

Report studied all women at York

Social factors bar women from mainstream

Following are excerpts from the report of the senate task force on the status of women in York University. The complete version may be found in the Scott library, where 20 copies are on reserve.

Legislation would help, says force's Greenglass

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"Since they are also at the junior end of the spectrum, unless we take measures to protect them in the face of cutbacks, the quality of education will seriously suffer."

Esther Greenglass, a member of the task force, who compiled the report on the full-time female faculty salaries, said the senate would "really be surprised" by the document.

"York has always prided itself on being more liberal and more advanced than most universities in these matters. (York has a 20 per cent female faculty ratio compared to the 9 per cent national average). I hope they will be shocked into doing something about it."

"I happen to believe there is all kinds of discrimination going on against women," said Bill Farr, vice-president in charge of finance. "I probably practice it myself. But it is very difficult to legislate changes in attitude."

"There are definite things that can be legislated," said Greenglass. "The childcare centre, for instance, which,

as far as I'm concerned, is nonexistent; and the guidance programme for female students, now dismally inadequate in high schools, could certainly be changed so that girls would not be automatically channelled into female-type occupations."

"Many recommendations will turn on what money there is, and what budgetary decisions will be made by the Board and the President," said Farr.

He said he thought Greenglass's figure of a \$500 inequity would be substantiated. "We owe this money and we will pay it."

"I think the task force did a fine job; it is a good report and is well-documented. I support it as an individual; it would be hypocritical of me to support it as an individual and not as a vice-president. This doesn't mean that I'm not a hypocrite, but I hope not."

While Stuckey did not expect the university "to react instantaneously", she said she had "great faith in the senate and the university".

"The president has been informed all along, and I trust he will act on it."

There exist powerful psychological and social factors which function effectively to keep women out of the mainstream of society.

When a woman decides that she does want a career... she usually suffers from guilt and anxiety because she is not doing what society says a female should do.

Such arguments explain, at least in part... why at York University about 95 per cent of the non-unionized support staff is female and practically none of the senior administrative staff is female; why there are at present only one female dean and very few female chairpersons of departments; and why, though slightly over 40 per cent of York's undergraduate student body is female, a considerably lower percentage of women (19.8 per cent) are pursuing graduate studies.

But this outline of motivational difficulties is not meant to exonerate the university of blame for discrimination.

York University must go out of its way actively to encourage women to seek advancement within the university — at all levels.

EXPAND CHILDCARE

The daycare review committee reported in July, 1974 that "additional sources of income are needed; the university cannot be expected to provide much more than it is..."

The task force does not share this



Johanna Stuckey, chairperson of the task force.

C.T. Sguassero photo

view. While agreeing with the committee that "the university's interest in daycare has been positive," nevertheless the task force thinks that the university has an obligation to make childcare available to all members of the York community.

Therefore the task force recommends:

- That the university explore ways of increasing the facilities and capabilities of the childcare centre.

- That the university immediately set about to raise funds (from government or private sources) to build a permanent childcare centre at York University.

PENSION PLAN

There are two problems of dis-

crimination against women in the York pension plan.

First, the amount accruing to women in each year after retirement is approximately 10 per cent less than that accruing to males.

Second, the spouse of a male employee is entitled to benefits from the survivor benefit plan, in the event of her husband's death, but the spouse of a female employee is not.

According to vice president Bill Small, the rationale for the payment of lower yearly pension benefits to retired females than to retired males is that females live longer and, therefore, should obtain the same benefits spread over a longer period

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Daycare surplus spawns reduced fees

By JULIAN BELTRAME

In a drive to increase enrolment, York's daycare centre approved a reduction in monthly per child fees ranging from \$5 for infants, \$10 for toddlers, and \$20 for junior and senior pre-school children, at a meeting with parents Tuesday night.

The reduced rates come into effect March 1, and are meant to reduce the hardship caused by the January 1 increase which saw monthly rates skyrocket from \$103 a month to the \$155 figure presently charged by the centre.

Daycare centre director Maria de Wit told the over 50 parents at the meeting that it costs daycare \$182 a month to care for an infant, compared to \$110 for a senior pre-school

child. In the past, parents of senior and junior pre-school children were charged more than the actual cost of care for their children, while parents of toddlers and infants paid less.

While the older brackets will still be subsidizing the younger brackets, Tuesday's decision was a move to at least partially arrange fees according to costs.

The fee cut-backs came as a result of daycare making a profit of approximately \$500 a month, since the centre receives \$166 in subsidies from Metropolitan Toronto for each child, a sum which is \$11 more than daycare's fee.

The reduced rates bring York's daycare centre a little below the average fees charged by private North York daycare centres. However, a parent whose child is enrolled in the centre must contribute some time to take care of the children.

Maria de Wit said the centre was not able to charge less than private centres, because York's daycare must budget for the summer months, during which a minimum of 20 per cent of its budget is lost (\$11,780), and must also repay its outstanding debt to the university from the 72-73 year.

Under a daycare policy, student parents wishing to take their children out of the daycare during

the summer, but to remain enrolled the following school year, need only pay \$25 a month as a holding fee.

"If we'd done the enrolment according to first come first served, most of the space would have been taken up by faculty and staff parents, who'd leave their children in all year," explained de Wit.

Daycare maintains a minimum of 60 per cent student-parent enrolment.

Graffiti banished

The pedestrian walkway (commonly known as the Bill Wyman tunnel) was censored last week of objectionable phrases.

It was reported that "words such as nigger" were being censored with cans of spray paint, apparently due to the number of black diplomats and students who would be attending the African Conference held during Reading Week.

John Armour, director of Physical Plant, said the words were deleted upon his order.

FOUNDATION POSITION

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TO ALL YORK STUDENTS:

C.Y.S.F. would like you to express your opposition towards the injustices of the Ontario Student Awards Programme. Please rip-out this letter and sign it. Then return it to the C.Y.S.F. office, 105 Central Square.

The C.Y.S.F.-A.S.S.A.
Joint Sub-Committee on Student Aid

**The Honourable James Auld,
Minister of Colleges and Universities,
Queen's Park, Toronto.**

Dear Sir;

I am a student at York University. I believe that education is a social right and that no one should be denied a post-secondary education because of financial circumstances. I feel that the present structure of O.S.A.P. places excessive financial liabilities upon the student and that these should be greatly reduced. I also feel that the Ministry should refrain from raising loan ceilings above the \$800. level.

Yours sincerely

York University Student