

excalibur

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14,000 congratulatory copies
(Way to go Tammy!)

YORK UNIVERSITY'S COMMUNITY NEWSPAPER

Hasselfeldt elected CYSF President

By JEFF SHINDER
and JAMES FLAGAL

Tammy Hasselfeldt, with a solid victory, has been elected President of the Council of the York Student Federation (CYSF) for 1988-89.

Hasselfeldt, who amassed 426 votes, easily outpolled her closest rival, Nick Nitsis, who received 303 votes. Third place went to Andy McRae with 269 votes, with Bernie Polster (116), Adrian Shaikh (52), and John Lefebvre (23) completing the field of candidates. 59 ballots were spoiled.

Hasselfeldt, understandably, was overjoyed with her victory. "It's fantastic," she said. "It turned out to be a tough race with Andy, Nick and I, especially with *Excalibur* supporting both me and Andy. The close race makes this win even more satisfying. I'm just thrilled," Hasselfeldt added.

The election was also marked by a strong showing from second-place candidate Nick Nitsis. Nitsis could not be reached for comment, but fourth-place rival Bernie Polster attempted to analyze Nitsis's performance. "He had a good poster campaign and a lot of clubs supporting him," said Polster, "but he (also) made a lot of unrealistic promises that maybe created some misconceptions in the community," Polster added.

As for his own performance, Polster noted that "I was the underdog this year, and I plan to be back next year." McCrae, Shaikh, and Lefebvre were also unavailable for comment at press time.

Voter turnout up

The election turnout totalled (unofficially) 1307 voters which, according to chief returning officer Debbie Lace, "was a substantial number compared to previous years." It was difficult to determine the exact percentage of eligible voters participating, as this year marked the first time a number of colleges, newly made members of CYSF, were involved in the elections.

CYSF ELECTIONS

Presidential Results

Hasselfeldt	427
Nitsis	303
McRae	269
Polster	116
Shaikh	52
Lefebvre	23

Student Centre levy hike

Yes	876
No	400

Direct Levy

Yes	797
No	450

The first newly structured three-member executive was also voted in last night. This year's CYSF speaker David Gilinsky pulled in a convincing victory for Vice-President, Finance, with 625 votes as compared to his only rival Aldo Baiocchi's 483. Gilinsky, who was also elected as one of 10 arts senators (also with the top number of votes, 548) promises to continue the kind of commitment which he demonstrated during his campaign. "My work has only begun tonight," he said, "and I plan to work for the next 52 weeks as hard as I worked the last two weeks—in both positions."

For the position of VP, Internal Relations, this year's chairperson of the student senate caucus Paul Dutka also won a solid victory with 631 votes as compared to Marco Alla's 429. Joe Zammit, who showed a strong performance at the polls in winning the position of VP, External Relations, was elated with the victory.

"I plan to keep in touch with the needs of both the resident and commuter students," said Zammit, "and I want to establish an OSAP clinic and better TTC service for next year."

This year's finance Director Julie Marchant also beat out the other Board of Governor's candidates to win quite easily with 512 votes. "It's about time that students had a united voice on BOG, and I plan to work with Marg (Evans, elected to the two-term position last year) to create that kind of effective voice."

Student Centre levy hiked

The Student Centre levy hike passed with a strong majority, but 400 voters did turn out to oppose the increase. The levy, which was passed at a \$7.00 per course rate before rising costs affected the project will be raised to \$9.00 to address the shortage. According to Mourad Mourakin, a member of the Student Centre Committee, the opposition to the levy hike met was probably because students "felt that this hike came too soon after last year's referendum. But we plan to look at the results and we are assuring students that we will spend the money in their best interests."

Direct levy passed

The CYSF's referendum to obtain a direct levy also did not receive as much support as council had anticipated. President Drew McCreadie said that he was looking for 80% support, and according to Mardikan, the results showed the electorate might not have known enough about the issue. "Students probably thought the change from a grant to a levy system would mean more money coming out of their pockets when that was not the case at all," he said. "We should have done a better job getting across the importance of this move," Mardikan added.

CRO Debbie Lace noted the large amount of spoiled ballots this year but was at a loss to explain them. She did point out, however, that only certain contests experienced a large number of spoiled ballots.



The look of a winner: CYSF President-elect Tammy Hasselfeldt brimmed with enthusiasm as she accepted congratulations from her friends for her victory. Hasselfeldt assumed the presidency with a comfortable election victory Wednesday night. Complete (unofficial) results below.

Beaver Foods reject contract

By JAMES FLAGAL

In a surprising turn of events, Beaver Foods, caterers in both complexes one and two, has decided not to accept a five-year contract with York University.

Beaver Foods, which has been on campus since May for a one-year trial period, was approved by the University Food and Beverage Committee (UFBC) for a five-year contract in late January. "I was very surprised about the development," said Norm Crandles, Director of Housing and Food Services who was notified about Beaver's decision last Friday.

Crandles pointed out that Beaver's refusal to accept the contract will change the entire timetable the Department had in place. Renovations scheduled for this year in both complexes will not be carried out, said Crandles, and the credit card system which was supposed to be introduced in September will have to be put on hold. Crandles noted that the future of this system, which will restrict residence students to eating in only complexes one and two, will depend on what terms exist in the contract with the new caterer.

According to Crandles, Beaver left because recent budgetary projections compiled by the company determined that they would lose a substantial amount of money if they were to honour the agreement. First, said Crandles, the company said that labour shortages in Toronto had forced Beaver to increase wages in order to attract and retain employees.

Beaver extended its hours of operation in complex two and it also

the termination of their contract on

required more personnel than it previously budgeted for the summer months in order to meet customer demand. According to Crandles, the caterer also said that students demanded a wide range of food, costing Beaver a lot more to produce than previously anticipated. Beaver was also forced to incur higher capital expenses this year than they expected, and just two weeks ago the company was forced to readjust their previous renovation projections from \$700 thousand to \$1.1 million.

Another expense which Beaver did not anticipate, said Crandles, was the high amount of theft taking place in the cafeterias. Crandles said that after conducting an independent study, Beaver determined that they were experiencing a level of theft equal to at least 4% of their total revenue. "Any caterer serving York University cannot make a lot of money," said Crandles, "and I think it's important that the University understand that."

After a meeting on Monday, the UFBC formed a sub-committee to go through the process of selecting a new caterer. The seven-person committee, consisting of two students, faculty, and administrative representatives will put out a call for tenders immediately, said Crandles. Also, the UFBC instructed Crandles to get in touch with the other nine companies which submitted a proposal last year to see if they are interested in entering the new competition.

Crandles said that if necessary, Beaver has consented to staying past

April 30, but he hopes to have a caterer chosen within two weeks.

INSIDE

"The committee had a narrow and questionable conception of sociology."

PROFESSOR ARNOLD ITWARU ON THE COMMITTEE WHICH COMPILED THE SHORT LIST FOR THE CUEW TENURE TRACK DECISION
See Page 3

WOMEN IN DEVELOPMENT: Too often, women have been overlooked in the formulation of development programmes, even though they serve such a critical function in Third World nations. Lately, that trend has been changing Pages 10-11

HOW OPEN? The USSR's policy of *glasnost* has created a lot of speculation in the West, and a recent international conference, which was attended by York students, examined this issue. Page 7

EXCAL'S EVENING AT THE GENIES: Reporter Andrew Sun gives a behind the scenes look at the Canadian film industry's gala of the year. Page 13

WRAPPING UP A GREAT YEAR: The athletics award banquet was the climax to a very exciting year in York sports. Page 16

CAREER & PLACEMENT NEWS

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Resumes for "now"

by D'Arcy Cameron

Writing a resume remains one of the first tasks for a graduating student beginning with the job search process. Surprisingly, few students spend a significant amount of time preparing this document which is vital to an effective job search. Many students begin resume preparation with the notion that one basic format and style is all that is required. The reality is quite different.

Resume styles are like clothing fashions—they change over time. What works in one economic situation or corporate culture may not work in another. It is vital to be aware of this and to tailor your resume not only to your unique experiences, but to the current 'fashion' in style.

If you're using that straight chronological format you learned in high school while looking for your early summer jobs, or a copy of someone else's old resume, you're out of the running in terms of effective contemporary resume style. Don't sell yourself short. Put a little time into researching resume formats before writing one and you will reap benefits in terms of personal confidence and interview results. What follows is a short guide to help you.

What's the purpose of a resume?

There is only one: to convince a prospective employer that he/she should interview you. People tend to overlook this simple purpose and instead make assumptions about what should appear in their resume. Thus their resumes become cluttered with unhelpful information. Most resumes are written by people who fail to appreciate this fact, and their resumes join the 90% which never generate personal contacts. Your goal is to have your resume include in the few which receive serious consideration of an interview.

How do you accomplish this?

I believe the most effective way is to head your resume with a statement of CAREER OBJECTIVE. There is a great deal of controversy over the inclusion of this item. It is a fairly recent addition to resumes and many people are initially uncomfortable at the idea of such a clear statement. Almost always this is because most resume writers have **no idea** what their Career Objective is. The key point on the issue of Career Objective is that regardless of whether you actually state it on the resume or not, you can't get to an effective resume presentation without knowing what your Career Objective is first. Also, when you do get an interview, it is likely that the employer will ask you about your future (long range) career plans. If you've developed a statement, this awkward question will not be difficult.

Specifically, a good Career Objective is a 10-15 word statement of your career in terms that link your past, present and future employment path in a way that shows a cohesive, logical and planned approach. Your Career Objective should be usable with any employment application (generally speaking), but it does change from time to time. In today's workplace, job changes occur every four years on average, and no one expects you to have a Career Objective that is not responsive to workplace and personal change. Employers are, however, interested in candidates who are analytical about themselves, and who project a reasonable level of goal orientation. A well-stated Career Objective on your resume is the best way to show prospective employers (and yourself) that you possess this quality.

What about the rest of the resume?

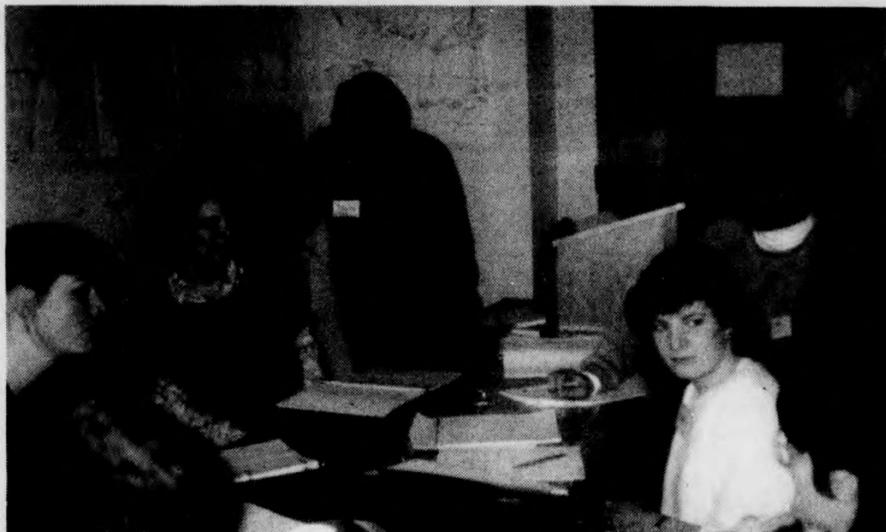
Believe it or not, if you have developed a strong Career Objective that you feel comfortable with (of course you've shared it with others for constructive criticism), the rest is easy. For most of us, there are two basic formats to consider, CHRONOLOGICAL and FUNCTIONAL. You should decide which is best for you based on the way your experience supports your Career Objective. Many people develop a combined-style format which is effective if they don't get too creative. The worst decision is to follow a sample format blindly, it probably won't do for you what it did for the original owner, and recruiters have an uncanny knack for spotting "copy" resumes.

The chronological style is most popular with employers, because 70% of candidates use it and it is easy to comprehend. Employment and education experience is shown in reverse chronological order, present or most recent entry first. Though it is based on **time**, the chronological style is probably more effective if dates (years only) are shown to the right of the entry rather than the left. I suggest that titles or degree name should appear at the left side since these are of more importance to the employer. Each entry should include between one and four tightly worded points that emphasize what you **did** (avoid a job-description approach). Inclusion of results and some quantitative detail where appropriate will give your points both justification and sincerity. Remember, the Career Objective determines what and how information is included. If a point doesn't bear some relation to the content of your Career Objective, it has no place in the resume.

The FUNCTIONAL style resume is selected by two types of candidates: the recent graduate who has little or no solid work experience, and the candidate who has been in and out of the workplace over time for educational, professional or personal reasons. This format imitates the active, clear descriptive style now favoured for chronological resumes, but the order is based on **skills** rather than time. Experience is grouped into areas of skill expertise, and may include recent and past work experience, educational and personal achievements within one skill area.

A greater degree of self-assessment is required to make this format effective. The writer needs to be very aware of his/her specific skills, where and how they have been proven and how they may be effectively described. A list of approximately 15-20 examples of skills and how they were used form the basis of the material to be used. These examples are then divided into 4 or 5 skill areas whose headings depend on the individual's expertise. Sample headings include COMMUNICATION, ADMINISTRATIVE, RESEARCH, MARKETING, SUPERVISORY. The skill examples are further synthesized into 3 or 4 points for each heading. The resume is assembled with a view to strong support of the Career Objective. Since the points do not contain details of date and place of experience, a section on EMPLOYMENT HISTORY will be needed. This section, and that for EDUCATION will contain only details of title/degree, place and date, in reverse chronological order.

Think of the job of creating an effective resume as a learning experience, and you will find the process alone will improve your job search skills. In today's workplace, I believe no one should be without a resume less than one year out of date. You never know when you'll have the opportunity to use it!



Getting Started: Adjusting to your first permanent job

by Neil Gibson

Students about to enter the full-time employment world are often so preoccupied with landing that first permanent job that they give little thought to what it will be like once they begin their new jobs. In general, students tend to underestimate the significance of the role change from 'student' to 'employee.'

The New Role of Employee

Sociologists define the concept of 'role' in terms of the behaviour expected of someone with a given status. Given the new status of 'employee,' how will the behaviour expected of you differ from that expected of you as 'student?' Some changes will be obvious, others more subtle. The former would include: dressing in a manner appropriate to your work environment, arriving for and leaving work at a certain time each day, spending your whole day at work rather than operating according to your class schedule, and being paid for your efforts.

The subtle changes in expected behaviour are in many ways more important, yet all too often unanticipated. Phillip W. Dunphy in **Career Development for the College Student** points out that "the whole future of employment with an organization rides on the first few weeks or months." He goes on to remind the new employee that, above all else, "the employee is expected to be productive. In return for wages, you agree to expend your resources for the employer's benefit. Learning and personal development should not be forgotten, but they must accept a secondary place." No longer can you simply ask yourself the question, "How will this benefit me?" the question now should be, "How will my efforts benefit my employer?" Failure to grasp this change can have disastrous consequences for your career development.

The Corporate Culture

Another subtle point to consider in your adjustment during the early stages of your first job is to understand the 'corporate culture' of your workplace. Dunphy notes that "the vast majority of people who fail in jobs do so because they fail to relate well with others. Inability to do the work . . . is a relatively rare cause of early dismissal." What behaviours on your part will be more effective than others? First and foremost, learn to keep your ears open and concentrate on listening actively and perceptively. In any organization, your success in the early stages of your job will be dependent on many other people, some of whom you will find easier to work with than others. You have no choice over those with whom you must associate, so you must learn to be flexible enough to adapt to the various personalities involved. People at all levels of the organization can have an impact on how smoothly you adapt to your new role.

