing her doctorate at the University of Toronto in Community Health.

**Marina Morrow** is a community psychologist whose work focuses on the interactions between women's experiences, feminist movements, social policy and systemic change. She is currently a research associate with the BC Centre of Excellence for Women's Health and teaches part-time at the University of British Columbia in Women's Studies.

#### A.14 Women's Knowledge as Power in the Political Economy of Housing

Secure affordable housing is fundamental to social, physical and mental well being and growth. Yet, homelessness is rising. This workshop will focus on changes required to include women in public policy and the economic benefits in the provision of safe, affordable and well maintained housing. The emphasis is on addressing the systematic marginalization of women in the housing industry and ways to create support for women in ongoing participation.

Women (often with dependents) are consumers of housing but rarely benefit in the long term from the economically lucrative business of housing development. That is to say they are not the land holders/owners, builders, planners and they are not in trades that benefit from ongoing housing maintenance costs. However, they do pay monthly rents and costs of maintaining a home. Thus the cycle is men (as a class) benefit from housing development and women (as a class) pay for housing developed in the long run. Social policy in the past has recognized this inequity without naming it by introducing public subsidies for housing.

These policies provide some stability of housing but at the cost of self reliance and increased gender inequity. Cuts to social programs without increasing women's options and participation in the economics of housing development continues to worsen women's situation. Women become more dependent, often more vulnerable to domestic violence and controlling social policies and now more rapidly pushed into homelessness.

There is an alternative! The strategy must be addressed at all levels to assure sustainability. This presentation will include a discussion on a gendered approach that includes women in housing policy, planning and development.

**Pamela Sayne** has over 30 years of experience in rural and urban community development and housing in Canada and internationally. She has taught Women and Development courses and Research courses at Trent University and the University of

Toronto since 1989. She completed her doctorate, at the Ontario Institute for Studies in Education (U. of T.) in January 1995, entitled "Women's Knowledge as Power in the Political Economy of Housing". Pam continues her practical applications, policy analysis and theoretical work and publications addressing gender equity in the right to housing.

#### A.15 Gender Sensitivity Training for Military and Civilian Peacekeepers

Modern peace operations consist of initiatives by elements of the international community to assist states in crisis to prevent, mitigate, terminate or recover from violent conflict. These operations are multi-dimensional moving across a broad spectrum of conflict, involving numerous professional disciplines, large numbers of organizations and different nationalities all working under intense media scrutiny.

Typically peacekeepers have been considered as predominantly military - and male. This is no longer the case. An array of military and civilians provide goods, services, care and protection. Their backgrounds, needs and capacities are diverse, and they include increasingly large numbers of women.

The aim of the Gender Sensitivity Training Project is to provide participants with the ability to integrate gender awareness and analysis into the policies, programmes and practices of peace operations. Participation is designed to provide participants with a range of competencies that include:

- Understand and apply basic concepts relating to gender, peace operations and human rights
- Identify gender sensitive situations throughout the peace operations spectrum
- Be able to integrate gender analysis into the full range of problems and issues characteristic of peace operations
- Be able to craft appropriate and effective gender sensitive policies, procedures, and plans based on these analysis

Thus, participants will be introduced to a "gender lens" through which to examine and analyse rather than accept standard interpretations that may serve to sustain and strengthen a status quo that allows for inequality, discrimination and injustice. The peace negotiation and reconciliation process will be sustainable only if the rights of both women and men are respected and supported.

**Elizabeth Lemay** is an intern at the Pearson Peacekeeping Centre. She is the Research Assistant for the Gender Sensitivity Training Program for Military and Civilian Peacekeepers at the Lester B. Pearson Canadian International Peacekeeping Training Centre. She has a major in Anthropology and a minor in Arts and Science from the University of Montreal as well as a BSc in Resource Conservation from McGill University. She became involved in the Gender Project at the PPC because of her interest in Environmental Post-Conflict Reconstruction and the various relations with gender that this involves.







## ENTERTAINMENT

### OPENING NIGHT

Sunday October 3, 7-10 pm

#### Paul Martell

Paul Martell is an active performer of music for both classical and steel string acoustic guitars. His musical interests range widely, encompassing classical, celtic, Latin American, "New Acoustic", and jazz repertoires. He has partnered with local actor, Walter Borden, in a recording of Shakespearean sonnets accompanied by the guitar music of Fernando Sor, and three original works for acoustic guitar are included in the forthcoming compilation recording, *Artists in Residence*. The program for this evening's reception will feature music of Latin America.

#### The Irondale Ensemble Project

The Irondale Ensemble Project is a theatre company, based in Halifax and working throughout Nova Scotia. The Company maintains a dual focus; the creation of new works, and the exploration of process of learning. These two elements of the work are closely connected. The exploration and use of theatre as a tool for analysis of political and social realities, and as a tool for change are central to the work of the ensemble.

As Nova Scotia's foremost education through theatre arts organization, we work regularly with every imaginable group. Theatre games strategies are an effective tool, and they translate well into many diverse settings.

Over the last nine years, the ensemble has created eighteen new works, most recently, *The Holding Station*.

The ensemble will be presenting a new piece on October 3, Creating for the conference and exploring issues around gender and health.

