

Let go of status quo!

Dal's dormant affirmative action program

HALIFAX (CUP) — Two Dalhousie University employees are asking the university to let go of the status quo.

And the reluctance of the Nova Scotia Human Rights Commission to sanction a campus-wide affirmative action agreement is the first obstacle to be overcome according to the recent reports of Janis Jones-Darrell, advisor to the university president on visible minorities, and Barb Harris,

advisor to the president on women.

Until affirmative action is provincially acknowledged, the two have no access to statistics to study the status of women and visible minorities at Dalhousie.

Jones-Darrell works two days a week. Her report condemns the university for taking a "non-approach" to issues of accessibility. It states that generally, support for racially visible

minority students is either non-existent, appears to be incomplete or at times inappropriate. Programs for Canadian Blacks, in particular, need to be developed or increased.

Dalhousie currently offers a one-year Transition Year Program (TYP), an access program which supplements the secondary education of Black and Native students before streaming them into the Dalhousie curriculum. The program is almost 20

years old, but now its future and funding is uncertain due to Dalhousie's growing \$33 million deficit.

Darrell also questions Dalhousie's commitment to affirmative action for visible minorities. "The majority of visible racial minorities, especially those indigenous to the region, are in the lower-level, menial, lower-paid, grant-paid or part-time positions, if employed at all at Dalhousie," states the report.

Harris is also part-time. Her report focusses on affirmative action, pay inequities, job training and development, parental issues and climate issues. Generally, she has found that Dalhousie's affirmative action policy has so far remained dormant.

"The positive changes have come about through pressure from women," she said. Harris deals with Dalhousie Women's Faculty Organization, the Action Committee on Women's Issues for the Dalhousie Staff Association and the Admin. Women's Group. The last two groups were only implemented this year.

In her report, Harris recommends extended maternity leave, additional on-campus day care spaces, increased resources for the new Women's Studies program, better job retraining to integrate women into senior administra-

tive positions, and a higher awareness of "micro-inequities", subtle incidents of discrimination that impose barriers to women's education.

Harris uses as an example of a micro-inequity, "Walking into classes where professors are constantly talking about men, mankind, he, him. . . giving women this constant sense of exclusion." According to Harris, the fact that only a small minority of professors at Dalhousie are women creates a negative situation. "Women students have the right to have women mentors, they have a right to do their research with either men or women, but at this point they don't."

While Harris said her role as presidential advisor doesn't give her a mandate to try and change the structure of the university, she is trying to lay a groundwork to enable women to take the initiative to lobby for change.

Jones-Darrell and Harris were hired in 1987. Their positions were recently extended until the end of June, and so far, there has been no word on funding to maintain the positions beyond June. Both advisors feel that the positions should be extended and expanded to full-time, but Harris said, "We all know the financial situation at Dal, and the likelihood of that happening is slim."

Booming economy blamed

40,000 student jobs gone!

TORONTO (CUP) — More than 40,000 summer jobs have been axed by the Ontario government because the province's "booming economy" eliminates the needs for job creation, says a government official.

Most of the cuts will be made in southern Ontario, while areas north of Parry Sound will continue receiving government-sponsored grants, said John Duffy, communications assistant to provincial Skills and Development Minister Alvin Curling.

This summer, the \$17 million Ontario Summer Employment Program will provide 18,500 jobs, which for the first time is restricted to Northern Ontario, and the Summer Experience Program. An additional 3,000 jobs will be created through the Environmental Youth Corps at a budget yet to be determined.

Last summer, \$45.8 million provided 62,000 jobs.