Managing The Changes

What else can you do to manage the subtle changes in your new role as employee? The following checklist will be a useful source of reminders for you, both in preparing for your new role as employee, and also in managing the early stages of your new job.

1. Pay close attention to details and procedures, while some of these may seem confusing, and in some cases unnecessary, remember that they are important to those with whom you must associate.
2. Get to know the names and responsibilities of everyone with whom you will come in contact in the carrying out of your duties.
3. Recognize that it is okay to say, "I don't know," "I need help," or "I made a mistake." Avoid face-saving comments. You will ultimately be respected for your honesty and willingness to admit that you don't know everything.
4. Readjust your sights on promotion. In many organizations

it may take significantly longer than you thought to actually qualify for a promotion.

5. Show some commitment to working beyond the normal working hours if necessary.
6. Identify a mentor, someone of higher status within the organization who can serve as an advisor and/or sounding board for you.
7. Advancing within an organization does not have to be at someone else's expense. You cannot afford to have enemies during the early stages of your new job. Recognize the feelings of others who may be affected by your actions and react accordingly.
8. Inform yourself. Read journals related to your field; stay up to date with developments which may have an impact on your knowledge base or decisions you may have to make.
9. Start keeping your own record of achievements, goals reached, and any other information which may have come in handy for your first and subsequent performance evaluations. Too often the new employee incorrectly assumes that the evaluation process is totally the responsibility of the supervisor, or that ones accomplishments will speak for themselves.
10. At some point, consider ways of furthering your education and qualifications through internal and external coursework. Be careful not to undertake any training until you and your supervisor are satisfied that it will not interfere with your ability to carry out your duties.
11. Don't avoid dealing with problems. Determine who might best advise you—in some cases it may be better to consult someone outside the organization. Always try to have solutions in mind when presenting problem situations to your supervisor.
12. In her article "25 Things Your Boss Wants You To Know" (Working Woman, May, 1985), Shirley Sloan Fader cautions "Never assume other people are operating from your premises, your standards, your goals or your rules." If you find yourself making comments like, "I never would have expected such behaviour . . ." you will be demonstrating your lack of maturity and awareness of how your perspective differs from those of others.
13. Develop an open-minded attitude towards change. To progress within an organization, you need to be regarded as someone who is willing to broaden his/her horizons rather than someone who is strictly concerned with maintaining the status quo.
14. Try to work towards developing alternatives to what you are currently doing, either within the organization or outside of it, by joining professional associations and making external contacts. Assuming that your future is secure within an organization is the first step towards vulnerability.

(Adapted and reprinted with permission from Career Services, Wilfrid Laurier University.)

RENOVATIONS NEARING COMPLETION

During the past two months, extensive renovations have been underway at the Career and Placement Centre.

Employer interview facilities have been increased. Several career counselling offices have been added as well as a computer lab to house the CHOICES employment research program. A conference room will now be available at the Centre for intake information sessions, company briefings, job search/job creation training, career planning seminars and computerized testing interpretations. An enlarged Resource Library is scheduled to be reopened by May 1 and an automated placement system will be installed in June.

Although improvements will continue throughout the summer months, regular hours: Monday to Friday, 10:00 a.m. to 4:00 p.m. are in effect once again. Evening hours will resume in September.

While service interruptions have been kept to a minimum, we very much appreciate the patience and cooperation of employers, students, alumni, the Office of Student Affairs and entire York community during this period.

When the dust settles at N108 Ross, the University will have a career and placement facility that will accommodate the kind of client growth and service expansion that we anticipate in the 1990's.

Our official opening is scheduled for early September. Meanwhile, drop in and see us. We can assist you in developing and achieving your vocational plans.

John T. Harries
Director



VOCATIONAL EXCELLENCE FOR YORK!

15% OFF

This coupon entitles the bearer to a 15% discount on the cost of a battery of 4 **Computerized Vocational Tests**, taken at the Career & Placement Centre between April 1 and May 31, 1988.

One coupon per client.



N108 Ross
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Sociology committee letter slanderous: Itwaru

By JEFF SHINDER

In response to comments made by the Sociology Department's Appointments Committee in a full page ad taken out in this week's *Excalibur* (page 19), Professor Arnold Itwaru has commissioned two lawyers to determine whether or not the remarks constitute grounds for slander.

The controversy surrounding the rejection of Itwaru's application for a tenure-stream position climaxed last week when the Appointment Committee decided against recommending the professor for the CUEW competition for six future tenure-stream positions. Professor Itwaru's application for one of two advertised tenure-stream positions in the Sociology department had previously been rejected. In addition, the Appointments Committee, in response to allegations made against the selection process, published an advertisement to rebut the charges.

In an open letter to various representatives of the York community, Itwaru indicated the sections of the advertisement that he finds slanderous. His argument opened by citing the passage from the Committee's letter concerning "the propriety of soliciting support of this kind (petitions) from students currently in Dr. Itwaru's courses, and who have yet to receive grades."

In Itwaru's viewpoint, the contention constitutes slander. "At no time did I solicit support from my students. I did not discuss my employment situation in any of my classes, and hence at no time was anything said about grades in relation to the protests and petitions conducted by students," said Itwaru. According to Itwaru, the committee's assertion implies that Itwaru solicited support from the students using intimidation, if necessary, to garner their

support.

Appointments Committee member Professor John Fox indicated that the passage does not necessarily imply Itwaru's participation in the protests. He added that "we (the committee) understand that teaching assistants from Professor Itwaru's classes were involved in the circulation of petitions and feel that this in itself, if true, is problematic." This situation, he felt, might put students in an awkward position.

Itwaru also took offense with the department's analysis of his literary accomplishments. According to the Appointments Committee advertisement, 28 of the over 50 publications which were cited by the professor as scholarly accomplishments appeared in non-academic sources. In addition, the letter notes that works published in non-academic sources are not customarily considered during selection processes for tenure-track positions.

The advertisement also indicates that "of the remaining publications, Dr. Itwaru's list of books and monographs includes several works of poetry, his unpublished MA thesis and his unpublished Ph.D. dissertation, but no published work in Sociology. We are neither competent nor willing to judge Arnold Itwaru's poetry, but it is in any event not relevant to his qualifications as a sociologist."

The section of the advertisement dealing with Itwaru's literary accomplishments concludes by noting that he has not published in "either of the two major sociology journals in Canada, nor in any major sociology journal. He has no books in sociology." According to Itwaru this assessment ignores four books he has written. He specifically cites an upcoming book entitled *Consciousness and Otherness in the*

Colonial Experience. He further, notes that the Committee's evaluation ignores "the May 1988 coming publication of a novel of mine." Fox, however, indicated that the Committee did not ignore his upcoming book, but noted that the manuscript to the book was not forwarded to the Appointments Committee.

According to Itwaru, the major sociology publications referred to by the Appointments Committee are ideologically ill-disposed to his sociology approach. He indicated that he has submitted pieces to these publications, only to receive rejections which suggested to him that the works did not accord with the "conservative" bent of these sources.

Fox, for his part, said that perhaps these rejections reflected the journal's assessment of Itwaru's work. "If they rejected his work people can draw their own inferences. (In any case) a rejection is certainly not an endorsement," he said.

In Itwaru's viewpoint, the Committee's "narrow and questionable conception of sociology" made it possible for them to rationalize the dismissal of many of his works. As an example, he cites his publication entitled *Being and Non-Being and the Production of the Subject*, as a piece that was not acknowledged by the Appointments Committee. In addition, Itwaru notes that "Two of my referees dealt specifically with the absolute relevance of my literary production to cultural sociology."

Fox, however, said that the committee did consider his works. "We didn't ignore them, but we didn't feel they were relevant qualifications in Sociology," said Fox. He added that "being a poet is a meritorious thing in itself, but there is a distinction between poetry and sociology. Sociology is a broad discipline, but that does not include everything."

In Itwaru's viewpoint, the committee members were incapable of understanding his original presentation during the application process for the tenure-stream position. "None of the committee members does critical sociology, and I suspect they seriously misunderstood the presentation I made to the department," Itwaru indicated. "Professors who understand critical sociol-

ogy and are esteemed internationally (Distinguished professor of Sociology John O'Neill being an example) thought my presentation was brilliant," Itwaru added.

Fox replied by noting that "I believe that all members of the Appointments Committee was present at his colloquium and listened carefully to what he had to say."



The signing: Amnesty's Victoria Bowman with president Arthurs.

Human Rights Campaign

By MARGOT GRAFSTEIN

The Osgoode chapter of Amnesty International has launched a campaign on campus entitled "Human Rights Now," in order to raise the York Community's awareness of the kind of oppression which still takes place in countries throughout the world.

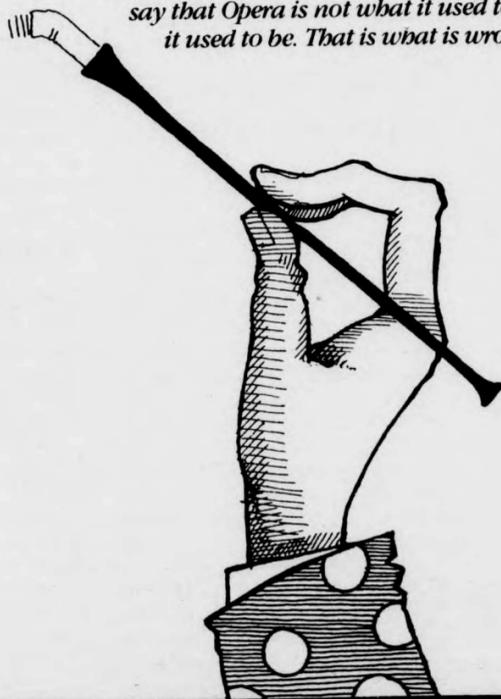
The campaign is part of a worldwide effort by Amnesty International to pressure governments committing human rights transgressions to stop. According to Victoria Bowman, a member of the Osgoode chapter, "Torture is still used in at

least 60 countries and the death penalty exists in almost 130." Bowman also noted that nearly half the countries in the world are holding prisoners of conscience—people held in prison on the basis of their colour, sex, religion, or political beliefs.

Students are urged to donate to the campaign at all pubs and coffee shops on campus. Also, a petition will be circulating on campus demanding that all governments pass legislation which guarantees these rights. For more information, call 739-0898.

CHOICE · CRACKS

Noël Coward, on being asked about the current state of Opera, quipped: "People are wrong when they say that Opera is not what it used to be. It is what it used to be. That is what is wrong with it."



Generations past often cracked wise. So make the wisest crack of all. Crack a Pepsi and enjoy our series celebrating irreverent wit that endures.

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Academic intolerance

The ad hoc committee's decision not to recommend the addition of Professor Christopher Holmes' courses into the regular Psychology curriculum could really have been made in November. But perhaps, for the sake of appearances, the committee decided to wait. Sure, they collected several petitions in support of the course, and members were nice enough to show up to half of one class after reviewing the courses for five months. But members of the committee probably already had a preconceived notion about the whole case.

From their perspective, mystics studies simply does not belong in a prominent psychology department like York University's, a place committed to scholarly pursuit. What kind of discipline is mystics? It certainly doesn't fit into the accepted realms of psychology. But, either did Freud's work in psychoanalysis in the early 19th century, or Roger's phenomenological theory in the 1950s. One can really only understand the value of Holmes' courses by getting more involved in the classes. Perhaps before the Psychology Department makes its final decision over such an alternative field of study, they can at least grant him and his students that privilege.

CYSF acts in complete ignorance, again

The ignorance which so many student politicians sometimes display is simply astounding. A case in point is last Wednesday night's CYSF meeting, when Council voted unanimously to pull out of the Ontario Federation of Students (OFS). According to President Drew McCreadie, OFS was simply not living up to its \$30,000 membership fee.

Though it clearly states within the OFS constitution that each university must conduct a referendum to gain student support before pulling out, Council says they have a legal opinion which states otherwise. In reality, that legal opinion may not hold much water in court, because in the past there have been similar cases involving the Canadian Federation of Students (CFS), and in each case the court found in favour of the CFS, saying that a university must hold a referendum before pulling out of such organizations.

But the legality of the situation is secondary to the flagrant irresponsibility Council demonstrated by passing such a ridiculous motion. Their action violated an already established precedent that each time such a move is considered, a university-wide debate is held followed by a referendum. As recently as two years ago, after hearing both sides of the issue, York students voted to stay in OFS. The new motion clearly flies in the face of student opinion, at least until another referendum is held which indicates otherwise.

In addition to ignoring the democratic tradition, the CYSF can be condemned for not following proper procedures, or standard logic. First, they never sent a copy of their report to OFS to see if perhaps after identifying their concerns things could be improved. Second, McCreadie believes the move will put next year's Council in a better bargaining position with OFS, because like this year's U of T, who pulled out of OFS five years ago, they will only have to pay a \$300 membership fee to join up. Wrong. University only get such reduced fees after being away from OFS for three years. Because CYSF currently does operate on a grant system, York in fact pays less relative to other universities. Western, for example, pays \$60,000. Third, McCreadie says that he's not prepared to pay this year's membership fee, even though the CYSF has overtly expressed their affiliation with OFS. Wonder how that will stand up in court?

What the CYSF really should be discussing is how frustrated they are over the fact that, unlike any other student council in Ontario, York's OFS membership fee comes directly out of their \$280,000 budget. This is precisely why the CYSF so desperately needs a direct levy. With a direct levy the CYSF can collect the OFS membership fee separately from the student government levy. And isn't it ironic that McCreadie also claims that the \$30,000 is needed to address a budgetary deficit. So, why doesn't McCreadie simply drop his retroactive pay raise that he passed at Council, increasing his wage from \$12,000 to \$15,000. If he's so concerned about fiscal restraint, it's the least he can do.



LETTERS

We will publish, space permitting, letters under 250 words. They must be typed, triple-spaced, accompanied by writer's name and phone number. We may edit for length. Libellous material will be rejected. Deliver to 111 Central Square during business hours.

Reader questions Flagal article

Dear Editor:

The sad truth about the college system at York, which must be said in response to James Flagal's exaggerated remarks in "Facing Change" (*Excalibur*, March 24, pp. 12-13), is that this system has never been given the resources to work effectively. Indeed, college administrations (as opposed to college councils) have been given just enough funding to perform poorly, thereby providing justification for the incessant criticisms and unending scrutiny of the college during at least seventeen of the twenty to twenty-three years of their existence on the Keele campus.

The sole reason why there has been so much recent pressure to integrate College and Faculty concerns is budgeting cutbacks which, under the Progressive-Conservative governments in Ontario between 1977 and 1985, amounted to a *de facto* abandonment of higher education. In addition, however, there is the view by successive administrations and deans that college councils have engaged in profligate and irresponsible spending intended to benefit a small core of residential students. This is the cutting edge which helps explain the different receptions accorded to President Arthurs' recent proposals and those of former President MacDonald defeated by the Senate in 1975 or 1976.

Evaluations of a centralized system of student government based on proposals which have never to date been implemented at York are, to say the least, premature. Representation of the non-resident majority is a red herring inasmuch as the option of Faculty or College identification, or even the presence of a student centre, will make little if any difference

to undergraduate students whose lack of participation is not based on either the inadequacies of the college system or a lack of options, but is instead a function of part (often full) time job commitments and/or family obligations. Both Faculty-College integration and centralized student government constitute a response to budgetary austerity, combined with a great deal of symbolic reassurance to concerned parties after protracted discussions and accusations over the past two and a half years.

Yours sincerely,
H.T. Wilson

Itwaru supporter reprehensible

Reply to Jay Benjamin's letter in *Excalibur*,

It is obvious that Jay Benjamin knows absolutely nothing about Prof. Arnold Itwaru, his teachings or his present predicament when he ignorantly reduces this complex issue to merely racist dimensions.