### BREAKFAST: "BEGGS AND ACON" WITH SHEREE FITCH

Tuesday October 5, 8:30 am

Sheree Fitch will read from her adult nonsense poetry to start the day!

Native Halifax poet Sheree Fitch is the award-winning author of 12 books for children and one book of adult poetry. She is also an educator and activist for literacy and issues concerning women and children.

### MARITIME NIGHT!

Tuesday, October 5, 7:00 - 10:00 pm

We have arranged the Ultimate Lobster Supper at the Waterfront Warehouse, one of the converted pier warehouses along the waterfront. The dress will be casual, and the purpose is to relax, have fun, and enjoy the famous Maritime hospitality, entertainment and fare.

**CBC Radio's Olga Milosevich** will be your host for this evening.

#### Anne-Marie Woods

Anne-Marie Woods is an actor, dancer, narrator, singer, and artistic director. Woods has been part of Acapella Sensation "Four The Moment" for eleven years as well as a very strong member of the Nova Scotia Cultural and Arts Community. A graduate of the Dalhousie Actor Training program, Woods has done countless community based and school workshops, has appeared on Adrienne Clarkson Presents, was in Eastern Front's "Wylah Falls", "Consecrated Ground", and Neptune's "Gospel at Colonus". Last year Woods was declared a Fringe Hit for her one-woman show and she managed to maintain the same status with her new show "Waiting To Explode". Watch for Woods in 2000 as Eastern Front takes "Wylah Falls" on tour. Today's original piece is called "African Journey" a piece that looks at African, Caribbean and African Nova Scotian culture.



Anne-Marie Woods

**Sylvia Lelievre** is a well-known Acadian performer from Cheticamp, Nova Scotia.



## ACKNOWLEDGEMENTS

### Symposium Planning Committee

Co-chairs:

- Carol Amaratunga, Maritime Centre of Excellence for Women's Health (MCEWH)
- Thomas Rathwell, School of Health Services Administration, Dalhousie University
- Sandy Bentley, Interministerial Women's Secretariat, Province of PEI
- Fran Gregor, School of Nursing, Dalhousie University
- Stephanie Hunter, Feminists for Equitable and Just Public Policy
- Georgia MacNeil, Women's Centres CONNECT!
- Catherine Meade, MCEWH
- Narine Mosesova, MCEWH
- Lesley Poirier, MCEWH
- Pamela Roy, MCEWH
- Nadia Stuewer, MCEWH
- Francine Vezina, MCEWH

### Symposium Reference Group

- Madeline Boscoe
- Chris Burcsik
- Mary Anne Burke
- Nadya Burton
- Martine de Schutter
- Linda DuBick
- Francine Ducharme
- H  l  ne Dwyer-Renaud
- Georgine Feldberg
- Elsa Gomez Gomez
- Lorraine Greaves
- Clarissa Hurley
- Karen Madden
- Margie MacDonald
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- Ann Pederson
- Diane Pon  e
- Wendy Robbins
- Barbara Riley
- Lynne Dee Sproule
- Bilkis Vissand  e

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- Social Sciences and Humanities Research Council
- Women's Health Bureau, Health Canada Status of Women Canada
- Canadian International Development Agency
- Department of Canadian Heritage, Official Languages Program
- Official Languages Support Programs Branch, Canadian Heritage
- United Nations Development Programme
- Human Resource Development Canada
- Dalhousie University
- IWK Grace Health Centre

## Acknowledgements

There are many people to thank for their contributions to and support of this event. We extend our sincere thanks to all of the speakers, presenters, entertainers and sponsors, to those volunteering on-site, and to those listed below. If we have forgotten to mention your name, we hope you will forgive our oversight and continue to think well of us.

- Annie Williams, APW Translations
- Dawn McNutt
- Julia Zavaina, Helix Graphic Studio
- Lesley MacLeod, Westin Hotel
- Elizabeth Newman, Waterfront Warehouse
- Atlantic Bag Manufacturers
- Michel Tremblay, Maritime Translation and Interpretation
- Mike Tinker, ISTS
- Diana Quinn, Speedy Print
- Lesley Gaum, Public Relations, IWK Grace Health Centre
- Barbara Riley, Program Officer, Women's Program: Status of Women Canada, Ottawa
- Pauline Tran, Disability Consultant, Nova Scotia Regional Office, HRDC
- Claudette Perron, Social Development Partnerships Program, Ottawa, HRDC
- Micheline Guilbeault, Program Officer, Official Languages Support Programs Branch, Canadian Heritage
- Shelley Das, Executive Director, National Organizations of Immigrant and Visible Minority Women of Canada

- Kathy Hawkins, Executive Director, DisABled Women's Network of Canada (DAWN)
- Mary Ann Martell, MCEWH
- Nadine Chaulk, MCEWH
- Neera Datta, MCEWH
- Olga Milosevich
- Roland Savard, Vidéo-Femmes
- Air Canada
- Clearwater Fine Foods
- MTT
- Amos Pewter
- Canadian Women's Health Network
- Feminists for Equitable and Just Public Policy

Women in Public Policy (WIPP)  
Research Project

- Anne Webb
- Neera Datta
- Pratima Devichand

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