

REPORT OF THE RUTH WYNN WOODWARD PROFESSOR

HILDA CHING

1990-1991

Through the Endowed Chair this year, I have had the opportunity to promote women in science to the community at large, and within the academic community on campus. For such a diverse audience and within the constraints of the time frame, I view the results of my program with mixed but generally positive feelings.

Rose Sheinin, my scientist colleague who is now Vice-Rector of Concordia University, talks about "moving the waves of feminism in science, engineering, and technology as they crash often on extended shores of Canada." I did not expect to be on the extended shores of Charlottetown for the CRIAW conference, in Ottawa for CLOW sponsored meetings on the Canadian Labour Force Development Board and for the CACSW Editorial Committee on an "Anthology on Colored and Visible Minority Women," and in Halifax for the IAS/NWITT meetings (see abbreviations for groups on page 5).

My community outreach program this year ranged from an informal chat with mothers in Maple Ridge about teaching science to their daughters to women-in-science lectures for community colleges, the University of Victoria, and professional women's groups. I also participated in three radio and one videotaped interviews on education, science, and women scientists. I have attended numerous receptions, conferences, and committee meetings. As one of eight women of Distinction (YWCA) for 1991, I appeared on the front page of *The Vancouver Sun* with my award, which has been excellent publicity for the YWCA, Simon Fraser University, and Women's Studies. As a result, I have had requests for talks scheduled in the Fall. As my predecessors will probably testify, life as a Woodward Chair goes on and on.

For the community in-reach activities at Simon Fraser University, the Women's Studies Program sponsored a symposium of scientific papers, a series of discussions for graduate students in science, two women scientists and an engineer as speakers, and two American educators for lectures and workshops on sexism in the classroom. I have worked on over 12 science projects and committees, had daily telephone calls mostly for resources and resource people, and visits from faculty and students. I have enjoyed working on the committees and making personal contacts with the faculty and students.

My teaching commitments include a course on "Employment Equity" in the Fall 1990 and the course on "Women, Science, Engineering, and Technology in the Spring 1991—both taught for the first time. I am not sure who learned the most, and because of feminist pedagogical approaches, we all learned together. Teaching in the arts program has been a good experience, such that I think the liberal arts approach should be incorporated in first year science courses.

The calendar of events at the end of the report (pages 6-10) summarizes the activities of the Chair for the year. I have also supervised two students who have researched and written papers on women in science with financial assistance from or through the Chair. Valerie Oglov compiled a questionnaire and interviewed 10 women about their experiences in post secondary science. She and I will present a paper on the results of these interviews at the CRIAW conference in November in Edmonton. An article on this research will probably appear in the *Canadian Women's Studies* 1992 Fall issue honoring Maggie Benston. Marie Stanborough has written two articles on women in computing science with support from the Challenge '91 student summer program. One article will appear in a special Women in Science edition of *Women in Education des Femmes*.

SUMMING UP

1. Employment Equity My major concerns have been employment opportunities for women especially in science and technology. I participated in making recommendations on employment equity at the conference celebrating the 20th Anniversary of the Royal Commission on Women. On campus, the employment equity officer and I have shared information on employment equity resources and the planning of workshops and seminars. The discussion with the Vice President/Academic and Women's Studies generated the setting of higher goals of employment for women on faculty in the next five years. Other discussions with the Dean of Science resulted in a letter from the President to the Minister of Advanced Education for equipment funding for new women science faculty members. There is an awareness of the need to nominate more women for the science faculty awards sponsored by NSERC. With Arlene McLaren, I have talked with the Dean of Science on the need to broaden hiring expectations so that more qualified women can apply and be considered for faculty positions. I have also talked to the Chairs of physics and biological sciences and informally with other scientists on the need to hire more faculty women in science. Academic Women has played a role in promoting employment equity but a lot more needs to be done to improve the well-being of women on faculty.