Benjamin's frequent usage of embarrassingly primordial terminology and totally illogical modes of reasoning are testament to the fact that this confused, misinformed and frustrated student sees it fit to slander Prof. Itwaru on the basis of having seriously misunderstood Itwaru's political opinion on various political issues which have aroused zeal in Mr. Benjamin but have absolutely no relevance to the issues concerning Prof. Itwaru, the students and the sociology dept.

Benjamin's assumption that Itwaru "advocates terrorism" is so ludicrous that a reply is unnecessary. Benjamin also feels that an injustice is justifiable if "it occurs every other day anyways" which indicates that he feels injustice is acceptable if it occurs frequently.

Benjamin claims that he believes

that Prof. Itwaru was not hired because other faculty members are "harmed and/or offended" by his views; consequently claiming that the sociology dept. practices academic censorship: an appalling claim with seriously disturbing implications inflicting a severe blow to the integrity and collegiality of the sociology dept.

It is deeply distressing that certain persons find it necessary to taint issues, slander people and meddle in the genuine concerns of students and faculty who are serious and sincere in their attempts to salvage what is to them an extremely significant and indispensable aspect of education at York.

Reprehensible and terroristic are the acts of persons who make serious statements concerning issues of which they are totally ignorant.

—Claudio Colaguori

Varsity athletes set poor example

Dear Editor,

I am writing to you regarding, most recently, an incident which occurred in the Stong College pub, The Orange Snail, but also more generally about alcohol related incidents here on campus.

As you know, at The Orange Snail there was recently an incident in which a York student was involved in an argument with another York student which eventually led to a fight. The students involved were York varsity athletes.

Subsequently, the York University Liquor Licence Holder, Mr. Norman Crandles, proceeded to suspend The Orange Snail's Liquor Licence indefinitely. At the same time, Mr. Crandles suspended all Thursday night licensed functions indefinitely. The reason for this was

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Committee report spurs CYSF to pull out of OFS

By STACEY BEAUCHAMP

After receiving the "External Affairs Committee Report on the Ontario Federation of Students" (OFS) and its relationship to CYSF, CYSF has decided to pull out of OFS. The decision was passed unanimously during the last council meeting.

According to the report, the committee found "some benefits to being a member of OFS, but not benefits warranting \$30,000 a year." This is the present membership cost to York, which gives it two votes at OFS plenaries.

The problem, says the committee, is not the principle behind the organization, which is to lobby to the provincial government on behalf of university students. Rather, it is the fact that the OFS is "in a chronic state of disarray."

In its report, the committee made several observations on the nature of the problems with the OFS. The first of these is its lack of profile. Since the organization represents only student governments, the students themselves do not know of its existence and purpose. Also, the report found that OFS is too bureaucratic, and thus it has "become too preoccupied with its own concerns," forgetting those of the students.

Furthermore, according to the report communication has not been good between OFS and "its members, members of the opposition, campus media, and the media in general."

There are certain benefits to OFS membership including information that is available to members as a result of research conducted by the organization. However, because of the disorganized nature of its filing system, this information is sometimes difficult to get a hold of.

By pulling out, CYSF has gained \$30,000 and has lost little in the way of benefits, says CYSF President Drew

McCreadie. When OFS lobbies the government, it is representing all universities, not just its members. McCreadie feels that if the government were to change anything, it would change it for all institutions in the province, not just a select few who happen to be OFS members.

However, in withdrawing without holding a school-wide referendum, the CYSF is opposing OFS by-laws. But according to External Affairs Minister Tammy Hasselfeldt, the by-laws are not a problem since OFS cannot "document that CYSF is a member." Sheena Weir, chairperson of OFS, says that there is documentation of CYSF's membership, in that they held a referendum in order to join in the first place.

According to McCreadie, OFS could sue, but the worst that would happen is that CYSF would have to pay the \$30,000 for this year's membership.

Weir says she is "very disappointed" over the whole affair. She believes that if CYSF was unhappy with its present position, it could have negotiated with OFS. She also said the organization knew nothing of CYSF's discontent, and at the time *Excalibur* contacted her, was not even aware of CYSF's intention to withdraw. Weir pointed out that the student council has a "moral obligation to the students to conduct a referendum." In not doing so, they are "not being accountable to students at York."

According to McCreadie, the money originally intended for OFS dues this year will be restored to the council's coffers, and will be used to eliminate the expected deficit at the end of the year.

In all, McCreadie feels that this decision would give next year's council a better negotiating position as they would then have the choice as to whether or not to join OFS.



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CENTENNIAL COLLEGE

LETTERS

cont'd from page four

continued alcohol related incidents of violence.

The point here is that the vast majority of these incidents involve male varsity athletes. As varsity athletes, they should be acting as diplomats of the university. They should be the ones setting the example for the way other York students conduct themselves, but they continually choose to do the opposite.

As they read this, some varsity athletes may become upset with my accusations. Rightfully so, after all, not all varsity athletes cause problems. It is up to these individuals then, to make sure that their fellow athletes don't get out of line.

From what I am told a Code of Conduct exists for varsity athletes. If such a "code" actually exists then why isn't it being enforced? Obviously the coaches aren't enforcing it so perhaps it's time upper level administrators get involved. In speaking to other students, the general consensus appears to be that varsity athletes should be automatically suspended for any breach of this Code of Conduct, not just slapped on the wrist as they usually are. If their particular sport is not in the season that the incident occurs, then the suspension should apply for the next season.

Why should we continue to pay the price for the actions of a select few?

Yours truly,
Lorenzo D'Alessandro
Chair, Executive Committee
Stong Student Government

Itwaru story poorly researched

Dear Excalibur,
I am writing to express my displeasure at your coverage of the 'Itwaru

Affair' currently unfolding in the Sociology Department. Your coverage has been poor at best and outright biased at worst.

Why were we never informed as to the credentials of the candidates that were awarded the position? Or how long they had taught at York? Or how their students felt about him?

Smarten up, Excal. If you're going to tell a story, tell the whole story. As readers we deserve a little more credit.

Sincerely,
Penny Pfeiffer

More ado about professor Itwaru

To the editor:

The letter by Jay Benjamin (March 17, 1988, "Much ado about Itwaru") adds peculiarity and nuance to the case of Professor Arnold Itwaru. Mr. Benjamin tends to dismiss the issue of tenure and academic freedom as if it was nebulous and irrelevant, thus, slovenly writing "like it doesn't occur every other day anyways."

Tenure to professors is like a pen to a writer, a human rights code to a lawyer and a nurse to a doctor. The struggle, pain and agony to achieve, fulfill and succeed. Your desecration of the entire process and experience lies on the absurd and demonstrates ignorance.

You enlighten us about your conversations and conclude by noting that Prof. Itwaru was not re-hired because of his political beliefs. If this is so, it should be condemned, protested. It is at variance with all the notions of democratic ideals that "great western nations boast about."

I too was in attendance at the

cont'd on page six



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LETTERS

cont'd from page five

forum that Prof. Itwaru spoke at—but he did not mention the Palestinians and the PLO at all. Being competent and qualified, he opened the forum by explaining how today the term liberation is misunderstood and misrepresented. He logically left the issue of the Palestinians to the PLO representative.

Prof. Itwaru has the full right to support the Palestinian people and their goal for self-determination. Why is it that those who support the rights of the Palestinians must be silenced and condemned? There are a panoply of professors at York University who support Israel blindly and condone its terror. Why are you not querulous about them?

Moreover, yourself, like all of us, deplore and find terrorism reprehensible. However, your attempt at silencing those who condemn Israel for its state terrorism by calling it a crock is itself a crock. If Prof. Itwaru supports the PLO he is accompanied by over 100 nations who recognize it and about 5 million Palestinians who are the soul of it. So why not ban them, in accordance with your thinking, along with Prof. Itwaru from society for good? Mr. Benjamin, now I know what kind of world you support!

Jerry Khouri

Park destroyed by pollution

Dear Editor:

The recent nation-wide interest in the fate of BC's Strathcona Park prompts this letter.

In 1911 the Park was created. It lies in the centre of Vancouver Island and contains alpine terrain, virgin forests and North America's highest waterfall. In later years mining claims were permitted within the park and, still later, a moratorium was placed on mining activity. In 1987 the BC cabinet, through an order-in-council and without promised public debate, again opened the park to mining. In addition, large portions were deleted and logging was permitted. An honourable course would have been to buy out the mining claims and leave the park intact. Instead, industrialization will affect drinking water in several municipalities and affect salmon spawning grounds.

The government refuses to answer the question: Who will finance control of acid and metal pollution from mine wastes that are expected to last several hundred years after mining stops? A nearby operating mine spends one million dollars per year controlling such pollution in their watershed. Currently in BC, when mining stops, the company is no longer responsible for pollution.

We believe such exploitation, especially in parks, is immoral. It is also uneconomic, thanks to the permanent costs of pollution control and the loss of tourism. People are not attracted by mining and logging devastation.

Besides the economic folly of this development and the dishonourable behaviour of successive BC governments, there is an increasing awareness of our interconnectedness with the earth. Consequently, more and more people are getting involved simply because it's the right thing to do. For more information write to Friends of Strathcona Park, Box 3404, Courtenay, BC V9N 5A5.

—J. Wilson
Courtenay, BC

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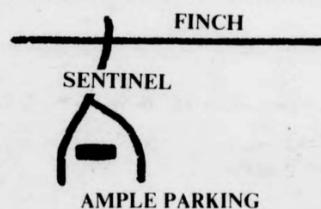
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York students may get health insurance plan by September 1989

By PIERRE IMLAY

York students may have a comprehensive health insurance plan as early as September 1989 if a proposal now being considered by CYSF is passed in a university-wide referendum this fall.

CYSF Director of Student Services and Communications Doug Bies recently released a discussion paper examining the options of what kind of plan would best suit York students. The programme which he recommends is one coordinated by the Canadian Federation of Students (CFS), an organization that will be responsible for consulting the insurance broker, promoting the programme and monitoring the cost and quality of the programme on a regular basis.

One feature of the CFS programme which Bies especially likes is the identity card system which allows students to get prescriptions covered by the plan immediately instead of waiting for a cash reimbursement from the insurance company. The old system of sending in receipts for reimbursements was a cumbersome one, says Bies. "It required up front cash and a wait of about two months for the refund. This way students can get the coverage they need right away, just by showing their card."

Each prescription charged to the card, says Bies, will be accompanied with a deductible which will be a percentage of the cost of the drug. So, if the deductible is 20%, then students purchasing a \$10 prescription on the card are expected to pay \$2 for the order up front. Bies believes this credit card system will be especially convenient for students while a cen-

tral computer system will ensure that claims are processed quickly.

"The plan could also save students a substantial amount of money, because it ensures that pharmacists use generic drugs over commercial brands which often cost a lot more," says Bies. Other assets of the programme include coverage for accidental death and dismemberment, accidental injuries, therapeutic treatment, and ambulance coverage. The plan will even provide for a tutor at \$10 an hour for a limit of \$300, if a student cannot attend class due to a certain health reason.

The cost of joining the plan will be \$40 per student, says Bies and that will be added on to a student's tuition fee if the plan is approved in the fall referendum. Bies notes that those students who already have such health coverage can elect to opt out of the plan and avoid paying the fee.

An issue which students will have to address during the referendum is the kind of options they would like the plan to include which will ultimately affect the cost of the programme. For example, Bies points out that one plan covers oral contraceptives, yet that will increase the cost for health insurance coverage by 28%.

Bies feels that it is important for York to join the two-year-old plan of which 10 universities already belong. He says that the CYSF plans to hire a researcher for the summer to further investigate how the plan can be implemented on campus, and begin getting together a campaign to sell the idea to students next fall.

Conference discusses Glasnost

By JIM OAKES

Though glasnost may not live up to the public's expectations, the new Soviet policy of openness still warrants Western support. This was the view presented by many experts on the Soviet Union at an international conference held at Texas A&M's University over reading week in February. I was one of six York students who were in attendance for the conference.

In his speech to 200 student delegates from across the world, Strobe Talbott, Time Magazine's Washington Bureau Chief, indicated that he does not believe Mikhail Gorbachev's perestroika (economic restructuring) will be successful. According to Talbott, economic reforms are needed in the Soviet Union to combat unproductivity, inefficiency, and economic stagnation. He sees the USSR as "only a superpower in size and military might," and called the Soviet Union a "muscle-bound giant with a pea brain."

On the topic of glasnost Talbott noted, "We can be sure that Gorbachev is not a liberal and glasnost does not mean a commitment to human rights. According to Talbott, too many people in the West have a misconception that glasnost will lead to a Soviet Union ruled under some type of Jeffersonian democracy. However, Talbott does feel that the programme's success is in the interest of the West and Americans should support Gorbachev's attempts at reforms."

Dr. Robert German, Director of Analysis for the Soviet Union in the State Department, is even less optimistic about Gorbachev's proposed reforms, and says that "The US will never have normal relations with the Soviets because of our superpower status." German explained that US-Soviet relations have been a failure in the past, giving him little reason to believe that they will improve under Gorbachev. German does not consider Gorbachev to be any different



Texas A&M University: site of the conference which brought together students to discuss Soviet glasnost.

from past Soviet leaders, so he rejects the possibility of glasnost improving future relations.

Alexander Belonogov, Soviet Ambassador to the UN, disagreed with German's view and said that "Our two countries must learn the art of peaceful coexistence." He sees openness as the best way to build this kind of confidence between the superpowers. Other Soviet speakers expressed the same sentiments.

The final Soviet official to speak was Igor Khripunov, First Secretary of the Soviet embassy to the US. He compared the Soviet Union to "a strong solid building in need of renovations," and said that the USSR is currently in a pre-crisis situation.

Professor Jerry Hough of Duke University expressed a similar point of view: "The US and USSR have got to get out of the arms race and back into the economic race," if they are to retain their status as superpowers. According to Hough, both superpowers have been wasting precious resources on weapons while countries like Japan and West Germany have been directing their resources to economic development.

Probably the most informative and interesting speaker at the con-

ference was Dr. Dimitri Simes, Los Angeles Times columnist, CBS News Consultant, and Director of the Carnegie Endowment for International Peace. Originally from the USSR and educated at Moscow State University, he now resides in the US. According to Simes, great internal problems threaten the USSR and they cannot be ignored any longer. The impetus behind the reforms will not disappear, yet in Simes' opinion, Gorbachev's crusade to change the country may produce some unexpected results.

"Gorbachev is the beneficiary of previous failed leadership," he told students, "it would take great mistakes for people to start turning against him." Even so, Simes cautioned that Gorbachev has perhaps two years to deliver the "goods" of perestroika and glasnost before he loses this support. And Simes also pointed out that perhaps the success of these reforms may not be in the interests of the West. "Gorbachev is an admirable man, but remember first and foremost that he is an admirable adversary."

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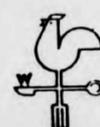


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Students rally against residence rent increase

By SANJU VASWANI

Residence students gathered to express their opposition to a proposed 9.9% rent increase at a rally organized by the York University Tenants Association (YUTA) which took place in the West Bear Pit.

According to Alan Greenbaum, President of YUTA, the proposed 9.9% increase in rent is excessive, primarily because two percent of the increase represents a profit which will be remitted to the university's general funds. YUTA's position is that the administration is unjustified in squeezing profits from an already cash poor group of students.

The Residence Budget Committee (RBC) has recommended that this rent increase be reduced. However, since the RBC has no authority to change the budget, the Board of Governors which is responsible for the final decision is free to ignore the recommendations made by the RBC.

