

## Feminists for hire

by Catherine Bainbridge  
of Canadian University Press

**MONTREAL (CUP)** — Magazine ads say feminists are smart, liberated women — on their way up the corporate ladder. But in the real world, businessmen don't want feminists.

Female MBA graduates who let their prospective employers know they are feminists are not likely to get hired, according to a recently released study by two American business researchers entitled *Forewarned is Forearmed*. Dr. Michael Hitt and Dr. William Zikmund, former colleagues at Oklahoma State University, conducted a U.S.-wide project research with 200 companies in a cross-section of fields. They sent the companies resumes of two MBA candidates, both feminists.

When contacted by CUP, Hitt, now director of Texas A and M's management school, said the findings of the study were easily applicable to Canadian women.

Some of the resumes made reference to a doctoral thesis done by the candidates on job discrimination against women. Others didn't. Among these resumes, some included only the initials and surnames of the candidates leaving open the possibility that the candidate was male.

Hitt and Zikmund found that resumes using initials, not names, received the same number of positive responses whether or not the doctoral thesis was mentioned. But when the resume clearly indicated that the candidate was female, she got more than twice as many positive responses when the thesis was left out.

"We concluded that companies were interested in hiring women, but they were not interested in women who showed interest in job discrimination," said Hitt. "The natural assumption is that these companies don't want someone who potentially would take a look at issues that could create problems," he said. "You have equal pay issues, comparable worth. Someone with an interest in feminism might question a company's practices."

cont'd from page 1  
censorship.

MacPhee said the SRC had a different understanding of freedom of the press than *Aquinian* staffers. "We can't be an arm of the SRC. We have to be a separate entity," she said.

The dispute between the SRC and the *Aquinian* began when the student council reduced the paper's budget to \$8,500 from \$11,400 the previous year.

"The council slashed our budget, tried to dispute our legitimate membership in Canadian University Press, strongly suggested we cover certain stories, tried to unilaterally change the *Aquinian's* constitution and attempted to interfere with the publishing process," said Toner.

An SRC motion asking for Toner's resignation would have come up for the second time this year at Tuesday's council meet-

ing, but Toner said the staff's leaving usurped the council attempt.

"I would have refused to resign, and according to our constitution, they can't dismiss the editor. Their next step would have been to revoke the constitution," said Toner.

A spokesperson for the SRC could not be reached on Tuesday for comment.

Kaye MacPhee, an *Aquinian* staffer, said she resigned because she was tired of working under the conditions she said the SRC imposed.

"There was a continual, day-to-day interruption of our work. It boiled down to harassment by certain SRC members. It was oppression. And seeing what it did to some people's morale convinced me we had to quit," said MacPhee.

Dr. Irene Devine, Associate professor of Management is not surprised by the study's findings. "All organizations in society are fashioned after the male experience," she said. "Women, with their own patterns of communication and style of leadership, are scary to men."

"They (men) say these differences are not as good. It's a minority," Devine said. "When they don't understand them (women and other minorities) they tend to exaggerate the differences and focus on them. So they favour hiring people 'just like us,' she states.

Raymond Cote, director of employment at the Montreal aircraft and arms manufacturer Pratt and Whitney disagrees with the Hitt and Zikmund findings. "We hire the people most qualified for the job," said Cote. "If she is doing her job perfectly, it doesn't matter that she is a member of ... whatever. We don't care about that."

Cote added that Pratt and Whitney have recently started a program to try and hire more women.

According to Devine, women rarely get influential positions in corporations and are concentrated in jobs such as human resource people and personnel workers. Even the women who do make it into influential positions suffer from the way companies are organized, she said. "Who wants to go out for drinks with the guys and talk about football. But that's where the decisions are being made."

"We tend to think of corporations as highly rational institutions," said Devine. "Well they're not. The higher the level, the more information and decisions go through informal channels."

"Women tend to isolate themselves socially and then they become invisible," she said.

Lisa Cardinal, a Quebec City businesswoman, said she is glad the Businesswomen's Association of Quebec does not support a women's liberation movement.

"We want to play the same game as men — with the same rules as men," she said. "Why challenge the very people who give us jobs?"

## Aquinian



Alison Brewin and Juanita Martalvo are two of Women's Time's producers. Dal Photo: Todd K. Miller.

## New show tells womens' stories

By VALERIE MATHESON

AN ALL-WOMEN PRODUCTION team for CKDU's *Women's Time* is taking up the challenge outside the mainstream media to create a feminist alternative.