2. Gender Equity A Ministry of Education Committee on Gender Equity was formed last year and I have sent them an extensive bibliography of women in science in Canada and some lesson plans illustrating female-friendly science for the school curricula. In order to promote discussion on issues of sexism on the campus and in the classroom, the Women's Studies Program sponsored an expensive visit by Drs. Myra and David Sadker. The workshops on "Sexism in the Classroom" were greatly appreciated by the Professional Development Program (PDP) students, less so by the feminist and academic audience. Three graduate students and one lecturer in science felt they benefited quite a bit in examining sexist attitudes in their department, and discovering how they coped with women's lesser participation. The presentation on sexism on campus made it easier to suggest to various science departments that routine visits by the harassment officer are a necessary preventive measure. Sexual harassment has been prevalent in the science departments and needs to be prevented through on-going education. From interviews with women, I have concluded that this has been a serious on-going problem that must be addressed by the university and the science departments. From the Sadker's presentations, Linda Eyre, Jane Turner, and I organized a workshop presentation consisting of a review of research on gender equity, some role playing, and small discussion groups. The first two workshops with high school teachers were somewhat successful in changing their attitudes. The third workshop for community college instructors at Kwantlen College was well received and much appreciated. Strategies on changing attitudes and behaviors of both men and women in future changing working and academic environments were also on the agenda at the IAS/NWITT meeting in Halifax.

3. Women in Engineering When the National Committee for Women in Engineering was being organized, I participated for SCWIST in discussions on the kind of research which should be done to increase numbers of women engineers. I met with Dr. Monique Frize and other women engineers last July at a dinner organized by Dr. Diane Ingraham. Monique was able to speak at SFU on November 15 prior to the forum on Women in Engineering. I have talked with the women engineers of the Association of Professional Engineers regarding their

mentoring program and participation in a commercial show for women. Judy Einstein from Physics, Kathy Heinrich from Mathematics, and I have advised the Engineering Department with their plans for a three-day orientation session for the women entering engineering this Fall. There is a strong need to support women in engineering on the campus, and a critical need to have women on the faculty in engineering.

4. Women Graduate Students in Science Prior to my appointment as the Chair, Academic Women helped to sponsor two discussions with women in science. I dealt in the first discussion with the chilly climate of the classroom and in the second, a panel of three women talked about communications—that is, how to deal with sexism and for instance, the naked lady in the slide presentation. This year, two panel discussions on "Balancing Home and Career" and "Sharpening Your Job Skills" were held and were well attended. A third panel was planned on mentoring but never executed. Since there are so few women in the science faculties, I have been fortunate to have the support of lecturers and students who have met and helped with planning and ideas. Some of these activities generated other programs on campus. For instance, the Dean of Graduate Studies and Academic Women sponsored a panel and reception for all women graduate students. The Dean of Graduate Studies is planning a similar reception in the Fall to encourage women undergraduates into graduate school. Because of the general lack of support for women in science on campus, some of these activities have been the only means of retaining women in science.

5. Retraining and Careers for Women in Science John Walkley of the Chemistry Department has finally gotten funding for a program that he and Maggie Benston have worked on for the past 10 years. A questionnaire has been developed to determine the training needs for women who are presently out of the workforce, are underemployed, or need training courses because of foreign credentials. This Fall, a small pilot project financed by CEIC will attempt to provide immigrant women with language skills, math, chemistry, and computing backgrounds to enable them to obtain technical or technological jobs. This project has been a major step in establishing retraining programs for women in science. Throughout the year I have provided educators and potential employers with resource persons, scientists, and contacts for panel discussions for career days, career fairs, planning committees, etc. I have been less successful with individuals who have sent me their resumés or have telephoned me about jobs. Despite the hype of increasing the number of women in science, individual women presently must be very competitive and innovative in carving jobs out for themselves in industry and education.

6. Visible Minority Women I have been very conscious this year of my image as a successful woman of Asian ancestry, and being used as a role model. It is ironic since I have grown up as a fourth generation Chinese among a predominantly Asian community in Hawaii and like other women, still feel "in process" in my career. This year I served as a member of the editorial board for the First Canadian Anthology of Colored and Visible Minority Women. I participated on a panel on "Violence" for the Visible Minority and Immigrant Women's Group. I have been very conscious in my travels of being a visible minority and in serving dual roles to select a representative for women on the Canadian Labour Force Development Board at the CLOW meetings in Ottawa.

7. Women's Studies Program From my work with CACSW Editorial Board, and interest in the literature on Asian women, I suggest the development of more ethnic and cross-cultural studies. Women of color and visible minorities have been here for 80 to 100 years and their experiences need to be shared among the growing ethnic populations attending universities.

With the recognition of Women's Studies as a department, a liaison with the Office of International Cooperation would be advantageous. Women's Studies has the advantage of potentially close contact with Pacific Rim countries to obtain students on exchange and to help develop curricula on women for Third World countries. Women in development projects sponsored by CIDA need the participation of faculty from women's studies programs.