Also at issue is the allocation of Conference Centre income to the

general funds. YUTA and the RBC feel that these profits should be used to offset the residence costs.

The Vice President of Administration and Finance, Bill Farr, explained that the income from residence students has not been sufficient to cover the administrative costs of Housing Services and the University Food and Beverage Services Committee.

Also, Peter Rideout of Housing Services said that the increase would barely cover some improvements he planned to make in the residence next year. Norman Crandles, Director of the UFBC backed Rideout up by describing how Rideout's initial proposals for improvements had to be slashed to the bare essentials because of the university's chronic lack of funds.

Farr defended the remittance of profits to the general funds by saying that the University has a policy of sending income from a successful operation to areas in the university where those funds are more urgently needed.

York joins Canadian University Plan to stabilize insurance costs and make them reflective of past claims

By PIERRE IMLAY

In an attempt to make insurance costs stable and more reflective of the university's past record of claims, York has joined a self-insurance plan created by an organization made up of Canadian universities.

The Canadian Universities Reciprocal Insurance Exchange (CURIE) presently represents 41 universities across Canada including York, U of T, Western, Queen's, UBC, and University of Calgary to name a few. The organization is designed to provide universities that are in need of insurance coverage an alternative to the insurance market, so as to avoid extreme rate fluctuations.

According to York University's Manager of Financial Reporting, John O'Neil, universities were attracted to the plan, because it stabilizes costs in premiums. Each university pays according to its claim history. "All the members are part of the same pool. If these people are taking profits from the pool, then their premiums go up next year," O'Neil explained.

O'Neil indicated that the plan promotes risk management through regular inspections, education, and premium incentives. It also allows universities to control their insurance expenditures through a system owned and operated by universities.

CURIE was implemented in January 1988, after two years of feasibility studies. In the fall of 1985, the Canadian Association of University Business Offices (CAUBO) began investigations into the feasibility of a

planned insurance scheme. A year later, the research firm of Johnson and Higgins presented a report to CAUBO containing a survey of 31 Canadian universities which strongly recommended a plan that would insure liability and property exposures of all Canadian universities. In 1987, the Wyatt Company, an actuarials and insurance consultants firm, was brought in to implement the plan. A proposal was then developed by an advisory board made up of representatives from CAUBO and Wyatt.

Many reasons prompted York to join the exchange. According to O'Neil, a major one was the instability in the re-insurance markets that occurred when a major insurance player, Lloyds, fell into financial trouble. This caused carriers in the primary markets to raise their rates, and ushered in a period of extreme fluctuations in insurance costs. York began to see increases in its premiums as the result of claims that the university was not even involved in. An example is the \$600 million claim won by the Municipality of Peel in 1986, which eventually drove York's premiums up.

O'Neil says there were also attitudes in the insurance community which pushed York to join the plan. "Students are generally regarded as a high risk by insurance companies," he explained. According to O'Neil, insurance carriers have made it known that they do not want to insure pubs and have raised rates for universities. The belief that university students cannot control their drinking behaviour is widely upheld

by insurance companies, said O'Neil.

The exchange works because the universities agree contractually to share the risks inherent in their operations. The policy covers comprehensive general liability, including liability for errors and omissions, and injury and property damages to third parties. It also covers risk of damage to university assets. To be eligible for membership, the university must be a regular member in CAUBO. Membership requires a five-year commitment which allows for financial risk to be spread over time as well as among subscribers.

Each member pays annual premiums of \$5 million for property coverage, excluding the coverage that CURIE purchases from secondary markets, which totals approximately \$12.5 billion. The universities also pay \$10 million each in general liability for the same coverage. Each member pays \$3 million for errors and omissions liability, which has a \$3 million policy limit.

In O'Neil's opinion, the benefits of CURIE far outweigh the costs. He stated that CURIE is not the only insurance plan that has been created as an alternative to the regular insurance market. He cited examples such as the Ontario School Board's Insurance Exchange and the Hospital Insurance Reciprocal of Ontario.

"CURIE is a creative response by Canadian universities to insurance market problems," says O'Neil. He notes that it saves money for the universities which can then be used for other purposes.

Comp. sci. gets masters

By ELAN KATTSIR

York University's Senate has approved the Department of Computer Sciences' proposal for a Master's programme. If the University gains the approval of the Ontario Council of Graduate Studies, then the graduate programme is expected to begin in September of 1989.

Department of Computer Science chair, Eshrat Arjomandi, says that a Master's programme has several benefits: undergraduates get a better

TA base; stronger faculty are attracted for recruitment; and it allows members to bring in more research money.

She adds that the programme will emphasize research, concentrating on mathematical software, logic in programming, and parallel computation.

The program will require three to four additional faculty members, the funds for which the University has already promised to provide.

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Women in development

by Zena Kamocki

"Women perform two-thirds of all the world's work, and produce half of the world's food, yet receive 10 percent of the world's income, and one percent of the world's property," according to the Canadian International Development Agency (CIDA).

Until recently, however, women's role in production has been highly underrated, particularly in developing nations. Many development projects have been planned and implemented almost entirely by men and for men; and consequently, such programs have yielded very disappointing results. According to Monique Landry, Canada's Minister for External Relations, "any effort that overlooks half the people involved is obviously in big trouble." Fortunately, many development organizations like CIDA, as well as independent volunteers, are beginning to realize that the full participation of women in development planning is necessary if such projects are to be successful.

Diane Spearman is the Director of the Food Aid Centre of CIDA. She has worked in the field of development assistance, mainly in Africa, since 1967. Anne McGillvery is a graduate student in Fine Arts at York University. She has lived periodically in Costa Rica for several years, and has worked independently with various women's co-op programmes in that country. *Excalibur's* Zena Kamocki spoke with both women recently about the problems facing women in development.

Spearman



Spearman: "In Africa, about 30% of the families are headed by women. So, if you think about the health, nutrition, well-being, and prospects of those families, it is directly related to the income earning capacity of the woman."

EXCALIBUR: What are the major differences in feminist attitudes between women in the Western nations and in the developing nations (basic cultural differences aside)?

SPEARMAN: I guess I should start off by saying I don't come at this whole issue of women in development necessarily from the basis of feminism; I think as development professionals, all of us (men or women) come to the issue of women in development not primarily as a feminist issue, or an equality issue, or a cultural issue, though obviously it is all of those things. For us, the starting point is effectiveness; it's taken a lot of years, but we have eventually and belatedly come to the realization that social and economic change and development does impact on women; it impacts on them differently than men.

Certainly in recent years there has been a very much heightened realization of the economic role of women, of what they contribute, of how much more they could contribute if we only gave them half a chance, and the fact that maybe the reason a lot of things haven't worked as well as we would like is because we didn't think about women.

EXCALIBUR: One of CIDA's brochures states that women perform two thirds of all the world's work, produce half the world's food, yet receive only 10% of the world's income and 1% of the world's property. Is that for the world in general, or just Africa?

SPEARMAN: That's a general statistic. If you take food as the example—and that's a very central issue for women in development—if you consider Africa, the figure is much higher; between 75-80% of the food in Africa is produced by women. And, as you probably know, Africa is facing enormous food problems right now. As a development professional, I have to ask myself this question: if we had been more conscious of the importance of women as farmers these last 20-30 years, would the situation have been better? I suspect that the answer is, in part at least, yes, it would be.

Not that there's one easy explanation for everything. In Africa, farmers are women. But it's been very recently that planners realize that. Development projects for years and years have been planned by men for men. And women were making the invisible contribution; it didn't show up in the GNP; it didn't have a lot of technology attached to it; it was the so-called "subsistence traditional" sector not of the "modern cash" sector, and they didn't get noticed until much later than they should have been.

EXCALIBUR: What is women's role in development, specifically with respect to their actual contribution?

SPEARMAN: I've already partly talked about the role in agriculture and I think that's an essential one. Another important point, I think, is that in Africa, about 30% of households are headed by women. So, if you think about the health, nutrition, well-being, and prospects of that family, it is directly related to the income-earning capacity of the woman.

A daily schedule of a typical woman in developing countries usually adds up to about 16 hours of work. So at the same time that the woman has the major responsibility for the food crops—keep in mind the men may be producing cocoa, or cotton, or other cash crops—she has to go farther and farther every year to get water—and that leaves aside the question of whether the water's clean; farther and farther to get fuel; look after the children; so the whole question of saving time for that

woman in those tasks may be an important element of improving her productivity.

EXCALIBUR: How important is technology in improving women's productivity?

SPEARMAN: The issue of technology actually is an important one, in that it can have lots of different effects on women; if you want to know how the introduction of a specific piece of technology is likely to affect women, you have to know the situation very well. For example, in a lot of countries, people are starting to introduce small mechanical ways of hulling and husking (various grains). Depending on the situation, that might simply put a lot of women out of work; in the case of Bangladesh, many very poor landless women earn their living by doing that for others. In other situations, it might save the women an enormous amount of time, and therefore, free them up for other activities. In another circumstance it might mean now that there's fifty new technology, the men take over that technology, and the income that technology represents. In other cases, maybe you have a technology, like a plow, for example, where it helps the man but it makes more work for the women. So when you look at the whole question of technology, it has a lot of dimensions.

EXCALIBUR: Is there a lot of conflict between the West and the developing nations, caused by a lack of cultural understanding, or the West pushing technology on the people?

SPEARMAN: No, I don't think there's a conflict. There is an increasing recognition virtually everywhere that women have an important role, and that they need more specific attention. There's certainly no conflict between a Third World country and a donor organization like CIDA about the importance of considering women.

All development involvement has a cultural and a social aspect. It is important to be sensitive and respectful of the cultural context in which one is dealing; if you want to be successful, you have to think of those things. I don't regard, and obviously governments of developing countries don't regard an interest in women in development as being inconsistent with

their culture, because they will handle it in whatever way is consistent with their culture. It used to be that men would say, well all this interest in women in development is a bunch of bra-burning women's libbers inflicting Western ideas on the Third World. Well, that's simply wrong. First of all, everyone knows that it's not a question of us telling them what to do; it's a question of being willing to listen to their women articulating their needs.

And secondly, it's not a question of ideology; it's a question of practicality. If you want to increase agricultural productivity, and most of your farmer are women, it's pretty stupid to ignore women, isn't it? It's just really common sense . . .

EXCALIBUR: When did this awareness actually begin?

SPEARMAN: It's been a real evolution. A million years ago when I started in this business, we noticed when we went into a classroom in Africa that most of the students were boys, not girls. There were programmes for women, but they were scattered, and they weren't very central to things. I think in the decade from 1975-85—the United Nations decade for women—we saw a real turning around. It was a decade that brought a lot of information about the role of women which surprised people enormously, in that it didn't show up in the GNP figures. People really didn't know how important women's role was. It was a whole decade of information gathering; of advocacy; of pilot projects, while we all learned a lot. I think we're now at the stage of being ready; it's a matter of gearing up and integrating our knowledge completely in development planning. We're already seeing some results, but I think we're going to see a lot more.

EXCALIBUR: What is CIDA's role in this, and what types of programmes do they put together?

SPEARMAN: I think our role is partly being aware, being interested, being willing to talk to recipient governments, and make it clear that we like the idea of responding to women's needs as well as to men; making it clear that when we support a training programme, we make sure that women are going to have access to it and be able to benefit from it.

Frankly, one of the roles that we've taken very strongly is pushing this very hard at the United Nations to encourage other development agencies to take this very seriously . . . I think among the donor agencies, CIDA was one of the ones that was pushing it first and hardest, and we're rather pleased at how well it's been accepted in CIDA and elsewhere. It hasn't hurt that the president of CIDA is a woman, and the minister responsible for CIDA is a woman, that her predecessor was a woman. That gave us a boost at the beginning. But now, it's regarded within CIDA that women in development isn't a job for women, it's a job for everybody.

In terms of our own programmes, I'd put them under two broad headings. Part of it is a matter of having special projects for women, a sort of catch-up training for women. The rest of it is not a matter of saying to yourself, "I'm going to do a project for women, or a project for men, but rather saying, we want to achieve a certain objective; how do we do that?"

EXCALIBUR: What specific gains have been made since you started?

SPEARMAN: Of course this depends a bit on the time perspective. Certainly there have been enormous gains made in literacy, among everybody, including women. In many countries, there have been some legal changes with respect to women's rights to own land, and so on. I think, for me, one of the bright spots is the enormously good results one can get from making credit available to women, sometimes for agricultural work, sometimes for small businesses. Invariably, across the board, the repayment rate for women is almost 100%, far better than for men. There's no doubt that women use this credit very wisely and very well. It gives them access to all sorts of things, whether it's poultry raising in Bangladesh, or small business in Jamaica.

One of the other things is related to the question of literacy. Some of the researchers have found that a few years of schooling for a girl has an enormous payoff as an adult . . . in terms of child health, family planning, nutrition, and so on.

EXCALIBUR: What's going to happen in the future? Do you see an enormous success, a change in the way things are done?

SPEARMAN: Well, I think we'll see some success that we wouldn't have had if we'd gone about things in the old way. We're already seeing some pay-offs, but I think we'll see more in the future as this whole question of women's involvement becomes more and more just an integral, automatic part of everyone's planning.

McGillvery

EXCALIBUR: Maybe you could begin by explaining a bit about your work in Costa Rica with women's cooperatives.

McGILLVERY: I went down to Costa Rica about five or six years ago, more or less on my own. I had gone to school in Mexico, and then I went to Costa Rica to live, and I got involved with a women's sewing group through some friends who asked me if I would come in and look at the products that they were making. I went in and saw that the various things they were trying to make were not conducive to the craft market at all. They were making acrylic teddy-bears and wondering why they couldn't sell them to Canadian and American and German tourists. So I explained that we like cotton goods, and they should maybe try some things like tropical birds, and things that were much more integrated in the country, or in their life.

They didn't think that would work at first; they thought cotton is a cheap fabric, and that wouldn't sell. But we started producing a lot of kids' overalls, jumpers, and really exotic birds. And they did sell . . .

They were also doing piece-work, sewing Levi jeans together for 75¢ a pair; as well as having to do all the repairs on their machines, and look after their own social security—like medical payments—because they weren't on full-time work. So these crafts substituted for this piece-work.

EXCALIBUR: How have things changed for women in Costa Rica in the past few years?

McGILLVERY: Economics are making things change. The women are having to leave the home; they can't survive on just the one salary—if the man is working even, and if he is working, they need both salaries to survive. Plus, there are a lot of women-headed households, and single mothers. Most of the women that make these crafts have some kind of sewing background, so if they could put it into a much more economical-gain type of endeavour, it would really prove profitable.

EXCALIBUR: Are there quite a few such projects there?

McGILLVERY: Costa Rica is a very poor country—even though it's a democracy and it has a lot of good social programmes—way more so than any other country in Central or Latin America—and it just does not have money to put into things like that; so they really depend on foreign investment and foreign aid projects. The group that I'm working with has got Ford Foundation and other funding for their large sewing machines, etc.; but if they don't keep getting funding, then the project keeps sizzling out.

However, the infrastructure of the country is really good. They've got women social workers that work with them and try to form small co-ops in a lot of the villages. Because I've been involved with about four or five co-ops, I'd like to see a forum that would tie them together, so that there'd be a lot more inter-communication between the co-ops, and more unity. They want to know what other co-ops are doing, and they want to be able to participate; some co-ops are really good at one thing, other co-ops are better at another thing. The really industrious people have done things like form their own daycare. Even in rough times with no foreign aid, they've kept the projects going. When they do get money, they become full-fledged, and when they don't, they simmer down and go back to drawback work.

EXCALIBUR: Have they met with much opposition from the men?