*Women's Time*, produced by a team of ten women, airs every Wednesday between 5:30 and 5:45. It is one of the first projects of the Dalhousie Women's Alternative Group.

"*Women's Time* tells women's stories so women can listen to others who share in their expe-

riences," says Susan Lunn, a Dalhousie student.

"We need this program because women's stories are not always told," says Juanita Montalvo, one of the women on the team. "Women's contributions to the work force, to literature, to art and to other aspects of culture and society are often overlooked in mainstream radio broadcasts."

*Women's Time* first aired on Oct. 23, featuring Judith Fingard, a Dalhousie History professor, speaking on Dalhousie Women's Centenary.

## Ottawa understates education spending

**TORONTO (CUP)** — Provincial education ministers across Canada have requested a meeting with Secretary of State Benoit Bouchard to review a federal report on post-secondary funding they fear is "erroneous, incomplete and misleading."

Bouchard will table the report, which dealt with funding levels in 1984-85, in the House of Commons in the first week of February.

At a Jan. 28 news conference that wrapped up a two-day meeting of the Council of Ministers of Education, Canada (CMEC), the ministers said Ottawa understated provincial expenditure by some \$1.8 billion.

Asked about the request, Marie-Josée Lapointe, Bouchard's press secretary, said "I would not want to comment before the report is tabled in the House this week."

Nigel Chippindale, director of policy and analysis in the educational support sector of the secretary of state, called the report a "factual accounting of federal and provincial support of post-secondary education" and said it represented a "serious effort to provide information."

CMEC chair Jean-Pierre

Ouellet said the provinces have seen only part of the report, but that the inaccuracy "leads us to believe that much of the statistical data developed for use in the report are erroneous, incomplete and misleading."

Ouellet, who is also Minister of Education for New Brunswick, said the provinces should have been consulted when the report was being prepared.

However, the ministers stopped short of accusing Ottawa of trying to use faulty numbers to support its plan to substantially reduce health and education transfer payments to the province.

Instead, they dealt with transfer

cont'd from page 1 **Depo-Provera**

world. "I consider the battle against Depo-Provera to stand for a lot of things," said Shainwald. She said it represents massive experimentation on women, and the issue of uninformed consent. When the drug was tested in the U.S., many women were not told they were part of an experiment nor of the side effects of the drug. Pharmaceutical companies withheld reports of death, cancer, and bleeding from the FDA.

The program is intended to make the public more aware of women's issues. It provides people with a team of knowledgeable women they can approach for more information.

"We're providing a bridge for women to network back and forth on women's issues," says Montalvo.

"*Women's Time* celebrates women's lives and women at work. To have women, and only women doing a show on women's issues in a certain time slot is very rare in broadcasting," says Liz MacDougall, a Halifax videomaker. "That's quite a statement. Most radio programs work in formats established by men, and their priorities clearly are not women's," she says.

MacDougall is one of the many speakers interviewed on *Women's Time*. On the program she discussed *Born in Flames*, a film about the way women come together and start to work against sexism after a socialist revolution.

Other speakers interviewed on the show include Tom Sinclair-Faulkner speaking on sexist language, Maxine Tynes and Donna Smythe reading poetry, and a three-part feature by Maude Barlow on women in Canada.

The second part of Barlow's feature dealt with stereotyping women's roles. "This is one issue we wanted to cover because some women believe marriage is the ultimate goal in life," says Montalvo.

The team hopes *Women's Time* will continue. "We're hoping it will become a longer, more developed show later on," says Alison Brewin, one of the women on the team.

Future issues to be covered include issues of Reproductive Technology, the effect of the Charter of Rights on women, and the housing crisis for mothers in Metro Halifax.

payments separately and warned that if the federal government goes ahead with the scheme to cut \$2 billion per year in payments by 1999 (a total of \$6 billion), "the effects on post-secondary education could be severe."

"Provinces have developed a variety of institutions — universities, community colleges, technical institutions — capable of serving the needs of our citizens," said a communique from the ministers. "It seems counter-productive to erode their basic funding support while at the same time expecting them to address new priorities for the future."

"The FDA's decision not to approve Depo-Provera was a great breakthrough for the women's health movement," Shainwald said. "It shows if you are organized, active, and knowledgeable, you can achieve something," she added.

"In Canada, I suggest that you get active and organize against Depo-Provera," said Shainwald. "You have a big task in front of you."