I have talked mostly with women about women in science at community colleges and at professional women's meetings. On a daily basis, students interested in feminism come to visit, and there is a need for more faculty to be available to students. There is a continuing need for Women's Studies to sell themselves to the community. The SFU Travelling Speaker's Series is a good vehicle to promote visibility of women academics and feminists. We need to counteract the negative image of feminism and the "f" word.

Since the Chair will be on hold for two years, perhaps the mandate of the next Chair can be to "sell women's studies" and to support Women's Studies at other academic institutions. Continuation of the Chair is an important service to the community and since only five exist in Canada, care must be taken to keep it within British Columbia at the institution of its origin.

In summary of my year, I often felt like Don Quixote on horseback tilting at windmills with my lance, and at other times, I felt that I have won a battle or two for women, and women in science. I am grateful to the Women's Studies Program and for the Endowed Chair for the freedom to participate in many activities on campus and in the community, and for the efficient organization and operation of the Chair Programs.

ABBREVIATIONS

CACSW	Canadian Advisory Council on the Status of Women
CEIC	Canada Employment and Immigration Commission
CIDA	Canadian International Development Agency
CCLOW	Canadian Congress for Learning Opportunities for Women
CRIAW	Canadian Research Institute for the Advancement of Women
EIUDP	Eastern Indonesia Universities Development Project
IAS/NWITT	Industrial Adjustment Service/National Women in Trades and Technology
NSERC	National Science and Engineering Research Council
SCWIST	Society for Canadian Women in Science and Technology
YWCA	Young Women's Christian Association

Talks - Panels - Workshops

1990-91 Oct. 1	Panel: Women in Science with Irene Lanzinger, Dawn Currie	Co-op Radio Mary Ann Fuller
Oct. 10	Talk: Breaking the Barriers to Equality	SFU
Oct. 16	Talk: Exploding the Myths of Women in Science	U. Victoria
Oct. 16	Interview: Early Morning	CBC Radio, Bruce Steele
Nov. 20	Talk: Women's Group, Maple Ridge	Maple Ridge
Mar. 5	Talk: Careers in Science	Malaspina College
Mar. 7	Talk: Women in Science - Diversity and Difference	Capilano College
Mar. 8	Panel: Women and Violence, Visible Minority and Immigrant Women's Society with Carol Gran, Nora Patrich, Amelda Rivera	Vancouver
Mar. 14	Talk: Women and Technology, New Westminister & Burnaby Business and Professional Women's Club	New Westminister
Mar. 16	Talk: Need for Women's Studies, Queen Margaret School Alumni	Tsawwassen
Mar. 22, Apr. 9, Apr. 26	Workshops: Transforming the classroom toward gender equity with Linda Eyre, Jane Turner	Britannia High School, Kwantlen College
May 9	Panel: Women in Education with Marcia Braundy, Jane Gaskell	CKNW Open Line, Bill Good
May 22	Talk: Planning a SET Future	University Women's Club
June 5	Interview	CBC Radio, Patrick Moore
July 2	Interview, Chinatown Today	Rogers Cable TV

RWWP – Conferences and Receptions

1990-91 Sept. 14	Reception: Women Engineers and Scientists by Mary Collins, Minister Responsible for the Status of Women	Vancouver
Sept. 15	Reception: SFU 25th Anniversary, Women's Studies	Burnaby
Sept. 18	Reception: SFU Academic Women Reception: SFU EIUDP incoming students	Burnaby
Nov. 2-4	Conference: 20th Anniversary of Royal Commission on Women	Vancouver
Nov. 16-18	Conference: CRIAW	Charlottown, PEI
Mar. 2	SFU Conference: Women Do Math	Burnaby
Mar. 27	SFU Reception: Academic Women, Dean of Graduate School for Graduate Students	Burnaby
May 10-12	Conference panelist, Working Knowledge, VCC - Langara	Vancouver
May 30	SFU Entrance Scholarship dinner	Burnaby
Aug. 1	Reception: SFU EIUDP incoming students	Burnaby

Women's Studies – SFU Activities

Date	Subject	Audience
Oct. 17	Science Symposium – papers by grad students	Grad students
Nov. 2	Panel: Married With Science Careers, Drs. Silvia Wessel, Judy Myers, Veronica Dahl	Grad students, Faculty
Nov. 15	Speaker: Dr. Monique Frize – Women in Engineering	Public
Jan. 31	Workshops and lecture: Sexism in the classroom – Drs. Myra and David Sadker	Faculty, students, public
Feb. 22	Panel: Sharpening your job skills, Rhonda Koral, Suzanne Davidson, Dr. Kathy Heinrich	Grad students
Mar. 20, 21	Speakers: Drs. Anne Dagg, Shelly Beauchamp	W.S. 204 students