McGILLVERY: Last week, Sophia Montenegro, who is a Nicaraguan feminist, talked here in Toronto, and she explained that it's the changes that are causing most and any of the friction, because the men don't understand really what's happening. In Costa Rica, the old standards that the women should be in the home are still there. If the woman is going out to make money to help run the family, she's still responsible for all of the rest of the household; they try to solve this by having extended families with grandmothers, aunts, and various other people helping out. There are definitely problems because the men often are resentful and don't believe that the women are actually going to sewing groups; they think that they're going out to have a good time, or to meet a lover—there's been a lot of accusations, and a big increase in wife battery.

EXCALIBUR: So the men don't necessarily believe that, by allowing women to do these things, they're helping themselves?

McGILLVERY: No, I think that's still a really much more middle-class understanding. I think in the lower economic classes it's very difficult for a lot of the men to understand that the women shouldn't be in the home, even though it's purely economic. Because then, of course, they're asked to participate in childcare, and housework.

I think it's improving, but you still keep bumping against the old attitudes all the time; in Nicaragua (there are new) laws that actually say women are equal—even the ERA doesn't have this in the States, where it says in the law that they can't discriminate; but that still doesn't help the resentment and the battering that's starting to happen. In a country where there are actually wife-battering centres being set up, there obviously is a problem with lack of communication.

EXCALIBUR: Has there been much concern from the people here that the Western World is moving in and trying to run the show?

McGILLVERY: There's a tremendous amount of influence. I think the aspiration of gain and improvement in life is to get to the point where you could actually go to the States, and go to Disneyland. You see all the middle-class younger kids running around with Disneyland t-shirts and little hats, and that's a sign of affluence, because they've made it. There are a great amount of retired Americans there, and a high percentage of tourists are Americans, Canadian and Germans.

There's not a lot of resentment because I don't think that

they realize what's happening. They're a very European-based culture to start with. Europe did what most other countries do to their native population: pushed them onto reserves, farther and farther away, until they've hidden out in the mountains, more or less, and they're not accepted as the background and history of the country; they are just the "Indians." But I think now the Costa Rican government is realizing that this is their past, and their history, and that they should do something about it. There's quite a large movement now towards the indigenous people, and trying to get them integrated into some of the co-ops and some of the crafts, so that they can reproduce their traditional crafts and make a bit of a living at it.

EXCALIBUR: Why have some of the co-op projects failed in the past?

McGILLVERY: Lack of funding is the biggest reason. I don't think it's lack of internal support, because the University of Costa Rica was supporting a lot of these projects, and the times I applied for my project, I had a really good back-up; a group of social workers from the University, willing to do all of the administration, and to continue it after the project was initially funded and started. Costa Rica is considered to be one of the richest countries with better social programmes; but it's all relative, because if the women there can't get their projects going, then they'll be as poor as in the African nations. If they can't support themselves, they're still going to be dependent upon somebody else, even though they do have water, or a house, so to speak.

I think another problem in women and development is that none of their projects were really taken seriously, and funding agencies tend to have had a bad background of funding, for one thing, and a failure in craft projects that don't keep going once the agencies leave.

EXCALIBUR: Have you seen any gains made, or is it too early to say?

McGILLVERY: I've seen a lot of really good things happen. In the project that I'm involved with where we're working with the crafts versus piecework, the women now understand that creative work and crafts are much better all around in the long run for them; they can produce things that they like to work on, and it encourages them to keep doing things, whereas the piece-work was just too mind-boggling. And they can also set their prices; they can become entrepreneurs. If the project keeps going, they could even get into exportation. The last time I was there I tried to re-establish tradition, because there are a lot of traditional crafts, whose designs could be incorporated into various other types of crafts, and then it would become like a Costa Rican product, rather than a replica of a Western one . . .

EXCALIBUR: What role has literacy played in this? Is the literacy rate low?

McGILLVERY: It's very high there. It's incredible. I think it's either the highest or the second highest in Latin America. There's free schooling, and a lot of really good social programmes for the younger people; and so all the children are now being educated, and a lot of the women, too, even though they may not have completed secondary school. I think Costa Rica gets its reputation of being much more affluent, because the middle class women are really into education, and university degrees, and not staying at home; doing it as a career, not necessarily economically, but also for something that they enjoy doing, and realizing that they too can partake.

But what I find so frustrating is that CIDA and other funding agencies tend to put it all into Africa, and I know that the need there is great, but it's relative to what the women's needs are, not how we see it from a Western point of view.

EXCALIBUR: Do you see these programmes having any application in Canada, for example, with our native people?

McGILLVERY: I've tried it in my own work, definitely. I see all governments and all other people becoming a lot more aware of what has happened to native people and to indigenous rights and ways of life, and I think as we progress, we're seeing that this had been really detrimental.

Most of my art is based out of having lived in Central and Latin America, and people say to me all the time, well, why don't you stay here and work with our native people; and trying to answer that has been a really good exploration for me, because I see myself as one of the "oppressive class": here I am, white middle class, and going into reserves, I would be seen exactly as other social workers: "oh, no, here comes another do-gooder . . ." Whereas, I think when you're more removed from the situation, and can help with another skill—for example I can help in Costa Rica with my organizational skills and my design skills. The women have a lot of their own skills, and when we put the two together, it seems to work really well. They think of it as a gain, and I'm also gaining, so I'm not seen as one of the "enemy."

EXCALIBUR: What role has technology played in helping women to gain their independence? Has it been an advantage or disadvantage?

McGILLVERY: Oh, it's definitely an advantage for them. Of course, talking in a more affluent type of environment, they are using their sewing machines to full advantage, and without sewing machines, it would be difficult for them to produce a lot of the things that they're doing. Technology has also made the women's lives a lot easier, with things like electricity, and water, and the buildings that they have for the daycare; so economically, if they have to go out and work, those kinds of things are easing their life, definitely.

One detrimental aspect of technology is television. In the villages that I've lived in for about five or six years now in Costa Rica, I don't have a TV, and that's really hard for the local people, women especially, to understand. But you see the women just glued to these televisions evening after evening, and all they're seeing is consumerism. I think this causes more unrest for all of the things that they'll never be able to buy. What also happens is that the family communication that use to happen in storytelling and myth-making and just sitting around talking has gone, as in our society. And so they're all gathered around the TV, communicating with no one, just plugged in.

McGillvery: "Costa Rica is considered to be one of the richest (third world) countries with better social programmes; but it's all relative, because if the women there can't get their projects going, then they'll be as poor as in the African nations."

A DAY IN THE LIFE

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5:00—6:00	Rising, washing and clearing the house and compound, releasing the poultry, collecting eggs
6:00—7:00	Preparing the early morning meal for the paid workers of the family before they go out to the fields
7:00—8:00	Milking, collecting fuel, making dung cakes, tending to kitchen garden, cleaning cowshed and compound, drying straw to burn it
8:00—9:00	Preparing food for the mid-day meal, grinding spices, peeling vegetables
9:00—11:00	Husking rice, winnowing and sifting, preparing rice products
11:00—12:00	Cooking
12:00—13:00	Washing clothes, bathing, fetching water, feeding the animals and the poultry
13:00—14:00	Drying jute and rice, putting other stores out in the sun to dry
14:00—15:00	Feeding her husband and family, then eating herself
15:00—16:00	Making articles such as baskets and quilts for home use or sale
16:00—17:00	Preparing and cooking the evening meal
17:00—18:00	Praying, bringing the children home, shutting up the poultry and animals
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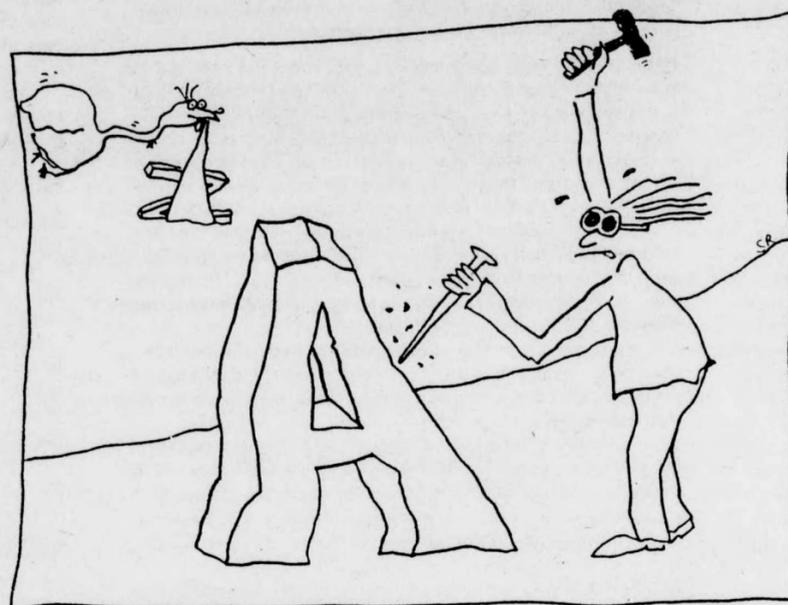
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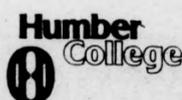
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Excal's evening at the Genies

By ANDREW SUN

Covering the Academy of Canadian Film and Television's ninth annual film awards as a member of the press was certainly an experience but did I have fun? I still do not know. Did Alice have fun in Wonderland?

I arrived at the Metro Convention Centre at 7pm as the Academy had asked me to. There I was ushered to descend an escalator to the media room of the Convention Centre. For the ceremonies the press is placed in a separate room where numerous TV monitors are set up with plenty of couches and sofas for hard working members of the press to lounge around and sip wine. The absurdity of going all the way down to the

reply, hoping she hasn't noticed I am wearing white sport socks with black dress shoes.

Considering that the Genies is a film award show, it was surprising that there were quite a lot of people who knew very little about film in general.

"... He's the guy from *The Last Straw*."

"*La Straw*?"

"No, *The Last Straw*. The sequel to *90 Days*."

"Oh yeah, that's a funny movie. What the sequel called again?"

The sweep by Jean Claude Lauzon's *Night Zoo* was a bit of a surprise. The evidence of an impending sweep came very early when it even won all the "minor" categories like

quite calmly, answering questions and posing for that "just one more" picture.

The buzz in the room became even greater when we found out the "enfant terrible" himself, Jean Claude Lauzon, would be arriving shortly. In a stroke of bad timing, Lauzon came in just as we were watching Sheila McCarthy on the monitor accepting her best actress award. But Lauzon's presence created an even greater stir in the press room. I thought for sure Lauzon would smack one of the more aggressive photographers, but he didn't. Instead he politely answered the same questions he's been asked over and over since the Cannes Film Festival last year.

"... the Toronto media has been really great and supportive... I don't know when I will make another film, I'm just making TV commercials right now... I'm not looking for an idea, I'm looking for a reason to make another film..."

Next came Sheila McCarthy, the whimsical star of *I've Heard the Mermaids Singing* who had just given birth less than a week ago. Looking cheerful, but tired, she wisely cut her visit short.

By now, I too had a burning desire to leave the media inferno, but I still wanted to listen to producer Rock Demers' critical comments about the bonehead moves of the Mulroney cabinet. I'm not sure many people understood what he said, but everyone was nodding appreciatively.

"Excuse me," someone asked. "Could you turn off my tape recorder when he finishes, I have to go to the can."

Later the same evening, a gala dinner was held in another part of the Convention Centre. Each member of the press was given a ticket with a table number on the back. With over 100 tables in the hall, you would figure the table numbering would be in a logical order. No such luck! The same person who arranged the table numbers must have arranged the room numbers in the Ross Building.

After a mediocre dinner, a mediocre band played cover versions of mediocre songs. To be totally negative about the evening, however, would be unfair as I did get the opportunity to meet and talk with such people as Gordon Pinsent, Jackie Burroughs, Patricia Rozema, Atom Egoyan and even Jean Claude Lauzon.



Congrats! York student Evelyn Howorth (left) poses beside her plaster sculpture that was chosen to commemorate Lois Marshall's (right) Toronto Arts Award. York Prof. Bruce Parsons also was an award winner.



Dreaming of Genies: *Un Zoo la Nuit* director Jean-Claude Lauzon (left) and *I've Heard the Mermaids Singing* leading actress Sheila McCarthy were among the many winners at this year's Genie Awards.

Convention Centre to watch TV never crossed my mind. Another much smaller room is set up for mini press conferences to which the award winners are led backstage. I spent most of the evening in this room with my tape recorder waiting for the next lucky recipient of a Genie. As a result, I did not see much of the actual show, though I understand *Un Zoo la Nuit* (*Night Zoo*) won a lot of awards.

The Academy requested a dress code of black tie or "reasonable facsimile." The best I could do was my dad's old silk tie and an oversized jacket. (Respectable, but I don't think Jeannie Becker's Fashion Television took any shots of me.)

"For an award show the clothes tonight are quite excellent," a writer from *Flare Magazine* tells me.

"Really, that's interesting," I

art direction and editing. After a while the predictability of the evening drew everyone to the bar, turning it into a mini Central Square. The kicker for everyone was when *Zoo* won for best achievement in costume design. In the words of one cad: "It's that wet vinyl look that did it!"

The press conference room had been quite civilized for the first half of the night, but as the more glamorous awards were handed out, the room became more and more like a zoo itself. When honorary award recipient Norman Jewison entered, the room turned into a feeding frenzy for photographers, each one jockeying for the perfect position to capture the scruffy face of Jewison. Not to be outdone, the video cameras came off their stoical tripods and joined the mad rush. Director of *Moonstruck*, Jewison held court

York professor, student capture two arts awards

By RYAN McBRIDE

While *Un Zoo La Nuit* walked away with most of the Genies at the Canadian film awards, it was no small claim to fame that two York members of the Fine Arts Department were also recognized this month by the Toronto Arts Awards Foundation.

In its second year, the foundation hands out eight \$5,000 awards and two life-time achievement awards to outstanding artists in the fields of visual arts, performing arts, architecture/design, music and in poetry and prose fields.

Encouraging further excellence in the arts is also an aim of the Toronto Awards. To this end, each of the award recipients commission a work of art from a Torontonians artist of

their choice as their permanent and personal memento of the Awards.

Fourth year Fine Arts student Evelyn Howorth created a seven-foot sculpture made of plaster, with a steel base. Howorth, who also has a degree in Molecular Genetics from the University of Alberta, was chosen to produce her work by Lois Marshall, the 1987 award recipient for music.

Bruce Parsons, Fine Arts Professor, was chosen to produce a work by 1987 Lifetime Achievement recipient Eberhard Zeidler. Parsons' mixed-media work entitled "Talisman" was presented this month to Zeidler, who is best known for his architectural designs of the Toronto Eaton Centre and Ontario Place.

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Period costumes are astounding in York's performance of *The Rivals*. Directed by Lloyd Coutts, the classic English comedy runs April 4th to the 8th in Burton. Call 736-5157 for information.

GALLERIES

Visual Variations. A selection of African art from the Agnes Etherington Art Centre of Kingston. On display until May 1 at the AGYU (Ross N145).

Grad Student Thesis Show by Enam Huque will be on display at the IDA Gallery (102 Fine Arts Bldg.) from April 4 to 8.

The Children of Nicaragua a series of photographs by E. Jane Mundy will be on display at the Samuel J. Zacks Gallery (109 Stong College) until April 8. Hours are 12 noon to 5 pm Mon. to Fri.

SEMINARS

Edouard Lock of La La La Human Steps Dance Company will be lecturing on Thurs. March 31 from 10:30 am to 12:30 pm and April 1 from 2 to 4 pm in Studio 1 of the Fine Arts Bldg. Visitors welcome. Phone ext. 2126 for info.