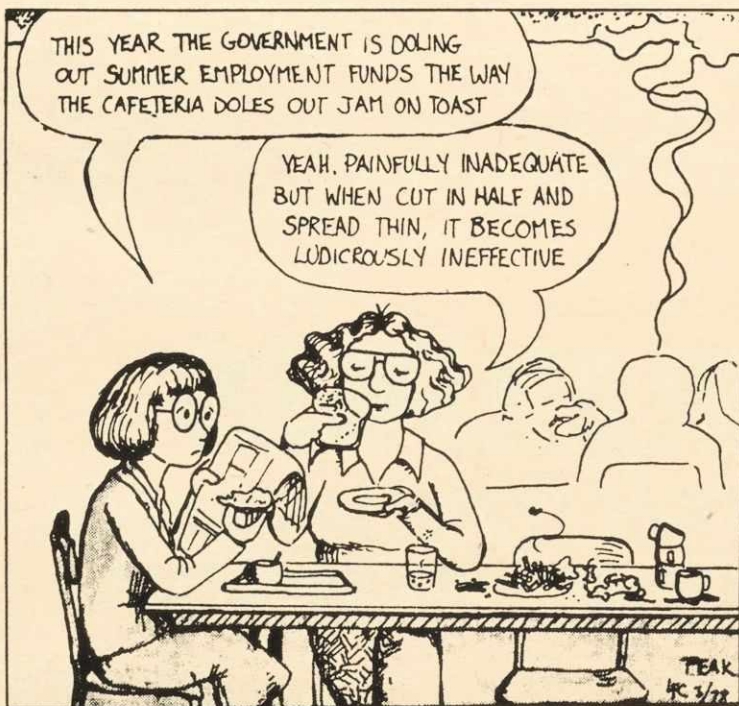
The timing of the announcement has also come under criticism. Okada said students who were dependig on the government for jobs may have passed up other opportunities. Usually, applications are made available in early February.

To compensate for the lateness of the announcement, applications are due June 30 instead of April 1.

The federal Tories announced an overall increase in the country-wide Challenge '89 program in January but re-directed the money to high school students. The result is a loss of \$8 million worth of summer jobs for university and college students.

Youth Minister Jean Charest's announcement included \$31.3 million allotted to New Brunswick and Newfoundland for special five-year employment programs for youths making the transition from school to work — negotiated last fall. Taking this into account, spending is actually down by \$12.3 million from last year's \$180 million.

Statistics Canada pegs unemployment for 1988 at 7.8 per cent. The jobless rate for those between the ages of 20 and 24 is considerably higher at 11.2 per cent. That number is 25.2 for Newfoundland



and 18 per cent in New Brunswick — the two provinces with separate agreements. And unemployment among 15- to 19-year-olds is 13.2 per cent.

The average gross income from the Challenge program last summer was \$2,193, according to CFS. University students in Canada are paying over \$6,000 for one year of schooling.

SAME SEX

Continued from page 3

forwards, but that it will be wrapped up soon.

"The intransigence is due to changes being made to the phrasing of certain clauses in the agreement. However, the same-sex clause is presently not under revision. Morgan says that both sides agree to the essential components of the agreement, but are making structural alterations and "are at the last stage of this".

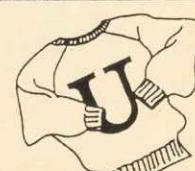
When the agreement is signed, it will then have to be reviewed and approved by the university's Pension Advisory Committee, Revenue Canada and the Superintendent of pensions of the Province of Nova Scotia.

Dalhousie's Pension Advisory Committee has not yet been involved as the agreement is not yet finalized. Once the adjustments are completed, the Pension representatives of the DFA would

then present the agreement to several other groups, such as the Dalhousie Staff Association and the Canadian Union of Public Employees (CUPE). Because the Board of Governors and the DFA are in agreement, Morgan says, it is most probable that the aforementioned parties will approve it. Furthermore, he says the "the clause itself is perfectly acceptable" and that it has not caused contention between the DFA and the administration.

Anne Bishop, Henson College Program Coordinator, says that although the clause — which deals solely with pension benefits — is "limited", it is "a step in the right direction".


It remains unclear as to whether this clause will make same-sex partners eligible to receive other benefits, such as those concerning health care. According to Morgan, the benefits that same-sex couples will receive are comparable to those granted to heterosexual couples.




Custom created floor shirts, House shirts, jackets, uniforms, beer steins, and all kinds of sportswear.

SPEEDO ocean pacific

CAMPUS JACKETS




ALL LEATHER MELTON AND LEATHER AND NYLON



Maritime Campus Store

(1985) Ltd.
6238 Quinpool Road, Halifax
Retail 423-6523 Wholesale 429-3391
Open Thurs. evening until 8:00.



ANTHONY'S PIZZA

1272 Barrington St. 425-1112

WEEKLY SPECIALS

MEDIUM PIZZA

Introducing
Whole Wheat
Crust

for the Price of
A SMALL

Traditional
Authentic
Pizza

HOURS
Sun-Wed, 4pm-2am Thurs, 4pm-4am Fri & Sat, 4pm-5am
open for lunch Mon-Fri 11:30-2:00

Free Delivery 7 Days a Week from 4pm on

425-1112
425-1113