Articles in SFU Social Planning, B.C. Science Teachers' magazine *Catalyst*, Women's Education des Femmes - Women in Science, Contradictions and Connections

Publicity: SFU News, The Vancouver Sun, Courier, Chinatown News

Committees and Resource Meetings

Sept. 10	CEIC Women's Employment Counselling	Vancouver
Sept. 19, 26, Oct. 12, 13	Interactive video on careers, counselling	Drs. Rick Bradshaw, M. Dubiel, H. Gerber
Sept. 20	Employment Equity	A. McLaren, June Sharp, Academic Women SFU
Monthly	Women Do Math Committee	SFU
Nov. 2-4	Ad Hoc Committee - 20th Anniversary Conference	University Women's Club
Dec. 1-3, Jan 26-27	Canadian Labour Force Development Board - representative for women, CLOW	Ottawa
Dec. 10, etc.	Engineering orientation for women students	Jim Cavers, K. Heinrich, J. Einstein
Feb. 24, 25	Industrial Adjustment Service/National Women in Trades and Technology Committee	Vancouver
June 23, 24	"	Halifax
Feb. 28	B.C. Science Teachers' Executive/SCWIST	Vancouver
Mar. 23, 24	Editorial Board, Anthology for colored and immigrant women	Ottawa
Apr. 3, 12	EIUDP Advisory Committee International Cooperation office	SFU Gregg Macdonald
May 30,	CIDA - China Forestry Project	T.M. Thomson & Klohn Leonoff
July 4	Chinese Consulate - Science & Technology	Sui Qishu
May 1, etc.	Retraining Project for Women in Science	John Walkley
May 6, 13 July 23, Aug. 6, 12	Burnaby Science and Technology Project	Burnaby
July 4, 23, 30	SSHRC Proposals on Women and Science	Phil Winne, Veronica Dahl, Rick Bradshaw

W.S. Speakers' Series*free of charge*

(Sponsored by the Women's Studies Program and the Ruth Wynn Woodward Endowed Chair in W.S.)

<u>Speaker</u>	<u>Title</u>	<u>Date</u>	<u>Duration/Attendance</u>	
Sue Cox	Barnyards, Bedrooms & Boardrooms: Engineered Conception & the Booming Baby Business	Wednesday July 4/90	1 hour	20
Dr. Lynn Bell	Women's Art & the Prairies	Thursday July 26/90	1 hour	20
Jane Turner	Sexism in Education	Monday Sept. 17/90	1 hour	90
Dr. Helga Jacobson	Women Are Not Only mothers: An Anthropological Critique of Chodorow	Tuesday Oct. 9/90	1 hour	15
Eric Wong	City of Vancouver: Employment Equity Programs	Thursday Oct. 18/90	1 hour	23
Kelly Maier	Assessing Reproductive Wrongs	Tuesday Oct. 30/90	1 hour	26
Joan M. Grant	Employment Equity Program at B.C. Tel	Thursday Nov. 8/90	1 hour	23

RWWP Occasional Lecture Series in Women's Studies*free of charge*

(Sponsored by the Ruth Wynn Woodward Endowed Chair in W.S.)

<u>Speaker</u>	<u>Title</u>	<u>Date</u>	<u>Duration/Attendance</u>	
Dr. Hilda Ching	Women Scientists: Breaking the Barriers to Equality	Wednesday Oct. 10/90	1 hour	50
Dr. Corky Bush	An Assessment of Employment Equity Programs in the U.S.	Thursday Oct. 11/90	1 hour	25
Dr. Mariana Valverde	Race and Sexuality in the Canadian White Slavery Panic (<i>co-sponsored with History/SA/Crim</i>)	Monday Nov. 5/90	2 hours	75

RWWP--Women in Science Series*free of charge*

(Sponsored by the Ruth Wynn Woodward Endowed Chair in W.S.)

<u>Speaker</u>	<u>Title</u>	<u>Date</u>	<u>Duration/Attendance</u>	
A Science Symposium with Joanne Siderius Genny Trigo Yvonne Zheng	short presentations by women graduate students on their scientific research	Wednesday Oct. 17/90	2 hours	11
Married: With Science Careers with Veronica Dahl Judy Myers Silvia Wessel	a panel of women scientists discussed balancing their personal and professional lives	Friday Nov. 2/90	2 hours	35
Dr. Monique Frize	Women in Engineering	Thursday Nov. 15/90	2 hours	35