THEATRE

The Grad Theatre Company presents David Mamet's award winning drama *Edmond* at Tarragon Theatre's Extra Space (30 Bridgman St.) Last show March 31 at 8 pm. Tickets \$10 adults, \$5 students. Phone 531-1827 for info.

"Taken In Marriage" a play by Thomas Babe will also be performed by the York Grad Theatre Co. April 5 to 8 at the Tarragon Extra Space. Phone 736-5171 for more info.

FILM

Dersu Uzala a film about the relationship between a Russian explorer and his guide. Thurs. March 31 at 7 pm in Room 306 Lumbers Bldg. Donations to Friends of the Earth Campaign to save tropical rainforests.

Dante's Inferno presented by the Calumet College Fine Arts Assoc. on Wed. April 6 at 6 pm in Calumet College Common Room. Admission free.

MUSIC

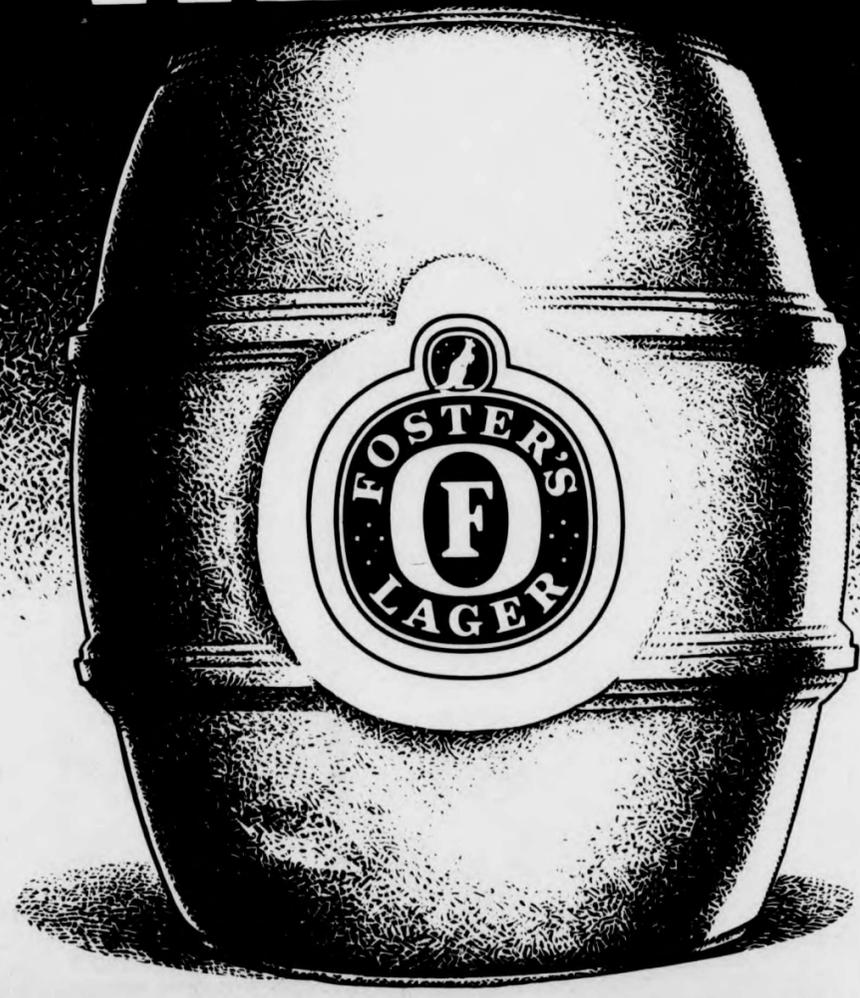
Student Recital Series with Eric Chow, piano and Robert Thurlow, horn. Thurs. March 31 at 7:15 pm in McLaughlin Hall (DACARY). Admission is free. All welcome.

Kalamazoo Stu on kazoo will be performing his greatest hits from the eighties including "Don't let those bunny ears get you down" and "Zombies do watch sunsets." March 31 to April 6 in Excalibur's Typesetting Office from 11:15 am to 4 pm. Admission free!

PUBLICATION

YAK VOL 2 NO 3 is out! Tables in Cental Square all day today get your free copy there. After today, Yak is available in the York bookstore at \$1/copy. Also, buy Yak at Book City, Pages, SCM Bookstore, Longhouse, and All Booked Up. Free Turnip to every third customer.

UNTAPPED WEALTH



THE GOLDEN THROAT CHARMER, NOW ON DRAUGHT.

AIDS and "Tell-Tale Farts"

By NORMAN WILNER

It still works. All those years ago, when a group of Chicago comedians founded the cabaret they called The Second City, it worked, and it worked well. Fifteen years ago, when Toronto got the second Second City, it worked again, this time with a uniquely Canadian slant to its humour.

And it still works. Brutal comedy, vicious satire, and downright hilarious character turns are back again and ready to party in The Second's City's latest revenue, "Four Horsemen Of The Apocalypse And A Baby."

The concept-six or seven young comedians acting out hysterical vignettes and improvisations live on stage with almost venomously brutal wit-is simple. The jokes range from lowest-common-denominator to

highbrow humour (a parody of Edgar Allan Poe called "The Tell-Tale Fart" is of the former, and a wonderful piece about casual sex in the age of AIDS, with a women's risk value being referred to as "no-risk" is of the latter), and all work equally well.

Highlights among the individual actors: Mark Wilson, a four-show veteran and one of the most stable comic actors in recent memory, as the exuberant bartender in the aforementioned "no-risk" sketch, realizing that the women he's brought home is absolutely free of any kind of infection (she'd spent the last seven years in a nunnery); Ryan Stiles, doing a devastating impersonation of David Letterman, from the cigar down to the horribly overstated mugging for the camera; and what basically amounts to a star turn by Dana Andersen in an extended

sketch that takes up most of the second act.

A variation on *Going Down The Road* (which was about two Eastern Canadians on a journey to potential fame and fortune in Toronto), follows Andersen and newcomer Tim Sims as they decide to quit the Second City and try their luck in Los Angeles. The characters they meet flash by at a dizzying speed. One terrific running gag concerns their car (a six-inch long red model) and the various ways it's used. The line "You drive; you're too drunk to run around the stage" is one of the funniest in the show.

Simply put, "Four Horsemen Of The Apocalypse And A Baby" is one of the funnier Second City revues of recent years. This is no small feat, considering that an "average" Second city revue is capable of causing convulsions.

Book Fair to feature alternative small press lit

By RUBERT PUPKIN

Just when you were getting sick of the dross that passes for good reading these days, the Toronto Small Press Book Fair is revving up again. The annual event, which make its strange debut last year, will be kicking off a week of literary activity during this year's National Book Festival.

"We want to prove that there is a market for the strange, the offbeat, the underground, and the interesting," says fair coordinator Kevin Connolly. Fellow organizer Stuart Ross adds, "Last year we dragged people out of the woodwork and gave alternative and small press literature an opportunity to reach an unprecedentedly large audience. And people were excited about it. You'd get people who probably had read nothing but Harold Robbins and the horoscope, and they were snatching up weird little rubber-stamped poem leaflets, and magazines like *The Shit* and *Industrial Sabotage*."

Among the 50 or so small presses and literary magazines displaying at this year's fair will be York's trio of student-run magazines, *Yak*, *Existere* and *Eat Me, Literally*. Connolly points out that the three mags will be spread out throughout the auditorium at St. Paul's Centre to avoid "the exchange of blows that so often occurs when these guys get near each other's throats."

Other presses include Coach House, Charnel House, Nightwood Editions, Gesture Press, Lowlife Publishing, and Surrealist Poets Gardening Assoc. Participating magazines include *Shloodo Shaada*, *Poetry Canada Review*, *Dwarf Puppets On Parade*, and *Rampike*.

The fair will also feature an "(Almost) Instant Anthology," a 40-50 page book edited and published in three days by the event's organizers. Writers are invited to submit a page of poetry or fiction, typed, and their name in the lower right corner and



Box-Head: Co-co-ordinator Stuart Ross with his chronic skin condition.

their address penciled in on the back of the single sheet. Editors will look at submissions received up until April 12. York creative writing teacher and Governor-General Award-winning poet bpNichol will be one of the editors, along with poet and publisher Bev Daurio, and the notorious Jones, author of *The Brave Never Write Poetry*. Submissions must be mailed to (Almost) Instant Anthology, Box 789, Stn. F, Toronto M4Y 2N7. Literary hopefuls can check in at the Fair to see if they made it into the book and those accepted will receive a free copy.

The Toronto Small Press Book Fair will also be organizing a Mass Market Paperback Rejection-Fest, sponsored by The Coach House Press. The first 50 people to show up at the Fair with a "schlocky, mass market paperback" will be able to trade it in for a Coach House Press book. The rejected books will be turned to their publisher "with a really nasty rejection slip and REJECTED stamped all over them," says Connolly.

The Fair takes place on April 16, from 10 a.m. until 5:00 p.m. at St. Paul's Centre at Trinity, 427 Bloor St. W. (west of Spadina).

Discrimination in "hard" design

By JENNIFER PARSONS

If you are sitting on a bus or even just leaning on a wall while reading this, you are in contact with an object of someone's design. Contrary to popular opinion, people in the art of design are not only creating graphics and the latest fashions, but are dictating the shape of anything from stoves and elevators right down to the curve of coffee cup handles.

Linda Lewis, who teaches design at Ryerson, was last week's guest speaker for the Women in Art series lecture; "Women in Design and Communication." Lewis explained to the thirty people who attended that women are unfortunately found mainly in graphic, fashion and interior design and that their absence from "harder" disciplines, such as industrial design and architecture, could be "detrimental to society."

As an example of how not having women in the design process could be problematic, Lewis described a

recent car design which had a single, banked front seat. Lewis explained that if a woman was driving the car, a man in the passenger seat would more than likely have his knees tucked up right under his chin. "It was obviously designed by male drivers," (for male drivers) Lewis said.

"I am not suggesting that design be gender specific," Lewis stated "But having more women bringing knowledge of their own experience to design would greatly improve the industry."

When queried by an audience member about the reason women were not involved in industrial design, Lewis offered from her own experience in school, that there is a definite "lack of encouragement for women to study math and geometry," (both of which are prerequisites for the study of architecture and engineering.)

Lewis, who studied interior design, agreed that upbringing had a

lot to do with how a woman makes a career decision. Of the architects she knew, their fathers had been architects, like their fathers before them. But the expectation that their children follow in their fathers' footsteps was not often placed on the daughters.

A large part of Lewis' discussion focussed on architectural design. As President of the design committee for the new Design Centre which will be constructed in the Toronto's old stock exchange building, Lewis focused on what she sees is a real division between interior designers and architects.

According to Lewis, however, architects look down on interior design, which she said has a reputation as a "band-aid profession." She continued by saying that because 85% of interior designers are women, the division between interior and exterior design is another factor in the exclusion of women from architectural design.

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sports

SPORTS EDITORIAL

University athletics just as important as university academics

"Who in the hell cares about nuclear disarmament with a pennant on the line?"

Earlier this year this comment was made, half mockingly, in our December joke editorial. Why half mockingly? Because although the threat of nuclear disarmament hangs over all our heads, there is something about the promise of spring and our favourite baseball teams competing that overshadows our worst fears. Does anyone in this country dare fantasize a world series between our beloved Toronto Blue Jays and Montreal Expos? *God dammit*, it would be better than the whole country winning the 649. Mulroney could sell Canada to Michael Jackson and nobody would care. Yeah, we would all be wearing one glove and shoving Pepsi down our throats, but we'd have two pennants to console ourselves with.

There is something magical about sports, that people outside sports will never grasp. There's an implicit loyalty between a fan and his or her favourite club that can't be captured in words. Anybody who's had a favourite team knows the scenario. You pour your heart out to your favourite team, and when they lose you lose, and when they win you win. Who can't remember the collective groan of this city when the Jays blew it down the stretch to the Tigers last year, and to the Royals in 1985. It was hardly 25 foreign-bred losers, it was the whole bloody nation.

Sports gives us an opportunity to manifest our desire for competition through our individual representatives. Sports presents us with our heroes and our goats. Sports symbolizes our greatest hopes and desires. Sports teams afford the populous a chance to identify themselves with their city.

At York University we have some highly competitive teams,

but few fans. Why? Is it because nobody wants to identify themselves with this monolithic concrete university? Could be? But an even better point is that we at York continue to promote the ridiculous concept that universities only symbolize academics. Of course universities symbolize academics. A university is a place that is inherently elite, and consequently ends up promoting excellence. But to say that excellence is only confined to academics is completely misleading. Excellence pervades all areas, including athletics. We challenge anybody to say that York's national victories in men's hockey and women's track and field do not constitute excellence. In fact they prove that this university is the best in the country at something. If we shouldn't be promoting that, what the hell should we be promoting?

2,000-plus frenzied fans at Varsity Arena cheering on their athletes proved that people *do* identify with this university. When was the last time 2,000 students collectively showed up for anything, except to graduate. The answer to curing apathy at York is hardly a restructured college system. Who really needs to be reminded of academics any more than we are now? Students devote 15 class hours a week to academics, not to mention an unlimited amount of time allotted for homework. Going to school is a full-time job; in their spare time students need something else.

Students should derive something from university other than intellectual enlightenment. We can read literature, solve equations, or study human behaviour anywhere. What we need at York is something to identify with. Sports at York can provide us with that, proving that athletics are just as important as academics. A pox on anyone who doesn't realize that.

Athletic awards banquet honours best players and coaches at York

By MARIO PIETRANGELO

York University's athletic awards banquet was the climax to a very successful year. The event was a who's who of intercollegiate athletics, and included plenty of tongue-in-cheek humour.

The festivities began with opening comments from York University President Harry Arthurs. "About six weeks ago, in February, a phenomenal streak began. (During this period), we won no less than four championships, including synchronized swimming, gymnastics, track and field, and volleyball. I don't know what the men were doing during this time, but I hear they also won gymnastics," said Arthurs. Later in his speech, Arthurs congratulated the hockey Yeomen on their CIAU Championship win saying, "we are all enormously proud that York won."

Lindsey Adams then took the podium in a toast to the York coaching staff. "These unique individuals have touched something in our lives," Adams said.

Perhaps the most inspiring speech of the evening came from Yeomen swimmer Peter Darvas. "Most of the people here tonight will not receive any awards," said Darvas. "But there is something that separates us from the rest. We are all winners; winners take chances, and don't give up. . . There are no losers in sports, only people like us, winners."

Darvas was followed by Norm Gledhill. Gledhill also made reference to the outstanding season of the hockey Yeomen, and praised York's exceptional coaching staff. In addition, Gledhill signaled out Pat Murray and Mary Lyons for their "excellent job working under severe circumstances." In a remark directed at Arthurs, Gledhill also said, "Our budget, Harry, is not what we would like to see it."

Pat Murray, in her speech, made reference to an *Excalibur* article written by Mel Broitman which read, "Tradition is one of the most important elements that permeates consciousness. . . At York University, tradition is still in its infant stages of evolution." Murray indicated that one tradition she wants to see continue at York is athletic excellence. While one tradition she hopes to see end is that of inadequate facilities. This brought thunderous applause from all in attendance.



Best in the nation: The Yeowomen track and field squad proudly displayed their CIAU pennant at the athletic banquet last week. From (L to R): France Gareau, Karyn Humber, Andrea Hastick, Lesa Mayes, and Hester Westenberg. Taking athlete of the year honours at the annual awards banquet were Yeowoman France Gareau and Yeoman Nick Kiriakou.

Murray said she wants to see this year's athletic successes continue, and called for an end to inadequate athletic facilities. Murray's comments were met with enthusiastic applause from all those in attendance.

York Provost Tom Meininger also earned a round of applause, and a great deal of laughter for his remarks. "The basketball team is here, but the football team is not. (Wherever it is), I hope that it's far away," Meininger quipped.

One of the few football Yeomen in attendance, Dan Murkus, explained his presence by saying that he "was the only guy (on the team) with any class." Football coaches Nobby Wirkowski and Frank Cosentino did manage to show up, and appeared none the worse for the good-natured ribbing.

But the focus of the evening were the various awards presented to York athletes and coaches. The Yeoman hockey team won the Most Improved Team award. The choice was a little puzzling, as the Yeomen have been a consistent force in the OUA for the past four seasons, winning four consecutive OUA titles

and two CIAU national championships over that period. The Yeowoman track and field team, who came from obscurity to win the provincial and national championships might have been a better choice.

Graduating athlete Cheryl Thompson won the Bryce Taylor Award for her contribution to athletics, while Lindsey Adams, Megan Hurst, Cheryl Piper, and Connie Wrightsell all won awards for athletic excellence.

The highlight of the evening, was the presentation of awards for male and female athlete of the year. On the women's side, France Gareau was honoured. Gareau won five gold and three silver medals in leading the Yeowomen to the OWIAA and CIAU championships. "It's nice to be appreciated for your efforts," said Gareau. "It keeps you motivated for the next competition."

In the men's division, top Yeomen scorer Nick Kiriakou took the athlete of the year honours. "I feel very privileged to be the winner of this award," said Kiriakou after the ceremonies. "I just loved going to the rink to practice, we were always ready to play, and we wanted to win."



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CENTENNIAL COLLEGE

Mosey the forgotten Yeoman

By KARIM HAJEE

As the warm sunshine begins to grace the campus, and the trees begin to bud, another collegiate sports session comes to a close. The fall and winter months brought some fine gifts for the Yeomen, and Yeowomen. With two national championships and a number of provincial titles firmly tucked away, many sporting fans can look forward to a number of summer activities. Before I get to the heart of this column, I have to give credit where credit is due.

Hats off to Yeomen hockey team, the Womens' track and field squad, both gymnastics teams that simply do not know how to lose, the synchronized swimming team, the womens' volleyball team, Nick Kiriakou, France Gareau, and one guy in particular, Scott Mosey.

While many may feel that the Yeomen hockey team's success was a result of a number of key individuals doing the right thing at the right time, one name always stands out in my mind—Scott Mosey. Had it not been for the fine goaltender, the Yeomen may have been out of contention back in November.

In October, Mark Applewhite went down with an injury and coach Graham Wise's rotating goalie system was scrapped. Scott Mosey was called upon to carry the load, and he came through every time with flying colours. Throughout the season Mosey never lost a game. Even when the team was down to a few defencemen, and a back-up goaltender had to be brought in from the intramural league, Mosey stood his ground.

Some questioned his ability when he looked a bit shaky, but we all have some poor moments. The fact remains, and this is the one that stands out the most, the team was undefeated with Mosey in goal. So why, when the playoffs rolled around, was Mosey the forgotten Yeomen? I can't explain it. My scalp is about to bleed from all the head scratching I've done trying to answer that question. Graham Wise went with Mark Applewhite during the playoffs after Mosey won his only start during post-season play. You really can't question his decision; after all, the team won the national championship, and Mark Applewhite was the playoff MVP. So where does all this leave Scott Mosey? Well, he's still the forgotten



JAMES HOGGETT

HOLY MOSEY: Despite being benched in the CIAU playoffs after going undefeated on the year, Scott Mosey took it all in stride. It is this display of class that sets him apart from many athletes today in the world of sports.

man, but he's been all class about it. Most athletes would have cried foul if they were benched in the playoffs after going undefeated in the regular season. Mosey though, is no George Bell. He knew he had done his job when he was called upon, and as a result the team had a shot at the National title. He knew his team was within arms reach of a national crown, and he wasn't about to cause a commotion over his situation. Instead, he took it in stride and kept himself prepared to do his job again, if he was called upon. Unfortunately he never was, and a national audience never witnessed his fine skills.

Finally, Scott Mosey received some recognition when he shared the team MVP honours with Nick Kiriakou. Mosey is a team player, and as long as he is, you won't get any sour grapes from him. That's what makes Scott Mosey stand out among the rest of the athletes. Seldom do you find young athletes behave so gracefully in front of the public in the midst of a controversy.

It's been a pleasure watching Mosey between the pipes, and it's been an even greater pleasure watching him conduct himself in situations where most would have screamed foul, and stormed out. You're all class Scotty.

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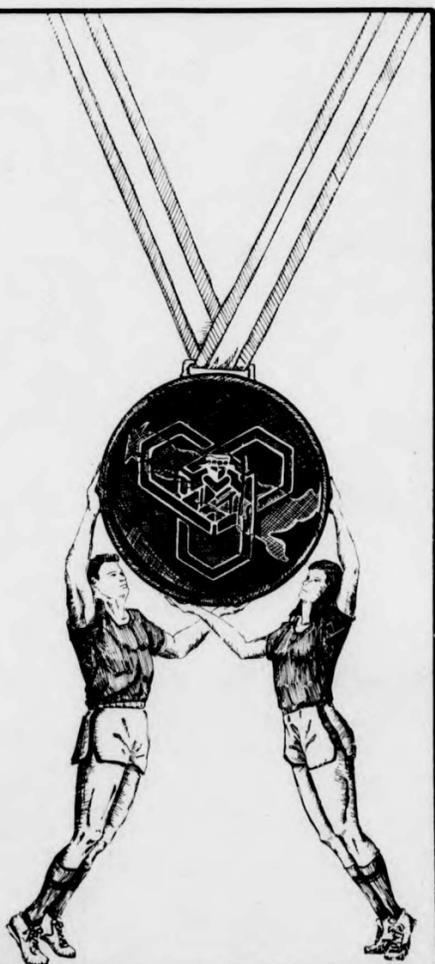
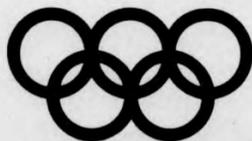
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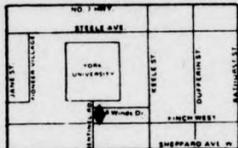
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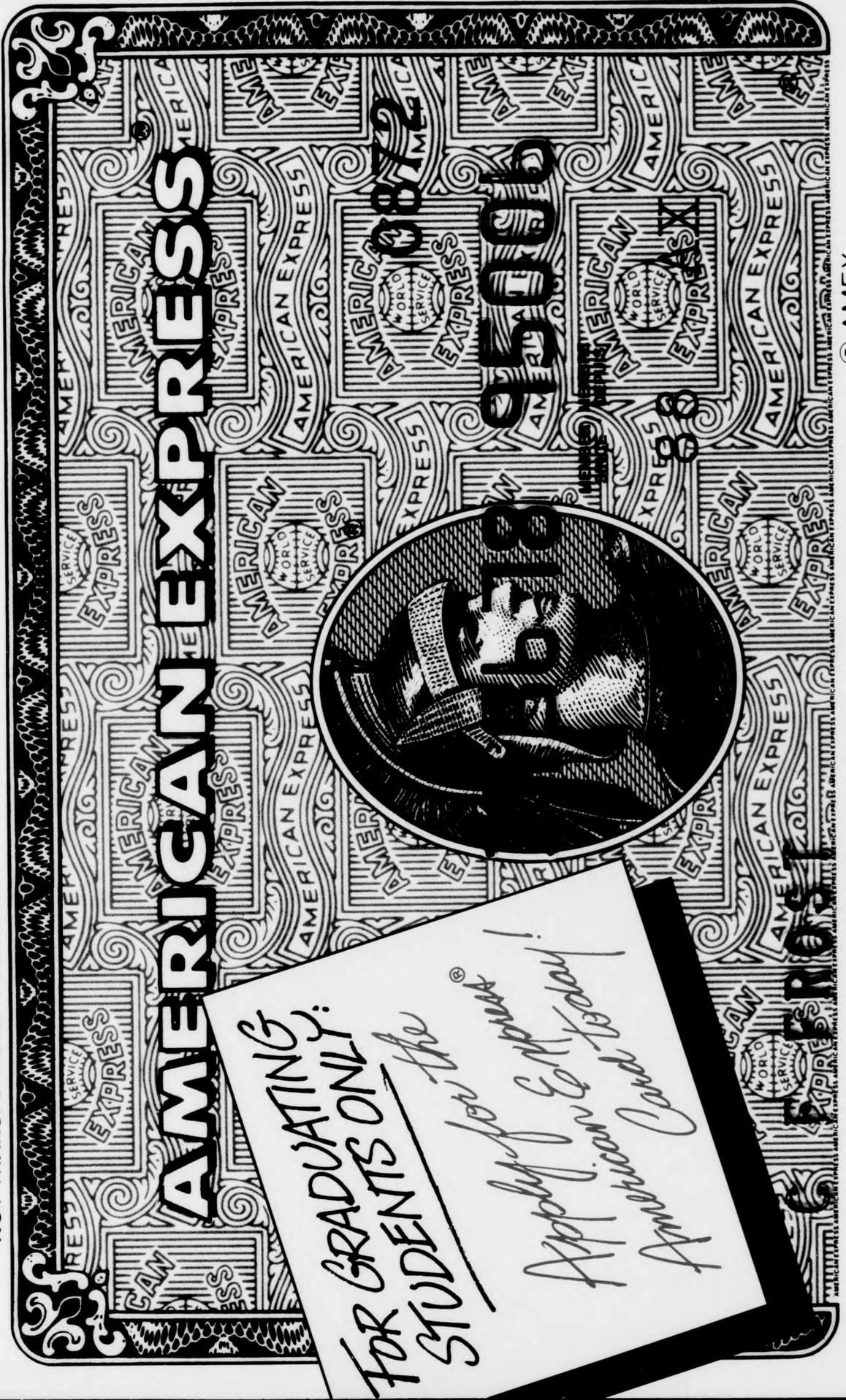
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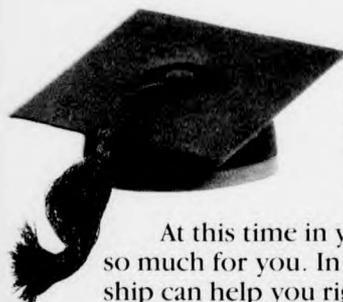


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Sociology Department Appointments Committee responds to *Excalibur's* articles

To The Editor:

The Sociology Department Appointments Committee wishes to respond in detail to the allegations of prejudice that appeared in two articles published in *Excalibur* concerning the committee's decision to offer two tenure-track positions to individuals other than Arnold Itwaru ("Top sociologist is snubbed," by Jeff Shinder, March 10; and "Outrage over Itwaru decision continues," by James Flagal, March 17). These articles are riddled with inaccuracies, half truths, and incorrect inferences. In this letter, we shall try to set the record straight, and shall also address some of the general issues that the Itwaru case raises.

We write this letter with great regret, because departmental appointment processes involve the handling of large amounts of sensitive and relatively confidential information, and are therefore normally carried out with considerable discretion. This serves to protect the right to privacy of all parties concerned: candidates, their referees, colleagues, students, etc. Since, however, you have chosen to contribute to the politicization of the process by front-page journalistic advocacy of a particular candidate, we find ourselves compelled to respond.

Your articles have claimed that the Appointments Committee failed to consider the views of students in making its recommendations. We want to stress that we took the expressed opinions of both undergraduate and graduate students into account in establishing the relative merit of the candidates. The Appointments Committee has the difficult task of selecting the best candidates, based on a range of criteria including scholarship, teaching and service.

In the second paragraph of your March 10 article, you assert that Dr. Itwaru has over 50 publications. Twenty-eight of the publications listed on our copy of Dr. Itwaru's vitae (the record that he furnished of his scholarly activities) appear in non-academic sources, such as newspapers, popular magazines, poetry magazines, and so on. Normally, works such as these are not considered as a basis for hiring into a sociology tenure track academic position nor do they usually appear on an academic vitae.

On the remaining publications, Dr. Itwaru's list of books and monographs includes several works of poetry, his unpublished M.A. thesis and his unpublished Ph.D. dissertation, but no published work in sociology. We are neither competent nor willing to judge Arnold Itwaru's poetry, but it is in any event not relevant to his qualifications as a sociologist. Dr. Itwaru's vitae also lists papers delivered at conferences and those under review for publication. Though these categories of work are evidence of scholarly activity, they are not "publications" in the commonly accepted meaning of that term. Finally, Dr. Itwaru's vitae lists three book chapters, including two in books that have not appeared.

In brief, Arnold Itwaru has published one article in a refereed journal; he has never published in either of the two major sociology journals in Canada, nor in any major sociology journal. He has no books in sociology. By our count, he has two sociological publications in print and two more in press, one of which, we understand, is still under

review. There is, in addition, a partial book manuscript that does not appear on the vitae and which has received favourable review from a publisher. This manuscript was not made available to the committee. We cannot concur with your view that this is the record of a "top sociologist."

We do not wish to emphasize quantitative indices of scholarly merit, however. The appointments committee carefully read Dr. Itwaru's work and attended the colloquium that he delivered as part of our appointments process. It is our judgement that other candidates whom we interviewed have done sociological work of considerably higher quality. There is, of course, room for disagreement concerning judgements of merit, but we wish to be clear that we examined all candidates' work with care and attention. In fact, given the quality of the 98 applications that we received it is doubtful that Arnold Itwaru would have been among the candidates interviewed for these tenure-track positions if our department had not adopted the practice of interviewing automatically our contractually limited faculty—a practice, incidentally, that the Appointments Committee supports.

You quote in your article of March 10 from two of the letters of reference that were submitted to us on Arnold Itwaru's behalf. We find it odd, by the way, that you would have access to ostensibly confidential letters of references. We hope that you understand that we are constrained in what we can say about letters that were transmitted to us in confidence. Nevertheless, we can say that Dr. Itwaru's letters are not particularly remarkable: The majority of candidates for these positions had equally positive (or more positive) assessments from their referees. We leave the interpretation of this information to you. Note that one of Dr. Itwaru's referees, Arthur Kroker, is identified in your piece as the editor of the *Canadian Journal of Political and Social Theory*, a journal that has declined to publish the paper recently submitted to it by Arnold Itwaru.

Jeff Shinder implies that the Appointments Committee was insensitive to student opinion in its decision to recommend the hiring of Dr. Itwaru. The committee included two graduate student representatives. Undergraduates were not represented because the undergraduate sociology students' organization died for lack of interest: The Sociology Department tried for many years to interest undergraduates in the affairs of the department; we gave up only after years of unsuccessful effort, concluding that students must organize themselves. You make much the same point in your editorial of March 17.

In the course of our deliberations, we solicited opinions from graduate students and from faculty who communicated with the committee orally and in writing. We received both positive and negative appraisals of Dr. Itwaru from graduate students. The written support for Dr. Itwaru that we received from undergraduates was in the form of a petition signed by students currently taking his sociology courses. We find it surprising that a student newspaper would fail to question the propriety of soliciting support of this kind from students currently in Dr. Itwaru's courses, and who have yet to receive grades. In addition, this expression of support for Arnold Itwaru is not based on a comparative assessment of his merits relative to those of

other candidates, nor is it in any sense a systematic expression of students' sentiments.

Your article of March 10 claims that our failure to recommend the hiring of Arnold Itwaru will eliminate important course offerings in our department. In particular, "Currently, approximately 500 students are enrolled in Itwaru's courses in critical sociology, underdevelopment Caribbean sociology (sic), and his graduate courses." In fact, Dr. Itwaru is currently teaching three courses in the sociology department with the large total enrolment of 382 students: (1) Overview of Sociology (i.e., a general introduction to the field); (2) Mass Communications; and (3) Sociology of the Body. These are all courses taught (though not necessarily in the current year) by other faculty members. Though Dr. Itwaru may teach sociology from a critical perspective, that is also true of many of the faculty members in our department. He has never taught a course on the Caribbean or underdevelopment in the Sociology Department at York (though prior to 1985 he taught a course on West Indian Presence in Canada as a Founder's College tutorial); he has never taught a course in our graduate program (with the exception of a reading course, which normally is not counted). The size of Dr. Itwaru's Overview course is, unfortunately, largely a function of our inability to maintain small courses in the first year: Any faculty member assigned to that section of the course would teach a large class.

You argue that our failure to recommend that Arnold Itwaru be hired is controversial because of his race. Our advertisement for the two tenure-track positions in question contained the following sentences: "York University is implementing a policy of employment equity. Qualified women and men are invited to apply. The Department of Sociology is particularly interested in increasing the representation of women and members of minorities among its faculty." The first two sentences are mandated by the York administration. The third sentence was written by the same Appointments Committee that decided not to recommend the hiring of Arnold Itwaru. Were we not committed to this policy, we would not have articulated it in the ad. The reason we did not recommend the appointment of Dr. Itwaru is because we had several candidates with far superior qualifications.

You quote a claim in your article that "visible minorities are visible in the lower positions, but completely invisible in terms of academia." At present, the Sociology Department has among its regular faculty two members of visible minorities: one is a Full Professor, and the other an Associate Professor. We stress that we support a policy that would increase the number of visible-minority faculty at York. That policy is not helped by misstating the facts.

Although York does not have a formally sanctioned affirmative action policy favouring members of visible minorities, it does have an official affirmative-action policy concerning women: Put briefly, women candidates must be hired where qualifications are substantially equal, in units (such as ours) that have less than 30 percent women. Put another way, we could not have hired Arnold Itwaru if there were two, or more substantially equal or superior female candidates. In fact, there were several; and superior male candidates as well. We find it particularly destructive,

and sexist, to oppose affirmative action for women on the basis of supporting affirmative action for visible minorities.

We would like to make some statements about the general issues raised by Arnold Itwaru's candidacy, beyond the issue of race. York has, for many years now, relied very heavily on part-time and contractually limited faculty to teach our courses—especially large, lower-level courses in the undergraduate programme. It is ironic that two of the members of the Sociology Department Appointments Committee have in other capacities fought long and hard to redress the inequities of the situation of contractually limited and part-time faculty. These two individuals were instrumental in formulating the initiative that produced the present programme of conversion of long-service, high-intensity part-timers to tenure-track positions.

There are several sociologists eligible for conversion to a tenure-track position, including Arnold Itwaru, who has been teaching at York for 10 years, and who received his Ph.D. in 1983. Arnold Itwaru taught as a part-timer from 1978 to 1985, at which point he received a full-time contractually limited appointment. These appointments are by their nature non-renewable after a specified term. Dr. Itwaru has also taught at two other universities and for three other units at York, none of which has offered him a tenure-track position.

In the March 17 article, James Flagal quotes an argument to the effect that we should hire Arnold Itwaru because he is a York graduate: "If this university won't recognize this degree, who will." Though we did not disqualify Dr. Itwaru because his degree is from York, you should realize that it is unusual for departments to hire their own recently graduated students: Many academic departments have formal rules preventing them from hiring their own recent Ph.D.'s.

Finally, we wish to comment briefly on your standards of journalistic accuracy and fairness. That your articles were seriously inaccurate can be inferred from what we have said to this point. Considerations of fairness suggest that you should have asked the Appointments Committee to comment on the allegations that were made concerning our conduct. Instead, you quoted our Chairperson and Graduate Director briefly and out of context. You did interview the Acting Dean of Arts, but the original decision was not his. As well, your articles include the most blatant sort of editorializing.

There is at present a climate of anger and confusion surrounding our appointment recommendations, a climate which has partly been produced by your inaccurate reporting. We therefore request that you print this letter in its entirety, despite its length. We regret that events have compelled us to state publicly our assessment of Arnold Itwaru's candidacy for a tenure-track position in our department.

Sincerely,
The Sociology Department Appointments Committee

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GAYS AND LESBIANS at the University of Toronto will present a speaker from "Sex Talks Project" and will be showing the videotape "Bright Eyes" Thursday, March 31, 7:30 p.m., 7th floor Library Science Building (north wing of Robarts), 140 St. George St. at Harbord. NO ADMISSION CHARGE. Refreshments will be served. ALL WELCOME.

THE ONTARIO MARCH OF DIMES CAMPING PROGRAM will be visiting the Administrative Studies Building on Wednesday, April 6 in Room 103 between noon and 1 p.m. to advertise exciting and rewarding positions working with physically disabled adults in residential settings throughout Ontario from mid-June until the end of August. All interested parties are welcome. Come and learn about an experience of a lifetime! For more info please contact 425-0501.

FOR SALE

TROJAN CONDOMS BY MAIL ORDER—\$7.49 for 25, \$1.00 handling and 7% sales tax. Send cheque or money order to: The Rubber Tree, 204-6012 Yonge Street, North York, Ontario M2M 3V9.

OFFICIAL YORK UNIVERSITY GRADUATION FRAMES—are now offered by the alumni Association. These high quality frames are specially designed to accommodate the current York diplomas and graduation portraits. With crimson and gold matting, frames are stamped with the university's crest. Call the Office of Alumni Affairs (416) 736-5010 for more information.

FOR SALE: WEDDING GOWN—size 13/14 and hat with veil. Never worn. \$300.00 or Best offer. Call Karen 736-5152 or 663-2107.

FOR SALE—Lifetime membership at health club. Global and nautilus equipment, squash courts, pool, aerobics, sauna, whirlpool and bar. Call Jeannine 736-5065 or 223-2012.

FOR SALE—computer system—Apple IIC & Epson printer, complete, incl. programs and accessories \$1,000. Tel. 972-1237.

81 MAZDA 626 FOR SALE—very low km on rebuilt eng. rust/red 4-door, 5 spd. AM/FM St. call from 9am-11pm 731-0754—leave message on tape asking \$4250.00 or B.O.

BOOKS FOR SALE—English, American and Classical literature, Chaucer, Canadian poetry, Greek philosophy. Call Tracy 234-0254.

FOR SALE—'75 Pontiac LeMans Wagon. Good engine, many new parts. \$250 as is. Call (519) 927-5580 after 6 p.m.

1981 SPIRIT GT, 258 cu. in., 4 speed, needs little to certify. \$1600 or best offer. Please call after 6 p.m. 663-7558.

HELP WANTED

STUDENT WITH basic mathematical skills required to type and calculate invoices. Good typing skills are a must. Flexible hours between 8:30 and 4:30. If interested, please call 881-3108.

EXPERIENCED TYPIST REQUIRED immediately for firm in Concord area. Temporary position. Call 669-9464 for appointment.

NEED EXTRA CASH? Enthusiastic person wanted to sell 250-300 coupons in Keele/S-teeles area. \$2.00 commission. (Coupons sell themselves) Call 738-4751.

COLLEGE PRO PAINTERS—Scarborough outlet requires exterior painters/foremen for summer employment. No experience necessary. Flexible hours. Excellent wages. Contact Andrew 444-7552.

1:1 VOLUNTEER OPPORTUNITY—If you can spare three hours a week, spend it with someone who has had treatment for mental illness. Call the R.A.P. of the Canadian Mental Health Association/Metro at 789-7957.

HELP WANTED—Student to teach 9 year old French. Call between 9:00 and 10:00 a.m. and 4:00 and 7:00 pm. 283-6827.

PAINT BRUSHERS INC.—Now accepting applications for summer employment. Painters and Foremen required for interior and exterior work in the Thornhill region. For more information call Kevin at 493-1622.

SEARN BIG BUCKS Tar Healers need full time summer help in Toronto area. Make \$6-10/hour. Good selling skills an asset. Must be a hard worker. 221-1963 after 6 p.m.

RELIABLE BABYSITTER WANTED (with references) for Monday and Wednesday nights throughout summer. Job located in Grad Residence. Phone Liz at 661-2683 between 7 and 11 p.m. Excellent pay!

PARTICIPANTS NEEDED FOR IMPRESSION FORMATION STUDY—participation involves approximately one hour of your time, for which you'll be paid \$5.00. All materials and responses in written format. To arrange a convenient time, or for more information call Dr. E. Hewitt 736-2100 x6421 or Virginia Hatchette 422-5961.

SUMMER JOBS—1) \$7.50 plus, construction, need own transportation. 2) sales position, commission. Contact Sonny 737-0929.

SUMMER JOBS—Cut grass this summer! Crew leaders wanted! You must be responsible and physically fit. Experience is not necessary, but you must be mechanically inclined.

Car or truck needed. \$6.50 to \$8.00 per hour plus car allowance. Call WORK CREW today for an interview. 482-7878.

SWIM INSTRUCTORS WANTED—April 8 until June 30. Up to 25 hours per week including weekends. Must be qualified and experienced. Wages from \$8.00/hour and up. Felix's Thornhill Swim School. 731-3601. Evenings 889-9935 (Felix).

HELP REQUIRED Sunday, March 13th for a couple of days. Need help moving business office. Please phone Coleen (416) 663-3255.

GENERAL OFFICE HELP REQUIRED—Temporary Position (may become permanent). Flexible hours. Requirements: general office knowledge, some bookkeeping beneficial. Call Silvia Castellarin, Flex-Temp Ltd. 749-9510.

THIS SUMMER BE A COLLEGE PRO PAINTER—Hiring painters and foremen now. \$6-7.50/hr. The first step to being a manager. Scarborough beaches. Call Mark 489-2809.

WORK OUT DOOR WITH KING FENCE—Canada's largest fencing company. No experience necessary to earn \$7-\$10 per hour. Call Louis at 739-0084, rm 302 Vanier.

TREE PLANT THIS SUMMER—Earn full summers' wages in 6-8 weeks. Position available with Bark Reforestation Inc. Call 593-5598.

FILM, MUSIC, SCREENWRITING, PHOTOGRAPHY AND THEATRE STUDENTS—A low budget FEATURE LENGTH film to be shot in Toronto area requires hard working people in all these departments. Portfolios are being accepted now. Call 739-1689.

STUDENT PEER SUPPORT CENTRE requires coordinator to work 20 hours a week from August 1, 1988 through April 30, 1989. Submit resume to C. Clarke, 112 Central Square, ext. 3632 by March 28.

PART TIME RELIEF POSITION, primarily weekends leading into more work over summer. Working with mentally retarded adults in group home setting. Exposure to this population preferred. Psychology students—compliment your education. 453-2966 Brampton.

THE MACAULAY CHILD DEVELOPMENT CENTRE REQUIRES volunteers to assist in individually designed stimulation programs for children with special needs and to assist with playgroups and field trips. Call 789-7441.

CONTRACT PERSON NEEDED to work with mentally retarded adult. Assisting him with furniture refinishing. Call 462-9234 after 6:30 p.m.

FEMALE VOCALIST VOLUNTEER required for occasional light-rock. Eventual studio work. Send related information to: Box 1206, 4 Hanover Rd., Brampton, Ontario L6S 4J1.

OPERATION SPRINGBOARD is a non-profit agency that works with people in trouble with the law. Help make your community a safer place to live—become a volunteer. Call 785-3666.

HOUSING

FOR RENT—Room in luxurious, clean student apartment, 10 minute walk from campus. \$375/month. Available at beginning or middle of April. For more info, call 739-1499.

STUDENT SEEKING APARTMENT for September 1/88 in exchange for part-time babysitting. Rent negotiable. Nanny references. Please call 881-8807 (evenings) or leave message 757-4817.

ATTENTION SUMMER STUDENTS going to Western. 3 bedroom apartment for rent. Ideal location minutes from campus. Washer/dryer/pool. Seconds from Althouse Teachers College. Call (519) 679-7970.

KEELE/FINCH—Responsible nonsmoker(s) required to share 2 bedroom condo, 10 minutes walking distance to York University, laundry, rec centre. Call 667-1259.

CONDO TO SUBLET—Female to share two bedroom large apartment with two females. Large tanning balcony, pool, sauna, all utilities, furnished, cable, 10 minutes to York. 736-6548.

TWO BEDROOM APARTMENT—St. Clair and Dufferin. Fully furnished and a cat named Thomas P. \$650 per month. Call 651-1979 (Pam or David).

ONE BEDROOM APT.—to sublet. Young and Eglinton. avail. May/Sept. Prof or mature student preferred. Call 480-2682, leave message.

ROOMMATE/COMPANION—Female, non-smoker to share fully-furnished 1-bedroom apt. (Big) Kennedy Subway. 3 min. walk. Trevor 267-1088.

DUFFERIN/STEELES—4 bedroom house/furnished basement. Available for May 1. \$1200/month. Call evenings 669-9883.

SUMMER SUBLET—With option to take over lease. Keele/Finch. Spacious 3 bedroom, 2 bathroom apartment. Recreation facilities included. Great for students \$1200/month. Utilities included. Call Doug 665-2082.

URGENT—Need a 1 bedroom or bachelor apartment from May 1 to Sept 1. Call 630-4298.

FOR RENT—Furnished condominium incl. dishes, linen, cable TV, swim pool etc. Available April 15th to Sept. 30, \$900/month. Suitable for faculty (adults)—at Jane and Shoreham. Phone 667-1473 evenings and weekends.

FEMALE STUDENT—needs to share or sublet apt. on or very near campus. Call Virginia 422-5961.

LOST & FOUND

LOST—A gold pin with 2 small gold shoes. Anyone finding it please call Marcia at 736-5024, bookstore. This was a gift from my children.

RING FOUND—December 14, 1987. Phone 698-5810 with accurate description.

PERSONALS

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alternative to noisy bars, drunken parties. Non-profit, confidential. P.O. Box 8081, Station 41, London, Ontario N6G 2B0.

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FERNANDO—Earth and At. Sc. Call Ann for a message from MJP and for Lee Flee. 739-0591.

IS THIS YOU? Adopted: Birth name Tracey Anne Bell. Born: March 8, 1968. Possibly freshman Language student. Adopted Peel Region. Birth mother searching. Contact 824-0100.

NUDISTS/NATURISTS—For information about Canadian naturist resorts and beaches, send \$1.00 to: Federation of Canadian Naturists, P.O. Box 1241, Bradford, Ontario L3Z 1A0.

THERESE—You approached me in the Grad Lounge in October. We had coffee several times since, but I have no way of reaching you. Want to talk more, please call Robert 960-6396.

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GRADUATING THIS YEAR? Why wait until spring to begin your job search? We can help. Visit the Career and Placement Centre. N108 Ross. 736-5351.

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WANTED

IF YOU HAVE A SET OF CAST IRON weights that are just taking up space in your home, sell them to me. Call 736-5165, ext. 7508.

WANTED RECYCLABLE MATERIALS—Cans, bottles and plastic pop bottles (esp. 2 litre size). Please bring them to Room 306 Lumbers Bldg. Faculty of Environmental Studies. The earth is running out of space for dumping! Thank you for your conscientious effort.

YORK CLUBS

LESBIAN AND GAY ALLIANCE Weekly Meetings Thursdays at 5 p.m. in 107 Stedman.

ANYONE INTERESTED in the International Students' Association and meeting people of different cultures, our events, workshops, etc. and wishing to know more or offer comments/suggestions. Please call 739-1849 or 221-7674 or 769-4338.

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